



Working
for Children
and Families
in Solihull



Assistant Team Manager

Integrated Front Door Assessment
Teams



Solihull Council is on a transformational journey committed to ensuring the best possible outcomes for our children, young people and their families across our local area. We've increased investment in our people and services, as well as introducing additional resources that allow us to deliver more positive changes to the borough.

We are looking for Assistant Team Managers to deliver line management for groups of staff. This role works in conjunction with relevant team managers to take responsibility for the day to day operational management of teams.



Integrated Front Door & Assessment Teams

Our children's services are made up of a strong network of teams, who work on a collaborative basis. Together, we all play our part to ensure Solihull's children, young people and families get the help and support they need.

Integrated Front Door & Assessment Teams are made up of the following teams:

Early Help Team

The Early Help team provides support and intervention as early and as effectively as possible to prevent problems from getting worse and achieve successful outcomes. The team works directly with targeted vulnerable children, young people and families in a range of settings, including the family home, to help improve outcomes.

Multi Agency Safeguarding Team (MASH)

MASH is our single point of contact for children across the borough. The role of MASH social workers is to gather information from partner agencies to complete MASH enquiries under the direction of a manager and make recommendations on the needs of children and their families, agreeing the most appropriate intervention to meet those identified needs.

Children's Assessment Team

The Children's Assessment Teams complete child and family assessments, section 47s, and child in need work. They work on a 5-week duty model enabling social workers ample time to produce high quality child and family assessments. They work with families until the point of the first court hearing, ICPC or CIN meeting.

Emergency Duty Team

A small supportive team of dedicated social workers who cover Solihull outside of usual working hours, evenings, weekends, and night on call. The team have a wide range of experience in Children's, Adults and Mental Health areas of social work.

Families Together

Our new multi-skilled team works restoratively with families, building on their existing strengths. The team takes a 'team around the family' approach, supporting families when they need it most, holding the value that children should remain living within their families where it is safe and appropriate to do so.

We aim to create sustainable relational and emotional change for families whilst strengthening local community connections for children and their parents or carers. The teams are multi-agency and are headed up by social work team managers reporting into the early help and front door service. Families together team does work out of hours as well as through the day and has close links with the EDT team.



Assistant Team Manager

Salary up to £46,549 per year


Families Together Team up to £48,587*

* Due to the nature and needs of families, this team is required to work evenings and weekends. This is reflected in the additional salary range.

Interview date: Rolling dates across October 2023

Permanent full-time, Monday to Friday with flexible working

As part of this role, you will:

- Be committed to ensuring the best possible outcomes for children, young people and their families across the local borough.
 - Provide direct line management of Social Workers and Support Workers.
 - Supervise and quality assure the work of social work staff reporting directly to you to ensure that all work is carried out in accordance with good professional practice, legal requirements, directorate policies, procedures and performance standards.
 - Contribute to the performance of the team to deliver positive outcomes for children and ensure the achievement of agreed targets and objectives.
 - Maintain and promote strong working relationships with partners and stakeholders.
 - Promote the active participation of children, young people and their parents and carers in their assessments and plans.
 - Endorse positive learning environments within the teams and develop the skills of staff
 - Manage and be responsible for chairing service users and professionals meetings.
 - Take the lead responsibility for specialist areas of work and practice development within the teams as needed.
 - Participate in the development and maintenance of practice standards and competences.
 - Work within allocated budgets in accordance with Corporate and Directorate policies and procedures.
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Assistant Team Manager

Our offer to you

- Earn one of highest salaries in the region. In a recent independent analysis of pay data across the West Midlands comparing our maximum grade salaries to 13 other local authorities we were proud to learn that our offering is in the top three for both Social Worker and Senior Social worker. Earn up to £46,549 pa as a Assistant Team Manager.
- Local government pension with 6.8% (subject to annual review/change) section contribution.
- 25 days annual leave rising to 30 days after 5 years of service. We also offer the opportunity to buy up to 10 days of additional leave per year.
- Hybrid working approach across the borough of Solihull, including council buildings and other localities.
- Flexible working hours.
- Our Children's Social Care Academy provides training and coaching for practitioners, with year-round training to progress in your career. Working in partnership with Bournemouth University, we deliver academic programs in-house to help you attain the Practice Education Award at either Honours or Masters level.
- Manageable workloads - our Social Workers have an average of 17 children, giving you the time to give dedicated support where it is needed.
- Cycle to work scheme.



Assistant Team Manager

About You

- Hold a Professional Social Work Qualification and Social Work England registration. Evidence of Continuous Professional Development.
- Significant post qualifying experience of working with children, families and their carers
- Experience of supporting the professional development of colleagues and other professionals in a social work environment e.g. through coaching, mentoring, training, quality assurance and/or peer/group/student supervision.
- Thorough knowledge of relevant childcare legislation, statutory guidance and the family justice system. Have sound knowledge and awareness of current social work policies/practices - adhering to the Knowledge and Skills framework 2014.
- Demonstrate up to date knowledge of social work theories and research and how they impact on practice.
- Ability to demonstrate the capabilities at the required level of the Professional Capabilities Framework including professional leadership.
- Have as well as effective report and assessment writing skills. Possess the ability to effectively communicate complex and sensitive information verbally and in writing to children, young people and families in a timely way.
- The ability to lead, motivate, support, develop and manage Social Workers and Support Workers. Lead on safeguarding within the team and build effective relationships with children, young people and families.
- Hold a driving licence and own your own vehicle as this is an essential car user post due to the demands of the job.
- For disabled applicants, reasonable adjustments will be made where required.



Assistant Team Manager

About Us

- We place children and young people at the heart of all we do to enable them to achieve their potential and lead fulfilling lives. This means our workforce needs to be effectively led, supported, and well trained. It's our aim to offer high-quality supervision and guidance to all team members. This includes supporting you, as you support others in the team.
- We pride ourselves on a strong culture of child-focused practice. This means transparency, cooperation, and a real commitment to the young people we will care for.
- These posts involve working with children and therefore if successful you will be required to apply for a disclosure of criminal records check at an enhanced level. Further information about the Disclosure Scheme can be found here:
www.gov.uk/disclosure-barring-service-check

If you are interested in applying to become a Social Worker in our team please submit a copy of your CV to hello@workingforsolihullcouncil.co.uk or apply via our website.





I love the diverse and inclusive environment here. The support we get is amazing, and it feels like a big, caring community within our children's services teams. This positive atmosphere helps us work together and focus on what's best for the children and young people we help. I'm proud to be part of an organisation that truly cares about its employees and the community we serve.

Sarah, Assistant Team Manager



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