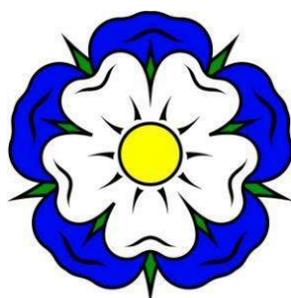


Richmond Hill Primary Academy



Inter-agency Escalation Policy

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Inter-agency Escalation Policy

This policy refers to the resolution of professional disagreements in work relating to the safety of children.

Introduction

Occasionally situations arise where workers within one agency feel that the decisions made by a worker from another agency on a child protection issue is not a safe decision.

This escalation policy seeks to identify how employees of Richmond Hill Primary Academy can find a resolution where there are differences of opinion and if this is not the case, then gives guidance as to how to escalate to the needed level.

All staff at Richmond Hill Primary Academy are aware of their duty of care in terms of child protection and know how and who to refer to if a child makes a disclosure or if they have a concern about a child's safety. Please see Safeguarding Policy for more information.

Escalation Procedure with Child Protection Concerns

If a child makes a disclosure or a member of staff has a concern they should report immediately to the Designated Safeguarding Lead (DSL).

If the DSL/level 3 trained member of staff at Richmond Hill Primary Academy refers this to Referrals and Response Team and is not happy with their response, then the DSL needs to voice this with the social worker in the first instance.

If the DSL is still not happy with the situation, then they need to escalate this to the social worker's manager within the social care team of which all conversations will be logged and if still not happy then DCSB should seek to hold a multi-agency meeting to discuss the case.

If at any point, a member of staff feels that their concern/disclosure has not been dealt with appropriately by a member of staff at Richmond Hill Primary Academy, then the Whistleblowing Policy should be adhered to.

Please see the Academy's Whistleblowing Policy for more information.

It is important to note that at any point, any member of staff can make a referral to social care if they feel that their concern/disclosure has not been handled appropriately.

At all stages of the escalation procedure actions and decisions must be shared in a timely manner with appropriate staff who are directly involved with the case.

Decisions should be recorded in writing and should be attached to the child's safeguarding file, under lock and key. In particular this must include written confirmation between the parties about an agreed outcome of the disagreement and how any outstanding issues will be pursued.

This policy runs alongside the Academy's Whistleblowing Policy and the Safeguarding Policy.