

Job Brief

Job Title	Lead Child Protection Practitioner (LCPP)
Team	Quality and Standards
Directorate	Children's Services
Work Base	Countywide – Locality Offices
Job Ref Number	02871

Key Objective

The Lead Child Protection Practitioner role focuses on improving consistency in CP practice, leading multi-agency decision making, chairing effective conferences and ensuring families experience a transparent and supportive process.

Tasks Specific to this Role

To improve consistency in approaches to CP practice across the county, ensuring equality of experience for families.
To be more readily available to all partners, actively leading improvement in the quality and focus of multi-agency CP decision making and planning.
To ensure parents have confidence in the CP process because they can see there are independent checks and balances in place, and they can develop a working relationship with a consistent LCPP.
To collaborate with the Practice Supervisors and share the decision making in this complex domain.
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.
To be based in Localities and alongside Duty Teams so that flow between MACPT and FH Teams is easy and professional relationship building is prioritised.
To also attend central MACPT meetings and build the identity of the MACPT on a countywide basis.
Liaise with Social Work Practice Supervisors from the point of consideration that a Strategy Discussion /Meeting may be needed and lead the decision making to convene a strategy discussion /meeting.
Lead the Strategy Discussion and facilitate multi-Agency decision making as to whether a Section 47 investigation is required and plan the investigation where one is needed.
Monitor the investigation process and keep all agencies practitioners focussed on providing information within timescale to enable families to adequately prepare for meetings.
Collaborate with PS and SW to decide if progression to Conference is warranted.
Lead preparation for a CP conference and QA interim safety planning.
Meet all parents and significant others from the family networks prior to conferences- improving the families experience of the child protection process.
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.
Ensure that Children and their parents are offered independent advocacy support to attend CP meetings.
Chair Child Protection conferences
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.
Work with the MSA to 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. LCPP will deliver CP plans within 24 hours of conference and meeting records within 15 working days.
Engage in quality assurance activity to undertake audits and dip sampling of child protection cases in order

to actively promote learning from good practice and to identify areas of where practice improvement is required.
Work with the practice advisers and practice supervisors to develop group learning activity based on QA findings.
Chair Short term break reviews for Children with Disabilities when the children are subject to CP planning
Chair Supervision Order Reviews at 28 days, 3, 6 and 9 months.
Chair Interim Supervision Order reviews – at 4 weeks post order then 12 weeks then 22 weeks and any subsequent review at request of FHPS based on Court Timetable
Offer reflective case discussions for all professionals involved in developing CP plans where required.
Develop an approach to chairing meetings shaped to deal with Harm outside the Home
Work with Practice Supervisors and partner leads to re-shape paperwork and process to improve report writing, information sharing and transparency for parents.

Generic Tasks Applying to All Roles

To be registered with Social Work England, maintain Continuous Personal Development and be fit to practice.
Support alternative arms of the wider service where deployment is required to meet service priorities in the case of staff absences or unprecedented demand.
Provide independent oversight and quality assurance of child protection, allegations management and care planning processes, ensuring compliance with statutory guidance and local procedures.
Promote the voice of children and families in all decision-making, ensuring advocacy and participation opportunities are offered and supported.
Monitor and report on the effectiveness of multi-agency safeguarding arrangements, identifying patterns and themes to inform service improvement.
Offer professional advice and reflective case discussions to practitioners and managers, supporting practice development and continuous learning.
Escalate concerns about drift, delay, or poor practice through agreed protocols, and challenge decisions that do not meet the child's best interests.
Contribute to audits and quality assurance activity, providing feedback to senior managers and the Local Safeguarding Children Partnership (LSCP).
Complete the relevant monitoring information in relation to practice and practice models to support the Local Authority in celebrating good practice and reflecting on learning opportunities to further develop practice excellence.
Complete internal audit of colleagues through peer observations and reflections, to engage in dip sampling where necessary and formal audits to support practice development.
Contribute to thematic reviews and learning events to improve system-wide safeguarding responses.
Use data and case analysis to inform strategic safeguarding priorities and policy development.
Uphold Lincolnshire County Council's values and behaviours, safeguarding children and promoting their welfare at all times.