



Post Title: Lead Child Protection Practitioner
Grade: J

Job Purpose

To promote the Council's vision, values, aims, objectives, and priorities actively and effectively, putting our citizens first through the delivery of best value services.

The purpose of the Lead Child Protection Practitioner (LCPP) role is to provide professional leadership, oversight and challenge within child protection processes, ensuring that children at risk of significant harm are safeguarded through effective multi-agency decision-making, high-quality practice and timely planning

Individual Leadership Expectations

As an Officer of the Council, you will be expected to demonstrate our core behaviours, linked to the following four themes:

- **Individual Leadership:** by putting our citizens and customers first, delivering against your objectives, helping to set direction, and putting forward ideas for improvements.
- **Equality Diversity & Inclusion:** by ensuring we consider the needs of all NCC citizens in our work, show respect for others, upholding and adhering to the Council's Code of Conduct.
- **Change & Innovation:** by being creative, delivering change when needed, sharing problems, and helping to bring forward suggestions for improvements.
- **Collaboration:** by working well with others, identifying the needs of colleagues and others to deliver great services and by being a good communicator who works well with a range of audiences.

Specific Duties

1. Actively promote and embed Equality, Diversity, and Inclusion through all actions and in accordance with the organisation's EDI strategy and objectives.
2. Contribute to our corporate responsibility in relation to climate change by taking action and limiting the carbon impact of activities within your role and championing this work.
3. To improve consistency in approaches to safeguarding child protection (CP) practices across the city, ensuring equality of experience for families.
4. To be available to all partners, actively leading improvement in the quality and focus of multi-agency strategy discussions and CP decision making and planning



5. To ensure parents have confidence in the CP process as they can see there are independent checks and balances in place, and they can develop a working relationship with a consistent Lead Child Protection Practitioner (LCPP) To collaborate with social work Team Managers and share the decision making in this complex domain.
6. To provide opportunities for Social Workers to access practice consultations outside their supervisory relationships, therefore strengthening the Social Worker's CP knowledge base, supporting their practice improvement and encouraging professional development.
7. To be based in MASH but linked across the social work teams to promote professional relationship building and promote partnership engagement.
8. To also attend central MACPT meetings and build the identity of the MACPT on a city-wide basis. Liaise with Social Work Team Managers from the point of consideration that a Strategy Discussion /Meeting may be needed and lead the decision making to convene a strategy discussion /meeting.
9. Lead the Strategy Discussion and facilitate multi-agency decision making as to whether a Section 47 investigation is required and assist in the planning of investigation where one is needed for children open across all areas of the service.
10. Monitor the investigation process and keep all agencies practitioners focussed on providing information within timescale to enable families to adequately prepare for meetings.
11. Collaborate with Team Managers and Social Workers as to if progression to Initial Child Protection Conference is warranted.
12. Lead preparation for a CP conference and evaluate interim safety planning.
13. Meet all parents and significant others from the family networks prior to conferences- improving the families experience of the child protection process.
14. Offer to meet Children and Young People aged 8 and over prior to their Conference to ensure they are invited to attend and to ensure they understand the CP Conference process and support the social worker in empowering the children and young people to have their voice heard.
15. Ensure that Children and their parents are offered independent advocacy support to attend CP meetings.
16. Chair Child Protection conferences, both Initial, and any subsequently required Reviews
17. Maintain the focus of the Conference agenda on exploring the impact on the children of the harms identified within the social work enquiry/assessment and thus improve the quality of CP Plans developed.



18. Deliver concise records of CP Conferences that enable the family networks to understand the worries and the safety goals. LCPP will ensure CP plans are clear and developed with families, considering the worries of the professional network. LCPP will deliver CP plans within 24 hours of conference and meeting records within 15 working days.
19. Engage in quality assurance activity to undertake audits and dip sampling of children's cases to actively promote learning from good practice and to identify areas of where practice improvement is required.
20. Work with the practice advisers and social work teams to develop group learning activity based on QA findings.
21. Chair other case related meetings as required, for example short break reviews for Children with Disabilities when the children are subject to CP planning, or Supervision Order reviews where there are complexities, or harm outside the home meetings.
22. Offer reflective case discussions for all professionals involved in developing CP plans where required.

Numbers and grades of any staff supervised by the post holder:

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All staff are expected to abide by the obligations set out in the Information Security Policy, IT Acceptable Use Policy and Code of Conduct in order to uphold Nottingham City Council standards in relation to the creation, management, storage and transmission of information. Information must be treated in confidence and only be used for the purposes for which it has been gathered and should not be shared except where authorised to do so. It must not be used for personal gain or benefit, nor should it be passed on to third parties who might use it in such a way. All staff are expected to uphold the City Council obligations in relation to current legislation including the Data Protection Act and Freedom of Information Act.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed by a supervising officer; the responsibility level of any other duties should not exceed those outlined above.

Produced by: Paula Bexon Director of Children's Integrated Care

Date



Job title:

AREA OF RESPONSIBILITY	REQUIREMENT	MEASUREMENT		
		A	AC	D
Individual Leadership	Takes personal accountability for own development.		✓	
	Drive and motivation, ability to deliver against challenging objectives.	✓	✓	
Change and Innovation	Confidence and ability to put forward ideas for change.		✓	
	Ability to be creative, to be able to identify problems and work to create solutions.	✓	✓	
Collaboration	Evidence of working successfully in partnership across different sectors, building and maintaining good working relationships.		✓	
	Evidence of actively working with others to improve collaboration internally and externally.	✓	✓	
Equality, Diversity, and Inclusion	An understanding of why it's important to consider equality, diversity, and inclusion in all that we do.	✓	✓	
	Demonstrating personal commitment to the equality, diversity and inclusion challenges faced by our workforce and Nottingham's people.	✓	✓	
Technical Skills and Knowledge	Demonstrate risk assessment and professional judgement. Ability to analyse risk, harm and protective factors and to make balanced, defensible decisions in complex child protection situations.	✓	✓	
	Evidence of Multi-agency safeguarding practice. Skilled in working with partner agencies to support coordinated, timely and effective safeguarding responses.	✓	✓	
	Strong professional oversight and scrutiny Ability to review assessments, plans and information to assure quality, challenge drift and support effective outcomes.	✓	✓	
	Evidence of facilitation of professional decision-making. Skills in leading structured professional discussions and meetings, ensuring clarity of purpose and agreed actions.	✓	✓	



	Strong evidence of quality assurance and practice improvement. Ability to identify themes, learning and areas for development to support continuous improvement in safeguarding practice.	✓	✓	
	Evidence of clear professional communication Ability to communicate complex information, decisions and expectations clearly with professionals, children and families.	✓	✓	
	Strong communication skills, including the ability to explain decisions clearly to professionals, children and families.	✓	✓	
	Ability and willingness to travel both inside and outside the council area as required	✓	✓	
	Ability to work outside normal office hours	✓	✓	
	Full UK driving licence and access car insured for business use	✓	✓	
	A commitment to supervision and professional development.	✓	✓	
	Must be willing to undertake a DBS check at the appropriate level.	✓	✓	✓
	In accordance with Part 7 of the Immigration Act 2016 (Fluency Duty), the ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post.	✓	✓	✓
	Undertake other duties within the general scope of the post.	✓	✓	
	Willing to comply with the City Council's non-smoking policy.	✓	✓	
Qualification requirement	Recognised qualification in Social Work (Degree, PGDip or MA/MSc)	✓	✓	✓
A - Application	AC – Assessment Centre	D – Documentary		