

## Job Description

### Harm outside the Home (HOTH) Practice Supervisors

Job Details	
<b>Grade</b>	5
<b>Number of Posts</b>	2
<b>Department</b>	EMPOWER U
<b>Reporting to</b>	Empower U Team Manager

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><b>Our Vision:</b></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"> <li>• with compassion and with care.</li> <li>• through positive relationships, building on strengths.</li> <li>• in collaboration with children, young people, families and partners.</li> <li>• by listening, involving and including.</li> <li>• in ways that are efficient and deliver value for money.</li> </ul> <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 provide high quality supervision to a designated group of Harm outside the home practitioners (HOTH) and driving on good practice in this area through leading by example.

**Key Responsibilities:**

- To support and promote the welfare of children, young people, and their families in the city by leading practice, providing guidance to Lead Practitioners, and supporting Team Managers.
- To work with the Team Manager to manage and allocate children and families to Lead Practitioners, ensuring that children and their families receive good quality needs-led assessments and timely support to meet their needs. Contribute to the overall case management within the team including oversight and escalation.
- Provide high quality personal supervision/line management to Grade 4 Lead Practitioners in the team.
- Lead and drive continuous improvement in the use of evidence-based help and support with children and families, raising the standards of practice in the team.
- Support Lead Practitioners to work with families to undertake high quality needs-led assessments. Complete or contribute to assessments where required
- Support Lead Practitioners to establish a 'Team Around the Family' (TAF), to create and deliver effective multi-agency Family Help plans, including providing evidence-based help and support to families. Complete or contribute to plans where required.

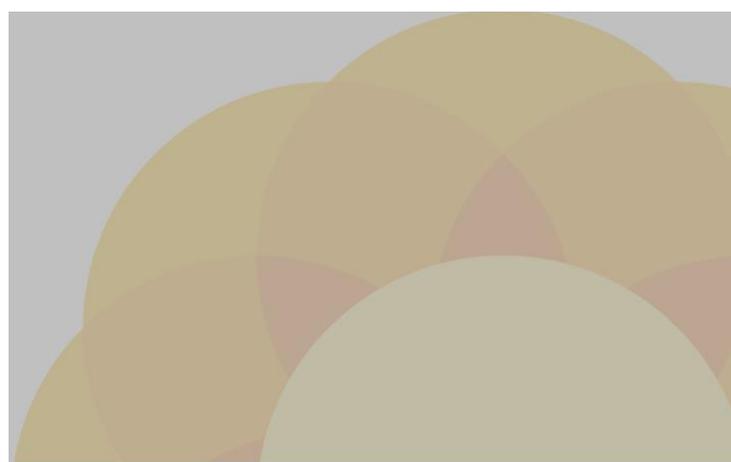


<ul style="list-style-type: none"><li>• Chair relevant multi-agency meetings to implement and review support plans for children and families. Support Lead Practitioners to facilitate meetings effectively.</li></ul>
<ul style="list-style-type: none"><li>• Complete visits to children and families alongside or in place of Lead Practitioners where appropriate.</li></ul>
<ul style="list-style-type: none"><li>• Support Lead Practitioners to build positive relationships with children and young people and promote their education, development, safety, health, and wellbeing.</li></ul>
<ul style="list-style-type: none"><li>• Ensure that children's views, wishes and feelings are heard and inform their assessments and plans.</li></ul>
<ul style="list-style-type: none"><li>• Promote Family Group Decision Making (FGDM) to support families to find their own solutions.</li></ul>
<ul style="list-style-type: none"><li>• 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.</li></ul>
<ul style="list-style-type: none"><li>• Ensure all case recording is of a high standard and up to date.</li></ul>
<ul style="list-style-type: none"><li>• Contribute to the development of multi-agency partnerships with key agencies to support children and families with identified needs to make positive changes.</li></ul>
<ul style="list-style-type: none"><li>• Ensure robust sustainability planning from social care involvement that aims to build families' resilience and reduce re-referrals.</li></ul>
<ul style="list-style-type: none"><li>• Take responsibility for own and support others' professional development and reflective practice in line with professional development targets agreed in supervision and service practice standards.</li></ul>
<ul style="list-style-type: none"><li>• Contribute to overseeing the practice within the team through reflective supervision, regular evidence-based auditing and feedback.</li></ul>
<ul style="list-style-type: none"><li>• Attend, contribute to, and facilitate where appropriate; regular supervision, reflective group supervision, practice workshops, team meetings, appraisal reviews, training sessions and practice workshops as required.</li></ul>
<ul style="list-style-type: none"><li>• Champion and model the Trust Practice Model 'Connections Count' to help ensure this is embedded in team practice.</li></ul>
<ul style="list-style-type: none"><li>• Promote equality of opportunity, diversity and inclusion within the service.</li></ul>
<ul style="list-style-type: none"><li>• Keep up to date with changes to relevant legislation, policies procedures and guidance and ensure Lead Practitioners do the same. Meet the requirements for Family Help set out in Working Together and the National Framework.</li></ul>



- Support the Team Manager by undertaking any other duties commensurate with the job or needs of the service
- Work outside normal office hours when required

<p>Is a Safeguarding Check needed? (<i>DBS and Experian background checks</i>)</p>	<p><b>Dropdown Options:</b></p> <table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Not Required</td> <td style="width: 50%;"></td> </tr> </table> <p>Or</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th style="width: 25%;"></th> <th style="width: 25%;">Children</th> <th style="width: 25%;">Adults</th> <th style="width: 25%;">Children and Adults</th> </tr> </thead> <tbody> <tr> <td>Basic</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Enhanced</td> <td>x</td> <td></td> <td></td> </tr> </tbody> </table>	Not Required			Children	Adults	Children and Adults	Basic				Enhanced	x		
Not Required															
	Children	Adults	Children and Adults												
Basic															
Enhanced	x														
<p>Will this position have Line Manager Responsibility?</p>	<p><b>Dropdown Options:</b></p> <table border="1" style="width: 100%;"> <tr> <td style="height: 20px;"></td> </tr> <tr> <td>No</td> </tr> </table>		No												
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	Educated to GCSE standard and hold an NVQ level 4 or equivalent in a related field	AF/Q
Training	Evidence of relevant continuous learning	AF
Experience	Extensive experience of working with vulnerable children and their families and effecting positive change	AF/I
Experience	Experience of effective multi agency working and partnership engagement to improve outcomes for children, young people and families	AF/I
Experience	Experience of supervising staff to deliver high quality services	AF/I
Skills	Ability to logically interpret draw meaning from information leading to a clear analysis of need and required intervention	AF/I
Skills	Ability to work flexibly with team, wider service, and in partnership with other	AF/I



	agencies to achieve overall goals of service	
Skills	Communicate effectively across a range of contexts including the ability to create and deliver concise, engaging and accurate information to a range of audiences.	AF/I
Skills	Ability to effectively record information in different formats and to a high standard.	I
Skills	An ability to intervene effectively within situations of increasing complexity and challenge	I
Skills	Demonstrate an ability to maintain composure and resilience to challenge in a complex, highly pressured environment.	I
Skills	Ability to anticipate and reviews situations in depth to identify critical issues, assess risks and respond to them.	I
Skills	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, and their intersection	I
Skills	Demonstrate a sound understanding of disadvantages and the impact of poverty and social deprivation on family life.	I



Other	Be able to work flexibly and outside normal office hours on occasion  Cognizant and adheres with Trust core values and within Nolan principles	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.**

