



Why work in Family Help in Portsmouth?

Portsmouth is entering a significant and exciting phase in how we support children, young people and families. As Family Help becomes central to our system, we are strengthening our workforce so that practice remains relational, purposeful and sustainable.

This is not about short-term restructuring. It is about investing in people, strengthening practice and creating the conditions where good work can thrive.

Practice that is relational, purposeful and supported

People who work in Portsmouth consistently tell us that relationships matter here – with families, with colleagues and with leaders.

Family Help in Portsmouth means:

- working with families using high support and high challenge
- intervening earlier to create meaningful change
- building on family and community networks through Family Group Decision Making
- having the time, space and support to practise reflectively

We are clear about our Portsmouth Model of Family Practice and invest in helping staff apply it well, through reflective supervision, protected learning time and accessible professional development.

A place to grow and develop

Through Stronger Futures Portsmouth, we offer structured development at every stage of a career.

This includes:

- a strong early career and ASYE offer through the Stronger Futures Academy
- ongoing learning that deepens restorative, trauma-informed and anti-discriminatory practice
- clear pathways for both qualified and alternatively qualified practitioners
- leadership development that supports confident, compassionate and inclusive leadership

We value curiosity, learning and professional judgement. Staff are encouraged to develop expertise, influence practice and contribute to a shared learning culture.

Multidisciplinary working that makes sense

Strong Family Help depends on a diverse, multidisciplinary workforce. Alongside social workers, our teams include specialist practitioners and colleagues with a wide range of professional and lived experience.

This mix strengthens practice, supports earlier intervention and ensures families receive the right help at the right time – without fragmenting their support.

We are building on what already works in Portsmouth and continuing to grow and enhance the skills across our workforce, not replacing them.

Clear expectations – and strong support

We are open about what staff can expect from working in Portsmouth, and what we ask in return.



You can expect:

- reflective supervision and supportive leadership
- clarity about practice standards and priorities
- investment in learning and development
- honest communication during change
- space to practise safely and thoughtfully

In return, we ask for:

- commitment to relational, restorative practice
- openness to learning and reflection
- respect for families' identities, voices and networks
- contribution to a positive, inclusive culture

Leading through change

For managers and leaders, Portsmouth offers the opportunity to shape Family Help at a pivotal moment.

Leaders are supported to:

- guide teams through change without losing what matters
- embed high-quality, relational practice consistently
- balance accountability with compassion
- model equity, inclusion and cultural humility

As our system evolves, we are clear that children, families and staff need stability as well as ambition. Leadership matters – and leaders are supported to lead well.

A place to work – and to stay

Portsmouth is proud to be a place where people choose to work, develop and build their careers. Even during periods of national reform and future local government change, our focus remains on continuity, support and quality of practice.