

Mrs Bonds Village Nursery

Local Escalation Policy

Working together effectively to safeguard children is dependent on an open and honest relationships between agencies.

When a situation arises that the nursery disagrees with another agencies actions, inaction, or decisions to safeguard a child the following should be followed.

The nursery must be assertive, act swiftly and ensure that they challenge the relevant professionals in line with this policy.

The safety of individual children is the paramount consideration in any professional activity.

- Resolution should be sought within the shortest timescale possible to ensure the child is protected.
- As a guide, professionals should attempt to resolve differences through discussion within one working week or a timescale that protects the child from harm (whichever is shortest).
- Disagreements should be resolved at the lowest possible stage

If a child is thought to be at immediate harm, a referral must be made to MASH (Bromley Children's and Family Hub) and the designated safeguarding lead (Rachel Parker and Lisa Owen) should be informed immediately.

Any worker who feels that a decision is not safe or is inappropriate can initially consult their supervisor/manager to clarify their thinking if required. They should be able to evidence the nature and source of the concerns and should also keep a record of all discussions.

Concerns relating to decisions, suspected wrong doing or dangers at work within the nursery, should be raised in line with our policies for dealing with such matters, including, but not limited to, those setting out the arrangements for whistleblowing.

Escalation - Stages of Resolution

- Stage One: Discuss with the other worker

The people who disagree have a discussion to resolve the problem. This discussion must take place as soon as possible and could be a telephone conversation or a face to face meeting. Support may need to be given by manager to staff when resolving the issue

- Stage Two: Escalate to line manager

If the problem is not resolved, you should contact the manager who should have a discussion with the equivalent supervisor/ manager in the other agency. The manager may wish to take advice from their own Safeguarding Team.

If the case involves a child subject to a Child Protection Plan or a Looked After Child, relevant Child Protection Chair or Independent Reviewing Officer must also be notified.

- Stage Three: Escalate to senior managers

If the problem is not resolved at Stage Two, the manager of the nursery reports to their respective manager or named/ designated safeguarding representative. These two managers must attempt to resolve the professional differences through discussion.

If there remains disagreement, the expectation is that escalation continues through the appropriate tiers of management in each organisation until the matter is resolved. The respective agency members on the Bromley Safeguarding Children Partnership should be engaged in seeking resolution before the case is raised with the BSCP Chair.

- Stage Four: Resolution by BSCP Chair

If it has not been possible to resolve the professional differences within the agency concerned (and after the agency BSCP members have been involved), the matter should be referred by the nursery to the Chair of the BSCP, who may either seek to resolve the issue direct with the relevant senior managers, or convene a Resolution Panel.

The nursery raising the dispute must e-mail the details through to bscp@bromley.gov.uk for the attention of the independent chair.

The Resolution Panel must consist of senior officers from three agencies who are members of the full Board of the BSCP. The senior officers must include the agencies concerned in the professional differences.

The Panel will receive representations from those involved in the dispute and will collectively resolve the professional differences concerned.

If unsure who the representative on the BSCP Board, please contact the BSCP administrator on bscp@bromley.gov.uk or 0208 461 7816.

At all stages of the process, actions and decisions must be recorded in writing on the child's file and shared with relevant personnel, to include the worker who raised the initial concern.

This policy was added by Mrs Bonds village nursery on 02/10/2023