

Job Description

Job Title:	Lead Child Protection Practitioner
Location:	East Cambridgeshire (with the flexibility of covering county wide)
GRADE:	Professional and Management Pay Scale - P3 (£52,515 - £56,054)

Overall purpose of the job

The **Lead Child Protection Practitioner (LCPP)** is a key member of the Multi-Agency Child Protection Team, providing expert oversight and professional judgement when assessing thresholds of need and potential harm to a child. The role supports practitioners across the service in their work with children and families, ensuring Child Protection processes are applied consistently, proportionately, and in line with statutory guidance.

Working collaboratively with managers, social workers, colleagues in the Family Help Service, and external partners, the LCPP offers specialist advice that strengthens multi-agency safeguarding practice. The role promotes high-quality, timely, and well-evidenced decision making, keeping children's needs at the centre of all planning and intervention. Through this approach, the LCPP helps deliver a coordinated safeguarding response that ensures children and families experience a coherent service and improved outcomes.

A core focus of the role is to provide scrutiny and enhance consistency in Child Protection practice. This includes leading multi-agency decision-making forums, chairing effective strategy discussions and conferences, and ensuring that families experience a transparent, supportive, and well-managed safeguarding process.

This is a new role created by the government and every LA is expected to recruit LCPP's to provide a statutory function. The role will look like a hybrid of the current role of a Child Protection Conference Chair and a team manager.

Main accountabilities

Main accountabilities	
1.	Lead on decisions and provide expertise as part of multi-agency forums and processes where decisions need to be made to safeguard children and young people. This includes: a) Convening and chairing strategy meetings and recording outcomes.

	b) Providing oversight and quality assurance of S47 enquiries and authorise outcomes (including whether to progress to an Initial Child Protection Conference). c) Chairing Child Protection Conferences when required in accordance with Local Authority and Partnership procedures. d) Deciding when multi-agency partners investigations are required. For example, deciding if there should be a joint investigation with the police and identifying when a medical examination is needed. e) In partnership with the social work teams, ensuring that records and reports are completed within timescales and shared appropriately with parents and professionals. f) In partnership with the social work teams, ensuring that all children and young people, parents/carers and relevant professionals are supported to be able to fully participate and that the voices and needs of children and young people are at the forefront of practice. g) Building safe and trusting engagement with children to understand their views, wishes and experiences, and undertaking sensitive and analytical engagement with parents and carers to understand risk, harm and protective factors. h) Developing clear, evidence-informed, multi-agency child protection plans within statutory timescales that directly address the causes and likelihood of significant harm and set out purposeful protective action. i) Ensuring that meetings are conducted in accordance with statutory and policy requirements and core standards. j) Preparing transitions out of child protection activity, considering multi-agency and multi-disciplinary collaborative working, with the relevant Family Help practitioners.
2.	Collaborative Co-Working with Family Help Teams a) Working alongside the Family Help Team managers and social workers to continually assess the needs and increasing risks to children. b) Applying own and multi-agency professional judgement and legal knowledge to escalate protective action where likelihood of harm is not reducing, including the appropriate use of statutory processes.

	c) Escalating concerns about drift and delay in plan implementation or progress. d) Deciding when Family Help Lead Practitioners or others who have a strong relationship with the family could facilitate effective family engagement. Ensure respective roles are not confused or compromised. e) Discuss with the team managers when it might be necessary to seek legal advice to safeguard a child. f) Track families working with the LA under the PLO framework and remain informed of progress or deterioration.
3.	Data Recording and Sharing a) Be accountable for relevant decision-making processes and utilise the necessary IT systems to record professional involvement to agreed recording standards and timescales and support the provision of data/information for monitoring and evaluation purposes. b) Take responsibility for overseeing appropriate information sharing and ensuring correct safeguarding procedures are followed. Ensure child protection concerns and professional reasoning are clearly communicated to relevant professionals and family networks where appropriate. c) Maintain records in line with policy and procedure within the framework provided by the case management system in relation to recording information about children and families. d) Manage any complaints that arise from conferences/reviews. Ensure that service users are aware of the complaints process and have all the necessary information and help if required (for example an advocate) to access the process. e) Seek and analyse information and data from across agencies and partners to identify indicators of actual or likely significant harm.
4.	Leadership, advice and guidance a) Act as a specialist resource to teams, managers and appropriate others, providing advice, guidance, consultation, direction and training. b) Providing expertise related to child protection activity and support social workers, including those less experienced, and also those non-social work qualified members of the team, making key decisions in child protection work as required.

	c) Providing leadership, advice, and support to professional staff on complex cases and drive restorative, relational and trauma-informed practice. d) Contribute to the formulation and delivery of multi-agency training, including advanced and specialist training relating to safeguarding children and best practice. e) Play an active role in the training around identified needs; identify and recommend areas for targeted training and development in practice teams in relation to the child protection, care planning processes and employers in relation to allegations against adults who work with children. Ensure these training and development needs are identified within annual reports to senior managers, members and the Board. f) Deliver Child Protection training to the wider workforce.
5.	Quality Assurance a) Support in auditing activities and moderation responsibilities, ensuring learning is identified and disseminated across the service. b) Continuously review and evaluate the effectiveness of child protection policies and procedures, including the multi-agency working, to identify trends and areas for improvement. c) Participate in the completion of reports relating to practice reviews, and any other quality assurance activity, as required. d) Ensure robust quality assurance systems are in place, identifying, reporting, and escalating concerns where necessary. e) Report significant issues around risks, needs, and barriers to service delivery promptly. Investigate and resolve complaints made by children and families and representations from other professionals. f) Support and challenge, where appropriate, any issue, such as drift, delay or identifying any gaps with service provision and escalate any concerns when required.
6.	Service Improvement a) Highlight good practice and create a learning environment in which good practice is shared and developed. Contribute to service improvement through reflective practice, audit, and performance monitoring. b) Mentor others in frontline practice and disseminate learning to assist teams and managers.

	c) Contribute to policy and best practice development. d) Initiate and lead pilot projects aimed at testing new methodologies and frameworks in child protection.
7.	Partnership working a) To proactively collaborate with external agencies and partners to enhance the quality and effectiveness of child protection services. b) Maintain multi-disciplinary partnerships with colleagues in other service areas and agencies to ensure coordinated high-quality service delivery to vulnerable children and their families. c) Take responsibility for overseeing appropriate information sharing and ensuring correct safeguarding procedures are followed.
8.	Wider Organisational knowledge and expectations a) To keep up to date with legislation, learning from child safeguarding practice reviews and relevant research / other practice developments. b) Demonstrate an awareness and understanding of equality, diversity and inclusion. c) Ability to contribute to our commitment of becoming a Net Zero organisation by 2030.
9.	Safeguarding commitment a) 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.

Person Specification

Qualifications, knowledge, skills and experience

Minimum level of qualifications required for this job

Qualifications Required	Subject	Essential/ Desirable
Recognised professional Social Work qualification	e.g. Degree/ Masters/ Post Graduate Diploma/ Social Work fast track qualifying programme	Essential

Professional Registration	Qualified Social Worker registered with Social Work England (or equivalent regional regulatory body)	Essential
Experience	3-5 years post qualification experience in frontline child protection, with a strong grasp of statutory framework with leadership or supervisory experience	Essential
Driving License	Full UK Drivers License. Ability to work from a variety of locational and travel countywide.	Essential

Minimum levels of knowledge, skills and experience required for this job:

Identify	Essential/ Desirable
Knowledge	
- Proven extensive knowledge and experience of child protection, working with children, young people and families. - In-depth knowledge of relevant safeguarding legislation, statutory guidance and procedures - Knowledge of specific harms and their interaction with child protection processes, including domestic abuse, child sexual abuse, extra-familial harms, and parental complexities, including adult mental ill health and substance misuse - In depth knowledge and understanding of best practice and national developments - Extensive knowledge of, and commitment to, trauma informed and systemic practice with a strong commitment to anti discriminatory and inclusive practice.	Essential
Skills	
- Proven ability to identify and respond to all types of significant harm, including intra and extra-familial harm, and harm that occurs online. - Able to work skilfully and confidently with families and parents in child protection, including those who have demonstrated resistant, hostile and/or deceptive behaviour. - Able to evaluate the credibility and reliability of information and identifying patterns of escalating concern. - Demonstrable critical thinking and ability to triangulate multi-agency, multi-disciplinary information and analysis of likelihood of significant harm, including in cases of complex or contextual cumulative harm and where information is ambiguous. - Be an innovative and reflective practitioner who is committed to continuous learning and service improvement	Essential

• Proven ability to communicate to an advanced level verbally and in writing to a range of audiences including children, young people, parents and carers including those with complex needs, and professional colleagues including external agencies. • Able to build positive relationships with children, families, and professionals across multiple agencies. • Collaborative team player who works well in a multi-agency environment, with broad range of experience in multi-agency collaborative working. • Proven ability to facilitate restorative practice, handle challenging family behaviours, and lead professional group discussions. • Proven ability to transfer knowledge and skills to colleagues through coaching, mentoring and co-working. • Highly organised, able to manage competing priorities and maintain high practice standards under pressure.	
Experience	
• Proven extensive knowledge and experience of child protection, working with children, young people and families. • Experience in managing or supervising social workers within the child protection area • Significant experience of identifying and assessing complex need, balancing and managing risk, formulating and implementing effective child protection work.	Essential

Equality, Diversity and Inclusion (applies to all roles).	Ability to demonstrate awareness and understanding of equality, diversity and inclusion and how this applies to this role.	Essential
Net Zero (applies to all roles).	Ability to contribute towards our commitment of becoming a net zero organisation.	Essential
Safeguarding	Demonstrate an understanding of the safe working practices that apply to this role. Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

Disclosure level

What disclosure level is required for this post?	None	Standard
	Enhanced	Enhanced with barred list checks

Work type

What work type does this role fit into? (tick one box that reflects the main work type, the default work type is hybrid)	Fixed	Hybrid	Field	Remote	Mobile
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To be successful in this role, **you'll need a full UK driving licence and access to a vehicle.** If you're offered the position, we'll ask for proof of your licence and vehicle insurance, including business use cover. Unfortunately, we won't be able to confirm your appointment without these documents.

If you're offered the role, we'll arrange an Enhanced DBS check as part of our pre-employment process (unless you're already registered with the DBS Update Service).