

A woman with long braids in an orange sweater and a man in a striped shirt are smiling and gesturing while talking. The background is a wall with large, overlapping geometric shapes in shades of blue and grey.

Frontline

**Practice Tutor
Delivery (South West)**

JOB PACK

If you would prefer this read aloud, guidance is available [here](#).

OUR MISSION

Almost 700,000 children in England rely on the support of social workers each year. These children need and deserve the support of life-changing social work professionals who can empower them to achieve their full potential and help to break the cycle of trauma and disadvantage.

Frontline is England's largest children's social work charity. We're committed to ensuring a safe and stable home for all children so they can reach their full potential - no matter their social or family circumstance. Our mission is to create social change for children who do not have a safe or stable home, by developing excellent social work practice, leadership and innovation. We are creating social change by building a movement of leaders in social work and broader society as part of our Fellowship. We have ambitious aims to grow this community to 5,000 impactful fellows by 2025, and with it our fellows' ability to effect system changes that will improve the life chances of vulnerable children.

We are looking for enthusiastic individuals from a diverse range of backgrounds to join our organisation and contribute to our work to create lasting social change for children and families. At Frontline we do this while striving to achieve a culture of freedom and responsibility, and working to become a truly anti-racist organisation. Read on to find out more about our culture and what we are looking for in this role.



FREEDOM AND RESPONSIBILITY: OUR CULTURE

To achieve our best work as a charity, we need to both let go of control and expect much more of one another. If we can manage this feat, you will be surrounded by a team who can solve problems, speak with candour, communicate expectations and give one another the space and support to achieve fantastic results for children and families. This is what we call a culture of freedom and responsibility.

How do we make it happen? Freedom without responsibility results in chaos – confusion, frustration, a lack of accountability. Responsibility without freedom breeds a rigid focus on following rules and process, even when professional judgement and creativity would produce better results. It can result in people doing things right without doing the right thing. Because of this, we need to have huge levels of both freedom and responsibility. The most important word is not freedom, nor responsibility, but **and**.



DIVERSITY AND INCLUSION

Frontline is an employer that takes equal opportunity seriously and seeks to walk the talk.

We believe that the strongest performing teams have a lot of difference in them. Our employees come from a range of backgrounds and with various expertise. We are committed to anti-discriminatory practice and are actively seeking to bring people with different lived experiences into the organisation. According to our most recent demographic survey, 26% of our employees are from ethnic minority backgrounds, 17% are disabled and 20% identify as LGBTQ+.

We are committed to becoming an actively anti-racist organisation. For us at Frontline, that means proactively tackling systems and structures that perpetuate and embed racism in our society. We published a racial diversity and inclusion plan in June 2020 and have been working to deliver this since that time, which you can read more about on our website [here](#).

We have a diversity and inclusion working group that includes employees from across all teams and levels including the people team and our senior leadership team. The group leads on recommendations for improvements in this area and implements initiatives to achieve equality for all.

We are committed to taking an inclusive approach to recruitment. We use a system called Pinpoint, which helps to remove bias from the selection process by anonymising applications. We ensure all of our employees have the relevant knowledge to support these aims. We design and deliver regular workshops and training around diversity, inclusion and belonging. We are proud to have won the ENEI Best Smaller Employer Award 2020.

If you're interested in hearing more about diversity and inclusion at Frontline, please feel free to contact people@thefrontline.org.uk.



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 Resource Groups (incl. LGBTQ+ Affinity Group, Black Affinity Group, family network)
- Organisational away day once a year
- Regular social activities – virtual and in-person
- Social work roles can join the Frontline Fellowship after one year of service



Family

- Enhanced Occupational Maternity, Adoption, and Shared Parental leave policies
- Partner leave
- Foster and kinship care policy – support and time off for training (up to 5 days)
- Time off for fertility treatment/IVF appointments



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)



Learning and development

- CPD – Professional qualifications and apprenticeships
- Tailored, in-house workshops
- Coaching with qualified, professional coach



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)
- 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 – assessments and counselling
- Life Assurance Scheme – death in service benefit of x3 annual salary
- Free eye test and flu vaccine
- Employee-led Wellbeing Action Group
- Sabbatical after 3 years' service (up to 6 months)



Pay, pension and loans

- Transparent salary structure
- Up to 8% employer pension contribution
- Interest-free bike and season ticket loan
- Interest-free deposit loan for renting or buying a new home

THE ROLE

Reports to:
Principal Practice Tutor

Salary:
£51,930.13 plus competitive pension

Contract:
Full Time, 12-month fixed term contract.

Location: South West, with travel expected to local authorities in and around the South West.

Closing date:
5pm, Friday 14 February

Interviews:
First round: w/c 24 February (online via Microsoft Teams)

Second round: w/c 3 March (online via Microsoft Teams)
There will be a task at this stage



The purpose of your role:

To help us achieve our mission, we are recruiting qualified social workers with direct experience of working with children and families, and knowledge and experience of supporting social work students. We are looking for candidates who can contribute to the delivery of teaching across the year, support participants in their local authority hubs and supervise participants during the 2nd year of Approach Social Work.

Practice Tutors (PTs) work closely as a peer group to share effective ways of working across participant practice hubs, local authorities and regions. They 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 education and enables teams to do their best work.

PTs are responsible for teaching and developing participants at the Readiness to Practice stage, regional teaching days and, in participant hubs within local authorities. PTs support four practice hubs, based within statutory children's social care services. Each practice hub is led by a Consultant Social Worker (CSW). Core to the Practice Tutor role is the ability to provide support, challenge and guidance to participants and CSWs to ensure a high-quality practice learning experience.

THE ROLE

Job description:

Applicants need a good understanding of the social work role and can make links with adults' and children's services. To apply 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 to be a committed to evidence informed practice models and have an appetite to exploring different and innovative approaches to teaching these models.

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 programme timelines
- Work closely with the participants to progress their journey through the programme. This will involve regular problem solving and emotional support.

Consultant Social Workers

- Support CSWs to lead the hubs, role model best social work practice and support 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 the 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



THE ROLE

Key responsibilities (continued):

Teaching

- Teach for year one participants is during the Readiness for Practice stage both in person and online, attend face to face regional recall days and whole cohort online teaching.. There is also online teaching for our year 2 participants on the programme through large lectures, small seminars and one to one support as necessary
- Provide high quality hub teaching and supervise dissertations of 2nd year participants
- Contribute to the development of teaching and learning materials and deliver content to the highest possible standard
- Promote the Frontline 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



THE ROLE

Person specification:

| 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 | <i>Application</i> |
| 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 | <i>Application</i> |
| Qualified in systemic family therapy, motivational interviewing or parenting interventions | Desirable | <i>Application</i> |
| Higher Education Authority (HEA) accreditation or relevant teaching qualification | Desirable | <i>Application</i> |
| Strong experience of working in statutory children and families' social work setting | Essential | <i>Interview and Application</i> |
| Experience of applying systemic and/or other social work models in social work | Essential | <i>Interview and Application</i> |



THE ROLE

Person specification:

| Experience and Knowledge (continued) | Essential or Desirable | Where this will be assessed? |
|--|------------------------|----------------------------------|
| In-depth knowledge of child development and parent/carer giver factors affecting parenting | Essential | <i>Interview and Application</i> |
| Evidence of continual professional development through informal and formal approaches | Essential | <i>Interview and Application</i> |
| Experience of developing the knowledge and skill of others | Essential | <i>Interview and Application</i> |
| Knowledge or experience working with the unit model | Desirable | <i>Interview and Application</i> |



THE ROLE

Person specification:

| Characteristics and Skills | Essential or Desirable | Where this will be assessed? |
|---|------------------------|----------------------------------|
| 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 | <i>Application and Interview</i> |
| Adept at using feedback effectively and reflecting on self | Essential | <i>Interview</i> |
| Strong verbal and written communication skills | Essential | <i>Application and Interview</i> |
| Able to motivate and inspire others, to describe a clear vision for social work | Essential | <i>Interview</i> |
| Good teaching skills to small and large groups | Essential | <i>Application and Interview</i> |
| Able to establish confident and authoritative relationships with stakeholders and negotiate effectively | Essential | <i>Interview</i> |
| Active listening skills and the ability to demonstrate appreciation and empathy | Essential | <i>Interview</i> |
| Able to work autonomously with initiative and a solution-focused approach | Essential | <i>Interview</i> |



THE ROLE

Person specification:

| Characteristics and Skills (continued) | Essential or Desirable | Where this will be assessed? |
|--|------------------------|------------------------------|
| Highly organised with a flexible approach to work and able to prioritise effectively to meet deadlines | Essential | <i>Interview</i> |

We believe that diversity makes for a stronger team and want our organisation to better reflect the communities we serve. Therefore, we are actively seeking applicants from racialised minority backgrounds for this role. We are also a disability confident employer and welcome applicants with disabilities. We ensure a diverse shortlist for all our roles when prompted, we encourage you to share this information with us if you feel comfortable to do so.

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



THE ROLE

You may not have all of the experience or skills listed in this job pack but don't let that automatically put you off applying. If you have relevant experience and feel you would be a good fit for this role, we'd love to hear from you.

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
- working towards our organisational goal of creating 4,000 impactful fellows by 2025
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

Requirements of the role:

- Qualified and Registered Social Worker in England
- Masters in Social Work and experience of practice or management in children and family social work OR Masters in any field and significant experience of practice or management in children and family social work
- Right to work in the UK
- This post is subject to an enhanced police check of previous criminal convictions with the Disclosure and Barring Service (DBS).

How to apply:

If this sounds like the right role and organisation for you, please apply by following this [link](#).

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.

Want to find out more?

Please contact:

Elizabeth Nash, Principal Practice Tutor on elizabeth.nash@thefrontline.org.uk

