Kent County Council

Job Description: *Lead Child Protection Practitioner (LCCP)*

Directorate:	**Children, Young People and Education (CYPE)**
Unit/Section:	**Multi Agency Child Protection Team MACPT**
Grade:	**KSJ**
Responsible to:	**MACPT Manager**

Purpose of the Job:

To provide professional safeguarding oversight on complex and high risk practice within Multi Agency Child Protection Teams, ensuring that children experiencing or likely to experience significant harm benefit from clear, confident, appropriate and independent decision making, skilled relational practice and consistent, expert leadership throughout statutory child protection processes, while using professional oversight and operational insight to inform organisational learning and strengthen the effectiveness of multi-agency safeguarding arrangements.

Main duties and responsibilities:

- Make statutory child protection decisions on behalf of the local authority in line with KCC's delegation framework, drawing on multi-agency information, evidence based practice, and practitioner expertise, and undertaking targeted involvement (including child and family visits where appropriate) to inform robust, timely and defensible decision making.

- Chair strategy discussions and Child Protection Conferences, ensuring professional independence and objectivity, maintaining continuity through review conferences where appropriate, and providing oversight of child protection plans to ensure effective review, progression, timely escalation of risk and safe transitions for children.

- Ensure that children, families, and networks understand and can meaningfully participate in child protection processes, modelling expert relational and restorative practice to enable engagement, including in situations of resistance, hostility or deceptive behaviour, and supporting family network involvement where safe and appropriate.

- Strengthen multi-agency safeguarding effectiveness by cultivating integrated working, providing expert consultation, influencing practice, and driving shared ownership of decisions across partner agencies.

- Provide high-quality professional advice, quality assurance, and constructive challenge in relation to statutory and legal processes, including pre-proceedings.

- Embed high-quality child protection practice through expert guidance, reflective learning, group supervision, and contribution to multi-agency professional

development, applying learning from audits, reviews, and research to enhance practice and outcomes.

- Use professional expertise and operational intelligence to inform strategic organisational discussions, identify patterns of harm, and influence the development of effective multi-agency safeguarding policies, frameworks, and system improvement.

- Ensure robust monitoring of risk and practice quality across child protection activity, identifying drift, delay, and emerging themes, escalating concerns appropriately and contributing to practice improvement, organisational learning, and service effectiveness.

Footnote: This job description is provided to assist the job holder to know what their main duties are. It may be amended from time to time without change to the level of responsibility appropriate to the grade of post.

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Person Specification: *Lead Child Protection Practitioner (LCCP)*

The following outlines the criteria for this post. Applicants who have a disability and who meet the criteria will be shortlisted.

Applicants should describe in their application how they meet these criteria.

	CRITERIA
QUALIFICATIONS	• Social Work England recognised social work qualification. • Current registration with Social Work England. • Evidence of continued professional development. • Successful completion of relevant post-qualifying child protection and safeguarding development, or commitment to undertake Lead Child Protection Practitioner development. • A Full UK Driving Licence – The Council is committed to making reasonable adjustments so whilst this job requires the jobholder to drive your application will still be considered if you are unable to drive due to a disability.
EXPERIENCE	• Significant frontline statutory child protection experience demonstrating the ability to make independent, high-risk safeguarding decisions in complex and pressurised environments. • Experience of chairing or leading complex multiagency safeguarding meetings and facilitating effective professional decision-making. • Substantial experience of leading or contributing to Section 47 enquiries and child protection planning where children are suffering or likely to suffer significant harm. • Experience of seeking, analysing, and evaluating information from across agencies to inform child protection decision-making and intervention. • Experience of working within multi-agency safeguarding arrangements and leading complex multi-agency discussions where there are concerns about actual or likely significant harm. • Experience of working effectively with children, families, and networks where there is resistant, hostile, and/or deceptive behaviour. • Experience of identifying themes, learning and improvement opportunities from practice, audit, quality assurance, or safeguarding review activity • Experience of providing professional consultation, guidance, challenge, coaching, mentoring, or supervision to practitioners in relation to child protection practice.

SKILLS AND ABILITIES	• Ability to identify and respond to actual or likely significant harm. • Ability to engage children and families during Section 47 enquiries. • Skilled in formulating the likelihood of significant harm and making evidence-informed child protection decisions. • Skilled in planning and overseeing interventions to prevent and stop actual or likely significant harm. • Ability to consult with, guide and advise practitioners on child protection concerns and oversee multiagency decision-making and activity relating to child protection plans. • Ability to seek and analyse information from across agencies and partners to inform child protection decision-making. • Ability to chair complex multi-agency meetings, manage professional difference and secure effective participation from partner agencies in support of timely safeguarding decision-making. This role is subject to the DfE Lead Child Protection Practitioner Standards, and postholders are expected to demonstrate and maintain the knowledge and skills set out within those standards.
KNOWLEDGE	• In-depth knowledge of the statutory, legislative, and procedural framework underpinning child protection practice, including Section 47 enquiries, strategy discussions, child protection conferences, and legal planning processes. • Knowledge of child development and the impact of abuse, neglect, trauma, and significant harm on children's outcomes. • Knowledge of indicators, patterns, and presentation of significant harm, including physical abuse, emotional abuse, sexual abuse, neglect, domestic abuse, and coercive control. • Knowledge of extra-familial harm, contextual safeguarding, and the ways in which children may experience harm inside the home, outside the home and online, and the role of partner agencies in addressing harm occurring within families, communities, and online environments. • Knowledge of the impact of parental factors, including domestic abuse, adult mental ill health, substance misuse and other family adversities on children’s safety and welfare. • Knowledge of evidence-informed practice, current research, and learning from safeguarding reviews relevant to child protection decision-making and intervention. • Knowledge of the increased vulnerabilities and safeguarding considerations for children with disabilities and other children who may face barriers to protection. • Knowledge of Family Group Decision Making, family network approaches, and the contribution of family networks to safeguarding and child protection planning.

KENT VALUES AND CULTURAL ATTRIBUTES	**Kent Values:** • We are **brave.** We do the right thing, we accept and offer challenge • We are **curious** to innovate and improve • We are **compassionate**, understanding and respectful to all • We are **strong together** by sharing knowledge • We are all **responsible** for the difference we make Our values enable us to build a culture that is: **Flexible/agile** - willing to take (calculated) risks and want people that are flexible and agile **Curious** - constantly learning and evolving **Compassionate and Inclusive** - compassionate, understanding and respectful to all **Working Together** - building and delivering for the best interests of Kent **Empowering -** Our people take accountability for their decisions and actions **Externally Focused** - Residents, families and communities at the heart of decision making

Organisational Responsibilities

All Corporate Directors, Directors and Heads of Service have an explicit responsibility to work as part of a team to deliver, collectively, the agenda of the County Council. These are fundamental elements of their role not an addition and are summarised as follows.

Whole Council

- Seek to improve the lives of all residents in Kent and the economy of Kent
- Act as corporate parent to the Council's Looked After Children
- Take an active role in promoting and ensuring the Council's responsibilities for safeguarding are met
- Understand, communicate and contribute to the delivery of KCC's strategic aims
- Meet statutory obligations and promote and ensure compliance with policies and procedures and the Council's Code of Conduct (Kent Code)
- Advise elected Members and support the democratic process
- Promote the Council brand and enhance the overall reputation of the Council
- Understand and monitor the measures of performance, including customer insight, which define successful outcomes for KCC services
- Maintain and ensure a relentless focus on the customer
- Act to support the Council-wide need to deliver services within budget, thereby avoiding an overspend that could damage the financial viability of the Council
- Overcome professional and service silos to achieve the County Council's objectives

Integration of Services

- Focus resources where they have the biggest impact
- Deliver services that are flexible and adaptable
- Integrate services within KCC and work with partner agencies to ensure a seamless customer experience
- Fully and inclusively engage all staff in the delivery of services, demonstrating the Council's leadership values and competencies

Embedding Commissioning and Engaging Relevant Markets

- Establish an outcome focused organisation
- Meet the financial regulations and standing orders of KCC
- Challenge the status quo and engage with the market to constantly improve
- Ensure all services are delivered effectively and efficiently
- Proactively and continuously seek to improve service delivery
- Proactively manage risk to avoid inertia whilst not exposing the Council to needless and avoidable challenge or loss

Managing Change

- Understand and support the Authority's overall change agenda
- Deliver required outcomes of service specific change on time and to budget
- Understand the quality of staff, support their development, nurture those with talent

- Identify the skills for the future and the level of staff through robust workforce planning
- Identify and deal with underperformance
- Deliver to agreed budget and income targets