Job Description

Higher Family Support Worker

Job Details	
Grade	C
Job Evaluation Number	CT0066XV
Number of Posts	1
Department	Child Protection
Reporting to	Team Manager

Who Are We?

Birmingham Children's Trust employs circa. 1,900 staff and has an operating budget of approx.

£270m per annum.

Local population: circa 1,100,000

- 32.4% of children are living in poverty (against an England average of 20%)
- Infant mortality is significantly higher than the average (in Birmingham it is 6.7 per 1,000 live births compared to the England average of 4.1 per 1,000)

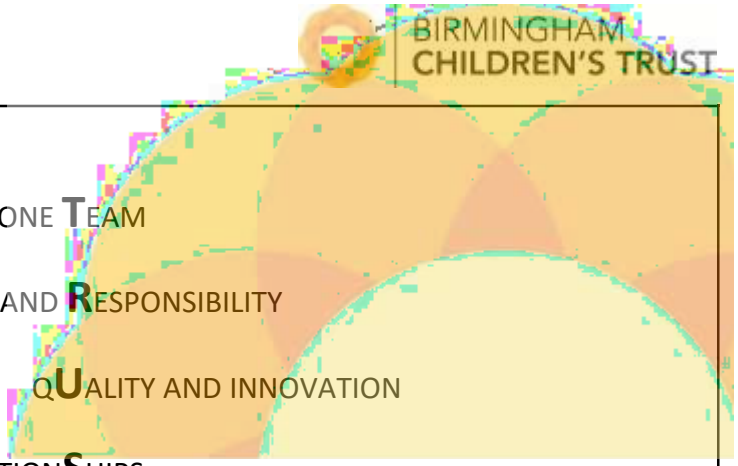
Our Vision for Birmingham Children's Trust

'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.

'We give our best, so young people achieve their best'

Our Values:



Birmingham Children's Trust Leadership team comprises four Executive Directors; Chief Executive, Director of Practice, Director of Commissioning & Corporate Parenting and Director of Finance & Resources who are responsible for leading and managing the Trust to be an autonomous and high performing organisation, ensuring services are aligned to deliver the Trust's strategic objectives, business plan and for providing expert advice to the Board.

Key Responsibilities

Using professional knowledge and skills to work in partnership with other practitioner/professionals, children, young people and their families; using varied assessment and interventions tools and processes to identify and deliver elements of the multi-agency plan.

To work within a multi-disciplinary integrated family support and safeguarding service to provide a timely response to the needs of children, young people and their families; acting in accordance with local policies, procedures and priorities with a focus on network cohesion and addressing the determinants of family instability and dysfunction.

Establish a high standard of practice in the delivery a family support service that provides a timely response to children, young people and their families and achieves family outcomes. To achieve good outcomes for children and families through coordination and delivery of early help work across Family Support/Think Family.

To deliver evidenced based interventions to positively effect change that safeguard and promotes the welfare of children and young people. To act as a champion in a specific practice area (e.g. domestic violence, substance misuse, disability, trauma, parenting etc) on behalf of the team/service delivering workshops and providing advice and support where relevant.

- In accordance with policies and procedures provide a timely response to the identified needs of children and young people

- To act as a co-worker in an allocated case load of Children and Families.

• Under the direction of a Practice Supervisor/Team Manager/Senior Practitioner, promote and use a common assessment to identify the needs children, young people and their family and lead the development of an effective multi-agency support plan.
• To be responsible for a high standard of case recording that is up to date; including use of a database.
• To participate in and deliver training and initiatives in a specialist/champion area, ensuring both yourself and the team's knowledge is kept up to date.
• Within a context of persistent outreach effectively engage with children, young people and their families and actively promote their participation in assessments and support plans. Observing family time as part of the intervention process.
• To developing effective multi-agency partnership working with key agencies to support children and families with identified additional needs make positive changes.
• To be accountable for maintaining and improving practice and performance in line with professional developmental targets as agreed with line manager through supervision.
• To provide a consistently high standard of practice and customer care.
• To manage and prioritise a complex caseload, ensuring appropriate escalation to line manager where necessary.
• To convene, organise and chair case planning and review meetings, including acting as lead professional under a multi-agency Integrated Support Plan where appropriate.
• To attend case conference meetings sharing information and with safeguarding colleagues and partners.
• To complete Intervention programmes and develop findings that can be shared with the Family Court, and for reports to be recognised / accepted in line with professional standards and timescales.
• To actively participate in the regular collection and collation of appropriate performance management information which meets the needs of the service, including positive engagement in audit processes.
• To positively contribute within regular supervision, Appraisal Reviews, team meetings and service review / development meeting as required.
• Promote and use evidence-based practice when working with children and families, for example family learning tools, graded care profile and other assessment tools, parenting programmes etc.
• To work outside normal office hours when required.

• To promote equality of opportunity, diversity and inclusion in the service area.
• Actively promote the welfare and uphold the safeguarding of children and young people.

<table>
<tr><th colspan="2">Key Information</th></tr>
<tr><td>Is a Safeguarding Check needed?</td><td>Dropdown Options:
Not Required
Or
<table>
<tr><th></th><th>Children</th><th>Adults</th><th>Children and Adults</th></tr>
<tr><td>Basic</td><td></td><td></td><td></td></tr>
<tr><td>Enhanced</td><td>X</td><td></td><td></td></tr>
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<tr><td>Will this position have Line Manager Responsibility?</td><td>Dropdown Options:
No</td></tr>
</table>

BIRMINGHAM CHILDREN'S TRUST

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/Q	Educated to GCSE standard and hold an NVQ Level 4 or equivalent in a related field
Qualifications	AF	Substantial proven training in working with children, young people and their families.
Qualifications	AF/I	Competence in the use of information technology, apply new technology to embrace techno- logical changes and develop the skills necessary to
Training	AF/I	Willingness to undertake relevant training in order to comply with the requirements of the post.
Training	AF/I	The Vacancy holder will need to be a driver with access to a vehicle and appropriate levels of insurance
Training	AF/I	Participate in regular learning and development interventions around specialist knowledge area
Experience	AF/I/E	Experience in working effectively and directly with children, young people and their families who present complex needs including mental health difficulties.
Experience	AF	Experience of delivering evidence-based interventions with children, young people and their families.
Experience	AF	Experience of completing an assessment of a child's needs that

		identifies needs and informs Intervention.
Experience	AF	Experience of identifying, managing or undertaking risk assessments.
Experience	AF/I/E	Experience of working in partnership with key statutory and non-statutory stakeholders.
Experience	AF/I	Experience of mentoring and providing advice and support to less experienced staff.
Skills	I/E	Able to identify issues that require escalation to line manager and work within policies and procedures that promote and safeguard the welfare of children and young people.
Skills	I/E	Knowledge of Child Development.
Skills	I/E	Able to work collaboratively with colleagues and other agencies to chair and implement a plan of intervention where required.
Skills	I/E	Able to engage with stakeholders demonstrating good customer care principles.
Skills	I/E	An awareness of how social, health and parenting issues impact on family functioning and mental health
Skills	I/E	Ability to effectively plan and manage a diverse workload to ensure that professional standards are consistently met. To have a methodical approach in ensuring accurate records are maintained and are
Skills	I/E	Successfully build and maintains effective relationships with colleagues, external agencies, children and their families and carers - demonstrating effective interpersonal skills in dealing with

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Skills	I/E	An awareness of how social, health and parenting issues impact on family functioning and mental health
Skills	I/E	Ability to effectively plan and manage a diverse workload to ensure that professional standards are consistently met. To have a methodical approach in ensuring accurate records are maintained and are accessible.
Skills	I/E	Successfully build and maintains effective relationships with colleagues, external agencies, children and their families and carers - demonstrating effective interpersonal skills in dealing with

		people from a wide range of backgrounds.
Skills	I/E	Communicates effectively both verbally and in writing, adopting style to meet the varying needs of audience concerned.
Skills	I/E	Ability to effectively engage, sustain and disengage with young people and their families.
Skills	I/E	Excellent interpersonal skills, including the ability to listen and work with others to solve problems and liaise with a range of agencies.
Skills	I/E	Ability to understand, interpret complex written reports and comply with policy and procedures.
Skills	I/E	Ability to analyse information to identify strengths and weak-nesses and to develop an appropriate support plan
Skills	I/E	To be flexible and adaptable to the needs of the service
Skills	I	An ability to fulfil all spoken aspects of the role with confidence using the English Language as re- quired by **Part 7 of the Immigration Act 2016**

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.