



Job Description

JOB TITLE

Job Details	
Grade	C
Number of Posts	1
Department	Help and Protection
Reporting to	Team Leader/ 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:

To safeguard and promote the welfare of the most vulnerable children and young people in the City through the delivery of high-quality services.

Key Responsibilities:

- To be responsible for a caseload of children and young people ensuring legislative requirements are met.
- To collect, accurately record, using management information systems, and critically analyse all relevant information and take appropriate actions to fulfil statutory responsibilities to promote and safeguard the well-being and interests of the child/young people.
- To ensure the well-being and safety of the child/young person is paramount through analysing all necessary information to complete assessments that comply with statutory requirements.
- To create and plan for children in need of protection and children in care involving multi agency partners according to need.
- To implement, monitor and review within multi-agency meetings, children's plans to ensure needs are being met.
- Ensure that meetings are proactive and timely; and meet the child's/young person's needs, wishes and feelings.
- Liaise and work with other professionals and agencies to achieve optimal outcomes for children and young people; and ensure that services are 'joined up' in approach.
- To accurately record, report and communicate using accurate, up-to-date evidence based information in accordance with statutory and organisational requirements



- To communicate effectively to a variety of audiences through written, verbal and other means of communication.
- To establish skills, knowledge and experience to enhance working practices in accordance with the College of Social Work ASYE Year 1 programme, Professional Capability Framework and the Social Work England's Code of Practice for Social Workers.
- To take personal responsibility for your own professional development and reflective practice and keep up-to-date with changes to legislation, court rules, policies, procedures and best practice development.
- Actively support the Team Manager by undertaking any other duties commensurate with the job or needs of the service.

Key Information	
Is a Safeguarding Check needed? (<i>DBS and Experian background checks</i>)	Yes
Will this position have Line Manager Responsibility?	No

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	Approved Social Work Qualification	AF/Q
Training	Willingness to undertake training	AF/E
Experience	Experience working in the relevant field	AF/I
Experience	Demonstrates knowledge of Social Work practises	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.

Job Title: Social Worker – Area Social Work Teams

Grade: GR4

Reporting to: Team Manager

Context

Birmingham Children's Trust employs circa. 1,900 staff and has an operating budget of approx. £200m per annum.

- Local population: 1,100,000.
- 32.4% of children are living in poverty (against an England average of 20%)
- Infant mortality is significantly higher than the average (in Birmingham it is 6.7 per 1,000 live births compared to the England average of 4.1 per 1,000)

Our Vision for 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.

'We give our best, so young people achieve their best'

Our Values:

- ONE TEAM
- ACCOUNTABILITY AND RESPONSIBILITY



- QUALITY AND INNOVATION
- RELATIONSHIPS
- HIGH SUPPORT HIGH CHALLENGE

Scope and Purpose of Role

To safeguard and promote the welfare of the most vulnerable children and young people in the City through the delivery of high quality services.

General Duties and Responsibilities

- To be responsible for a caseload of children and young people ensuring legislative requirements are met.
- Collect, accurately record, using management information systems, and critically analyse all relevant information and take appropriate actions to fulfil statutory responsibilities to promote and safeguard the well-being and interests of the child/young people.
- Ensure the well-being and safety of the child/young person is paramount through analysing all necessary information to complete assessments that comply with statutory requirements.
- Create and plan for children in need of protection and children in care involving multi agency partners according to need.
- Implement, monitor and review within multi-agency meetings, children's plans to ensure needs are being met.
- Ensure that meetings are proactive and timely; and meet the child's/young person's needs, wishes and feelings.
- Liaise and work with other professionals and agencies to achieve optimal outcomes for children and young people; and ensure that services are 'joined up' in approach.
- Accurately record, report and communicate using accurate, up-to-date evidence based information in accordance with statutory and organisational requirements.
- Prepare and present reports to conferences, courts and panels in accordance with statutory procedures and practices.
- Take personal responsibility for your own professional development and reflective practice and keep up-to-date with changes to legislation, court rules, policies, procedures and best practice development.
- Work as a team member and attend team meetings and service reviews to positively contribute to the outcomes for children achieved as a team.
- Actively support the Team Manager by undertaking any other duties commensurate with the job or needs of the service.

Supervision Received

Supervising Officer Job Title: Team Manager

Level of Supervision: Left to work within established guidelines subject to scrutiny by supervisor

Special Conditions

- This vacancy is exempt from the Rehabilitation of Offenders Act
- A Disclosure and Barring Services/ISA checks will be undertaken
- Birmingham Children's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment
- Observance of the Birmingham Children's Trust Equal Opportunities Policy will be required.

