

Practice Tutor

(North region)

Job pack

Our mission

Frontline is a charity with a mission to make life better for children at risk of harm, by improving the services that support them. Hundreds of thousands of children experience or are at risk from abuse and neglect at home, sexual and criminal exploitation outside the home, and other harms. For these children, the right support and protection can make all the difference.

That's why we help social workers and other children's services to develop excellent practice and leadership. And why we are cultivating innovative new approaches to child protection and driving positive systems change for children.





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Important information

Reports to: Principal Practice Tutor

Salary: £54,822.63 plus competitive pension

Contract: Full-time, permanent

Location: This is a peripatetic role with travel expected across the Midlands, North West and North East regions.

Please note that travel to the London office is at your own expense.

The team you will be working in:

Practice Tutors (PTs) play a key role within the development and delivery of our social work curriculum, contributing knowledge and expertise to create a culture that promotes outstanding social work practice and education.

We are recruiting to a flexible position. You will be based in the regional Delivery team closest to where you live and will travel when required, to local authorities and teaching venues across the North of England. The purpose of the role is to provide increased capacity and support as needed.

Closing date: 23.11.26 at 9am.

Interviews:

- First round: 27.11.26 (Online via Microsoft TEAMs)
- Second round: 03.12.26 (in person, central location in North)

Teaching presentation task required



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Job description

Practice tutors (PT's) play a key role in delivering Approach Social Work.

PTs support practice hubs, based within statutory children's social care services. Each practice hub is led by a Consultant Social Worker (CSW). Core to the PT role is the ability to provide support, challenge and guidance to participants and CSWs to ensure a high-quality practice learning experience. You will continue to support participants for all three years of the programme, including supervising their Masters' dissertation.

You will be a qualified social worker with direct experience of working with children and families, and knowledge and experience of supporting social work students.

You need a good understanding of the social work role and be able to make links with adults' and children's services. You need excellent social work practice skills, experience of developing others and a commitment to educating a new generation of social workers.

This role provides the opportunity to genuinely align practice and theory. In doing so you will be committed to evidence informed practice models and have an appetite to exploring different and innovative approaches to teaching these models.





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Job description

Key responsibilities:

Practice Learning of Participant Hubs

- Use social work knowledge, theory, practice skill and experience to develop and support participants to become outstanding social workers.
- Visit practice hubs regularly and attend some hub meetings, deliver online practice seminars to your hubs and hold individual tutorials with participants. All teaching is a mix of face to face and online to both large groups and smaller multi hubs groups.
- Support participants' academic progress, provide detailed and timely feedback and mark assignments within set timescales to meet exam board requirements.
- Lead reviews of participants' progress in line with programmme timelines. Work closely with the participants to progress their journey through the programme. This will involve regular problem solving and emotional support.





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Job description

Key responsibilities continued:

Consultant Social Workers (CSW's)

- Support CSWs to lead the hubs, role model best social work practice and support them as effective practice educators
- Use mentoring and coaching techniques to support CSWs to be effective in their leadership, management and practice educator roles
- Support CSWs to hold consistently high-quality hub meetings that embed systemic practice, motivational interviewing and parenting interventions
- Develop CSWs' skills and competence in the CSW role, using agreed competencies and development framework
- Work with placement and partnership managers to ensure the CSW role is understood and valued in the local authority





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Job description

Key responsibilities continued:

Teaching

- Teach Year one participants during the Readiness for Practice stage both in person and online. Attend in person regional teaching days and whole cohort online teaching.
- Contribute to online teaching for Year two participants on the programme through large lectures, small seminars and one to one mentoring.
- Contribute to online teaching for Year 3 participants, along with small group support and individual dissertation supervision.
- Contribute to the development of teaching and learning materials and deliver content to the highest possible standard.
- Promote the Approach Social Work practice models (systemic practice, motivational interviewing and evidence informed parenting interventions) through all teaching.
- Remain up-to-date on research and practice developments, particularly in the field of child protection to provide relevant and targeted support to participants and CSWs.
- Demonstrate a commitment to knowledge generation through practice-based knowledge acquisition and research





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Experience and knowledge

	Essential or desirable	Where this will be assessed?
Qualified Social Worker in England (including up-to-date registration with Social Work England)	Essential	*Application*
Masters in Social Work and experience of practice or management in children and families' social work OR Masters in any field, and significant experience of practice or management of children and families' social work.	Essential	*Application*
Qualified in systemic family therapy, motivational interviewing or parenting interventions	Desirable	*Application*
Higher Education Authority (HEA) accreditation or relevant teaching qualification	Desirable	*Application*
Demonstrable experience of working in statutory children and families' social work setting	Essential	*Interview and Application*





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Experience and knowledge

	Essential or desirable	Where this will be assessed?
Experience of applying systemic and/or other social work models in social work	Essential	*Interview and application*
In-depth knowledge of child development and parent/carer giver factors affecting parenting	Essential	*Interview and application*
Evidence of continual professional development through informal and formal approaches	Essential	*Interview and application*
Experience of developing the knowledge and skill of others	Essential	*Interview and application*
Knowledge or experience working with the practice hub model	Desirable	*Interview and application*





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Skills and characteristics

	Essential or desirable	Where this will be assessed?
Ability to use everyday digital tools (such as Microsoft Word, Excel, Outlook and online systems) to support day-to-day work, with willingness to learn new systems as required	Essential	*Application*
Has a clear vision for children's social work, with a focus on quality and impact of practice. Committed to Frontline's vision for social work.	Essential	*Application*
Adept at using feedback effectively and reflecting on self	Essential	*Application and Interview*
Strong verbal and written communication skills	Essential	*Application and Interview*
Able to motivate and inspire others, to describe a clear vision for social work	Essential	*Application and Interview*
Good teaching skills to small and large groups	Essential	Interview





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Skills and characteristics

	Essential or desirable	Where this will be assessed?
Active listening skills and the ability to demonstrate appreciation and empathy	Essential	Application
Able to work autonomously with initiative and a solution-focused approach	Essential	Application
Highly organised with a flexible approach to work and able to prioritise effectively to meet deadlines	Essential	Application

Diversity means stronger teams and we want Frontline to reflect the communities we serve. Therefore, we are actively seeking applicants from global majority backgrounds for this role. We are a disability confident employer and welcome applicants with disabilities. We ensure a diverse shortlist for all our roles, so when prompted, we encourage you to share this information with us if you are willing to do so.





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Eligibility

It is important to us that you are aligned with our values and committed to:

- working to deliver our mission and helping achieve our vision
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

Right to work

All appointments are subject to the successful candidates demonstrating their right to work in the UK.

DBS

This post is subject to a police check of previous criminal convictions with the Disclosure and Barring Service (DBS)





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How to apply

If this sounds like the right role and organisation for you, please **submit your application** online.

Please note that we reserve the right to close all roles early if we experience a high number of applications. If you think the role is a right fit for you, please apply as soon as you can.

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Please let us know how we can make the recruitment process more accessible for you by emailing people@thefrontline.org.uk



Want to find out more?
Please contact: Karen Hewer: Interim Head of Delivery (North). Karen.Hewer@thefrontline.org.uk

Frontline

Our culture of freedom and responsibility

Freedom and responsibility is how we stay true to our mission: trusting people to use their judgement, take ownership and do what's right for children. It's what keeps Frontline creative, caring and courageous.

Freedom and responsibility has four pillars:

1. Putting children first
2. Making equality, diversity and inclusion everyone's business
3. Working as one team
4. Making decisions based on professional judgement and evidence



Learn more about our culture

Frontline

Diversity and inclusion

We believe that diversity makes for a stronger team and our employees come from a range of backgrounds with varied expertise.

We are actively seeking to bring people with different lived experiences into the charity. We aim for a workplace that is welcoming for all and diverse in age, disability, ethnicity, gender, race, religious belief, sexual orientation, social background and any other forms of identity.

In our most recent demographic survey, 26% of employees are from global majority backgrounds, 17% are disabled and 20% identify as LGBTQ+.

We are committed to:

- Being an actively anti-racist and inclusive organisation
- Taking an inclusive approach to recruitment
- Equipping our employees with the relevant knowledge to support these aims





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Our benefits

We know that working here is more than just a job title. Our benefits are a way of recognising employees for the important work they all do

Community

— Employee affinity groups (incl. LGBTQ+, Black affinity group, global majority, disabled and neurodivergent, parenting Network)

— Employee resource groups (incl. diversity and inclusion working group, sustainability working group)

— Organisational away day once a year

— Regular social activities (virtual and in-person)

— Staff in social work roles can join the Fellowship community after one year of service

Family

— Enhanced occupational maternity, adoption, paternity and shared parental leave policies

— Foster and kinship care policy

— Time off for fertility treatment / IVF appointments

Learning and development

— CPD / learning and development calendar and apprenticeships

— Tailored in-house workshops

— Coaching with qualified professional coach

— Mentoring scheme for underrepresented groups

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Our benefits cont.

Holidays

- 25 days annual leave, plus bank holidays and office closure from 25 December to 1 January
- Holiday entitlement increases by one day every year after two years' service (up to max. 30 days)
- You can buy up to five days annual leave a year

Health and well-being

- Employee support service: 24/7 confidential advice line and counselling
- Occupational health support
- Life assurance scheme: death in service benefit of x3 annual salary
- Free eye test and flu vaccine
- Sabbatical after 3 years' service (up to 6 months)

Pay, pension and loans

- Transparent salary structure, job evaluation to ensure benchmarking and competitive pay
- Up to 8% employer pension contribution, via salary sacrifice
- Interest-free bike and season ticket loan
- Interest-free deposit loan for renting or buying a new home

Flexible working

- Home-working around the needs of your role
- Flexibility around our core hours (10am-4pm)
- Mission aligned volunteering time (up to 3 days)

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