

# SAB Escalation Policy

## 7 minute briefing



<p><b>1. What is the SAB Escalation Policy?</b></p> <p>Occasionally situations arise when workers within one agency feel that the actions, inaction or decisions of another agency do not adequately safeguard an adult. The SAB Escalation Policy defines the process for resolving such professional differences and should be read alongside The Care Act (2014) and the London Multi-Agency Adult Safeguarding Procedures (2015) and relevant internal policies on escalating matters of concern.</p>	<p><b>5. Stage 4 of Resolution</b></p> <p>The respective agency members on the Havering Safeguarding Adult Board (SAB) should be engaged in seeking resolution before the case is raised with the HSAB Chair.</p> <p>If it has not been possible to resolve the professional differences within the agencies concerned (and after the agency SAB members have been involved), the agency raising the dispute must e-mail the details through to <a href="mailto:safeguardingpartnerships@havering.gov.uk">safeguardingpartnerships@havering.gov.uk</a></p> <p>The Chair of the SAB may then either seek to resolve the issue direct with the relevant senior managers, or convene a Resolution Panel.</p> <p><b>At all stages of the process, actions and decisions must be recorded in writing on the adult's file and shared with relevant personnel, to include the worker who raised the initial concern.</b></p>
<p><b>2. When should I use the Escalation Policy?</b></p> <p>If you consider that the practice of other professionals is placing adults at risk of harm, you must be assertive, act swiftly and challenge the relevant professionals in line with the policy.</p> <p>If the adult is thought to be at immediate harm, the designated safeguarding lead for your agency should be informed immediately.</p>	<p><b>6. Who sits on the Resolution Panel?</b></p> <p>The Resolution Panel must consist of a senior officer from three agencies who are members of the SAB Executive Board. The senior officers must include the agencies concerned in the professional differences. The Panel will receive representations from those involved in the dispute and will collectively resolve the professional differences concerned.</p>
<p><b>3. Why should I use the Escalation Policy?</b></p> <p>The safety of vulnerable adults is the paramount consideration in any professional activity and resolution should be sought within the shortest timescale.</p> <p>As a guide, professionals should attempt to resolve differences through discussion within one working week or a timescale that protects the adult from harm (whichever is shortest). Disagreements should be resolved at the lowest possible stage.</p> <p>Individuals may wish to refer to the Escalation Policy for their organisation to clarify the approach required.</p>	<p><b>7. Further Reading</b></p> <p>If you would like more information on the SAB Escalation Policy please visit our Safeguarding Partnerships website</p> <p><a href="http://safeguardinghavering.org.uk">Havering Adult Safeguarding Board (safeguardinghavering.org.uk)</a></p>
<p><b>4. Stages 1-3 of Resolution</b></p> <p><b>Stage 1.</b> The people who disagree must have a discussion to resolve the problem as soon as possible. It should be recognised that differences in status and/or experience may affect the confidence of some workers to pursue this unsupported.</p> <p><b>Stage 2.</b> If the problem is not resolved, the worker should contact their own supervisor/manager/named safeguarding professional who should have a discussion with the equivalent supervisor/manager/named safeguarding lead in the other agency.</p> <p><b>Stage 3.</b> If the problem remains unresolved, the expectation is that escalation continues through the appropriate tiers of management in each organisation until the matter is resolved.</p>	