



Job Description

Team Manager - DSCO

Job Details	
Grade	GR6
Job Evaluation Number	A456
Number of Posts	1
Department	Children with Disabilities
Reporting to	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 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

Leading, and managing the social work, safeguarding responsibilities and developing approaches. Ensuring high quality social care input and engagement across BCT. Particularly, Education Health and Care Assessments, Education Health and Care Plans and SEN Annual Reviews .

Key Responsibilities

Providing an effective child centred safeguarding social work service. Ensuring compliance with legal, regulatory and statutory guidance, and leads to improved outcomes for children.

Working collaboratively to develop partnerships. To provide social care expertise and advice to a range of partners and stakeholders (including health and education). Questioning current practise where necessary. Ensuring the delivery of high quality and person-centred outcomes for children and young people with Special Educational Needs.

Having responsibility for the leadership and management of the Social Care Advice team citywide. Ensuring that the Social Work Service is of a consistently high standard and meets the needs of Birmingham's diverse communities

Overseeing all social care referrals from the SENAR Service ensuring allocation and timely response. Ensuring advice given and services provided are person centred, needs led, and outcomes focussed.



Acting as the BCT representative on the SEN Panel. Playing an active role in decision making for children and young people with SEND.
Embedding Special Educational Needs (SEN) legislation, leading, interpreting and implementing national and local initiatives. Including development of policies and procedures which impact positively on children, young people and families relating to the subject matter of EHCP/SEN.
Developing and delivering training sessions and events across BCT. Leading change programme and continuous professional development to improve support to staff across all aspects of special educational needs
Overseeing the quality assurance of social care advice and compliance with statutory process and timescales relating to EHC assessment and plans. Implementing any learning across BCT.
Overseeing and supporting BCT workers for all SEN Tribunal appeal cases. Especially those that have been extended to consider social care aspects of an EHCP. Managing the social work assessment process for Tribunal.
Reporting regularly to the leadership team in BCT and wider forums. Specifically regarding the development of social care aspects of the SEN Strategy and associated improvement plans.
Developing reports using available information across SEN local area. Analysing and interpreting data on children and young people to ensure timeliness and quality of social care advice.
Identifying and implementing service improvement across BCT and the wider SEN Partnership.
Identifying best practice and areas of national and local key learning to continue to drive improvement across BCT and the wider partnership. Engaging with the national and local DSCO network
Ensuring the promotion and safeguarding of children and young people's welfare is the cornerstone of service delivery. Taking responsibility for the implementation of legislation, policies and procedures within the team/centre/designated specialism.
Ensuring that services are delivered within budget. Including staffing resources being allocated to best effect and delivering best value for children and young people.

Key Information	
Is Safeguarding Check needed?	DBS Enhanced Adults and Children
Will this position have Line Management Responsibility?	Yes
Post Title	Number of Posts
Social Care Worker	2



Education Health and Care Plan Officer	4
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Person Specification

Essential Criteria		
Method of Assessment (M.O.A): Application Form; Work Based Exercise; Interview; Qualifications; Presentation		
Qualifications	AF/Q	Possess degree or equivalent and hold recognised relevant professional qualification in Social Work (DipSW or other).
Qualifications	AF/Q	Demonstrate registration with Social Work England (SWE).
Experience	AF	Evidence of significant professional social work confidence, underpinned by practice experience and learning.
Experience	AF/I	Evidence of proven track record of successfully implementing and managing change and service/practice improvement.
Experience	AF	Have experience of delivering services through a regulatory inspection process.
Experience	AF	Have experience of providing supervision to students or social workers; creating a positive team environment; supporting performance.
Experience	AF/I	Have experience of working collaboratively. Building and maintaining effective relationships with colleagues, external agencies, children and their families.
Competency	I	Demonstrate effective risk



		management and decision making. Ability to safeguard children drawing on a wealth of knowledge and sound judgement. Protecting children from harm and ensuring appropriate and timely action is taken when necessary.
Competency	I	Able to set clear direction to build and motivate teams. Taking accountability to create a positive environment which supports high performance and builds capability
Competency	I	Able to communicate effectively across a range of contexts. To build and maintain effective relationships with colleagues , external agencies, children and families. Ability to create and deliver concise, engaging and accurate information to a range of audiences. Ability to adapt style and content to the needs of the audience and checking understanding.
Competency	I	Demonstrate ability to understand and interpret complex written reports and policy documents. Including the ability to evaluate arguments.
Competency	I	Demonstrate 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	Demonstrate respect for diversity and values individual differences. Able to treat all people fairly and appropriately. Regardless of race, religion, belief, gender, age, disability, sexual orientation, appearance



		or position.
Competency	I	Able to focus on results. Taking personal responsibility for delivering on performance objectives and delivers a high quality service.

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.