

Job Profile

Lead Child Protection Practitioner

JE_ID 20074

Date created: March 2026

Grade:11

About the Job

Job Title	Lead Child Protection Practitioner
Salary Grade	Grade SCP
Team	Multi Agency Child Protection Team
Service Area	Children and Families
Directorate	Children's Services
Primary Location	Locality based, Gloucestershire West, East and North.
Reporting to	Multi Agency Child Protection Team Lead
Responsible for	Not applicable
Disclosure and Barring Clearance	This post is subject to a satisfactory Enhanced Disclosure and Barring Service (DBS) check

At Gloucestershire Children's Services, we are committed to ensuring that every child grows up safe, supported and able to thrive. The Lead Child Protection Practitioner (LCPP) plays a critical role in achieving this vision by providing expert leadership, oversight and guidance across our child protection response county-wide.

Working within our relational, systemic and strengths-based practice framework, the LCPP enhances practice quality across the service. The role models high-quality social work practice promotes confident and proportionate decision-making, and ensures that the voice, lived experience and outcomes of children and families sit at the heart of all intervention and planning.

This role is an integral part of our Multi-Agency Child Protection Team, working closely with colleagues from Police, Health, Education, Probation, specialist harm-outside-the-home services and targeted interventions. Together, the team provides a coordinated, evidence-informed and timely response to the county's most vulnerable children.

We want to be an employer of choice, attracting and retaining excellent people to work for us, so that we can best serve all of Gloucestershire's diverse communities. Our promise to you is that we will provide an inclusive and supportive working environment that enables you to bring your whole self to work and realise your full potential.



The Lead Child Protection Practitioner will be a qualified and experienced Social Worker, with significant post-qualification experience in frontline children's social care. They will bring substantial expertise in referral and assessment work, child protection conferences, safeguarding decision-making, and case oversight. A strong working knowledge of the statutory, legislative and regulatory framework is essential.

Through collaborative, relationship-based practice with Family Help Teams and partner agencies, the Lead Child Protection Practitioner strengthens Gloucestershire's child protection practice and helps ensure that children across the county receive the right support at the right time.

Monitoring and ongoing development of outcomes

As part of the annual appraisal, outcome-based targets will be developed in conjunction with the post holder and will supplement this job profile. The job profile will be subject to regular review, and the Council reserves its right to amend or add to the accountabilities listed within this Job Description.

This is what we need you to do...

- Skilled in identifying and assessing significant harm, including harm occurring outside the home, and effective in working with families who have previously struggled to engage with children's services.
- Responsible for making all statutory child protection decisions with input from the wider multi agency child protection Team, working with the Family Help Lead and building in family group decision making/family network engagement within the child protection response.
- Provide expert advice and consultation across social care and the multi-agency partnership, supporting Family Help Leads to work effectively with families when significant harm is identified.
- Provides expert leadership in safeguarding practice across Gloucestershire. Offer specialist advice and consultation to Family Help Teams and the Children's Front Door, make statutory child protection decisions, and convene and chair child protection meetings, including Strategy Meetings, Child Protection Conferences and My Safety Meetings.
- Complete high-quality child protection enquiries, assessments and intervention plans in line with statutory duties.
- Work directly with children, families and their networks to develop meaningful safety plans that reflect the child's voice and lived experience.
- Reflective discussions with Family Help Team Managers and practitioners on complex child situations and lead multi agency reflective group supervision for children subject to child protection plans.
- Maintaining local needs profile, contribute to developing local practice guidance, tools, and resources, and support service priorities such as reducing repeat child protection plans, improving timeliness, strengthening permanency, and embedding relational and systemic practice.
- Champion relational and systemic approaches, ensuring Family Group Meetings and wider family network involvement remain integral to planning and decision making.
- Support practitioners in risk management and ensure interventions are guided by clear and effective safety plans.

We want to be an employer of choice, attracting and retaining excellent people to work for us, so that we can best serve all of Gloucestershire's diverse communities. Our promise to you is that we will provide an inclusive and supportive working environment that enables you to bring your whole self to work and realise your full potential.

- Working collaboratively with key safeguarding partners, the Lead Child Protection Practitioners ensures that all child protection decisions are informed by robust multi-agency input. They build strong relationships with Health, Police, Education and voluntary sector partners and influence multi-agency planning to achieve timely, coordinated and child focused responses.
- Work alongside Family Help Leads to oversee Section 47 enquiries, review outcomes, develop and monitor child protection plans, contribute to legal processes, attend core groups, and visit children and families as part of the child protection response.
- Support Family Help Lead Practitioners, social workers, alternatively qualified practitioners, students and ASYE social workers through advice, consultation, and oversight, helping to embed high-quality safeguarding practice.

The ideal candidate will have...

Experience

- Significant experience of complex social work with children and families, which has included child protection work
- Experience of a number of different social work roles and tasks in children's services social work settings
- Extensive post-qualifying experience within statutory child protection and safeguarding services.
- Experience mentoring or supervising practitioners
- Experience of chairing child protection conferences
- Experience managing social workers is desirable

Knowledge, Skills and Understanding

- Demonstrate excellent knowledge in issues impacting the protection of children such as, physical abuse, emotional abuse,

- Work with out-of-hours teams to provide seamless handover information and maintain continuity of planning.
- Provide leadership on complex situations, ensuring thorough risk analysis and timely intervention.
- Contribute to quality assurance through reflective observations, dip sampling, and audits.
- Undertake direct work with children and families in complex child situations where joint work is required, contributing to risk assessments, evidence gathering, and oversight that promotes critical thinking and constructive challenge within the multi-agency network.
- Demonstrate a strong understanding of thresholds to ensure children and families receive the right level of support.

Behavioural attributes

- Aligns with Gloucestershire Employee Values and behaviours which are available on our [website](#)
- Our values are Accountability, Integrity, Empowerment, Respect and Excellence
- Put the child's voice at the heart of everything they do.
- Be curious, reflective, and relational in their work.
- Champion inclusion, equality and diversity within practice.
- Work collaboratively with families and partners to reduce risk and build sustainable safety.
- Strive for continuous improvement and contribute to a positive, supportive team culture.
- The ability to act autonomously within agreed levels of accountability, consulting with line managers when responding to

We want to be an employer of choice, attracting and retaining excellent people to work for us, so that we can best serve all of Gloucestershire's diverse communities. Our promise to you is that we will provide an inclusive and supportive working environment that enables you to bring your whole self to work and realise your full potential.

domestic abuse, peer on peer abuse, sexual abuse, neglect and harm outside the home.

- Demonstrated analytical, assessment and risk management skills in complex situations.
- The ability to interpret and critically analyse varied and complex information or situations with a proposed solution or a plan of action.
- Proven ability to lead, influence and support practice improvement.
- Ability to identify priorities, complexity, urgency and degree of advice, support and guidance needed for practitioners.
- Ability to formulate and implement effective child protection plans and interventions
- Ability to provide leadership and expertise to support Family Help Lead Practitioners and alternatively qualified practitioners across the service
- 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
- Utilise a range of communication skills to engage and work with vulnerable people, including those with complex and challenging needs, to meet desired outcomes.
- Ability to challenge and use appropriate systems to support necessary action.
- Knowledge and understanding of child development, parenting capacity and environmental factors, in order to assess risk and protective factors
- Wide knowledge and understanding of safeguarding and related national policies and the legislative framework affecting children, and families, and the wider local government and how these apply to local service developments, specifically regarding safeguarding children
- Good knowledge and understanding of local safeguarding needs, challenges and priorities for children, young people and families

significant circumstances or situations e.g. policy, budgetary and resource implications.

Education & Qualifications

Essential

- Social Work England recognised social work qualification
- Social Work England registered
- Evidence of continued professional development in line with the Professional Capabilities Framework
- A positive enhanced DBS disclosure

Personal Qualities

- Demonstrates ability to manage time well, prioritise effectively, and communicate updates clearly.
- Ability to work flexibly to meet the service and families
- Ability to work on own initiative, making key decisions within the agreed protocols and legislation.
- Excellent communication and interpersonal skills at all levels
- The ability to work under an extremely high degree of pressure including meeting unpredictable deadlines and dealing with conflicting demands.
- The ability to act autonomously within agreed levels of accountability, consulting with line managers when responding to significant circumstances or situations e.g. policy, budgetary and resource implications.
- Positive attitude to joint working with different agencies and partner organisations
- Ability to problem solve with colleagues
- Ability to enthuse and motivate colleagues
- Ability to work effectively with children, young people and families

Key Competencies

We want to be an employer of choice, attracting and retaining excellent people to work for us, so that we can best serve all of Gloucestershire's diverse communities. Our promise to you is that we will provide an inclusive and supportive working environment that enables you to bring your whole self to work and realise your full potential.

- Knowledge and understanding of a range of systemic and evidence-based interventions
- Knowledge of roles and responsibilities of key partner agencies
- Knowledge and awareness of working in a way which recognises and addresses equality, inclusion and diversity issues and systemic barriers for communities from diverse backgrounds
- Knowledge and experience to undertake assessment of risk, complex needs and develop, monitor and review appropriate plans of support, involving multi-agency delivery, for and in partnership with children and families.
- Experience of effective multi-agency work and working across organisational boundaries and use of influence within multi-agency settings which has led to improved outcomes for children, young people and families.

Special Conditions

- The ability to travel throughout the county, including areas where there is limited public transport and be able to reach, including but not limited to, families, young people, internal and external clients and within a timely manner.
- To be computer literate and operate a range of information technology systems to meet service need in relation to the social work role.
- The Council reserves the right to alter the content of this job description, after consultation to reflect changes to the job or services provided, without altering the general character or level of responsibility.

- Strong commitment to Gloucestershire's values: putting children first, working relationally, and promoting systemic and strengths-based practice.
- Skilled communicator able to build trust and meaningful relationships with children, families and partners.
- Reflective, thoughtful practice and a commitment to ongoing professional learning.
- The ability and resilience to manage (and to support others to manage) the intense emotional demands that arise from working with vulnerable individuals and groups. Demonstrate high emotional intelligence and never let emotions affect decisions. The ability to work professionally and flexibly with members of your team and the wider organisation.

We want to be an employer of choice, attracting and retaining excellent people to work for us, so that we can best serve all of Gloucestershire's diverse communities. Our promise to you is that we will provide an inclusive and supportive working environment that enables you to bring your whole self to work and realise your full potential.