



Job Description

Team Manager – Area Service

Job Details	
Grade	6
Number of Posts	1
Department	Exploitation and Missing
Reporting to	Head of Service

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 lead a team of practitioners within a multi-agency Exploitation and Missing hub delivering professional services that meet established requirements and adhere to the Social Work England (if social work qualified) or relevant governing body and Code of Practice for BCT Trust staff.

To provide operational leadership, vision and direction by delivering service improvement within BCT multi-agency Exploitation and Missing Hub.

The Team Manager will be responsible for a team of staff which will include qualified and non-qualified staff.

To be accountable for ensuring the team achieves its operational plan; by promoting an appropriate culture, empowering others and setting and maintaining high and measurable standards of practice.

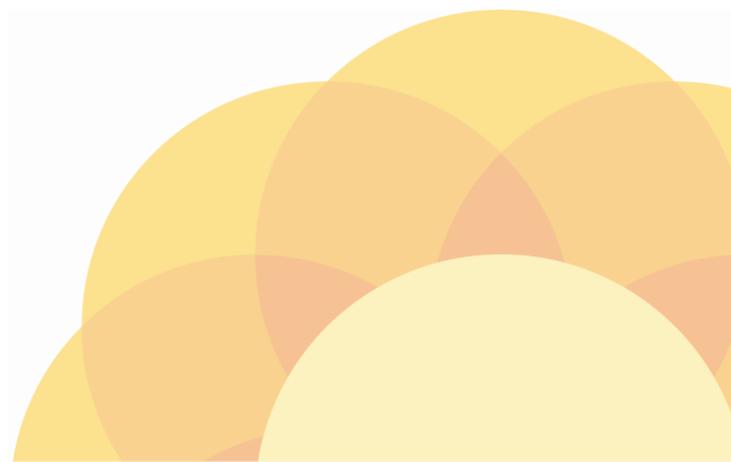
Key Responsibilities:

- To provide an effective child centred service, which complies with legal, regulatory and statutory guidance, and leads to improved outcomes for children who are exploited taking a contextual safeguarding approach.
- To ensure the promotion and safeguarding of children and young people's welfare is the cornerstone of service delivery, taking responsibility for the implementation of legislation, policies and procedures within the team/centre/designated specialism.
- To be responsible for overseeing the practice development within the team through reflective supervision, regular evidence-based auditing and feedback thus setting standards of service.
- To contribute to budget monitoring ensuring that services are delivered within budget and deliver best value for children and young people



- To oversee that staff can do their jobs safely and have the practical tools and resources they need to practice effectively. Assess risks and take action to minimise and prevent them.
- To take responsibility for a team, ensuring high quality and regular supervision and effective performance management systems are in place.
- To work with staff to assess risk, improve practice across the Trust in relation to contextual safeguarding, implement disruption plans utilising the Home Office Disruption Toolkit, identify appropriate support that meets their needs.
- To manage own and support others' continuous professional development.
- To develop collaborative working relationships with relevant services and provide local leadership which contributes to effective partnership working.

Key Information				
Is a Safeguarding Check needed? (<i>DBS and Experian background checks</i>)		Children	Adults	Children and Adults
	Yes	Basic		
		Enhanced	x	
Will this position have Line Manager Responsibility?	<input type="text" value="Yes"/>			





Person Specification

Essential Criteria		
<p>Method of Assessment (M.O.A): AF = Application Form; E = Work Based Exercise; I = Interview; P = Presentation; Q = Qualifications</p>		
CRITERIA	ESSENTIAL	Method of Assessment (M.O.A)
Qualifications	<ul style="list-style-type: none"> DipSW / Social Work qualification or relevant equivalent degree (for eg: Youth Work). Registration with Social Work England (SWE) where relevant or other governing body. 	AF AF
Experience	<ul style="list-style-type: none"> Demonstrates a good understanding of contextual safeguarding, the context in which it occurs from assessment through to intervention and planning and complexities and challenge. 	AF/I
Experience	<ul style="list-style-type: none"> Proven track record of successfully managing change and service/practice improvement. 	AF/I
Experience	<ul style="list-style-type: none"> Experience of delivering services through a regulatory inspection process. 	AF/I
Experience	<ul style="list-style-type: none"> Experience of providing supervision to students/ social workers/staff; creating a positive team environment; culture change, supporting performance. 	AF/I
Experience	<ul style="list-style-type: none"> Experience of building and maintaining effective relationships with colleagues, external agencies, children and their families. 	AF/I
Experience	<ul style="list-style-type: none"> An understanding of the importance of robust financial management 	AF/I
Skills	<ul style="list-style-type: none"> Pro-actively seeks to safeguard children drawing on a wealth of knowledge and sound judgement to protect children from harm and ensuring appropriate and timely action is taken when necessary. Works collaboratively with colleagues and other partner agencies to achieve this aim. Demonstrates effective risk management skill and decision making. 	AF/I



Skills	<ul style="list-style-type: none">• Sets clear direction, objectives and responsibilities, assumes accountability and inspires others by acting with integrity.• Builds and motivates teams, creating a positive environment which encourages open discussion and innovation, supports high performance and builds capability	
Skills	<ul style="list-style-type: none">• 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.• Ability to understand and interpret complex written reports and policy documents, including the ability to evaluate arguments.• 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	AF/I
Skills	<ul style="list-style-type: none">• Shows respect for diversity and values individual differences (cultural competence)• Treats all people fairly and appropriately regardless of race, religion, belief, gender, age, disability, sexual orientation, appearance or position.• Demonstrates an understanding of disadvantages and social deprivation.	AF/I
Skills	<ul style="list-style-type: none">• Focuses on results, taking personal responsibility for delivering on performance objectives and delivers a high-quality service.• Promotes change, considering options and taking forward new initiatives.• Displays resilience and control in difficult situations, managing pressure well and encouraging others to be adaptable.• Implements change projects and operational activities.	AF/I
Skills	<ul style="list-style-type: none">• Successfully builds and maintains effective relationships with colleagues and external agencies, children and their families – demonstrating effective interpersonal skills in dealing with people at all levels and from a range of backgrounds.	AF/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.