

## Job Profile

**Job Title:** Social Work Apprentice

**Job Grade:** Level 3 Zone 1

**Salary Range:** £33,789 - £38,465

### About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

### About the role

This is a social work apprentice position where you will have the opportunity to build upon the knowledge and skills you already hold whilst developing further and completing a social work qualification. You will study for a social work degree and apply your learning in the work. The model of learning is 20% off the job learning (at university) and 80% on the job learning (in your team).

- You will be working with qualified social workers in partnership with people, other professionals and agencies, carers and families in a range of different settings to support and promote positive change in people's lives to improve their wellbeing and independence.
- Within the context of relevant social work legislation, you will learn to use your professional judgement and build relationships with a variety of individuals and communities, as well as with a wide range of other professionals and agencies.
- With support, you will assess, plan, implement and evaluate complex situations. This requires an ability to critically reflect and be supported to make decisions within a clear professional code of ethics.
- You will be helping to protect individuals from harm, abuse, neglect and exploitation.
- You will be working in a way which is compassionate and which takes account of all aspects of the individual's life - ensuring their voice is central to decision making.
- You will be producing a good standard of professional documentation relevant to your service area and be able to prioritise your workload and work within defined timescales.

Throughout the apprenticeship you may work in different teams to support your learning and to gain a full understanding of different social work settings across Children and Adult services. Additional to the above you will be expected to demonstrate you can meet the requirements, knowledge and skills of the apprenticeship standards, available here <https://www.instituteforapprenticeships.org/apprenticeship-standards/social-worker-degree/>

### About you

You must be able to meet the minimum entry criteria for the apprenticeship standards and be committed to completing the entire training programme and developing a career in Social Work. Entry to the university course requires that you hold Maths and English GCSE grade C/grade 4 or equivalent, or Level 2 Functional Skills in Numeracy and Literacy, or an equivalent qualification

For this role you need to:

- Be organised and able to produce timely, high quality work, using a range of information technology applications
- With supervision, be able to rapidly develop the knowledge required to meet with legislative requirements, statutory standards, local policy and protocols
- Be able to develop the ability to apply social work theory, models, and methods to practice with a specific focus on systemic and strengths based approaches and a good understanding of human development throughout the lifespan
- Work in partnership with individuals applying professional curiosity, critical thinking, analysis and evidence based research to form a professional opinion and with support, to translate this into professional documentation and plans to address identified risks and support independence
- Develop the ability to work in a proportionate way to ensure that individuals are safeguarded and their rights protected
- Demonstrate the ability to develop reflective practice and identify your own limitations, bias or tensions and seek supervision, advice or guidance where necessary
- Develop practice in accordance with the professional code of ethics and uphold social work and council values at all times
- Within the context of the Degree Apprenticeship, be accountable for your own development and performance through self-assessment and self-evaluation working with your manager, mentor and tutor/training provider

**Work Environment:**

- Work will be primarily office/team based, and you will be expected to undertake off site visits
- You will need to be able to work flexibly across various work environments
- You may be occasionally required to work outside of normal working hours
- Work involves some risk to personal safety arising from site visits
- 20% of working time will be allocated to attending university or other learning activities as set out by the training provider
- There is an expectation that you will need to undertake some study/course related work in your own time in addition to the 20% of working time allocated for learning.

**People Management Responsibilities:**

There are no management responsibilities for this role.

**Relationships:**

- You will work as part of a team with support of your peers, colleagues and managers to continually enhance your experience, development and professionalism
- You will work in partnership with the multi-agency professionals in respect of your practice
- You will have support from the university teaching team

**Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

### **Diversity & Inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click [Diversity and Inclusion](#) for more information on our commitment.

### **Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

### **Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG,