

Safeguarding Escalation Policy – Children & Young People

Introduction / Purpose

Everyone who works with children and young people has a responsibility for keeping them safe. This policy is put in place to resolve a difference of opinion at the earliest opportunity between professionals, ensuring that the child or young person always remains the priority. For North Yorkshire Sport, working across 2 'Top Tier' Local Authority boundaries (North Yorkshire County Council & City of York Council), we will always follow the local escalation policies, however this process sets out the actions needed to be taken by North Yorkshire Sport.

Links to policy

This policy should be read in conjunction with the North Yorkshire Sport Safeguarding Children policy and in particular the flowchart for dealing with a safeguarding concern.

The policy can be found [here](#)

Reducing the likelihood of dispute

Differences of professional opinion can arise from time to time and to reduce the likelihood of a dispute good and effective communication skills are required when dealing with an issue. There is a clear need to ensure there is open and transparent communications and there is a respect for all organisations, individuals and their views.

North Yorkshire Sport Staged Resolution Process

1) *Defining the disagreement*

Relevant professionals should meet to discuss the disagreement. All efforts should be made to resolve the matter through discussions and negotiation. Where disagreement remains, it should be made clear what the particular issue is and what the stance of each party is in relation to that particular issue is.

2) *Discussions with line manager / safeguarding lead / deputy safeguarding lead*

Following the disagreement, the matter should be discussed with the safeguarding lead (or deputy safeguarding lead if the concern is by the safeguarding lead) and line manager. The purpose of this meeting is to review all available information and seek to resolve the matter, through guidance and support and agreeing a plan of actions. All conversations and actions should be recorded.

3) **Ensure all appropriate steps have been followed and recorded**

Following the actions being put in place and actioned they should be reviewed to ensure that all appropriate steps have been covered and whether this has resolved the matter or whether further escalation is required.

4) **Inform / discuss GSC and Safeguarding champion**

At this point the designated safeguarding lead or Chief Executive should contact the NYS Trustee Safeguarding Champion, informing them of the whole situation and actions taken to this point. All members of the Senior Leadership Team should be informed and any further guidance sought on how to resolve the matter. All conversation should be recorded, and an update should be provided to the full board at the next Board meeting.

5) **Escalating concerns where disputes remain – follow local policies**

Following the unsuccessful resolution of the matter through previous steps the escalation policy of the relevant Safeguarding Partnership should be followed and the matter raised to the appropriate level of officer. Following this process through to the end will resolve the matter to an outcome that should be accepted by all parties.

6) Learning lessons

Following the resolution of any disagreement (no matter at which stage it is resolved) attempts to learn from the situation should be taken to minimise the situation occurring again. This should involve a meeting with relevant professionals involved in the matter to discuss where the disagreement arose from and consideration should be given to:

- Identifying any training needs
- Best practice guidance being sought from elsewhere
- Any changes required to policy and procedure
- The lessons learnt should be recorded and discussed at all levels, including the internal safeguarding group, Senior Leadership Team and at Board level.

Relevant Contacts

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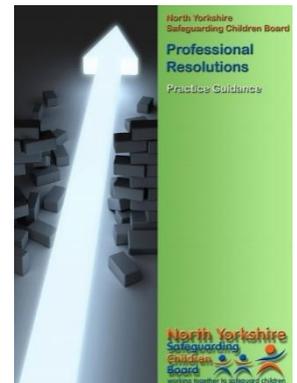
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Relevant Safeguarding Partnerships Escalation Policies

North Yorkshire Safeguarding Children partnership – Professional Resolutions Guidance

<http://www.safeguardingchildren.co.uk/admin/uploads/practice-guidance/professional-resolution-practice-guidance-v1-1.pdf>



City of York Safeguarding Children Partnership - Local safeguarding partnership arrangements in response to Working Together 2018:

<https://www.saferchildrenyork.org.uk/Downloads/NEW%20City%20of%20York%20Safeguarding%20Children%20Partnership%20CYSCP%20Arrangements.pdf>

