**Job Description**

**JOB TITLE – Family Finding Senior Social Worker**

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| Job Details | |
| **Grade** | GR5 |
| **Number of Posts** | 1 |
| **Department** | Adoption & Fostering |
| **Reporting to** | Team Manager |

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| 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 **T**EAM                        ACCOUNTABILITY AND **R**ESPONSIBILITY                                                              Q**U**ALITY AND INNOVATION                                                RELATION**S**HIPS                                        HIGH SUPPOR**T** HIGH CHALLENGE |

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| **Key Responsibilities** |
| * To make a timely and appropriate response to all work allocated. |
| * To undertake family finding for specific children requiring permanent families via the Directorate’s Resources and via external resources. Where appropriate it may be necessary to feature children within the wider press. |
| * To work with other Local Authorities and external Adoption and Fostering Agencies to secure the appropriate permanence placement of children. |
| * To develop good working liaison with colleagues in the Directorate and to act as an adviser on adoption and fostering issues where appropriate. This includes working with Legal Services and Children’s Social Workers on a regular basis. |
| * To participate in formulating and implementing children’s Care Plans, Adoption and Fostering Support Plans, Matching and Placement Reports and Placement Plans for children requiring permanent families. |
| * To facilitate, chair and plan meetings, including Professionals Meetings, Matching and Support Meetings and Transitions and Placement Planning Meetings. |
| * To provide statements to Court and the necessary matching and family finding reports to Adoption Panels, External Funding Teams and Heads of Adoption and Fostering Service, and when required to attend Court or Panel. |
| * To participate in the Family Finding Service Permanency Clinic to offer advice on adoption and fostering issues. |
| * To undertake regular supervision or consultation with the Team Manager/Senior Practitioner and ensure that they are aware of any issue of major importance or concern. |
| * To maintain comprehensive and accurate case records in accordance with Directorate requirements. |
| * To comply with Adoption and Fostering Standards and Regulations and those standards and timescales set by the Adoption and Fostering Service (including the Statement of Purpose and Business Plan). |
| * To comply with BCT Safeguarding Policy and undertake to report, follow up and respond to any safeguarding issues for children as they arise. |
| * To contribute to new developments and policy formulation as appropriate. |
| * To undertake any other tasks as may be required from time-to-time commensurate with the grading of the post. |

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| **Key Information** | |
| Is a Safeguarding Check needed? | Dropdown Options:  **Not Required**  Or   |  |  |  |  | | --- | --- | --- | --- | |  | **Children** | **Adults** | **Children and Adults** | | Basic |  |  |  | | Enhanced | X |  |  | |
| Will this position have Line Manager Responsibility? | Dropdown Options:   |  | | --- | | Yes | | No | |

**Person Specification**

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| **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 | Approved Social Work qualification with a relevant childcare pathway.  Registered with Social Work England. |
| Training | AF/I | Commitment to ongoing professional development. |
| Other | I | Flexible approach to working unsocial hours, occasional weekends and travelling across the country. |
| Experience | AF/I | Experience of direct work with children and young people and their families within a children’s or family placement setting. |
| Experience | AF/I | Demonstrate sound knowledge and understanding of Adoption and Fostering practice, research and theory; particularly in relation to matching and moving children on to permanent families. |
| Experience | AF/I | Demonstrate good insight of the impact of trauma and complex early life experiences upon children’s developmental, attachment and therapeutic parenting needs. |
| Experience | AF/I | Experience of undertaking comprehensive assessments and analysis of child and family dynamics and planning appropriate interventions. |
| Experience | AF/I | Experience / knowledge of working within childcare legislation including; Adoption & Fostering Standards and Regulations, Safeguarding, Care Proceedings and Court work. |
| Skills | AF/I | Effective verbal communication skills across a range of different contexts and settings. |
| Skills | AF | Effective written skills to include clear evidenced based case recording, minutes of meetings, reports and Court statements. |
| Skills | AF | Ability to work collaboratively with children, families and professional colleagues / external partners to negotiate good outcomes and resolve any difficulties. |
| Skills | AF | Co-ordinating, facilitating and chairing meetings and discussions to respond to the competing needs of everyone involved. |
| Skills | AF | Ability to assess children’s current and longer-term support needs and identify support for permanent families. |
| Skills | AF | Demonstrate resilience under pressure; manage a complex caseload; work on own initiative, manage time to achieve deadlines and seek advice from supervisor when needed. |
| Skills | AF | 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. |
| Skills | AF | Demonstrate a clear understanding and commitment to equality, diversity and inclusion matters and to promote anti-discriminatory practices and behaviours. |

**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.**