



Job Description

Counterterrorism and PREVENT Team Manager

Job Details	
Grade	GR 6
Job Evaluation Number	A1815
Number of Posts	1
Department	Help & Protection
Reporting to	Head of Service – Domestic Abuse and Interpersonal Violence 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

Oversee Birmingham Children's Trusts' PREVENT Service, adhering to legislation and safeguarding duties. Address radicalisation, extremism, terrorism, and related risks. Provide guidance on safeguarding and early support. Participate in terrorism-related MAPPA panels. Ensure quality assurance, workforce development, performance monitoring, and partnership collaboration. Lead interventions and family support, collaborating with practitioners and partners to mitigate risks and enhance outcomes.

Key Responsibilities

Providing operational leadership, vision and direction. By delivering service improvement within a variety of professional services that meet established legislative and organisational requirements.

Providing expert consultation, guidance, and support to professionals on safeguarding issues, such as radicalisation, extremism, online harm, and related vulnerabilities affecting communities.

Developing effective partnerships with counter-terrorism policing, education, health services, probation, youth justice, community safety, and safeguarding to enhance multi-agency outcomes.

Extending specialist services to educational settings by developing advice, training, consultation, and



support for staff on safeguarding, radicalisation, extremism, and PREVENT responsibilities.
Reviewing, analysing, and developing performance data for radicalisation, PREVENT, CTU, and TACT MAPPA, including Eclipse records, to enhance reporting systems. Establishing effective performance reporting to support oversight, operational planning, governance, and continuous improvement initiatives.
Preparing and presenting reports, recommendations, performance information and safeguarding assurances to senior leaders, governance boards, safeguarding partnerships and relevant strategic forums.
Having line management, supervision and workforce development responsibility which includes qualified Social Workers and alternatively qualified professionals and partner organisation staff. Providing oversight, supervision, and guidance, fostering reflective practices, learning, accountability, innovation, and a culture of high support. Having responsibility for aspects of the recruitment processes.
Chairing partnership meetings and setting actions for partners within counterterrorism, Prevent and domestic abuse high risk, high harm forums
Being accountable for ensuring the team achieves its operational and strategic plans. Promote the practice model and standards, empowering others and setting and maintaining positive and measurable outcomes.
Providing an effective child centred service in partnership with other agencies. This complies with legal, regulatory and statutory guidance, and leads to improved outcomes for children/young people and their families.
Ensuring the promotion and safeguarding of children/young people and their family's welfare is the cornerstone of service delivery. Contribute to the development, drafting, implementation and review of policies and procedures, and the implementation of legislation within the team/designated specialism.
Working in partnership within the Trust to support practice. Responsible for overseeing practice within the team through reflective supervision. This includes regular evidence-based auditing and feedback thus setting standards of service.
Contributing and managing budget monitoring ensuring that services are delivered within budget and deliver best value for children/young people and their families.
Promoting and supporting the health, safety and wellbeing of team members. Take appropriate steps where necessary by overseeing all team members. Ensure their jobs are carried out safely and have the practical tools and resources required to practice effectively.
Taking responsibility for ensuring high quality, regular supervision and effective performance management systems are in place. Taking informal and formal action following Trust policies and procedures where necessary. Taking a leading role on development and delivery of training for internal staff and external partners. To ensure current legislation and best practice is promoted.
Sharing successes and celebrating good practice. Responding to complaints in a timely manner and



sharing the learning from these.
Being responsible for allocation of work to staff members and ensuring that children/young people, their families, receive a high-quality service.
Developing collaborative working relationships with relevant services and provide local leadership which contributes to effective partnership working, including regional and national representation.
Providing cover where appropriate in the absence of your colleagues.
Attending and overseeing TACT MAPPA arrangements and deputise for the MAPPA Manager where required.
Leading on fulfilling statutory PREVENT and safeguarding responsibilities.
Developing policies, procedures, guidance and resources relating to PREVENT and counter-terrorism.
Leading delivery of specialist training and learning programmes for internal partners and external when required.
Providing specialist consultation, advice and support to managers and practitioners.
Developing effective partnerships with police, health, education, probation, youth justice and community safety partners.
Leading quality assurance, audit and service improvement activity. Collating, analysing and understanding data and undertaking audits specific to individual teams and reporting on this as required.
Overseeing complex safeguarding activity involving radicalisation, extremism, terrorism and intersecting risks.

Key Information	
Is Safeguarding Check needed?	DBS Enhanced Children
Will this position have Line Management Responsibility?	Yes
Post Title	Number of Posts
Counter-Terrorism & Prevent Lead	3

Person Specification



Essential Criteria		
Method of Assessment (M.O.A): Application Form; Work Based Exercise; Interview; Qualifications; Presentation		
Qualifications	AF/Q	Level 5 qualification in a relevant public services area of work.
Experience	AF/I	Demonstrate extensive experience in leading teams within safeguarding, public protection, or children's services environments.
Experience	AF/I	Show experience in leading multi-agency partnerships and influencing practices across organisational boundaries effectively.
Experience	AF/I	Demonstrate experience of working with families affected by terrorism, radicalisation, domestic abuse, harmful practices and sexual abuse.
Experience	AF/I	Demonstrate experience of managing complex safeguarding services and driving service improvement.
Experience	AF/I	Demonstrate experience of presenting reports, recommendations and assurance to senior leaders, governance boards and partnership forums.
Experience	AF/I	Demonstrate experience of leading quality assurance, audit activity and embedding learning into service delivery.
Experience	AF/I	Demonstrate experience in overseeing organisational change, driving service development, and leading improvement initiatives.
Skills	AF/I	Exhibit capability to inspire, guide, and nurture a high-performing team in a multifaceted safeguarding environment.
Skills	AF/I	Exhibit the capability to deliver efficient oversight, professional evaluation, and informed decision-making.
Skills	AF/I	Demonstrate strategic thinking while translating legislation, national guidance, and policy into operational practices effectively.



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Skills	AF/I	Exhibit the capability to handle multiple priorities, resources, and service demands efficiently.
Skills	AF/I	Demonstrate the ability to influence, negotiate, and establish credibility with senior leaders and partner agencies.
Skills	AF/I	Demonstrate the ability to interpret performance data and utilise insights to enhance service efficiency and results.
Skills	AF/I	Able to fulfil all spoken aspects of the role using the English Language. This is as required by Part 7 of the Immigration Act 2016.
Skills	AF/I	Exhibit the capacity to drive innovation, organisational transformation, and ongoing advancements effectively.
Competency	AF/I	Anticipate and review situations in depth to identify critical issues and act upon them.
Competency	I	Exhibit resilience and professionalism to navigate complexities in a demanding and high-pressure environment.
Competency	AF/I	Demonstrate the ability to build and sustain effective strategic partnerships which enhance outcomes for children and families.
Competency	AF/I	Demonstrate respect for diversity, values and individual differences. Treats all people fairly regardless of race, religion, beliefs, gender, age, disability, sexual orientation, appearance or position.
Competency	AF/I	Demonstrate awareness and understanding of social deprivation and its associated disadvantages.
Competency	I	Demonstrate dedication to fostering a culture of learning, reflective practice, inclusion, and comprehensive support.
Knowledge	AF/I	Demonstrate up-to-date expertise in professional



		social care, radicalisation, terrorism, and domestic abuse practices and legislation.
Knowledge	AF/I	Demonstrate knowledge of governance, accountability, and risk management in safeguarding services.
Training	AF/I	Be trained and competent in children's safeguarding, undefined terrorism and PREVENT.
Training	AF/I	Evidence of continuing professional development relevant to safeguarding, leadership and management.

All staff understand that employment on this job description is in line with the current BCC; BCT and Acivico workforce contracts.

In line with your Birmingham workforce contract, it may be reasonable from time to time to request employees to undertake other duties commensurate with your role. These requests should be exceptional. If you find these are anything other than a 'time to time' request, then it will be necessary for the role to be re-evaluated (following NJC Gauge principles) to maintain the integrity of BCC's job evaluation scheme.

For reference your contract of employment states: From time to time, you may be required to undertake other or additional duties as we may reasonably require.

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.