



## Job Description

### Senior Practitioner – Birmingham Regional Adoption Agency

Job Details	
<b>Grade</b>	5
<b>Number of Posts</b>	1
<b>Department</b>	Regional Adoption
<b>Reporting to</b>	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

**Key Responsibilities**

- To provide a needs-led, professional social work service to children, young people and their families, complying with legislative requirements and in accordance with established best practise
- To be responsible for allocated cases including a complex caseload.
- To be responsible for assessing and supervising prospective adoptive parents to meet the needs children require adoptive family life; complying with the adoption regulations delivering agency placements, assessment for private law arrangements and aspects of intercountry adoption work
- To provide technical/professional expertise to less experienced social workers
- To share/communicate a thorough working knowledge of relevant legislation, national standards, guidance, research, departmental policy and procedures.
- To provide quality assurance and coaching/mentoring to work colleagues.
- To take a 'joined-up' approach to achieving optimal outcomes for children and young people, actively promoting/encouraging effective partnership working with service users and other teams/agencies/organisations.
- To participate in the regular collection, collation and reporting of appropriate performance management information in accordance with statutory and organisational requirements
- To participate in adopter training and development activities.
- To promote a culture of learning and evidence and relationship-based practice.
- To represent the RAA in meetings etc as required



- To 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?

Dropdown Options:

**Not Required**

Or

	Children	Adults	Children and Adults
Basic			
Enhanced	X		

Will this position have Line Manager Responsibility?

Dropdown Options:

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
Education / Qualification	AF/Q	Approved social work qualification, with a minimum of 3yrs post qualifying practice in children and families
Education / Qualification	AF/Q	Registered with Social Work England
Experience	AF/Q/I/P	Experience and knowledge of childcare and adoption



		legislation and compliance with child safeguarding procedures.
Experience	AF/Q/I/P	Knowledge and understanding of birth parents with complex backgrounds and the impact of developmental trauma and losses for their children
Experience	AF/I	Demonstrates significant experience of direct work with children managing transitions
Experience	I/P	Demonstrates knowledge of therapeutic adoption support interventions, and expected outcomes.
Experience	I	Experience of assessment of adoption support and developing therapeutic parenting capacity.
Experience	AF/I	Works flexibly with local and wider team and in partnership with other professional agencies to achieve overall team goals.
Experience	AF	Experience of supervising and supporting staff, colleagues or students.
Experience	I/P	Experience of delivering training/ group work.
Skills	I/P	Ability to analyse and develop professional opinion based on supporting evidence and / or theories.
Skills	I/P	Ability to manage more complex cases and offer support to team members/ students.
Skills	I/P	Ability to work on own initiative, solve problems and meet deadlines for case progressions.



Skills	AF/I/P	Effective communication skills in both written and verbal format that is adapted to meet the needs of the audience.
Skills	I	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

**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.**

