

Job Description

For Social Care Positions

This form is used to provide a complete description of the specific job (or role) and defines the skills, knowledge and abilities required to undertake the specific and generic role profile.

Section A: Specific Role Profile

The specific role profile provides key information relating to the salary and working conditions e.g. location of a job, along with the current focus of the job role and a brief description of the main duties.

Role Details

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| Job Title: | Lead Child Protection Practitioner | JEID | L0503 |
| Salary Grade: | Grade O | | |
| Team: | Multi-Agency Child Protection Teams | | |
| Service Area: | Children & Families Service | | |
| Primary Location: | Nuneaton Justice Centre or Leamington Justice Centre (countywide) | | |
| Political Restriction | This position is not politically restricted. | | |
| Responsible to: | Team Manager | | |
| Responsible for: | Family Help Lead Practitioners | | |

Role Purpose

The role of Lead Child Protection Practitioner is a key role within the new Multi-Agency Child Protection Teams which comprise of Social Workers, Police Officers, health colleagues, Lead Education Officers.

The Lead Child Protection Practitioner will be a qualified Social Worker with at least 3 full years post-qualification experience, with substantial frontline child protection practice experience within children's social care (incl. enquiries, assessments, reviews, conferences, decision-making and supervision) and an in-depth knowledge of the statutory and legislative framework.

The Lead Child Protection Practitioner will be a collaborative practitioner, working together to provide high support and high challenge in equal measure for Children and Families workforce, members of the multi-agency Child Protection team, and other partner agencies.

The Lead Child Protection Practitioner will be:

- skilled at identifying and assessing significant harm, including extra familial harm; know how to work with families and parents, including those who have demonstrated resistant, hostile and/or deceptive behaviour.
- responsible for making all statutory child protection decisions with input from the wider Multi-Agency Child Protection Team working with the family help lead practitioner and building in family group decision making/family network engagement.
- providing advice to and consult on child protection concerns and issues with the family help lead practitioner.

- leading reflective individual and group supervision across Multi-Agency Child Protection Team and Family Help Service.

The Lead Child Protection Practitioner will lead in multi-agency group supervision and support the training and professional development of both internal staff and multi-agency partners.

The Lead Child Protection Practitioner will ensure that families feel well supported and represented by receiving advocacy support from the outset of Child Protection investigations and throughout all meetings, if this is not already in place.

Role Responsibilities

- The Lead Child Protection Practitioner (LCPP) will make decisions, convene, and chair Child Protection Meetings, including Strategy Meetings and Child Protection Conferences where required. The LCPP will work alongside the Family Help Lead Practitioner to manage section 47 enquiries and outcomes, develop and review child protection plans, and provide evidence for court proceedings, with input from the Multi Agency Child Protection Teams.
- To assist social workers, Family Practitioners and family support workers by providing consultation, oversight, supervision, and mentoring. This will include specific practice support to students and newly qualified social workers in their Assessed and Supported Year of Employment (ASYE) and other colleagues to ensure that their practice is developed, and embedded.
- To assist the Team Manager, and Family Help Lead Practitioner, to be able to make safe evidence-based decisions relating to improving outcomes for children and families through the effective use of supervision.
- Ensuring there is a “think family” approach at all times with consideration being given to Family Network Meetings as an alternative route to always supporting families. If FNM’s are being used as a diversion from Child Protection procedures and processes, then the LCPP is responsible for overseeing the family plans in place, reviewing decision-making and ensuring there is no drift or delay where escalation is required.
- To deputise for the Team Manager, as required. This may include to assist the Team Manager with work allocation, undertake professional staff supervision (one-to-one and group), workload management, prioritisation alongside undertaking direct observations of practice within the agreed policy and supervision procedures.
- Ensure assessments are high quality and services within the legislative and policy framework. Manage risks within caseloads and support staff in risk management, ensuring all interventions are supported by clear plans to protect and develop the child or young person.
- Able to work independently the majority of the time, taking personal responsibility for own development and reflecting on impact in regard to power dynamics and risk analysis. Support others to reflect on their approach to risk and safety issues for children in complex situations.

- Support Family Help Lead Practitioners with complex and challenging assessments and work with children and families, making timely and effective decisions. Co-work on complex cases and undertake joint assessments under the direction of the Team Manager.
- Report significant issues around risks, needs, and barriers to service delivery promptly to the Team Manager. Investigate and resolve complaints made by children and families and representations from other professionals.
- Lead audit activities and moderation responsibilities, ensuring learning is identified and disseminated across the service. Provide leadership, advice, and support to professional staff on complex cases and drive restorative, relational and trauma-informed practice.
- 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.
- Assist Team Managers in the strategic development and implementation of Children and Families Services policies and procedures, leading specific projects as required. Respond flexibly to service needs and assist in wider team priorities.
- Take responsibility for personal professional development in line with Social Work England Standards.

Section B: Person Specification

The person specification provides a list of essential and desirable criteria (skills and competencies) that a candidate should have to perform the job.

Each of the criteria listed below will be measured through; the application form (A), a test / exercise (T), an interview (I), a presentation (P) or documentation (D).

| Essential Criteria | Assessed By: |
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| Professional Social Work Qualification and current registration as a social worker with Social Work England. | A,I,D |
| Minimum of 3 years post qualification experience of working as a frontline children's Social Worker managing complex and high-risk safeguarding work, with completion of a recent appraisal evidencing practice standards at the required level. | A, I |
| Experience of supervising students or mentoring colleagues. | A,I |
| Completion of Assessed and Supported Year of Employment ASYE, EPD Early Professional Development (EPD) programme, Enabling Others and Teaching and Assessing for Professional practice (TAPP) to underpin substantial experience. Alternative qualifications/routes which can demonstrate substantial experience, learning and reflection will be considered. | A,I |
| Completion of Post-Graduate Social Work Practice Education Award or equivalent, or a commitment to commence the programme within 1 year, to support and assess social work students on placement and enhance your leadership skills. | A,I |
| The ability to interpret and critically analyse varied and complex information or situations with a proposed solution or a plan of action. | A,I,D |

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| Utilise a range of communication skills to engage and work with vulnerable people, including those with complex and challenging needs, to meet desired outcomes. Strong communicator, able to convey ideas and concepts clearly and quickly to all types of people. | A,I,T |
| Advocates for positive change, defending children, families, colleagues, and themselves. | A,I |
| Operate with a growth mindset, embracing different viewpoints, whilst supporting themselves and others to learn and develop. | A,I |
| Demonstrates ability to manage time well, prioritise effectively, and communicate updates clearly. | A,I |
| The ability to work under an extremely high degree of pressure including meeting unpredictable deadlines and dealing with conflicting demands. | A,I,T |
| The ability and experience to undertake assessment of risk, complex needs and develop, monitor and review appropriate plans of support, involving multi-agency delivery, for and in partnership with children and families. | A,I |
| The ability to represent the local authority in a range of settings. | A,I |
| Understands and keeps abreast of the complex climate in which we operate. | A,I |
| The ability to act autonomously within agreed levels of accountability, consulting with line managers when responding to significant circumstances or situations e.g. policy, budgetary and resource implications. | A,I |
| The ability to work under significant pressure to meet deadlines on a frequent basis which may be unpredictable whilst managing competing demands. | A,I |
| The ability and resilience to manage (and to support others to manage) the intense emotional demands that arise from working with vulnerable individuals and groups. Demonstrate high emotional intelligence and never let emotions affect decisions. | A,I |
| The ability to work professionally and flexibly with members of your team and the wider organisation. | A,I, |
| Non-disabled applicants must be able to drive, have a full, valid driving licence and have a vehicle available for work. Disabled applicants must be able to travel to perform the functions of their role (with assistance where necessary). | A,I,D |
| To be computer literate and operate a range of information technology systems to meet service need in relation to the social work role. | A,I,D |
| Ability to communicate fluently, in writing and verbally, with a wide and varied range of people in a manner that inspires confidence in the social work profession. | A,I |
| Evidence of ongoing commitment to continuous professional development of self and others as per Social Work England requirements and TCSW Professional Capabilities framework. Specific commitment to meeting the requirements of Warwickshire's social Work Career Pathway. | A,I,D |
| To be able to undertake the full range of responsibilities and duties as prescribed within the main tasks for a Lead Practitioner | A,I |
| The role is subject to a satisfactory appropriate DBS check which will as a minimum will include Children enhanced & barred. Some roles where appropriate will require Adult barred | D |
| Desirable Criteria | |
| Demonstrate the ability to add value to the organisation around specialist skills and innovation. | A,I |
| Practice Educator 1 and 2 or the commitment to complete these | A, I |
| Knowledge of and experience in Restorative Practice, which is Warwickshire's preferred model of change. | A,I |

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| Hold qualifications and/or have experience of providing evidence-based interventions. | A,I |
| Experience of completing specialist assessments such as Sibling Assessments, Domestic Abuse Risk Assessments and assessments of adults who pose a significant risk of harm to children. | A,I |

Section C: Working Conditions

The working conditions relate to those non-contractual elements of the job that may impact on the holder of the position, as well as those workplace-based responsibilities that are part of this job. These are not contractual but provide a guide to the working conditions and the potential hazards and risks that may be faced.

Health & Safety at Work

To take responsibility for your own health, safety and wellbeing, and undertake health and safety duties and responsibilities for your role as specified within Warwickshire County Councils Health and Safety Policy, and all other relevant health and safety policies, arrangements, procedures, systems of work as specified for the post/ role.

Potential Hazards & Risks

The potential significant hazard(s) and risk(s) for this job are identified below (those ticked). The purpose of recording this information on the job description is so that the health status of the potential and actual post-holders can be assessed with regard to the significant hazards and risks. These hazards and risks should be based on the appropriate activity, process and/or operation risk assessment whereby all of the significant risks are identified, recorded and appropriately controlled. The list below is therefore not an exhaustive list because it is the risk assessment that details all significant risks that could arise out of or in connection with the work activity, but any others will be identified in the 'other' section.

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| <input type="checkbox"/> Provision of personal care on a regular basis | <input type="checkbox"/> Driving HGV or LGV for work |
| <input type="checkbox"/> Regular manual handling (which includes assisting, manoeuvring, pushing and pulling) of people (including pupils) or objects | <input type="checkbox"/> Any other frequent driving or prolonged driving at work activities (e.g. long journeys driving own private vehicle or WCC vehicle for work purposes) |
| <input type="checkbox"/> Working at height/ using ladders on a regular/ repetitive basis | <input type="checkbox"/> Restricted postural change – prolonged sitting |
| <input checked="" type="checkbox"/> Lone working on a regular basis | <input type="checkbox"/> Restricted postural change – prolonged standing |
| <input type="checkbox"/> Night work | <input type="checkbox"/> Regular/repetitive bending/ squatting/ kneeling/crouching |
| <input type="checkbox"/> Rotating shift work | <input type="checkbox"/> Manual cleaning/ domestic duties |
| <input type="checkbox"/> Working on/ or near a road | <input type="checkbox"/> Regular work outdoors |
| <input checked="" type="checkbox"/> Significant use of computers (display screen equipment) | <input checked="" type="checkbox"/> Work with vulnerable children or vulnerable adults |
| <input type="checkbox"/> Undertaking repetitive tasks | <input checked="" type="checkbox"/> Working with challenging behaviours |
| <input type="checkbox"/> Continual telephone use (call centres) | <input type="checkbox"/> Regular work with skin irritants/ allergens |

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| <input type="checkbox"/> Work requiring hearing protection (exposure to noise above action levels) | <input type="checkbox"/> Regular work with respiratory irritants/ allergens (exposure to dust, fumes, chemicals, fibres) |
| <input type="checkbox"/> Work requiring respirators or masks | <input type="checkbox"/> Work with vibrating tools/ machinery |
| <input type="checkbox"/> Work involving food handling | <input type="checkbox"/> Work with waste, refuse |
| <input type="checkbox"/> Potential exposure to blood or bodily fluids | <input checked="" type="checkbox"/> Face-to-face contact with members of the public |
| <input type="checkbox"/> Other (please specify): | |