Frontline

Principal Practice Tutor Delivery (South)

JOB PACK

If you would prefer this read aloud, guidance is available here.

OUR MISSION

Frontline is a charity with a mission to make life better for children at risk of harm, by improving the services that support them.

Hundreds of thousands of children experience or are at risk from abuse and neglect at home, sexual and criminal exploitation outside the home, and other harms. For these children, the right support and protection can make all the difference.

That's why we develop excellent practice and leadership in social work and other children's services. And we are cultivating innovative new approaches to child protection and driving positive systems change for 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 being 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 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 people@thefrontline.org.uk.

PinkNews Awards 2019 · enei · Living Wage · disability confident EMPLOYER · HALO

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 Affinity Groups (incl. LGBTQ+, Black Affinity Group, Racialised Minority, Disabled and Neurodivergent, Parenting Network)
- Employee Resource Groups (incl. D&I, Sustainability)
- Organisational away day once a year
- Regular social activities – virtual and in-person
- Social work roles can join the Fellowship after one year of service

Family

- Enhanced Occupational Maternity, Adoption, and Shared Parental and Partner leave policies
- Foster and kinship care policy – support and time off for training (up to 5 days)
- Time off for fertility treatment/IVF appointments

Flexible working

- Home-working around the needs of your role
- Flexibility around our core hours (10am-4pm)
- Mission aligned volunteering time (up to 3 days)

Learning and development

- CPD – L&D Calendar and apprenticeships
- Tailored, in-house workshops
- Coaching with qualified, professional coach
- Mentoring scheme for underrepresented groups

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 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
- Life Assurance Scheme – death in service benefit of x3 annual salary
- Free eye test and flu vaccine
- Sabbatical after 3 years' service (up to 6 months)

Pay, pension and loans

- Transparent salary structure, job evaluation to ensure benchmarking and competitive pay
- Up to 8% employer pension contribution, via salary sacrifice
- Interest-free bike and season ticket loan
- Interest-free deposit loan for renting or buying a new home

THE ROLE

Reports to:
Head of Delivery (South)

Salary:
£65,431.97 (including London Office Allowance) plus competitive pension

Contract:
Full Time, Permanent

Location: London
Travel to our London office required 2 times a week.

Direct reports:
Practice Tutor x4-6 (inclusive of part-time employees)

Closing date:
9am, 5 January 2026

Interviews:
First round: 13 January 2026 (online via Microsoft Teams)

Second round:19 January 2026 (in person in our London office)

The team you will be working in: **The Delivery Team**

The Principal Practice Tutor will play a leading role in and delivering Frontline's Approach Social Work programme, a fast-track master's in social work. This is an exciting role for someone who wishes to combine management and leadership responsibilities whilst keeping a close connection to the work of their team by working directly with participants on the programme.

The role of Principal Practice Tutor is to provide programme leadership and team management ensuring a high-quality teaching experience as well as ensuring excellent participant placement experience by supporting Consultant Social Workers.

The role comprises of six core areas of responsibility:

- Programme leadership and team management
- Resolve escalated participant issues
- Practice learning of participants
- Support of Consultant Social Workers
- Delivery (teaching) and Quality Assurance (marking) of the programme's curriculum
- Supporting and operationalising wider organisational objectives

We are actively seeking applicants from Global Majority backgrounds

THE ROLE

Job description:
You will work alongside the Head of Delivery, Principal Curriculum Leads and Principal Partnership Leads to ensure a high quality, effective learning experience for our participants. You are responsible for successfully incorporating best practice in pedagogy, through the provision of training, guidance and quality assurance activities across teams.

Key responsibilities:

Programme leadership and team management
- Line manage a team of Practice Tutors, acting into and promoting Frontline's culture of freedom and responsibility. This includes regular touch points with you team as group and with individuals to ensure excellent practice quality. Identifying, escalating and celebrating good practice and trends that impact participants experience, retention and attrition.

Resolve escalated participant issues
- Ensure participant records are routinely updated, ensuring early and meaningful intervention when issues arise to maximising retention.
- Exercise sound judgement when implementing Frontline and Lancaster University policies to address and support both participant and Consultant social workers issues and needs.
- Escalate issues appropriately to Heads of Delivery, work collaboratively with Partnerships, Registry, Suitability teams and Delivery Officer to adhere to disciplinary process and panels.

Practice learning of participants
- Use social work knowledge theory and practice to develop participants to become outstanding social workers. You will be expected to undertake direct observations of Practice Tutors as they teach, provide detailed timely and meaningful feedback.
- Attend hub meetings, hold tutorials in Year 1 and Year 3 of the programme, lead on progress reviews, mark and moderate participants assignments.

(Continued overleaf)

THE ROLE

Key responsibilities continued:

Support of Consultant Social Workers (CSW)

- Support CSWs to lead hub meetings and model best practice in Frontlines practice models (systemic practice, parenting interventions and motivational interviewing) and be effective practice educators using coaching and mentoring skills.
- Be accountable of CSW performance on programme and support the Partnership Manager to ensure the CSW is supported by the local authority.

Delivery (teaching) and Quality Assurance (marking) of the programme's curriculum

- Teach and contribute to content as necessary at Readiness for Practice, teaching Days, tutorials, practice seminars for Year 1's.
- Contribute to development days (where necessary), deliver mentoring and post qualifying hubs sessions for Year 2's
- Provide dissertation supervision for Year 3

Supporting and operationalising wider organisational objectives

- Support the objectives of the Partnerships and Placements, and Recruitment team when required by attending assessment centres (participant recruitment) and contribute to CSW recruitment.
- Participating in organisation annual priorities panel meetings, and share learning and areas of focus of other department within Frontline, where appropriate with the wider Delivery Team

THE ROLE

Person specification:

Experience, Knowledge and Qualifications	Essential or Desirable	Where this will be assessed?
Qualified Social Worker and registered with Social Work England	*Essential*	*Application*
Masters level qualification in social work	*Essential*	*Application*
Extensive children and family social work as well as experience of managing and leading others.	*Essential*	*Application*
HEA accreditation or relevant teaching qualification, or willingness to achieve this within the first 12 months in post.	*Essential*	*Application*
Experience in leading and managing a team including experience of performance management and driving improvement.	*Essential*	*Interview and Application*
Skilled in supervising social workers to make high quality decisions in complex situations	*Essential*	*Interview and Application*
Experience in operationalising strategic plans	*Essential*	*Interview and Application*
Quality assurance and evaluation: the use of data to monitor progress and embed accountability	*Essential*	*Interview and Application*

THE ROLE

Person specification:

Experience and Knowledge (Continued)	Essential or Desirable	Where this will be assessed?
Experience of working within statutory children and families' social work and excellent knowledge in best practice in developing excellent social workers.	*Essential*	*Interview and Application*
Experience in applying systemic or other social work practice models and knowledge of child development and caregiver affecting parenting	*Essential*	*Interview and Application*
A good understanding of anti-racist practice and a commitment to inclusive practice	*Essential*	*Interview and Application*
Experience in delivering training	*Desirable*	*Interview and Application*

THE ROLE

Person specification:

Characteristics and Skills	Essential or Desirable	Where this will be assessed?
Personal and professional values that align with Frontline's values and culture including our culture of freedom and responsibility and diversity and inclusion	*Essential*	*Interview and Application*
Exceptional skills in IT and use of various software packages: • Microsoft Office (Word, Excel, Teams, PowerPoint, PowerBI) • Zoom • Moodle and/or other Virtual Learning Environments (VLE's), Learning Management Systems (LMS'), other learning technologies	*Essential*	*Interview and Application*
Ability and experience to influence others and drive change	*Desirable*	*Interview and Application*
Commitment to Frontline's vision and mission	*Essential*	*Interview and Application*
Ability to collaborate with colleagues and teams and work autonomously.	*Essential*	*Interview and Application*
Enjoys managing and leading others, investing time in supervising and in developing a team to be high performing team	*Essential*	*Interview and Application*
Calm under pressure, emotionally steady and able to support others to be purposeful when they are under pressure	*Essential*	*Interview and Application*

THE ROLE

Person specification:

Characteristics and Skills (Continued)	Essential or Desirable	Where this will be assessed?
Highly organised and efficient in completing a wide variety of work to tight deadlines	*Desirable*	*Interview and Application*
Professionally confident and adept at working with a wide range of people	*Essential*	*Interview and Application*
Holds high standards and are comfortable making tough decisions about the suitability and performance of others for professional roles	*Essential*	*Interview and Application*
Excellent at listening and empathic in your approach	*Essential*	*Interview and Application*

THE ROLE

Diversity means stronger teams, and we want Frontline to reflect the communities we serve. Therefore, we are actively seeking applicants from a Global Majority background. We are also a disability confident employer and welcome applicants with disabilities. We ensure a diverse shortlist for all our roles, so when prompted, we encourage you to share this information with us if you feel able to do so.
Please let us know how we can make the recruitment process more accessible for you by emailing people@thefrontline.org.uk

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
- creating a culture of freedom and responsibility
- actively dismantling discrimination in your role

Requirements of the role:

- Right to work in the UK
- Qualified Social Worker and registered with Social Work England
- Masters level qualification in social work
- Extensive children and family social work as well as experience of managing and leading others.
- HEA accreditation or relevant teaching qualification or willingness to achieve this within the first 12 months in post.
- 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 following this link.

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:
Rashida F. S. Costa Head of Delivery (South): RashidaFSCosta@thefrontline.org.uk