



## Job Description

### Assistant Principal Social Worker

| Job Details         |                               |
|---------------------|-------------------------------|
| <b>Grade</b>        | 6                             |
| <b>Department</b>   | Quality Assurance Directorate |
| <b>Reporting to</b> | Principal Social Worker       |

| Who Are We?   |
|---|
| We are Birmingham Children's Trust.<br><br>'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.   |
| <b>Our Vision:</b><br><br>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.<br><br>We will do this: <ul style="list-style-type: none"><li>• with compassion and with care.</li><li>• through positive relationships, building on strengths.</li><li>• in collaboration with children, young people, families and partners.</li><li>• by listening, involving and including.</li><li>• in ways that are efficient and deliver value for money.</li></ul> Success will mean significant progress towards these outcomes: <ul style="list-style-type: none"><li>• healthy, happy, resilient children living in families.</li><li>• families able to make positive changes.</li><li>• children able to attend, learn and achieve at school.</li><li>• young people ready for and contributing to adult life.</li></ul> |



- children and young people safe from harm.

**Our Values:**

ONE TEAM  
ACCOUNTABILITY AND RESPONSIBILITY  
QUALITY AND INNOVATION  
RELATIONSHIPS  
HIGH SUPPORT HIGH CHALLENGE

**Key Responsibilities**

Being an ambassador for our practice framework, Connections Count, the post-holder will promote best practice. Strongly advocating on behalf of practice, the post-holder will work across the Trust to support our continuous improvement journey. Keeping abreast of up-to-date research and national and regional developments, the post holder will support our understanding of practice through quality assurance and support managers and service leads to turn learning into action. The post-holder will support the development of policy and guidance as well as templates, tools and practice aids to help social workers across different services. The post holder will lead and support learning reviews and improvement projects across the Trust and deputise for the Principal Social Worker and other managers in the Quality Assurance Directorate as needed

- To keep abreast of the latest research and evidence based social work practice providing feedback on national developments to the whole workforce
- Maintaining contemporaneous knowledge of national and regional policy and practice developments, and research to inform local strategic planning and service design
- Leading and contributing to sector-led improvement initiatives and activities, across the Trust and supporting the region
- Maintain and develop social care policies, guidance and tools
- Leading and contributing to the dissemination of learning from audit, reviews, research etc across and on behalf of the Trust
- Facilitate, lead and contribute to meetings.
- Undertake quality assurance activities, turning learning into improvement
- Providing skilled, experienced practice leadership and knowledge to social care practitioners
- Modelling values and behaviours that champion best practice



- Promote best practice by championing our practice model, Connections Count
- Identifying barriers to practice improvement and development and proposing solutions
- Collaborate and co-produce with children, young people, families, carers and staff to continuously improve

#### Key Information

|  |       |
|--|-------|
| Is a Safeguarding Check needed?                      | • Yes |
| Will this position have Line Manager Responsibility? | • Yes |

#### 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                         | Be a professionally registered Social Worker   |
| Qualifications  | AF/I                         | Qualifications AF/Q Have Degree level or equivalent and holds a recognised relevant professional accreditation             |
| Knowledge   | AF/I                         | Demonstrate awareness of current of local and national developments in children's social care                              |
| Experience  | AF/I                         | Demonstrate confidence in making good decisions for children   |
| Experience  | AF/I                         | Demonstrate ability to champion inclusive practice, paying specific attention to equality, diversity, inclusion and rights |
| Experience  | AF/I                         | Experience of providing supervision or mentoring to other social care practitioners  |



|            |      |  |
|------------|------|--|
| Experience | AF/I | Experience undertaking quality assurance   |
| Skills     | AF/I | Able to lead others in group activities  |
| Skills     | AF/I | Able to draft accessible policies and guidance for practice  |
| Skills     | AF/I | Able to collaborate with and develop staff at all levels to achieve a learning culture. To include positive questioning, support and enable professional development |
| Skills     | AF/I | Demonstrate ability to champion inclusive practice, paying specific attention to equality, diversity, inclusion and rights   |

**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.**