



## Job Description

### JOB TITLE – Life Story Worker

Job Details	
<b>Grade</b>	GRC
<b>Number of Posts</b>	1
<b>Department</b>	Corporate Parenting
<b>Reporting to</b>	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

**Overview of the role:**

To deliver high-quality, trauma-informed life story work for children and young people in care. The role supports them in understanding their personal histories and care journeys, promoting emotional wellbeing and identity development.

Undertake therapeutic life story work with children and young people including the formulation of life story books for children lined to permanency planning including those with a plan of adoption, long-term fostering and Special Guardianship Orders.

**Key Responsibilities:**

- To be the assigned worker for children and young people in need of life story work.
- To undertake direct work with children around life story work in line with their age and stage of development and emotional wellbeing.
- To formulate and design individual life story books for children and young people
- To contribute to the care planning arrangements for children and young people
- To support and encourage carers in the production of Life Story records for children in care to ensure that high numbers of children in care are in possession of Life Story books
- To work alongside birth family members to understand and contribute to the child's life journey, including providing advice, guidance and tuition in respect of the impact of trauma on the child/young person.



<ul style="list-style-type: none"><li>• To work with a range of children and young people, providing support and guidance with their understanding of their life journey</li></ul>
<ul style="list-style-type: none"><li>• To actively monitor and keep informed about children and young people's progress and wellbeing and advise their allocated social worker and in their absence the relevant Team Manager.</li></ul>
<ul style="list-style-type: none"><li>• To work with young people and their families providing pro-active interventions around assessment and planning in line with their permanency plan and life story</li></ul>
<ul style="list-style-type: none"><li>• To attend key meetings and including, CIC reviews and care planning meetings and meetings with key providers of support</li></ul>
<ul style="list-style-type: none"><li>• To keep ensure all necessary records are maintained and kept up to date concerning your involvement with specific children and young people including where necessary completing chronologies, preparation of forms for birth certificates, passports, recording observations made during direct work, write witness statements for court based on those observations as and when requested.</li></ul>
<ul style="list-style-type: none"><li>• To maintain up to date knowledge relating to legislation in respect of the Children Act supporting children in care.</li></ul>
<ul style="list-style-type: none"><li>• To actively participate in group meetings.</li></ul>
<ul style="list-style-type: none"><li>• To work alongside children and their parents/carers reflecting principles of systemic and trauma informed practice.</li></ul>
<ul style="list-style-type: none"><li>• Coordinate and facilitate training and consultation for practitioners in relation to life journey work and their role within this.</li></ul>
<ul style="list-style-type: none"><li>• Supporting to reduce the numbers of externally funded life story work and provided a cost avoidance analysis on a regular basis.</li></ul>
<ul style="list-style-type: none"><li>• Regular contact with children and young people providing advice and support</li></ul>
<ul style="list-style-type: none"><li>• Interacting and liaising with the parents, families and carers of children and young people, Social workers, Senior Social workers, Youth service, Emergency Duty service, Youth offending, Adult social Care providers, Team Managers, Health professionals( CAMHS, Substance Misuse, Adult Mental Health, Sexual Health, GPs, Health visitors, opticians, Dentist, hospital consultants A&amp;E), Education, Training and Employment providers, Recreational activities for children and young people, Leisure, Sports, Arts and Cultural providers, Voluntary and Community groups</li></ul>
<ul style="list-style-type: none"><li>• Work creatively with children and young people on an individual basis to assist in the formulations of life story work and life story books to assist their understanding of their life journey including creating and formulating life story books</li></ul>
<ul style="list-style-type: none"><li>• Working in a manner which is creative at meeting the needs of the young person, adapting the approach to their interests.</li></ul>



<ul style="list-style-type: none"><li>Working in a therapeutic manner with children, young people and their families to aid them to understand and recover from the impact of trauma.</li></ul>
<ul style="list-style-type: none"><li>Understand how trauma impacts on children/young people and their wider network and their ability to work alongside the service.</li></ul>
<ul style="list-style-type: none"><li>To work with children and young people in line with their development</li></ul>
<ul style="list-style-type: none"><li>Communicate with children and young people in line with their needs</li></ul>
<ul style="list-style-type: none"><li>The post holder will be required to travel across the authority to work in multiple locations to support service delivery;</li></ul>
<ul style="list-style-type: none"><li>Visit the placement / home of children, young people and families</li></ul>

Key Information			
Is a Safeguarding Check needed? <i>(DBS and Experian background checks)</i>	<b>Dropdown Options:</b>		
	Not Required		
	<b>Or</b>		
		<b>Children</b>	<b>Adults</b>
			<b>Children and Adults</b>
	Basic		
	Enhanced	x	
Will this position have Line Manager Responsibility?	<b>Dropdown Options:</b>		
	Yes		
	No		



### Person Specification

Essential Criteria		
<b>Method of Assessment (M.O.A):</b> AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications		
CRITERIA	ESSENTIAL	Method of Assessment (M.O.A)
Qualifications	Educated to GCSE standard and hold an NVQ Level 3 or equivalent in a related field	AF/Q
Qualifications	Substantial proven training in working with children, young people and their families and experience in therapeutic life story work is desirable.	AF
Qualifications	Competence in the use of information technology, apply new technology to embrace technological changes and develop the skills necessary to apply it.	AF/I
Training	Willingness to undertake relevant training to comply with the requirements of the post.	AF/I
Training	The Vacancy holder will need to be a driver with access to a	I



	vehicle and appropriate levels of insurance and be willing to travel locally as well as nationally.	
Experience	Experience in working effectively and directly with children, young people and their families and an understanding of trauma-informed practice and child development.	AF/I/E
Experience	Experience of delivering evidence-based interventions with children, young people and their families.	AF/I/E
Experience	Experience of completing an assessment of a child's needs that identifies needs and informs Intervention.	AF/I/E
Experience	Experience of identifying, managing or undertaking risk assessments.	AF/I/E
Experience	Experience of working in partnership with key statutory and non statutory stakeholders.	AF/I/E
Experience	Experience of mentoring and providing advice and support to less experienced staff.	AF/I
Skills	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.	I/E
Skills	Knowledge of Child Development	I/E
Skills	Able to work collaboratively with colleagues and other agencies to chair and implement a plan of	I/E



	intervention where required.	
Skills	Able to engage with stakeholders demonstrating good customer care principles.	I/E
Skills	An awareness of how social, health and parenting issues impact on family functioning and mental health	I/E
Skills	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.	I/E
Skills	Successfully build and maintain 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.	I/E
Skills	Communicates effectively both verbally and in writing, adopting style to meet the varying needs of audience concerned.	I/E
Skills	Ability to effectively engage, sustain and disengage with young people and their families.	I/E
Skills	Excellent interpersonal skills, including the ability to listen and work with others to solve problems and liaise with a range of agencies.	I/E
Skills	Ability to understand, interpret complex written reports and comply with policy and procedures.	I/E



Skills	Ability to analyse information to identify strengths and weaknesses and to develop an appropriate support plan	I/E
Skills	To be flexible and adaptable to the needs of the service	I/E
Skills	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	I

**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.**

