BIRMINGHAM CHILDREN'S TRUST

Job Description

Lead Practitioner - Family Help

Job Details	
Grade	**4**
Department	**Family Help**
Reporting to	**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 Trust's 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

Portfolio Responsibilities
To support and promote the welfare of children, young people, and their families in the city by creating high quality assessments and plans, providing evidence-based help and support, and leading effective multi-agency working.

Key Responsibilities
• To act as the lead professional for children and their families in need of help and support.
• With guidance from the Practice Supervisor or Team Manager, lead on needs-led Family Assessments and create multi-agency Family Help plans for families receiving Targeted Early Help and/or under section 17 of the Children Act 1989. Work with families, taking a whole family approach to practice.
• With guidance from the Practice Supervisor or Team Manager, lead on the delivery of multi-agency targeted Early Help and/or Child in Need plans including providing evidence-based help and support to families
• Establish a 'Team Around the Family' (TAF), bringing in relevant agencies and individuals to ensure services are 'joined up' in their approach to supporting vulnerable children and families. Facilitate multi-agency Early Help and Child in Need meetings to implement and review Family Help plans.
• Act as the Lead Practitioner for children with a range of help and support needs, ensuring appropriate escalation to the Practice Supervisor and/or Team Manager where necessary.
• Complete assessments and reports to recognised standards and deadlines. This involves gathering and analysing all available information, engaging with and observing children and families, identifying strengths and risks, and making judgments about what help and support is needed for the family to achieve positive outcomes.

• Build positive relationships with children and young people and promote their education, development, safety, health, and wellbeing. Build a relationship with the family and, wherever possible, remain their main point of contact for as long as they require support
• Contribute to meetings chaired by colleagues where required such as Strategy Meetings, Child Protection Conferences, Care Planning meetings and Multi Agency Risk Assessment Conferences (MARAC).
• Ensure that children's views, wishes and feelings are heard and inform their assessments and plans.
• Offer Family Group Decision Making (FGDM) to support families to find their own solutions.
• In line with Connections Count, use trauma-informed relationship-based skills and demonstrate purposeful engagement with children and families.
• Collect, analyse, and accurately record all relevant information using the social care IT system in accordance with statutory and organisational requirements and take appropriate actions to safeguard children and promote their welfare.
• Ensure all case recording is of a high standard and up to date.
• Develop multi-agency partnerships with key agencies to support children and families with identified needs to make positive changes.
• Adhere to legislation, policy and organisational procedures to ensure a timely response to the needs of children and their families.
• Create a sustainability plan with the family, so they can refer back to the challenges they have overcome, their strengths and next steps when moving on from Family Help.
• Be accountable for improving their practice and performance in line with professional development targets agreed in supervision and service practice standards.
• Attend and contribute to regular supervision, team meetings, appraisal reviews, training sessions and practice workshops as required.
• Promote equality of opportunity, diversity and inclusion within the service.
• Keep up to date with relevant legislation, policies, procedures and guidance. Meet the requirements for Family Help set out in Working Together and the National Framework
• Work outside normal office hours when required.

Key Information

Is Safeguarding Check needed?	Enhanced – children's
Will this position have Line Management Responsibility?	No
Post Title	
Various	

Person Specification

Essential Criteria		
Method of Assessment (M.O.A): Application Form; Work Based Exercise; Interview; Qualifications; Presentation		
Education/ Qualifications	AF/Q	Educated to GCSE standard including English and Maths or equivalent. In addition, have completed (or be working towards) an NVQ level 4 in Working with Families with Complex Needs or degree in Social Work or equivalent
Experience	AF/I	Experience of delivering evidence-based support with children, young people, and their families
Experience	AF/I	Experience of completing an assessment of a child's needs that identifies need and informs intervention
Experience	AF/I	Experience of working in partnership with key stakeholders
Knowledge & Skills	AF/I	Have the ability to effectively plan, chair meetings and manage a diverse workload, ensuring that professional standards are consistently met
Knowledge & Skills	AF/I	Able to analyse information to identify strengths, risks, and unmet needs. Use this information to develop a multi-agency support plan
Knowledge & Skills	AF/I	Excellent written and verbal communication skills
Knowledge & Skills	I	Show respect for diversity and value individual differences. Be culturally competent and anti-discriminatory, taking into account the unique circumstances of each child,

		young person and family including ethnicity, race and culture. Have an understanding of the impact of poverty on family life.
Knowledge & Skills	I	Willingness to undertake training in order to comply with the requirements of the post
Other	AF	Be able to work flexibly and outside normal office hours on occasion

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.