

**ROYAL BOROUGH OF GREENWICH
JOB DESCRIPTION**

DEPARTMENT: Children's Services

POSTHOLDER

SECTION: Children and Family Social Care-MACPT

GRADE: P07

POST DESIGNATION (TITLE): Lead Child Protection Practitioner

Purpose of Job:

To be responsible for exercising the local authority's statutory duty on child protection as set out in Working Together 2026 and the Families First reforms.

The Lead Child Protection Practitioner (LCPP) is a qualified social worker with significant knowledge and experience with recognised expertise in child protection. The LCPP works in partnership with designated partners from the Police, Health and Education Service, co-located in the specialist Multi-Agency Child Protection Team/Service (MACPT).

The LCPP exercises the local authority's statutory duty on child protection as set out in the Children Act 1989, 2004, Working Together 2026 and its associated statutory guidance and in accordance with the London Safeguarding Children Procedures.

The LCPP leads Section 47 Child Protection Enquiries across the whole of Children's Services, for intra and extra familial significant harm. The LCPP role is to ensure consistently high-quality child protection practice is delivered, meeting national and locally set standards.

The LCPP chairs Strategy Meetings, Child Protection Conferences and co-ordinates the multi-agency response throughout the child protection pathway, working collaboratively with the Lead Practitioner in Family Help or Corporate Parenting Services or Adolescent Wellbeing and Safeguarding Service or Disabled Children and Young People Service, to assess risk, make decisions, take action and develop protection/safety plans that and deliver good outcomes for child/ren and young people.

Main Duties:

- 1) The Lead Child Protection Practitioner will work as part of the Multi-Agency Child Protection Team (MACPT). Lead on Section 47 Child Protection Enquiries across the whole of Children's Services, for intra and extra familial significant harm. Working jointly with the Lead Practitioner in Family Help or Corporate Parenting Services or Adolescent Wellbeing and Safeguarding Service or Disabled Children and Young People's Service.

- 2) Ensure parents/carers and wider family networks are actively involved in planning and decision-making for the care and support of their children to reduce risks to the child's welfare. Work in partnership with families to identify strengths, develop solutions, and create plans that reflect their voice and promote positive outcomes for the child.
- 3) The role will involve providing consultation across Childrens Services, The Council and wider Safeguarding partners. Initiating and undertaking child protection investigations to determine whether a child has suffered or is likely to suffer significant harm. Where the threshold is met, the team will manage the child protection function, lead the child protection conference process, and support any legal proceedings. The team will undertake forensic analysis of multi-agency information, including input from Family Help, to inform assessment and decision-making.
- 4) The Lead Child Protection Practitioner, an expert role requiring recent and considerable frontline child protection experience, must bring the confidence, authority, and professional judgement to make decisions in complex and high-risk family situations.
- 5) The post holder will contribute to decisions on whether the threshold is met to initiate a strategy discussion, commence a Section 47 Child Protection investigation and progress a case to an Initial Child Protection Conference. They will be expected to co-ordinate the actions of the professionals involved throughout the child protection pathway, taking confident prompt, decisive action when needed to protect a child from significant harm to ensure high quality protection services are delivered. Including seeing and speaking to children and families in their own settings e.g. home, school as part of Sect 47 enquiries.
- 6) Be responsible and accountable for clearly reasoned, consistent, child focused decisions, based on a comprehensive assessment and dynamic, rigorous critical analysis and triangulation of multi-agency information, research and evidence throughout the child protection pathway. To manage risk sensibly and exercise statutory authority proportionately.
- 7) Convene and chair strategy meetings, Child Protection Conferences and attend/chair any other relevant meetings as appropriate e.g. Core Groups, Risk outside the home, family group, professional, legal planning meetings and Children in Our Care reviews.
- 8) Contribute to decision making in respect of pre/legal proceedings, care planning, care placements and where necessary report to the Family Courts.
- 9) The post holder will be responsible for ensuring that parents and children are prepared for any child protection conferences alongside the Family Help Lead Practitioner. Promote and model relationship based compassionate practice working 'with' children, young people and their families. Promote the voices of children and foster the full engagement of the child/ren's wider network. Recognise the network's collective strengths, respect and value the importance of their connections and empower families and communities to make their own family led

decisions and develop their own plans, whenever there is sufficient safety to do so. Support access to independent advocacy services and Family Group Conferencing where needed.

- 10) The Lead Child Protection Practitioner will work closely with the Family Help Lead Practitioner, who will be the allocated case holder and will continue supporting the family throughout the case, updating the single assessment, progressing the child protection plan, and coordinating the wider team around the family, which the Lead Child Protection Practitioner will be part of.
- 11) The post holder will actively engage parents and the wider family network, working in partnership with the Connected Service. They will ensure parents and family members understand the nature of the enquiries and are supported to participate meaningfully. Where appropriate, they will facilitate the progression of cases to a family network meeting, encouraging families to identify support that could reduce significant harm ahead of any child protection conference consideration.
- 12) The post holder will have a strong applied understanding of what constitutes significant harm, considering factors such as severity, duration, frequency of abuse, degrees of threat or coercion, the influence of significant adults or children in the child's life (including extended family, peers, and online contexts), and the cumulative impact of adverse experiences.
- 13) They will understand the strengths and limits of their expertise and agency remit, working collaboratively and proactively with multi-agency partners to form a comprehensive picture of the child's daily lived experience. They will draw on a wide range of evidence from multiple sources to evaluate risk and likelihood of significant harm, valuing and constructively responding to the knowledge and challenge offered by other professionals.
- 14) The post holder will be able to clearly communicate their analysis, reasoning, and recommendations to other practitioners holding relevant information. Insight into the child and the adults around them is essential, and joint professional dialogue prior to reaching a final decision on the likelihood of significant harm will support sound, defensible decision-making.
- 15) They will maintain oversight of the child protection process and ensure that a child protection conference is convened within statutory timescales where required.
- 16) Oversee and quality assure that consistently high-quality child protection practice is delivered meeting national and locally set standards and performance targets. Ensuring the local authority and multi-agency response is effective, meetings, plans and their associated actions are purposeful and impactful, creating sustainable safety and good outcomes for the child/ren and young people.
- 17) The post holder will chair multi-agency, multidisciplinary child protection conferences, maintaining independence from operational case management. They will assess the evidence presented, exercise professional judgement on the likelihood of future significant harm and decide whether the child remains at continuing risk.

- 18)The post holder will ensure the conference captures and records the views of all agencies present, along with the parents' and child's views where appropriate, so that decision-making reflects a full multi-agency perspective.
- 19)They will make the final decision on whether a child should be made subject to a Child Protection Plan, taking account of professional views shared in the meeting. The post holder will determine and record the primary category of abuse or neglect associated with the child becoming subject to a Child Protection Plan
- 20)They will ensure the conference formulates a clear and robust outline Child Protection Plan and identifies a multi-agency core group responsible for developing and monitoring it.
- 21)The post holder will ensure accurate and timely recording of all discussions, decisions, and any dissent arising from the conference. As chair, they are accountable for ensuring the quality and timely distribution of the record.
- 22)They will remain the allocated Lead Child Protection Practitioner for the child, overseeing the delivery of the Child Protection Plan by Family Help and ensuring child protection review conferences take place within required timescales.
- 23)The post holder will monitor the progress of the child protection plan between conferences, recording their monitoring on the child's file, and attending a core group when appropriate.
- 24)When required deputise for the Team Leader to represent Children's Services at various multi-agency safeguarding panels and meetings. E.g. MARAC, MAPPA, Modern Slavery, MACE. Feeding back relevant local intelligence to the MACPT, to inform strategic planning.
- 25)Provide clear, accurate, timely recording and reporting of work undertaken on the Children's Services case management system and as required by management.
- 26)Contribute to the delivery of induction, training, learning and development of the wider workforce across the partnership.
- 27)Contribute to quality assurance activity, i.e. performance monitoring, auditing, practice reviews, seeking feedback, attending oversight panels and observing practice. To promote a learning culture across Children's Services. As well as being transparent and welcoming scrutiny of the collective and individual practice in the MACPT.
- 28)Participate in providing regular practice and local intelligence reports for Children's Services and the Local Safeguarding Partnership. To provide a clear line of sight and contribute to strategic planning across the Borough and wider region.
- 29)The standard working week is 35 hours.
- 30)The post holder will maintain their Social Work England registration and be up to date with their continuous professional development

- 31) To undertake any other work appropriate to the level and general nature of the post's duties.
- 32) Where necessary for the job role or appropriate for continued development in the role, the post holder may be required to participate in training and development courses made available via the Council's Apprentice Levy funding.
- 33) To undertake all duties with due regard to the provisions of health and safety regulations and legislation, Data Protection/GDPR, the Council's Equal Opportunities and Customer Care policies.
- 34) To perform all duties in line with Council's staff values showing commitment to improving residents lives and opportunities, demonstrating respect and fairness, taking ownership, working towards doing things better and working together across the council. Use language and display behaviour in accordance with the Councils core values. Promoting and model anti-racist and anti-discriminatory practice, with the courage to challenge language, behaviour and practice that is not inclusive or culturally competent.
- 35) To ensure that appropriate levels of emergency planning and business continuity management preparedness are in place for the service, and that your teams are appropriately briefed on their roles in an emergency.
- 36) To be responsible for undertaking employee investigations, hearings, and appeals in line with the RBG policies and procedures.
- 37) This post requires an Enhanced DBS with adult's barred list and will be supported by Safer Recruitment tools
- 38) Contribute to the production of local policies, procedures, protocols, practice guidance.
- 39) Proactively engage in individual, group supervision and team meetings to develop a shared practice framework and ways of working across the MACPT.
- 40) Seek appropriate authorisation for practice and financial decisions that requires manager scrutiny and agreement.
- 41) Work efficiently and deliver services that provide best value for money, taking account of the financial context of the public service.
- 42) Respond to complaints according to departmental procedures.
- 43) You may be required to undertake alternative, additional or ancillary duties from time to time or transfer to another service department within the Council as the Council may reasonably direct to meet service user demand in the event of a crisis or emergency.

Designation of the Post to which the post-holder normally reports to: Team Leader
MACPT

PERSON SPECIFICATION - Knowledge, Skills and Experience

Person Specification



Job Title	Lead Child Protection Practitioner
Grade	P07
Service/Section	Multi-Agency Child Protection Team (MACPT)
Directorate	Children's Services

Shortlisting Criteria: Essential criteria assessed via application form should be used to shortlist.

Criteria	Essential/ Desirable
Qualifications and Experience	
Recognized Social Work qualifications i.e., CQSW, DipSW, CSS or CCETSW approved equivalent, BA Hons Social Work, or other relevant degree in Social Work. You will hold a valid Social Work England registration.	E
Appropriate post-qualifying and practice assessor qualification.	D
5 years extensive operational experience within a front-line statutory child protection setting.	E
Successfully undertaken child protection and court work.	E
Working within a duty system.	E
Relevant experience in staff and/or student supervision or mentoring.	E
Providing advice to team members and partners on a variety of Child Protection cases.	E
Experience in making decisions in Child Protection	E

Knowledge, Skills & Abilities	
Able to handle difficult cases and assist colleagues with statutory requirements. Ability to undertake professional duties to comply with statutory responsibilities within the framework of the Council's Policies and Procedures, Working Together 2026, London Safeguarding Children Procedures and the Children Act 1989. Build strategies that support children at risk of harm and take appropriate action for any required intervention planning. Ability to develop, manage, and periodically evaluate child protection plans. Effective and professional communication skills (written and verbally) Experience of data recording, in line with the Integrated Children's System (Mosaic). Experience preparing court reports and in care planning, attending, giving evidence, and supporting colleagues in court. Guide team members on casework issues, make clear casework decisions, and execute them. Use resources effectively and always working with thresholds and thresholds and required criteria. Outstanding professional work ethic that can manage their own work, work as part of a multi-disciplinary team, and contribute to its success. Willing to be flexible and willing to meet required service hours Sound knowledge of legislation and relevant guidance. Extensive knowledge of current research and evidence-based practice, including child protection. Support qualified staff and provide support in various tasks like induction, professional development, and job evaluation. Excellent written and report writing skills	E E E E D D D D D E E E
Equal Opportunities	
Understanding and commitment to the Council's equal opportunities of policies and ability to put into practice in the context of this post. Understanding and commitment to achieving the Council's staff values and ability to put into practice in the context of this post	E E