

Role Title: Lead Child Protection Practitioner**Salary: PO6****Location:****Report to: Team Manager**

About Us

Bradford has created a new Children and Families Trust, which has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

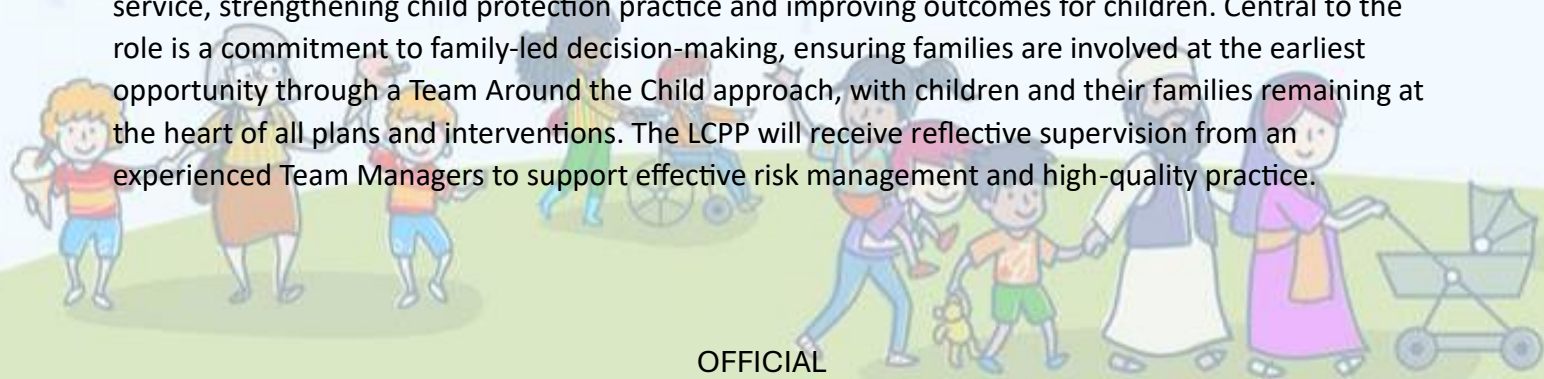
Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

Job Overview

The Lead Child Protection Practitioner (LCPP) is a specialist social work role within the Multi Agency Child Protection Team (MACPT), providing expert leadership and oversight in identifying, assessing and responding to all forms of significant harm to children, including intra-familial abuse, extra-familial harm and harm experienced online. Working as part of a co-located multi-agency team comprising professionals from social care, police, health, education and other safeguarding partners, the LCPP plays a pivotal role in child protection decision-making, contributing to joint investigations and ensuring timely, proportionate and effective responses to risk.

As a recognised expert in child protection practice, the LCPP will lead complex assessments and enquiries, analyse multi-agency information to support safe and evidence-based decision-making, and work confidently with children, families and professionals in situations of significant harm. The post holder will provide consultation, guidance, mentoring and professional support to colleagues across the service, strengthening child protection practice and improving outcomes for children. Central to the role is a commitment to family-led decision-making, ensuring families are involved at the earliest opportunity through a Team Around the Child approach, with children and their families remaining at the heart of all plans and interventions. The LCPP will receive reflective supervision from an experienced Team Managers to support effective risk management and high-quality practice.



Main Duties and Responsibilities

Child Protection Leadership and Decision Making

- Lead, coordinate and chair strategy discussions, providing professional leadership to respond to child protection concerns.
- Lead Section 47 enquiries to identify and respond to actual or likely significant harm, ensuring that enquiries are planned, coordinated and analysed effectively with partners so that timely, evidence-informed decisions are made to safeguard children.
- Exercise professional judgement on outcomes of child protection enquiries and responses to risk.
- Chair child protection conferences and determine likelihood of significant harm.
- Provide professional support, challenge and guidance in complex situations.

Child-Centred Practice and Participation

- Build effective relationships with children through direct practice to understand their lived experience.
- Understand and reflect children's lived experiences, wishes and feelings.
- Facilitate inclusive, restorative and child-centred conferences.
- Champion the voice, participation and experience of children and families.
- Support families and networks to engage meaningfully in assessments, planning and decision making.

Multi-Agency Collaboration and Partnership Working

- Lead and coordinate the multi-agency child protection response.
- Work collaboratively with police, health, education and other partners.
- Provide specialist consultation and advice across the partnership.
- Develop and sustain effective multi-agency relationships.
- Influence practice across organisations to ensure coordinated and timely safeguarding responses.

Risk Management and Child Protection Planning

- Maintain oversight of statutory child protection processes.
- Lead the development, implementation and review of Child Protection Plans.
- Ensure plans are proportionate, outcome-focused and address identified risks.
- Review progress, analyse emerging information and adapt interventions as required.
- Promote safety, welfare and best interests in cases involving exploitation, extra-familial harm, grooming and serious youth violence.

Quality Assurance, Standards and Continuous Improvement

- Quality assure assessments, risk analyses, records, recommendations and plans.
- Ensure practice is analytical, evidence-informed and child-focused.
- Monitor practice standards and escalate concerns where required.
- Identify strengths, themes and areas for improvement across practice.



About You

We are looking for applicants who can demonstrate that they meet the following requirements:

Education

- Qualified Social Worker with a recognised social work qualification and current registration with Social Work England.
- Evidence of ongoing professional development and commitment to maintaining up-to-date knowledge of child protection legislation, policy, research and best practice.

Experience

- Substantial post-qualifying experience within statutory children's social care, including a minimum of three years' experience in child protection and safeguarding practice at a senior level.
- Significant experience of leading complex child protection enquiries, managing high-risk safeguarding situations and undertaking multi-agency decision-making.
- Experience of chairing complex meetings, including strategy discussions and child protection forums, and presenting clear analysis to support decision making.

Skills and Behaviours

- Demonstrate extensive knowledge of child protection legislation, safeguarding frameworks and best practice.
- Critically evaluate complex information, identify risk and make timely, evidence-informed and defensible decisions.
- Build trusting and effective relationships with children, families, colleagues and partner agencies.
- Communicate with confidence, providing constructive challenge, negotiation and professional influence in complex situations.
- Provide visible professional leadership, promote high standards of practice and take accountability for decisions and outcomes.
- Develop and maintain effective partnerships, fostering shared ownership of safeguarding responsibilities and coordinated responses to risk.



- Manage competing priorities effectively, maintain high standards under pressure and respond positively to changing demands.
- Use research, reflection, audit findings and learning to improve practice, promote innovation and achieve better outcomes for children and families.

Safeguarding Responsibilities

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

Successful applicants will be required to complete the relevant safeguarding checks.

We are an equal opportunities employer.

