

Job Description

High Risk Domestic Abuse Team Manager

Job Details	
Grade	6
Number of Posts	1
Department	Domestic Abuse and Interpersonal Violence Service
Reporting to	Head of Service

Who Are We?
<p>We are Birmingham Children's Trust.</p> <p>'Working Together to make Birmingham the greatest city to grow up in.'</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>Our Vision:</p> <p>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.</p> <p>We will do this:</p> <ul style="list-style-type: none"> • 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. <p>Success will mean significant progress towards these outcomes:</p>



- 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

Overview of the role:

To ensure the Trust's contribution to safeguarding families experiencing high risk, high harm by domestic abuse.

To lead and manage Domestic Abuse Specialist Practitioners in districts.

Key Responsibilities:

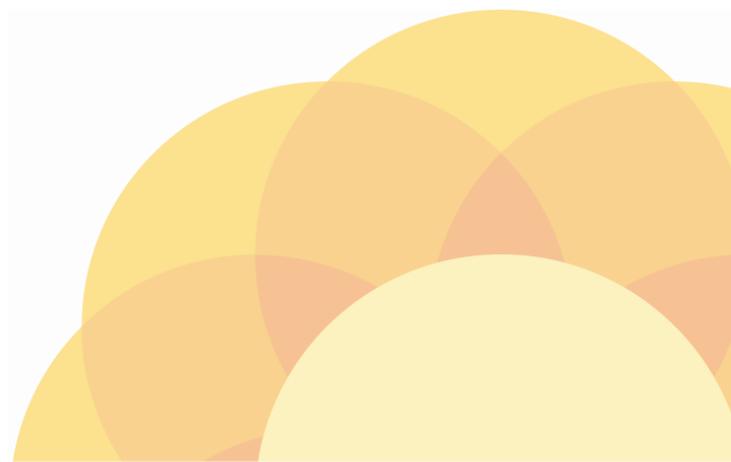
- Providing operational leadership, vision and direction. By delivering service improvement within a variety of professional services that meet established legislative and organisational and regional requirements.
- Being responsible for staff. This includes qualified Social Workers and alternatively qualified professionals and partner organisation staff.
- Chairing partnership meetings and setting actions for partners within domestic abuse high risk, high harm forums.
- Making decisions in partnership forums on behalf of the Trust. Ensure information is shared with relevant staff in a timely way.
- Being accountable for ensuring the team achieves its operational and strategic plans. Promote the practice model and standards, empowering others and setting and maintaining positive and measurable outcomes.
- Providing an effective child centred service in partnership with other agencies. This complies with legal, regulatory and statutory guidance, and leads to improved outcomes for children/young



<p>people and their families.</p>
<ul style="list-style-type: none">• Ensuring the promotion and safeguarding of children/young people and their families welfare is the cornerstone of service delivery. Contribute to the development, drafting, implementation and review of policies and procedures, and the implementation of legislation within the team/centre/designated specialism.
<ul style="list-style-type: none">• Working in partnership within the Trust to support practice. Responsible for overseeing practice within the Trust and across the wider partnership through direct support, guidance and reflective supervision. This includes, regular evidence based auditing and feedback thus setting standards of service.
<ul style="list-style-type: none">• Upskilling Trust staff and partners in domestic abuse informed best practice in line with current legislation.
<ul style="list-style-type: none">• Contributing and managing budget monitoring, ensuring that services are delivered within budget and deliver best value for children/young people and their families.
<ul style="list-style-type: none">• Promoting and supporting the health, safety and wellbeing of team members. Take appropriate steps where necessary by overseeing all team members. Ensure their jobs are carried out safely and have the practical tools, resource and guidance is required to practice effectively.
<ul style="list-style-type: none">• Taking responsibility for ensuring high quality, regular supervision and effective performance management systems are in place. Taking informal and formal action following Trust policies and procedures where necessary.
<ul style="list-style-type: none">• Taking a leading role on development and delivery of training for internal staff and external partners. To ensure current legislation and best practice is promoted.
<ul style="list-style-type: none">• Having responsibility for aspects of the recruitment processes.
<ul style="list-style-type: none">• Sharing successes and celebrating good practice. Responding to complaints in a timely manner and share the learning from these.
<ul style="list-style-type: none">• Collating, analysing and understanding data and undertaking audits specific to individual teams and reporting on this as required.
<ul style="list-style-type: none">• Being responsible for allocation of work to staff members and ensuring that children/young people, their families receive a high quality service.
<ul style="list-style-type: none">• Managing own and support others' continuous professional development.
<ul style="list-style-type: none">• Developing collaborative working relationships with relevant services and provide local leadership which contributes to effective partnership working, including regional and national representation.
<ul style="list-style-type: none">• Providing cover where appropriate in the absence of your colleagues and wider partnership working.



Key Information				
Is a Safeguarding Check needed? (<i>DBS and Experian background checks</i>)		Children	Adults	Children and Adults
	Basic			
	Enhanced			x
Will this position have Line Manager Responsibility?	<input type="text" value="Yes"/>			





Person Specification

Essential Criteria		
Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications		
CRITERIA	ESSENTIAL	Method of Assessment (M.O.A)
Qualifications	Hold a relevant Social Work qualification and be registered with Social Work England (SWE)	AF, Q
Training	Have a proven track record of continual practice development.	AF, I
Experience	Have extensive experience of working with families affected by domestic abuse. Understanding risk and safety within a multi-agency partnership context.	AF, I, P
Experience	Provide coaching and mentoring of good practice through direct work with families, staff and partners. Mentoring staff through a range of opportunities to identify and respond to domestic abuse effectively.	AF, I
Experience	Have the ability to demonstrate significant professional competence, underpinned by relevant practice and learning.	AF, I, P
Experience	Have experience of delivering services through a regulatory inspection process.	AF
Experience	Have experience of providing supervision of staff, creating a positive team environment and supporting positive performance.	AF, I
Experience	Have experience of building and maintaining effective	AF, I



	relationships with colleagues, external agencies, children/young people and their families.	
Experience	Have an understanding of the importance of robust financial management.	AF
Experience	Have a level of emotional resilience and be able to ask and offer support as needed.	AF, I
Skills	Set clear direction, objectives and responsibilities, assumes accountability and inspires others by acting with integrity.	AF, I
Skills	Build and motivate teams, creating a positive environment which encourages open discussion and innovation. To support high performance and build capability	AF, I
Skills	Communicate effectively across a range of contexts. Have the ability to create and deliver concise, engaging and accurate information to a range of audiences.	AF, I
Skills	Understand and interpret complex written reports and policy documents, demonstrating critical thinking skills.	AF, I
Skills	Have an ability to fulfil all spoken aspects of the role with confidence. By using the English Language as required by Part 7 of the Immigration Act 2016,	AF, I
Skills	Respect and celebrate diversity and value individual differences.	AF, I
Skills	Treat all people fairly and appropriately.	AF, I



	Regardless of race, religion, belief, gender, age, disability, sexual orientation, appearance or position.	
Skills	Demonstrate an understanding of disadvantage, social deprivation and cultural competence in the context of the role.	AF, I
Skills	Understand and commit to equality, diversity and inclusion matters. Promote and practice anti discriminatory behaviours.	AF, I
Skills	Take personal responsibility for delivering on performance objectives and delivery of a high-quality service.	AF, I
Skills	Promote change, considering options and taking forward new initiatives.	AF, I
Skills	Take a lead on operational activities, including Implementation of change.	AF, I
Skills	Demonstrate effective interpersonal skills in collaboration with people at all levels and from a range of backgrounds.	AF, I
Competency	Attend and chair complex meetings with other professionals. Represent and set actions for the Trust and wider partnership. To improve outcomes for the children/young people and families.	AF, I
Competency	Safeguard and support children/young people and their families. This is by drawing on a wealth of expert knowledge and sound judgement.	AF, I



Competency	Work collaboratively with colleagues and other agencies to achieve positive outcomes for children/young people and their families.	AF, I
Competency	Demonstrate effective risk management skill, safety planning and decision making. To escalate cases of concern where high risk, high harm is identified internally and with partner agencies.	AF, I
Knowledge	Provide consultation on complex matters as a subject matter expert, internally and with partner agencies.	AF, I

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.

