



AFRUCA

SAFEGUARDING CHILDREN

Job Vacancy

Qualified Social Worker

Child Protection Assessment and Family Support
Service

London or Manchester Office

RECRUITMENT PACK



JOB INFORMATION

Job title: Qualified Social Worker

Child Protection Assessment and Family Support Service

Location: London or Manchester

Starting Salary: £37,000 plus £2500 per annum London weighting (if based in London) subject to deductions for tax and national insurance contributions as required by law

Hours: 40 hours per week (5 days per week, with flexible and remote working opportunities)

Reporting to: Child Protection Team Leader

Benefits: 28 Days Holiday per Year plus Bank Holidays. 5% Employer Pension Contributions. Paid Lunch Breaks, Employee Assist Programme, Store Discounts, Wellbeing Day, Annual Staff Retreat, Learning and Skills Development Opportunities.

A very diverse work environment.

ABOUT AFRUCA

Background to AFRUCA

AFRUCA - Safeguarding Children is a national charity established in May 2001 to promote the safeguarding and well-being of children in Black and Ethnic communities in the UK. AFRUCA has its Head Office in London, a Centre for Children and Families in Manchester and projects working with families and communities across the country. We work in disadvantaged communities to protect and safeguard children from abuse, modern slavery and exploitation. We tackle cultural and religious practices that harm children.

Our Five Key Work Areas

- Awareness raising and sensitisation: within Black and ethnic communities and youths about children's rights and protection as enshrined in international conventions and UK legislation.
- Information, education, and advisory services: to raise the profile of Black and ethnic children in the UK, increase awareness of their needs and improve policies and practices. Activities include research and publishing reports, media work, conferences, seminars, workshops, and training programmes for policy makers, service providers, parents, faith and community leaders, young people; communities.
- Advocacy and policy development: working closely with policy makers to shape the development of policy and regulatory action to promote the well-being of children in Black and ethnic communities.
- Community and international development: in partnership with others to put in place programmes and services to help relieve some of the suffering and hardship that Black and ethnic children and families experience.
- Family Support: Working to support children, young people and families in crisis, at the point of breakdown through effective early intervention services.

BENEFITS OF WORKING AT AFRUCA

Welcome to AFRUCA Safeguarding Children!

Thank you for your interest in joining our team as an AFRUCA Social Worker.

At AFRUCA Safeguarding Children, we pride ourselves on being more than just an employer. We view our workplace as more than just a place to perform tasks; we are a community where we grow together, collaborate, and support each other. A happy staff team has been crucial to the success of AFRUCA. We believe it is essential to foster an environment where all our staff feel valued and motivated.

As an employer, we strive to do the best for our team. As such, in addition to the basic salary on offer, we provide all our staff with additional benefits including:

- Financial Wellbeing Programmes: Supporting our staff to make the most of their finances by joining our voluntary, staff-led Money Management Club.
- We pay 5% Employer Contributions into our pension scheme with a mandatory employee contribution of 3%
- Work-Life Balance: Flexible working and work from home opportunities
- Opportunities to further your social work career through gaining in-depth, specialist experience of working with Black and Ethnic families, learning about different cultural and religious practices that influence child upbringing
- 28 days Annual Leave plus all bank holidays
- AFRUCA Staff Wellbeing Day: We provide an extra paid day off with funds for you to focus on your personal well-being.
- Annual Staff Retreat: Enjoy team-building and relaxation at our yearly staff residential programme.
- Employee Assistance Programme (EAP): Access professional support for your mental health, debt management, emotional support, GP Line and legal advice lines whenever you need it.
- Cash Health Plans: Benefit from our comprehensive cash health plans and claim money back on glasses, dentist treatments and massages.
- Store and Gym Discounts: Enjoy discounts at various gyms and high street shops and supermarkets.
- Paid end of year team activities

Join us at AFRUCA, where your growth and wellbeing are our priorities.

OUR CHILD PROTECTION SERVICE

The AFRUCA Child Protection Family Support Service sits within AFRUCA as one of our most impactful programmes targeting families from a range of ethnic backgrounds across England and Wales. The service works closely with local authorities children's services in cases involving families on child protection plans or in court proceedings. We provide direct one to one training and support for parents to aid their ability to provide appropriate parenting and ensure a safer, happier home environment for their children.

The AFRUCA Child Protection Service currently has a team of five qualified social workers and supports over 50 families each year. We also provide a therapeutic service where children are being reunified with their parents. We are establishing a child protection legal drop in service for families in contact with children's services and an advocacy service for parents in the child protection system.

Most of our families are referred by local authorities children's services as a result of cultural and religious practices which are deemed harmful to children's well-being. We offer qualified social workers who do not wish to work in the statutory sector with an alternative approach to practising social work where empathy, kindness and support is key to our work with families. Our ultimate aim is a reduction of children in Black and Ethnic communities going into or remaining in foster care. We offer a non oppressive and non judgemental service that helps to promote the well-being of children in safe families.

We are looking to attract a qualified social worker who supports our ethos and is willing to contribute to our work with families to protect more children in our communities.

If this is you, then read further!

MESSAGE FROM THE TEAM

“Coming from working in statutory services to working for a charity like AFRUCA is so different but in a great way! I have the space and support to be creative, work flexibly and learn about so many different cultures”

**– Jamila Dwyer, AFRUCA Social Worker
London Office**

“Working at AFRUCA Safeguarding Children as a social worker, I now have a better work-life balance!”

**– Monique Campbell, AFRUCA Social Worker
Manchester Office**

“Since working at AFRUCA, I have been able to progress in my social work career, undertaking a range of activities I possibly wouldn't have had access to within the statutory setting”

**-Deborah Bakare, AFRUCA Child Protection Team Leader
Manchester Office**

DETAILED JOB DESCRIPTION

- **Assist with delivering AFRUCA's range of child abuse prevention and early intervention services.**
- Conduct one-to-one assessments and hold follow up training sessions with families to enable them to improve their parenting capacities and navigate the child protection system in the best interests of their children.
- Prepare comprehensive reports (assessment and family support) of work with families for local authority decision-making and Care Proceedings.
- Attend multi-agency meetings including family conferences, core group and Child in Need meetings and maintain positive working relationships with external colleagues involved in ongoing cases.
- Conduct mediation and cultural advocacy for families going through the child protection system and signpost families to other sources of help and support.
- Attend court proceedings when required to provide evidence of work done with families
- Provide consultation and advice to professionals on specific cultural issues.
- Opportunities to design and develop training materials and present training sessions to external organisations.
- Work with AFRUCA's Community Engagement Leads and contribute towards delivery of AFRUCA's community education programmes on child protection.
- Work with AFRUCA's Child Protection Reconciliation and Healing Service to refer families
- **Service Administration, Monitoring and Evaluation**
- Work with others to conduct regular and ongoing monitoring, evaluation and analysis of family support work to assess impact of AFRUCA's intervention on individual families.
- Represent AFRUCA at external events to highlight its work with children and families, raise the organisation's profile, its work and objectives.
- Maintain the electronic record keeping system, ensuring your case files and notes are stored confidentially and efficiently and are easily accessible to authorised staff.
- Work closely with AFRUCA Finance Department to ensure timely financial payment for completed work and services delivered.
- Participate in weekly service progress review meetings to provide update of work and for peer support.
- Attend regular AFRUCA staff meetings and professional team building sessions with other staff members in the organisation.
- Contribute to relevant AFRUCA activities and events as needed
- **Professional Development**
- Hold regular review meetings with your professional supervisor/line manager to discuss casework and promote your professional development.
- Ensure your professional development meets Social Work England standards for social workers by participating in learning and development activities as necessary.
- Participate in the yearly staff appraisal process to assess your performance and identify learning and development opportunities.
- Attend relevant internal and external events and training courses to improve ability to work on child protection cases, build your cultural competence and support families successfully.

PERSON SPECIFICATION

Qualification:

1. Recognised Bachelor's degree or equivalent in Social Work.
2. Right to work in the UK
3. Evidence of Registration with Social Work England
4. DBS Enhanced Disclosure
5. Completion of ASYE (if qualified post 2015)

Knowledge and Experience:

1. 1- 2 years' post-qualification experience as a practising child protection social worker
2. Good knowledge of UK child protection legislation and working guidance, e.g. Children Acts 1989, 2004, 2014 & Working Together 2023
3. Understanding of local authority child protection procedures and court processes.
4. Good knowledge and understanding of African, Caribbean, Asian and other ethnic cultural/religious practices underpinning child rearing practices in these communities and willingness to build your specialism on such issues.
5. Strong understanding of the key issues and challenges faced by black and ethnic migrant and asylum seeking children and their families in the UK

Essential Skills and Abilities:

1. Identifying, prioritising and analysing child protection risks and a willingness to learn whilst working within the social work team
2. Excellent written skills and ability to produce good quality reports within specified deadlines.
3. Willingness and ability to work with team members to evaluate practice and think creatively about how best to work with families.
4. Ability to communicate successfully with a variety of audiences, including social work colleagues (internal and external), solicitors and service users.
5. Accountable for own workload and arising issues, be able to work on own initiative.
6. Be creative and able to cope with medium work-flow and able to prioritise efficiently.
7. Ability to adapt to work in a non-statutory, small organisational setting, in a small team environment.
8. You must be able to demonstrate your ability to work in a non-oppressive, non-judgemental and non-discriminatory manner with Black and Ethnic/migrant/asylum seeking children and families.

Desirable Skills and Abilities:

1. Skills and experience working in the context of 'front door' referral, assessment & child protection work
2. Ability to speak at least one additional language (i.e. African, Asian, Caribbean, European) would be a strong advantage
3. Ability or willingness to use remote technology and online tools to work with families
4. Occasional travel across the country to work with families or meet with colleagues in both offices

HOW TO APPLY

Our safer recruitment practices are designed to attract and select individuals who are not only qualified and capable but also dedicated to maintaining the highest standards of safeguarding. We take all necessary steps to verify the suitability of all staff and volunteers, including thorough background checks and rigorous interview processes. The post holder must undergo an Enhanced Disclosure and Barring Service check to confirm suitability working in a regulated activity with children and young people and vulnerable adults

**For further information
or to have a chat with
the team email
jobs@afruca.org
or visit our website
www.afruca.org**

To apply click
here:



Please note that we will close this advert once we receive a sufficient number of applications. We encourage interested candidates to apply as soon as possible to ensure their application is considered
Only shortlisted candidates will be contacted.