

A woman with long braids in an orange sweater and a man in a striped shirt are smiling and talking to each other. They are standing in front of a large, stylized hourglass graphic. The woman is on the left, and the man is on the right, gesturing with his hands.

Frontline

**Curriculum Lead – Social Work
Frontline Programme
(6-month fixed term)**

JOB PACK

If you would prefer this read aloud, guidance is available [here](#).

OUR MISSION

Almost 700,000 children in England rely on the support of social workers each year. These children need and deserve the support of life-changing social work professionals who can empower them to achieve their full potential and help to break the cycle of trauma and disadvantage.

Frontline is England's largest children's social work charity. We're committed to ensuring a safe and stable home for all children so they can reach their full potential - no matter their social or family circumstance. Our mission is to create social change for children who do not have a safe or stable home, by developing excellent social work practice, leadership and innovation. We are creating social change by building a movement of leaders in social work and broader society as part of our Fellowship. We have ambitious aims to grow this community to 4,000 impactful fellows by 2025, and with it our fellows' ability to effect system changes that will improve the life chances of vulnerable children.

We are looking for enthusiastic individuals from a diverse range of backgrounds to join our organisation and contribute to our work to create lasting social change for children and families. At Frontline we do this while striving to achieve a culture of freedom and responsibility, and working to become a truly anti-racist organisation. Read on to find out more about our culture and what we are looking for in this role.



FREEDOM AND RESPONSIBILITY: OUR CULTURE

To achieve our best work as a charity, we need to both let go of control and expect much more of one another. If we can manage this feat, you will be surrounded by a team who can solve problems, speak with candour, communicate expectations and give one another the space and support to achieve fantastic results for children and families. This is what we call a culture of freedom and responsibility.

How do we make it happen? Freedom without responsibility results in chaos – confusion, frustration, a lack of accountability. Responsibility without freedom breeds a rigid focus on following rules and process, even when professional judgement and creativity would produce better results. It can result in people doing things right without doing the right thing. Because of this, we need to have huge levels of both freedom and responsibility. The most important word is not freedom, nor responsibility, but **and**.



DIVERSITY AND INCLUSION

Frontline is an employer that takes equal opportunity seriously and seeks to walk the talk.

We believe that the strongest performing teams have a lot of difference in them. Our employees come from a range of backgrounds and with various expertise. We are committed to anti-discriminatory practice and are actively seeking to bring people with different lived experiences into the organisation. According to our most recent demographic survey, 26% of our employees are from ethnic minority backgrounds, 17% are disabled and 20% identify as LGBTQ+.

We are committed to becoming an actively anti-racist organisation. For us at Frontline, that means proactively tackling systems and structures that perpetuate and embed racism in our society. We published a racial diversity and inclusion plan in June 2020 and have been working to deliver this since that time, which you can read more about on our website [here](#).

We have a diversity and inclusion working group that includes employees from across all teams and levels including the people team and our senior leadership team. The group leads on recommendations for improvements in this area and implements initiatives to achieve equality for all.

We are committed to taking an inclusive approach to recruitment. We use a system called Pinpoint, which helps to remove bias from the selection process by anonymising applications. We ensure all of our employees have the relevant knowledge to support these aims. We design and deliver regular workshops and training around diversity, inclusion and belonging. We are proud to have won the ENEI Best Smaller Employer Award 2020.

If you're interested in hearing more about diversity and inclusion at Frontline, please feel free to contact Lisa Zaranyika, Head of D&I on lisa.zaranyika@thefrontline.org.uk



OUR BENEFITS

We know that working here is more than just a job title. Our benefits are a way of recognising employees for the important work they all do.



Community

- Employee Resource Groups (incl. LGBTQ+ Affinity Group, Black Affinity Group, family network)
- Organisational away day once a year
- Regular social activities – virtual and in-person
- Social work roles can join the Frontline Fellowship after one year of service



Family

- Enhanced Occupational Maternity, Adoption, and Shared Parental leave policies – 24 weeks full pay, followed by 15 weeks statutory pay
- Partner leave – 6 weeks full pay
- Foster and kinship care policy – support and time off for training (up to 5 days)
- Time off for fertility treatment/IVF appointments



Flexible working

- Work from home as often as needed for your role
- Flexibility around our core hours (10am-4pm)
- Mission aligned volunteering time (up to 3 days)



Learning and development

- CPD – Professional qualifications and apprenticeships
- Tailored, in-house workshops
- Coaching with qualified, professional coach



Holidays

- 25 days annual leave, plus bank holidays and office closure from 25 December to 1 January
- Holiday entitlement increases by one day every year after two years' service (up to max. 30 days)
- Buy or sell up to five days annual leave a year



Health and well-being

- Employee Support Service – 24/7 confidential advice line and counselling
- Occupational Health support – assessments and counselling
- Life Assurance Scheme – death in service benefit of x3 annual salary
- Free eye test and flu vaccine
- Employee-led Wellbeing Action Group
- Sabbatical after 3 years' service (up to 6 months)



Pay, pension and loans

- Transparent salary structure
- Up to 8% employer pension contribution
- Interest-free bike and season ticket loan
- Interest-free deposit loan for renting or buying a new home

THE ROLE

Reports to:
Principal Curriculum Lead

Salary:
£50,174.04 (£53,446.26 inclusive of London weighting) plus competitive pension

Contract:
Full Time, 6-month fixed term contract. Start date negotiable, but ideally starting in January/February 2024.

Location: Flexible, hybrid working. Travel to central London office required at least once a month.

Closing date:
9am, 29 November 2023

Interviews:
First round: w/c 4th December 2023 (online via Microsoft Teams)
Second round: w/c 11 December 2023 (online via Microsoft Teams)



The team you will be working in:

The Curriculum Lead will play a leading role in developing and delivering the Frontline Programme, a fast-track master's in social work.

The Curriculum Lead will make a significant contribution to the development of the teaching, learning and assessment (grading and observation of practice and academic components) on Frontline's programmes to ensure the successful implementation of the curriculum. The Curriculum Lead may also be involved with delivery of teaching materials in various settings, including online and in-person.

You will play a key role in the development of Practice Tutors and Consultant Social Workers in relation to the curriculum which may include running briefings on curriculum areas, contributing to training materials and being involved in quality assurance of materials relating to the support and information provided to these roles.

This is a varied and exciting role; we need someone who is enthusiastic about joining us to ensure our programmes remain innovative and excellent and that we become widely recognised as delivering world leading programmes. You will be passionate about teaching and learning and have a deep interest in social work education.

THE ROLE

Key responsibilities:

Practice

- Influence and help shape programme content including ensuring the implementation of evidence-based knowledge, skills and interventions with the aim of reducing risk to children.
- Design and deliver innovative teaching content across regions and digital platforms, at postgraduate level in line with good pedagogic practice, HEI standards and statutory guidelines.
- Promote and introduce evidence-informed methods of teaching and assessing social work practice with families – drawing on the expertise of others in social work.
- Prepared to work in line with our values of being brave, showing respect, pioneering, keeping curious and always keeping in mind that what matters most is what works. You should be able to role model these values in all that you do and expect these of colleagues you work with.

Relationships

- Work collaboratively with colleagues across the organisation to develop and deliver teaching content and assessment.
- Join the teaching teams across programmes to support, model and develop your own skills and those of the team.
- Work in partnership with awarding partners and regulatory bodies.
- Continually review the impact of all learning and development activity by actively seeking feedback from all stakeholders about the strengths and areas of development for the programmes.

Planning and leadership

- You may be required to take on module convenor role(s) and/or assessment lead role(s) leading on the delivery of content, assessment, marking and programme briefings.
- Ensure programmes remain compliant with professional standards and regulatory requirements.
- Effectively prioritise the areas of work required.
- Effectively manage multiple demands as required to ensure the uninterrupted successful design and delivery of the current programmes



THE ROLE

Person specification:

Experience and knowledge

- Experience and knowledge of social work practice or management, in Local Authority children's services or education.
- Experience of teaching, ideally at undergraduate or postgraduate level, or facilitating learning in a variety of settings with an emphasis on practice, management and leadership (this might include but is not limited to facilitating small or large group workshop on practice, running case consultations, presenting at best practice or learning events).
- Understanding of, and ability to apply, evidence-informed teaching methods and materials.
- Knowledge of research methods and evidence of research mindedness. A track record of undertaking research is desirable.
- Experience of developing social workers in their practice skills, research and theory.

Characteristics and skills

- Intellectual curiosity and a proven ability to challenge and develop one's own ideas and practice skills, by keeping up to date with current research and evidence.
- A thought-through vision of outstanding social work practice, leadership and education.
- Well organised in managing complex projects.
- Thoughtful, insightful and curious about problems as they arise with the ability to take a creative and positive approach to solving complex challenges.
- Excellent interpersonal skills.
- Excellent communicator in both oral and written form.

We believe that diversity makes for a stronger team and want our organisation to better reflect the communities we serve. Therefore, we are actively seeking applicants from racialised minority backgrounds for this role. We are also a disability confident employer and welcome applicants with disabilities. We ensure a diverse shortlist for all our roles when prompted, we encourage you to share this information with us if you feel comfortable to do so.

Please let us know how we can make the recruitment process more accessible for you by emailing People@thefrontline.org.uk.



THE ROLE

You may not have all of the experience or skills listed in this job pack but don't let that automatically put you off applying. If you have relevant experience and feel you would be a good fit for this role, we'd love to hear from you.

It is important to us that you are aligned with our values and committed to:

- working to deliver our [mission](#) and helping achieve our vision
- working towards our organisational goal of creating 4,000 impactful fellows by 2025
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

Requirements of the role:

- Qualified social worker with current SWE registration
- Educated to Masters level or above
- Maintains currency in Practice Educator Professional Standards at Level 2 (desirable)
- PGCert HE or equivalent (desirable)
- Right to work in the UK
- This post is subject to a police check of previous criminal convictions with the Disclosure and Barring Service (DBS)

How to apply:

If this sounds like the right role and organisation for you, please apply by applying here - <https://thefrontline.org.uk/work-for-us/current-opportunities/>

Please note that we reserve the right to close all roles early if we experience a high number of applications. If you think the role is a right fit for you, please apply as soon as you can.

Want to find out more?

Please contact:

Dr Damon Briggs, Head of Curriculum (damon.briggs@thefrontline.org.uk).

