

## Job Description and Person Specification Profile

<b>Job Title</b>	Lead Child Protection Practitioner
<b>Job ID</b>	DH20
<b>Service</b>	Multi Agency Child Protection Team (MACPT)
<b>Grade</b>	J
<b>Reporting to</b>	MACPT Service Lead

### The Role

As a Lead Child Protection Practitioner you will champion **Tameside's Heart of Support Practice Approach**

At Tameside, we believe in:

- **Compassion** – understanding the lived experiences of children and families.
- **Curiosity** – asking questions that lead to deeper insight and better outcomes for children.
- **Collaboration** – working together across services to deliver joined-up support.
- **Conversation** – listening and engaging meaningfully with children, families and professionals.
- **Courage** – leading with courage, making bold and compassionate decisions that put children first.

The 5 C's will be central to all the work that you complete.

### Key Responsibilities:

As a Lead Child Protection Practitioner within the Multi-Agency Child Protection Team (MACPT), you will provide leadership, continuity, and accountability for safeguarding decisions. Your role is central to delivering timely, proportionate, and child-focused interventions.

The Lead Child Protection Practitioner will be based within the Multi-Agency Child Protection Team (MACPT), which will be co-located and office-based with multi-agency partners. The MACPT will be an independent central team accessible to the whole of children's services, overseeing all families where there are child protection concerns, both where there is intra- and extra-familial harm.

You will play a pivotal role in exercising the local authority's statutory duty on child protection as set out in Working Together 2026.

### Core Responsibilities

These are some of the typical duties you will be expected to perform. This is not exhaustive, and you may need to complete similar tasks as required.

- Lead and oversee child protection activity for allocated families (without case-holding), ensuring decisions are timely, proportionate, and compliant with statutory guidance.
- The post holder will convene and chair strategy discussions and oversee the child protection investigation (section 47 enquiries) where the threshold has been met in line with Working Together 2026.

- Oversee and quality assure Section 47 enquiries and Child Protection Plans, ensuring timely and effective responses to reduce the risk of drift and delay.
- The post holder will be responsible for deciding what action to take in collaboration with the relevant team and how to proceed following the child protection investigation ensuring decisions are made based on the evidence from multi-agency discussions, consider any previous interventions and informed by the voice of the child.
- The post holder will remain independent of the families operational or line management responsibilities.
- The post holder will maintain oversight of the child protection process and ensure when a conference is required that this is held within statutory timescales.
- Chair Child Protection Conferences, strengthening links between assessment and planning, and promoting collaborative decision-making working with the family.
- Deliver child protection training and reflective sessions to support professional development of colleagues.
- Role model good practice and provide advice to social workers, and other professionals ensuring high practice standards and compliance with regulations.
- Provide advice/recommendations to operational staff regarding seeking legal advice and views upon any necessary orders that may need to be sought to safeguard children. LCPP's may need to provide written/oral evidence to the court, if directed to do so by the court, and review evidence so the views of the MACPT can be shared with the court.
- Where appropriate the post holder will work alongside the Family Help Lead Practitioner where there is an existing relationship with a family, providing child protection expertise and relevant information which may support engagement/improvement in the family's circumstances.
- To work flexibly to ensure there is always a Children's Services Lead Child Protection Practitioner in the MACPT.
- To hold the Local Authority and its partner agencies to account on the young person's behalf and where appropriate and in consultation with the young person challenge the Local Authority's actions.
- Support the improvement across all areas of practice that impact on our children and ensure that all children receive the highest standard of services.
- Produce SMART Plans which meet the needs of the young people and their families
- Maintain records in line with the Local Authorities' guidelines.
- Provide advice and support to other professions regarding Child Protection matters. Establish and maintain a continuous improvement methodology to your own professional development and related activity, alongside your ability to respond to the changing needs and any emerging trends.
- Demonstrate through personal example, open commitment and clear action; ensure diversity is positively valued, resulting in equal access and treatment in employment, service delivery and communications.
- To undertake such duties commensurate with the level of responsibility for this post.

## About You

### Your essential qualifications

- Social work degree/CQSW/Dip.SW/CSS
- Social Work England registration

## Your essential skills, knowledge and experience

### Essential Expertise and Skills

- Qualified social worker with substantial frontline child protection experience, including Charing Strategy Discussions, leading S.47 enquiries, completing in-depth assessments, chairing Child Protection Conferences, decision-making, and supervision.
- The post holder will not only be an expert but also possess the authority, confidence, and experience to make autonomous decisions in challenging and complex family situations. They will be responsible for producing high-quality reports that reflect their social work expertise and can stand alone as an expert assessment in various forums, including initial child protection conferences and the Court arena.
- In-depth knowledge of statutory and legislative frameworks governing children's social care.
- Skilled in identifying and responding to all forms of significant harm, including extra-familial harm, recognising risks both within and outside the home.
- Ability to work confidently with families as partners in child protection, including those who present resistant, hostile, or deceptive behaviours.
- Promote consideration of extra-familial contexts in safeguarding, guiding partners to build safety around children in public and peer environments.
- Demonstrate anti-discriminatory, inclusive practice, responsive to the needs of children and families from diverse ethnic, cultural, and religious backgrounds.
- Maintain a consistent focus on the best interests of the child, including cases where exploitation or grooming has led to offending behaviour.
- Direct work with children
- Ability to work collaboratively with parents and carers.
- Experience in joint working arrangements with other agencies
- Management experience in a Social Work setting
- Ability to maintain clear records with an extensive knowledge and understanding of children Electronic case file Management Systems
- Ability to communicate openly and honestly with children, parents and carers
- Extensive knowledge and understanding of the legislative, political and social policy context of children's services
- Extensive knowledge and understanding of the theories which underpin social work practice and their impact on and relationship to evidence-based social work practice
- An understanding of key legislation and child protection procedures.
- An understanding of the role of performance management, competency-based assessment and quality assurance in ensuring the social work service maintains a high quality of service delivery to its customers
- Ability to be non-judgemental
- Aware of self and own values
- Clarity of thought
- Ability to seek out and develop own learning
- Ability to fulfil all spoken aspects of the role with confidence through the medium of English

### If you have the following experience or qualifications – then that's great!

- Post qualification training
- Management training

**Our employees' skills, experience and knowledge are essential to our success along with their happiness, commitment, enthusiasm and motivation to be the best they can be.**

### **What can you expect from us?**

- A fair salary and benefits this needs to be reviewed
- Opportunities for good health and wellbeing
- Help you to grow, develop and to do your best
- Enable you to be creative and innovative
- Fully involve you in changes that affect you and your work
- Listen, and act on your ideas and feedback

**Working together, we are proud to work for Tameside**

Our **STRIVE** values underpin our practice and behaviours and are at the heart of everything that we do:

