



Job Description

Senior Practitioner – Fostering

Job Details	
Grade	D
Number of Posts	1
Department	Fostering & Assessments
Reporting to	Head of Service Mainstream Fostering / Head of Fostering Connected Persons

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

Overview of the role:

To provide a lead role in improving the quality of professional social work practice. Providing support across the breadth of case work within the Fostering Agency.

To undertake complex work arising within the Fostering Agency.

Key Responsibilities:

- Providing a professional social work service to Foster carers/Kinship Carers, complying with legislative requirements and in accordance with established best practice.
- Being responsible for allocated cases including a complex caseload or overseeing complex work.
- Being responsible for providing supervision and quality assurance of work.
- Assisting with inductions and interviews including providing technical and professional expertise to colleagues within the team or service.
- Sharing and communicating thorough working knowledge of relevant legislation, national standards, guidance, research, departmental policy and procedures.
- Providing quality assurance, undertaking audits and subsequently providing support and guidance.
- Taking a 'joined-up' approach to ensuring the effectiveness of the service, promoting/encouraging effective partnership working.
- Working with the agency in providing stable foster placements and Kinship arrangements, ensuring best experiences and outcomes, for Children.



• Participating and supporting with duty services.
• Contributing to care planning and decision making for children.
• Supporting the timely completion of reports for Fostering panel and court.
• Adhering to BC trust and fostering agency policies and procedures
• Contributing to the development, conduct and performance of staff in conjunction with Managers.
• Deputising for the Manager in their absence, within the scope of the role.
• Participating in the regular collection, collation and reporting of appropriate performance management information in accordance with statutory and organisational requirements.
• Participating, contributing to and organising training and development activities.
• Representing the agency in meetings, forums and Birmingham Children's Trust as required.
• Participating and contributing to the fostering agencies out of hours as and when required.
• Supporting with Agencies out of hour service as and when required.
• Preparing various reports.

Key Information			
Is a Safeguarding Check needed? <i>(DBS and Experian background checks)</i>	Dropdown Options:		
	Not Required		
	Required	x	
If Required, what type:			
	Children	Adults	Children and Adults



	Basic							
	Enhanced			x				
Will this position have Line Manager responsibility?		Dropdown Options: <table border="1"><tr><td>Yes</td><td></td></tr><tr><td>No</td><td>x</td></tr></table>			Yes		No	x
Yes								
No	x							

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/I	Possess a recognised approved social work qualification or Degree equivalent). Registration with Social Work England (SWE)
Experience	AF/I	Demonstrate extensive experience of working with vulnerable children and their families. Experience of working closely with statutory and voluntary agencies.
Experience	AF/I	Demonstrate the ability to understand and interpret



		written complex reports as well as policy documents. This includes the ability to evaluate theories and practices
Experience	I/AF	Use IT software, being able to accurately record information in different formats. Interpreting and analysing data
Experience	AF/I	Able to intervene effectively within situations of increasing complexity
Skills	AF/I	Demonstrate current knowledge of professional social work practices. Ability to demonstrate an understanding of the social work task. Demonstrates experience and understanding of key legislation. Evidence of supervising students and/or colleagues
Skills	I	Oversee and review situations in depth to identify critical issues and act upon them.
Skills	AF/I	Demonstrate resilience in a complex highly pressurised environment. Individual's skills will have been tested and an ability to maintain composure under pressure.
Other	AF/I	Able to travel to various locations
Competency	I/AF	Demonstrate the ability to communicate effectively across a range of audiences
Competency	I	Be able to fulfil all spoken aspects of the role with confidence. Using the English Language as required by Part 7



		of the Immigration Act 2016
Competency	I	Demonstrate flexibility with the wider service. Working in partnership with other professional agencies to achieve overall team goals. This includes facilitation of group supervision sessions and the quality assurance of reports and assessments. Leading and supporting with the review of informal plans. Supervising social workers and other staff within the team.
Competency	E/I	Demonstrate an understanding of disadvantages and social deprivation. Including amongst marginalised members of our community.
Knowledge	I	Demonstrate knowledge of the key legislation that leads to a clear analysis of required intervention. This will guide social work practice. Have an in-depth understanding of industry regulations, compliance standards, and best practices.

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.

