



Frontline

**CONSULTANT  
SOCIAL WORKER**

**Job Pack**



# Contents



**01** Introducing Frontline

**02** The Frontline Programme

**03** The CSW Role & Responsibilities

**04** Next Steps: Apply to be a CSW

**05** FAQs

01

**Introducing  
Frontline**

# What is Frontline?

Frontline is a social work charity working to ensure that all children in England have a safe and stable home, and that their life chances are not limited by their social or family circumstance.

We create social change for children and their families by developing excellent social work practice and leadership through our programmes, and by building a movement of leaders in social work and broader society as part of our Fellowship.

02

**The Frontline  
Programme**

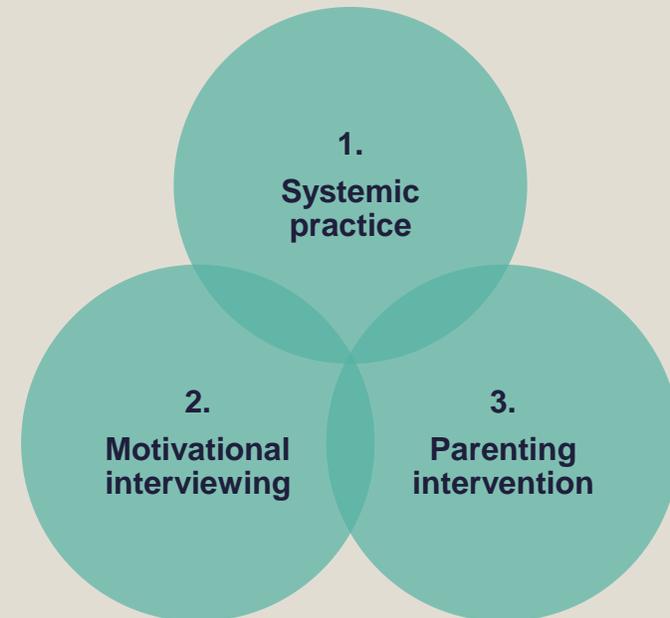
# Training social workers in a new way

**Frontline takes a new approach to qualifying social work. The qualifying course is run by Frontline with distinct features:**

Bringing the university into practice. Participants on the programme have their tutors come into the practice environment and link academic content to live practice issues.

Assessment through graded direct observation. A significant number of marks for the course comes from graded observations of practice – NAAS

Our course content focuses on:



# The Frontline programme

## Summer Institute

- Five week intensive summer institute at Manchester University
- Teaching on: values and ethics, social justice, law, human and family development, trauma and the construction of help and protection, motivational interviewing and working with risk and resilience
- Readiness for Practice Portfolio, including a reflection of two shadowing days within their local authority
- Law assessment



## Year 1

- Working within a unit, managed and mentored by the CSWs
- 206 days in practice
- 21 recall days
- 30 days contrasting learning experience
- 6 assignments in child development, parenting interventions and motivational interviewing
- 7 direct observations across the year to assess direct work and practice with families

**PGDip and social work qualification**

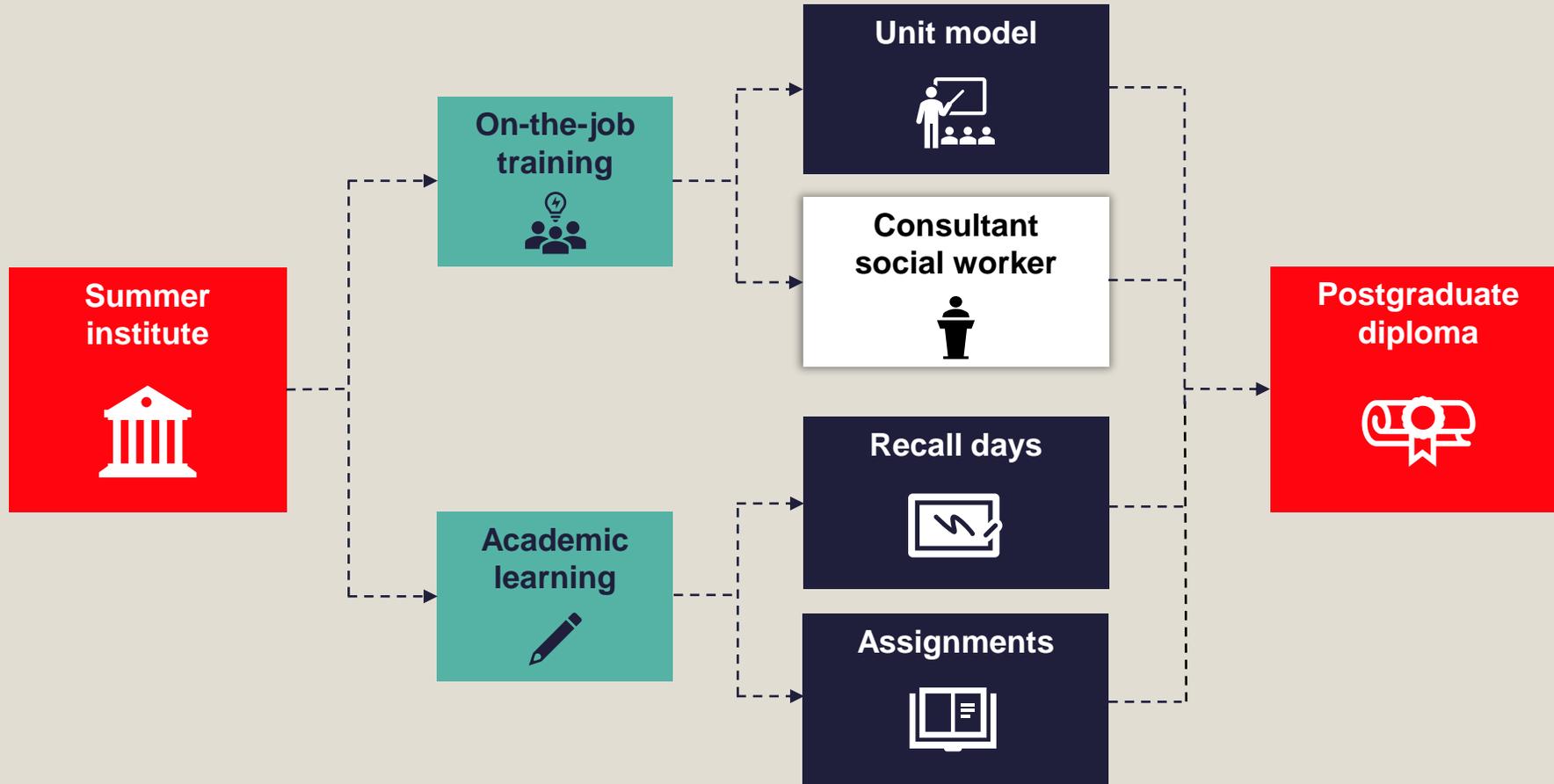


## Year 2

- Awarded post-graduate diploma and certified by Social Work England
- Move into new teams and begin the ASYE programme
- MSc with Frontline including 9 teaching days & a dissertation on action research
- 6 professional 1-2-1 coaching sessions
- Frontline offer a three-part training series for receiving ASYE line managers on systemic practice, motivational interviewing and trauma-based parenting and mentalization

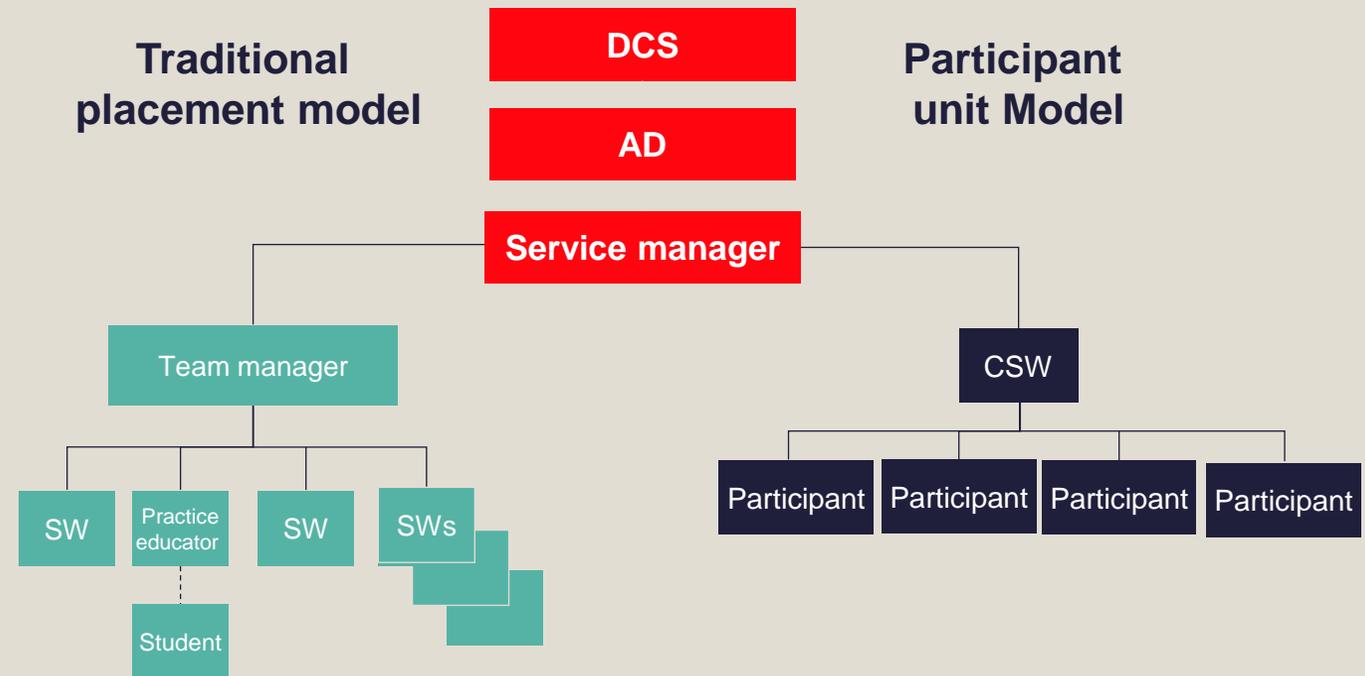
**ASYE and Masters**

# Year 1

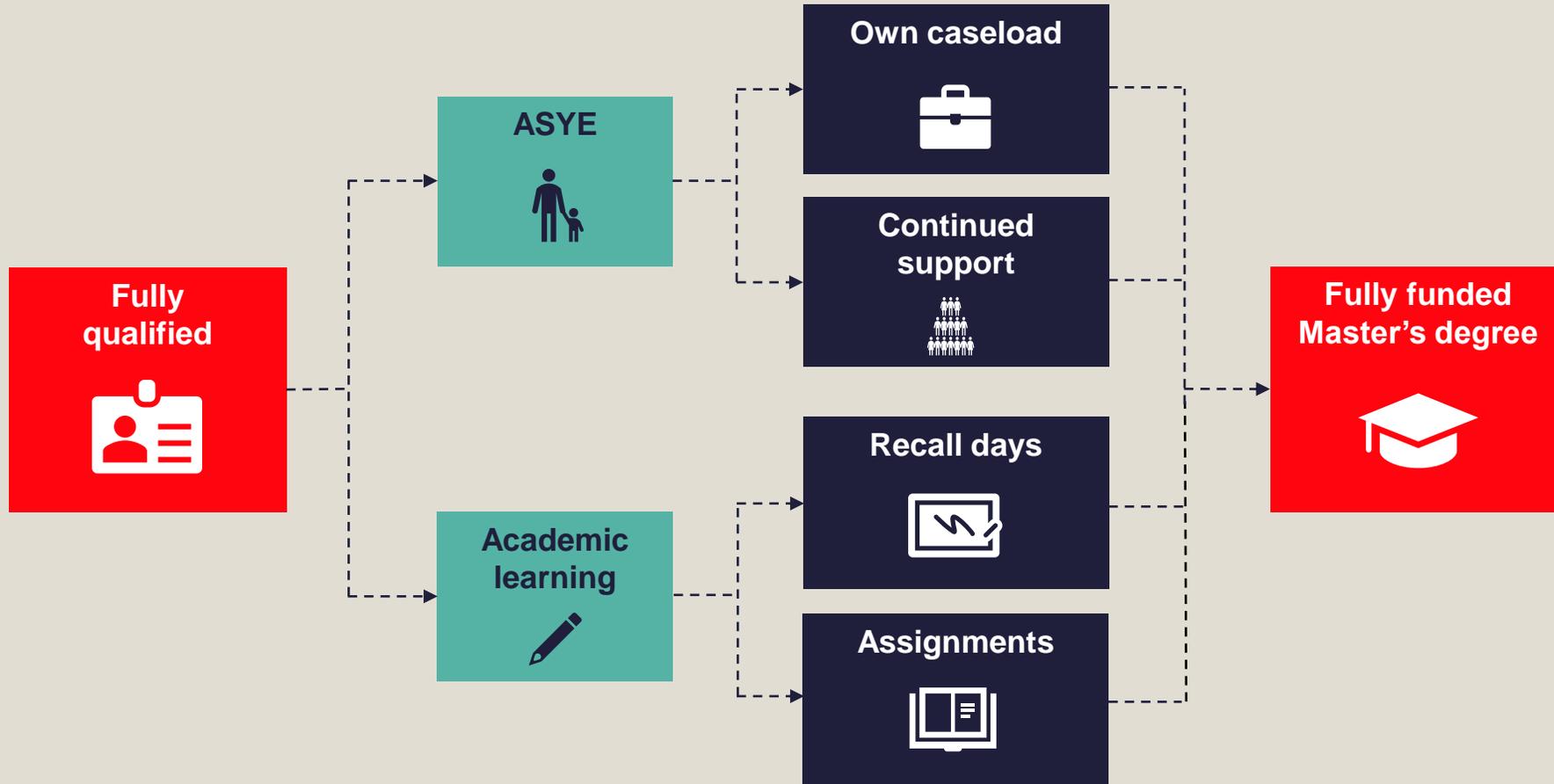


# Where the unit sits

- Frontline and local authorities create participants units to improve the quality of practice learning and the quality of work undertaken with families
- **Consultant social worker** posts are established to encourage the best practitioners to stay in practice and demonstrate practice skill to participants.
- The Unit shares casework and the CSW and participants jointly work with families so new professionals are immersed in the practice of the best social workers.



# Year 2



03

**The Consultant  
Social Worker  
Role**

# CSW : Role & Responsibilities

## Practice Educator

- Create valuable learning opportunities for students by identifying appropriate children and families for the unit to work with throughout the year.
- Provide ongoing support and guidance to students for the children and families they work with.
- Use your judgement to expose students to increasingly complex and varied casework at the appropriate level whilst increasing their autonomy as they demonstrate progress.
- Support the students to apply the practice models they have learnt in discussions and work with children and families.
- Regularly observe the students in their direct work with families, giving developmental feedback.
- Track and report on each student's progress through the programme.
- Be the named case holder of all children and families assigned to the unit and responsible for ensuring statutory requirements of the unit's cases are complied with and hold responsibility for decisions in case work.

## Management and Leadership

- Lead the weekly unit meetings which: incorporate systemic thinking about family cases, encourage the students to hold multiple hypotheses, encourage peer challenge and critical reflection in decision making.
- Hold regular one-to-one supervision sessions with students, encouraging reflexive practice and self-awareness.
- Where performance issues arise, address these in a professional way, holding high standards whilst supporting the participant to resolve issues.
- Manage the workflow and allocation of work with children and families coming into the unit.
- Work closely with Frontline to ensure the smooth set up and running of the unit.
- Ensure all elements of the practice assessments are completed in a timely fashion and regular deadlines are met by students throughout the year.
- Contribute towards wider service planning within the local authority, thinking about how the Frontline unit can contribute towards developments in practice across the local authority.

# The CSW training offer

The Consultant Social Worker position offers the opportunity to:

- Take on a management-level role without leaving practice.
- Influence and shape practice, and practice education across your local authority
- Train in motivational interviewing and social learning theory.
- Attain optional foundation in Systemic Practice.
- Join a growing network of pioneering social workers shaping a new model of social work delivery and raising the profile of their local authorities at a regional and national level.

**CSW Leadership Development Programme** (21 taught days plus up to six unit meeting practice sessions)

Systemic practice, motivational interviewing and parenting interventions, as well as **practice education and leadership skills**

**Coaching** support from your practice tutor

Achieve **PEPS 2** at the end of Stage one

04

**Next Steps:  
Apply to be a  
CSW**

# CSW : Person Specification



SWE registered social worker  
(permanent)



Experience working in child  
protection social work



At least two years of social work  
experience after qualification

We believe that diversity makes for a stronger team and want our organisation to better reflect the communities we serve.

Therefore, we are actively seeking applicants from ethnic minority backgrounds for this role

# CSW Competencies

Our CSW assessment process looks for 7 key competencies:



**Self-  
Reflexivity**



**Practice  
Knowledge  
and Skill**



**Analysis and  
Decision  
Making**



**Communication**



**Developing  
and  
Assessing  
Practice**



**Supervision and  
Leadership**



**Organisation  
and Planning**

# The CSW recruitment process

# 1

## Complete an application form

- Follow this link to complete the form:  
<https://thefrontline.tfaforms.net/4767892>

# 2

## Anonymous shortlisting

- The panel will anonymously shortlist the applications, scoring each competency covered in the questions on a scale of 1 to 4.

# 3

## Complete CSW Assessments

- If shortlisted you will be invited to complete written and listening exercises, followed by a panel interview and a role play.

05

FAQ



## **Further Information**

[About the CSW role](#)

[Our Racial Diversity and Inclusion Action Plan](#)

[About the Frontline Programme](#)