WSCP Practitioner Escalation Policy

What is Escalation?

All practitioners working with children and young people have a responsibility to ensure that the child's welfare is seen as a priority at all levels of professional activity. When working with practitioners from other agencies, there may at times be differences of opinion or concerns about practice that arise. Escalation is the formal process of challenging these differences and ensure that all professionals have a quick and straightforward means of resolving differences of profession opinion to safeguard the welfare of children and young people. Further information can be found on the WSCP Warwickshire Escalation Policy.

Stage 4 – Escalate to WSCP

In the unlikely event that the issue is not resolved by following Stages 1-3 and/or these discussions have raised significant policy issues, the matter should be referred by the relevant professional to WSCP within **2 days**. This should include the completed WSCP Escalation Monitoring Form which details what has been done so far to resolve the issue. The outcome of the discussion and agreed actions should be recorded in writing. Managers should feedback the agreed actions to operational staff and ensure these actions are accurately recorded.

Use of the Policy

It is recognised that this process might not be appropriate in all settings e.g. a school or early years setting, where the escalating practitioner might be the designated safeguarding lead, senior manager or does not have a line manager. Where this is the case, the escalating practitioner should follow the process at each stage and record accordingly on the monitoring form.

Stage 3 – Service/Senior Manager

If unresolved at Stage 2, a discussion between senior managers should take place within **2 days**, and if necessary, a joint meeting arranged with the involved practitioners and relevant line managers. Advice and support should be sought from the Designated Safeguarding Leads within the agencies. The outcome of the discussion and agreed actions should be recorded in writing. Managers should feedback the agreed actions to operational staff and ensure these actions are accurately recorded. If unresolved, escalate to **Stage 4**.

Monitoring

The WSCP Escalation Monitoring Form must be completed **at ALL stages** by the escalating line manager and stored on the child's file. Warwickshire Safeguarding will review all forms to determine whether there are any key trends being identified and whether any learning or policy amendments are required. The escalation process is outlined in the WSCP Warwickshire Escalation Policy.

Stage 2 – Safeguarding Lead/Line Manager

If unresolved at Stage 1, the escalating practitioner should raise the matter with their line manager or safeguarding lead. Respective managers liaise within **1-3 days** (reflecting the level of risk to the child) to review available information and resolve if possible. The escalating line manager should be clear that they wish to raise their concerns under the escalation process. It's important to ensure all parties understand the agreed actions. These should be clearly recorded and immediately fed back to operational staff. If unresolved, escalate to **Stage 3**.

Stage 1 – Practitioner to Practitioner

The concern or difference of opinion, should aim to be resolved through a discussion or a meeting within **1-3 days**, based on the risk to the child. Practitioners must follow their agency's procedures for logging concerns as well as completing the WSCP Escalation Monitoring Form. Additionally, they should check back to confirm that the agreed actions have been fully implemented within the specified timeframe. If practitioners are unable to resolve differences within a suitable timescale, escalate to **Stage 2**.