



LADYBIRDS
NURSERY

Working in Partnership with Other Agencies

Resolving Disagreements and Escalation






Partnership

It is vitally important that we work together with other agencies to the best of our ability.

We work in partnership with local agencies to promote the well-being of children. For partnership working to be successful, we must be active in working alongside sharing expertise and knowledge with colleagues, and on occasion, seek advice from other agencies in order to support children's individual needs.

We understand that in order for children's needs to be met, and optimum progress to be made we must work with other agencies to share information from development, next steps and assessment in order to support consistency. We will seek permission from parents before any information is shared and will only do this in the best interest of the child.

We work in conjunction with

-  Speech and Language
-  Educational Psychologists
-  Teachers from schools
-  Social Care
-  Health Visitors.....amongst others.

Resolving Professional Disagreements and Escalation









It is every professional's responsibility to 'problem solve'. Communication is extremely important and is the key to resolving professional misunderstandings or disagreements.

Effective working together depends on resolving disagreements to the satisfaction of all professionals and agencies, and a belief in genuine partnership and joint working to safeguard children.

The focus on this procedure is to ensure resolution and the continuation of good partnership working. We will aim to work to the principle of restoring relationships and disagreements at the lowest possible level so that we are satisfied that we have been listened to with the best outcome for the child and the family.

When we, as practitioners are not working well together, we understand that this may have an impact on the child's development, or even place them at risk of harm. It is therefore important that we have a full understanding of other professionals' roles and responsibilities.

We understand that practitioners have concerns about the welfare of children, this may arise when they perceive other practitioners are:

-  Not recognising need, or the signs of harm
-  Not sharing information about the child's welfare
-  Not accepting referrals for services
-  Not delivering services according to threshold of need
-  Not co-operating in delivering planned interventions
-  Not attending core group meetings
-  Not producing minutes quickly enough
-  Not fulfilling their roles and responsibilities

At no point would any professional disagreement undermine the safeguarding of a child. The child's welfare and safety will remain paramount at all times.

When we are communicating our disagreement, we will remain respectful of each other at all times, and will evidence this.

Resolving Disagreements

We will take all the initial steps to resolve any disagreement that we may find ourselves in. We will explain explicitly what the problem is and have clarity in what it is we are wanting to achieve.

We will make a clear record at all stages in relation to the disagreement, and exactly how we feel the disagreement can be resolved.

If an agreement cannot be reached following professional discussions, then this will be escalated without delay to a more senior manager.

If, in the unlikely event, that any resolution cannot be reached, and this is impacting on decisions being made, or delays in child protection plans, then it will be brought to the attention of the Chair of the relevant Local Safeguarding Board, who will determine an appropriate course of action.

Policy Issued January 2016

Date to be Reviewed January 2017

Date Reviewed July 2016

Date to be Reviewed July 2017

Reviewed May 2017

Date to be Reviewed May 2018

Date Reviewed May 2018

Date to be Reviewed May 2019

Date Reviewed April 2019

Date to be reviewed

The policy will be reviewed sooner than the review date should any new information be obtained.