

Experienced Social Worker – Multi Agency Safeguarding Team

Salary: Band 10 £44,252 to £48,738 per annum.

Contract: Permanent

Hours: Full time - 37 hours per week

Portsmouth Local Authority is committed to safeguarding and promoting the welfare of children, and young people, and expects all staff and volunteers to share this commitment, 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.

About Portsmouth City Council

Portsmouth City Council is committed to safeguarding and promoting the welfare of children and young people and expects all employees to share this commitment. We are dedicated to improving outcomes for children and families through restorative, relationship-based practice and effective multi-agency working.

Our Children's Services have been recognised by Ofsted as an Outstanding Local Authority. We continue to invest in our workforce through learning, development, reflective supervision and opportunities for career progression.

The Role

As an Experienced Social Worker within the Multi-Agency Safeguarding Hub (MASH), you will play a key role in ensuring children and young people receive the right support at the right time.

You will work closely with partner agencies including Police, Health, Education, Probation, Housing and other safeguarding partners to gather, analyse and evaluate information regarding children who may be at risk of harm or in need of support.

You will provide expert social work analysis, make threshold decisions, identify risks and protective factors, and contribute to timely decision-making that promotes children's safety and wellbeing. As an experienced practitioner, you will also support and guide less experienced colleagues and contribute to the ongoing development of high-quality practice within the service.

Key Responsibilities

- Undertake screening and analysis of safeguarding contacts and referrals received by MASH.
- Gather and evaluate information from partner agencies to inform decision-making and risk assessment.
- Apply professional judgement and relevant legislation to determine appropriate thresholds and interventions.
- Make recommendations regarding statutory assessments, Child in Need services, Section 47 Enquiries, Early Help support and other safeguarding responses.
- Ensure the child's voice, lived experience and individual circumstances are central to all decision-making.
- Provide clear, evidence-based analysis and record professional judgements in a timely manner.
- Work effectively within statutory timescales and service standards.
- Build and maintain positive working relationships with partner agencies.
- Offer advice, guidance and professional challenge where required to ensure effective safeguarding arrangements.
- Support newly qualified and less experienced social workers through role modelling, coaching and informal mentoring.
- Contribute to quality assurance, service development and continuous improvement activities.
- Maintain accurate and up-to-date records in accordance with organisational policies and data protection requirements.
- Promote anti-discriminatory, anti-racist and trauma-informed practice in all areas of work.

Who is the Person

Essential

You will:

- Hold a recognised Social Work qualification (Degree, Diploma or equivalent).
- Be registered with Social Work England.
- Have substantial post-qualifying experience working with children and families within statutory children's social care.
- Have a sound knowledge of relevant legislation, guidance and safeguarding procedures, including:
 - Children Act 1989 and 2004
 - Working Together to Safeguard Children

- Human Rights Act
- Child Protection procedures
- Demonstrate excellent analytical and risk assessment skills.
- Be able to make sound decisions in complex and high-risk situations.
- Have experience of multi-agency safeguarding work and partnership collaboration.
- Be skilled in identifying risk, harm and protective factors affecting children and young people.
- Demonstrate strong communication and interpersonal skills.
- Be able to provide appropriate challenge and professional curiosity when concerns arise.
- Have excellent written recording and report-writing skills.
- Be able to manage competing demands in a fast-paced environment.
- Demonstrate a commitment to reflective practice, continuous professional development and improving outcomes for children.

Desirable

- Previous experience working within a MASH or Front Door Service.
- Knowledge of exploitation, contextual safeguarding, domestic abuse, parental mental health and substance misuse.

Our Values

We are looking for practitioners who:

- Put children at the heart of everything they do.
- Value relationship-based and restorative practice.
- Demonstrate professional curiosity and critical thinking.
- Embrace diversity, equality and inclusion.
- Work collaboratively with families and partner agencies.
- Support a culture of learning, reflection and continuous improvement.

Safeguarding

This post is subject to an Enhanced Disclosure and Barring Service (DBS) check and safer recruitment procedures. Portsmouth City Council is committed to safeguarding and promoting the welfare of children and young people and expects all employees to share this commitment.

Expected Practice Level: Experienced Social Worker with the ability to manage complex safeguarding concerns, provide expert analysis and support high-quality decision-making within a fast-paced multi-agency environment.

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.