



## Newly Qualified Social Worker - (ASYE) 2026

**Salary:** Band 8, £36,363 - £39,151 per annum Plus a Recruitment and retention payment of £2,000 for all Band 8 social workers (undertaking their ASYE) paid over 12 months as a market supplement.

**Hours:** 37 hours per week (part time hours will be considered and the ASYE programme length would be extended to accommodate this).

**Contract:** Permanent

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. Every post is subject to PCC and Portsmouth Safeguarding Children Partnership safer recruitment procedures.

This role requires a Disclosure and Barring Service (DBS) check at Standard/Enhanced level which will be required prior to any offer of employment and this post is exempt from the Rehabilitation of Offenders Act 1974.

***Do you have a passion for working with children and families?***

If so, then undertake your Assessed & Supported Year in Employment (ASYE) with Portsmouth City Council Children's Social Care.

### Why Portsmouth?

Our approach and values are supported by our relational, restorative, and family safeguarding models and applying a trauma-informed perspective. If these values reflect who you are, and how you would like to work with children and families, this could be the role that meets and exceeds your expectations of social work.

Portsmouth was judged "***Good with an outstanding grade in the experiences and progress of children who need help and protection***" Ofsted. '*Portsmouth is a centre for learning and practitioners benefit from a comprehensive workforce development offer, including the Portsmouth Stronger Futures Academy, for the assessed and supported year in employment (ASYE), and a newly developed second year in practice programme for post-ASYE social workers to support the implementation of the Portsmouth model of family practice*'. Ofsted May 2023. [Portsmouth City Council - Open - Find an Inspection Report - Ofsted](#)

For further information please see our Workforce Development Strategy. [Portsmouth Children and Families Workforce Strategy 2023-2026](#)

### Our Offer

An opportunity to work in one of our Family Safeguarding & Support Teams based centrally or in the north of the city supporting children in need of support or protection or one of our teams for children who need to be in the care of the local authority. Further information can be found on our Stronger futures site <https://strongerfutures.co.uk/ASYE>



A structured ASYE pathway.

- A comprehensive two-week induction introducing you to the organisation and your allocated team.
- Dedicated support within the organisation to assist with successful completion of your ASYE.
- An assessor in your team who knows you and oversees your work with children and families.
- A gradual increase in caseload with oversight by senior leaders to ensure the 10% reduction is adhered to.
- Progress reviews at 3, 6 and 9 & 12 months of your ASYE.
- A wealth of resources to assist you in your ASYE.
- Enrolment in the Stronger Futures Academy, driving ongoing professional development for staff.

### **The ASYE Stronger Futures Academy:**

- Dedicated ASYE Academy sessions to support your understanding of the journey and voice of the child.
- Practice sessions to understand and apply models of practice and tools to support you in your work.
- Benefit of external & internal specialist trainers.
- Additional identified training.
- Action learning sets, wellbeing spaces and group reflective supervisions with your peers in children and adults services.

### **Our commitment to you:**

- Direct access to the ASYE Co-ordinator and Stronger Futures Academy Team.
- Reflective practice is a high priority to us at Portsmouth City Council. We will offer you, personal supervision, family/ child supervision, group reflective and peer supervision.
- Support to develop your professional identity and opportunity to network with our partner agencies.
- Membership of Research in Practice with access to up-to-date research, podcasts and relevant findings.
- We will enhance your current skills to enable high standards in report and assessment writing.
- Portsmouth City Council Employee Benefits access.
- Post ASYE progression opportunities.

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

You will:

- Be a recently graduated or graduating Newly Qualified Social Worker (NQSW) with a BA, MA, BSc, or Apprenticeship degree in social work (or equivalent gained outside the UK and recognised by Social Work England).
- You'll need a desire to further developing your working knowledge of theory and legislation and maintaining continuing professional development for your registration.



- You will have an awareness of the complex issues and challenges which relate to children and their families and an ability to work collaboratively with them and their professional network to achieve positive outcomes.
- Have an understanding of safeguarding concerns which will be fundamental to your role.
- Be able to communicate clearly and confidently with the children, families, and professionals you work with.
- You take pride in your recording and report writing.
- You can offer high support and high challenge to families and professionals ensuring anti discriminatory practice and equal opportunities are adhered to.
- You're able to think creatively and respond quickly in crisis situations when required.
- Being kind and supportive to those you work with, your colleagues and yourself, is important.
- You recognise the importance of analytical skills to inform decision making.
- You understand travelling within and sometimes outside of the city boundary will be required to meet the needs of children and families.

**A full UK driving licence** is essential , as you will be visiting various locations across Portsmouth and will need to travel between them. A car will be provided if you do not have use of one.

We work within the professional standards and guidelines of Social Work England.

We would welcome an informal discussion prior to applying, please contact: [ASYE@portsmouthhcc.gov.uk](mailto:ASYE@portsmouthhcc.gov.uk) with your query and contact details and you will receive a timely response.

**Early applications are welcomed.** The ASYE Stronger Futures Programme commences September 2026 and your ASYE can commence from your date of SWE registration or employment start date.

#### **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.**

We may consider offering Skilled Worker visa sponsorship to suitably qualified overseas social workers **who are already residing in the UK**.

To be eligible, applicants must hold a recognised social work qualification and be registered with Social Work England. Sponsorship will be assessed as part of the recruitment process.

**This is only available to candidates currently living in the UK, as unfortunately we are unable to provide resettlement support.**