JOB DESCRIPTION

DIRECTORATE Children's Services	**SECTION** Generic across the directorate
JOB TITLE Lead Child Protection Practitioner (LCPP)	**GRADE** Level 11
REPORTING TO: **Head of Service**	
Responsible for: **Coordination of multi-agency teams for Child Protection**	

1. Job outline

This is a key role for managing the functions, decisions and processes for those enquiries made under and cases that meet the threshold under s47 of the Children Act 1989. The post holder is pivotal to the multi-agency child protection (CP) team which comprises of social workers, police officers, lead education officers and health colleagues. The role is one of collaborative participation to provide challenge, support and decision-making within the statutory and legislative framework.

2. Purpose of Role

To make all statutory child protection decisions with input from the wider multi-agency CP team and working with the Family Help team, for any action to safeguard or promote a child's welfare and drive high quality child protection planning.

To work with Team Managers in the Family Help hubs to maintain and strengthen locality relationships, providing peer support, clarity and confidence to make a real difference for children and families.

3. Main Duties and Key Responsibilities

- To make decisions, convene, lead and chair Child Protection Meetings, including Strategy Meetings, Child Protection Conferences and Harm Outside The Home (HOTH) meetings where required, working alongside the Family Help Team Managers to manage section 47 enquiries and outcomes, develop and review child protection plans, and provide evidence for court proceedings, with input from the Multi Agency Child Protection Teams.

- Oversee and quality assure S47 enquiries, children in pre-proceedings and CP plans, ensuring timely and effective responses to reduce the risk of drift and delay, and that children and families are engaged throughout the processes.

- Work closely with Family Help colleagues and locality teams to ensure consistency and clarity in safeguarding practice, supporting an evidence-based understanding of the thresholds to support children and families at the appropriate level.

- Provide expert advice and information to multi-agency practitioners for complex cases, setting and driving high practice standards and mentoring colleagues to improve outcomes.

- Take an operational lead on specific areas of need and risk, such as neglect, HOTH and ensure that practitioners are supported to deliver best practice for the benefit of children and families, ensuring CP concerns and professional reasoning are clearly communicated to relevant professionals and family networks where appropriate.

- Drive innovation in how child protection is delivered across the council area and write or contribute to reports, procedures and policy recommendations to inform decisions for change and practice improvement as required.

- Ensure assessments are high quality and services within the legislative and policy framework. Manage risks within caseloads and support staff in risk management, ensuring all interventions are supported by clear plans to protect and develop the child.

- Seek and analyse information from across agencies and partners to identify indicators of actual or likely significant harm, applying evidence-based professional judgement from across agencies to develop and test hypotheses about significant harm.

- Ensure the child and family (as far as possible) is included with consideration being given to Family Network Meetings as an alternative route to always supporting families. If FNM's are being used as a diversion from Child Protection procedures and processes, then the LCPP is responsible for overseeing the family plans in place, reviewing decision-making and ensuring there is no drift or delay where escalation is required.

- Undertake assessment of risk, complex needs and develop, monitor and review appropriate plans of support, involving multi-agency delivery, for and in partnership with children and families.

- Develop, deliver and support training for colleagues and other professionals to improve practice standards individually and corporately, that will demonstrate rigorous critical thinking and triangulation or information.

Develop and maintain skills, knowledge and competence and participate in North Somerset Council's appraisal system, undertaking training and development as required to support their professional development and continued registration with the professional body.

To be aware of and understand the council's Equality Scheme and ensure at all times that the duties of the post are carried out in accordance with the policy, actively implementing the council's equal opportunities policy in professional practice and service delivery.

Be responsible for Health and Safety and Safeguarding of all young people with whom you work.

Comply with legal obligation (**DATA PROTECTION ACT 2018)** not to use or disclose any personal information that comes into their possession in the course of their duties in any unauthorised manner. Duties and obligations under the Act that relate to this post will be explained to the post holder upon appointment to this post.

The above duties and responsibilities do not include or define all tasks that may be required of you. Duties and responsibilities may vary without changing the general character or grade of the role. As a normal part of your job, you are expected to routinely undertake corporate activities on behalf of your Directorate, appropriate to your role.

5. GENERAL

This job description is not a complete list of duties but gives a general indication of the range of work undertaken. It will vary over time as demands and priorities change. The management team structures within Children's Services operate with a high degree of collaboration and flexibility, and post holders are expected to undertake any other duties commensurate with the general level of responsibility of the post.

In some family-facing roles you may be needed to work flexible hours involving evenings and/or weekends, depending on the nature of the work. Wherever possible we will ensure working outside of expected hours will be mutually agreed prior to arrangements being confirmed and we will take into account personal circumstances and any reasonable adjustments.

You will be required to have the ability to travel within the geographical area of North Somerset. We encourage the use of public transport where this is appropriate'.

Satisfactory enhanced DBS disclosure certificate (relevant applications and checks will be carried out before any job offer is confirmed).

PERSON SPECIFICATION

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QUALIFICATIONS – ESSENTIAL AND EVIDENCED
Registered as a Social Worker with Social Work England. Social Work Qualification, ie Social Work Degree or Diploma in Social Work.
KNOWLEDGE AND EXPERIENCE - ESSENTIAL
Significant experience in statutory services, post qualification, undertaken in a statutory setting, to demonstrate a thorough working understanding of the Lead CPP standards from the DfE and the Families First Partnership Programme Extensive theoretical, practical and procedural knowledge of safeguarding and childcare issues, legislation, statutory frameworks, policy and research. Substantial experience of chairing meetings Experience of multi-agency working, consultation, advice and guidance in CP cases Detailed knowledge of child development, trauma informed practice and behaviour including likely outcomes of interventions Experience of developing and training others.
JOB RELATED SKILLS
Ability to maintain child focus and engage with children and families to understand their needs and safeguarding concerns Ability to manage conflict and confrontation positively Ability to challenge professionally and influence outcomes positively Ability to provide an appropriate balance of support and challenge to colleagues and key stakeholders, including statutory safeguarding partners Ability to receive, summarise and analyse information in a way that is accessible to others and offers solutions.

Strong communicator in both verbal and written communication
Ability to make evidence-based decisions
To be computer literate and operate a range of information technology systems to meet service need in relation to the social work role.
Understand professional boundaries and when to escalate issues.

QUALIFICATION and EXPERIENCE - DESIRABLE

Post qualifying qualification is child protection and the statutory requirements for section 47 Children Act 1989

Completed the LCCP professional development programme

COMPETENCIES

Team Working ~ Assists team members through mentoring and longer-term assistance, encourages and empowers others
Strengths based / outcome focused ~ sets challenging goals for self and others and identifies opportunities and barriers and deals with them to achieve service delivery
Problem solving & judgment ~ facilitates others to solve problems, breaks down complex issues into manageable parts and thinks through the implications of decisions
Planning & Organising ~ Prioritises and organising work for self and others, makes plans to meet the longer-term requirements of the team
Business Awareness ~ Understands the contribution the role makes to the service and organisation as a whole, thinks outside own area to appreciate the aims of other services.

PERFORMANCE MEASURES

- Quantifiable objectives ~ e.g. number of children and families you are working with, impact evaluation of service delivery, quality of records, etc
- Feedback from children, young people and families, colleagues and partner agencies
- Key Performance Indicators (assessment timescales, contacts and referrals managed in a timely manner)
- Line manager assessment