

Job Description and Person Specification

Lead (Advanced) Child Protection Practitioner

A Lambeth to be proud of



Job Title:	Lead (Advanced) Child Protection Practitioner
Grade:	PO5
Department:	Children's Social Care
Division:	Children's Services
Business Unit:	Multi Agency Child Protection Team
Reports to:	Team Manager

Job Purpose

- To support and lead on any developments around accreditation to ensure Social Workers are delivering the best possible social work.
- To deliver and role model meaningful, creative, innovative social work practice through a collaborative and systemic approach to all work with children and families.
- Carry responsibility for a portfolio of Section 47 investigations and Child Protection Conference case work within Multi-Agency Child Protection Teams, working in partnership with allocated social workers to promote exemplary practice in highly complex child protection situations and exercising a significant degree of autonomy.
- To provide support to managers and social workers to ensure the Council delivers high quality practice and complies with legislation, regulation and Social Care standards.
- To coach, support and work collaboratively with colleagues, joint working, giving advice and to undertake statutory safeguarding work and contribute to care and permanence planning.

Responsibilities

1. Supporting Team Manager on Duty with reviewing referrals, contacting families and professionals, making threshold decisions and allocating, closing down or sign posting cases.
2. Promote effective communication with families where the Council is undertaking complex social work tasks and to advise social workers and where necessary, other professionals what they need to do differently in order to deliver good outcomes.
3. Supporting Team Managers with day-to-day Management tasks and performance as required
4. Undertaking case consultation with social workers and team managers, to ensure matters are progressing within a timely manner and work is purposeful in regard to parental risk factors, support for family and best outcomes for children.
5. Support casework with the more complex and challenging families, as per team needs, that require a high level of social work expertise in order to provide children with better outcomes and support and train other Social Worker's in their team.

6. To be able to constructively challenge partners as and when appropriate to achieving the best outcomes for our children, young people and families.
7. Support, advise, mentor and model high standards of professional social work practice in Complex/High Risk cases;
8. Manage a complex workload with a degree of autonomy, developing and maintaining a network of internal and external colleagues, with whom to seek and share advice, expertise and develop practice.
9. To promote excellent interagency work by modelling and providing advice for children subject to s47 enquiries and Child Protection Plans or in chairing a placement support meeting and working and develop a 'team around the child' approach.
10. Supporting assessments being undertaken in accordance with statutory/regulatory and operational standards, policy, and procedures for the service. Maintain and provide expertise in specialist assessment and intervention, acting as a resource to others within the organisation.
11. Plan, implement and review a range of interventions for service users in accordance with statutory/regulatory and operational standards, policy and procedures for the service, promoting use of evidence and theory to support practice in complex and changing circumstances.
12. Prepare, attend, and chair, where applicable, a range of meetings and decision-making forums on specific cases as required
13. Provide expert guidance and oversight to support exemplary practice in the completion of multi-agency assessments, plans and complex reports associated with Section 47 enquiries and Child Protection Conferences, promoting high-quality analysis, sound decision-making and effective safeguarding outcomes.
14. Delivery of training to assist other role (PDL/AP) and specific delivery of training across the service and safeguarding partnership.
15. To support, advise and guide social workers to ensure understanding and compliance with the national and local procedures and guidance in relation to safeguard and promote the welfare of all vulnerable children.
16. Facilitating Group Supervision in line with Group Supervision policy and make pro-active use of supervision to extend effective practice, reflection and career development and to meet the objectives of Professional Development Reviews.
17. To keep abreast with best practice and cultural growth and learning and maintain continuous development.

18. Due to the nature of the work with vulnerable children, families and carers some work beyond normal office hours is required from time to time.

19. To work flexibly in undertaking the duties and responsibilities of this job and participate as required in multi-disciplinary cross-department and cross-organisational groups and task teams.

20. To take responsibility, relevant to the post, for ensuring that Council statutes and government legislation is upheld. This includes, amongst others; Management Compliance Charter, Environmental Policy, Data Protection Act, Race Equality Action Plan, Quality Assurance Plan, Health & Safety, Sustainable Construction and Recycling.

21. To take responsibility, appropriate to the post for tackling racism and promoting good race, ethnic and community relations.

PERSON SPECIFICATION

Lead (Advanced) Child Protection Practitioner

It is essential that in you can meet the following requirements for the role and be able to give evidence or examples of your proven experience in each of the short-listing criteria marked Application (A). You should expect that all areas listed below will be assessed as part of the interview and assessment process should you be shortlisted. If you are applying under the Disability Confident scheme, you will need to give evidence or examples of your proven experience in the areas marked with "Ticks" (✓) on the person specification when you complete the application form.			Shortlisting Criteria
<i>For link/career graded post, please mark knowledge, experience, and behaviours clearly for each grade.</i>			
Qualification	Q1	Professional qualification in social work and must be registered with Social Work England	✓A
Key Knowledge	K1	Knowledge of communicating effectively, verbally and in writing, to a range of audiences including children, young people, parents/carers and professional colleagues at an advanced level.	✓A
	K2	Ability to gather, analyse and review complex and/or contradictory information quickly and effectively, using it to reach informed decisions to determine and plan interventions and decide a course of action, with minimum support.	✓A
	K3	Demonstrating knowledge of adult learning and its application to practice, in the context of holistic staff assessment processes.	
	K4	Ability to plan and prioritise workload within a flexible work environment with a high level of autonomy, modelling workload management skills to others.	✓A

	K5	Knowledge of demonstrating understanding of and acceptance and commitment to the principles of human rights and equality and how they underpin practice.	
Relevant Experience	E1	Significant and demonstrable post-qualification experience in a social work role, which must include chairing s47 strategy meetings and carrying out complex child protection enquiries and managing child protection plans.	✓A
	E2	Proven experience to transfer knowledge and skills to colleagues through coaching, mentoring and co-working	✓A
	E3	A successful track record of service delivery and improving outcomes for children and young people within a framework of collaborative working with partners	
	E4	Experience in developing and maintaining expertise of the established and emergent research and practice relating to the service area and be able to evidence involvement in activities leading to practice development across the organisation	
	E5	Experience of using legal and policy frameworks and guidance that inform and mandate social work practice in Children's Social Care, including a sophisticated knowledge of the law and guidance relating to the service area.	

Core Values and Behaviours		Equity - Listen to the views of others and ask for their opinions making sure that everyone in my team inputs into the things that matter. - Ensure fairness and justice is at the heart of my decision making and support to my team and others. - Take time to build trust, building the respect of our stakeholders and ensuring as a team we take accountability for doing what we agree to do. - Develop others and ensure we work as one team for Lambeth, encouraging everyone to play their part - Take positive action to ensure everyone in my team has opportunities to learn and grow at work - Encourage everyone to be themselves at work and value who they are - I am inclusive and actively celebrate diversity, recognising everyone in my team as individuals.	
		Kindness - Treat each member of my team with respect and dignity just as I would want for myself. Encourage each member of my team to do their very best work and am available to them to provide support and guidance.	

		• Personalise my support to each team members and look out for them, lending a hand wherever I can • Encourage everyone to try and learn from mistakes and use integrity to take action with my team to put things right together • Work with empathy seeking to understand each and every member of team, their unique perspective and circumstances and ensure everyone is heard • Take the time to communicate, being honest, open and genuine and taking the time to get to know team members as individuals. • Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth. • Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.	
		Accountability • I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way • I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives. • I ensure my team plan ahead, getting the basics right and take swift action when problems arise • I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others. • I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track. • I share my learning, knowledge and skills with others thorough coaching and mentoring and encourage others to do the same. • I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do. • I encourage my team to learn and grow and ask questions to find the information they need to do their jobs	

		Ambition • Am proud of our borough and my team and encourage everyone in the team to aim for the highest possible standards of excellence in everything we do. • Encourage my team to be flexible and try new things when it's appropriate to do so and tell me what could be improved. • Promote a one team for Lambeth approach reaching out to our stakeholders to face our challenges together • Encourage and support my team to be courageous for our residents and communities and stop at nothing to ensure they have the best possible outcomes • I make time for the team to Innovate and look for creative ways to do things better, being curious about possibilities. • Positively challenge and encourage the team to collaborate and look for solutions together across service and team boundaries. • Make time for my team to grow and develop taking advantage of opportunities to learn from each other and others. We plan our learning and career growth.	
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CORE VALUES AND BEHAVIOURS

Equity behaviours



One Lambeth
CONNECTED BY PURPOSE

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- Show compassion and patience recognising that everyone in the team has unique experience and celebrating the great work they do for Lambeth.
- Look after the health and wellbeing of my team members and encourage open and regular discussions about the issues that impact on them, working together to find solutions.

Kindness behaviours



One Lambeth
CONNECTED BY PURPOSE

- I encourage and support my team to do the right thing even when it's tough and we communicate our decisions in a timely way.
- I ensure my team and employees take individual and collective accountability for performance and delivery, making sure that they have clear plans and performance objectives.
- I ensure my team plan ahead, getting the basics right and take swift action when problems arise.
- I encourage my team to be risk aware and ensuring that our decisions and actions are informed and understood and communicated to others.
- I provide regular, timely and constructive feedback to my team members on their performance and behaviours and act quickly when performance is not on track.
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- I ensure that my team and I put residents, communities, customers and their needs at the centre of everything we do.
- I encourage my team to learn and grow and ask questions to find the information they need to do their jobs.

Accountability behaviours



One Lambeth
CONNECTED BY PURPOSE

Ambition behaviours



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