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| **06. Reflective practice**Managers need to ensure practitioners are accessing regular supervision sessions in order to support staff to recognise and reflect on their own biases. This will help to reduce the impact of the bias’s and prevent/delay situations reaching a point of crisis.**07. Analysis and Decision making**A diagram of a diagram  AI-generated content may be incorrect. |

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| **Confirmation bias happens when more weight is given to evidence that confirms set beliefs and undervalues evidence that could disprove it.** |

 | **02. Assessment and****Judgement**Assessment and judgement isinformed by perception, memory and interpretation, which are all complex processes. We try to simplify this when in highly demanding roles – we cantherefore, come to rely on pastexperience and stereotypes, group consensus, comparing to other salient cases, maintaining the status quo, and in some cases, decisionavoidance**.** |
| **05. How to avoid Confirmation****Bias****•** Remain focussed on the adult atrisk of harm• Notice if you reject evidence orquestion the reliability of sources• Look for alternative explanationsand test out your hypotheses• Be mindful to interpretinformation with equal scrutiny• Major differences in professionalopinion in a multi-agency decision making process may indicate that no one agency has fully understood situation -everyone should step back and reconsider a new approach. | **1****2****3****4****5****6****7****04. How does confirmation****bias manifest itself?**Confirmation bias can impactjudgement and action – it prevents practitioners from working in a focussed way or effectively assessing the risks as they naturally seek to find evidence that supports the fixed view they hold, and objective ‘data’ or information is avoided, ignored or disregarded.Single aspects of a safeguardingconcern can dominate apractitioner’s thinking and prevent differential diagnosis /assessment of need / consideration.Practitioner’s may stop searching for information or alternative explanations when anexplanation has been reached**.** | **03. How are biases formed?**Memory (experience and expertise)+ reaction to data and information+ judgment/assessment of need+ reasoning (internal dialogue andprocessing)= patterns of reaction |

**01.** **Research and Safeguarding Adult Reviews (SARs)**

Research and safeguarding reviews,both nationally and locally, havehighlighted the tendency ofprofessionals to develop fixed ideasabout an adult’s situation(whether that is positiveor negative) and to stick to this notion, taking account of information which supports the existinghypotheses and rejecting any information which appears to contradict it.

In the context of safeguarding, confirmation biases can significantly impact the effectiveness and fairness of safeguarding practices.