



## **Experienced Social Worker - MASH**

Salary: Band 10, **£41,510 to £45,718** per annum

Contract: **Fixed Term / Secondment** for maternity cover to May 2026

Hours: **Full-time**

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 Partnership safer recruitment procedures.

### **The Service**

Portsmouth City Council's Multi-Agency Safeguarding Team works to keep children safe. We work closely with colleagues from the Police, Health, Education, Early Help, Probation, the Youth Offending Team and the Navy Welfare Service.

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.

The Portsmouth MASH is based at the Civic Office and currently consists of 5 social workers and 7 early help support workers. They work closely with colleagues from the Police, Health, Education, Early Help, Probation and the YOT. We also have a new development with the Navy Welfare Service, which will strengthen ties and improve support for locally based families from this service.

The successful candidate will be supported by a Leadership Team of five and a great Business Support Team.

### **What is the role?**

MASH is a dynamic and fast-moving service managing large volumes of information within tight timescales. Therefore, excellent critical thinking skills are required. You will need to be able to demonstrate an ability to gather information in a timely manner, record accurate notes and make a succinct analysis to assist in the case decision making process.

As partnership working is a vital element of the MASH team you will be required to represent the Children and Families Service in other multi-agency settings/panels.



Portsmouth prides ourselves on providing quality interventions into families using UP2U Family Practice Model and Trauma Informed Model of Care to empower families to bring about sustained change; you will also be provided with training in these models of practice. We also offer social workers 1-1 and group reflective practice opportunities as well as action learning sessions.

### **Who are we looking for?**

We seek talented and curious people who want to develop their professional career as a qualified social worker and to champion best practice.

*"What I like about working in Portsmouth is that we are close to senior leadership; they know who we are and are in touch with our cases. Direct line managers are great as we get so much support." Chloe, HG Social Worker*

As a service we take pride in our work by valuing others, focusing on what's important so that we make a real and positive difference and you will contribute to this.

Our approach and our values are clearly supported by our restorative, family safeguarding and trauma informed approaches. If these values 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 has held their "Good" Ofsted rating since 2018 which reflects the excellent work we do with Children and Families in the city.

Our values:

- Valuing diversity - working with people in a way that respects and acknowledges difference
- Person (Parent & Child) - Centered - empowering people to make informed choices and respecting their needs and wishes in equal measure.
- Curiosity - understanding the "lived" experience of the child and their family within their context and capacity to recognise their strengths.
- Communication - a commitment to open and honest engagement recognizing the power imbalance.
- Co-production - working with families to draw up their own plan.

We will achieve this by ensuring the children and families we work with maximise their potential and achieve the best possible outcomes available to them through:

- The provision of timely, high-quality assessments which generate clear plans that enable services and intervention to be targeted effectively
- Ensuring that children and families who experience our service receive a quality service that is responsive to the wishes and feelings of children. Promotes participation or service users and respects difference
- Ensuring planning results in timely, permanent care arrangements that allow children and young people to reach their absolute potential.

*"I have learned excellent time management skills and how to prioritise my work so that I can meet firm deadlines along with the pressure this creates. I have developed my communication skills to enable me to establish and maintain good working relationships with parents to engage them in social work and support them to achieve the planned outcomes. Managing my own feelings and emotions around this intensive and often challenging work has been crucial in order for me to continue working at this high level. This role has been a huge learning curve and each day brings something new to learn. It is always interesting." (Julie - Social Worker)*

### **Why come and work for us?**

We offer:

- Two-week induction
- Administrative support
- Flexible working
- Opportunities to supervise a student
- A Stronger Futures Academy, driving ongoing professional development for staff

We are committed to supporting our staff in a nurturing environment and successful candidates will have opportunities via training, learning opportunities and supervision to progress their career.

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

**You will:**

1. Have a Diploma or Degree in social work and be registered with Social Work England.
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. Be able to demonstrate some understanding of the issues which relate to children & their families.
4. Be an excellent communicator who is equally comfortable speaking with children and other professionals from external partners and agencies.
5. Be able to talk at ease with clients and provide advice in accurate spoken English (essential for the post).
6. Have excellent accurate written skills, able to write reports and present evidence concisely.
7. Have excellent analytical skill to aid you in your assessment of child protection cases.



8. 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.
9. Be motivated to achieve good outcomes for children.
10. Understand anti-oppressive practice and the legislative framework around this.
11. Be a person who wants to be part of a mutually supportive team.
12. Be computer literate, comfortable using MS word, outlook and databases.
13. Have skills in tact and diplomacy - someone who is able to empathise with service users.
14. Be able to consolidate learning in working 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.