



## Job Description

### JOB TITLE

| Job Details     |                                       |
|-----------------|---------------------------------------|
| Grade           | C                                     |
| Number of Posts | 10                                    |
| Department      | EMPOWER U Contextual Safeguarding Hub |
| Reporting to    | Team Manager/Head of Service          |

### 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

**Overview of the role:**

This position strengthens Birmingham Children's Trust's focus on contextual safeguarding practices for vulnerable children. The role develops strategies using exploitation-focused methods and district-based approaches. Collaboration with wider Empower U hub staff will address risks beyond the home environment. Collected intelligence will drive interventions. Including safety planning and coordinated risk assessments to mitigate harm, violence, and radicalisation linked to exploitation.

**Key Responsibilities:**

- Being part of Team around the Family (TAF) with a designated district hub. To help protect children and families who are vulnerable to exploitation. Adopting an essential "hands on role".
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- Collaborating with TAF, children and families themselves, to plan, deliver and evaluate effective face to face work. Which meets the needs of affected children and families. Including working with them in safe spaces they choose. Also at times of their choosing (including unsociable hours if required).
- Maintaining precise and current records of all interactions, meetings, and interventions involving children and their families. Using MIS system to upload assessments, plans and records of planned interventions.
- Building trusting adult relationships with individuals, children (including groups) and communities impacted by exploitation and related concerns even if resistant. Respect the informal boundaries



|                                                                                                                                                                                                                                                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| of a trusted adult relationship and the formal boundaries of Safeguarding.                                                                                                                                                                                                                               |
| <ul style="list-style-type: none"> <li>Assisting in conducting locality and place-based assessments of areas of concern. And recommend interventions to address identified issues to local Community safety group.</li> </ul>                                                                            |
| <ul style="list-style-type: none"> <li>Implementing evidence-based interventions to address root issues, reduce exploitation risks, support recovery, and adopt a trauma- and culturally competent-focused approach.</li> </ul>                                                                          |
| <ul style="list-style-type: none"> <li>Maximising impact by collaboratively engaging with partners such as schools, youth services, police, social care, and early help teams. This may include conducting joint visits with police or coordinated outreach efforts alongside other agencies.</li> </ul> |

|                                                                      |     |
|----------------------------------------------------------------------|-----|
|                                                                      |     |
| Is a Safeguarding Check needed? (DBS and Experian background checks) | Yes |
| Will this position have Line Manager Responsibility?                 | No  |

### Person Specification

| Essential Criteria                                                                                                                       |                  |                              |
|------------------------------------------------------------------------------------------------------------------------------------------|------------------|------------------------------|
| <b>Method of Assessment (M.O.A):</b> AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications |                  |                              |
| CRITERIA                                                                                                                                 | ESSENTIAL        | Method of Assessment (M.O.A) |
| Qualifications                                                                                                                           | Possess relevant | Q                            |

|  |                                                                     |
|--|---------------------------------------------------------------------|
|  | professional development relevant to safeguarding and exploitation. |
|--|---------------------------------------------------------------------|

AF/I

(NVQ Level 4 minimum) or equivalent expertise in youth work, children, families, teaching, or criminal justice.



**BIRMINGHAM  
CHILDREN'S TRUST**

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|-------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| TErapienriinegnce | EMviindiemnucem o tfw coo nyteianruso' udsir ect AF/I<br>experience engaging effectively with children, young people, or families in exploitation or related contexts. |        |
| Experience        | Experience collaborating effectively within multi-agency or multidisciplinary teams in safeguarding environments.                                                      | AF/I   |
| Experience        | Experience conducting assessments, creating and reviewing plans, and delivering creative, effective interventions with accurate recordings.                            | AF/I   |
| Experience        | Experience working effectively within diverse community environments such as schools, faith organisations, youth centres, and businesses.                              | AF     |
| Skills            | Ability to gather and evaluate data promptly, connecting insights to identify exploitation causes efficiently.                                                         | AF/I   |
| Skills            | Ability to deliver engaging presentations, awareness, and training sessions on exploitation to diverse audiences.                                                      | AF/I/P |
| Skills            | Strong verbal and written communication skills.                                                                                                                        | AF/I   |
| Skills            | Ability to manage confidential information securely, including handling disclosures with precision and care.                                                           | AF     |

**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.**