

## Wigan Safeguarding Children's Partnership – Silo Working – 7 Minute Briefing

### Definitions

Silo Working describes a process whereby agencies do not share relevant information or knowledge with each other which may support better outcomes.

*“Silos are nothing more than the barriers that exist between departments within an organization, causing people who are supposed to be on the same team to work against one another.”-P. Lencioni (Silos, Politics and Turf Wars).*

### Themes from Wigan Review Processes which co-occur with Silo Working

- Disguised compliance
- Over optimism
- Lack of professional curiosity
- Lack of use of resolution policy/professional challenge
- Lack of consideration for lived experiences
- Lack of Think Family approach

### What does good look like?

Professionals who are effectively multi-agency work together to achieve the best outcome for children and families. They will understand and implement information sharing protocols in a timely and efficient way. Professionals will seek to understand the service offer afforded to families by partners and will work towards a joined up and robust offer of support which is bespoke to the needs of each family and child.

### Why is this important to Wigan?

The Deal for Children and Young People promotes partnership working, linking in with those services with the most frequent contact with children and families. The approach promotes the early identification of issues, providing timely interventions and integrated care. Our service offer is tailored to the needs of each family. The borough continues to develop service delivery which drives efficient and effective outcomes.

### What can we consider?

- Are you able to have conversations with other professionals which enhance assessments?
- Are you aware of the remit of other services working with families on your case load?
- Do you regularly re-visit on going assessments to amend and adapt based on new knowledge?
- Do you share information with other professionals working with families in a timely manner?
- Are you aware of the need for verbatim recording and the impact that this can have if interpreted differently by other services?

### What can you do right now?

#### Do's

- Learn about available services
- Ask about other support services in place
- Speak to other professionals

More information can be found on our [website](#)  
Contact us at [wscb@wigan.gov.uk](mailto:wscb@wigan.gov.uk)

- Consider the benefits of other services to support your offer
- Consider history with services
- Seek support from those with additional skills and knowledge

#### **Don't**

- Delay recording or information sharing
- Normalise concerns just because they are frequent
- Rely on single agency systems to provide wrap around support.
- Assume another service will address an issue presented to you.

#### **Want to learn more?**

- [The Deal for Children and Young People](#)
- [Information sharing for safeguarding practitioners](#)
- [Working together to safeguard children](#)