



Experienced Social Worker - Family Support & Safeguarding Teams

Salary: Main Grade: £33,945 to £36,647 plus recruitment & retention package of £5,000 over 6 years.

Higher Grade: £40,220- £42,428 p.a.

Salary will be dependent on training and experience. Please indicate on your application whether you are applying for a main grade or higher-grade post.

Hours: 37 hours per week, however part time hours may be considered. Please state a preference on your application. The salary will be pro rata for part time hours.

Contract: Permanent

Portsmouth City Council

At Portsmouth City Council we value social work and we continue to invest in our front-line staff and services, drawing on a wide range of skills, sharing expertise with our partner agencies and valuing development and improving practice. We are members of Research in Practice.

As a unitary authority, Portsmouth is able to be flexible and nimble in its strategic and operational delivery to benefit our children and families.

Portsmouth City Council is committed to keeping the welfare of children and young people paramount and expects all staff and volunteers to share this goal. Every post is subject to PCC and Portsmouth Safeguarding Children's Partnership (PSCP) safer recruitment procedures and a DBS Disclosure at Enhanced level will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

The Service

We have exciting opportunities for qualified social workers to join Children and Families Directorate in one of our Family Support & Safeguarding Teams (geographically based) in Portsmouth City Council.

We are restorative in our approach, working closely with partner agencies including health, police, education, housing and voluntary agencies to build strong relationships between practitioners and their families. In 2020, Portsmouth implemented the Portsmouth Model of Family Practice which incorporates a Family Safeguarding approach to work with parents to address any mental health, substance misuse or unhealthy relationship difficulties which may be impacting on their parenting. Specialist Adult Family Safeguarding Practitioners will be co-located in your team to offer advice, guidance and intervention.

At Children's Social Care Service, we pride ourselves on providing quality interventions with families using UP2U Family Practice and Trauma Informed Model of Care to empower families to bring about sustained change; you will be provided with training in these models



of practice. We also offer social workers 1-1, group reflective practice opportunities as well as action learning sessions.

We are committed to working with families to repair harm and relationships. We have been recognised by Ofsted as a **"Good"** Local Authority with **"Outstanding"** for our Family Safeguarding and Support teams.

The successful candidate will have an opportunity to be based within one of our Family Support & Safeguarding Teams. Within this team you will be working to provide support under children in need or in need of protection where necessary, or when children have come into the care of Children's Social Care. You may be involved in working families under Public Law Outline (PLO) or within care proceedings. All of this will be undertaken with the support of your manager.

The right **'Higher Grade'** candidate is required to have substantial relevant experience or a 'Main grade' social worker who has completed their ASYE preferably in a role in Children and Families, providing assessment and interventions with families and safeguarding children.

You will be supported in your practice by your Service and Team Leaders, your peers and our Stronger Futures Academy. You will be offered Restorative Practice and Motivational Interviewing training in your first year of employment and we have a comprehensive continuing professional development pathway to meet the standards of Social Work England.

Who are we looking for?

We seek talented and curious people who want to develop their professional career as a qualified social worker and to champion best practice.

As a service we take pride in our work by valuing others, focusing on what's important so that we make a real and positive difference and you will contribute to this.

Our values are clearly supported by our restorative, family safeguarding and trauma informed approaches.

Our values:

- Valuing diversity - working with people in a way that respects and acknowledges difference.
- Person (Parent & Child) - Centered - empowering people to make informed choices and respecting their needs and wishes in equal measure.
- Curiosity - understanding the "lived" experience of the child and their family within their context and capacity to recognise their strengths.
- Communication - a commitment to open and honest engagement recognising the power imbalance.
- Co-production - working with families to draw up their own plan.

We will achieve this by ensuring the children and families we work with maximise their potential and achieve the best possible outcomes available to them through:

- The provision of timely, high-quality assessments which generate clear plans that enable services and intervention to be targeted effectively.
- Ensuring that children and families who experience our service receive a quality service that is responsive to the wishes and feelings of children. Promotes participation or service users and respects difference.
- Ensuring planning results in timely, permanent care arrangements that allow children and young people to reach their absolute potential.

If these values reflect how you are, how you work, or how you would like to work, then this could be the role that meets and exceeds your expectations of social work.

Who is the person?

You will:

1. Have a Diploma or Degree in social work and be registered with Social Work England (on graduation).
2. Have a good working knowledge of theory and legislation including the Children Act 89/04 amongst others and be prepared to understand the legislation and guidance which relates to this specialist post.
3. You will need to demonstrate understanding of the issues which relate to children & their families.
4. Be an excellent communicator who is equally comfortable speaking with children and other professionals from external partners and agencies.
5. Have excellent analytical skills to aid you in your assessment of children's needs.
6. Be someone who enjoys a busy atmosphere who can cope with competing demands and be resilient enough to manage the stresses (with support) that come from this.
7. Be motivated to achieve good outcomes for children.
8. Understand anti-oppressive practice and the legislative framework around this and be restorative in your thinking.
9. Be a person who wants to be part of a mutually supportive team.
10. Be computer literate, who is comfortable using MS word, outlook and databases.
11. Have skills intact and diplomacy - someone who is able to empathise with service users.
12. Be able to consolidate learning in working practice.



What our staff say...

"I have learned excellent time management skills and how to prioritise my work so that I can meet firm deadlines along with the pressure this creates.

I have developed my communication skills to enable me to establish and maintain good working relationships with parents to engage them in social work and support them to achieve the planned outcomes. Managing my own feelings and emotions around this intensive and often challenging work has been crucial in order for me to continue working at this high level. This role has been a huge learning curve and each day brings something new to learn. It is always interesting."

Julie, MG Social Worker

"What I like about working in Portsmouth is that we are close to senior leadership; they know who we are and are in touch with our cases. Direct line managers are great as we get so much support."

Chloe, HG Social Worker

Ofsted commentary....

Skilled, joined-up work, delivered through the local authority's preferred model of practice and involving workers for adults and children, is improving the experiences and progress of children.

Portsmouth's leaders are ambitious for their workforce to be trained and effective practitioners. The chosen model of practice has become strongly embedded in the work with children and families and workers have been trained and supported in this approach. The multidisciplinary model has improved outcomes for children and reduced harm, and feedback from families to inspectors was overwhelmingly positive.

Portsmouth is a center for learning and practitioners benefit from a comprehensive workforce development offer.

Social workers talk positively about working in Portsmouth and inspectors consistently heard about their loyalty and commitment to the service.

Additional information:

Closing date: ongoing advert, you will be contacted if successful at shortlisting.

How to apply: To make sure your application is above the rest, please review the "job profile" and "how to apply" to ensure your application matches the requirements of the role listed in the who is the person. Please ensure you refer to the 'how to apply' document when you complete your application as there is information in there that you need to include and evidence in your application for this role. This is really important or you are likely not to be short listed. Please ensure you fully read and follow the guidance, so you fully demonstrate



how you meet the points on the job profile, but you do not have to respond to each point in your application. PLEASE DO NOT JUST SUBMIT A CV.

General Data Protection Regulation (GDPR)

As part of any recruitment process, Portsmouth City Council collects and processes personal data relating to job applicants. Portsmouth City Council is committed to being transparent about how it collects and uses that data and to meeting its data protection obligations under the General Data Protection Regulations (GDPR).

Completing and sending an application in for a vacancy is your consent for us to process your data for the purpose of recruitment. Your data is not used in any other way and you can withdraw your consent at any point in the recruitment process and we will destroy or delete your information.

You will need to demonstrate that you have the Right to Work in the UK. No post will be offered without it.