

Advanced Social Worker (Specialism Anti-Racist Practice)

Salary: Band 11, **£45,718 to £49,764** plus a recruitment and retention package of **£3,000** market supplement per annum, paid monthly, pro-rata if part-time.

Contract: **Permanent**

Hours: **Full time** (37 hours per week). Part time hours can be considered.

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 Partnership safer recruitment procedures.

Why come to work at Portsmouth?

The Children, Families & Education Service provide social work/care support and intervention with children, young people and their parents/carers. This includes Children in Need of Support, Protection and Care, including Care Experienced, Children with Disabilities and Young People who offend and/or are at risk of exploitation.

Portsmouth City Council is committed to keeping the welfare of children and young people paramount and expects all staff and volunteers to share this goal. As part of our approach, we are committed to working with families to repair harm and relationships. We have been recognised by Ofsted as a "**Good**" Local Authority, working effectively to provide services improving outcomes for children and their families.

We are restorative in our approach, working closely with partner agencies including health, police, education, housing and voluntary agencies to build strong relationships between practitioners and their families. Following on from adopting a restorative approach to working with families and each other; in 2020 Portsmouth implemented a Portsmouth Model of Family Practice which incorporates a Family Safeguarding Service who work with parents to address any mental health, substance misuse or unhealthy relationship difficulties which may be impacting on their parenting.

Judged 'Good' by Ofsted in 2023 (with outstanding in 'the experiences and progress of children who need help and protection'), we are now striving towards becoming an overall 'Outstanding' service and are committed to promoting a 'whole family' approach to safeguarding and 'going home' in Portsmouth. We continue to provide significant investment in social work with children, young people and their families to make this a reality.

In their inspection in May 2023, Ofsted recognised:

- "Skilled, joined-up work, delivered through the local authority's preferred model of practice and involving workers for adults and children, is improving the experiences and progress of children."
- "Portsmouth's leaders are ambitious for their workforce to be trained and effective practitioners."
- "Portsmouth is a centre for learning and practitioners benefit from a comprehensive workforce development offer."

We are committed to being on an active anti-racist journey. In 2024 we signed up to the Social Care Workforce Race Equality Standard (WRES). The WRES programme aims to progress workforce race equality in adult and children's social care and empower local authorities to address any gaps or concerns of inequality in their workforce.

Children's Social care has a vibrant and diverse community of practitioners who meet monthly at the Global Ethnic Majority (GEM) Forum. The group offers a safe space for celebrating ethnicity, sharing experiences, discussing concerns, and building a network for practitioners across the directorate. Time to attend meetings is protected and the group is practitioner led.

The group want to feel a shared sense of belonging, not just in their teams but across Portsmouth City Council. The GEM forum will help shape initiatives and actively engage with those new to the service when they join.

What is the Role?

You will:

- Take professional responsibility for managing a complex caseload which will include individuals, children, carers and families who require support and guidance.
- Demonstrate confident and effective judgement about risk and accountability in decision-making and be able to sustain engagement with fluctuating circumstances and capacities, including where there is hostility and risk.
- Use assessment procedures discerningly in response to the presenting needs and to ensure that a proportionate assessment is completed in a way that enables maximum participation.
- Use professional judgement, employing a range of interventions: promoting independence, providing support and protection, taking preventative action and ensuring safety whilst balancing rights and risks.
- Take the lead in managing positive intervention that prevent deterioration in health and wellbeing whilst safeguarding people at risk of abuse or neglect.
- Undertake assessment and planning for safeguarding in more complex cases, and support colleagues by utilising safeguarding skills, in line with current policies and procedures.
- Play a leading role in practice development, help promote and sustain a learning culture and mentor less experienced staff.
- Deliver formal professional reflective supervision and provide guidance and advice regarding casework to less experienced qualified staff.

- Where required, take the role of practice educator (or train as a practice educator) for students.
- Share and present professional knowledge and expertise to colleagues within the team and with other partners.
- Take professional and personal responsibility for clear recording of analysis and judgements, maintaining up to date case records on the database as required.
- Take responsibility for working within the Directorate's data protection policies.
- Co-work (where appropriate) with less experienced qualified staff.
- Chair professional meetings where appropriate.
- Support and lead the Global Ethnic Majority Forum (GEM)

You will be based at the North Locality, Medina House, Cosham. This is a fully office-based role with little opportunity for hybrid working.

Who is the Person?

You will:

- Have a social work qualification (degree, diploma or equivalent) and be registered with Social Work England.
- Understand relevant legislation.
- Currently be practising at an Experienced Social Worker level, i.e. Social Worker with substantial experience.
- Have a commitment to undertake relevant continued professional development.
- Have a full UK driving licence or be able to show that you are taking lessons, as you will be visiting various locations across Portsmouth and further afield.
- Offer high support and high challenge to families and professionals ensuring anti discriminatory practice and equal opportunities is adhered to.
- Have the ability to influence and engage social workers, managers, senior leaders to embed the very best anti-racist practice based upon research.
- Be a confident facilitator, have a keen interest in social justice, practice education and anti-oppressive practice.

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.