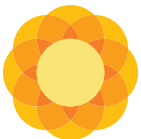


#birminghambiggestfamily

We are Birmingham Children's Trust Join us



BIRMINGHAM
CHILDREN'S TRUST

We are Birmingham Children's Trust - Join us



**by Andy Couldrick, Chief Executive
Birmingham Children's Trust**

I am extremely proud of how we have successfully contended with the challenging context of the Covid-19 pandemic. We have demonstrated our flex and resilience, quickly adapting how we work, to maintain and, in fact, grow our services to children and their families.

We quickly utilised modern technology to help us to rise to the challenge of the pandemic. We are galvanising what we have learnt, and we are modernising our approach to work. We are well on our way to achieving our aspiration of being a truly agile organisation. Our workforce tells me they are experiencing an improved worklife balance as a result.

We have developed new services, delivered with our partners, to respond to new contextual safeguarding risks: exploitation, gangs, county lines.

We need, and we are finding, new ways of working and helping social workers acquire new skills, use new tools, work in new partnerships.

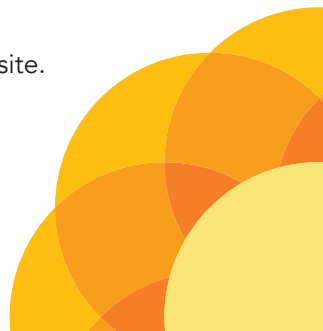
We have built and rolled out our Stronger Families programme, which pulls together some exciting work, all built on the fundamental premise that our role is first and foremost to support families to care well for their children.

The range and breadth of the services we offer means that you can experience something here in Birmingham that no one else can offer - a whole career characterised by real variety! We have also invested in our staff: manageable caseloads, rewards, professional development and progression opportunities, a lease car scheme and a great staff wellbeing package.

Our Trust Academy is now well established, offering the best start to your career. We take your professional development and wellbeing seriously. If any of this sparks your interest in finding out more about the Trust, then look out for us on the day, because we want to talk to you!

Find out more about Birmingham Children's Trust on our website.
www.birminghamchildrenstrust.co.uk

View our latest vacancies and sign up to job alerts
on our dedicated employment site.
www.birminghamchildrenstrustjobs.com



A little bit about us

Our background

Birmingham Children's Trust exists to make a positive difference for children, young people and families in the city.

We formed in April 2018. We are owned but independent from Birmingham City Council. This means we can do things differently enabling us to be innovative and creative in our practice.

We have accelerated key changes and continue to make important and significant improvements – listening to and learning from our communities and workforce, improving and maintaining consistent good social work practice to ensure the best service outcomes for all.

Our success means:

- 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; and
- children and young people safe from harm.

Our Workforce

We have a strong dedicated workforce of over 1,800 employees, with the main sector being children's social work.

We are responsible for the safeguarding of over 10,000 children and young people, across our diverse city. This makes us the largest children's services organisation in the UK.

We provide a whole range of social care services across Birmingham, we work with care and compassion to listen to what they need and involve them in the decisions that affect them.

We focus on the strengths that exist in every family and use them to bring about positive change. We understand, too, that everyone's needs are different. So, we structure our services in a way that means we can adapt to what's right for every person and allow our social care professionals to specialise in their chosen career pathway, through our excellent forward thinking, unique learning and development programme.

Our key services include:

- MASH, ASTI, Safeguarding and Children in Care.
- Disabled Children's Social Care. (DCSC), including Residential Homes.
- Fostering and Adoption.

Our specialist services include:

- Children's Advice and Support Service (CASS).
- Family Drug and Alcohol Court Team (FDAC).
- EMPOWERU our contextual safeguarding hub.
- Think Family Early Help and Intervention.
- Family Support Service.
- Youth Offending Service.
- Family Group Conferences.
- Breaking the Cycle.



**BIRMINGHAM
CHILDREN'S TRUST**

Meet Lisa

Lisa is Head of Service for our South Assessment and Short Term Intervention Service (ASTI). Find out more about Lisa...



What is your role ?

My current job role is Head of Service for South Assessment and Short Term Intervention Service (ASTI). I manage five teams who are on duty once every five weeks. My teams take in all of the assessments for the South of Birmingham. Our role is to assess the needs of children and make recommendations as to the support they may need going forward. Some children may require a period of short term support and for these families we can hold cases in our services for up to 12 weeks. For children subject to Child Protection Plans or for those who require longer term intervention under a child in need plan, we transfer these children to our Safeguarding Service.

How did you get into this job?

I began my journey in social work in Birmingham as a student. Once I had completed my placement and passed my course, I applied for a job and was successful. Over the past 17 years I have worked hard to progress and have held the roles of Social Worker, Senior Social Worker, Senior Practitioner, Principal Social Worker, Team Manager and now Head of Service. I have had the opportunity to undertake a great deal of post qualification training and completed the Practice Educator award. I have throughout my career been fortunate to have great managers who have nurtured me and supported me to develop my skills in social work. The job is challenging but I have never felt that I was doing it on my own.

How do you support your staff/team to progress?

As part of every supervision staff development is discussed and each member of staff has an appraisal which sets goals for the coming 12 months. When I was a Team Manager I supported my staff to progress to the next level of their job by providing them with opportunities to develop their skills. As a Head of Service, I have arranged for staff in my service to transfer to other service areas to develop their skills and knowledge and I have taken staff from other areas who want to learn about the ASTI service. As a manager, it is very important that we support our staff to reach their full potential. This has been my experience and I want to replicate this for others.

How has the transition into the Trust changed how you work?

Being part of the Trust allows us to concentrate fully on the welfare of children only. The Trust has given more flexibility in terms of recruitment and this has become a faster process. Communication is better and it feels that change can move at a faster pace.



Meet Nicholas

Nicholas is one of our social workers based in our Disabled Children's Social Care Team. Find out more about Nicholas...



What is your role?

I am currently a social worker with the Disabled Children's Social Care team within Birmingham Children's Trust. I work within a safeguarding team and therefore it is my responsibility to work with families and young people with significant and complex disabilities needs to promote wellbeing and development.

How did you get into children's social work?

I came into social work when I was 24 and have worked at Birmingham Children's Trust since I qualified. Prior to this I completed an undergraduate degree in Politics and Sociology and worked for a number of charities before deciding to do a Masters in Social Work. The reason I came into social work was a commitment to social values around supporting those in need and given everyone the opportunity to thrive and develop.

Can you describe your journey so far?

My journey from Newly Qualified to ASYE to Social Worker has been filled with highs and lows, stresses and rewards. My manager and ASYE lead were both very understanding and would gear the type of work I did based on my interests and gaps in my knowledge and skills.

At times, it felt like I was doing a lot of the same work purely based on the cases that the service had coming in. However, before I knew it I was completing S.47 and court work and felt like I had the grounding to manage it well.

How do you see your future?

My five year plan is to branch out into other areas. I'm either planning on going down the mental health route within Disabled Children's Team as the overlap between disability and mental health is one that needs greater awareness, or I'll look towards a teaching route. I expect to become a Senior Social Worker within the next year and start my practice educator awards and from there be able to move into specialised areas.

What advice do you have for future social workers?

My advice for anyone starting a social care career is to talk to your colleagues. It can be daunting starting in a new team with people you don't know and possibly doing work that you've never done before. However, you'll be in a team who will make you feel supported and help you secure the best outcome for the families you work with. Talk to your team mates, join the Whatsapp group, speak to your manager and ASYE lead about gaps in your learning or skills, and speak to other professionals about their roles and develop relationships.



Some of our benefits

New employee rewards
and benefits including salary
sacrifice car benefit scheme
and discounts



29

days annual leave plus bank holidays
rising to 32 days after 5 yrs and
34 days after 10 yrs + BH's

Refer a qualified social
worker and receive

£500



BIRMINGHAM CHILDREN'S TRUST



Trust contribution to
competitive pension

19.4%



24/7



**Confidential Employee Assistance helpline
to support positive mental health and wellbeing**

**Access to online
wellbeing sessions**



**Hybrid working
pattern**



**Supportive career development
with ongoing CPD training**



**Generous flexi
scheme promoting
worklife balance**



**Employee engagement
workforce groups**



**Leadership and
management
development
programme**



View our latest vacancies: [birminghamchildrenstrustjobs.com](https://www.birminghamchildrenstrustjobs.com)

"Quotes from our staff"

"The Service is on a significant improvement journey to support better outcomes for children, families, victims of youth crime and communities."

Janine Saleh – Head of Service



"Adoption Services in Birmingham are constantly improving and striving to deliver excellent services whilst embracing innovation and research."

Lisa Jamieson – Assistant Director



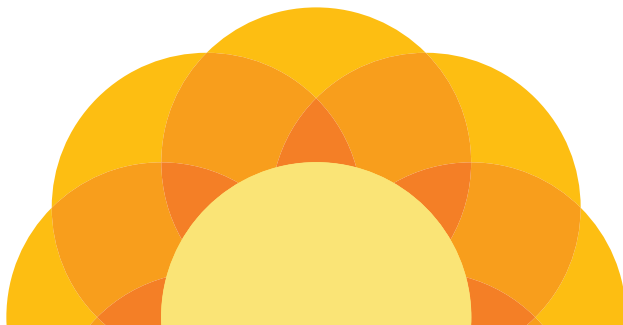
"Working in Family & Friends is rewarding. It enables me to support children to live within their family & friends network, where we know they do best."

Natasha Al-Mossili – Team Manager



"We aim to create a home away from home. We have the best people working here, fantastic facilities and fun experiences. Edgewood Rd enables children to have experiences every child should have."

Anne Fenton – Registered Manager



Our ASYE Programme

We have an excellent varied Assessed and Supported Year in Employment (ASYE) Programme run by our highly recognised Trust Academy.

There is an exciting unique option to continue your learning journey post your first year ASYE to become a NAAS Accredited Child and Family Practitioner.

This tailored and bespoke programme is available for all newly qualified social workers and is governed by Skills for Care who lead on children's ASYE programme nationally on behalf of Department for Education (DfE).

What does the programme include?

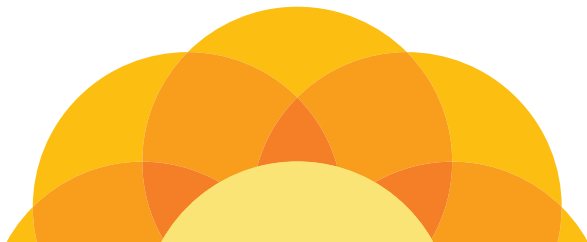
Over the twelve months you will be completing a portfolio of evidence of your progression, as well as being assessed against the Post-Qualifying Knowledge and Skills Statement.

This will include observations of practice, critical reflective logs, and feedback from both service users and professionals.

The first four weeks of the programme includes a two week-long induction with the Academy exclusively, with time to shadow social workers and teams across the service to get a good understanding of the journey of the child.

Key programme features include:

- Protected learning and development time, with limited caseloads to support your learning.
- 12 Study Days to be taken throughout the year.
- Dedicated support from the ASYE Programme Lead and Practice Academy and a social work mentor buddy from your service.
- Appointment to a permanent post upon successful completion of the programme.
- Option to complete a second year of development to consolidate your learning and to gain NAAS accreditation.



Our Stronger Families Programme

Here in the Trust we are very proud and committed to our Stronger Families programme.

Birmingham Children’s Trust believes that many of the children and families whom we work with can be supported to find their own means of supporting children, including keeping them safe in their own homes.

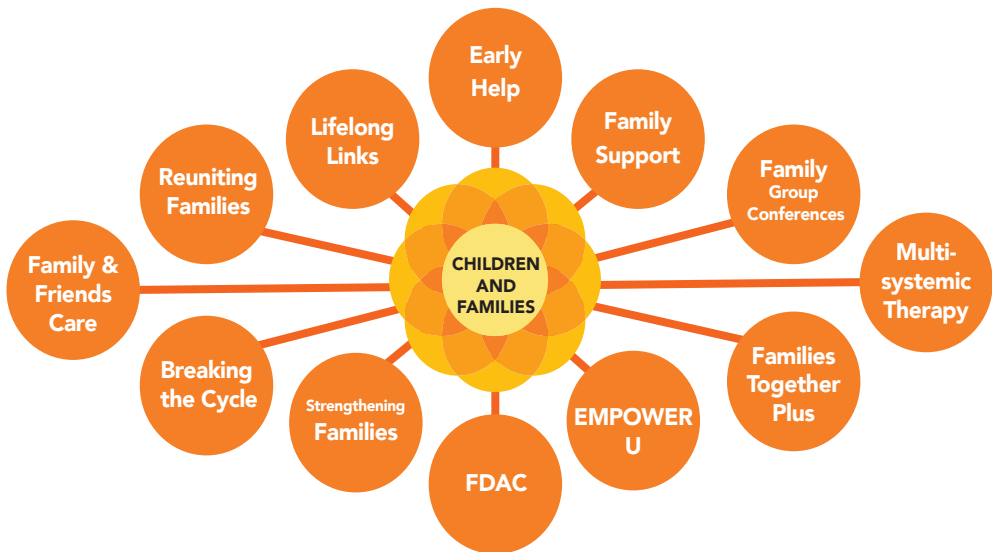
Maintaining and nurturing links for children to their families, even if growing up in care, is critical.

We know that 25% of young people, when they leave our care, return to their families.

So, we believe where possible and where big decisions about a child’s safety and care are needed, we should be enabling and supporting families to make safe decisions.

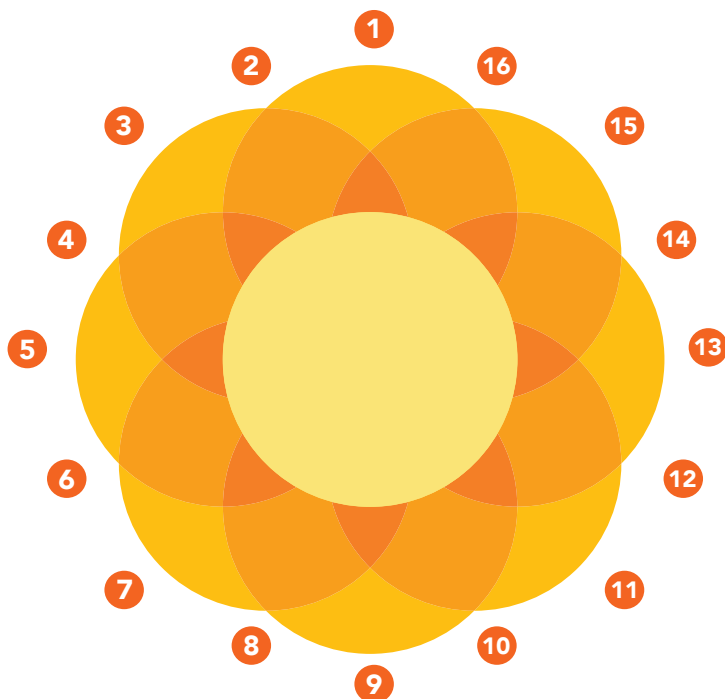
The Stronger Families model and all of the services that sit within the model make this possible....

Our Stronger Families Programme



What do you want from an employer?

Link what is important to you by drawing a continual line between your top five priorities.



- | | | | |
|----------------------------|--------------------------|-------------------------------------|--------------------------------|
| 1 Money | 5 Positive relationships | 9 Direct work resources | 13 Good induction |
| 2 Annual leave | 6 Support | 10 Career progression opportunities | 14 Staff wellbeing |
| 3 Supervision | 7 Family friendly | 11 Innovative practice | 15 Working with families |
| 4 Training and development | 8 Flexible working | 12 Variety of experience | 16 Relationship-based practice |

We are Birmingham Children's Trust. **Join Us.**



Contact us

Find out more about Birmingham Children's Trust on our website

www.birminghamchildrenstrust.co.uk

View our latest vacancies and sign up to our talent pool
on our dedicated employment website

www.birminghamchildrenstrustjobs.com

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@bhamchildtrust



Birmingham Children's Trust



Birmingham Children's Trust (England)