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**Deputy Consultant Social Worker Information**

* To understand the role of the Deputy Consultant Social Worker, first have a look at the main Consultant Social Worker Job Description, as elements of this apply to the Deputy role.
* The Deputy Consultant Social Worker post is suited to those who wish to remain in frontline children and families’ social work, and who are committed to developing their own practice and furthering the use of evidence-based social work interventions.
* Deputy Consultant Social Workers will be recruited to the post through a recruitment process which includes a Simulated Client Interview, a psychometric test and a panel interview and written exercise. This is an opportunity to learn about their practice and receive feedback from sector experts.

**What is expected of the Deputy Consultant Social Worker?**

* As a Deputy CSW you would play a key role in supporting the learning and development of our 4 participants in our Frontline unit, working with the Consultant Social Worker.
* The role requires you to hold a complex caseload and learn how to work systemically with families. You will support the participants to develop into outstanding social workers who will affect positive change for children.
* As a Deputy CSW you would have a reduced caseload in order to reflect the increased workload of supporting the unit.
* The individual who is successfully recruited to the Deputy Consultant Social Worker post will go on to apply the learning from the training and coaching programme (for example systemic approaches and motivational interviewing techniques) to their practice with children and families. They will also have opportunities to shadow the designated Consultant Social Worker in unit meetings and supervision, ultimately supporting the delivery of some unit meetings and supervision themselves as agreed with the CSW.
* The role will include providing some shadowing and co-working opportunities for participants. You will deputise for the appointed CSW to cover for periods of short term absence, during this time becoming the designated social worker who participants go to for general advice, guidance and support on cases.
* You will support the CSW in the holistic assessment of participants, marking some reflective logs, direct observations and have the opportunity to contribute to and attend Progress Reviews.
* There is no requirement that you have a systemic qualification or prior systemic training or to have been a practice educator of social workers. Each Deputy is expected to aspire to continually improve their practice and demonstrate commitment to their own learning and development as well as the approaches (systemic approach; motivational interviewing techniques and social learning theory) that underpin the Frontline model and will be taught in the training programme.
* You will attend all of the frontline training delivered by top practice experts which will broaden your understanding of systemic practice and we will support you to develop your supervisory skills whilst also becoming a qualified Practice Educator.
* You will receive support from attending the Hartlepool Practice Educator Programme in the first year, contributing to this in the second year of being a Deputy CSW.

**Support Plan for Deputy Consultant Social Worker**

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| **Role** | **Support** |
| To support Student Social Workers, completing the Frontline programme, in their learning and development | The Deputy CSW will offer co-working and shadowing opportunities to the Student SWs to help enable them to have a wide range of experience.  They will have a reduced caseload, of approximately 15-16 children, to enable them to have the capacity to complete the role.  They will attend all of the frontline DCSW training and we will support them to develop supervisory skills whilst attending PEPS1  They will receive support from attending the Hartlepool Practice Educator Programme. |
| To attend and chair Unit Meetings where Student SW’s will discuss and hypothesise around cases, supporting them in their understanding of relevant SW theory | The Deputy will attend a Unit Meeting on a fortnightly basis.  The Deputy will initially attend and contribute to Unit Meetings, supporting the CSW to chair the meeting. They will then progress to chairing Unit Meetings and offering case guidance relevant to the Unit Meeting. |
| To assess the Student SWs in practice through the completion of direct observations. | For each round of direct observations the deputy will attend a direct observation for one Student SW in the unit. The Deputy and CSW will initially mark this direct observation together however as we progress through the year the Deputy will mark the direct observation independently. |
| To assess the Student SWs and provide feedback on their completed reflective logs | For each round of reflective logs the Deputy will provide feedback to one Student SW on their reflective log. This feedback will initially be sent to the CSW to QA however as we progress through the year the deputy will provide feedback on the reflective log independently. |
| To provide supervision and case management to Student SWs | The supervision and case management of the Student SWs remains with the CSW however the Deputy will have the opportunity to attend and contribute to supervisions, as appropriate. |
| To deputise for the CSW during periods of absence | When the CSW is absent case management and guidance will be provided by a Team Manager. The Deputy will provide general support and guidance to the Student SWs, including case discussions where appropriate. |