



## Job Description Senior Practitioner

Job Details	
<b>Grade</b>	D
<b>Number of Posts</b>	1
<b>Department</b>	Fostering Assessment Team
<b>Reporting to</b>	Team Manager

### Who Are We?

We are Birmingham Children's Trust.

'Working Together to make Birmingham the greatest city to grow up in.'

The sole purpose of Birmingham Children's Trust is to make a positive difference for children, young people and families in the city, by driving up the quality of practice and partnerships across the city and its services.

Every employee from Family Support and Social Workers to Finance and Legal, work together to make a positive difference to children, young people and families. We are one team, and each have an important role to play in achieving the Trusts objectives.

Birmingham Children's Trust Leadership team comprises of six Executive Directors who are responsible for leading and managing the Trust to be an autonomous and high performing organisation.

#### **Our Vision:**

Our vision is to build a Trust that provides excellent social work and family support for and with the city's most vulnerable children, young people and families.

We will do this:

- with compassion and with care.
- through positive relationships, building on strengths.
- in collaboration with children, young people, families and partners.
- by listening, involving and including.
- in ways that are efficient and deliver value for money.

Success will mean significant progress towards these outcomes:

- healthy, happy, resilient children living in families.
- families able to make positive changes.
- children able to attend, learn and achieve at school.



- young people ready for and contributing to adult life.
- children and young people safe from harm.

**Our Values:**

ONE TEAM  
ACCOUNTABILITY AND RESPONSIBILITY  
QUALITY AND INNOVATION  
RELATIONSHIPS  
HIGH SUPPORT HIGH CHALLENGE

**Key Responsibilities**

- To provide a lead role in improving the quality of professional social work practice across the breadth of the case work cycle to children, young people and their families.
- To undertake complex casework arising within the children and families service.
- To provide a needs-led, professional social work service to children, young people and their families, complying with legislative requirements and in accordance with established best practice.
- To be responsible for allocated cases including a complex caseload.
- To provide technical/professional expertise to less experienced social workers.
- To share/communicate a thorough working knowledge of relevant legislation, national standards, guidance, research, departmental policy and procedures.
- To provide quality assurance and coaching/mentoring to work colleagues.
- To take a 'joined-up' approach to ensuring the effectiveness of case working, actively promoting/encouraging effective partnership working with service users and other teams/agencies/organisations.
- Participates in the regular collection, collation and reporting of appropriate performance management information in accordance with statutory and organisational requirements.
- Actively participates in training and development activities.
- Represents the Department in meetings etc as required.
- Actively supports the Team Manager by undertaking any other duties commensurate with the job or needs of the service.



<b>Key Information</b>				
Is a Safeguarding Check needed?		<b>Children</b>	<b>Adults</b>	<b>Children and Adults</b>
	Basic			
	Enhanced	x		
Will this position have Line Manager Responsibility?	TBC			

### Person Specification

<b>Essential Criteria</b>		
Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications		
<b>CRITERIA</b>	<b>Method of Assessment (M.O.A)</b>	<b>ESSENTIAL</b>
Qualifications	AF/I/Q	Social work qualification essential - with childcare specialism preferable.
Qualifications	AF/I/Q	PQ or Enabling Others desired.
Qualifications	AF/I/Q	Registered with Social Work England (SWE)
Qualifications	AF/I/E	Qualified with substantial experience of Fostering and Safeguarding.
Experience	AF/I/E	Experience and knowledge of working within children fostering and adoption legislation.
Experience	AF/I/E	Knowledge/understanding of the needs of children from complex backgrounds.



Experience	AF/I	Assessment and report writing skills that are evidence and research based.
Experience	AF	Substantial post qualifying experience including children and families and adoption/fostering.
Experience	AF/I	Significant experience of direct work with children and families.
Experience	AF/I/E	Experience of supervising staff/students.
Skills	AF/I	Ability to understand and implement the performance management of professional staff.
Skills	AF/E	Effective communication skills both written and verbal.
Skills	I/E	Able to analyse and develop professional opinion, and have ability to negotiate and resolve conflict.
Skills	AF/I/E	Able to work on own initiative, solve problems and meet deadlines.
Skills	AF/I	Able to demonstrate leadership skills and apply them.
Skills	AF/I	High level of interpersonal skills and ability to work effectively with colleagues / partners/other agencies.
Skills	AF/I/E	Understanding of safeguarding procedures and roles in the protection of children and young people within fostering.
Skills	I/E	To contribute to the fostering agency development and best practice processes in line with



		key priorities within the Childrens Trust and Fostering agency strategic and operational plans.
Skills	AF/I/E	To contribute to the management and professional supervision and appraisal of a team of fostering Social Workers.
Skills	AF/I	To work with Birmingham Childrens Trust and stakeholders to secure and maintain the appropriate foster placements of children/young people of Birmingham Childrens Trust. You will also oversee the placement and matching of internal foster placements for children.
Skills	AF/I/E	To develop good working liaison with colleagues in the Birmingham Childrens Trust and to act as an adviser and advocate for fostering issues/children within the agency placements.
Skills	I/E	To fully contribute to training and working within Safeguarding Procedures, the Care Planning Regs 2010, Fostering Standards and Regulations 2011 and the fostering agency strategic and operational plans.
Skills	AF/I	To participate in formulating and implementing new developments in fostering provisions and improvements for Birmingham Childrens Trust children, foster carers, Connected Persons and Special Guardians.
Skills	I/E	To ensure that confidentiality and security is maintained in dealing with information in line



		with the Birmingham Children's Trust/Fostering Agency Policies and Procedures, Data Protection and GDPR.
Skills	I/E	To contribute to the development and management of capability, managing absence, conduct and development of Social Workers in conjunction with the Team Manager and the Fostering Agency and Trust Policies/ Procedures and SW England practice requirements.
Skills	AF	To support the team manager and team/deputise for the Team Manager in his / her absence and participate when required in the fostering agency placements duty service.
Skills	AF/I/E	To assist with the effective recruitment, selection and induction of staff in accordance with Birmingham Childrens Trust/Fostering Agency Policies and Procedures.
Skills	AF/I/E	Experience of using learning and research to shape service improvement to promote a culture of learning and evidence based practice in line with promoting best outcomes and experiences for Children Looked After, staff and Foster Carers
Skills	AF/I/E	Use IT/Systems for use of practice. Use Data and analysis to interrogate and analyse performance data and use it to inform future practice and service delivery/practice
Skills	AF	<b>Learning &amp; Development -</b> Willingness to undertake ongoing continuous professional development (CPD) and training,



		participate in supervision and chairing of various professional meetings
Skills	AF/I	Able to develop the provisions of stability for children Fostering developments and practice improvements as required.

**At Birmingham Children's Trust, we are dedicated to safeguarding and promoting the welfare of children and young people. We expect our staff to create an environment and culture that promotes equality, diversity, and inclusion and advocate for anti-discriminatory practices and behaviours.**

