



stronger **futures** **prospectus**



2021/22

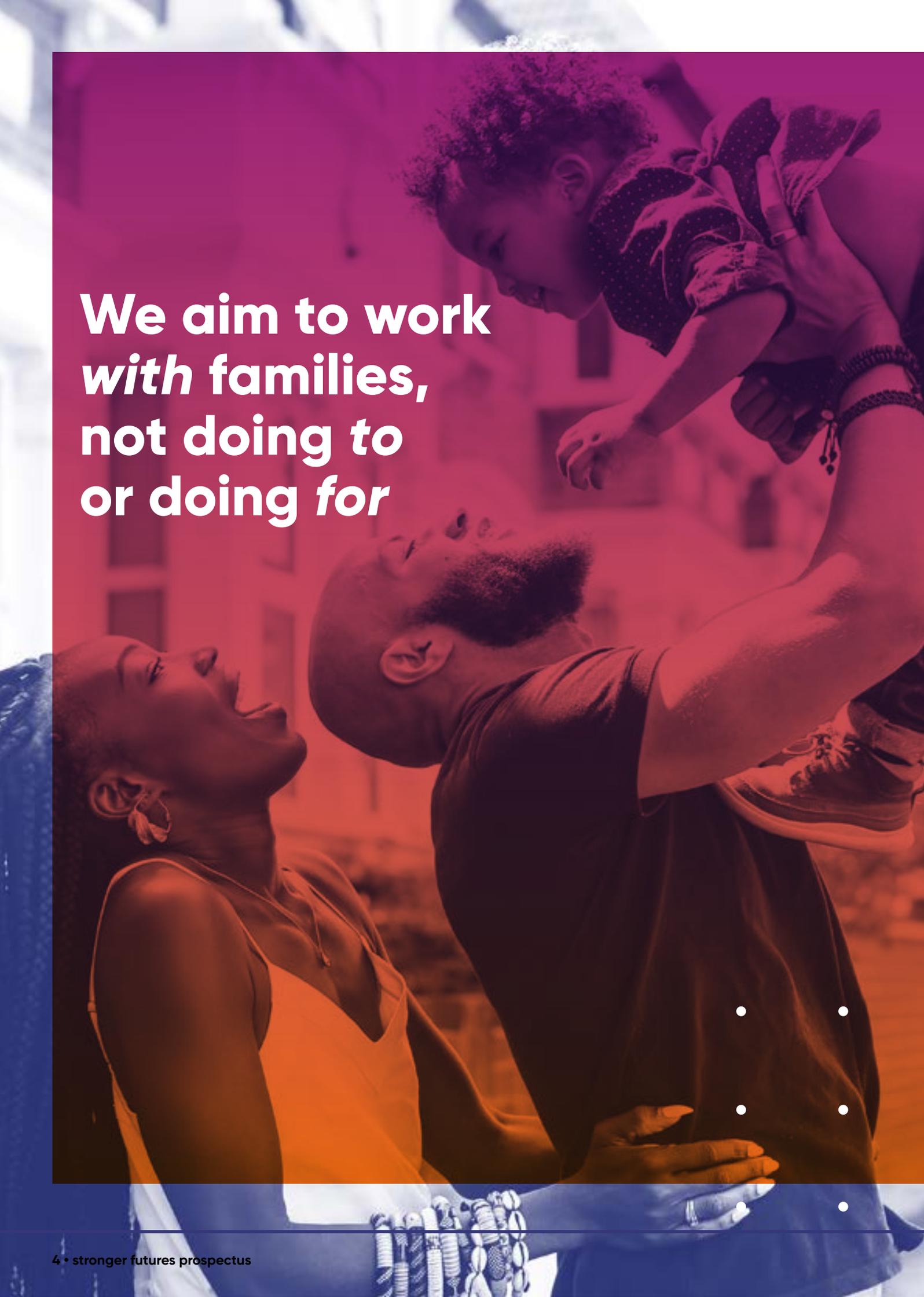


**Human beings are happier,
more productive and more
likely to make positive changes
in their behaviour when those
in positions of authority do
things with them rather than
to them or for them**

Ted Watchel

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**We aim to work
with families,
not doing *to*
or doing *for***

Our aspirations for you as a practitioner in Portsmouth

Supporting the development of our strong workforce is at the heart of all our strategies to achieve the best possible outcomes for children, young people and families.

When you join Portsmouth City Council, you will be supported every step of the way to deliver high quality, imaginative, joined up, empathetic support and challenge which children and families in the city deserve.

We aim to work with families, not doing 'to' or doing 'for', using innovative, cutting edge approaches and driven by enduring values of respect, empathy, understanding and generosity while protecting children effectively at all times.

This prospectus sets out our expectations of you, and how we will support you to deliver those expectations through a restorative learning environment of high support/high challenge and a first class training and development offer.

You may be a newly qualified or experienced social worker. You may be a manager or a leader. Our expectations of you according to your role are set out below, including how you will reflect on and drive your own professional development and that of others.

Our expectations of you: what you do and how you work

National standards and individual job roles

As a registered social worker you are expected to act in accordance with a set of national standards, set out on the Social Work England website www.socialworkengland.org.uk

We recognise that the workforce is our most important resource. Our aim as a council is to improve the lives of children, young people and families, to keep them safe, and to fulfil their potential. This aim can only be achieved through a confident, competent and highly skilled workforce that understands its responsibilities and works together to deliver relevant, responsive and high-quality services for children, young people and their families.

In addition to national standards and local job descriptions, all front line staff in all agencies in Portsmouth will work to provide support and challenge to families in a way which is consistent with the Portsmouth Model of Family Practice (PMFP). This model underpins work with families for all agencies in the city.

The key principles and practice elements of the Portsmouth model are set out below.

Working whole family

Restorative

Relational

Trauma-informed

Strengths-based and compassionate

Holistic

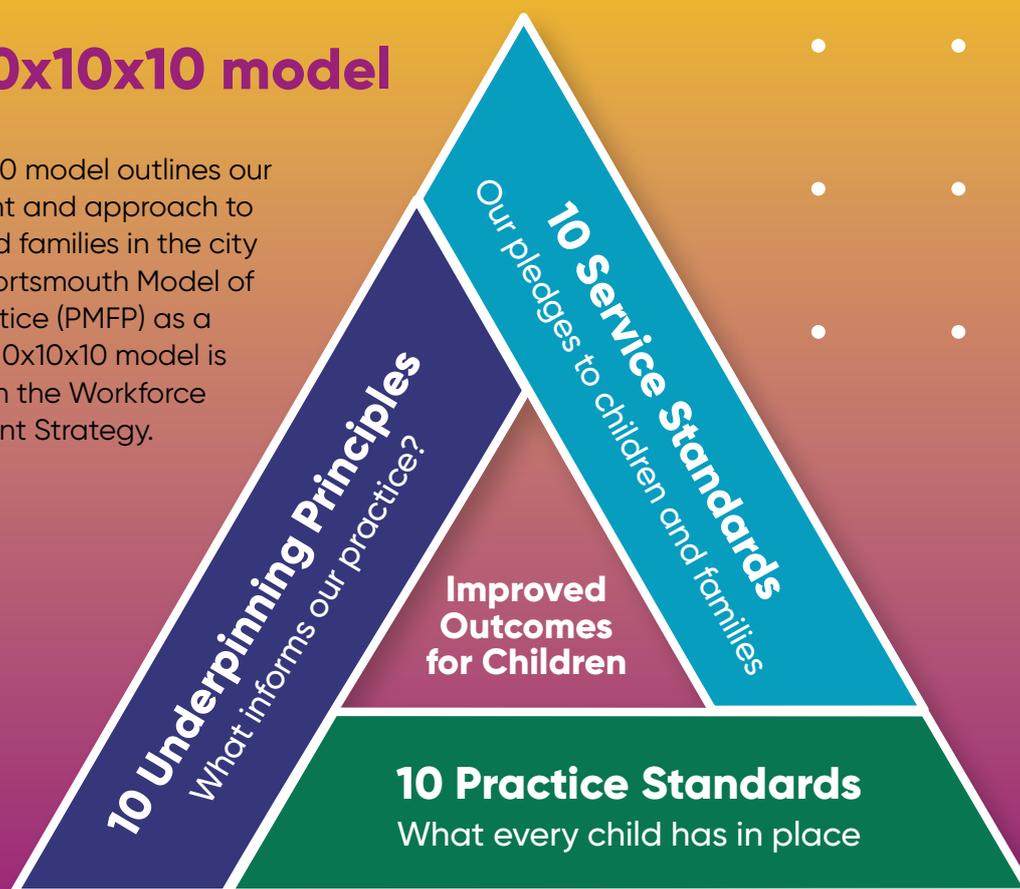
Hopeful

Informed by difference

The 10x10x10 model should be used to guide discussion of your work with families in supervision, learning reviews and annual performance conversations.

The 10x10x10 model

The 10x10x10 model outlines our commitment and approach to children and families in the city using the Portsmouth Model of Family Practice (PMFP) as a guide. The 10x10x10 model is described in the Workforce Development Strategy.



Our expectations of you as a manager/leader

Managers across the service, including senior managers, have overall responsibility for ensuring that a good quality service is provided, which includes the following:

- Overseeing good quality decisions about the type of response or investigation to be undertaken, and ensuring the skills, competences and capacities are in place for a quality service.
- Ensuring the child and parent voices are heard and fully considered when implementing the plan.
- Scrutinising to ensure good quality recording, analysis of need and report writing.
- Providing good quality supervision and supporting practitioners to achieve the learning and development goals identified in performance development reviews.
- Making sure staff work within a supportive team culture, with good communications, and routine commitment to rigorous professional practice.
- Demonstrating effective multi-agency collaboration and working.



Our expectations of you: your role in your own learning and development

We expect you to take a key role in driving your own professional development. In line with national expectations, social workers are supported to complete at least two hours of professional development every month and this will be monitored as part of your supervision and will be evidenced in your performance development review. As a qualified social worker it is expected that you record your CPD with Social Work England on a quarterly basis in order to maintain your registration.

Learning does not stop when you complete your assessed and supported year in employment (ASYE), it is integral to your on-going development as a practitioner, manager and leader and demonstrates that you uphold professional standards and remain fit to practice.

Learning also involves engaging in other opportunities such as reflective spaces, action learning sets, mentoring, being a champion, practice education, developing strategy, observation and many other examples.

How will we support you?

- A clear progression pathway
- Access to learning resources (Research in Practice, Knowledge Hub, Boon books)
- Access to training through the academy, the partnership or external training providers
- The opportunity to engage in academic learning
- Access and space to engage in practice development opportunities
- Good quality supervision, reflective spaces and action learning sets
- 2 hours protected professional development time per month
- Bespoke academy support where needed



Annual performance conversations and personal development plan (PDP)

- The annual performance conversation provides all staff with an opportunity to reflect on their performance, potential and development needs. It is also an opportunity to celebrate the successes of the year and unpick the challenges. Within this conversation, it is expected that the practitioner is able to demonstrate their competencies against the 10x10x10 standards and principles, the professional capabilities framework and the knowledge and skills statement. We would also expect practitioners to have evidenced their learning and development depending on where they are in their career pathway.
- Within the annual performance conversation, the practitioner and the manager will agree a plan for the forthcoming year. The plan will briefly describe each goal and accountability for the next year, when it should be met or accomplished and how success will be measured. The goals should be reviewed as a regular part of professional development that occurs four times a year.
- 2-3 bigger goals are enough; there may be a number of smaller goals they can work on as "business as usual".
- The reviews are a balance between reviewing progress against the tasks, reflecting on the values and behaviour expectations and also exploring any issues that may affect future successes.
- A key part of the annual performance conversation is to discuss with your manager how your learning and development needs will be met in the forthcoming year.

Learning and career progression pathway

Within Portsmouth we have a clear learning and career progression pathway with each career level having a particular focus in respect of your learning.



4 key elements underpin each career level

- Portsmouth Model of Family Practice
- Core knowledge and skills
- Thematics
- Leadership, supervision and professional resilience

Our expectation is that each year you will access learning opportunities under each element in order to achieve a breadth of learning and development.

Each learning opportunity will be mapped against the professional capabilities framework and the knowledge and skills statement. This will assist you in terms of noting gaps in your ongoing development.

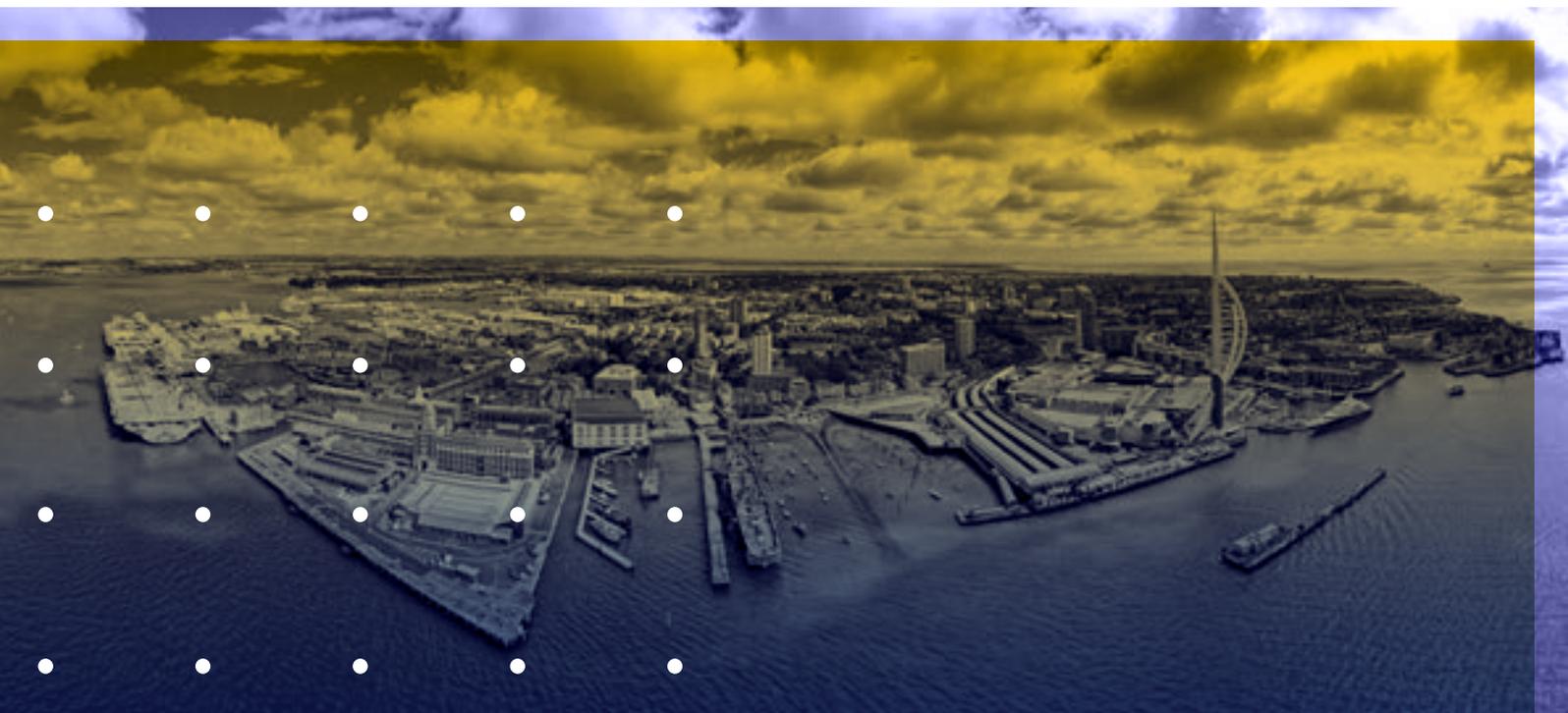
When you arrive in Portsmouth

We have developed our induction process with the introduction of the Portsmouth induction handbook. This is kept under review and updated regularly, using feedback from staff. When you begin your new role, your manager will go through essential paperwork and identify any specific equipment you need to carry out your new role.

Assessed and supported year in employment (ASYE)

Our assessed and supported year in employment (ASYE) for newly qualified social workers is designed to ensure every newly qualified social worker is equipped with the knowledge and skills to practice. Portsmouth City Council has developed a comprehensive programme of support and training for newly qualified social workers which will allow you to practice the standards describe by the knowledge and skills statements (KSS).

The focus throughout the Stronger Futures Academy is to see what the journey is like 'from the voice of a child.' This gives young people and care leavers the opportunity to come and tell us about their journey through the social care system, reflecting on our own practice. .





Social worker (Main grade)

When you progress from your assessed and supported year in employment, and move into a main grade social worker position, continuing professional development themes will focus on **consolidation** and **enrichment**. The continuing professional development focus will be on **core knowledge and skills and professional resilience**. Practicing at the standards defined by the Department for Education's knowledge and skills statement (KSS). This is the opportunity to identify training and professional development activities which allows you to build on your foundational knowledge, skills and practice.

This pathway supports you to plan development, embed practice, begin to deepen and enrich knowledge and skills. It will also allow you to be more confident in your professional identity and to be more aspirational about your future career.

This is by no means a prescribed pathway but should include foundational skills in all areas and reflect the knowledge and skills statement required for the role with scope for enrichment, grounded in evidence informed, research-minded practice.

Progression from social worker (Main grade) to experienced social worker (Higher grade)

Portsmouth City Council is committed to supporting the development and progression of social work staff. In recognition of the diverse range of experience and expertise within our teams, practitioners and their managers have the opportunity to request a promotion to a higher grade post.

The expectations and role specification for a higher grade social worker are:

- The person must be a qualified social worker with more than two years post qualifying experience
- Works effectively in complex situations, assessing and managing risk whilst promoting empowerment
- Actively supports other practitioners, role modelling good practice and providing additional supervision and/or mentoring
- Takes on additional responsibilities such as chairing meetings, overseeing projects and/or undertaking specialist work for the service
- Is able to evidence their skills and capability against the Department for Education's knowledge and skills statement (KSS) for child and family practice supervisors and the British Association of Social Worker's (BASW) professional capabilities framework (PCF) at experience social worker level.

Experienced social worker (Higher grade)

As a higher grade social worker, you will manage a caseload with a higher level of complexity and act in a mentoring and consultative role to less experienced social workers. You will be driven by best practice and research, using this in your mentoring and advice to colleagues, supporting the training and development of a student social worker and driving best practice throughout your team and the wider service. You will also be given the opportunity to be a champion of subject area interest. The focus of your CPD will be on **specialism, modelling, helping and contributing towards a learning environment**.

If you can provide the right passion and commitment, we can provide the training and development opportunities you will need to develop and

grow as a professional. A talented and dedicated social worker can move into management, or one of our specialist teams or become a child protection advisor (CP chair) or independent reviewing officer (IRO), teaching at a partner university, or a range of other opportunities. In Portsmouth we believe in “growing our own”, where possible, and the improvements we are working towards will be best achieved with people in these roles who have worked in and know the community.

Team leader/independent reviewing officer (IRO)/child protection advisor (CP chair) (Advanced social worker)

At Portsmouth we want to nurture and develop your leadership potential. We recognise that at this stage in your career you will want to ‘lift your head’ and understand how your team or service fit in with the broader service and vision. As such we will provide you with opportunities for growth such as observing others in their role, understanding the different functions in the council, receiving mentoring and coaching. We will also provide you with the management/leadership training that will allow you to do your job well, monthly supervision and supportive spaces that will help unpick the dilemmas and opportunities of being a front-line manager. The focus of your CPD will be on **leading, modelling and contributing to the development of best practice and learning.**

Service leader/head of service (Strategic social worker)

As an experienced manager we will support you to lead, govern and create a context for excellent practice. We recognise that you are managing a complex, changing and uncertain environment and we want to provide you with the skills, support and experiences you need to be able to navigate this. This may come from outside expertise via the SESLIP/Staff College or you may choose to go down a more formal academic route (Level 7 apprenticeship). We will also support you to access networking and coaching opportunities. At this stage in your leadership we know that at times you will be ‘on the balcony’ and at others ‘on the dancefloor’. We would encourage you to still participate in the core learnings that are on offer. The focus of your continuing professional development will be on **leading, creating an environment of best practice and learning.**







You can get this information in large print, Braille, audio or in another language by calling 023 9284 1193

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