



Job Description

Senior Practitioner Educator

Job Details	
Grade	D
Number of Posts	4
Department	Area Services
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 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:

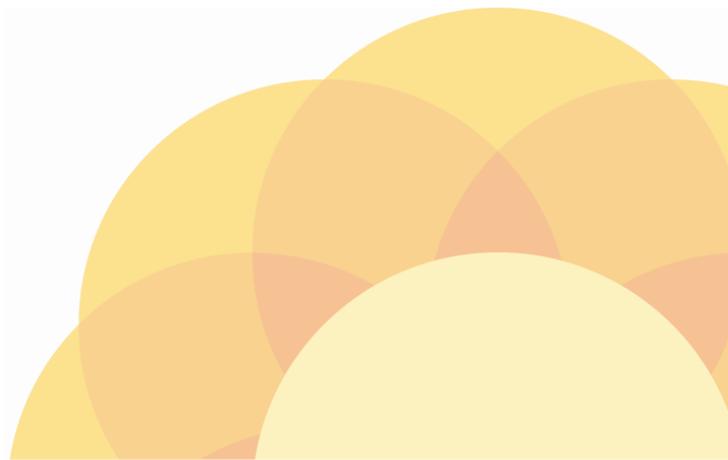
Lead the development of social workers across all aspects of child and family social work practice. Deliver and develop a portfolio of projects aimed at supporting entry-level social work professionals. Including other pathways to recruit and retain a skilled and stable workforce. Quality assure complex case work across the child and family social work cycle. To support the learning and development pathways within the Trust.

Key Responsibilities:

- Developing and deliver accredited programmes across the Trust for both pre- and post- qualifying social workers.
- Ensuring that social work programmes meet quality assurance standards as defined by regulatory and government bodies.
- Assessing and mentor pre- and post-qualifying social workers to ensure high quality practice and good outcomes for children.
- Steering and foster a culture of learning by monitoring and evaluating feedback and facilitating learning conversations.
- Managing and self-governing a cohort of allocated social work staff. Provide reflective supervision to individuals and groups of staff.
- Guiding and work with Team Managers to address performance and conduct issues, ensuring development and retention of social work staff.
- Leading development reviews and conduct assessments in accordance with required frameworks.



<ul style="list-style-type: none">• Delivering a needs-led learning and development activities tailored for both individuals and cohorts of pre- and post-qualifying social workers.
<ul style="list-style-type: none">• Recruiting and supporting retention of social work staff, undertaking HR activities and performing a cost saving function
<ul style="list-style-type: none">• Generating income and manage resources through creation, delivery and provision of nationally recognised social work programmes.
<ul style="list-style-type: none">• Influencing and driving change by contributing to the implementation of strategic programmes and continuous improvement plans.
<ul style="list-style-type: none">• Motivating, promoting innovation and excellence to support the retention of a skilled workforce.
<ul style="list-style-type: none">• Enabling staff to deliver current best practice interventions for children and families, including providing technical and professional social work expertise.
<ul style="list-style-type: none">• Encouraging effective partnership working with service users and other teams, agencies, and organisations.
<ul style="list-style-type: none">• Participating and contribute to evaluation processes, ensuring compliance with statutory and organisational requirements. Utilise data to inform service delivery and continuous improvement.
<ul style="list-style-type: none">• Developing and maintain a network of internal and external colleagues, including those at local academic institutions.
<ul style="list-style-type: none">• Playing a pivotal role in the development of social work education and career pathways. By representing the service at local, regional, and national forums.
<ul style="list-style-type: none">• Ensuring accountability for maintaining high professional standards as outlined by Social Work England and national practice standards.
<ul style="list-style-type: none">• Developing policies and procedures departmental and BCT wide





Key Information																	
<p>Is a Safeguarding Check needed? (<i>DBS and Experian background checks</i>)</p>	<p>Dropdown Options:</p> <table border="1" style="width: 100%;"> <tr> <td>Not Required</td> <td></td> </tr> <tr> <td>Required</td> <td style="text-align: center;">x</td> </tr> </table> <p>If Required, what type:</p> <table border="1" style="width: 100%;"> <thead> <tr> <th></th> <th>Children</th> <th>Adults</th> <th>Children and Adults</th> </tr> </thead> <tbody> <tr> <td>Basic</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Enhanced</td> <td style="text-align: center;">x</td> <td></td> <td></td> </tr> </tbody> </table>	Not Required		Required	x		Children	Adults	Children and Adults	Basic				Enhanced	x		
Not Required																	
Required	x																
	Children	Adults	Children and Adults														
Basic																	
Enhanced	x																
<p>Will this position have Line Manager responsibility?</p>	<p>Dropdown Options:</p> <table border="1" style="width: 100%;"> <tr> <td>Yes</td> <td></td> </tr> <tr> <td>No</td> <td style="text-align: center;">x</td> </tr> </table>	Yes		No	x												
Yes																	
No	x																

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	Method of Assessment (M.O.A)	Essential
Qualifications	AF/I	Have Social work qualification and have Registration with Social Work England (SWE)
Qualifications	AF/Q	Hold the Practice Educators' Award level 2 or working



		towards completion
Experience	AF/I	Demonstrate Experience in working with vulnerable children and their families.
Experience	AF/I	Work closely with statutory and voluntary agencies
Skills	AF/I	Able to understand and interpret complex written reports and policy documents, including the ability to evaluate arguments.
Skills	AF/I	Communicate 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. Including the ability to deliver teaching/training in group settings.
Skills	I	Work flexibly with local and wider team. In partnership with other professional agencies to achieve overall team goals.
Skills	I	Able to practice in a relationship based style. Including role modelling high support and high challenges to maintain effective relationships.
Skills	AF/I	Demonstrate strong enabling skills which create the conditions for people to grow and develop for OFFICIAL themselves.
Other	AF	Have Registration with Social Work England (SWE)
Other	I	Demonstrates, interprets and draws meaning from information that leads to a clear



		analysis of required intervention.
Other	AF/I	Anticipate and reviews situations in depth to identify critical issues and act upon them
Other	AF/I	Practice with role model behaviour championing good practice and working in line with Trust values. As well as SWE standards.
Competency	AF/I	Evidence of supervising students and/or colleagues
Competency	AF/I	Demonstrate resilience in a complex highly pressurised environment. Using Individual's skills will have been tested. Have an ability to maintain composure under pressure should be demonstrated.
Competency	AF/I	Able to accurately record information in different format using a range of formats and programmes.
Knowledge	AF/I	Able to demonstrate an understanding of the social work task.
Knowledge	AF/I	Demonstrate current knowledge of professional social work practices
Knowledge	AF/I	Demonstrate experience and understanding of key legislation
Education	AF/I	Evidence of continuous professional development

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.