

The Practice Improvement Model

Theme: Challenge & Escalation

Local policies and procedures

- Challenge Pledge
- Multi-Agency Challenge & Escalation Policy
- Professional Dissent from the Conference Decision

Challenge Professional Non-Compliance of the CP Conference Procedures

What are the gaps?

- The term “Challenge & Escalation” is seen to be negative and can be a barrier to positive partnership working. Other Safeguarding Partnerships have changed this term to “Resolving Professional Differences” which has had a positive impact in terms of professional empowerment.
- There are no monitoring systems in place to evaluate the impact of the Challenge & Escalation Policy and Challenge Pledge that was launched as part of the new Partnership arrangements in May 2019.

Action	Lead	Timescale
The term “Challenge & Escalation” to be reframed to “Resolving Professional Differences”	DSCP Business Unit	Feb 2021
The existing Challenge & Escalation policy to be reviewed in line with the findings of SCRs and any other good practice models	DSCP Business Unit	Feb 2021
The Training & Communication Strategy to include Challenge & Escalation as an area of priority in terms of raising awareness and promotion of the policy within both statutory and non-statutory services, and ensuring that it is a topic is explored in all training courses.	DSCP Business Unit Embedding Learning Group	March 2021
The culture and understanding of escalation processes for children and adults services to be included in the next available Practitioner Survey	DSCP Business Unit	January 2021
The 3 rd Party Assurance process to include oversight of the effectiveness and use of the Challenge & Escalation Policy	Health Sector Group	January 2021
The effectiveness and embeddedness of the Challenge & Escalation Policy to be included in the Section 11 Audit	DSCP Business Unit	January 2021