

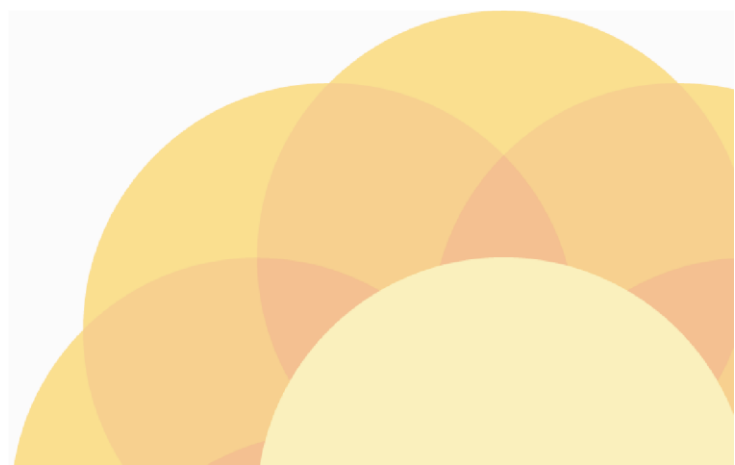


Job Description

Senior Practitioner

Job Details	
Grade	D
Number of Posts	1
Department	Area Services
Reporting to	Team Manager

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

Key Responsibilities



- To provide a lead role in improving the quality of professional social work practice across the breadth of the case work cycle to children, young people and their families.
 - To undertake complex casework arising within the children and family services.
 - To provide a needs-led, professional social work service to children, young people and their families, complying with legislative requirements and in accordance with established best practice
 - To provide a needs-led, professional social work service to children, young people and their families, complying with legislative requirements and in accordance with established best practice.
 - To be responsible for allocated cases including a complex caseload.
 - To provide technical/professional expertise to less experienced social workers.
 - To share/communicate a thorough working knowledge of relevant legislation, national standards, guidance, research, departmental policy and procedures.
 - To provide quality assurance and coaching/mentoring to work colleagues.
 - To take a 'joined-up' approach to ensuring the effectiveness of case working, actively promoting/encouraging effective partnership working with service users and other teams/agencies/organisations.
 - Participates in the regular collection, collation and reporting of appropriate performance management information in accordance with statutory and organisational requirements.
 - Actively participates in training and development activities.
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- Represents the Department in meetings etc as required.
 - Actively supports the Team Manager by undertaking any other duties commensurate with the job or needs of the service.



Key Information

Is a Safeguarding Check needed?

- Enhanced - Children

Will this position have Line Manager Responsibility?

- 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/Q	Approved social work qualification
Qualifications	AF/Q	Registration with Health Care Profession Council (HCPC)
Experience	AF/I	Extensive experience of working with vulnerable children and their families.
Experience	AF/I	Experience of working closely with statutory and voluntary agencies
Skills	AF/I	Demonstrates current knowledge of professional social work practices
Skills	AF/I	Ability to demonstrate an understanding of the social work task
Skills	AF/I	Demonstrates experience and understanding of key legislation



Skills	AF/I	Evidence of supervising students and/or colleagues
Skills	AF/I	An ability to intervene effectively within situations of increasing complexity and challenge
Skills	AF/I	Ability to understand and interpret complex written reports and policy documents, including the ability to evaluate arguments.
Skills	I/P	Communicates effectively across a range of contexts including the ability to create and deliver concise, engaging and accurate information to a range of audiences, adapting style and content to the needs of the audience and checking understanding.
Skills	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.
Skills	I	Logically interprets and draws meaning from information that leads to a clear analysis of required intervention



Skills	I	Anticipates and reviews situations in depth to identify critical issues and act upon them
Skills	I	Demonstrates resilience to challenge in a complex highly pressurised environment. This individual's skills will have been
		tested and an ability to maintain composure under pressure should be demonstrated.
Skills	I	An ability to accurately record information in different format
Skills	I	Shows respect for diversity and values individual differences
Skills	I	Treats all people fairly and appropriately regardless of race, religion, belief, gender, age, disability, sexual orientation, appearance or position.
Skills	I	Demonstrates an understanding of disadvantages and social deprivation

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.