

Role Profile

Job Title:	Lead Child Protection Practitioner (LCPP)
Location:	Colindale
Department:	Safeguarding & Quality Assurance, Multi-Agency Safety Team (MAST).
Directorate:	Family Services
Grade:	K
Salary Range:	£58,239 - £63,690
Reports to:	MAST Team Manager

1. Purpose of Job:

- To act as a lead officer for work with children subject to child protection (CP) enquiries, investigations and plans, by demonstrating specialist knowledge and ensuring the maintenance and development of high-quality practices which meet performance targets set both nationally and locally.
- To act as the Lead Child Protection Practitioner for children progressing through child protection processes, taking responsibility for coordinating and leading Section 47 enquiries, ensuring timely and effective safeguarding intervention, directing enquiry activity, undertaking key safeguarding tasks and quality assuring the child protection response throughout the investigation
- The role of the CRO/LCPP is a specialist one which stands alone in the local authority. It is a role that may involve challenging senior managers and may require the CRO/LCPP to seek legal remedies if the local authority fails in its duties.
- To model and promote excellent, consistent and effective practice that meets children's needs, legal responsibilities, departmental and safeguarding board policies.
- To work alongside Family Help, ROTH, Children in Care and specialist services, sharing responsibility for child protection activity and contributing specialist expertise whilst maintaining clear continuity of case responsibility within the allocated service

- To provide specialist leadership regarding child protection thresholds, strategy discussions, initiation and conclusion of Section 47 enquiries, Child Protection Conferences and Child Protection Plans
- To contribute specialist child protection leadership in relation to extra-familial harm, exploitation, serious youth violence, contextual safeguarding and risk outside the home, working closely with ROTH and safeguarding partners
- To contribute to Legal Planning Meetings, Public Law Outline activity and care proceedings, providing specialist child protection analysis, threshold advice and support to practitioners and managers where required.
- To comply with all the requirements of statutory guidance in the IRO handbook (DfE) and London Safeguarding Children Procedures, including oversight and monitoring the performance of the local authority's role in relation to the child's case.
- To take responsibility for effective challenge of the local authority and other agencies when necessary, including escalation and referral to CAFCASS when necessary.
- Ensure that the child's interests are protected.
- To chair child in care reviews and child protection conferences (using Strengthening Families/Signs of Safety model) and to lead in developing and maintaining high quality practices in accordance with the council's responsibilities, legislative requirements and guidance.
- To challenge poor practice, proactively seek imaginative solutions and where not resolved escalate up the line management process.
- To contribute to the development of policy and best practice by leading on and project managing specific work streams in relation to specialist areas of practice and to oversee the implementation of recommendations and monitoring of outcomes.
- To work proactively within the multi-agency network to strengthen working practices and ensure best possible outcomes for children.
- To provide specialist advice and consultation on case related and thematic issues relating to children in care or subject to child protection plans, across all professional disciplines.
- To ensure the implementation of the Council's Equalities Policies in relation to all aspects of service delivery and employment and to promote and implement departmental policies, procedures, practices principles and quality standards.

2. Key accountabilities/ duties/ responsibilities:

- To demonstrate specialist knowledge of current childcare legislation, the London Safeguarding Children Procedures, government departmental circulars and local arrangements, and to ensure that CP intervention and child in care reviews conform to those requirements.
- To be responsible for chairing child in care reviews, CP strategy meetings and conferences (using Strengthening Families/Signs of Safety model), as directed by the Senior Safeguarding Officer.

- To be responsible for leading CP investigations, chairing multi-agency meetings, decisionmaking and navigating high risk.
- To be responsible for drawing up robust and comprehensive plans for children and tracking the implementation of these according to necessary timescales.
- To be responsible for ensuring that appropriate amendments are made to the client database regarding consultation and preparation for reviews, conferences, minutes of meetings and the child's plan.
- To ensure the following
 - informed preparation for CIC reviews/Section 47 enquiries and CP conferences to include a full briefing with the social worker and other relevant staff prior to the meeting and a de brief afterwards.
 - preparation must include an overview of the case history, planning for the child including timescales as well as advising the responsible team in constructing the plan.
 - ensuring that the professional network is appropriately engaged.
 - ensuring that appropriate written plans are established.
 - making recommendations to the appropriate social work team manager in relation to any case where it is considered that child is not receiving an adequate service or is at risk of harm.
 - management scrutiny of the planning and intervention for the child, this must include monitoring the delivery of the multi-agency plan and raising and resolving of any obstacles within the professional group preventing delivery.
 - maintaining Barnet internal standards for chairing as provided by Senior Safeguarding Officer and Head of Safeguarding.
 - maintaining an overview of multi-agency attendance, information sharing and service delivery and pro-actively providing advice to multi-agency partners where their duties are not being discharged to a satisfactory standard.
 - responsibility for the quality/accuracy of the content of meeting records and the appropriate timely distribution.
 - where there are issues of concern regarding health and safety or the sharing of information, proactive resolution rests with the chair.

In relation to the above meetings, to exercise the following responsibilities in respect of the participation and consultation of service users:

- Ensure the participation of parents and children is properly managed and that they have sufficient information to enable effective participation, including attendance at meetings, unless this is inappropriate.
 - To ensure that the child's wishes and feelings are ascertained, recorded and considered in decision making.
 - Take responsibility as chair to be available before and after meetings to explain procedures and decisions and to ensure that parents and children are adequately consulted in line with procedures, practice principles and regulations.
 - To ensure any complaints made by parents or children are noted and that the appropriate procedures for dealing with them are instigated and completed.

- To take the lead in service user feedback through project work and collation of service user views and feelings, feeding these into appropriate planning forums to affect change.
- To ensure all agencies participating in CP investigations, conferences, reviews and other meetings have sufficient information to enable them to participate fully, that decisions and recommendations are communicated and agreed to by other agencies and to ensure that any disagreements regarding process or outcomes are dealt with and resolved appropriately.
- To provide professional consultation and advice on practice matters relating to safeguarding and children in care to colleagues within social care and across the interagency network.
- To chair strategy meetings in relation to allegations against staff as directed by the Senior Safeguarding Officer and ensure these meetings comply with all relevant legislation, policy and guidance. Where necessary to provide cover for the LADO in carrying out safeguarding enquiries or investigations into allegations against staff.
- To identify the need for specific meetings in complex cases, manage the arrangements for the convening of these and provide guidance and advice, where necessary chairing.
- To identify issues requiring systemic change of practice across the multi-agency workforce, provide suitable briefings to senior management and maintain an overview of implementation of improvements.
- To provide informed guidance based on research/good practice/government guidance in specific practice areas.
- To provide training, participate in the work of task groups and contribute to developing policies, procedures and guidance.
- To be responsible to a Head of Service and Senior Safeguarding Officer to assist with the effective management of the team, and the provision of a professional, child centred service in accordance with the relevant regulations, legislation, guidance, codes of practice, policy and procedures.
- To ensure that services are delivered in partnership with all key stakeholders so that children's assessed needs are met on a planned, holistic basis within a family setting whenever this is consistent with their best interests.
- To deal with complex issues creatively and effectively in order to develop a responsive and effective service for users, delivered within designated budgets.
- To develop specialist knowledge in the field for which the post carries management responsibility, acting as a resource to both peers and more senior colleagues.
- To work with the Senior Safeguarding Officer and Head of Service and in meeting all operational and strategic developmental demands on the service contributing to the management of the service as whole.
- To think creatively and imaginatively in order to solve complex professional problems concerning individual children, their families and other carers.

- To develop and maintain effective working relationships with relevant statutory and independent sector agencies e.g. teachers, doctors, psychiatrists, health visitors, police officers, requiring the capacity to advice and influence as appropriate.
- To chair or participate in reviews and meetings attended by users as well as by colleagues and representatives of other agencies, as above. Also to represent the Family Service and the wider Children's Service at meetings both within and outside the Council.
- To provide information, including written reports, to ensure effective service delivery, and to influence strategy development
- To take shared responsibility for the development and ongoing implementation of children's plans within the relevant service area.
- To secure services for children, their families and across the Service as needed, and in accordance with the relevant schedules of delegated authority.
- To secure good outcomes for children and the most efficient use of the council's resources.
- To maximise the participation of children, their families and other carers in service development and delivery.
- To promote the role of the council as corporate parent.
- To promote equality of opportunity for users in accessing the services provided.
- To take part in working groups as required and to develop specialisms as appropriate.
- To deputise for the Senior Safeguarding Officer and to represent Social Care both within and outside the council, taking the lead in relation to specific project and service developments.
- To demonstrate an understanding of and ability of work with performance management systems and data, to be aware at all times of performance indicators and make suitable interventions to maintain/improve performance on an individual and/or systems level.
- To undertake structured audits with clear recommendations for improving outcomes for children. To undertake other Quality Assurance tasks as appropriate.
- To ensure all work completed pays due regard to issues of equality and that this is reflected in planning and intervention for children.
- To be competent and efficient in the following skills: IT, use of the client database, case recording, seeking and arranging cover, management of own caseload, meeting deadlines.
- To undertake other duties as may be required in order to achieve the main objectives of the team/service.

Health and Safety Factors

- Ensure safe and efficient delivery of service by achieving high standards of health and safety and reducing risk.

General

- This job description is not exhaustive and may change as the post or the needs of the Council develop. Such changes will be subject to consultation between the post holder and their manager and, if necessary, further job evaluation.

3. Promotion of Corporate Values

To ensure that sharp customer care focus is maintained to the agreed standards according to the council's values, policies, and guidance. Our values:

Caring / **L**earning to Improve / **I**nclusive / **C**ollaboration

To ensure that a high level of confidentiality is maintained in all aspects of work, whilst facilitating the storing and sharing of information in line with the Data Protection Act 1998 and the Crime and Disorder Act 1998.

To ensure that the Council is appropriately represented to a high professional standard and its values upheld in public arenas.

4. Flexibility

In order to deliver the service effectively, a degree of flexibility is needed, and the post-holder may be required to perform work not specifically referred to above. Such duties, however, will fall within the scope of the post, at the appropriate grade.

The post holder may be required to work outside normal office hours including evenings, weekends, and Bank Holidays.

5. The Council's Commitment to Equality

To deliver the council's commitment to equality of opportunity in the provision of services. All staff are expected to promote equality in the workplace and in the services the council delivers.

PERSON SPECIFICATION

Job Title	Lead Child Protection Practitioner
Location:	Colindale
Directorate:	Family Services
Grade:	K
Salary Range:	£58,239 - £63,690
Reports to:	MAST Team Manager

Criteria	Essential/Desirable	Assessed by:
Professional Membership/Qualification		
Must hold registration with Social Work England (SWE)	Essential	Application
Evidence of a UK recognised Social Work qualification and post-qualifying experience in a children's statutory setting.	Essential	Application
Must have a satisfactory enhanced DBS outcome	Essential	Application
Experience & Knowledge		
Extensive experience (including management) in children and families social work dealing with child protection and children in care. At least five years experience in statutory social work.	Essential	Application/Interview
Experience in chairing complex multi agency meetings.	Essential	Interview
Knowledge of current child care legislation and DOH guidance and regulation.	Essential	Interview
Knowledge of LCPC procedures.	Essential	Application/Interview

Knowledge of Data protection Act.	Essential	Application
Knowledge of Strengthening Families/Signs of Safety model.	Essential	Application/Interview
Advanced training in child protection work.	Essential	Application/Interview
Skill & Ability		
Ability to use Information Technology.	Essential	Application/Interview
Good interactive skills.	Essential	Application/Interview

Interviewing and counselling skills.	Essential	Application/Interview
Training in management skills.	Essential	Application/Interview
Ability to work with other professionals from multi-agency settings and represent Community Services in interagency level.	Essential	Interview
Full driving licence.	Desirable	Interview
Ability to understand and demonstrate a commitment to equal opportunity policies.	Essential	Interview
Knowledge of equal access service delivery issues.	Essential	Interview
Ability to chair inter-agency meetings to a high standard.	Essential	Interview
Ability to prepare reports to professional standard and demonstrate reasoning skills.	Essential	Application/Interview
Ability to assimilate and communicate complex issues to professionals and the public.	Essential	Interview
Ability to demonstrate a high standard of professional social work practice.	Essential	Interview
Ability to facilitate children & young people's participation in reviews and conferences.	Essential	Application/Interview
Values & Behaviours		
Caring		

Integrity- I work with candidates and colleagues in a way that builds trust.	Essential	Interview
Empathy- I say “thank you” and “well done” where appropriate, and take time to ‘check in’ to see if the people I work with are ok	Desirable	Interview
Support- I support my colleagues to deliver excellent services. I focus on resolving any issues and capturing lessons learnt	Essential	Interview
Learning to Improve		
Insight- I regularly rely on evidence and professional standards to support my work and decision making.	Essential	Interview
Agile- I am fully empowered to act within the scope of my role	Desirable	Interview
Growth Mindset- I take responsibility for my own personal development, growth and learning and support others with their learning and development where I can	Desirable	Interview
Inclusive		
Personal Responsibility- I am curious about what is important to others around diversity. I reflect and act upon this curiosity to improve my own understanding	Essential	Interview
Engage with discomfort- I am open to and reflect on what makes me uncomfortable and use my engagement with others to challenge myself and constructively challenge others	Desirable	Interview
Champion Diversity- I recognise the advantages and importance of equality, diversity and inclusion in delivering outcomes for residents, and take an active role to ensure they are implemented and integrated in everything I do.	Desirable	Interview
Collaborative		
One Team- I actively and purposefully build my network of relationships with people across the Council and with partners. I proactively seek feedback and evidence as a way of learning from and improving the way I work with others	Essential	Interview
Accountable- I accept responsibility for my own actions and decisions, and demonstrate commitment to ensuring these align to what is best for Barnet	Essential	Interview

Caring for people, our places and the planet

Outcomes Focused- I adapt my way of working to best suit the outcome we are trying to achieve within the scope of my role and professional standards	Desirable	Interview
--	-----------	-----------