



## Newly Qualified Social Worker - (ASYE) 2025

**Salary:** Main Grade: £35,235 - £37,937 Recruitment and retention arrangement for all Band 8 social workers (undertaking their ASYE) is £2,000 annual payment paid monthly as a market supplement.

**Hours:** 37 hours per week (part time hours will be considered and the ASYE programme length would be extended to accommodate this).

**Contract:** Permanent

### ***Do you have a passion for working with children and families?***

If so, then undertake your Assessed & Supported Year in Employment (ASYE) with Portsmouth City Council Children's Social Care.

### **Why Portsmouth?**

"The Portsmouth ASYE programme as supported via the Stronger Futures Academy, revealed a consistent view of a responsive and supportive ASYE programme which is open to evolving, change and development" (***Skills for Care Programme review 2022***)

Our approach and our values are supported by our restorative and family safeguarding approach as well as trauma informed. If they reflect how, you are, how you work, or how you would like to work, then this could be the role that meets and exceeds your expectations of social work. Portsmouth was judged "***Good with an outstanding grade in the experiences and progress of children who need help and protection***" Ofsted.

*'Portsmouth is a centre for learning and practitioners benefit from a comprehensive workforce development offer, including the Portsmouth Stronger Futures Academy, for the assessed and supported year in employment (ASYE), and a newly developed second year in practice programme for post-ASYE social workers to support the implementation of the Portsmouth model of family practice'*. Ofsted May 2023. [Portsmouth City Council - Open - Find an Inspection Report - Ofsted](#)

For further information please see our Workforce Development Strategy. [Portsmouth Children and Families Workforce Strategy 2023-2026](#)

### **Our Offer**

An opportunity to work in one of our Family Safeguarding & Support Teams based centrally or in the north of the city supporting children in need of support or protection or one of our teams for children who need to be in the care of the local authority. Further information can be found on our Stronger futures site <https://strongerfutures.co.uk/ASYE>

A structured ASYE pathway.

- A comprehensive two-week induction introducing you to the organisation and your allocated team.
- Dedicated support within the organisation to assist with successful completion of your ASYE.



- An assessor in your team who knows you and your families.
- A gradual increase in caseload with oversight by senior leaders to ensure the 10% reduction is adhered to.
- Progress reviews at 3, 6 and 9 & 12 months of your ASYE.
- A wealth of resources to assist you in your ASYE.
- Enrolment in the Stronger Futures Academy, driving ongoing professional development for staff.

### **The ASYE Stronger Futures Academy:**

- Dedicated ASYE Academy sessions to support your understanding of the journey and voice of the child.
- Practice sessions to understand and apply models of practice and tools to support you in your work.
- Benefit of external & internal specialist trainers.
- Additional identified training.
- Action learning sets and group reflective supervisions with your peers in children and adults.

### **Our commitment to you:**

- Direct access to the ASYE Co-ordinator and Stronger Futures Academy Team.
- Reflective practice is a high priority to us at Portsmouth City Council. We will offer you, personal supervision, family/ child supervision, group reflective and peer supervision.
- Support to develop your professional identity and opportunity to network with our partner agencies.
- Membership of Research in Practice with access to up-to-date research, podcasts and relevant findings.
- We will enhance your current skills to enable high standards in report and assessment writing.
- Portsmouth City Council Employee Benefits access.
- Post ASYE progression opportunities.

### **Who is the person?**

You will have/be:

- Recently graduated or graduating Newly Qualified Social Worker (NQSW) with a BA, MA, BSc, or Apprenticeship degree in social work (or equivalent gained outside the UK and recognised by Social Work England).
- A desire to further developing your working knowledge of theory and legislation and maintaining continuing professional development for your registration.
- An awareness of the complex issues and challenges which relate to children and their families and an ability to work collaboratively with them and their professional network to achieve positive outcomes.
- An understanding of safeguarding concerns will be fundamental to your role.
- Communicating clearly and confidently is important for the children, families, and professionals you work with.
- Take pride in your recording and report writing.



- Offer high support and high challenge to families and professionals ensuring anti discriminatory practice and equal opportunities is adhered to.
- Able to think creatively and respond quickly in crisis when required.
- Supportive to those you work with, your colleagues and yourself is important.
- You recognise the importance of analytical skills to inform decision making.
- Understand travelling will be required to meet the needs of children and families.
- **A full UK driving licence is essential** , as you will be visiting various locations across Portsmouth and will need to travel between them. A car will be provided if you do not have use of one.

#### **Additional information:**

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.

We work within the professional standards and guidelines of Social Work England.

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 Portsmouth City Council and Portsmouth Safeguarding Children Partnership (PSCP) safer recruitment procedures.

We would welcome an informal discussion prior to applying, please contact: [ASYE@portsmouthcc.gov.uk](mailto:ASYE@portsmouthcc.gov.uk) with your query and contact details and you will receive a timely response.

**Early applications are welcomed.** The ASYE Stronger Futures Programme commences September 2025 and ASYE can commence from date of SWE registration or employment start date.

#### **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.**