

# Top Ten Tips - Respectful Challenge

Challenge is an integral part of safeguarding children and of inquisitive practice. Fundamentally, we are challenging parents and colleagues by asking them to change and to fulfil their responsibilities.

- It is **common for there to be disagreement** in safeguarding between those involved - it needs to be openly acknowledged and addressed
- It helps to establish some **Common Ground** about the best interests of the child - this is usually possible and provides a good foundation to work with - it is a concern if there is no common ground
- Respectful (assertive) Challenge can **stimulate and motivate** others and keep momentum going
  - **Destructive** (aggressive) **Challenge** can crush motivation and end engagement
- Challenge can be **uncomfortable**; it needs to be boundaried(not global) and evidence-based; child focused and based on the desire for positive outcomes
  - It helps to **plan your challenge** and seek support from supervisors
  - Key Learning from Serious Case Reviews says that **practitioners often wished they had challenged more** as they reflect on practice
- There needs to be '**Carrot as well as Stick**' – positive feedback can have a place alongside challenge in achieving change
  - If **Respectful Challenge** is not working consider the reasons why and take action to safeguard the child.

The **consequences** of a families **non-engagement or non-compliance** should be clearly stated from the outset so that practitioners have a contingency plan in place i.e. escalation



# Child H - Action Plan



Name of Organisation .....

Team Manager .....

Name of Section & Team .....

Contact Details .....

**Identify the learning or recommendations that are relevant to your team and summarise your teams' discussion on those points**

1.
2.
3.

# Child H - Action Plan



What actions have been agreed to improve practice?

What needs to happen?	Who will do it?	By When?	How will you know when it has been done?	How will you know if it has worked?