Job Description

Team Manager – Fostering

Job Details	
Grade	6
Number of Posts	1
Department	Mainstream Fostering
Reporting to	Assistant Head of Service

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
• Through partnership working, to ensure the operational effectiveness of children and family services of the Fostering Agency-wide services as required
• To lead a team of social workers and senior practitioner in delivering professional services that meet established legislative requirements and adhere to the Social Work England (SWE) Code of Practice for Social Care Workers.
• To provide operational leadership, vision and direction by delivering service improvement within the Birmingham Children's Trust Fostering Agency.
• To be accountable for ensuring the team and fostering agency achieves its operational plans; by promoting an appropriate culture, empowering others and setting and maintaining high and measureable standards of practice.
• To provide an effective child centred service, which complies with legal, regulatory and statutory guidance, and leads to support and retain foster carers and improved outcomes for children.
• Organise allocated resources to enable the day to day implementation of the mission, aims and objectives of the Birmingham Children's Trust and Fostering Agency and participate in the exploration of innovative and radical approaches to the delivery of Fostering Agency Services.
• Provide dynamic leadership, management vision and direction to designated staff groups engaged in the city-wide provision of the Children's Trust Services to children, young persons, their families and prospective and approved foster carers.
• Ensure the agency is fully prepared and ready for regular Ofsted inspections.
• Support Senior Management and Registered Manager in achieving and delivering the Birmingham Children's Trust and Fostering Agency objectives in ensuring that services to children and foster carers operate in a performance orientated manner which encompasses all business priorities, Department of Education requirements, legislative framework, Ofsted requirements (including

Fostering Standards and Regulations, Independent Fostering Agency Framework) and local community needs and expectations.
• As required, contribute to the development of the Fostering Agency with the aim of achieving a culture that promotes equality of opportunity, celebrates the strength of cultural diversity, inspires a sense of purpose and ownership of the Fostering Agency plans and contribute to improving all aspects of its performance.
• Participate and contribute to the service needs and the planning and delivery of appropriate child care and Fostering Services.
• Performance manages staff within the team, in accordance with the standards laid down by the Birmingham Children's Trust and Fostering Agency
• To contribute to budget monitoring ensuring that services are delivered within budget and deliver best value for children and young people and foster carers. Ensure that effective financial management is exercised over budgets falling within the post holder's span of control.
• Actively work in partnership and build professional networks connected with the Trust and Fostering Agency and implementation of overall service and Trust plans.
• Ensure that a high value is placed on customer responsiveness by demonstrating a commitment to meet and involve children and their foster carers.
• Ensure that all locally developed procedures, practices and protocols fully fit with standards applying across the Birmingham Children's Trust and Fostering Agency as a whole and are properly implemented.

Key Information	
Is a Safeguarding Check needed?	• Enhanced - Children
Will this position have Line Manager Responsibility?	• Yes

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	DipSW/Degree in Social Work or equivalent Social Work qualification.
Qualifications	AF/Q	Registration with Health Care Profession Council (HCPC).
Qualifications	AF/I	Management qualification preferred but not statutory
Experience	AF/I	Experience of working and providing a support/supervisory role within children and families services/Fostering Agency
Experience	AF/I	Knowledge and experience of supporting or managing staff delivering services and improvements to children and their families and / or family placement
Experience	AF	Knowledge of managing and controlling budgets
Experience	AF/I	Insight and experience of assessments in fostering and social work.
Experience	AF/I	Understanding and knowledge of quality audits, reports, assessments and action improvement plans.
Experience	I	Experience of delivering and managing services through a regulatory inspection process
Experience	AF	Experience of providing supervision to students or social workers; creating a positive team environment; supporting performance
Experience	AF	Experience in the preparation and/or presentation of reports/training, managing

		capability and court documents
Experience	AF	Builds and motivates team, creating a positive environment which encourages open discussion and innovation, supports high performance and builds capability and agency improvements
Experience	AF/I	Knowledge and insight of working in partnership to promote change, improving service development, and improved performance culture that improves standards and performance of the fostering agency and improvements and best outcomes for children
Experience	AF/I	Experience of partnership working with both the statutory and voluntary sector
Experience	AF/I	Knowledge and experience of promoting an equality of opportunity in both employment and service delivery. Able to demonstrate personal commitment to valuing diversity.
Experience	AF/I	Understanding and knowledge of children's social care provision, relevant statutory framework including the Care Planning Regulations [2010], Fostering Regulations and Standards 2011, Children Act and Adoption and Children Act
Experience	AF/I	Knowledge and experience of child protection, children looked after, family placement, fostering and children in need issues
Skills	I	Ability to provide visible and supportive leadership, empowering, enabling, motivating and developing team personnel.

Skills	I	Ability to develop constructive partnership working with external organisations.
Skills	I	Ability to work in a pressurised environment, manage competing priorities and deliver on service provision, within changing circumstances and priorities.
Skills	I	Ability to operate effectively and openly with staff within a performance management culture, providing leadership, direction and vision within achievable targets, goals and improvement plans.
Skills	I	Ability to set, manage and monitor performance effectively and set clear objectives and timescales for review in assessment, fostering and child care functions.
Skills	I	Ability to communicate effectively and build relationships with internal and external staff/partners that command respect, trust and confidence
Skills	I	Ability to develop organisational effectiveness, motivation of workforce and positive organisational development and change.
Skills	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**
Other	AF/I	**Achieve Diversity** Create and maintain an environment that encourages diversity in all aspects of service delivery

		and consistently challenge resistance to diversity and change in a constructive manner
Other	E/P/I	**Change Management** Facilitate, manage and implement change to improve and develop services of the fostering agency
Other	E/P/I	**Client Focus** Continuous development and improvement of services by consulting with foster carers, children and young people and stakeholders and pursuing value for money and quality in customer service
Other	I	**Creativity & Innovation** Develop the capacity and scope to 'think outside the box' to generate new solutions to service management problem solving and Fostering Agency improvement and development plans.
Other	I	**Enhance Personal performance** Take responsibility for personal professional development and maximise own resources in a way which reflects the values of the organisation.
Other	I	**Leadership** Take personal responsibility for ensuring the service achieves its plans by promoting an appropriate culture, empowering others and demonstrating high standards and change.
Other	I	**Managing communication** Make effective use of information technology and interpersonal skills to ensure that information and ideas are clearly and meaningfully relayed to a variety of audiences.
Other	I	**People Management** Recognise that people and

		successful people management is key to the success of achieving the Childrens Trust Fostering Agency overall aims and objectives
Other	AF/I	**Performance Management** Create an environment that enables people and resources to work to their full potential.
Other	I	**Project Management** Apply systematic and rigorous approaches to achieve success in defined areas of work and improvements.
Other	I	**Relationship Management** Develop partnerships and alliances to resolve problems, implement policies and improve services.
Other	I	**Resource Management** Manage effectively and efficiently all financial and physical resources to fulfil the organisation's objectives.
Other	AF	**Strategic Planning and Implementation** Contribute to the development of the Birmingham Childrens trust Fostering Agency mission and vision to benefit and reflect the aspirations of stakeholders in the children's care sector and ensure they are implemented through achievable, planned programmes of action.
Other	I	**Flexibility in working arrangements is essential to ensure that priorities are met.** Whilst initially appointed to a specified area of the city and within a number of allocated teams post holders can expected to be required to: Work in any part of the city, following consultation

		Manage differing combinations of team types over time

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.