



## Job Description

### Project Worker –Edge of Care

| Job Details                  |              |
|------------------------------|--------------|
| <b>Grade</b>                 | C            |
| <b>Job Evaluation Number</b> | TBC          |
| <b>Number of Posts</b>       | 1            |
| <b>Department</b>            | Edge of care |
| <b>Reporting to</b>          | 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 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

**Key Responsibilities**

To work as a member of a team providing a flexible crisis response service to young people and their parents or carers in a manner which would promote and safeguard the development of the child/young person by:

- Meeting the needs of families that would otherwise result in the child/ren being accommodated.
- Working with children in care and their families to promote the children's safe return home. Thereby keeping more children living safely with their families.

- To manage a caseload as allocated by the Team Manager.

- Assess the circumstances and support needs of children and their parents/carers.

- Plan interventions in conjunction with children and their parents/carers which would support their health, physical, mental and social development and well-being.

- Review and evaluate interventions in conjunction with children, parents/carers, colleagues and other agencies.

- To maintain awareness and relevant information and resources that may assist children and their carers.

- Maintain accurate records of all work undertaken in conjunction with service users, in accordance with departmental standards/expectations.

- To ensure any concerns around Child Protection are appropriately reported.

- Promote anti-discriminatory practice in service delivery and ensure that the principle of equality is demonstrably practiced.



|                                                                                                                                                                   |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>To keep abreast of practice development through reading and attending training courses.</li></ul>                           |
| <ul style="list-style-type: none"><li>To undertake any other appropriate duties that may be required which are commensurate with the grade of the post.</li></ul> |

| Key Information                                      |                                                                    |
|------------------------------------------------------|--------------------------------------------------------------------|
| 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

| 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/Q                         | NNEB/BTEC/NVQ/Youth Work/Equivalent                                                                                                       |
| Qualifications                                                                                                                    | AF/Q                         | Training in childcare/child development                                                                                                   |
| Qualifications                                                                                                                    | I                            | Commitment to achieve qualification with support                                                                                          |
| Experience                                                                                                                        | AF/I                         | Substantial experience (two years or more) in either a paid or voluntary capacity working with children and families in a formal setting. |
| Experience                                                                                                                        | AF/I                         | Experience of working in a purposeful relationship with children and families                                                             |
| Experience                                                                                                                        | AF/I                         | Experience in planning activities and programmes for children and parents                                                                 |



|        |        |                                                                                                                           |
|--------|--------|---------------------------------------------------------------------------------------------------------------------------|
| Skills | I      | Knowledge of child development                                                                                            |
| Skills | AF/I   | An awareness of problems and issues that can impact on children and families e.g. poverty, divorce/separation, disability |
| Skills | AF/I   | Commitment to working with children and families in a non-discriminatory way                                              |
| Skills | I      | Commitment to user involvement and participation                                                                          |
| Skills | AF/I   | Ability to communicate effectively in both verbal and written form                                                        |
| Skills | I      | Ability to work as part of a team                                                                                         |
| Skills | I      | Ability to work in partnership with other agencies/professionals                                                          |
| Skills | I      | Ability to work on own initiative and to consult where appropriate                                                        |
| Skills | I      | Ability to maintain professional boundaries                                                                               |
| Skills | I      | Ability to work in a pressurised environment                                                                              |
| Skills | AF/I   | Ability to apply models of intervention and theory to work with families – training and supervision will be provided.     |
| Skills | I      | Ability to manage time effectively                                                                                        |
| Skills | AF/I   | Ability to undertake casework assessments and on-going monitoring of children and families                                |
| Skills | AF/I   | A commitment to relationships which support the clients independence                                                      |
| Skills | AF/I/E | Ability to work to procedures and protocols, recording work                                                               |



|        |      |                                                                                                                                                         |
|--------|------|---------------------------------------------------------------------------------------------------------------------------------------------------------|
|        |      | accurately and legibly.                                                                                                                                 |
| Skills | AF/I | A commitment to develop in one's self – personally and professionally                                                                                   |
| Skills | I    | An ability to work giving due regard to issues of child protection                                                                                      |
| Skills | I    | To be flexible and be prepared to work unsociable hours when required                                                                                   |
| Skills | I    | Use of IT systems (training will be supplied)                                                                                                           |
| Skills | I    | An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by <b>Part 7 of the Immigration Act 2016</b> |

**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.**

