Northamptonshire Children's Trust

Job Description

Job Title: Lead Child Protection Practitioner (LCPP)

POSCODE: NCT0047

Grade: TM

Overall Purpose of Role

The Lead Child Protection Practitioner (LCPP) provides expert strategic and operational leadership and guidance for child protection practice across Northamptonshire. The post holder will oversee complex safeguarding activity, lead decision-making and ensure children at risk of significant harm receive timely and effective support.

Working within our relational, systemic and strengths-based practice framework, the LCPP enhances practice quality across the service. The role models high-quality social work practice, promotes confident and proportionate decision-making, and ensures that the voice, lived experience and outcomes of children and families sit at the heart of all intervention and planning.

This role is an integral part of our Multi-Agency Child Protection Team, working closely with colleagues from Police, Health, Education, Probation, and targeted interventions. Together, the team provides a co-ordinated, evidence-informed and timely response to the county's most vulnerable children.

The Lead Child Protection Practitioner will be a qualified and experienced Social Worker, with significant post-qualification experience in frontline children's social care. They will bring substantial expertise in referral and assessment work, child protection conferences, safeguarding decision-making, and case oversight. A strong working knowledge of the statutory, legislative and regulatory framework is essential.

Through collaborative, relationship-based practice with Family Help Teams and partner agencies, the Lead Child Protection Practitioner strengthens Northamptonshire's child protection practice and helps ensure that children across the county receive the right support at the right time.

Main Accountabilities

1	Make and oversee all statutory child protection decisions, ensuring robust analysis of risk, harm, thresholds, and safeguarding needs, informed by multi-agency intelligence and professional judgement.
2	Convene, lead and chair key safeguarding meetings, including Strategy Meetings, Child Protection Conferences, and other statutory forums, ensuring effective planning and decision-making, and accurate and timely recording.

3	Offer specialist advice, consultation and guidance to Family Help Teams, the Integrated Front Door and partner agencies on complex safeguarding concerns, child protection interventions and risk management.
4	Work alongside Family Help Leads to oversee Section 47 enquiries, review outcomes, develop and monitor child protection plans, contribute to legal processes and ensure statutory responsibilities are fulfilled.
5	Undertake direct work with children, families and their wider networks to assess risk, gather evidence, strengthen safety, and develop meaningful plans that reflect the child's voice and lived experience.
6	Champion relational, systemic and strengths-based approaches, ensuring Family Group Meetings, family network engagement and collaborative decision-making are embedded within safeguarding responses.
7	Build and maintain strong partnerships with Health, Police, Education, voluntary sector organisations and other safeguarding partners to ensure coordinated, timely and child-focused responses.
8	Provide professional oversight, mentoring, reflective consultation and guidance to Family Help Leads, social workers, practitioners, students and ASYE social workers to promote high-quality safeguarding practice.
9	Facilitate reflective discussions, challenge professional thinking and lead multi-agency reflective group supervision to strengthen risk assessment, decision-making and safety planning for children subject to child protection plans.
10	Provide leadership on complex safeguarding situations, ensuring interventions are evidence-based, proportionate, timely and supported by clear, effective safety plans.
11	Support quality assurance activity through audits, observations, dip sampling and practice reviews, contributing to the development of guidance, tools, resources and continuous service improvement.
12	Ensure seamless communication and handovers across teams, including out of-hours services, while monitoring local safeguarding needs, performance priorities and outcomes for children and families.

Safeguarding commitment We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment.

The post holder will provide expert leadership and oversight of child protection practice, promoting a culture of professional curiosity, accountability and continuous improvement. They will ensure safeguarding responsibilities are understood and embedded across all aspects of practice and decision-making to achieve the best possible outcomes for children.

Person Specification

Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post

Qualifications Required	Subject	Essential/ Desirable
Social Work England recognised social work qualification		Essential
Social Work England registered		Essential
Practice Educator, Leadership or Advanced Safeguarding Qualification		Essential
Evidence of continuing professional development in line with the Professional Capabilities Framework		Essential

Minimum levels of knowledge, skills and experience required for this post

Identify	Details	Essential/ Desirable
Knowledge / Experience:		
Child Protection and Safeguarding Practice	Comprehensive knowledge of child protection, including physical abuse, emotional abuse, domestic abuse, sexual abuse, neglect, peer-on-peer abuse, exploitation and harm occurring outside the home, with the ability to analyse risk and identify safeguarding concerns.	Essential
Legislation, Policy and Statutory Frameworks	Detailed understanding of safeguarding legislation, statutory guidance, national policy and local government responsibilities relating to children, young people and families, and the application of these within practice and service development.	Essential
Child Development, Family Functioning and Risk Assessment	Sound understanding of child development, parenting capacity, family and environmental factors, protective factors and risk indicators, enabling effective assessment, planning and intervention in complex situations.	Essential
Evidence-Based, Relational and Systemic Approaches	Strong knowledge of systemic, relational and evidence-informed practice models, including	Essential

	approaches to safety planning, family engagement, strengths-based practice and effective intervention with children and families.	
Multi-Agency Safeguarding Systems and Partnerships	Thorough understanding of the roles, responsibilities and contributions of key safeguarding partners, and the principles of effective multi-agency working to support coordinated decision making and improved outcomes for children.	Essential
Equality, Diversity, Inclusion and Local Safeguarding Priorities	Good understanding of local safeguarding needs and challenges, alongside knowledge of equality, diversity and inclusion issues, systemic barriers, and culturally responsive practice when working with children, families and communities from diverse backgrounds.	Essential
Skills		
Leadership, Collaboration and Professional Influence	Ability to motivate, support and challenge colleagues, work collaboratively across services and agencies, and contribute positively to joint problem-solving and decision-making.	Essential
Effective Communication and Relationship Building	Excellent communication and interpersonal skills, with the ability to engage, influence and build effective working relationships with children, families, colleagues and partner agencies.	Essential
Planning, Prioritisation and Autonomous Decision-Making	Ability to manage competing demands, prioritise workload effectively, work independently, and make sound decisions within agreed protocols, legislation and levels of accountability.	Essential
Resilience, Flexibility and Outcome-Focused Practice	Ability to work flexibly and effectively under pressure, respond to changing circumstances, meet deadlines, and maintain a focus on achieving positive outcomes for children, young people and families.	Essential
Experience		
Extensive Statutory Child Protection Experience	Significant post-qualification experience within statutory children's social care, including	

	substantial responsibility for child protection, safeguarding and complex work with children and families.	
Broad Children's Social Care Practice Experience	Experience across a range of social work roles, functions and interventions within children's services, demonstrating a comprehensive understanding of safeguarding systems and practice.	
Practice Leadership and Workforce Development Experience	Experience of mentoring, coaching, supervising or providing professional guidance to practitioners, supporting practice development and the delivery of high-quality services.	
Equal opportunities	Ability to demonstrate a commitment to equality, diversity and inclusion, ensuring that practice is anti-discriminatory, child-centred and responsive to the individual needs, backgrounds and circumstances of children, young people and families	

Disclosure level	
What DBS Level is required for this post?	
None	☐
Standard	☐
Enhanced Child Only	☒
Enhanced Child/Adult Bar	☐
Working Arrangements	
What work type does this role fit into? (tick one box that reflects the main work type, the default workers type is flexible)	
Fixed	☐
Flexible	☒
Field	☐
Home	☐