

Job Description and Person Specification

Multi-Agency Child Protection Team (MACPT) - Team Manager

A Lambeth to be proud of



Job Title:	MACPT Team Manager
Grade:	PO7
Department:	Children's Social Care
Division:	Children's Services
Business Unit:	Multi Agency Child Protection Team
Reports to:	Service Manager
Responsible for:	LCPP

Job Purpose

- This is a key operational leadership role within the Multi-Agency Child Protection Team (MACPT), responsible for ensuring effective multi-agency safeguarding interventions and delivering high-quality services to children and families where there are concerns regarding harm, risk and child protection.
- The postholder will provide strategic and operational management of the MACPT, ensuring that statutory safeguarding functions are delivered effectively, timely and in accordance with relevant legislation, statutory guidance, council policies and departmental procedures.
- Through effective leadership, supervision and performance management, the Team Manager will ensure positive outcomes for children and young people and promote a culture of high-quality social work practice, partnership working and continuous improvement.

Responsibilities

1. Manage the day-to-day operational delivery of the Multi-Agency Child Protection Team and provide leadership to social work and multi-agency practitioners responsible for safeguarding children and promoting their welfare.
2. Ensure all child protection enquiries, assessments, strategy discussions and interventions are undertaken in accordance with statutory guidance, including Working Together to Safeguard Children and the Children Act 1989.
3. Provide effective management oversight of children's cases, supporting robust decision-making, risk assessment and safety planning.
4. Ensure the effective application of thresholds, professional curiosity and evidence-based practice in safeguarding activity.
5. Lead and develop a high-performing team through supervision, coaching, performance management and workforce development.
6. Ensure services are delivered in accordance with government legislation, policy developments, corporate priorities and departmental procedures.

7. Work collaboratively with Police, Health, Education, Early Help, Housing, Adult Services and other partners to achieve effective safeguarding outcomes.
8. Lead on service improvement initiatives and support the implementation of new policies, procedures and safeguarding developments.
9. Maintain oversight of service performance, ensuring compliance with statutory timescales and performance indicators.
10. To be responsible for workload allocation, prioritisation and management across the team, ensuring resources are deployed effectively according to risk and need.
11. Provide quality assurance and auditing oversight, identifying trends, risks, learning and areas for improvement.
12. Prepare reports for senior managers, safeguarding partnerships and corporate governance structures as required.
13. Manage team resources and budgets effectively to ensure value for money and positive outcomes for children and families.
14. Support senior managers in the development of safeguarding strategy, service planning and workforce development across Children's Services.
15. To monitor and evaluate the quality and effectiveness of safeguarding practice through audits, performance data, case reviews and service user feedback.
16. To promote a culture of reflective practice, continuous improvement and learning from audits, complaints, reviews and safeguarding practice reviews.
17. To undertake formal supervision, appraisal and performance management of staff in accordance with council policies and procedures.
18. To support and assist in the coordination of group supervision alongside Family Help Team Managers.
19. To ensure effective communication across the service through team meetings, practice forums and dissemination of safeguarding developments and learning.
20. To work collaboratively with partner agencies and represent Children's Services at strategic and operational safeguarding meetings.
21. Where required, to chair and/or participate in strategy discussions, complex case meetings, risk management meetings and safeguarding panels as required.

PERSON SPECIFICATION
Multi-Agency Child Protection Team (MACPT) - Team Manager

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 and allocate 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.	
	K6	Extensive knowledge of proposed and current legislation, statutory regulations and Government guidance and standards relevant to children's services	✓A
Relevant Experience	E1	Significant and demonstrable post-qualification management experience in a safeguarding social work team, which must include overseeing 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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