

A man with a beard and glasses is sitting at a desk in an office, looking at a computer monitor. He is wearing a light-colored sweater. In the background, another person is visible, and there is a large window looking out onto a green landscape.

# FRONTLINE

CHANGING LIVES

## Principal Practice Tutor

(North East and North Yorkshire, West Midlands, and East Midlands)

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. We are actively seeking to achieve a diverse workforce and to create a workplace that is welcoming for all, regardless of ability, religious belief, sexuality, gender or ethnicity.

Our employees come from a range of backgrounds and with various expertise. 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 this. 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 participants reflect on their identity, the lives of the children and families with whom they work and their experiences.



# THE ROLE

## Reports to:

Head of Delivery

## Salary:

£53,000 plus competitive pension

## Contract:

Permanent, full time

## The team you will be working in:

Frontline Programme Delivery

**Closing date:** 9am, 2 October 2020

## Interviews:

**First round:** 8 October 2020

**Second round:** 13 October 2020

**Location: 3 roles available.** 1 based in North East and North Yorkshire, 1 in West Midlands, and 1 in East Midlands with regular travel across your geographical area

## The purpose of your role:

This is an exciting role for someone who wishes to combine management and leadership responsibilities whilst keeping a close connection to the work of their team by working directly with participants on the Frontline Programme. You will join a team of Principal Practice Tutors who provide programme leadership and team management that is central to effective delivery of the Frontline programme. You will ensure a high quality teaching experience, resolve escalated participant issues and support Consultant Social Workers to provide an excellent practice learning experience to participants.

The role comprises of 6 core areas of responsibility;

- Programme leadership and team management
- Resolve escalated participant issues
- Practice learning of participants
- Consultant Social Workers
- Teaching
- Supporting wider organisational objectives

**We are actively seeking applicants from Black, Asian and Minority Ethnic backgrounds.**





# THE ROLE

## Job description:

### Programme leadership and team management

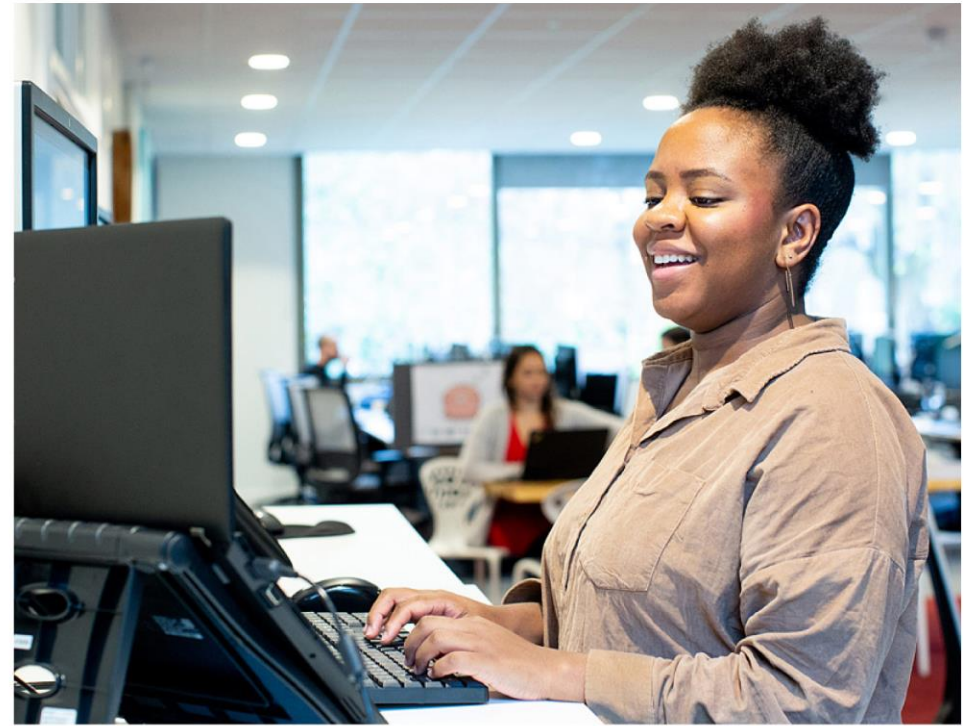
- Line manage a team of Practice Tutors. Provide guidance and set clear expectations of the work and the behaviors required within a culture of freedom and responsibility
- Undertake frequent observations of Practice Tutors, sample marking and use other quality assurance approaches to develop your team in line with agreed quality standards
- Establish a supportive and containing rhythm of one-to-one and team meetings that ensures the team are well informed and have opportunities to work through dilemmas
- Find practical ways to join up information sharing from your Practice Tutors with the relevant Partnership Managers
- Ensure high quality communication across teams and with participants, and information is recorded accurately
- Deputise for Heads of Delivery when needed, particularly in relation to programme delivery and quality assurance

### Resolve escalated participant issues

- Ensure your team monitor and record when participants may be at risk of drop out, intervening early when necessary
- Take responsibility and lead your team to meet targets for the number of participants completing the programme
- Find effective ways to support and challenge Practice Tutors to problem solve participant issues, ensuring they record their interventions and make full use of Lancaster University and Frontline support mechanisms where available
- Directly address complex participant/CSW issues use sound professional judgement and, where necessary, policies and procedures, recording actions for future learning
- Working with your Head of Delivery and the Participant Suitability Manager, contribute to academic disciplinary processes and panels.

### Practice learning of participants

- Use social work knowledge of theory and practice, to develop participants to become outstanding social workers
- Attend unit meetings, deliver teaching sessions and hold tutorials with participants on both years of the programme
- Complete direct observations of practice, provide detailed, timely feedback
- Lead reviews of participants' progress to meet programme timelines
- Mark and moderate assignments
- Share accountability for participant performance with the Consultant Social worker (CSW)



# THE ROLE

## Job description (cont'd):

### Consultant Social Workers

- Support CSWs to lead the units, role model best social work practice and be effective practice educators
- Use coaching and mentoring techniques to support CSWs to be effective in their role
- Support CSWs to hold consistently high quality unit meetings that embed Frontlines practice models (systemic practice, motivational interviewing and parenting interventions)
- Develop CSWs' skill and competence, using agreed competencies and development framework
- Be accountable for CSW performance on the programme and support the Partnership Manager to ensure the CSW role is supported by the local authority
- Contribute to the training and selection of CSWs as required

### Teaching

- Teach and contribute to context as necessary at the summer institute, and on recall days
- Provide high quality in unit and year 2 teaching and support, quality assuring teaching and academic input
- Promote the Frontline practice models through all teaching
- Remain up-to-date on research and practice developments, particularly in the field of child protection
- Ensure participants draw links between adults' and children's services
- Demonstrate a commitment to knowledge generation through practice-based knowledge acquisition and research

### Supporting wider organisational objectives

- Support the objectives of the Partnerships team when required, and attend assessment days to interview CSWs
- Support the Fellowship team to ensure that participants transition to be impactful Fellows on programme completion
- Share quality and timely information with colleagues across Frontline (such as Curriculum, External Relations, Operations and Programme Management), to achieve organisational objectives





# THE ROLE

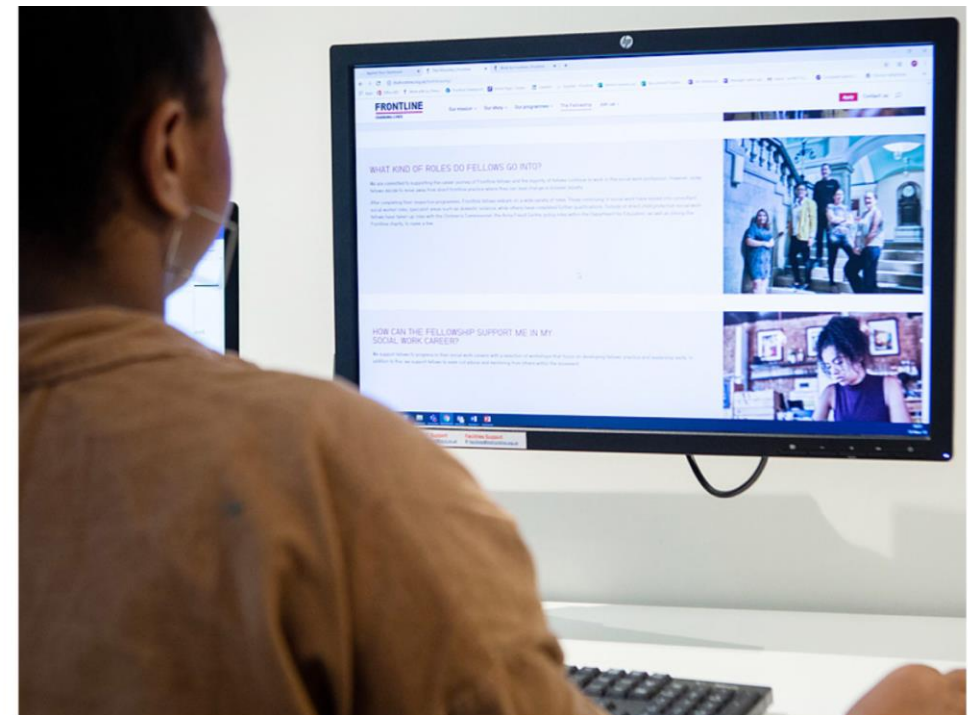
## Person specification

### Experience, knowledge and skills

- Experienced in leading and managing a team of people to successfully achieve important goals. This will have included managing performance, providing direction and having high expectations.
- Skilled in supervising social workers to make high quality decisions in complex situations
- Responsible and constructive in translating strategic plans into actions in your team and communicating message from 'front line' delivery to the wider organisation
- Skilled at using data to monitor progress, prioritise and hold others to account
- Confident and skilled in teaching in small and large groups. Committed to continual improvement in your teaching practice and able to provide valuable insights to others about the quality of their teaching.
- Extensive experience of working in statutory children and families' social work setting and knowledgeable about how to develop excellent social work practice
- Experienced in applying systemic or other social work practice models and knowledgeable of child development and care giver factors affecting parenting

### Characteristics

- Enjoys managing and leading other, investing time in supervising and in developing a team to be high performing
- Calm under pressure, emotionally steady and able to support others to be purposeful when they are under pressure
- Highly organised and efficient in completing a wide variety of work to tight deadlines
- Professionally confident and adept at working with a wide range of people
- Holds high standards and are comfortable making tough decisions about the suitability and performance of others for professional roles
- Excellent at listening and empathic in your approach





# THE ROLE

## Person specification (cont'd):

### Values and alignment

- Prepared to work in line with our values
- Committed to creating a culture of freedom and responsibility
- Committed to anti-discriminatory practice
- 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

### Requirements of the role:

- Qualified and Registered Social Worker in England
- Masters level qualification in social work
- Significant experience of practice in children and family social work
- Experience of managing and leading others
- 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 a 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, apply by following this [link](#).

### Want to find out more?

Please contact:

Victoria Parker (Head of Delivery) at [victoria.parker@thefrontline.org.uk](mailto:victoria.parker@thefrontline.org.uk)

