



Advanced Social Worker - Family Support & Safeguarding Teams South Locality

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: Fixed Term or Secondment for 12 months

Hours: Full time (37 hours per week).

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.

The Service

We have exciting opportunities for qualified social workers to join our Children and Families Directorate, in one of our Family Support & Safeguarding Teams (FSS) based in Portsmouth City Council.

We have been recognised by Ofsted as a **"Good"** Local Authority with **"Outstanding"** for our Family Safeguarding and Support teams.

The successful candidate will have an opportunity to be based within one of our Family Support & Safeguarding Teams. Within this team you will be working to provide support under children in need or in need of protection where necessary, or when children have come into the care of Children's Social Care. You may be involved in working families under Public Law Outline (PLO) or within care proceedings. All of this will be undertaken with the support of your manager.

You will be supported in your practice by your Service and Team Leaders, your peers and our Stronger Futures Academy. You will be offered Restorative Practice and Motivational Interviewing training in your first year of employment and we have a comprehensive continuing professional development pathway to meet the standards of Social Work England.

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.

You will be based at the South Locality, Civic Offices, Portsmouth. 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.