**Job Description**

**Senior Social Worker**

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| Job Details | |
| **Grade** | GR5 |
| **Job Evaluation Number** | CT0154XV |
| **Number of Posts** | 1 |
| **Department** | Birmingham Youth Justice Service |
| **Reporting to** | Team Manager |

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| 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 **T**EAM                        ACCOUNTABILITY AND **R**ESPONSIBILITY                                                              Q**U**ALITY AND INNOVATION                                                RELATION**S**HIPS                                        HIGH SUPPOR**T** HIGH CHALLENGE |

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| **Key Responsibilities** |
| * To assist the Team Manager/Deputy Team Manager in providing an effective service that meets the individual needs of young people and their families to reduce and prevent further offending. |
| * To develop specific areas of expertise and knowledge in the BYJS to develop and improve practice. |
| * To lead/assist in quality assurance and reviews where appropriate. |
| * Working as part of a multi-agency team to improve and develop the provision of Youth Justice Services to young people and their families, complying with legislative requirements and in accordance with evidence-based practice. |
| * Undertake complex casework as allocated, ensuring that appropriate case records are rigorously maintained. |
| * To assist in the induction of new staff and to provide technical/professional support to meet the needs of less experienced staff. |
| * To work in partnership with service users and other teams, agencies and organisation at all times. |
| * To ensure through regular checks that records in relation to all service users are properly maintained in accordance with YJS requirements. |
| * To participate and contribute to the development of the team, participating in relevant training, both as a participant and contributor. |
| * To assist in the monitoring and reviewing of the team’s workload to improve the team’s overall performance in relation to Key Performance Indicators. |
| * In consultation with the managers to identify needs and develop evidence-based group work and individual programmes to meet the needs of service users |
| * To lead/assist in the management of high-profile cases. |
| * To chair meetings and reviews with young people and families as and when required. |
| * To represent the YJS at strategy / professional meetings |
| * To deputise in the absence of managers and to support the team in dealing with operational issues |
| * To ensure that services provided are in accordance with Birmingham City Council’s Equal Opportunity policy. |

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| **Key Information** | |
| Is a Safeguarding Check needed? | Dropdown Options:  **Not Required**  Or   |  |  |  |  | | --- | --- | --- | --- | |  | **Children** | **Adults** | **Children and Adults** | | Basic |  |  |  | | Enhanced | x |  |  | |
| Will this position have Line Manager Responsibility? | Dropdown Options:   |  | | --- | | Yes | | No X | |

**Person Specification**

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| **Essential Criteria** | | |
| Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview;  P = Presentation; Q = Qualifications | | |
| **CRITERIA** | **Method of Assessment (M.O.A)** | ESSENTIAL |
| Qualifications | AF | Educated to graduate degree level in relevant qualification, or equivalent relevant experience |
| Training | AF/I | Willing to undertake training as identified through the Personal Development Plan process such as Diploma in Effective Practice |
| Experience | AF/I | In-depth and recent experience of working in a Youth Justice Setting |
| Experience | AF/I | Experience of supervising staff, students or volunteers. |
| Experience | AF/I | Experience of managing complex cases |
| Experience | AF/I | Experience of working within a team setting and in partnership with other professional/agencies. |
| Experience | AF/I | Working knowledge and understanding of effective practice and national standards in working with young offenders. |
| Experience | AF/I | Experience of undertaking carry out risk assessments |
| Experience | AF/I | Experience of chairing meetings and reviews |
| Skills | AF/I/T | Ability to write high quality reports and communicate effectively. |
| Skills | AF/I/T | Ability to prioritise own workload and meet deadlines |
| Skills | AF/I | Ability to use initiative and make defensible decisions |
| Skills | AF | Ability to co-ordinate group work and individual programmes. |
| Skills | AF/I | Ability to use computerised client database and maintain accurate records |
| Skills | AF/I | Ability to work in partnership with other agencies |
| Skills | AF/I | Demonstrate knowledge of the key legislation which guides work within YJS |
| Skills | AF/I | Awareness of the needs of people in multi-cultural society. Able to demonstrate personal commitment to equality of opportunity and anti-discriminatory practice. |
| Skills | AF/I | Be prepared to work flexibly, to meet the needs of both service and service users. |

**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.**