

Newly Qualified Social Worker - Children's Service Applicant Recruitment Pack



Welcome

Hi,

Thank you for your interest in the Newly Qualified Social Worker (NQSW) role within Sefton Children's Services. We're delighted you're considering starting your social work career with us.

This is an exciting opportunity to join one of our supportive teams, Support & Protection or Children with Complex Needs Team, who will guide you throughout your Assessed and Supported (ASYE) year. At Sefton, our NQSW offer includes a dedicated ASYE Co-ordinator, a Newly Qualified Support Officer & Development Lead, protected learning time, and reflective group supervision to help you complete your ASYE portfolio within 12–14 months within our Social Work Academy.

You will be responsible for a small number of families during your ASYE to help you build confidence, develop your skills, and establish strong relational practice with children and families. Our NQSWs tell us that this support gives them the foundations they need to grow and thrive. #ReadySteadyGrow

If you're passionate about helping others, committed to high-quality practice, and keen to make a difference, we'd love to hear from you.

The Job Description and Person Specification are in this pack, along with contact details if you have any questions.

If our values resonate with you, we look forward to receiving your application.

Best of luck!

Joanne Williams

Academy Practice Development Manager



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About the Borough of Sefton

Sefton is a confident and well-connected Borough, stretching from Bootle in the south to the coastal resort of Southport in the north. Home to more than 275,000 residents, Sefton encompasses a range of vibrant towns and communities, including Bootle, Litherland, Seaforth, Crosby, Formby, Maghull and Southport.

It is a fantastic place to live and work. As the northern-most Borough within the Liverpool City Region, Sefton offers a unique blend of beautiful coastline, countryside, attractive villages, thriving industrial areas and the busy Port of Liverpool.

With 22 miles of stunning coastline, Sefton is a leading coastal destination with a growing visitor economy. It is home to the iconic Antony Gormley *Another Place* installation, expansive beaches and protected sand dunes that support several rare species.

While each town and village has its own distinctive character, it is the people of Sefton who make the Borough truly special, creating diverse, welcoming and energetic communities in which to live, work, invest and visit.

Alongside its miles of golden sands, Sefton offers those who work here access to a world-renowned racecourse, prestigious golf courses, and National Trust nature reserves, ideal places to unwind, explore and enjoy leisure time.

The Borough benefits from excellent transport links, providing easy access to major North West cities including Liverpool and Manchester, and placing the Lake District and North Wales within reach for weekend breaks.

Whether you prefer vibrant town centres, friendly commuter towns, picturesque villages or stunning rural and coastal locations, Sefton offers a place to suit everyone. With house prices and rents typically lower than in neighbouring Liverpool and Manchester, you can enjoy coastal living while still being close to the buzz of city life.



Our Vision and Values

At Sefton Council, our vision is to deliver high-quality services that make a real difference to the lives of our residents, visitors, and communities. Everything we do is guided by a strong set of values that shape how we work and interact:



- **We put people at the heart of what we do** – ensuring our services are responsive, inclusive, and focused on improving lives.
- **We listen, value, and respect each other's views** – fostering a culture of collaboration and mutual respect.
- **We develop a culture of challenge, ownership, innovation, and improvement** – encouraging creativity and continuous development.
- **We are ambassadors for Sefton** – promoting the Borough positively and proudly representing our communities.
- **We are responsive and efficient** – delivering services that are timely, effective, and customer-focused.
- **We are clear about what we can and cannot do** – being transparent and honest in all our communications and actions.

These values underpin our commitment to excellence, inclusivity, and innovation, ensuring that Sefton remains a great place to live, work, and visit.

Our Successes and Key Projects

Sefton Council is proud of its recent achievements and ongoing commitment to delivering high-quality services. Our Adult Social Care services were recently graded Good by the Care Quality Commission (CQC), and our Children's Services also



achieved a Good rating from Ofsted. These successes reflect the dedication and professionalism of our teams and our focus on continuous improvement.

Alongside these achievements, Sefton Council is actively delivering a range of major capital projects that will transform the Borough and stimulate economic growth. These include the Marine Lake Events Centre in Southport, the Strand Shopping Centre redevelopment in Bootle, and exciting developments such as the Cove Resort and Enterprise Arcade in Southport. We are also proud to support cultural and community initiatives like Salt and Tar, Bootle's vibrant events space, which hosts live music, comedy, and family-friendly activities, bringing people together and boosting the local economy.

These projects form part of our strategic investment programme to attract private sector-led development and create vibrant spaces for residents and visitors. We work closely with local communities to ensure these projects reflect their needs and foster a sense of ownership and pride.

For more information on these projects and to stay updated on progress, visit the Sefton Council website at www.sefton.gov.uk

An Inclusive Workplace

We are committed to fostering an inclusive Council that reflects the diverse communities we serve. Our workforce brings a wide range of experiences and perspectives, and we value an environment where everyone feels respected, supported, and able to reach their full potential.

Sefton is proud to be the first local authority in the Liverpool City Region to achieve **Navajo** accreditation, recognising our commitment to LGBTQ+ inclusion. We are also a Disability Confident employer and continue to build a workforce that represents our communities.

We support several staff networks, including groups for Black and Ethnically Diverse colleagues, LGBTQ+ staff, women, disabled employees, and a Christian Workplace Group.

As an Equal Opportunities Employer, we base recruitment solely on skills, experience, and suitability for the role. All applicants are treated fairly, and we have also recognised 'care experienced' as a protected characteristic within Sefton.



For more information, please refer to our [Equality, Diversity and Inclusion Strategy](#)

Liverpool City Region Fair Employment Charter



Sefton Council is proud to support the Liverpool City Region Combined Authority Fair Employment Charter, an initiative that promotes fair, healthy, inclusive, and just workplaces across the region. The Charter celebrates good employers and encourages the highest standards in employment practice, including fair pay, secure work, opportunities for progression,

strong employee voice, and a commitment to staff wellbeing. By aligning with the Charter, we demonstrate our dedication to providing a fair day's pay for a fair day's work and to fostering an equitable and supportive working environment for all colleagues.

What We Can Offer You

- A supportive and collaborative working environment.
- An agile approach to working.
- Opportunities for professional development and career progression.
- A role where your work makes a real difference across the organisation.
- Flexible working arrangements supporting work-life balance.
- A strong commitment to equality, diversity, and inclusion.

You will benefit from a comprehensive local government employment package which includes the following:



- Competitive salary in line with NJC Local Government Pay Scales.
- Membership of the Local Government Pension Scheme (LGPS), providing a secure, defined benefit pension with employer contributions.

Annual Leave and Work-Life Balance

- Generous annual leave entitlement, 28 days annual leave rising to 33 days with 5 years continuous service.
- Additional public (bank) holidays.
- Flexible working options to support a healthy work-life balance, subject to service needs.
- Option to purchase additional annual leave.

Learning, Development and Career Progression

- A comprehensive induction programme.
- Access to a wide range of training, apprenticeships, learning, and development opportunities.
- Support for professional development and role related qualifications.
- Opportunities to develop your career within a large and diverse local authority.

Health, Wellbeing and Support

- Enhanced sick pay scheme.
- Employee wellbeing initiatives and access to occupational health support.
- Policies that promote physical and mental wellbeing in the workplace.

Family-Friendly and Inclusive Policies

Our family-friendly policies and flexible working arrangements help staff maintain a healthy work-life balance.

- Family friendly policies, including enhanced maternity, paternity, adoption, neonatal care and special leave to support with time off work to deal with issues when life events happen.
- A strong organisational commitment to equality, diversity, and inclusion.
- Reasonable adjustments and support to enable disabled employees to thrive.



Foster Friendly Employer Commitment

Sefton Council is proud to be a *Foster Friendly* organisation as recognised by The Fostering Network. We actively support employees who are foster carers or who are applying to foster by offering flexible working arrangements, paid time off for fostering-related meetings and training, and a workplace culture that recognises the vital role foster carers play in our communities.

This commitment helps ensure carers can balance fostering responsibilities alongside career, and reflects our dedication to supporting children, families, and those who care for them.

Additional Benefits

- Access to salary sacrifice and employee benefit schemes (where applicable).
- Opportunities to contribute to meaningful work that supports local communities.
- A supportive, values led organisational culture.
- Free parking at office bases (dependent upon the work location).

About the Role

As a Newly Qualified Social Worker (NQSW) in Sefton Children's Services, you will begin your social work career within one of our dedicated teams, Support & Protection or Children with Complex Needs. Both teams play a vital role in safeguarding and supporting children, young people, and families, and each offers a rich learning environment where you can develop your professional identity and confidence.

In the Support & Protection Team, you will work with children and families who are in need of our support and where safeguarding concerns have been identified.

In the Children with Complex Needs Team, you will support children and young people in need of our support who have disabilities, additional needs, or long-term conditions.

Both roles focus on enabling children to thrive through tailored support, person-centred planning, and strong partnership working with families and professionals. You will develop your skills in assessment, relationship-based practice, planning, direct work with children and families and multi-agency working, helping families to make positive and sustainable changes.

Your journey will be firmly supported through Sefton's ASYE Social Work Academy, a structured, nurturing programme designed to guide you through your first year in practice. You will benefit from protected learning time, reflective group supervision, dedicated support from the ASYE Coordinator and NQSW Development Lead, and a manageable workload that allows you to build confidence at the right pace.



Together, these elements ensure you have the guidance, space, and support needed to grow as a skilled, reflective, and resilient social worker.

Here's what sets us apart:

Small teams. Big impact

Become a valued member of our close-knit teams where you will be supported.

Manageable workload

During your ASYE, you will work with a maximum of 6 families during your first 6 months and no more than 8 families up to 12 months.

Strong Supervision and Support

You will receive additional support during your ASYE in line with Skills for Care expectations and opportunities to reflect with other ASYEs, your team and NQSODL.

Commitment to Excellence

We uphold high standards in supporting and safeguarding children and families.

What we offer:

Competitive starting Salary - SCP 26 £37,280

ASYE incentive - £1000 upon completion of your ASYE within 12 – 14 months

What we're looking for:

- A professionally qualified Social Worker who is registered (or soon to be registered) with Social Work England (we have other vacancies for experienced Social Workers – please only apply for these roles if you are Newly Qualified)
- A confident and skilled communicator who is committed to working openly; with children, families, and partner agencies to improve outcomes
- A child centred, creative practitioner who keeps children at the heart of what they do and values their voice, wishes and feelings
- Knowledge of childcare legislation, statutory guidance and best practice research
- The ability to prepare timely assessments, plans and develop analytical report writing skills
- The ability to understand and demonstrate a commitment to equality and diversity and inclusion
- Commitment to your own personal development and professional growth with an enthusiasm to work systemically



Apply now and be part of something meaningful here in Sefton

If you are shortlisted for interview, our aim is to make the interview process as positive as possible. Please don't hesitate to contact Joanne Williams, Practice Development Manager for our Academy if you have any questions or want to hear a little more about our offer – Joanne.Williams@Sefton.gov.uk

If demand is high, we reserve the right to close this advert so please apply early if you are interested in making a difference in Sefton. Thank you.

Please see **Appendix A (page 10)** for a full copy of the Job Description and Person Specification.



Top Tips on How to Apply

Submitting a strong application gives you the best chance of progressing to the next stage of the recruitment process. The following guidance applies to all roles and will help you prepare a clear, compelling application:

1. Read the Job Description and Person Specification Thoroughly

- Make sure you understand the key duties, expectations, and essential criteria.
- Use the person specification as your guide when writing your application.

2. Provide Clear Evidence of Your Skills and Experience

- Show *how* you meet the criteria using specific, real examples.
- Consider using the **STAR method** (Situation, Task, Action, Result) to structure your responses.

3. Tailor Your Application

- Avoid generic statements. Focus on experience that directly relates to the role you are applying for.
- Demonstrate how your strengths align with the organisation's values and priorities.

4. Highlight Your Achievements

- Include examples of work you are proud of or significant contributions you have made in previous roles.
- Emphasise impact – improvements, efficiencies, positive outcomes, or innovations.

5. Be Clear About Qualifications and Training

- List all relevant qualifications and professional training, including dates and awarding bodies.
- If you are working towards a qualification, include expected completion dates.

6. Showcase Transferable Skills

- Skills such as communication, teamwork, problem-solving, digital literacy, and organisation are valuable across all roles.



- Provide examples that demonstrate these effectively.

7. Check Your Application Carefully

- Review your responses for clarity, spelling, and completeness.
- Ensure all sections of the application form have been filled in fully.

8. Submit Your Application Before the Deadline

- Note the closing date and allow plenty of time to prepare your application.
- Late submissions usually cannot be considered.

9. Prepare for Potential Next Steps

- If shortlisted, you may be invited to an interview, assessment task, or presentation.
- Be ready to discuss your experience, approach to work, and examples of how you meet the role's requirements.

Application and Selection Information

The closing date for this vacancy is **Midnight Sunday 22nd March 2026** (or earlier in the event of high volume of applications being received).

Provisional interview dates are **Wednesday 8th April 2026 and Friday 10th April 2026**.

We are an Equal Opportunities Employer; all candidates will receive equal treatment. Our decision to appoint will be based upon whether an individual's skills, experience, qualifications, and abilities make them the most suitable candidate for the role.

All disabled and care experienced applicants will be offered an interview where they meet all essential criteria on the person specification.

Please ensure that you meet all the essential criteria outlined in the person specification before submitting your application. Only applicants who demonstrate that they meet all essential criteria will be considered and invited to interview.



Appendix A – Job Description and Person Specification

Post: Social Worker (Newly Qualified and Inexperienced)

Directorate: Children & Families

Location: Magdalen House, Bootle, L20 3NJ

Division: Children & Families

Grade: SCP 26 – 30, £37,280 - £40,777

Reporting to: Team Manager

Purpose of the Role

To contribute to the operational delivery of an effective Children's Social Care Service as part of a team responsible for safeguarding and promoting the welfare of vulnerable children and young people, continuously improving outcomes.

To be responsible for social work provision including managing own caseload whilst managing the reputation of the Department and Council and complying with national and service procedures and guidance.

Main Duties

1. Hold and effectively manage a defined caseload with appropriate supervision, guidance and support, reflecting the function of the team and Children's Social Care in accordance with policy, procedures, guidance and legislation.
2. Be accountable for complex decision making in relation to case work (seeking appropriate support and guidance), using evidence-based tools, critical reflection and analysis to inform this.
3. Undertake work within legislative frameworks including the preparation of written statements and representations to the judiciary at Court hearings.
4. Identify and assess levels of risk and need (within statutory framework) in often complex situations, seeking appropriate support and guidance as required. Deliver protective and/or supportive services for children at risk, in need and/or looked after and maintain up to date assessments, care plans and reviews.
5. Communicate skilfully and confidently in complex or high-risk situations, seeking appropriate support from experienced staff as required.
6. Using Performance data and findings from audits and feedback from families and other professionals including complaints and compliments to continuously improve practice



7. Ensure that reports are up to date, of a high quality and submitted according to appropriate timescales.
8. Take responsibility for the professional learning of self and others including participating in team meetings and contributing to the development of the team.
9. Demonstrate inclusive practice in relation to identity and diversity, challenging any issues of concern.
10. Take responsibility for obtaining regular professional supervision to ensure effective practice, reflection and career development.
11. Prepare for and participate in Performance and Development Reviews, identifying areas for improvement and carrying out agreed learning and development opportunities.
12. Meet the outcome statements for ASYE within agreed and defined timescales.
13. Attend and represent the service at a range of multi-disciplinary forums, developing skills to undertake the Charing role where required.
14. Be the lead practitioner from family lead planning, organising and multi-agency partnership around the family to create positive outcomes for children, young people & families
15. Undertake direct work with children, young people and their families in line with agreed Children in Need, Child Protection and Care Plans.
16. Ensure that expenditure on cases is properly authorised and recorded.
17. Be responsible for accurate, sensitive, timely and up to date data entry on all cases including:
 - data entry on ICS and any other electronic tools or database
 - data required for specific PIs/targets
 - Due consideration being given to any legal and human rights of the individuals concerned.
18. Ensure that client information data is lawfully gathered, accurate, up to date and only divulged in accordance with the Data Protection Act 1998 and the local government common law duty of confidentiality. Failure to apply these duties can lead to the individual or the Service facing court proceedings.
19. Undertake any other duties as directed from time-to-time to meet the exigencies of the service.



GENERAL

This job description is a representative document. Other reasonable similar duties may be allocated from time to time commensurate with the general character of the post and it's grading.

This job description applies to a number of jobs within Children's Social Care, the team (and office location) that staff undertaking this job description are allocated could change at the discretion of management following consultation with individual post holders.

In addition to his/her principal duties the post holder will be expected to contribute more widely to the overall development of the Service and the Council. You may be required to be available to contribute to the Out of Hours Service.

All employees are responsible for the implementation of the Health and Safety Policy so far as it affects them, their colleagues and others who may be affected by their work. The post holder is also expected to monitor the effectiveness of the health and safety arrangements and systems to promote appropriate improvements where necessary.

All employees are expected to be committed to the Equality and Diversity policy and assist in removing the barriers to service delivery and employment to enhance a positive equality culture.

The post is customer-facing therefore you must have the ability to fulfil all spoken aspects of the role with confidence through the medium of English.

This post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. You are therefore not entitled to withhold information about convictions which for any other purposes are 'spent' under the provisions of the Act and any failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Any information given will be completely confidential and will be considered only in relation to the positions to which the Order applies.

Note: Where the postholder is disabled, every reasonable effort will be made to support all necessary aids, adaptations or equipment to allow them to carry out all the duties of the job.

PERSON SPECIFICATION

Post: Social Worker (Newly Qualified and Inexperienced)

Department: Children's Services

Personal Attributes Required	Essential (E) or Desirable (D)	Method of Assessment
Qualifications		
SW Degree or equivalent	E	A/C
Current registration with SWE	E	A/C
Experience / Skills / Knowledge / Aptitudes		
Knowledge of Children Act 1989/2004, Adoption & Children Act 2002, Children & Young Persons Act 2008, and statutory guidance	E	A/I
Knowledge of the Assessment Framework and other relevant assessment tools	E	A/I
Knowledge of child development and family dynamics	E	A/I
Ability to incorporate new guidance and procedures quickly and effectively	E	A/I
Ability to apply needs-led assessment and produce high-quality, child-centred, outcome-focused plans and reports	E	A/I
Understanding of the role of a Corporate Parent	E	A/I
Ability to make informed, child-centred judgments	E	A/I
Effective communication and partnership working with children, young people, and families	E	A/I
Ability to produce high-quality child-centred and outcome-focused reports and plans	E	A/I
Excellent organisational skills with the ability to manage fluctuating family loads	E	A/I
Skills & Knowledge		
Ability to use evidence and research to inform decision-making	E	A/I
Ability to meet service demands and produce high-quality work within set timescales	E	A/I
Solution-focused approach to casework and service development	E	A/I
Ability to promote own safety, health, wellbeing, and emotional resilience	E	A/I
Ability to follow through on agreements and demonstrate empathy	E	A/I

Ability to use IT systems effectively, including ICS	E	A/I
Ability to work within professional and ethical standards, including the Standards of Conduct for Social Workers	E	A/I
Special requirements		
This post is registered as exempt from the Rehabilitation of Offenders Act 1974 and in accordance with the Police Act; the successful candidate must be able to obtain satisfactory Enhanced Disclosure and Barring Service (DBS) check in order to be appointed to the post. In this respect a criminal record check will be undertaken prior to confirmation of appointment.	E	C
Ability to understand and demonstrate a commitment to equality and diversity. Ability to demonstrate commitment to own professional development and that of other colleagues.	E	A/I
Must be legally entitled to work in the UK.	E	C
The Council operates a no smoking policy. Employees are not allowed to smoke in the workplace or to take smoking breaks during work time.	E	
Behaviours and Attributes		
A team worker who fosters partnerships, works collaboratively demonstrates and promotes openness, trust and respect	E	A/I
Organised, methodical and conscientious	E	A/I
Reliable, determined, efficient and flexible	E	A/I
Respects confidentiality	E	A/I

Assessment Methods

A: Application Form

I: Interview

C: Certificates

Prepared by: Risthardh Hare

Date: 26th April 2024

