



Qualified Social Worker - Early Help Team

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

Hours: Full time (37 hours per week)

Contract: Permanent

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's Board safer recruitment procedures.

The Service

The Early Help and Prevention Service in Portsmouth is a new way of doing things – providing extra practical help with families early on, to stop problems getting worse. We talk with families about the things that are most important to them, what might help and what we can do differently to help them. This is how we start working together with the whole family to help get things back on track.

In Portsmouth we believe social work matters. We continue to invest in our front-line staff and services drawing on a wide range of skills, sharing expertise with our partner agencies and valuing development and improving practice.

We are committed to working with families to repair harm and relationships. We are restorative in all we do, working closely with partnership agencies to provide high challenge and high support, building strong relationships between practitioners and their families. We have been recognised by Ofsted as a "Good" Local Authority, working systemically to provide services improving outcomes for children and their families.

What is the Role?

The role involves working within the 0-19 Early Help team to strengthen plans and support families to make change without statutory intervention. The role requires sensitive support and challenge to families and staff. The role includes line management responsibilities as part of a Locality based team. This will include data monitoring and other Quality Assurance activities.

We are committed to professional development and will provide training for the successful candidate. If successful you will be joining lively, challenging and supportive teams whose priority is in improving outcomes for Portsmouth's children and young people.

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.
3. Have substantial post qualifying experience in the role of a social worker and be able to evidence extensive direct family work with families and children and be able to support the team with threshold decisions.
4. Understand how families can be supported outside of statutory intervention through restorative practice and early help.
5. Be imaginative and creative, coming up with inspirational ideas and at times amazing solutions to the toughest of problems
6. Have experience of supervising/ mentoring individuals
7. Be an excellent communicator who is equally comfortable speaking with children and other professionals from external partners and agencies.
8. Be able to converse at ease with clients and provide advice in accurate spoken English. This is essential for the post.
9. Have excellent accurate written skills, able to write reports and present evidence in a clear and concise way.
10. Have excellent analytical skill to aid you in your assessments.
11. Be someone who enjoys a busy atmosphere who can cope with competing demands and the stresses that comes with them.
12. Be motivated to achieve good outcomes for children and able to demonstrate child focussed practice.
13. Understand anti-oppressive practice and the legislative framework around this.
14. Want to be part of the team and actively encourage inter team support, enabling others to adopt a "can do" attitude and to seek solutions.
15. Be computer literate, who is comfortable using MS word, outlook and databases.
16. Have skills in diplomacy and tact - someone who can empathise with service users and encourage and foster positive change.
17. 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.