



Job Description

Senior Practitioner – Fostering Agency

Job Details	
Grade	D
Number of Posts	1
Department	Mainstream Fostering
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 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

Key Responsibilities

- To provide a professional social work service to Foster Carers, complying with legislative requirements and in accordance with established best practice.
- To provide a professional social work service to Foster Carers, 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.
- To work with the agency in providing stable foster homes and best experiences and outcomes for the Children Looked After.
- To actively participate and support the agency placements duty service.
- To ensure that confidentiality and security is maintained in dealing with information in line with the Fostering Agency and Trust Policies and Procedures, Data Protection and GDPR.
- To contribute to the development and management of capability, conduct and development of Social Workers in conjunction with the Team Manager and the Fostering Agency and Trust Policy and Procedures.
- To deputise for the Team Manager in his/her absence.
- 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.
- Represents the agency in meetings, forums and Birmingham Children's Trust as required.
- Actively supports the Team Manager in any duties and responsibilities business priorities and requirements by undertaking any other duties commensurate with the job or needs of the strategic and operational delivery of services.
- Participate and contribute to the fostering agencies out of hours on call duty support.

Key Information													
Is a Safeguarding Check needed?	Dropdown Options: Not Required Or <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th></th> <th>Children</th> <th>Adults</th> <th>Children and Adults</th> </tr> </thead> <tbody> <tr> <td>Basic</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Enhanced</td> <td></td> <td></td> <td>x</td> </tr> </tbody> </table>		Children	Adults	Children and Adults	Basic				Enhanced			x
	Children	Adults	Children and Adults										
Basic													
Enhanced			x										
Will this position have Line Manager Responsibility?	Dropdown Options: <table border="1" style="width: 100%; text-align: center;"> <tbody> <tr> <td>Yes</td> </tr> <tr> <td>No</td> </tr> </tbody> </table>	Yes	No										
Yes													
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	1. Social work qualification essential - with childcare specialism preferable. 2. PQ or Enabling Others



		<p>desired.</p> <ol style="list-style-type: none">3. Registered with Health Care Professions Council (HCPC)4. Qualified with substantial experience of Fostering and Safeguarding
Experience	AF/I	<ol style="list-style-type: none">1. Experience and knowledge of working within children fostering and adoption legislation.2. Knowledge/understanding of the needs of children from complex backgrounds.3. Assessment and report writing skills that are evidence and research based.4. Substantial post qualifying experience including children and families and adoption/ fostering.5. Significant experience of direct work with children and families.6. Experience of supervising staff/students.
Skills	AF/I	<ol style="list-style-type: none">1. Ability to understand and implement the performance management of professional staff.2. Effective communication skills both written and verbal.3. Able to analyse and develop professional opinion and have ability to negotiate and resolve conflict.4. Able to work on own initiative, solve problems and meet deadlines.5. Able to demonstrate leadership skills and apply them.6. High level of



		<p>interpersonal skills and ability to work effectively with colleagues / partners/other agencies.</p> <p>7. Understanding of safeguarding procedures and roles in the protection of children and young people within fostering.</p> <p>8. To contribute to the fostering agency development and best practice processes in line with key priorities within the Children's Trust and Fostering agency strategic and operational plans.</p> <p>9. To contribute to the management and professional supervision and appraisal of a team of fostering Social Workers.</p> <p>10. To work with Birmingham Children's Trust and stakeholders to secure and maintain the appropriate foster placements of children/young people of Birmingham Children's Trust.</p> <p>11. To develop good working liaison with colleagues in the Birmingham Children's Trust and to act as an adviser and advocate for fostering issues/children within the agency placements.</p> <p>12. To fully contribute to training and working within Safeguarding Procedures, the Care Planning Regs 2010, Fostering Standards and Regulations 2011 and the fostering agency strategic and operational plans.</p> <p>13. To participate in formulating and implementing new developments in fostering provisions and improvements for Birmingham Children's Trust</p>
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		<p>children, foster carers, Connected Persons and Special Guardians.</p> <p>14. To ensure that confidentiality and security is maintained in dealing with information in line with the Birmingham Children's Trust/Fostering Agency Policies and Procedures, Data Protection and GDPR.</p> <p>15. To contribute to the development and management of capability, managing absence, conduct and development of Social Workers in conjunction with the Team Manager and the Fostering Agency and Trust Policies/ Procedures and HCPC.</p> <p>16. To support the team manager and team/deputise for the Team Manager in his/her absence and participate when required in the fostering agency placements duty service.</p> <p>17. To assist with the effective recruitment, selection and induction of staff in accordance with Birmingham Children's Trust/Fostering Agency Policies and Procedures.</p> <p>18. Experience of using learning and research to shape service improvement to promote a culture of learning and evidence based practice in line with promoting best outcomes and experiences for Children Looked After, staff and Foster Carers</p> <p>19. Use IT/Systems for use of practice. Use data and analysis to interrogate and analyse performance data and use it to inform future practice and service delivery/practice</p> <p>20. Learning & Development</p>
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		<p>- Willingness to undertake ongoing continuous professional development (CPD) and training, participate in supervision and chairing of various professional meetings</p> <p>21. Able to develop the provisions of stability for children, Fostering developments and practice improvements as required.</p> <p>22. 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</p>
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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.

