

## Job Description

<b>Job Title:</b>	<b>Child Protection Lead Practitioner</b>
<b>Service Group:</b>	Children's Services
<b>Department/Team:</b>	Children's Social Care
<b>Location:</b>	Any suitable base across Wolverhampton
<b>Workstyle:</b>	Field
<b>Grade :</b>	8
<b>Disclosure and Barring Clearance:</b>	This post is subject to a satisfactory Enhanced Disclosure and Barring Service (DBS) check.

### **Special Conditions:**

Subject to the requirements of the service, and following appropriate local consultation processes, the working week of individual employees may be arranged over a 7 day period, including weekends, providing that the employees' average core hours over a pre-determined reference period does not exceed 37 hours. The standard working week shall remain at 37 hours where hours worked are not in excess of 37 hours.

### **Job purpose**

The CP Lead Practitioner will be a qualified social worker with significant demonstrable knowledge and experience to act as a recognised expert in the field of child protection. The role will: hold a caseload including high risk and complex situations involving children at risk of significant harm; co-work with and support less experienced social workers and staff involved in child protection work and provide expertise to support proportionate and appropriate multi-agency decision making as part of safeguarding processes. This role will involve working in partnership with colleagues and managers within Children's Services and also outside agencies, in order to provide a coherent and co-ordinated service and to ensure the best possible outcomes for all children in their service area. There will also be a level of decision making related to child protection work expected of the role.

### **Role:**

- To be a recognised expert in the area of child protection within social work teams and as part of multi-agency responses
- Investigate and support decision making where there are situations involving significant harm to children
- Participate in regular supervision and consultation with the team manager and to ensure that they are always made aware of significant issues in respect of children and families.
- Work in partnership with colleagues within Children's Services and also outside agencies in order to provide a coherent and co-ordinated service and to ensure the best possible outcomes for all children in their service area.
- Participating, when required, in the formulation of new initiatives, and policy across the service as appropriate.

## Job Description

- Attending and contributing to training courses as agreed with line management and to ensure personal development is maintained in accordance with the requirements of Social Work England.
- Champion Restorative Practice within their team and service.
- The role may evolve over time dependant on national drivers/recommendations

### **Key duties and responsibilities:**

- Manage a workload that will include complex and high risk safeguarding work
- Provide high quality and timely assessments and reports in the agreed format for courts, child protection case conferences, statutory reviews and any other forum as directed by the team manager.
- Maintain records in line with policy and procedure within the framework provided by the case management system in relation to recording information about children and families
- Prioritising all work in accordance with policies and procedures, budgets and all relevant legislation.
- Practice social work accountably, within the prevailing legislative framework and council policies and procedures, under the supervision of the team manager.
- Ensure that all work is completed within the stated timescales in accordance with both national and local policy.
- Provide expertise related to child protection activity and co-work with social workers, including those less experienced, and also those non-social work qualified members of the team, making key decisions in child protection work as required
- Act as a specialist resource to teams, managers and appropriate others, providing advice, guidance, consultation and direction as required
- Leading on this specific area of practice, mentoring others in frontline practice where appropriate and disseminating learning to assist teams and managers and contributing to policy and best practice development
- To keep up to date with legislation, learning from child safeguarding practice reviews and relevant research / other practice developments
- Carry out joint visits as required with other members of the teams
- Chair relevant child protection meetings such as strategy meetings, child protection core groups and any others deemed appropriate by the team manager
- Take responsibility for overseeing appropriate information sharing and ensuring correct safeguarding procedures are followed
- Work with the managers to ensure the voice and needs of children and young people are at the fore front of practice
- Lead and provide expertise as part of multi-agency forums and processes where decisions need to be made to safeguard children and young people
- To demonstrate through personal and professional example a commitment to equality of opportunity for all groups of staff and children / young people / families and to challenge discrimination, racism, sexism and other forms of unjust behaviour.
- To work within a flexible framework in order to meet the demands of the service outside usual core hours.
- To act in accordance with the Council's Constitution and other Codes of Conduct.
- To participate in staff development, appraisal and training as appropriate, including continuous professional development.

## Job Description

- To comply with the Council's agreed policies and procedures including but not limited to Health and Safety, and Equal Opportunities Policies, the Data Protection Act, Freedom of Information Act, Financial Management Regulations and other relevant Council and Government Regulations, Directives and City wide priorities
- To undertake any other tasks, duties and responsibilities as required and appropriate to the grade and role of the post subject to any reasonable adjustments under the Disability Discrimination Act 1995 as incorporated into the Equality Act 2010.
- To participate in the wider development of the service and contribute to service improvement as required
- Effectively manage and review allocated contracts to ensure the required level of performance and best value is achieved in line with the Council's key strategies; as appropriate and training provided.
- Work with key stakeholders when required to effectively manage contracts to achieve the best outcome for the delivery of the Council's objectives; as appropriate and training provided.
- City of Wolverhampton Council is committed to Corporate Parenting.

“Corporate Parenting is the collective responsibility of the Council to provide the best possible care and protection for children who are looked after.”

Effective date:

Signature of post holder:

**Job Description****City of Wolverhampton City Council****Personnel Specification**Post Title: **Lead Practitioner – Child protection**

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>
	<i>These are the necessary requirements to carry out the job successfully.</i>	<i>These are the additional requirements which are relevant, but not essential, to the work involved in the job.</i>
Experience	<p>Experience of complex social work with children and families, which has included child protection work</p> <p>Experience of a number of different social work roles and tasks in children's services social work settings</p> <p>Significant post qualification experience in a social work setting</p> <p>Experience of mentoring/supporting others carrying out social work related tasks</p>	
Skills	Ability to summarise, analyse and evaluate complex information	

**Job Description**

	<p>A skill in interpreting the law and when to seek advice of others</p> <p>Ability to identify priorities, complexity, urgency and degree of advice, support and guidance needed for workers.</p> <p>Ability to formulate and implement effective social work plans and interventions</p> <p>Ability to provide leadership and expertise to support social workers and non social work qualified staff across the service</p> <p>Ability to work effectively with professionals inside and outside the council to achieve positive outcomes and ensure sound multi-agency decisions are made to safeguard children</p>	
<p>Knowledge</p>	<p>Knowledge and understanding of child development, parenting capacity and environmental factors, in order to assess risk and protective factors</p> <p>Sound up to date knowledge of childcare legislation, social work statutory guidance and safeguarding policies and procedures</p> <p>Knowledge and understanding of a range of systemic and evidence based interventions</p> <p>Knowledge of roles and responsibilities of key children’s agencies</p> <p>Knowledge and awareness of issues relating to communities from Black, Asian and ethnic minority backgrounds and equal opportunities</p>	

**Job Description**

<p>Qualifications and/or Training</p>	<p>Social Work England recognised social work qualification</p> <p>Social Work England registered</p> <p>Evidence of continued professional development in line with the Professional Capabilities Framework</p> <p>A positive enhanced DBS disclosure</p>	<p>Advanced training in relevant aspects or practice with children, families</p> <p>Motivational Interviewing training</p> <p>Practice Education qualification</p>
<p>Personal Qualities</p>	<p>Ability to thrive in a complex environment and demonstrate resilience</p> <p>Ability to work flexibly to meet the service and families</p> <p>Experience of consulting children and families in respect of care plans, service plans and other matters</p> <p>Positive attitude to joint working with different agencies and partner organisations</p> <p>Ability to problem solve with colleagues</p> <p>Ability to enthuse and motivate colleagues</p> <p>Ability to manage personal stress and support colleagues to achieve positive outcomes in high risk situations without undue caution or recklessness</p> <p>Ability to work effectively with children, young people and families</p>	
<p>Commitment</p>	<p>Committed to a culture of change within organisations</p>	

**Job Description**

	<p>Committed to the principles of the New Operating Model across Children, Young People and Families in Wolverhampton</p> <p>Commitment to the achievement of positive outcomes in work with children and their families/carers</p> <p>Evidence of commitment to valuing diversity and promoting anti-discriminatory, anti-racist and anti-oppressive practice.</p>	
--	---	--