Portsmouth CITY COUNCIL

Social Worker & Experienced Social Worker - Family Help

Salary: Social Worker - Band 9, £40,443 to £44,252 per annum (You will need to have completed your ASYE for the Band 9 role)

Experienced Social Worker - Band 10, £44,252 to £48,738 per annum

Plus, a recruitment and retention package of £3,000 market supplement per annum, paid monthly over a 12-month period. This payment would be pro-rata for part time staff.

Hours: Full time - 37 hours per week. Part time hours may be considered.

Contract: Permanent

Portsmouth Local Authority is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment, to improve outcomes for children.

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.

Every post is subject to PCC and Portsmouth Safeguarding Children's Board safer recruitment procedures.

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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.

The Service

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

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

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Outline (PLO) or within care proceedings. All of this will be undertaken with the support of your manager.

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.

What is the Role?

As a Social Worker in our team, you will work to ensure the children and families we work with maximise their potential and achieve the best possible outcomes available to them. You will do this 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.
- Promoting participation of service users, and respecting difference.
- Ensuring planning results in timely, permanent care arrangements that allow children and young people to reach their absolute potential.
- If this reflects who 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?

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

You will:

1. Have a Diploma or Degree in social work and be registered with Social Work England, and you will also have completed your ASYE.
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. Demonstrate understanding of the issues which relate to children and 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.

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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. Have the motivation and integrity to achieve outstanding outcomes for children.
8. Understand anti-oppressive practice and the legislative framework around this and be restorative in your thinking.
9. Be people-focused, centring the child and parent, empowering them to make informed choices and respecting their needs and wishes in equal measure.
10. Value diversity and being inclusive, and work with people in a way that respects and acknowledges difference.
11. Be a collaborative person who wants to be part of a mutually supportive team.
12. Be computer literate, and comfortable using MS word, Outlook and databases.
13. Have skills in diplomacy and tact, able to empathise with and be respectful of service users.
14. Be able to consolidate learning in working practice.
15. Practice expertly in complex situations, managing higher levels of risk, balancing support, and challenge (Experienced Social Worker)
16. Have substantial post-qualifying, relevant experience (Experienced Social Worker).
17. Take responsibility for the continuing professional development of self and others (Experienced Social Worker)
18. Commit to having a student and undertaking training to support this (Experienced Social Worker).

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.

For more detailed information on what we collect, how we use, store, delete data and your rights you can access a privacy statement on our Job board.

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