Portsmouth CITY COUNCIL

Advanced Social Worker in the Family Support and Safeguarding Team (South)

Salary: Band 11, £48,738 to £53,051 plus a recruitment and retention package of £3,000 market supplement per annum, paid monthly.

Hours: Full time (37 hours per week).

Contract: Permanent

Specialising in one of the following areas:

- Housing and preventing homelessness
- Education and the SEND reforms
- Child Sexual abuse
- Supporting neurodivergent parents and parents with learning disabilities.

Please state on you application your preferred area of specialism. You may give more than one preference.

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. Every post is subject to PCC and Portsmouth Safeguarding Children Partnership safer recruitment procedures.

This role requires a Disclosure and Barring Service (DBS) check at Standard/Enhanced level which will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

Why come to work at Portsmouth?

Family Help in Portsmouth brings together targeted early help, Child in Need and Child Protection support in one coordinated service. A dedicated lead practitioner works alongside each family to develop a shared assessment and plan, providing timely support and reducing unnecessary changes of worker.

Our relational, restorative and trauma-informed model of practice emphasises working **with** children and families, building on their strengths and shaping solutions together. Combining high support with high challenge, we build trust, repair harm and maintain clear expectations, with children's safety and wellbeing at the centre.

Join children's services rated **Outstanding in all areas** following Ofsted's July 2026 inspection, which highlighted a positive workforce culture where staff feel valued and supported. With continued investment and a 'one-Council' approach to collaboration, Portsmouth offers an opportunity to develop your practice and contribute to an ambitious service committed to improving children's lives.

Our whole-family approach to safeguarding recognises the connection between children's wellbeing and their parents' and carers' needs. Professionals coordinate support for both children and adults, addressing difficulties together to help families achieve lasting change.

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.

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What is the Role?

You will:

- Provide team around the worker support to practitioners in relation to your specialist area of expertise that enhances the skills of the team, service, and directorate, enabling them to safeguard children effectively and support them in achieving their full potential.
- Hold a monthly surgery to provide support and guidance in relation to your specialist area of expertise.
- Take professional responsibility for managing a complex caseload which will include individuals, children, carers and families who require support and guidance.
- 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.
- Working closely with your Service Leader, you will play a leading role in practice development, help promote and sustain a learning culture and mentor less experienced staff.
- Deliver formal professional reflective supervision and provide guidance and advice regarding casework to less experienced qualified staff.
- Where required, take the role of practice educator (or train as a practice educator) for students.
- Share and present professional knowledge and expertise to colleagues within the team and with other partners.
- 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-work (where appropriate) with less experienced qualified staff.
- Chair professional meetings where appropriate.

You will be based at a Family Help Service, Civic Offices and Family Hub, Portsmouth. This is a fully office-based role with limited opportunity for hybrid working.

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Who is the Person?

You will:

- Have a social work qualification (degree, diploma or equivalent) and be registered with Social Work England.
- Understand relevant legislation.
- Currently be practising at an Experienced Social Worker level, i.e. Social Worker with substantial experience.
- Have a commitment to undertake relevant continued professional development.
- Have a full UK driving licence or be able to show that you are taking lessons, as you will be visiting various locations across Portsmouth and further afield.
- Offer high support and high challenge to families and professionals ensuring anti discriminatory practice and equal opportunities is adhered to.
- Have the ability to influence and engage social workers, managers, senior leaders to embed the very best anti-racist practice based upon research.
- Be a confident facilitator, have a keen interest in social justice, practice education and anti-oppressive 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.