

FRONTLINE

CHANGING LIVES

THE 2024 TIMES
TOP 100
GRADUATE EMPLOYERS

www.thefrontline.org.uk



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Our mission is to transform the lives of vulnerable children by recruiting and developing outstanding individuals to be leaders in social work and broader society.

There are lots of graduate programmes out there, most of them involving nice, comfortable office jobs.

Frontline is different.

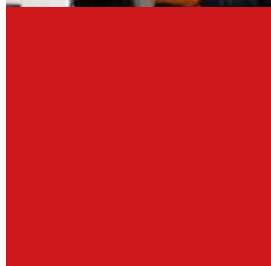
We're looking for outstanding people who want to make a difference to the lives of vulnerable children and their families.

Through doing excellent work with the police, schools and the justice system, you will also be working to change the perception of social work more broadly.

The list of desirable and transferable skills you will develop is endless: advocacy, conflict resolution, mediation, and leadership to name just a few.

Being a social worker takes resolve, dedication and qualities you may not even realise you have.

Changing lives is not easy. 99% of us would run in the opposite direction. But if you're part of the 1% who want one of Britain's most challenging jobs, Frontline may be for you.





OUR JOURNEY SO FAR

The idea for Frontline came into being in 2010 when Frontline's chief executive, Josh MacAlister, wrote an article about a new approach to social work recruitment. Two years later Frontline received cross-party support. A team was assembled and plans for the first ever cohort got under way. By autumn 2013 Frontline recruitment opened and the search for just over 100 outstanding graduates and career changers began. We are now looking to recruit almost 200 outstanding graduates and career changers to join our two-year graduate programme, starting in 2016. They will be working as trainee social workers in child-protection teams in Greater Manchester, Greater London, the East of England, the North East and the South East.

WHY CARE?

Almost a third of the homeless population was in care at some point in their lives, (Barnardos 2012). 6% of care leavers go to university compared to 38% of all young people, (UK Gov 2011). Over a quarter of the adult prison population has been in care and over a third of prisoners under 21 were in care as children, (Who Cares Trust 2012). We know that social workers do fantastic work to prevent negative outcomes for children and young people, but the need is great. We need outstanding people, with a strong sense of social justice, to join them in transforming our society. It's a tough calling but could you be the one to join us in our mission to build secure foundations for some of our most vulnerable people?



"I had about six different social workers growing up. The majority were ok, although I did have one or two who treated it like it was just a job. The quality that sticks out in the good social workers is 'commitment'. If I needed extra help, would they be there?" **Victor - Care Leaver**



‘HOW MY SOCIAL WORKER HELPED ME SUCCEED’

Jenny Molloy, author of *Hackney Child*, grew up in care. Here she tells us about the importance of her social worker.

When she was just nine years old, Jenny Molloy walked into a police station with her two brothers and asked to be taken into care. From that moment forward social workers played a critical role in Jenny's life, now documented in the book *'Hackney Child'*. Here, Jenny tells us her experiences of social work.

What my favourite social worker did for me

"Growing up, I had the same social worker for seven years and felt like I could trust them 100%. Our relationship wasn't easy, but she stuck by me through

thick and thin. I always looked forward to seeing her – she was my special person. I didn't even realise there were other children on her caseload – it didn't even occur to me that I wasn't the only one because she was that good. I think it's really important that social workers show us that it is possible to love us, and to hold high aspirations for us."

The lasting impact of social workers

"I was in care as a child, and so were both my parents. Two generations. My children didn't go into care – we're not repeating that pattern. In fact, my daughter is now training to be a social worker herself. All of my children's upbringing and success is a credit to my social workers; they were the ones who gave me the ability to break out of that cycle. Social workers don't always see the impact, but boy can they make a difference. I have got to where I am today because of my social workers."



The book Jenny co-authored, *Hackney Child*, was a Sunday Times Bestseller in 2014.

Advice to applicants

"To Frontline applicants I would say it is essential that you care about children in care. If you don't, then don't bother; go and do something else. Compassion from gifted, high-achieving students, often from comfortable backgrounds, is every bit as valid as compassion from those from less well-off backgrounds."

Jenny Molloy aka Hope Daniels or 'Hackney Child', as her social worker files named her, is very proud to refer to herself as a 'care leaver in recovery'.

YOUR FRONTLINE JOURNEY



Summer Institute

The Summer Institute is an intensive five-week residential programme intended to ready you for practice before starting in your local authority. You will be taught by experienced social workers, world-renowned academics and leadership experts who will help you develop the qualities needed to bring about change in families, within the social work profession and beyond.

Year 1

Following the summer institute, you will also undertake over 200 days of on-the-job training, working as part of a local authority child-protection team. You will be supported and led by an experienced social worker, along with three other Frontline participants that make up your unit. You will also undertake 20 further days of academic study and receive regular visits from your academic

"Working with my unit has also been an incredible experience. I feel very lucky to be surrounded by my fellow unit members. I am constantly learning from them and feel I can turn to them for support when needed."

Brittany Bernard, 2014 Cohort - Newham

tutor. You will also receive leadership development training as part of the programme. This is delivered by professionals from the business, public and voluntary sectors and will support you in gaining the qualities you need to bring about change in families and beyond.

Masters in Social Work that will advance and consolidate your knowledge and skills. Key approaches include, Motivational Interviewing and Systemic Practice, and will further develop on issues such as domestic violence and substance misuse.

Year 2

In Year 2 you will be a newly qualified social worker responsible for your own caseload. You'll be working in your local authority's Children's Services team and your local authority, along with an experienced coach, will support you in your personal and professional development. Your leadership development will be ongoing and you'll also have the opportunity to gain a

Locations

2016 Cohort will be working in:
Greater London, The South East,
East of England, Greater Manchester,
The North East Region





A DAY IN THE LIFE OF A FRONTLINE PARTICIPANT

Laurie Martin, 2014 Cohort

09:00

I arrive in the office and check to see if any important emails have come through. In one case I'm handling, the mum has been struggling to take her daughter to nursery every day but I've got a note through saying that her attendance has been 100% this week. I give the mum a quick call to say well done, because I know how hard it's been for her.

09:30 - 12:30

Time for the weekly unit meeting, which is a chance for me and the other three Frontline participants in my local authority to discuss any problems we've faced this week with our Consultant Social Worker. We work together to come up with plans for different cases we've been dealing with. What's been great is how much trust we've developed as a group which means I can be honest about any issues I have.

13:30 - 14:30

I cycle off to a nearby school after quickly grabbing some lunch. I meet a child I've been helping since I started the Frontline programme just to see how he's doing because he's been through a very difficult time recently. He's really happy to see me and seems to be coping well despite everything he's had to deal with.

15:00 - 16:00

I'm on a home visit to see three generations of a family I've been working with. The young daughter left her mum's home a few months ago to live with her grandma –

today the mum is visiting grandma so it's a chance to talk to all three of them. I notice that the mum and daughter seem to be getting along better and I sit down with mum, who tells me that her daughter has spoken about possibly moving back in with her soon, which is amazing news.



16:00 - 17:30

Back in the office where I write up reports on the two visits I've had this afternoon. I've got a bit of time spare so I begin reading for an essay I've got due in as part of the academic side of the programme.

18:00

Finished work and I head over to some football pitches nearby where I play in a social care five-a-side team. Afterwards I have a quick drink with the team then head home for some sleep before another busy day tomorrow.

"There are a lot of ups and downs and it is certainly very challenging. However, the opportunities and learning experience I have had so far have been amazing and invaluable to me as an individual and I truly feel it has shaped who I am today compared to who I was six months ago!"

India Smith, 2014 Cohort - Hammersmith and Fulham

WHAT'S IN IT FOR YOU?



Make a difference

Be part of a new generation of social work leaders helping to transform the lives of vulnerable children and their families.



Quality training

- Five-week Summer Institute
- Over 20 days of academic teaching
- Over 200 days of on-the-job training
- Postgraduate diploma leading to a Masters degree



Earn as you learn

Year 1 – tuition fees and Summer Institute accommodation will be covered by Frontline. In your first year you will receive a tax and NI exempt bursary.

- Inner London: Equivalent to a salary of **£23,700**
- Outer London: Equivalent to a salary of **£22,100**
- NE/NW: Equivalent to a salary of **£19,600**

Year 2 – Earn newly qualified social worker salary, around **£24k** (depending on local authority) up to **£30k** (London weighting).



Qualify as a professional

Qualify as a social worker after your first year and register with Health and Care Professions Council.



High level of support

Receive support from experts – Consultant Social Worker, Academic Tutor and the programme team.



Grow as a leader

Become excellent at what you do.
Learn from world-class leadership experts to bring about change.

"I genuinely feel very grateful to be part of this programme and see it as a wonderful opportunity to develop both professionally and personally. I am still very happy I decided to apply and feel very content about the direction I am moving in, in terms of my career."

Dan Jones, 2014 Cohort - Haringey

WHAT WE'RE LOOKING FOR

We are looking for your potential to become
an outstanding children's social worker.

We will be exploring the evidence of your
ability through our competencies:

Commitment to children and families

Motivation

Self-awareness

Resilience

Working with people

Effective communication

Empathy and relationships

Leading with sound judgement

Analysis and adaptability

Leadership

We will also be looking for evidence of
your ability to manage your time effectively
and your professional conduct.

COMPETENCIES



ELIGIBILITY

To be eligible for our programme you will need to have all of the following:

A 2:1 or higher in your first undergraduate degree (predicted or obtained)

Most applicants have at least BBB (or ABC) in their top 3 A-levels (or equivalent pre-university grades) – excluding General Studies and any additional AS-levels*

At least grade C in GCSE English and Maths

Applications must also demonstrate competence in IT as well as spoken and written English

"Social work is a noble and vital calling, and it's also one of Britain's toughest jobs. It's absolutely critical that the best and the brightest are attracted into social work; and Frontline's been set up to do just that." **David Cameron, Prime Minister**

SELECTION PROCESS

Our selection process is designed to uncover the people with the potential to become successful leaders in social work and beyond.

The application process has six stages:

Stage 1

Self-Assessment activity This activity is designed to give you further insight into social work and also the opportunity to see whether this career path is right for you.

Stage 2

Registration + Application form The application form consists of three competency based questions as well as additional information from your CV. We're looking for you to demonstrate your commitment to the Frontline mission as well as your experience of working well with people. Once you have submitted the form, you will immediately be sent the online tests.

Stage 3

Online tests Verbal reasoning, which helps us to assess your ability to use logic to solve complex problems. Situational judgement, helps us assess your aptitude for social work, by asking you to respond to some realistic scenarios.

We will then view your test results and if you have met the minimum standards, we will review your application form. After a successful application screen, you will be invited to complete a short video interview.

Stage 4

Video interview The next stage involves answering a pre-recorded questions, which you will be able to answer and record at home in your own time. This is an opportunity to really showcase your motivation for working with children and their families, as well as your communication skills.



Stage 5

Assessment centre If you successfully pass the first four stages you will be invited to the assessment centre. Here you will participate in a range of activities including a group exercise, a role play, a written exercise and an interview. The assessment centre will give you the opportunity to experience real social work situations and help you to decide if this is the right career path for you.

Stage 6

Induction + Final checks Once you've successfully completed the assessment process, you will receive a conditional* offer for the Frontline programme. The Frontline team will then do their best to allocate you to a local authority within your preferred region. In the months leading up to starting the programme you will be required to complete several security and health checks to make sure you're suitable to practice as a social worker. You will also get a chance to meet the rest of your unit at our welcome event in the spring.

For more information on the selection process, visit the selection process page of our website: <http://www.thefrontline.org.uk/how-apply/selection-process>



PARTICIPANTS' BACKGROUNDS

Successful candidates
came from over

50

different universities.

Over 100 different degrees

are represented including Politics, Drama, Natural Sciences,

Zoology, Medicine and
Psychology.

The cohort came from a range of schools in and

outside the UK,

including state-run, independent or fee-paying,

selective or faith schools.

Around half

the cohort graduated

in the last

3 years

and the other half
graduated between

1979 & 2012.

Over 70

different cities and towns
are represented throughout

the UK, through Europe

and as far as

Australia.

Career changers

have come from a variety of sectors including

public, corporate,
not-for-profit and the arts.

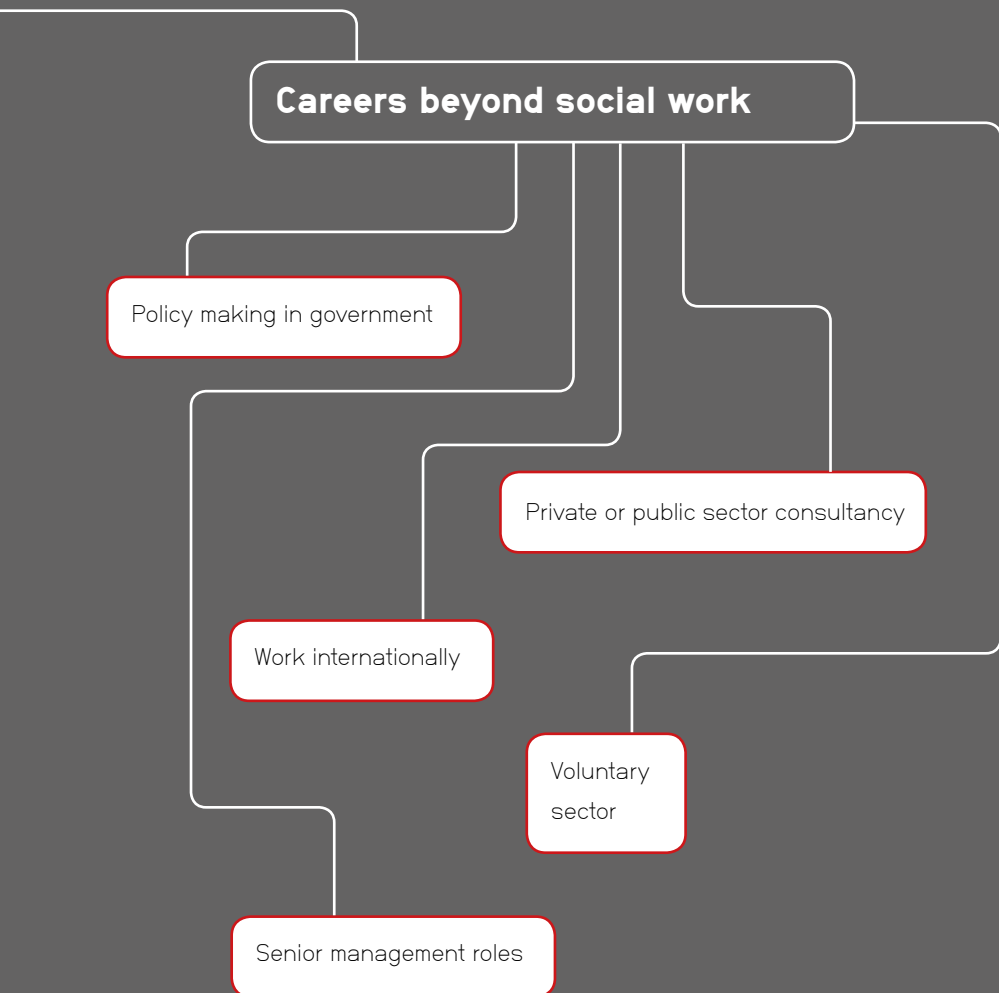
The cohort is
diverse
in age, religion,
ethnicity,
sexual orientation
and gender.

The qualities 2014 Cohort and 2015 Cohort
had in common were a commitment to
Frontline's mission
and the ability to demonstrate Frontline competencies.
If you feel you have the qualities,
apply to Frontline.



CONTINUING THE JOURNEY





SUPPORTERS

Frontline is supported by a wide range of businesses, trusts and charities to achieve our mission. Our work would not be possible without their generous support.



CONTACT

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"I know first-hand the importance of having a great social worker. There is an urgent need to transform life chances for abused and neglected children and Frontline will play a vital part in addressing the national challenge" Lord Andrew Adonis, Frontline Chair



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