



Job Description

Senior Social Worker

Lead Practitioner

Job Details	
Grade	6
Department	Family Help
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 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 support and promote the welfare of children, young people, and their families in the city by creating high quality assessments and plans, providing evidence-based support, and leading effective multi-agency working.

Key Responsibilities

- To act as the lead professional for children and their families in need of help and support.
- Work with families, taking a whole family approach to practice, to undertake needs-led assessments and create multi-agency support plans, leading the delivery of this.
- Lead on the delivery of multi-agency plans including providing evidence-based support to families.
- Establish a 'Team Around the Family' (TAF), bringing in relevant agencies and individuals to ensure services are 'joined up' in their approach to supporting vulnerable children and families. Facilitate multi-agency Early Help and Child in Need meetings to implement and review Family Help plans.
- Act as the Lead Practitioner for children with a range of help and support needs, ensuring appropriate escalation to the Practice Supervisor and/or Team Manager where necessary.
- Prepare and present assessments and reports to conferences, courts and panels in accordance with statutory procedures and practices as required.



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| <ul style="list-style-type: none">• Contribute to meetings chaired by colleagues where required such as Strategy Meetings, Child Protection Conferences, Care Planning meetings and Multi Agency Risk Assessment Conferences (MARAC). |
| <ul style="list-style-type: none">• Engage the multi-agency child protection team (MACPT) where there are concerns about likely or actual significant harm. Where there is likely or actual significant harm, maintain coordinated support for the family and deliver the child protection plan, working alongside the LCPP and MACPT |
| <ul style="list-style-type: none">• Build positive relationships with children and young people and promote their education, development, safety, health, and wellbeing. Build a relationship with the family and, wherever possible, remain their main point of contact for as long as they require support. |
| <ul style="list-style-type: none">• Offer Family Group Decision Making (FGDM) to support families to find their own solutions. |
| <ul style="list-style-type: none">• Ensure that children's views, wishes and feelings are heard and inform their assessments and plans. |
| <ul style="list-style-type: none">• Use trauma-informed relationship-based skills and demonstrate purposeful engagement with children and families. |
| <ul style="list-style-type: none">• Collect, analyse, and accurately record all relevant information using the social care IT system in accordance with statutory and organisational requirements and take appropriate actions to safeguard children and promote their welfare. |
| <ul style="list-style-type: none">• Ensure all case recording is of a high standard and up to date. |
| <ul style="list-style-type: none">• Develop multi-agency partnerships with key agencies to support children and families with identified needs to make positive changes. |
| <ul style="list-style-type: none">• Adhere to legislation, policy and organisational procedures to ensure a timely response to the needs of children and their families. |
| <ul style="list-style-type: none">• Create a sustainability plan with the family, so they can refer back to the challenges they have overcome, their strengths and next steps when moving on from Family Help. |
| <ul style="list-style-type: none">• Take responsibility for own professional development and reflective practice in line with professional development targets agreed in supervision and service practice standards. |
| <ul style="list-style-type: none">• Attend and contribute to regular supervision, team meetings, appraisal reviews, training sessions and practice workshops as required. |
| <ul style="list-style-type: none">• Promote equality of opportunity, diversity and inclusion within the service. |
| <ul style="list-style-type: none">• Keep up to date with changes to relevant legislation, policies, procedures and guidance. Meet the requirements for Family Help set out in Working Together and the National Framework |
| <ul style="list-style-type: none">• Support the Practice Supervisor and/or Team Manager by undertaking any other duties commensurate with the job or needs of the service. |



- Work outside normal office hours when required.

Key Information

Is Safeguarding Check needed?	Enhanced – children's
Will this position have Line Management Responsibility?	No
Post Title	
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
Qualifications	AF/Q	Registration with Social Work England (SWE)
Experience	AF/I	Experience of delivering evidence-based support with children, young people, and their families
Experience	AF/I	Significant experience of working with vulnerable children and their families
Experience	AF/I	Experience of working in partnership with key statutory and voluntary stakeholders
Knowledge & Skills	AF/I	Demonstrate current knowledge of professional social work practices
Knowledge & Skills	AF/I	Demonstrate experience and understanding of key legislation
Knowledge & Skills	AF/I	Logically interpret and draw meaning from information leading to a clear analysis of need and required intervention
Knowledge & Skills	AF/I	Excellent written and verbal communication skills
Knowledge & Skills	AF/I	Evidence of supporting students and/or colleagues



Knowledge & Skills	I	An ability to intervene effectively within situations of increasing complexity and challenge.
Knowledge & Skills	I	Demonstrate an ability to maintain composure and resilience to challenge in a complex, highly pressured environment.
Knowledge & Skills	I	Anticipates and reviews situations in depth to identify critical issues, assess risks and respond to them.
Knowledge & Skills	I	Show respect for diversity and value individual differences. Be culturally competent and anti-discriminatory, taking into account the unique circumstances of each child, young person and family including ethnicity, race and culture.
Knowledge & Skills	I	Demonstrate an 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 on occasion.

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.