Qualified Social Workers

Ref no: 2382-3198

Salary: Main Grade: £28,785 to £31,370 + recruitment & retention package of £5000 over 6 years.

Higher Grade: £34,787 - £38,813 p.a.

We will consider applications from experienced and newly qualified social workers.
Please indicate on your application whether you are applying for a main grade or higher grade post.

Up to 37 hours per week, part-time or full time opportunities are available permanent and temporary for up to one year.

Portsmouth City Council is committed to keeping the welfare of children and young people paramount, and expects all staff and volunteers to share this goal. 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 are committed to working with families to repair harm and relationships. We have been recognised by Ofsted as a "Good" Local Authority, working systemically to provide services improving outcomes for children and their families.

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.

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.

Who are we looking for?

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

"I find my job to be rewarding and challenging. I really enjoy the face to face work and the variety - no one day is ever the same. I cannot envisage a time when I would want to leave PCC or change my job."    Julia, 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. Our values are outlined in our Ways of Working and our Guiding Principles alongside our values for children's social care and if they reflect how you are and how you work then this could be the role that meets your expectations of social work. Portsmouth's recent "Good" Ofsted rating reflects the excellent work we do with Children and Families in the city.

They are:

- Valuing diversity - working with people in a way that respects and acknowledges difference
- Person (Child) - Centered - empowering people to make informed choices and respecting their needs and wishes I 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 recognising the power imbalance.

We will do 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 maximum potential.

Why come and work for us?

We offer:

- Two week induction
- Excellent administrative support for all staff
- A reduced caseload
- An academy, driving ongoing professional development for staff-

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

"My role is to manage and supervise 5 social workers in the team, to develop their practice, ensure their safe working, support them in their daily practice, make joint decisions on cases and quality assure their written work and case files" , Danielle, Practice Leader

This post is available within a Locality Team. Our locality teams are Portsmouth North, Portsmouth Central 1 & Central 2, & Portsmouth South. You will be working with families as they are referred to us, supporting families under children in need
and child protection planning. Working in the Court arena both private and public law

You will:

1. Have a Diploma or Degree in social work and be registered with the Health & Care Professions Council.
2. Have a good working knowledge of theory and legislation including the Children act 89/04 amongst others.
3. Be an excellent communicator who is equally comfortable speaking with children and other professionals from external partners and agencies.
4. The ability to converse at ease with clients and provide advice in accurate spoken English is essential for the post.
5. Have excellent accurate written skills, able to write reports and present evidence in a clear and concise way.
6. Have excellent analytical skill to aid you in your assessment of child protection cases.
7. Be someone who enjoys a busy atmosphere who can cope with competing demands and the stresses that comes with them.
8. Be motivated to achieve good outcomes for children.
9. Have an understanding of anti-oppressive practice and the legislative framework around this.
10. Be a person who wants to be part of the team and actively encourages inter team support.
11. Be computer literate, who is comfortable using MS word, outlook and databases.
12. Have skills in tact and diplomacy - someone who is able to empathise with service users.
13. Be able to consolidate learning in working practice.

"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, MG Social Worker

**Additional information:**
There is no closing date we will interview as we receive suitable applications

**How to apply:** Please follow the link and see attached documents at the bottom of the Job page and ensure you fully read and follow the guidance so you fully demonstrate how you meet the points on the job profile. **PLEASE DO NOT JUST SUBMIT A CV.**

**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.

This role is eligible for a DBS check and the DBS have published a privacy notice to ensure individuals are fully informed of the use of their personal data; their rights and that Portsmouth City Council are meeting the necessary requirements when submitting DBS checks. It is important that you read and understand this privacy policy before any application is submitted to the DBS.


Please include the below statement in your application. It is important you know your rights.

I have read the Standards/Enhanced Check Privacy Policy for applicants and I understand how the DBS will process my personal data and the options available to me when submitting an application

Signed……………………………………………………………………………Dated…………………………

If you have any queries, contact us on 023 9284 1191 (8:30am to 5:00pm Monday to Thursday, 8:30am to 4:00pm Friday).

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