



## JOB DESCRIPTION

<b>Job Title</b>	Deputy Principal Social Worker		
<b>Directorate</b>	Children and Families		
<b>Reporting to</b>	Principal Social Worker		
<b>Grade</b>	8		
<b>Evaluation ref:</b>	RP260	<b>Job Family ref:</b>	
<b>Role Purpose</b>			
<p>The Deputy Principal Social Worker (DPSW) supports the Principal Social Worker in delivering high-quality social work practice across Children's Services. This role provides operational and strategic support to ensure the effective implementation of social work standards, workforce development, and quality assurance. The DPSW plays a key role in embedding a culture of continuous improvement, leading on recruitment and retention strategies, and ensuring the voice of children, families, and practitioners informs service development.</p> <p>The Deputy PSW has strategic and operational responsibilities across Somerset Children's Social Care. The postholder provides professional leadership, oversees workforce development, manages recruitment and retention initiatives, and deputises for the Principal Social Worker in high-level forums. The scope, complexity, and impact of the role—particularly in leading multi-agency workforce programmes and influencing service-wide practice is fundamental.</p>			
<b>Accountabilities</b>			
<p>Coordination of the corporate and service delivery of the Children's Social Care recruitment and retention offer, including development of Children's Social care.</p> <p>Provide professional leadership to the social work workforce.</p> <p>Responsible for coordination of the corporate and service delivery of the Children's Services <i>Social Care</i> recruitment and retention offer, including development of joint workforce learning from students through to senior leaders across Children's Services.</p> <p>Take responsibility for the coordination of quality, effectiveness and efficiency of recruitment and retention of temporary and permanent children's social work staff county wide including:</p> <ul style="list-style-type: none"><li>a) Coordination with Higher Education institutions for the:</li><li>b) Development and delivery of social work degree courses in institutions local to Somerset, which meet the needs of our children and adult's social care workforce.</li><li>c) Sufficiency of community learning placements for social work degree students in Somerset, for the three years of each degree course,</li></ul>			

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- provided in collaboration with get set, Public Health, Adult Social Care and partner agencies in the statutory and voluntary sectors.
- d) Operational relationship with central government (DfE) to maintain Somerset's role as Regional Step Up to Social Work Consortium lead, (incorporating nine other local authorities)
  - e) Lead the effective utilisation of a £1.6M government grant by coordinating work within the consortium to ensure:  
The high quality of graduates seeking to train in the southwest  
the quality of the supervisory support and placement for those students placed in Somerset, leading to qualification and employment in the region.

Drive the development and implementation of social work progression pathways and CPD frameworks.

Promote a learning culture through mentoring, coaching, and facilitating learning events.

Identify trends and patterns in geographic and service specific recruitment need, liaising with corporate colleagues and partners to address these, so that recruitment is appropriately targeted at all times. Monitor outcomes of social work recruitment to ensure that service need is met through timely and good quality process.

Close liaison with HR, OD and communications strategic managers to help develop effective marketing, and simple recruitment processes which attract and support ease of application for employment from candidates for social work posts.

Lead the delivery and quality assurance of the Assessed and Supported Year in Employment (ASYE) programme. Overseeing the work with the team of consultant social workers to maintain a high quality ASYE year programme that prepares ASYEs in both services to be confident and skilled practitioners, liaising with practice social work educators in Children's and Adult Social Care to ensure the programme is regularly updated as a result of new legislation, policy and research findings.

Develop and maintain the children's social work academy, ensuring that career progression opportunities are clear and well promoted internally and as part of external recruitment activity.

Develop and coordinate the commissioning and delivery of learning and development opportunities for all staff within Children's Services from differently qualified through to senior leaders.

Assign work, allocate resources and overall deploy staff in the Learning and Development team, and the CPD element of the Consultant social worker role.

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Analyse data and feedback to identify areas for improvement and develop action plans.

Provide expert advice and support on complex cases, ensuring that interventions are effective and child-centered.

Represent children's social care at multi-agency meetings and forums.

Advocate for the needs and rights of children and families within the wider community.

Policy and Practice Development:

Contribute to the development and implementation of policies and procedures that support effective social work practice.

Stay informed about changes in legislation and best practices, ensuring that the service remains compliant and forward-thinking.

Lead on specific projects or initiatives aimed at improving outcomes for children and families.

Promote best practices and support the development of practice frameworks across children's services.

Act as a role model for social work practice, demonstrating high standards of professionalism and ethics.

Conduct regular audits and evaluations of social work practice to ensure compliance with standards and policies.

Work with the Service Improvement Team to contribute to the development and implementation of quality assurance frameworks.

Quality assurance is key to this role, leading audits, thematic reviews, and service evaluations to identify areas for improvement.

Monitor compliance with statutory requirements and best practice standards.

Deputise for the Principal Social Worker in internal and external meetings as required.

Support the delivery of recruitment and retention strategies across Children's Services.

Assist in preparing reports and briefings for senior leaders, elected members, and external stakeholders.

Build and maintain effective relationships with internal teams, partner agencies, and academic institutions.

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Represent the voice of social workers in service planning and development forums.

Promote co-production with children, families, and communities to inform practice and policy.

### Knowledge / Experience / Skills

	Essential	Desirable
<b>Knowledge</b>		
Trauma informed practice	x	
Systemic practice	x	
Anti-discriminatory practice	x	
Children's Social Care legislation, good practice and research	x	
Managing and handling confidential information	x	
In-depth understanding of training and development principles and best practice	x	
Knowledge of adult learning theories and instructional design	x	
<b>Experience</b>		
Experience working in the children's social care sector	x	
Proven experience in designing and delivering training	x	
Delivering periodic reports on training delivery and uptake		x
Prioritising workload, time management, dealing with conflicting priorities and meeting deadlines.	x	
Experience in coordinating with external training providers		x
<b>Qualifications / Registrations / Certifications</b>		
Professional certificate in training and development	x	

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PEPS 1		x
PEPS 2		x
The L3 Certificate in Assessing Vocational Achievement (CAVA)		x
<b>Skills</b>		
Effective verbal and written communication skills, including presentation skills.	x	
Proficiency in using training software and tools, IT systems and applications including spread sheets, word processing, Teams/Zoom, power point and database.	x	
Excellent attention to detail.	x	
Current knowledge of relevant legislation and statutory guidance.	x	
<b>Working Conditions</b>		
<p>This role requires travel across the county to support the service. This may include attendance at service user's places of residence and/or educational establishments.</p> <p>Flexible working arrangements in line with Somerset Council's Dynamic Working Strategy.</p> <p>12-month Fixed Term Contract during the implementation of the CSC reform which the PSW is leading on.</p>		
<b>Dimensions of the role</b>		
<p>Backfill for the Principal Social Worker for 12months whilst the PSW is leading the CSC reform.</p> <p>Deputising for the Principal Social Worker in strategic forums and leadership groups.</p> <p>Management of learning and development team, budgets and external training contracts. (£3.5million)</p> <p>Influences practice and development across the children's social care workforce.</p> <p>Leading the service delivery of between 6 and 8 Consultant Social Workers (Grade 8) and any other professional staff as required</p>		

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### Working Arrangements

Somerset Council's Dynamic Working Strategy will be applied to this position.

### Corporate Accountabilities

- Provide clear leadership to deliver the Council's strategic priorities and meet the Council's financial targets, as a member of the Directorates Senior Leadership Team.
- Update and advise Elected Members in respect of operational and policy issues in relation to the Children's Social Care Services teams.
- Lead Children's Social Care teams with a clear identity in terms of flexible and responsive ways of working, inclusive and diverse culture, and high level of employee engagement and wellbeing.
- Undertake representational and communication duties on behalf of the Council to promote and protect the Council's interests in matters concerning their specialist areas.
- Create, monitor, and review frameworks of performance measures and quality standards to be applied in the delivery of services.
- Function as an ambassador for the Council promoting, both internally and externally, the Council's vision, strategic aims, and values.
- Value the diversity of Somerset's communities ensuring equality of access and treatment in service delivery and employment.
- Function as a role model for Somerset's vision and values. Promotes a culture of continuous improvement that encourages creativity and innovation to ensure services are efficient and develop the potential and flexibility across the Council and its workforce including the motivation and development of employees within the Children's Social Care service teams.
- Ensure that Children's Social Care services place a high value on customer responsiveness by demonstrating a commitment to meeting and involving the broadest range of direct and indirect service users, citizens, customers, communities, and businesses.
- Support the delivery of the Councils' key strategic aims and objectives ensuring understanding and commitment from staff from across the Children's Social Care service.
- Support Corporate and Directorate and service specific transformational change programmes with the aim of maximising efficiency, modernising services, and achieving better outcomes and opportunities for service users and customers.
- Ensure flexibility in reacting to the needs of the Council, its' customers and partners supporting a culture of continuous improvement.

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- Ensure compliance with all relevant legislation, the Council's standards of conduct, organisational policy, and professional codes of conduct to uphold standards of best practise.

Accountable for compliance with all relevant health and safety legislation and Somerset Council H&S policies.

Date: