Portsmouth CITY COUNCIL

Qualified Social Worker - Children Seeking Safety & Asylum (Building Your Futures Team, Children we Care for)

Salary: Social Worker - Band 9, £40,443 to £44,252 per annum (You will need to have completed your ASYE for the Band 9 role). Experienced Social Worker - Band 10, £44,252 to £48,738 per annum

Plus, a recruitment and retention package of £3,000 market supplement per annum, paid monthly over a 12-month period. This payment would be pro-rata for part time staff.

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 Portsmouth City Council's safer recruitment procedures.

The Service

The Building Your Futures Team is an aspirational, child-focused service passionate about supporting children and young people to achieve positive futures. The team is creative, committed, and driven to secure the best possible outcomes for the children we care for.

They provide support to children and young people who are looked after across a range of settings, including foster care, connected and family carers, and specialist care provisions. The team also supports children with a Going Home (reunification) plan.
Building Your Futures works alongside a wide network of professionals and multi-agency partners to ensure effective, well-coordinated and ambitious care planning for every child.

The team also supports children and young people who arrive in Portsmouth seeking safety and asylum, helping them settle, feel safe, and begin to rebuild their lives.

What is the Role?

As a social worker within the team, you will have a number of children we care for allocation to you. The work includes care planning, undertaking direct and life story work, promoting positive outcomes and ensuring children and young people have permanence plans, which may include being part of the going home pathway.

You will ensure that children and families who experience our service receive a quality service that is responsive to the wishes and feelings of children.

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As a social worker in the team you will be supported to be creative and solution-focused in responding to children's individual needs. We believe strongly in involving children and young people in all aspects of their care plans and the services we provide to meet their needs.

All social workers in the team are offered training in DDP and have the support of CAMHS consultations to aid direct work.

Children Seeking Safety & Asylum Specialism

Social workers will hold a mixed caseload of children seeking safety and asylum other children we care for. The ratio will vary and will be adjusted in line with demand and the team profile at any given time.

In addition to the core responsibilities above, the children seeking safety & asylum specialism includes:

- **Age assessment practice** (Merton-compliant) and contribution to multi-agency age assessment processes where required, with meticulous recording and analysis.
- **Understanding immigration/asylum frameworks** affecting children (eg, Children Act 1989/2004 and Immigration & Asylum Act 1999), and confident liaison with UKVI/Home Office, legal representatives, NRPF teams and advocacy services.
- **Trauma-informed and culturally competent practice**, including effective use of interpreters and attention to faith, identity, language and heritage in care planning.
- **Safeguarding risks specific to children seeking safety & asylum**, including awareness of trafficking indicators and referrals to the National Referral Mechanism (NRM) where appropriate.
- **Education, health and wellbeing pathways** for newly arrived children, including EAL support, initial health assessments, and mental-health support.

Who is the person?

You need to:

1. Have a Diploma or Degree in social work and be registered with Social Work England, and you will also have completed your ASYE.
2. Have a good working knowledge of theory and legislation including the Children Act 89/04 amongst others and be prepared to understand the legislation and guidance which relates to this specialist post.
3. Demonstrate understanding of the issues which relate to children we care for.
4. Be an excellent communicator who is equally comfortable speaking with children and other professionals from external partners and agencies.
5. Have excellent analytical skills to aid you in your assessment of children's needs.
6. Be someone who enjoys a busy atmosphere who can cope with competing demands and be resilient enough to manage the stresses (with support) that come from this.
7. Have the motivation and integrity to achieve outstanding outcomes for children.
8. Understand anti-oppressive practice and the legislative framework around this and be restorative in your thinking.
9. Be people-focused, centring the child in any decision making, empowering them to make informed choices and respecting their needs and wishes in equal measure.

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10. Value diversity and being inclusive, and work with people in a way that respects and acknowledges difference.
11. Be a collaborative person who wants to be part of a mutually supportive team.
12. Be computer literate, and comfortable using MS word, Outlook and databases.
13. Have skills in diplomacy and tact, able to empathise with and be respectful of service users.
14. Be able to consolidate learning in working practice.

Desirable (children seeking safety & asylum):

1. Have knowledge of the Immigration & Asylum Act 1999.
2. Demonstrate insight into the experiences of children seeking safety & asylum.
3. Experience of Merton-compliant age assessments (or willingness to undertake training).
4. Knowledge of trafficking indicators/NRM and working with NRPF considerations.
5. Experience of pathway planning for UASC approaching adulthood, including liaison with legal advisors regarding immigration status.

Contact Details for an Informal Discussion: Vicky Laybourne - Vicky.laybourne@portsmouthcc.gov.uk

General Data Protection Regulation (GDPR)

Portsmouth City Council is the Data Controller of any personal information you provide when applying for a job. It will only be used in connection with the recruitment process and will not be kept for longer than necessary. For more detailed information you can access the Data Protection Privacy Notice on our careers portal.

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