



Job Description

Senior Social Worker - Breathe Trust Connect

Job Details	
Grade	5
Number of Posts	1
Department	Breaking the Cycle
Reporting to	Team Manager

Who Are We?
<p>Birmingham Children's Trust employs circa. 1,900 staff and has an operating budget of approx. £270m per annum.</p> <p>Local population: circa 1,100,000</p> <ul style="list-style-type: none">• 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) <p>Our Vision for 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>'We give our best, so young people achieve their best'</p> <p>Our Values:</p>



ONE TEAM

ACCOUNTABILITY AND RESPONSIBILITY

QUALITY AND INNOVATION

RELATIONSHIPS

HIGH SUPPORT HIGH CHALLENGE

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

Breathe Trust Connect (BTC) – Senior Social Worker will be responsible for providing a high-quality service to birth parents accessing the BTC programme in Birmingham. To work preventatively with mothers, father and couples who have previously lost a child to adoption.

- To work preventatively and therapeutically with birth parents who have previously lost a child to adoption. To help prevent further loss and improve participant's life chances and mental health and well-being
- To exercise a high degree of independence, initiative and expertise in order to support the continued development and delivery of Breathe Trust Connect across Birmingham under the guidance of the Breathe Trust Connect Co-ordinator
- To ensure maximum uptake of the service by assisting with promotion of BTC within Birmingham Children's Trust, to participate in delivering training and presentations as required.
- To ensure that, in conjunction with the Breathe Trust Connect Co-ordinator, safeguarding procedures are adhered to by:
 - Recognising and taking action in relation to the safety of children/vulnerable adults where concerns and risks are identified.
- To provide advice to professional staff and other agencies about BTC and advise on potential referrals.
- To collect data for the BTC evaluation process, ensuring feedback from initial assessment, individual sessions, group work and drop in sessions is obtained and processed as required.



<ul style="list-style-type: none">To ensure all administrative tasks associated with BTC, are completed.
<ul style="list-style-type: none">To contribute to the development and promotion of Breathe Trust Connect Service and related work.
<ul style="list-style-type: none">To take part in regular one to one and group supervision, clinical supervision, practice development groups and training sessions to ensure good quality practice, up to date knowledge, skills and continuous professional development.
<ul style="list-style-type: none">To deputise for the Breathe Trust Connect Co-ordinator in processing and allocating BC referrals when the manager is on leave.
<ul style="list-style-type: none">To undertake other duties as required by the Breathe Trust Connect Co-ordinator in relation to the implementation of BTC
<ul style="list-style-type: none">To comply with the requirements of all Birmingham City Council policies, procedures and staff instructions, including responsibilities under the Health and Safety Policy and Procedures.
<ul style="list-style-type: none">To actively promote and support Birmingham City Council's Policies on Equal Opportunities and to work in an anti-oppressive manner.

Key Information				
Is a Safeguarding Check needed?		Children	Adults	Children and Adults
	Basic			
	Enhanced			x
Will this position have Line Manager Responsibility?	N/A			

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



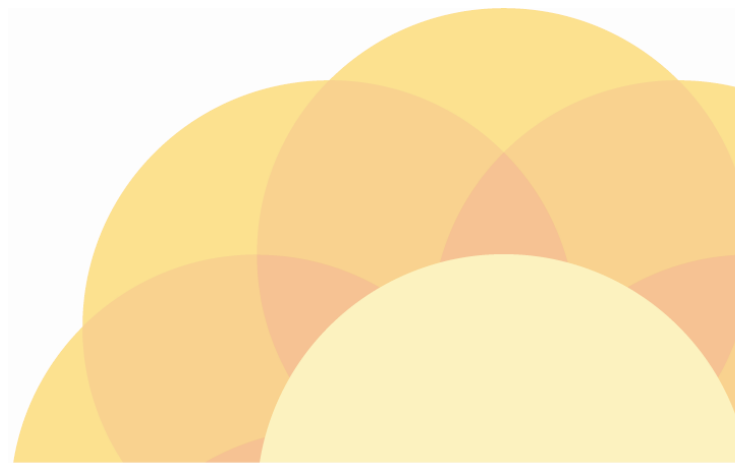
Qualifications	AF	The post requires that the post holder has a social work qualification and is registered with Social Work England.
Knowledge	AF/I	Knowledge of the provisions of the Adoption Act and Children Act and the accompanying regulations guidance and all secondary legislation.
Knowledge	AF/I	Evidence of a sound understanding of how adoption affects all parties to adoption
Knowledge	AF/I/P	Knowledge of child protection practice and child- care legislation
Knowledge	AF/I/P	Knowledge and understanding of the role of other agencies/professionals who work with birth parents and families.
Knowledge	AF/I/P	Knowledge of the impact of adverse childhood experiences, complex trauma, disenfranchised/ complex grief experienced by birth mothers who have lost children to adoption.
Knowledge	AF/I	Knowledge of the impact of poverty, oppression and discrimination on families.
Experience	AF/I	Experience of working with children and their families from a wide range of backgrounds, including families in crisis.
Experience	AF/I	Experience of adoption or adoption support work or working with children in care.
Experience	AF/I	Experience of working with adults who have been significantly affected by loss.



Skills	AF/I	Ability to work independently, use initiative and be self-motivated.
Skills	AF/I	Ability to work therapeutically and reflectively with birth parents.
Skills	AF/I	Ability to confidently facilitate and deliver both one to one and group work session, both individually and with small groups of birth parents.
Skills	AF/I	Ability to work with birth parents with an understanding of their complex family dynamics and trauma informed practice
Skills	AF/I	Ability to work in an organised way and to timescales
Skills	AF/I	Ability to work within a team setting
Skills	AF/I	Ability to establish good working relationships with other professionals and agencies working with the birth parent.
Skills	AF/I	Ability to encourage engagement of birth parents effectively by use of active listening, empathy, honesty, transparent, non-judgmental manner balanced with managing professional boundaries.
Skills	AF/I	Ability to demonstrate excellent negotiation and mediation skills.
Skills	AF/I	Ability to demonstrate excellent communication skills both verbally and in writing
Skills	AF/I	Ability to assess, raise and address safeguarding concerns that arise in relation to any children or vulnerable adults.
Skills	AF/I	Ability to work creatively and



		flexibly in order to support and facilitate change.
Skills	AF/I	Ability to demonstrate effective networking and developmental skills.
Skills	AF/I	Good level of computer literacy skills.
Skills	AF/I	Flexibility to work outside normal working hours to fit in with the needs of families.
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





Behavioural & Other Related Characteristics required	AF/I	Committed to continuous improvement.
Behavioural & Other Related Characteristics required	AF/I	Ability to understand and apply the Council's Equal Opportunities Policy.
Behavioural & Other Related Characteristics required	AF/I	To carry out all duties having regard to an employee's responsibility under the Council's Health & Safety Policies.
Behavioural & Other Related Characteristics required	AF/I	Willingness to actively participate in training and development activities to ensure up to date knowledge, skills and continuous professional development.
Behavioural & Other Related Characteristics required	AF/I	Willingness to travel across a wide geographical area in a timely and flexible manner at various times of the day.
Behavioural & Other Related Characteristics required	AF/I	Willingness to work flexible hours including occasional evenings to meet the needs of families.
Other	AF/I	The post holder will be both office and community based. Delivery of the programme will be community based

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.