



## Job Description

### Senior Practitioner, Therapeutic Emotional Support Service (TESS)

Job Details	
<b>Grade</b>	GR5
<b>Number of Posts</b>	
<b>Department</b>	Therapeutic Emotional Support Service
<b>Reporting to</b>	Team Manger

Who Are We?
<p>We are Birmingham Children's Trust.</p> <p>'Working Together to make Birmingham the greatest city to grow up in.'</p> <p>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.</p> <p>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.</p> <p>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.</p> <p><b>Our Vision:</b></p> <p>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.</p> <p>We will do this:</p> <ul style="list-style-type: none"><li>• with compassion and with care.</li><li>• through positive relationships, building on strengths.</li><li>• in collaboration with children, young people, families and partners.</li><li>• by listening, involving and including.</li><li>• in ways that are efficient and deliver value for money.</li></ul> <p>Success will mean significant progress towards these outcomes:</p> <ul style="list-style-type: none"><li>• healthy, happy, resilient children living in families.</li><li>• families able to make positive changes.</li></ul>



- 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

**Key Responsibilities**

- As a Senior Practitioner – to deputise for the Team Manager providing professional support to other members of the Team, deputising for the Team Manager and chairing initial screening meetings, network meetings and reviews.
- To deliver and coordinate provision of advice, support and consultation to area teams in order to meet the emotional wellbeing needs of children in care and other children receiving services from Birmingham Children's Trust.
- To provide an advanced level of therapeutic social work practice, to meet the needs of children and their families and carers referred to TESS.
- Working as a member of a team, to deliver a needs led, professional social work therapy service to children, young persons and their families/carers, complying with legislative requirements and in accordance with best practice.
- Undertake specialist assessments and provide specific therapeutic interventions in complex cases, ensuring that appropriate case records are rigorously maintained.
- Contribute to the TESS Access Point, including the provision of direct advice, guidance and information to potential referrers.
- Coordinate the delivery of advice professional support and consultation to area social workers and to contribute to the Trust's review panels.
- Contribute to the delivery of advice, support and consultation to carers and other professionals.
- Contribute and lead in practice development including the provision of training and the initiation of research projects by maintaining up to date knowledge relevant to promoting the emotional wellbeing of children in care.



- Contribute to the effectiveness of the team's work by promoting and encouraging partnership working with other teams/agencies/organisations and service users.
- Participate in the regular collection, collating and provision of appropriate performance management information including outcomes for Service Users.
- Participate in own supervision sessions and appraisals, being proactive in identifying professional/personal development needs.
- Actively seek to support the work of TESS Team Managers by undertaking any other duties commensurate with the post or the needs of the service as necessary.

Key Information													
Is a Safeguarding Check needed?	Dropdown Options: <table border="1"> <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>x</td> <td></td> <td></td> </tr> </tbody> </table>		Children	Adults	Children and Adults	Basic				Enhanced	x		
	Children	Adults	Children and Adults										
Basic													
Enhanced	x												
Will this position have Line Manager Responsibility?	Dropdown Options: <input type="text" value="No"/>												

### Person Specification

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/Q	CQSW, DipSW or Equivalent social work qualification
Qualifications	AF/Q	Registration with the Social Work England.



Experience	AF/I	Substantial post qualifying experience of therapeutic work with children with mental health problems and their families. (e.g. two years or more).
Experience	AF/I/E	Experience of assessment and planning interventions in complex cases with children with mental health problems and their families.
Experience	AF/I	Experience of working with other professionals/agencies and developing positive working relationships.
Experience	AF/I/E	Experience of writing court or similarly formal reports.
Experience	AF/I	Experience of working with people from ethnic minority backgrounds.
Skills	I/E	Understanding of key roles of a Social Worker and different methods of professional social work practice.
Skills	I	Understanding of legislation applying to Children and Families work.
Skills	I	Understanding of children's mental health and its impact on development
Skills	I/E	Demonstrable skills in assessment and counselling/therapeutic work, including specialised skills relating to a specific method, model or client group.
Skills	I	Able to manage caseloads, including complex cases, and offer consultation



Skills	I	Ability to support the professional development of social work colleagues through mentoring and training.
Skills	I	Awareness of the impact of discrimination, disadvantage and social deprivation and a commitment to anti-discriminatory practice.
Skills	I	Ability to write high quality reports/maintain accurate records.
Skills	I	High standard of communication skills.
Skills	I/E	Ability to make formal presentations
Skills	I	An ability to fulfil all spoken aspects of the role with confidence using the English Language as required by <b>Part 7 of the Immigration Act 2016</b>
Skills	I	Ability to work in a team setting and in partnership with other professionals/agencies
Skills	I	Able to work with other agencies and forge positive working relationships.
Skills	I	Ability to provide leadership in team settings and effectively chair meetings.
Skills	I	Understanding of the practise and purpose of supervision
Skills	I	Prepared to apply and work within procedures, policies and practices laid down by BCT
Skills	I/E	Basic level of IT literacy.



Training	AF/I	Evidence of post qualification CPD and willing to participate in further training, including training others.
Training	AF/I	Evidence of post qualifying training in therapeutic models/practice relevant to emotional wellbeing of looked after children.
Other	AF/I	Awareness of needs of people in multi-cultural society.
Other	I	Understanding of disadvantage and social deprivation.
Other	I	Able to demonstrate personal commitment to equality of opportunity and anti-discriminatory practice.
Other	I	Prepared to work flexibly, to meet the needs of both the service and service users.

**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.**

