

# FRONTLINE

CHANGING LIVES

**Practice Tutor (North West)**

**12-Month FTC (Maternity Cover)**

**JOB PACK**

# OUR MISSION

Each year, over 700,000 children in England rely on the support of a social worker. 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 we recruit and develop outstanding individuals to be social workers and leaders to transform the lives of the most vulnerable children and families.

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We are looking for outstanding people from diverse backgrounds to join our organisation to lead and support the running of these core areas of work to achieve fantastic results for children and families. We want to achieve this whilst striving to achieve a culture of freedom and responsibility. Read on to find out more about this culture and what we are looking for in this role.



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## FREEDOM AND RESPONSIBILITY: OUR CULTURE

To become an 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. 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.

We promote inclusive leadership and aim to achieve a workforce that is diverse in age, disability, ethnicity, gender identity or expression, race, religious belief, sexual orientation, social background and any other forms of identity.

We voluntarily complete a gender pay analysis, which demonstrates 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, which helps to remove bias from 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 are proud to have won the Pink News Third Sector Equality Award 2019.

We are committed to ensuring all employees have the relevant knowledge to support these aims. We design and deliver workshops and training around diversity, inclusion and belonging.

In addition, all of our activity and teaching has a strong focus on anti-discriminatory practice, inclusion and practitioner reflexivity. As a result, our programme participants reflect on their identity, the lives of the children and families with whom they work and their experiences.



# THE ROLE

**Reports to:**  
Principal Practice Tutor

**Salary:**  
£46,000 plus competitive pension

**Contract:**  
12-month fixed term (maternity cover)

**Location:** North West of England, with regular travel across your geographical area\*

\*If you are interested in this role but not based in the North West, we are often recruiting in other regions so please [register your interest](#) and we'll be in touch when there's a vacancy.

## 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 lead the delivery of teaching across the year, support participants in their local authority units and supervise participants during the 2<sup>nd</sup> year of the Frontline programme.

Practice Tutors (PTs) work closely as a peer group to share effective ways of working across participant units, 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 five-week summer institute, regional recall days and, in the participant units within local authorities. PTs support a number of units, based within statutory children's social care services. Each unit 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.

Applicants need a good understanding of the social work role and have the ability to 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. PTs are supported to gain fellowship status with the HEA if not already held.

**The team you will be working in:**  
Frontline Programme Delivery

**Closing date:**  
9am, 3 December 2020

**First interview:** 14 December 2020  
**Second interview:** 21 December 2020



# THE ROLE

## Job description:

### Practice Learning of Participant Units

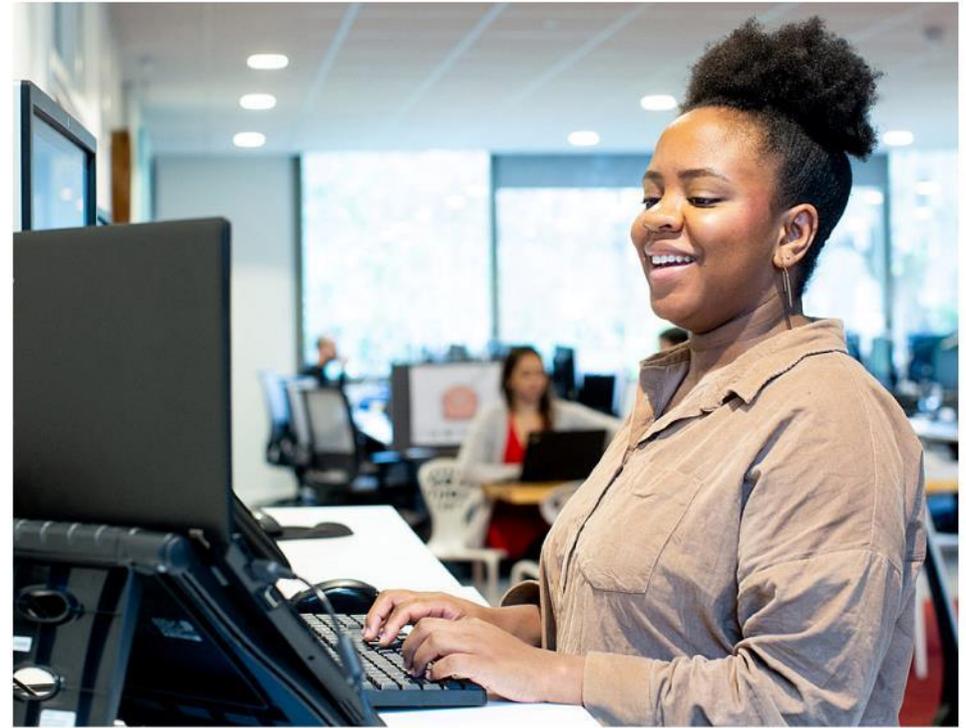
- Use social work knowledge, theory, practice skill and experience to develop and support participants to become outstanding social workers
- Visit units regularly and attend unit meetings, deliver teaching sessions and hold individual tutorials with participants. Due to the current situation a lot of these visits will be virtual.
- Complete direct observations of practice, provide detailed and timely feedback and mark assignments
- 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 units, 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 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 in the local authority
- Contribute to the training and selection of CSWs as required

### Teaching

- Teach 10 days 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 supervise dissertations of 2<sup>nd</sup> 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:

### Values and alignment

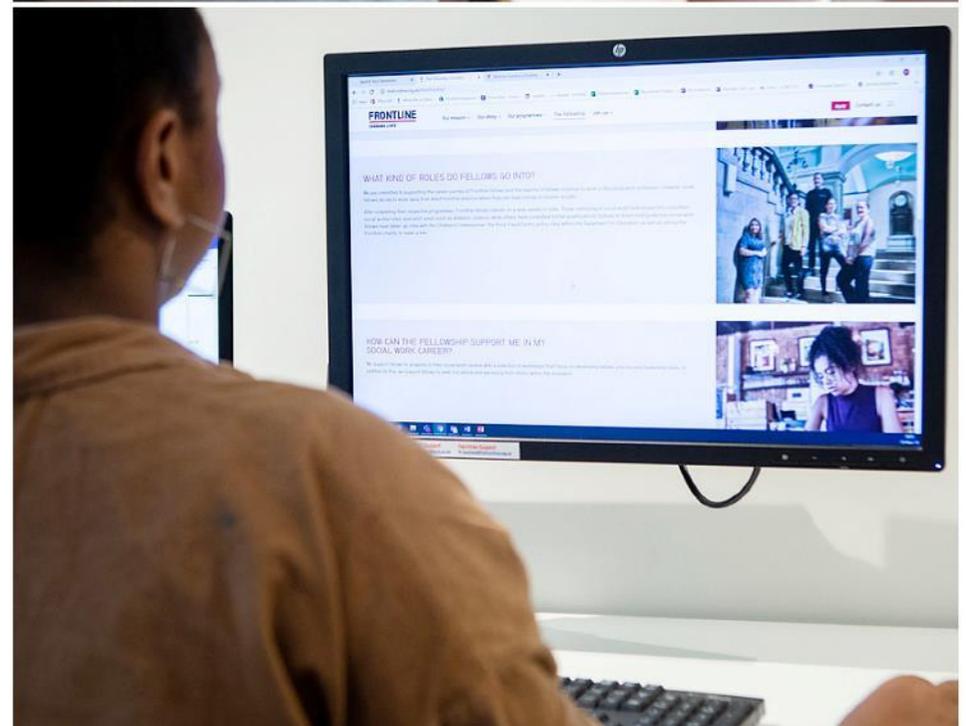
- Prepared to work in line with our values
- Committed to creating a culture of freedom and responsibility
- A willingness and ability to be fully aligned to, and be an advocate for, Frontline's purpose and theory of change across all areas of work including a:
  - focus on having the highest standards 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 and knowledge

- 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)

### Characteristics 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
- Adept at using feedback effectively and reflecting on self
- Strong verbal and written communication skills.
- Able to motivate and inspire others and describe a clear vision for social work
- 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



# THE ROLE

## Requirements of the role (essential):

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

## How to apply:

We currently lack racial diversity in our Practice Tutor group and want our organisation to better reflect the communities we serve. Therefore, we are actively seeking applicants from Black, Asian and minority ethnic backgrounds for this role.

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

## Want to find out more?

Please contact Karen Hewer (Principal Practice Tutor) at [karen.hewer@thefrontline.org.uk](mailto:karen.hewer@thefrontline.org.uk)

