



Job Description

Practice Supervisor - Family Help

| Job Details | |
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| Grade | D |
| Department | Family Help |
| Reporting to | 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 Trust's 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

| Portfolio Responsibilities |
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| To support and promote the welfare of children, young people, and their families in the city by creating high quality assessments and plans, providing evidence-based help and support, and leading effective multi-agency working. |

| Key Responsibilities |
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| <ul style="list-style-type: none"> • To work with the Team Manager to manage and allocate 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. |
| <ul style="list-style-type: none"> • Provide high quality personal supervision/line management to Lead Practitioners - Family Help in the team. |
| <ul style="list-style-type: none"> • 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. |
| <ul style="list-style-type: none"> • Support Lead Practitioners to work with families to undertake high quality needs-led assessments. Complete or contribute to assessments where required. |
| <ul style="list-style-type: none"> • 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"> • Chair multi-agency meetings to implement and review support plans for children and families. Support Lead Practitioners to facilitate meetings effectively. |
| <ul style="list-style-type: none"> • Complete visits to children and families alongside or in place of Lead Practitioners where appropriate. |



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| <ul style="list-style-type: none">• Support Lead Practitioners to build positive relationships with children and young people and promote their education, development, safety, health, and wellbeing. |
| <ul style="list-style-type: none">• Ensure that children's views, wishes and feelings are heard and inform their assessments and plans. |
| <ul style="list-style-type: none">• Promote Family Group Decision Making (FGDM) to support families to find their own solutions. |
| <ul style="list-style-type: none">• 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. |
| <ul style="list-style-type: none">• Ensure all case recording is of a high standard and up to date. |
| <ul style="list-style-type: none">• Contribute to the development of multi-agency partnerships with key agencies to support children and families with identified needs to make positive changes. |
| <ul style="list-style-type: none">• Ensure robust sustainability planning from social care involvement that aims to build families' resilience and reduce re-referrals. |
| <ul style="list-style-type: none">• 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. |
| <ul style="list-style-type: none">• Contribute to overseeing the practice within the team through reflective supervision, regular evidence-based auditing and feedback. |
| <ul style="list-style-type: none">• 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. |
| <ul style="list-style-type: none">• Champion and model the Trust Practice Model 'Connections Count' to help ensure this is embedded in team practice. |
| <ul style="list-style-type: none">• Promote equality of opportunity, diversity and inclusion within the service. |
| <ul style="list-style-type: none">• 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. |
| <ul style="list-style-type: none">• Support the Team Manager by undertaking any other duties commensurate with the job or needs of the service. |
| <ul style="list-style-type: none">• Work outside normal office hours when required. |



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| Is Safeguarding Check needed? | Enhanced – children's |
| Will this position have Line Management Responsibility? | Yes |
| Post Title | Family Support Worker – 1 Lead Practitioners - Family Help – 0 - 7 |
| Various | |

Person Specification

| Essential Criteria | | |
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| Method of Assessment (M.O.A): Application Form; Work Based Exercise; Interview; Qualifications; Presentation | | |
| Education/ Qualifications | AF/Q | Educated to GCSE standard including English and Maths or equivalent. In addition, have completed (or be working towards) an NVQ level 4 in Working with Families with Complex Needs or degree in Social Work or equivalent |
| Experience | AF/I | Extensive experience of working with vulnerable children and their families and effecting positive change |
| Experience | AF/I | Experience of effective multi agency working and partnership engagement to improve outcomes for children, young people and families |
| Experience | AF/I | Experience of supervising staff to deliver high quality services |
| Knowledge & Skills | AF/I | Ability to logically interpret and draw meaning from information leading to a clear analysis of need and required intervention |
| Knowledge & Skills | AF/I | Ability to work flexibly with team, wider service, and in partnership with other agencies to achieve overall goals of service |
| Knowledge & Skills | AF/I | Communicate effectively across a range of contexts including the ability to create and deliver concise, engaging and accurate information to a range of audiences. |



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| Knowledge & Skills | AF/I | Ability to effectively record information in different formats and to a high standard. |
| Knowledge & Skills | I | An ability to intervene effectively within situations of increasing complexity and challenge |
| Knowledge & Skills | I | Demonstrate an ability to maintain composure and resilience to challenge in a complex, highly pressured environment. |
| Knowledge & Skills | I | Ability to anticipate and reviews situations in depth to identify critical issues, assess risks and respond to them. |
| Knowledge & Skills | I | 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. |
| Knowledge & Skills | I | Demonstrate a sound understanding of disadvantages and the impact of poverty and social deprivation on family life. |
| Other | | Be able to work flexibly and outside normal office hours on occasion |

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.