



Job Description

Senior Social Worker

Job Details	
Grade	5
Number of Posts	1
Department	Regional Adoption Recruitment and Assessment
Reporting to	Team Manager/Senior Practitioner

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 deliver a comprehensive adoption service to children and families where adoption is the care plan, ensuring all parties are well prepared and able to access specialist support when required.
- To be responsible for assessing and supervising prospective adoptive parents to meet the needs children require adoptive family life; complying with the adoption regulations delivering agency placements, assessment for private law arrangements and aspects of intercountry adoption work.
- To undertake complex family preparation and assessment work to make recommendation of suitability to the adoption panel to include capacity for early permanence placement.
- To provide tailored preparation for existing children of the family, ensuring the child's experience is carefully considered in all aspect of the work.
- To progress specific matches working in close partnership with FFSW and CIC SW teams to ensure effective transitions for children
- To undertake complex family preparation and assessment work to make recommendation of suitability to the adoption panel to include capacity for early permanence placement.
- To provide tailored preparation for existing children of the family, ensuring the child's experience is carefully considered in all aspect of the work.
- To progress specific matches working in close partnership with FFSW and CIC SW teams to ensure effective transitions for children
- Critically analyse all relevant information and take appropriate actions to fulfil statutory responsibilities to promote and safeguard the well-being and interests of the child/young people.
- To develop prospective adoptive families understanding of the impact of pre- birth and early life experiences and develop sensitive parenting responses.



<ul style="list-style-type: none">• Liaise and work with other professionals and agencies to achieve optimal outcomes for children and their new family to ensure that services are 'joined up' in approach.
<ul style="list-style-type: none">• To maintain case records in compliance with legislative and agency specific requirements
<ul style="list-style-type: none">• To communicate effectively to a variety of audiences through written, verbal and other means of communication to include awareness of social media issues for adoptive families.
<ul style="list-style-type: none">• To prepare and present reports to conferences, courts and panels in accordance with statutory procedures and practice.
<ul style="list-style-type: none">• To take personal responsibility for your professional development, reflective practice and keep up-to-date with changes of legislation, court rules, policies, procedures and best practice
<ul style="list-style-type: none">• To work as a team member and attend team meetings and service reviews to remain focussed on best adoption practice
<ul style="list-style-type: none">• Support the Team Manager and team by undertaking any other duties commensurate with the job or needs of the service.

Key Information			
Is a Safeguarding Check needed?	Dropdown Options:		
		Children	Adults
			Children and Adults
	Basic		
	Enhanced	x	
Will this position have Line Manager Responsibility?	Dropdown Options:		
	No		

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	Approved social work qualification, with 3 years post qualifying experience in Children and families with adoption practice.
Qualifications	AF	Registered with Social Work England (SWE)
Experience	AF/I/E	Demonstrates current knowledge of professional social work practices with focus on achieving permanence for children including adoption and early permanence.
Experience	AF/I/E	Demonstrates experience and understanding key childcare legislation including adoption.
Experience	AF/I	Demonstrates good insight into early child development and the impact of disrupted attachments and trauma.
Experience	AF/I	Demonstrates knowledge of the risks posed to children from pre-birth exposure to domestic abuse, drugs, and alcohol.
Experience	I/E	Demonstrates working knowledge of therapeutic adoption support interventions, approaches and expected outcomes.
Experience	AF/I/E	Demonstrates experience of direct work with children and adults who have experienced changes of care giver.
Skills	I/E	Ability to analyse and develop professional opinion based on supporting evidence and / or theories.
Skills	I	Has experience of intervening with situations of increasing complexity and challenge.
Skills	I/E	Ability to work on own initiative, solve problems and meet deadlines for case progressions.



Skills	AF/I	An ability to understand and comply with child safeguarding procedures.
Skills	AF/I/E	Effective communication skills in both written and verbal format that is adapted to meet the needs of the audience.
Skills	AF/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 .
Skills	I	Works flexibly with local and wider team and in partnership with other professional agencies to achieve overall team goals.

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.

