

Role Profile

Part A - Grade & Structure Information

Job Family Code	10SW	Role Title	Lead Child Protection Practitioner
Grade	PS10SC	Reports to (role title)	Team Manager
JE Band	371-438	Directorate / School	Children, Families & Lifelong Learning
Date Role Profile was created	May-26	Service / Department	Multi-Agency Child Protection Team (MACPT)
Agile	Community	DBS Requirement	Enhanced with Children

Part B - Job Family Description

The below profile describes the general nature of work performed at this level as set out in the job family. It is not intended to be a detailed list of all duties and responsibilities which may be required. The role will be further defined by annual objectives, which will be developed with the role holder. The Council reserves the right to review and amend the job families on a regular basis.

Role Purpose including key outputs	To provide expert statutory child protection decision-making within the Multi-Agency Child Protection Team (MACPT), working collaboratively with Family Help, social care and partner agencies to ensure timely, proportionate and relational safeguarding responses in line with the Families First Partnership Programme (FFPP). To provide expert child protection leadership, safeguarding decision-making, professional challenge and quality assurance within the Multi-Agency Child Protection Team (MACPT), ensuring that children experiencing actual or likely significant harm receive timely, proportionate and high-quality multi-agency responses. The Lead Child Protection Practitioner (LCPP) plays a critical role at the front end of Surrey's safeguarding system, supporting consistency of threshold application, strategy discussion decision-making and Section 47 oversight. Working alongside Assessment Teams, partner agencies and MACPT Team Managers, the LCPP strengthens multi-agency analysis and supports confident decision-making at the earliest point of intervention. The role does not hold ongoing allocated responsibility for children and families. Accountability for ongoing intervention remains with the allocated practitioner and operational manager unless formally transferred through an agreed operating model. The LCPP provides specialist child protection leadership, consultation, oversight and quality assurance to strengthen safeguarding practice across the system. Key outputs: High-quality and consistent safeguarding decision-making at strategy discussion and Section 47 stages. Chairing multi-agency strategy discussions and supporting effective statutory child protection processes. Oversight and quality assurance of Section 47 enquiries undertaken by Assessment Teams. Improved threshold consistency and defensible decision-making across MACPT. Stronger multi-agency analysis and coordinated safeguarding responses. Professional challenge that improves the quality of safeguarding planning and intervention. Identification and dissemination of learning themes to improve child protection practice. Support for safeguarding continuity, reducing delay and ensuring robust decision-making for children newly entering the system.
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Work Context	Child Protection Leadership and Decision-Making • Chair multi-agency strategy discussions. • Lead and facilitate critical safeguarding decision-making alongside partner agencies. • Provide professional oversight of Section 47 enquiries. • Promote consistent application of safeguarding thresholds. Practice Assurance and Quality • Review and quality assure safeguarding analysis, decision-making and plans. • Provide professional challenge where safeguarding need/risk, threshold decisions or plans require strengthening. • Identify learning from practice and contribute to service improvement. Consultation and Practice Leadership • Provide consultation and specialist advice to practitioners and managers regarding complex safeguarding concerns. • Support reflective discussion and critical analysis in complex child protection situations. • Model high-quality safeguarding practice and professional judgement. Multi-Agency Working • Strengthen collaboration between social care, police, health, education and other safeguarding partners. • Escalate barriers to effective safeguarding practice where required. • Contribute to the development of a consistent multi-agency safeguarding culture
Line management responsibility if applicable	No direct line management
Budget responsibility if applicable	No direct budgetary responsibilities.
Representative Accountabilities Typical accountabilities in roles at this level in this job family	Casework Management • Take professional responsibility for managing a complex caseload which will include individuals, children, carers and families who require support and guidance. • Demonstrate confident and effective judgement about risk and accountability in decision-making and be able to sustain engagement with fluctuating circumstances and capacities, including where there is hostility and risk. Assessment and Review • Use assessment procedures discerningly in response to the presenting needs and to ensure that a proportionate assessment is completed in a way that enables maximum participation. • Use professional judgement, employing a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety whilst balancing rights and risks. Safeguarding • Take the lead in managing positive interventions that prevent deterioration in health and wellbeing whilst safeguarding people at risk of abuse or neglect. • Undertake assessment and planning for safeguarding in more complex cases, and support colleagues by utilising safeguarding skills, in line with current policies and procedures. Staff Development • Play a leading role in practice development, help promote and sustain a learning culture and mentor less experienced staff. • Deliver formal professional reflective supervision and provide guidance and advice regarding

	Control formal professional reflective supervision and provide guidance and advice regarding casework to less experienced qualified staff. • Where required, take the role of practice educator (or train as a practice educator) for students and the role of ASYE assessor and supervisor for newly qualified social workers in the team. • As part of the supervision and appraisal process provide support with personal and professional development. • Share and present professional knowledge and expertise to colleagues within the team and with other partners. Data Quality • Take professional and personal responsibility for clear recording of analysis and judgements, maintaining up to date case work records on the database as required by Surrey County Council. • Take responsibility for working within the Directorate's data protection policies. Duties For All Values: To uphold the values and behaviours of the organisation. Equality & Diversity: To work inclusively, with a diverse range of stakeholders and promote equality of opportunity. Health, safety and welfare: Responsible for ensuring health & safety policies, procedures and legislation are fully implemented, communicated and managed including making sure that health and safety responsibilities are fully understood and carried out by employees within their service area.
Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	• Relevant professional qualification and registration where required. • In depth and up to date applied knowledge of relevant national and local policy, statutory guidance and legislation in relation to the provision of social care services. • Understanding of the principles of confidentiality and information governance and how these apply to social care. • Understanding of diversity and how it affects practice. • Ability to communicate appropriately and in a timely way with individuals, carers families, other professionals and team members which is clear, fluent, concise and jargon free and in a courteous calm and professional manner. This includes both verbal and written communication. • Ability to effectively engage with people in complex situations both short-term and building professional relationships over time. • Ability to engage in difficult conversations in challenging situations and with people who may be resistant. • Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way. • Ability to make skilled professional judgement for interventions including in crises and in response to challenge. • Ability to understand and take account of differentials in power, and use authority appropriately • Ability to develop partnership relationships in order to work effectively in a multi-agency and multi-disciplinary environment, demonstrating mutual professional regard and a collaborative approach to person centred working. • Ability to chair a range of meetings and offer expert support at case meetings. • Competent in the use of basic IT skills • Competent use of basic numeracy skills and the ability to contribute to monitoring discussions regarding the use of budgets and resources. • Experience of providing professional reflective supervision.

Details of the specific qualifications and/or experience if required for the role in line with the above description	Professional social work qualification, CQSW or Diploma in Social Work (DipSW), or other relevant qualification recognised by Social Work England. Registered or in process of registering with Social Work England. Substantial experience in assessing the needs of, and undertaking direct work with children and young people, with a track record of improving children and young people's lives at the earliest opportunity. Able to demonstrate understanding of the needs of children/young people in their specialist area. Ability to build positive relationships with others, including line managers and those they support or work alongside. Ability to evidence skills in or willingness to develop Motivational Interviewing, partnership working and purposeful high quality supervision that has impacted on improved outcomes for children, young people and families and staff retention. Willing and able to travel around the county to meet the demands of the role including transporting children and families; when required to work unsocial hours, when required to work from different sites, and work evenings and weekends if required in line with service needs. Valid driving license and access to a car, with appropriate business use insurance.
Role Summary	Roles at this level provide a professional social work, occupational therapy and other support to individuals, children their families and carers living in Surrey in line with the requirements of current, relevant, national legislation and local policies and procedures. Using professional judgement employ a range of interventions promoting choice, control and independence. They demonstrate expert and effective practice in complex situations, assessing and managing higher levels of risk, striking a balance between support and control, liaising with a wide range of professionals, including more senior levels.
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