



WORKING TOGETHER TO RESOLVE PROFESSIONAL DIFFERENCES

The [National Child Safeguarding Practice Review Panel](#) identifies professional challenge as a “perennial practice challenge”. In their assessment of local child safeguarding practice reviews they highlight a lack of challenge between professionals and an apparent reluctance to escalate concerns so that professional differences can be understood, considered and effectively resolved. The Panel emphasise the importance of senior leaders encouraging professional challenge and modelling this as “essential to securing good outcomes for children”.

The new [Working Together to Resolve Professional Differences \(escalation and resolution\)](#) procedure and guidance has been launched across Hampshire, Isle of Wight, Portsmouth and Southampton (HIPS).

This is an important procedure for everyone who works with children and families and starts from a premise that professional challenge and curiosity are welcomed and necessary to ensure children are effectively safeguarded and their wellbeing is promoted.

Managers/ safeguarding leads:

Please ensure this is shared within your teams and that you are familiar with the procedure and guidance so you can support your teams and colleagues well.

Senior leaders and managers:

Please ensure this is shared widely within your agency or organisation and promoted on a regular basis. Make sure it is accessible to staff through internal systems and familiarise yourself with the procedure.

Practitioners/ frontline staff:

Please take some time to read and understand the procedure and guidance, discuss with your peers and don't forget to use it when it is needed!



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SUPPORTING TOOLKITS:

- > [Safeguarding Adolescents](#)
- > [Safeguarding Infants](#)
- > [Adopting a Family Approach](#)
- > [Learning from Reviews](#)
- > [Neglect](#)
- > [Child Exploitation](#)
- > [Child-on-Child Abuse](#)
- > [Child Sexual Abuse](#)
- > [Understanding Unidentified Adults](#)
- > [Serious Violence](#)
- > [Community & Voluntary Organisations](#)

STRATEGY, GUIDANCE & PROCEDURES:

- > [HIPS Working Together to Resolve Professional Differences \(escalation and resolution\)](#)
- > [HIPS Working Together to Resolve Professional Differences in relation to child protection conferences](#)
- > [Hampshire & Isle of Wight Safeguarding Children Partnerships and Children's Trust Threshold Chart](#)

DAY IN THE LIFE:

- > [Day in the life of a child tool](#)

ADDITIONAL RESOURCES:

- > [National Child Safeguarding Practice Review Panel](#)
- > [Working Together to Safeguard Children](#)



IF YOU DO ONE THING...

Remember professional challenge is a necessary part of working together to safeguard and promote the welfare of children, it requires us to be brave, respectful, open to other professional views, curious, to actively listen and work to understand another professional's worries.