



Social Worker (Children with Disabilities)

Salary depending on experience:

ASYE - Band 8, £36,363 - £39,151 per annum Plus a Recruitment and retention payment of £2,000 for all Band 8 social workers (undertaking their ASYE) paid over 12 months as a market supplement.

Social worker - Band 9, £39,151 to £42,838, per annum. Plus, a recruitment and retention package of up to £3000 market supplement per annum to be paid monthly and will be pro-rata for part-time staff.

Experienced Social worker - Band 10, £42,838 to £47,181, per annum. Plus, a recruitment and retention package of up to £3000 market supplement per annum to be paid monthly and will be pro-rata for part-time staff.

Hours: Full time (37 hours per week).

Contract: Permanent

Portsmouth City Council is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment. It is also committed to promoting quality childcare across the city that works 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 Partnership safer recruitment procedures.

About Family Help

Family Help is our way of working that brings together targeted early help and Child in Need support into a single, seamless offer. It replaces the traditional divide between early help and statutory services, making it easier for families to access support without stigma or duplication.

Key features of Family Help include:

- Whole-family approach – addressing needs across the family, not just the child.
- Single assessment and plan – reducing duplication and focusing on outcomes.
- Family Help Lead Practitioner role – acting as the main point of contact for families and coordinating the Team Around the Family
- Evidence-based interventions – practical, relational support that builds resilience and prevents escalation.
- Family-led planning, ensuring family-based solutions are at the heart of all we do.

- The right help at the right time by the right lead professional.

Purpose of the Role

This is a new role with a focus on supporting children with complex needs, as part of a team of social workers and an occupational therapist who will case hold the more complex Children and Young People with Disabilities (CWD) and their families across the city. The postholder ensures high-quality early help, statutory support, and inclusive community provision for children with complex needs, aligned with the Family Help reforms, working collaboratively across education, health, social care, partners, and the voluntary sector.

The post holder will provide timely, proportionate, strengths-based, and relational practice that meets statutory requirements, safeguards children, and supports positive outcomes.

You will model and promote a restorative, strengths based, 'whole family' approach to safeguarding, working with parents / carers of Children receiving targeted early help, Children in Need of Support and Protection, and children subject to Public Law Outline and Care Proceedings.

Main duties.

- Take professional responsibility for the effective management of a caseload of children with disabilities who have been assessed as having complex needs, ensuring they receive appropriate support, guidance, and timely interventions.
- Demonstrate confident and effective judgement about risk and accountability in decision-making and be able to sustain engagement with fluctuating circumstances and capacities, including where there is hostility and risk.
- Use assessment procedures discerningly in response to the presenting needs and to ensure that a proportionate assessment is completed in a way that enables maximum participation.
- Use professional judgement, employing a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety whilst balancing rights and risks.
- Take the lead in managing positive intervention that prevent deterioration in health and wellbeing whilst safeguarding people at risk of abuse or neglect.
- Undertake assessment and planning for safeguarding in more complex cases, and support colleagues by utilising safeguarding skills, in line with current policies and procedures.
- Play a leading role in practice development, help promote and sustain a learning culture and mentor alternatively qualified staff within the service.

- Share and present professional knowledge and expertise to colleagues within the wider family help service and with other partners as part of a specialist service
- Take professional and personal responsibility for clear recording of analysis and judgements, maintaining up to date case records on the database as required.
- Take responsibility for working within the Directorate's data protection policies.
- Co-working (where appropriate) with less experienced qualified staff and or alternatively qualified staff .
- Chair professional meetings where appropriate.

You will:

1. Have a Diploma or Degree in social work and be registered with Social Work England
2. Have a good working knowledge of theory and legislation including the Children act 89/04 amongst others.
3. Have substantial post qualifying experience in the role of a social worker and be able to evidence extensive direct family work with families and children and be able to support the team with threshold decisions.
4. Understand how families can be supported outside of statutory intervention through restorative practice and early help.
5. Be imaginative and creative, coming up with inspirational ideas and at times amazing solutions to the toughest of problems
6. Have experience of supervising/ mentoring individuals
7. Be an excellent communicator who is equally comfortable speaking with children and other professionals from external partners and agencies.
8. Be able to converse at ease with clients and provide advice in accurate spoken English. This is essential for the post.
9. Have excellent accurate written skills, able to write reports and present evidence in a clear and concise way.
10. Have excellent analytical skill to aid you in your assessments.
11. Be someone who enjoys a busy atmosphere who can cope with competing demands and the stresses that comes with them.
12. Be motivated to achieve good outcomes for children and able to demonstrate child focussed practice.
13. Understand anti-oppressive practice and the legislative framework around this.
14. Want to be part of the team and actively encourage inter team support, enabling others to adopt a "can do" attitude and to seek solutions.



15. Be computer literate, who is comfortable using MS word, outlook and databases.
16. Have skills in diplomacy and tact - someone who can empathise with service users and encourage and foster positive change.
17. Be able to consolidate learning in working practice.

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

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.