Northamptonshire Children's Trust

Job Description

Job Title: Service Manager – Multi-agency Child Protection Team (MACPT)

POSCODE:

Grade: SM1

Overall Purpose of Role

The Service Manager for the Multi-Agency Child Protection Team (MACPT) provides operational leadership, management and strategic oversight for Northamptonshire's multi agency child protection arrangements. The role is responsible for ensuring the effective delivery of the Multi-Agency Child Protection Team model and maintaining high standards of safeguarding practice across all partner agencies represented within the service.

The post holder will directly manage, supervise and support the Lead Child Protection Practitioners (LCPPs), ensuring effective oversight of practice, decision-making and risk management relating to children who are subject to child protection processes. They will also provide leadership and oversight of the embedded partner agency leads, including Health, Police, Education and other safeguarding partners, ensuring effective multi-agency collaboration and accountability.

Working within Northamptonshire's relational and strengths-based practice framework, the Service Manager will promote excellent safeguarding practice, continuous improvement and effective partnership working to ensure children and young people receive coordinated, timely and proportionate interventions that reduce risk and improve outcomes. The post holder will contribute to the strategic development of safeguarding services and lead the ongoing implementation and development of the MACPT model in line with national reforms, statutory guidance, and local safeguarding priorities.

Main Accountabilities	
1	Provide effective leadership, management and professional oversight of the Multi Agency Child Protection Team (MACPT), ensuring the delivery of safe, effective and high-quality services for children and families. Directly line manage, supervise and support Lead Child Protection Practitioners (LCPPs). Lead teams within the service and develop a Service Plan to a consistently high standard and in accordance with the Trust's objectives
2	Ensure the MACPT operates effectively in accordance with statutory requirements, local safeguarding procedures, organisational policies and agreed multi-agency operating arrangements, delivering timely and proportionate responses to child protection concerns.
3	Provide strategic and operational oversight of child protection practice, ensuring high-quality decision-making, robust risk management and effective child protection planning for children at risk of significant harm.
4	Provide consultation, guidance, support and constructive challenge to practitioners, managers and partner agencies in relation to complex safeguarding cases, professional disagreements and threshold decisions.
5	Lead and maintain effective partnership working across the safeguarding system, establishing strong relationships with Health, Police, Education, Probation, Domestic Abuse Services and other relevant agencies to improve outcomes for children and families.
6	Provide operational oversight and coordination of partner agency leads embedded within the MACPT, including but not limited to Health, Police and Education representatives, ensuring accountability, effective information sharing and collaborative decision-making.
7	Lead quality assurance activity across the MACPT, including audits, thematic reviews, case sampling, learning reviews and performance evaluation, ensuring that learning informs practice development and service improvement.

8	Monitor, analyse and report on service performance, demand, capacity and safeguarding outcomes, ensuring that resources are deployed effectively and that risks are identified and managed appropriately.
9	Lead workforce planning, recruitment, retention, supervision and professional development activities, creating a culture of reflective practice, accountability, learning and continuous improvement.
10	Support and lead the implementation of service developments, safeguarding reforms and initiatives arising from the Families First Partnership Programme, ensuring the MACPT continues to evolve in response to local and national priorities.
11	Contribute to the strategic planning, development and evaluation of safeguarding services across Northamptonshire, representing the MACPT within corporate, partnership and governance arrangements as required.
12	Ensure the voices, experiences and outcomes of children, young people and families remain central to all service delivery, quality assurance and development activity, whilst promoting equality, diversity, inclusion, anti-discriminatory practice and compliance with all Council policies and statutory responsibilities.

General Responsibilities

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The post holder will:

- Promote and demonstrate the Trust's values and behaviours.
- Comply with all NCT's policies and procedures.
- Actively contribute to equality, diversity and inclusion.
- Ensure compliance with Health and Safety legislation and responsibilities.
- Undertake any other duties commensurate with the grade and responsibilities of the post.
- Promote anti-discriminatory and anti-racist practice in all aspects of service delivery

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.

Person Specification

Qualifications, Knowledge, Skills and Experience

Minimum level of qualifications needed for this post

Qualifications Required	Subject	Essential/ Desirable
A registered Social Worker holding a CQSW, Dip SW, B.A. or M.A. Social Work of equivalent		**Essential**
Current Social Work England registration		**Essential**
Post Graduate Management Training		**Desirable**

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

Identify	Details	Essential/ Desirable
Knowledge / Experience:		
A demonstrable knowledge of statutes, case law and practice guidance that Essential underpins the Children's Services agenda relating to services for Children, young people and their	Extensive knowledge of child protection legislation, policy and statutory guidance.	Essential

parents / carers subject to Child Protection Plans.		
	Detailed knowledge of Working Together to Safeguard Children and associated statutory frameworks.	Essential
	Knowledge of quality assurance, audit and service improvement methodologies.	Essential
	Understanding of safeguarding performance frameworks and governance arrangements.	
SKILLS		
Ability to work with operational and strategic managers and senior leaders in partner agencies in a child focused manner	To offer fairness and equality across the team to develop good working practices for individuals and the team.	Essential
Ability to manage a team of Multi-agency Professionals with child protection expertise	To offer fairness and equality across the team to develop good working practices for individuals and the team.	Essential
Advanced application of negotiation skills with colleagues and partner agencies during potential conflicting debates and discussion	Listen, discuss and influence to achieve the best business solution for children.	Essential
To minimise drift in effective operational plans for children	Children and families experience the right level of service for the shortest time possible in order to meet their identified needs.	Essential
To demonstrate good communication skills, both written and verbal to a variety of audiences, from children and parents to professionals within and external to the Trust.	Excellent communication skills, with the capability to influence, negotiate and develop a strong rapport and professional credibility with all stakeholders – including children and their parents.	Essential
To demonstrable ability to write informative and qualitative reports and implement actions arising from them.	Experience of writing reports to include robust data, analysis, conclusions and recommendations.	Essential
To demonstrate good analytical skills in reports and discussions	A logical, analytical, proactive and responsive approach to tasks with accuracy and attention to detail.	Essential
To have experience of budget management	Experience of the financial management and control of budgets.	Essential
To have experience and skill in dealing with conflict management, including escalation to external bodies if required.	Ability to manage potential conflicts in a timely, effective and professional manner to maintain focus of the child.	Essential
To be able to demonstrate an understanding and experience of presentation skills	Experience of creating and delivering presentations to a range of audiences.	Desirable
Experience		
	Significant management experience within children's social care and safeguarding services	Essential
	Experience of leading and supervising professional social work staff	Essential

	Experience of leading complex child protection and safeguarding activity	Essential
	Experience of managing performance, demand and operational risk	Essential
Equal opportunities	Ability to demonstrate awareness/understanding of equal opportunities and other people's behaviour, physical, social and welfare needs	Essential
Safeguarding	Demonstrate an understanding of the safe working practices that apply to this role.	Essential
	Ability to work in a way that promotes the safety and well-being of children and young people/vulnerable adults.	Essential

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	☐