

At least half a million children in England don't have a safe or stable home. These children and their families face some of the worst life chances, but we know that great social work has the power to change this. That's why [Frontline](#) was set up as a social work charity in 2013. We recruit and develop outstanding individuals to be social workers and leaders to transform the lives of the most vulnerable children and families. We also develop first line managers through [Firstline](#), our leadership programme for those directly managing practitioners. The Frontline [Fellowship](#) is a movement of outstanding individuals who are applying themselves to address social disadvantage in different ways, and who have completed one of our programmes.

We are striving to achieve a culture of [freedom and responsibility](#), an organisation with less bureaucracy, increasingly talented people, fewer rules, more autonomy, crystal clear expectations, lots of constructive feedback, and deeply responsible colleagues. But to become this outstanding organisation, 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.

Commitment to diversity and inclusion

To achieve our mission, we need a diverse workforce. Our employees come from a range of backgrounds and with various expertise. Although not formally required, Frontline completes [gender pay analysis](#), which demonstrates our commitment to our employees and highlights that our approach to pay and reward is fair irrespective of gender.

We are committed to taking an inclusive approach to recruitment. We use a system called [Applied](#) for all of our recruitment, which takes out bias in the selection process by anonymising applications. We ask for a CV but will only use it at the interview stage and not to shortlist. We promote diversity and inclusion at Frontline through our diversity and inclusion working group and by providing unconscious bias training to all employees. We are proud to have won the [Pink News Third Sector Equality Award 2019](#).

To support wellbeing, we encourage flexible working. All employees work around core hours between 10.00am – 4.30pm, giving you flexibility in your schedule. We also encourage working from home at least one day a week. Our employee-led wellbeing action group helps drive initiatives across the organisation to support employee wellbeing, such as employees delivering sessions on goal-setting, financial wellbeing and body positivity. The group were shortlisted for the [ENEI Wellbeing Diversity Award 2019](#).

At Frontline we celebrate difference and believe the strongest teams encompass a wide range of backgrounds and experience. We are committed to recruiting a diverse group of prospective social workers who reflect the communities they serve and are particularly interested to receive applications from people who have personal or professional insight and commitment to helping families from ethnically diverse backgrounds or those who are experiencing poverty.

Application

Follow this [link](#) to apply for this position. Applications should be received no later than 12pm on Monday 16 December. First round interviews will be on Thursday 19 December. If you have questions about this role, please contact, Vicki Parker, Head of Region at Victoria.Parker@thefrontline.org.uk

Practice Tutor (London and the west)

Reports to: Head of Region (London and the west)
Start date: ASAP
Location: London and the west (the role will cover units based in Berkshire and Maidenhead)
Salary: £48,000 plus competitive pension
Closing date: 12pm, 16 December 2019

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 lead the delivery of teaching in units and teach at the 5-week summer institute and recall days across the year, support participants in their local authority units, support the development of the programme (as appropriate) and supervise participants during the 2nd year of the Frontline programme.

Practice Tutors work closely as a peer group to share effective ways of working across participant units, local authorities and regions. Additionally, 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 that enables teams to do their best work in order to achieve our mission to transform the lives of vulnerable children and families.

Practice Tutors (PT) are responsible for teaching and developing participants at the five-week summer institute, regional recall days and, in the participant units within local authorities. PTs are responsible for supporting a number of participant units, based within statutory children's social care services. Each unit comprises four (in some cases 5) participants and is led by a Consultant Social Worker (CSW). Core to the Practice Tutor role is the ability to provide general support, challenge and guidance to participants and CSWs in order to ensure that participants practice learning experience is of excellent quality.

Applicants need a good understanding of the social work role and have the ability to make links with adults' and children's services. PTs also support CSWs to develop and provide excellent guidance and management to participants on the programme. To apply you will need to have good social work practice skill, 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 and instil the same strong commitment in CSWs and participants. In doing so you will need a commitment to evidence informed practice models and an appetite to exploring different and innovative approaches to teaching these models. All new PTs are supported to gain fellowship status with the HEA if you don't have it already.

Summary of responsibilities

Practice Learning of Participant Units

- Use social work knowledge, theory, practice skill and experience to develop and support participants to become outstanding social workers
 - Visit units regularly and attend unit meetings, deliver teaching sessions and hold individual tutorials with participants
 - Complete direct observations of practice, provide detailed and timely feedback and mark assignments
 - Lea reviews of participants' progress in line with programme timelines
 - Mark written assignments
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- Work closely with relationship and development managers and heads of region to manage relationships to ensure suitable practice learning conditions

Consultant Social Workers

- Support CSWs to lead the units, role model best social work practice and effective practice educators
- Use coaching and mentoring techniques to support CSWs to be effective in their leadership, management and practice educator roles
- Support CSWs to hold consistently high-quality unit 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 relationship and development managers to ensure the CSW role is understood and valued
- Contribute to the training and selection of CSWs as required

Teaching

- Teach at the 5-week summer institute, regional recall days and on year 2 of the programme through large lectures, small seminars and one to one support as necessary
- Provide high quality in unit teaching and support with quality assuring teaching and academic input
- 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
- Ensure participants draw links between adults' and children's services
- Demonstrate a commitment to knowledge generation through practice-based knowledge acquisition and research
- Supervise dissertations of 2nd year participants
- Support with the design of high quality programme content



Person Specification

Values and alignment

- Prepared to work in line with our [values](#) of being brave, showing respect, pioneering, keeping curious and always keeping in mind that what matters most is what works. You should be able to role model these values in all that you do and expect these of colleagues you work with.
- Committed to creating a culture of [freedom and responsibility](#)
- A willingness and ability to be fully aligned to, and be an advocate for, Frontline's purpose and theory of change across all areas of work including a:
 - focus on having the highest standards for recruiting top talent into social work
 - approach to our Fellows (alumni) that celebrates, encourages and recognises individuals who are improving safety and stability for children whether they remain in social work or work outside of the profession
 - and a commitment that every child should have a safe and stable home and that this is best supported by social workers who work alongside families

Experience, knowledge and skills

- Has a clear vision for children's social work, with a focus on quality and impact of practice and committed to Frontline's vision for social work
- Strong experience of working in statutory children and families' social work setting.
- Experience of applying systemic and / or other social work practice models in social work
- In-depth knowledge of child development and parental/care giver factors affecting parenting
- Evidence of ensuring continuous professional development through informal and formal approaches
- Experience of developing the knowledge and skills of others
- Knowledge or experience of working with the unit model (desirable, not essential)
- Strong verbal and written communication skills.
- Able to motivate and inspire others and describe a clear vision for social work
- Able to make effective use of feedback and provide constructive challenge
- Good teaching skills to small and large groups
- Able to establish confident and authoritative relationships with stakeholders and negotiate effectively
- Active listening skills and the ability to demonstrate appreciation and empathy
- Able to work autonomously with initiative and a solution focused approach
- Highly organised with a flexible approach to work and able to prioritise effectively to meet deadlines
- Adept at using feedback effectively and reflecting on self

Requirements

- Qualified and Registered Social Worker in England
 - Masters level qualification in social work
 - Experience of practice or management in children and family social work.
 - Qualified in systemic family therapy, motivational interviewing or parenting interventions (desirable)
 - HEA accreditation or relevant teaching qualification (or willingness to achieve this in first 12 months)
 - Right to work in the UK
 - Interest in and commitment to the Frontline programmes, mission and values
 - This post is subject to an enhanced police check of previous criminal convictions with the Disclosure and Barring Service (DBS)
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