



Team Leader - Child Safety and Asylum Team (CSAT)

Salary: Band 12 £50,787 - £54,999 per annum + Market supplement of £2500 per annum paid monthly

Hours: 37 hours per week

Contract: Permanent

Portsmouth City Council

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's Board safer recruitment procedures.

The Service

The Child Safety and Asylum Team is a small, dedicated team committed to providing exceptional care and support to children who have arrived in the UK seeking safety and asylum. We believe it is a profound privilege to care for these children in the absence of their parents, and we hold ourselves to the highest standards in doing so. We are seeking a dynamic and compassionate Team Leader to guide and support our team in delivering exceptional care to children seeking safety and asylum. This is a leadership role that requires a strong commitment to safeguarding, advocacy, and cultural sensitivity.

We are committed to creating a safe, inclusive, and anti-racist environment for all children and young people. We recognise the impact of racism and discrimination on the lives of the children and families we support. Our team actively challenges racism in all its forms, individual, institutional, and systemic, and works to ensure that every child is treated with dignity, respect, and fairness. We listen to and amplify the voices of those with lived experience, and we are dedicated to continuous learning and reflection to promote equity and justice in everything we do.

The Child Safety and Asylum team sits within the Children we Care for team, Building Your Futures, to ensure processes are aligned the team leader will at times be expected to support the social workers and team leaders within Building Your Futures.

What is the Role?

Are you an experienced Social Work Team Manager with a passion for supporting children we care for and unaccompanied asylum-seeking children and young people? Do you place the child's voice at the heart of your practice and strive to make a lasting difference in their lives?



We are excited to offer an opportunity to lead our established Child safety and Asylum Team in Portsmouth.

As Team Leader, you will be responsible for supporting a dedicated team of Social Workers who support children and young people who are seeking safety and asylum from the moment they arrive in Portsmouth. You will lead on all aspects of their journey, recognising the trauma, challenges, and loss they may have experienced, while ensuring holistic assessments of their needs, including age assessments where appropriate, and guiding them through the immigration system with ambition for their future.

You will work closely with and at times support the children we care for team, Building Your Futures. You will work alongside and in partnership with our care experienced young adult team, Supporting Your Futures, as well as external partners such as the Home Office, care providers, and health services. Your ability to build strong partnerships, delegate effectively, and motivate your team will be key to your success.

At Portsmouth City Council, we are committed to providing a supportive, safe, and inclusive environment for our staff. As a Team Leader, you will play a vital role in fostering this culture and ensuring high standards of practice across your team.

As a team leader you will:

- Supervise a team of Social Workers supporting vulnerable children we care for
- Ensure compliance with statutory guidance, local policies, and procedures
- Lead on staff development, performance management, quality assurance, and budget oversight
- Embed a restorative approach to practice and drive forward service improvement goals
- Be able to demonstrate an understanding of the UASC and children we care for legislation and processes

Key Responsibilities:

- Provide leadership and oversight of social work practice
- Support and challenge professional decision-making
- Collaborate with internal teams and external partners (e.g., health services, education, police)
- Promote child-centred, trauma-informed approaches
- Ensure safeguarding and care planning are robust and timely

What you'll need to succeed.

Who is the person?

You need to:

1. Have a Diploma or Degree in social work and be registered with Social Work England. Evidence of post qualifying experience would be an advantage.
2. Be passionate about working with children and young people and motivated to achieve good outcomes for children and young people. Be curious, creative and solution focused.



3. Work effectively as part of the Service and liaise professionally with a range of key stakeholders including children, families, colleagues, other professionals and senior managers
4. Have experience of managing staff or students and be able to support staff to grow and learn through the use of reflective supervision.
5. Have the ability to support and challenge their supervisees appropriately to ensure standards of practice are maintained.
6. Be able to problem solve when dealing with a variety of challenges and demonstrate confidence in working within agreed timescales.
7. Contribute to the process of staff development, including workforce development and/or reporting to the Service Leader about capability and disciplinary matters.
8. Have good organisational, leadership and communication skills, including proficient use of ICT and ability to produce high quality analysis.
9. Contribute to service development and lead on specific projects as directed by the Service Leader
10. Be someone who is able to organise their own time and prioritise conflicting demands.
11. Be a person who wants to be part of the team and actively encourages inter team support.
12. Be able to take responsibility for your own learning and evidence effective professional development, whilst supporting others to develop and be reflective and resilient in their practice.
13. Have a solid understanding of law, theory and statutory guidance relating to children who we care for, child in need and child protection.
14. Have substantial post qualifying experience working within children and families social work.

Contact Details for an Informal Discussion:

Service Leader, Building Your Futures, Vicky Laybourne

Vicky.laybourne@portsmouthcc.gov.uk

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.

This role is eligible for a DBS check and the DBS have published a privacy notice to ensure individuals are fully informed of the use of their personal data; their rights and that Portsmouth City Council are meeting the necessary requirements when submitting DBS checks. It is important that you read and understand this privacy policy before any application is submitted to the DBS.

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

