



Role Profile

Consultant Social Worker
Children's Social Care

Role Profile: Consultant Social Worker	Role Profile Number: SBC_12864 (2)
Directorate: Children's Social Care	Reporting to: Academy Team Manager
Grade: CFL11	Date Prepared: February 2026

Our Values

Our [Values](#) shape how we work for the people of Swindon. They guide how we make decisions, how we deliver services and how we work with our communities and partners.

Our Values are:

We SEE – people, not problems – and stay curious to understand their story.

We HEAR – each other and the people we serve

We CARE – about our colleagues, our residents and our community

We ACT – with integrity, accountability and purpose

We LEARN – from data, feedback and experience so we keep improving

These five values describe the standards we hold ourselves to as a Council, and what residents and partners can expect from us.

The Swindon Commitment

The [Swindon Commitment](#) shows how we bring our Values to life every day, in every role, across all that we do. It turns our Values into practical promises between the Council, our colleagues and the people we serve so we can work together to deliver the best possible services and support.

Created with colleagues from across the organisation, the Swindon Commitment sets out a shared understanding of how we work, lead and behave. Rooted in our five core values, it reflects how we listen to, include and respond to residents, communities and each other.



Purpose:

The post will support the development of an integrated framework for staff from degree entry/apprenticeship through the Assessed and Supported Year of Employment (ASYE) and post qualifying opportunities (Practice Educator). To provide practice and professional leadership, support and supervision for social work students and newly qualified social workers.

To uphold standards of practice for social workers as defined by Social Work England and in accordance with the BASW Professional Capabilities Framework for Social Workers.

This post is responsible for working with the Academy Team Manager, Principal Social Worker and Service Manager Practice and Development, Social Work Managers and Practice Development Leads to grow and maintain the professional social work development framework for Swindon Borough Council in Children's Social Care.

Key responsibilities and accountabilities:

- Ensure there is employer support for all sponsored candidates through their learning pathway from apprentice/student, NQSW, Practice Educator and continuing professional development. Provide professional support, including development of skills, knowledge and experience and addressing performance issues.
- Work alongside social work managers and workforce development colleagues to achieve Swindon workforce strategic goals, national and local targets for practice learning, PEPS, social work career progression and annual performance objectives.
- Undertake specific projects associated with developments in social work practice, NQSW and PEPS, including delivery of hands on training events.
- Contributing to and implementing the Academy work plan.
- Participate in and where appropriate chair meetings of internal / external / regional / national partners and other agencies
- Take a lead role in promoting safeguarding within the service in line with Swindon policy and procedures for safeguarding.
- Undertake the assessment of NQSW's practice by completing direct practice observations, providing feedback on written work and complete portfolio reports as per the ASYE program requirements.
- Deliver workshops to students, NQSW's and staff to enhance learning and development, including offering group supervision sessions to students, NQSWs.

- Promote, develop and model high quality social work practice including working within statutory responsibilities, evidence based practice and comply with professional standards required.
- Contribute to and participate in development of best practice in social work in conjunction with the Principal Social Worker.
- Work in collaborative partnerships with colleagues from the council, health and other stakeholders within the national, voluntary and community sector which promote well-being, social inclusion and resilience.
- Comply with legal frameworks for social care in line with personalisation principles, which aim to put individuals, families and communities at the heart of care and wellbeing; and in doing so strengthens relationships between members of that community and builds social capital.
- Contribute to the development and review of policies and procedures.
- Ensure that personal practice is in line with current legislation and local policies and procedures, as relevant to the role.

Supplementary Accountabilities

- Able to demonstrate independent critical judgement, to problem solve in complex and unpredictable situations and to effectively manage conflict.
- Able to communicate effectively with people at all levels with strengths-based, restorative and person-centred approaches, including via written reports.
- Able to plan, chair and contribute to meetings.
- Commitment to anti-discriminatory and anti-oppressive practice.
- Provide advice and guidance on complex issues which could be contentious and challenging in nature.

Managerial

- Operate within defined budgets for social care and participate in Performance Management reviews, working closely with the leadership team to monitor, analyse and improve practice and development
- Manage a cohort of NQSWs through offering regular one to one/ individual supervision as per the requirements of the ASYE program.

Professional

- Developing and maintaining effective relationships and communication with internal and/or external service users, providing expertise and technical assistance in a specialist area.
- Maintain positive and proactive relationships with local higher education providers working to generate opportunities for Swindon to contribute to the development of the social work professionals

Decision making:

- Decisions lead to the setting of working standards and important procedures for the service area which have an impact across the organisation.
- Negotiation showing tact and diplomacy to deal with conflicting requirements or opinions and the ability to make decisions on the most appropriate action to reach an acceptable conclusion.
- Use initiative to manage responses to complex business / technical issues within the service.
- Make business decisions based on up to date specialist knowledge and analysis.
- Contribute to developing council strategy within the role and service area.
- Work closely with others to clarify changing service requirements. Identify, recommend and support the development and delivery of improvements in processes and procedures.

Creativity and innovation

- Apply professional knowledge and experience to interpret and recommend policy, resolve complex issues, proactively anticipate problems and deliver solutions which enhance the quality and efficiency of services.
- Responsible for meeting performance standards within a policy framework and regulatory guidelines, including national requirements of the ASYE program. Considerable scope to exercise initiative in taking action - within the boundary of well-defined policies.
- Contribute to long term strategies.
- Provide professional advice, assessments or referrals, ensuring interventions are timely and cost effective.
- Plan / co-ordinate / deliver training activities which support knowledge sharing both internally and externally, where appropriate.
- Research information to support and develop services for the individual group.

Job Scope

Number and types of jobs managed:	Number or N/A
Budget Holder:	No
Budget Value:	N/A
Asset Responsibility:	N/A

PERSON SPECIFICATION

Qualifications:	Essential or Desirable
• Qualified Social Worker, Degree in relevant profession with evidence of post qualifying learning and development.	E
• Social Work England Registered	E
• Qualified Practice Educator e.g. Practice Teachers Award or PEPs stage 1, and/ or working towards stage 2.	E
• Evidence of or commitment to Leadership or Manager training / qualifications	D
Knowledge and Experience:	
• Significant relevant professional experience post qualification in a similar work environment.	E
• Expert knowledge of relevant policy, systems, work practices, professional guidelines, legislation and a good understanding of emerging developments in the area of specialism.	E
• Evidence of professional development including contributing to the development and learning of others individually and as part of a team.	E

• Expert knowledge of social care legislation and policy as it relates to social workers and the wider social care team	E
• Experience of working in partnership with service users, other professionals and agencies.	E
• Experience of supporting people through change and developing and implementing practice, policy and other changes.	E
• Experience of supervision, appraisal and professional development of staff, including proven experience of supervising and assessing learners using the PCF and KSS frameworks.	E
• Excellent ICT skills including use of Microsoft applications, specialist systems and proven ability to use database information systems.	E
• Experience of multi-disciplinary and partnership working and awareness of the issues involved.	E
• Planning and workload management skills.	E
• Proven assessment and investigation skills appropriate to the scope of the role. Ability to carry out complex individual assessments.	E
• Proven ability to work with challenging individual groups and situations.	E
• Excellent interpersonal and communication skills.	E
• Proven ability to deliver training, accurate record keeping and report writing, and good presentational skills.	E
• Proven organisational skills, including the ability to work under pressure, prioritise your caseload and meet deadlines.	E
• Takes responsibility for own professional development and commitment to evidenced based practice, including ability to reflect on own strengths and practice / knowledge gaps.	E
• Proven skills in safe practice techniques and ability to work to risk assessments.	E
• Experience in audit and / or engagement in research.	E

You must be fluent in the English language (as a requirement of Part 7 of the Immigration Act - for the effective performance of an individual-facing role).	E
Other specialist knowledge or experience transferable to this role.	E
Proven knowledge and understanding of child development, parenting capacity, environmental factors, risk and protective factors. Knowledge of childcare legislation and statutory guidance.	E
Experience of identifying the needs of children and young people and establishing targeted planning to meet their needs.	E
Experience of multi-disciplinary working with children and families and chairing formal multi- disciplinary meetings	E
Knowledge of child protection, looked after children, and associated child in need social work practice issues	E
Aptitudes, Skills and Competencies:	
Ability to provide more specialist / professional advice and guidance where the situation and outcome are not straightforward or well established. Liaise with professional colleagues, providers and external agencies to gather and exchange information and co-ordinate actions and interventions where required	D
Ability to support or guide colleagues / individuals / stakeholders on issues relevant to the service area	E
Excellent communication skills	E

Other Key Features of the role

It should be noted that the duties and tasks associate with this post may change from time to time without altering their general character or the level of responsibility entailed. The above duties and activities associated with this job are neither exclusive nor exhaustive and the job holder may be called upon to carry out other such appropriate duties as may be required within the grading level of the job.

