



Frontline

Making social work
better for children

Deputy consultant social worker

Role guide

What is Frontline?

Frontline is England's largest social work charity. Everything we do aims to make life better for children who need a social worker, to help keep them safe from harm and to give them every possible chance to fulfil their potential. We do this through developing excellent social work practice, leadership and innovation.

One of the ways we make this happen is by recruiting and teaching a new, diverse generation of social workers specialising in child protection to join our Frontline programme. The programme is a three-year social work training programme for graduates and career changers delivered in collaboration with Lancaster University.

The Deputy Consultant Social Worker (DCSW) role is pivotal to the participants' first year on the programme, and is a unique opportunity for social workers to step up into a management position whilst continuing to develop their practice skills.

The DCSW opportunity

The Deputy CSW position offers the opportunity to:



Gain experience in management and teaching



Influence and shape practice, and practice education, across your local authority



Access a high quality CSW Leadership Development Programme of 15 days over 13 months, delivered by top practice experts and systemic trainers



Demonstrate through a portfolio of work that you meet the Practice Educator Professional Standards (Stage 1)



Join a growing network of pioneering social workers shaping a new model of social work delivery



Receive support and mentoring from one of Frontline's practice tutors

What is the Frontline programme?



Year 1

Readiness for practice

- 2 days shadowing prior to July
- 5 weeks' blended learning
- Readiness for practice assessment

200-day placement

- Work in a hub of five participants, managed by a consultant social worker
- 20 skills days and 8 hub teaching sessions
- Academic and placement assessments
- 30 day contrasting placement in adults' services

Complete Postgraduate Diploma in Social Work and register with Social Work England as a qualified social worker upon successful completion of year 1.

Year 2

Assessed and supported year in employment (ASYE)

- Participant employed by the local authority as a newly qualified social worker

Continuous professional development

- 6 online learning units on child protection and contextual safeguarding

Pastoral support and mentoring sessions

- 4 mentoring sessions with practice tutor
- 4 practice hub meetings led by practice tutor

Year 3

Targeted support

- 4 coaching sessions with professional coaches, assisting their transition from ASYE to experienced practitioner
- 4 teaching days

Undertake a dissertation research project

- Literature review based on social work practice
- Participate in dissertation supervisor support sessions

Complete **MA in Advanced Relationship Based Social Work Practice with Children and Families**

Person specification

To be eligible for the Deputy CSW role you need to:

- be a SWE registered social worker (permanent),
- have experience working in child protection social work, and
- have at least two years of social work experience after qualification.

There is no requirement that you have a systemic qualification or prior systemic training. Similarly, you do not need to have been a practice educator or manager of social workers.

All our activity and teaching as a charity has a strong focus on anti-discriminatory practice and inclusion. We cannot develop excellent social work practice and leadership without including a wide variety of voices, experiences and backgrounds. Therefore, we are actively seeking applicants from racialised minority groups for this role.



What does a DCSW do?

Practice Expert

- Offer shadowing and co-working opportunities, consistently modelling outstanding social work practice by: identifying and managing risk, being curious and analytical, hypothesising, building strong relationships and using evidence-based interventions to help families change.
- When co-working with students, you will take responsibility for decisions in family work (in accordance with your line management responsibility). This includes consistently demonstrating confidence in being able to explain to students your decisions and the way these have been made.
- Provide support and guidance to participants in collaboration with the consultant social worker.
- Support students to develop leadership qualities in practice, building on their leadership training, encouraging participants to set a vision with families, coordinating professional networks toward a common goal, and working effectively with conflict.

Leadership

- Be a point of contact for students, working collaboratively with the CSW to create a supportive learning experience.
- Support the integration of the hub and individual students into the wider team, including the initial induction at the beginning of placement.
- Debrief with students after joint visits, ensuring they receive high quality feedback.
- Support the CSW by raising any concerns about the students' progress in a timely and appropriate way.

What does a DCSW do?

Practice Education

- In collaboration with the CSW, create good learning opportunities for students through shadowing and co-working.
- Alongside the CSW, you will use your judgement to expose participants to increasingly complex and varied work with children and families at the appropriate level.
- Regularly attend and on occasion chair unit meetings, supporting the students to apply the practice models they have learnt in family discussions and work with children and families.
- Provide supervision for the students regarding children and families that are being co-worked.
- Offer to conduct direct observations and assessments of student's practice.
- Occasionally provide feedback reflective logs and reflections on service user feedback throughout the year.
- Use your insight and understanding of the students' practice to support the CSW with progress reviews and assist in the development of at least one student Practice Development Plan.

If you'd like more information about the Deputy CSW role, or the CSW training programme, visit our website [here](#).

How do I apply?



1. Complete an application form

Follow [this link to complete an online application form](#)

2. Anonymous scoring

The panel will anonymously score the applications. These scores will be carried forward and considered in the overall hiring decision, should you be progressed to the next stage.

3. Attend an interview

If successful, you will be asked to complete a role play and interview.

If you have any questions about the role, contact us at partnerships@thefrontline.org.uk

Throughout our recruitment process we will be assessing the following competencies:

Practice skill and knowledge
Analysis and decision making
Communication
Developing and assessing practice
Supervision and leadership
Organisation and planning
Reflexivity
Motivation