



Job Description

Social Work Team Manager – Family Help

Job Details	
Grade	6
Department	Family Help
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 Trust's 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

Portfolio Responsibilities

To lead a multidisciplinary team including Lead Practitioners and Practice Supervisors supporting children, young people, and their families in the city.

Key Responsibilities

- To provide operational leadership, vision and direction to a multidisciplinary Family Help district team.
- To work closely with Families Together and/or Early Help Team Managers and be jointly responsible for a multidisciplinary team of staff formed of Lead Practitioners, Practice Supervisors, and social care support staff.
- Take responsibility and accountability for a district team's performance and ensuring it positively contributes to strategic plans by promoting an appropriate culture, empowering others and setting high standards of practice and customer care.
- To provide an effective child centred service, which complies with legal, regulatory and statutory guidance, and leads to improved outcomes for children.
- To ensure the promotion and safeguarding of children and young people's welfare, taking responsibility for the implementation of legislation, policies and procedures within the team.
- To be responsible for setting the standards of the service and overseeing the practice within the team through effective performance and quality assurance including reflective supervision, regular evidence-based auditing and feedback.
- To contribute to budget monitoring ensuring that services are delivered within budget and deliver best value for children and young people.



To ensure that practitioners in the team 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 multidisciplinary team, ensuring high quality and regular reflective supervision and effective performance management systems are in place. Provide and record case management supervision advice, guidance, and oversight so that children understand the rationale for key decisions made about their lives.
Manage and have accountability for the allocation of families to Lead Practitioners, ensuring that children and their families receive good quality needs-led assessments and timely support to meet 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. Lead on district working with internal and external partners.
Champion and model the Trust Practice Model 'Connections Count' to ensure this is embedded in team practice.
To be aware of protected characteristics and how inequalities can disadvantage marginalised groups.
Keep up to date with changes to relevant legislation, policies, procedures and guidance and support the team to do so. Meet the requirements for Family Help set out in Working Together and the National Framework.
Work outside normal office hours when required.

Key Information	
Is Safeguarding Check needed?	Enhanced – children's
Will this position have Line Management Responsibility?	Yes
Post Title	Social Work Practice Supervisor - 3 Senior Social Work Lead Practitioners - 7 Practice Supervisors – Family Help - 1-2
Various	



Person Specification

Essential Criteria		
Method of Assessment (M.O.A): Application Form; Work Based Exercise; Interview; Qualifications; Presentation		
Education/ Qualifications	AF/Q	Degree in Social Work or equivalent and registration with Social Work England and be registered with Social Work England
Experience	AF	Have experience of providing supervision of staff, creating a positive team environment and supporting positive performance.
Experience	AF	Work collaboratively with colleagues and other agencies to achieve positive outcomes for children/young people and their families.
Experience	AF	Have experience of delivering services through a regulatory inspection process.
Experience	AF/I	Have a proven track record of continual practice development
Experience	AF/I	Have an understanding of the importance of robust financial management.
Knowledge & Skills	I	Have the ability to build and motivate a team, creating a positive environment which encourages open discussion and innovation. To support high performance and build capability.
Knowledge & Skills	I	Have the ability to communicate effectively across a range of contexts. Have the ability to create and deliver concise, engaging and accurate information to a range of audiences.



Knowledge & Skills	I	Demonstrate an ability to maintain composure and resilience to challenge in a complex, highly pressured environment. Be able to lead others through challenging situations.
Knowledge & Skills	I	Demonstrate effective risk management and decision making skills.
Knowledge & Skills	I	Take responsibility for delivering on performance objectives and delivery of a high quality service.
Knowledge & Skills	I	Show respect for diversity and value individual differences. Be culturally competent and anti-discriminatory, promoting these values within the team.
Knowledge & Skills	I	Demonstrate a sound understanding of disadvantages and the impact of poverty and social deprivation on family life.
Other		Be able to work flexibly and outside normal office hours when the service requires.

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.