

## Job Description

### JOB TITLE: Support Worker, Exploitation Missing Team

Job Details	
<b>Grade</b>	B
<b>Number of Posts</b>	1
<b>Department</b>	Exploitation Missing Team
<b>Reporting to</b>	Team Manager

<b>Who Are We?</b>
<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 Trust's 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> <ul style="list-style-type: none"> <li>• healthy, happy, resilient children living in families.</li> </ul>



- 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

**Overview of the role:**

The role involves undertaking timely Return Home Interviews (RHIs) with children and young people. It requires building relationships with them, potentially over a period of time, as appropriate to each individual child. You will provide information, advice, and advocacy on their behalf to support their protection from further missing episodes, abuse, and exploitation, and to ensure their voice is heard within decision-making processes. Information gained during RHIs should be used to reduce or prevent future missing episodes, identify and disrupt wider exploitation, and highlight possible persons of interest and locations of concern. The role also supports the coordination of Birmingham's response to missing children by acting as a central point for information collation, sharing, and expertise. Additionally, you will raise awareness of missing issues and their links to wider exploitation, and support the Children's Trust, Birmingham Safeguarding Children Partnership, and West Midlands Police in achieving a consistent and effective multi-agency response to missing children.

**Key Responsibilities:**

- Make an offer of a Return Home Interview (RHI) to children allocated to you within a timely manner in a way that is appropriate to the child or young person.
- Provide RHIs to children who have returned, to explore their reasons for going missing; explore the risks; share information about services available to help them; and consider alternatives to going missing in the future.
- Deliver the RHI service to all Birmingham children who have gone missing from home or care. This may involve travel outside Birmingham if a child's placement is outside the city and may include RHIs for children placed by other local authorities within Birmingham.



- Adopt a flexible approach to ensure RHIs are conducted at times that will maximise engagement – this may require working until 8pm on Friday and Saturday, and 11am to 4pm on Saturday and Sunday.
- Complete an RHI report for allocated workers to provide information aimed at identifying areas of concern, reducing further missing episodes, and refer into CASS any unallocated children for whom there are safeguarding concerns.
- Produce and maintain written records, statistics/data sets, and reports as required.
- Work alongside the co-located Exploitation Hub and other professionals to identify and discuss missing, still missing, and found/returned children; and contribute to planning discussions around children who have frequent missing episodes. This may include attending strategy discussions and disruption planning meetings.
- Make recommendations on what work is needed; and if unallocated, consider whether referrals could be made following the RHI to prevent escalation to statutory services.
- Act as a point of contact for the workforce on missing children and the links to wider exploitation, providing specialist advice to a range of agencies.
- Contribute to meetings (individual child's or general ones) and strategies regarding missing themes or individual plans for children to ensure safeguarding and service development.
- Take responsibility for your own ongoing professional development in this area.
- Explore best practice and national research to inform local responses to missing children.
- Build and establish partnership links with local and wider community organisations to enhance both disruption and diversion for children and young people.
- Undertake any other duties that can reasonably be required.

Key Information	
Is a Safeguarding Check needed? ( <i>DBS and Experian background checks</i> )	<b>Enhanced</b>
Will this position have Line Manager Responsibility?	<b>No</b>

## Person Specification

Essential Criteria		
<b>Method of Assessment (M.O.A):</b> AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications		
CRITERIA	ESSENTIAL	Method of Assessment (M.O.A)
Training	The Children's Trust encourages staff to be responsible for personal development and will support development training. The post holder will be encouraged to contribute to identify and meet job-related development needs.	AF
Experience	Suitable Experience Required	I, AF, E

**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.**

