

Role Profile

Part A - Grade & Structure Information

Job Family Code	11SW	Role Title	Senior Lead Child Protection Practitioner (LCPP)
Grade	PS11SC	Reports to (role title)	Service Coordinator, Independent Reviewing Service
JE Band	439-518	Directorate / School	Children, Families and Lifelong Learning
Date Role Profile was created	Sep-26	Service / Department	Quality Assurance
<u>Agile</u>	Community	<u>DBS Requirement</u>	Enhanced with Adults and 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 child protection leadership, challenge and practice development within the Multi-Agency Child Protection Team (MACPT), ensuring that children who are subject to child protection concerns receive effective, timely and child-centred planning in accordance with statutory requirements and local policy. To act as Senior Lead Child Protection Practitioner (LCPP) for allocated children, ensuring there is a comprehensive child protection plan that meets their needs, promotes their safety and is implemented within agreed timescales. Key outputs include: • Providing specialist consultation, quality assurance, mentoring and professional challenge to practitioners, managers and partner agencies to strengthen child protection practice and decision-making. • Chairing and facilitating child protection meetings, professional consultations and other forums that support effective multi-agency safeguarding practice. • Providing quality assurance, professional challenge and oversight of child protection planning, risk management and safeguarding decision-making. • Supporting workforce development through coaching, mentoring, reflective consultation and practice modelling. • Identifying themes, emerging risks and learning from practice to support service improvement, audit activity and partnership learning. • Recording and reporting information required for assurance, performance monitoring and practice improvement activity. • Ensuring that all meetings involving children, young people and families are child and family focused, maximise participation and reflect Families First principles. • Working constructively with operational managers to resolve disagreements and escalate unresolved issues where necessary.
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Work Context	The Quality Assurance Service comprises a range of strategic functions that support operational services, strengthen partnership working and contribute to continuous improvement across Children's Services. Senior LCPPs play a central role in strengthening child protection practice across Surrey. Working within the Multi-Agency Child Protection Team model, they provide expert advice, challenge, consultation and practice leadership to practitioners, managers and partner agencies. The role operates across organisational and professional boundaries, promoting consistent practice, effective multi-agency working and continuous improvement. Senior LCPPs contribute to quality assurance, professional development and learning activities whilst maintaining a clear focus on children's safety and outcomes. Senior LCPPs are deployed flexibly across the county to support high-quality child protection planning for some of Surrey's most vulnerable children. Some travel may be required. Meetings may take place in a range of settings, including council offices, health centres, schools and family homes. The role requires close working relationships with operational managers and practitioners across Children's Services and partner agencies.
Line management responsibility if applicable	Provides specialist professional leadership, coaching, mentoring and reflective consultation to practitioners and managers. The role does not have direct line management responsibility. Acts as Senior LCPP for allocated children and families, providing oversight of child protection planning, professional challenge and safeguarding decision-making.
Budget responsibility if applicable	N/A
Representative Accountabilities Typical accountabilities in roles at this level in this job family	Casework Management • Provide leadership and professional support to colleagues and other professionals in situations of high complexity. • Apply extensive knowledge of practice, theory and legislation to enhance practice, procedures and policies, promote innovation, and introduce new ways of working from recognised sites of excellence. • Make use of sophisticated, critical reasoning and both model and facilitate reflective and evidence-informed practice. Assessment and Review • Support and encourage professional decision-making in others, to enable assessment procedures to be used discerningly in response to the presenting needs. • Maintain and provide expertise in specialist assessment and intervention and support others to develop these skills. • Model the effective assessment and management of risk in complex situations, across a range of situations, including positive risk taking situations. Safeguarding • Provide professional leadership on safeguarding issues in collaboration with other

senior members of the team.

- Provide support to resolve concerns about practice.

People Management

- Manage a defined team or area providing clear organisation, direction and development.
- Provide professional support, advice and/or supervision.
- Monitor and support the performance management and development of team members using a coaching approach, to support individual development and ensure that individual contributions are maximised.
- Manage complaints where required, and verify assessments and authorise when appropriate.

Work with others

- Promote positive working relationships in and across teams and with partners in statutory, voluntary and third sector organisations, using strategies for collaboration and arbitration.
- Contribute to and provide professional leadership of organisational change and development and address performance management issues that arise.
- Ensure that all staff in the team are adhering to the requirements of data quality legislation.

Finance/Resource Management

- When required, monitor, analyse and manage delegated budgets, funding and resources in accordance with council policies and procedures, or have indirect influence on wider service budget.

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

Education, Knowledge, Skills & Abilities, Experience and Personal Characteristics	• Relevant professional qualification and registration where required. • Extensive, sophisticated and up to date working knowledge of relevant national and local policy, statutory guidance and legislation in relation to the provision of Health and Social Care services. • Ability to promote positive working relationships in and across teams, using strategies for collaboration and arbitration. • Ability to contribute to and provide professional leadership of organisational change and development and address performance management issues that arise. • Ability to communicate effectively in highly charged, complex or challenging situations to a wide range of audiences for different purposes and at different levels, including public speaking. • Ability to model and promote a culture of clear communication, supporting the development of effective communication skills in others. • Ability to influence organisational development pro-actively using feedback from your area of responsibility • Ability to gather information to inform judgement for interventions in more complex situations and in response to challenge. • Ability to routinely explain professional reasoning, judgements and decisions made and record these in a clear concise way. • Ability to use knowledge to make complex judgements in uncertain and ambiguous situations, supporting others to do the same. • Excellent partnership working skills with an ability to communicate and collaborate effectively with partners in statutory, voluntary and third sector organisations. • Competent in the use of basic IT skills. • Demonstrable experience in successful recruiting, performance managing, coaching and developing staff. • Good problem solving and analytical skills with the capacity to devise and implement innovative solutions.
Details of the specific qualifications and/or experience if required for the role in line with the above description	• Professional social work qualification and registration with Social Work England. • Extensive knowledge of child protection practice, safeguarding legislation, Working Together to Safeguard Children and other relevant statutory guidance. • Significant experience of providing child protection leadership, quality assurance, professional challenge and multi-agency safeguarding practice. • Experience of supporting practitioners and managers through coaching, mentoring and professional consultation. • Knowledge of equality, diversity, human rights and anti-discriminatory practice. • Comprehensive understanding of the roles and responsibilities of agencies involved in safeguarding children. • Ability to manage complex situations involving conflict, challenge, anger or aggression whilst maintaining professional boundaries and a focus on children's needs. • Strong chairing and facilitation skills, including meetings involving children, families, professionals and multi-agency partners. • Ability to analyse information from a range of professional perspectives and make balanced assessments of risk. • Ability to work with sensitivity, tact and diplomacy, ensuring that children's, parents' and carers' views are respected and fairly represented. • Well organised, with strong time-management skills and the ability to prioritise competing and complex demands. • Enhanced DBS clearance is required. • Willingness and ability to travel across the county and work outside normal office hours where required.

Role Summary	Roles at this level assist with leading, motivating and managing a team ensuring the service provided is consistent, effective and delivers positive outcomes for individuals, their carers and families. They contribute to and support the development of practice, procedures and policy and specifically the professional development of the team. They are accountable for the provision of effective professional practice within the team, the provision of effective, reflective professional supervision, as well as line management and appraisal. These roles provide expert guidance in situations of complexity, where there is conflict or resistance and enable others in the team to manage complex and challenging situations. They deputise for the team manager when required (where appropriate).
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