

## Job Description

### Senior Social Worker

| Job Details                  |                         |
|------------------------------|-------------------------|
| <b>Grade</b>                 | 5                       |
| <b>Job Evaluation Number</b> | TBC                     |
| <b>Number of Posts</b>       | TBC                     |
| <b>Department</b>            | Qualified Social worker |
| <b>Reporting to</b>          | 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

**Key Responsibilities**

- To safeguard and promote the welfare of the most vulnerable children and young people in the City through the delivery of high quality services.
- To be responsible for a complex caseload of children and young people ensuring legislative requirements are met.
- To collect, accurately record, using management information systems, and critically analyse all relevant information and take appropriate actions to fulfil statutory responsibilities to promote and safeguard the well-being and interests of the child/young people.
- To ensure the well-being and safety of the child/young person is paramount through analysing all necessary information to complete assessments that comply with statutory requirements.
- To create and plan for children in need of protection and children in care involving multi agency partners according to need.
- To implement, monitor and review within multi-agency meetings, children's plans to ensure needs are being met.
- Ensure that meetings are proactive and timely; and meet the child's/young person's needs, wishes and feelings.
- Liaise and work with other professionals and agencies to achieve optimal outcomes for children and young people; and ensure that services are 'joined up' in approach.
- To accurately record, report and communicate using accurate, up-to-date evidence based information in accordance with statutory and organisational requirements.
- To communicate effectively to a variety of audiences through written, verbal and other means of communication



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| <ul style="list-style-type: none"> <li>To prepare and present reports to conferences, courts and panels in accordance with statutory procedures and practices</li> </ul>  |
| <ul style="list-style-type: none"> <li>To establish skills, knowledge and experience to enhance working practices in accordance with the College of Social Work ASYE Year 1 programme, Professional Capability Framework and the Social Work England's Code of Practice for Social Workers</li> </ul> |
| <ul style="list-style-type: none"> <li>To take personal responsibility for your own professional development and reflective practice and keep up-to-date with changes to legislation, court rules, policies, procedures and best practice development</li> </ul>                                      |
| <ul style="list-style-type: none"> <li>To work as a team member and attend team meetings and service reviews to positively contribute to the outcomes for children achieved as a team.</li> </ul>   |
| <ul style="list-style-type: none"> <li>Actively support the Team Manager by undertaking any other duties commensurate with the job or needs of the service.</li> </ul>  |

| <b>Key Information</b>                               |   |
|--|---|
| Is a Safeguarding Check needed?                      | <ul style="list-style-type: none"> <li>Enhanced - Children</li> </ul> |
| Will this position have Line Manager Responsibility? | <ul style="list-style-type: none"> <li>No</li> </ul>                  |

### Person Specification

| <b>Essential Criteria</b>   |                                     |  |
|---|-------------------------------------|--|
| Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications |                                     |  |
| <b>CRITERIA</b>   | <b>Method of Assessment (M.O.A)</b> | <b>ESSENTIAL</b>   |
| Qualifications  | AF/Q                                | Approved social work qualification   |
| Qualifications  | AF/Q                                | Registration with Social Work England (SWE)                                    |
| Experience  | AF/I                                | Significant experience of working with vulnerable children and their families. |
| Experience  | AF/I                                | Experience of working closely with statutory and voluntary agencies            |



|            |      |  |
|------------|------|--|
| Competency | AF/I | Demonstrates current knowledge of professional social work practices.  |
| Competency | AF/I | Ability to demonstrate an understanding of the social work task  |
| Competency | AF/I | Demonstrates experience and understanding of key legislation   |
| Competency | AF/I | Evidence of supporting students and/or colleagues  |
| Competency | AF/I | An ability to intervene effectively within situations of increasing complexity and challenge   |
| Competency | AF/I | Ability to communicate effectively to a variety of audiences through written, verbal and other means of communication.   |
| Competency | I    | An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by Part 7 of the Immigration Act 2016.                                    |
| Competency | I    | Works flexibly with local and wider team and in partnership with other professional agencies to achieve overall team goals.  |
| Competency | I    | Logically interprets and draws meaning from information that leads to a clear analysis of required intervention.   |
| Competency | I    | Anticipates and reviews situations in depth to identify critical issues and act upon them  |
| Competency | I    | Demonstrates resilience to challenge in a complex highly pressurised environment. This individual's skills will have been tested and an ability to maintain composure under pressure |

|            |   |   |
|------------|---|---|
|            |   | should be demonstrated.   |
| Competency | I | An ability to accurately record information in different format   |
| Competency | I | Shows respect for diversity and values individual differences   |
| Competency | I | Treats all people fairly and appropriately regardless of race, religion, belief, gender, age, disability, sexual orientation, appearance or position.                   |
| Competency | I | Demonstrates an understanding of disadvantages and social deprivation.  |
| Competency | I | Must be required to have a clear understanding and commitment to equality, diversity and inclusion matters and to promote anti-discriminatory practices and behaviours. |

**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.**

