



Newly Qualified Social Worker (Assessed and Supported Year in Employment (ASYE))

Salary: Band: 8, £36,363 - £39,151 per annum

37 hours per week:

You are required to work on a rota basis covering Monday - Friday as per needs of the service. Monday - Thursday 8.30am - 5.00pm and Friday 8.30am - 4.30pm.

Location: Kestrel Centre Civic Offices.

Portsmouth City Council is committed to safeguarding and promoting the welfare of 'adults at risk', children and young people and expects all staff and volunteers to share this commitment. Every post is subject to PCC and Portsmouth Safeguarding Adults and Children Partnership safer recruitment procedures.

The Service

The Integrated Health and Social Care Learning Disability Team is a part of Portsmouth City Council Adult Social Care. Based at the Kestrel Centre, Civic Offices, the team offer a city-wide health and social care service to adults with learning disabilities and their Carers. The service is delivered in collaboration with the Voluntary and Private Sector and there is active co-production with service users and carers, including the Portsmouth Learning Disability Partnership Board. The team is committed to pursuing the personalisation agenda, in order to promote independence, inclusion, choice and rights of service users and their Carers.

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.

What is the role?

You will be assessing the needs of vulnerable adults with Learning Disabilities and their Carers, to identify creative ways to meet their assessed outcomes in line with the personalisation agenda.

The role involves assessing service users in line with the Care Act 2014 and Learning Disability Service eligibility criteria. You will be completing reviews of assessments and support plans as required, reviewing care packages of adults with Learning disabilities and developing support plans to ensure positive outcomes and best value. You will develop knowledge of provider services and build professional relationships with them. Working independently, you will manage your own caseload whilst maintaining accurate records efficiently and effectively. The role also includes completing Continuing Healthcare and Mental Capacity Assessments and supporting crisis management when required. The safeguarding of adults with support is an important area of your work as will be the implementation of the safeguarding policy and procedures. In addition, you will be supporting the Learning Disability duty service by taking turns on the duty rota as required.

What we offer

In return, Portsmouth City Council is committed to the development of its staff. Benefits include a good induction process, a dedicated learning and development team to social care, regular supervisions for support, yearly personal development reviews, a supportive team culture and varied work environment where initiative is encouraged and there is space to develop specialist interests. Opportunity to work in a fully integrated social care and health service that includes a wide range of professions that can offer specialist advice and supervision.

Assessed and Supported Year in Employment (ASYE) - In your first 12 months, you will complete the ASYE, a nationally recognised programme that provides additional support and assessment to help you develop confidence and competence in your role. As a Newly Qualified Social Worker (NQSW) joining the Integrated Adult Learning Disability Service, you'll receive dedicated support to complete the mandatory ASYE programme as part of your first year with us.

A Structured and Supportive ASYE Pathway:

- A comprehensive two-week induction to the organisation and your team
- A dedicated workplace assessor, who knows your day-to-day practice
- A gradual, protected caseload with a monitored 10% reduction
- Formal progress reviews at 3, 6, 9, and 12 months
- Access to extensive learning materials and practice tools

Who is the person?

You need:

1. A recognised Social Work degree (or due to qualify in 2026).
2. Registration with Social Work England (SWE), or eligibility and commitment to register once qualified.
3. Have experience of working with Adults with Learning Disabilities ideally within a fieldwork setting.
4. Have an understanding and working knowledge of the legislation that governs the adult social care role (Care Act, Mental Health Act, Mental Capacity Act, Human Rights Act) and an awareness of practice to safeguard adults and children
5. Competence in time management, prioritising tasks, and managing conflicting demands
6. To be able to demonstrate a range of effective communication skills including the ability to converse with a diverse range of people sometimes under challenging circumstances or where there maybe barriers to understanding. The ability to



converse at ease with customers and provide advice in accurate spoken English is essential for the post

7. To have an awareness of reasonable adjustments.
8. Be able to advocate for users and carers using a problem-solving approach. Have good assessment skills.
9. Have a professional curiosity and the ability to negotiate, work creatively and flexibly with aptitude for innovative decision making.
10. Knowledge of strength-based practice and being motivated to achieve positive outcomes in relation to rights choice, independence and inclusion.
11. Be able to cope with a case workload efficiently and effectively.
12. Be able to work on our own initiative and be a wider team player.

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)

Portsmouth City Council is the Data Controller of any personal information you provide when applying for a job. It will only be used in connection with the recruitment process and will not be kept for longer than necessary. For more detailed information you can access the Data Protection Privacy Notice on our [careers portal](#).