

FRONTLINE

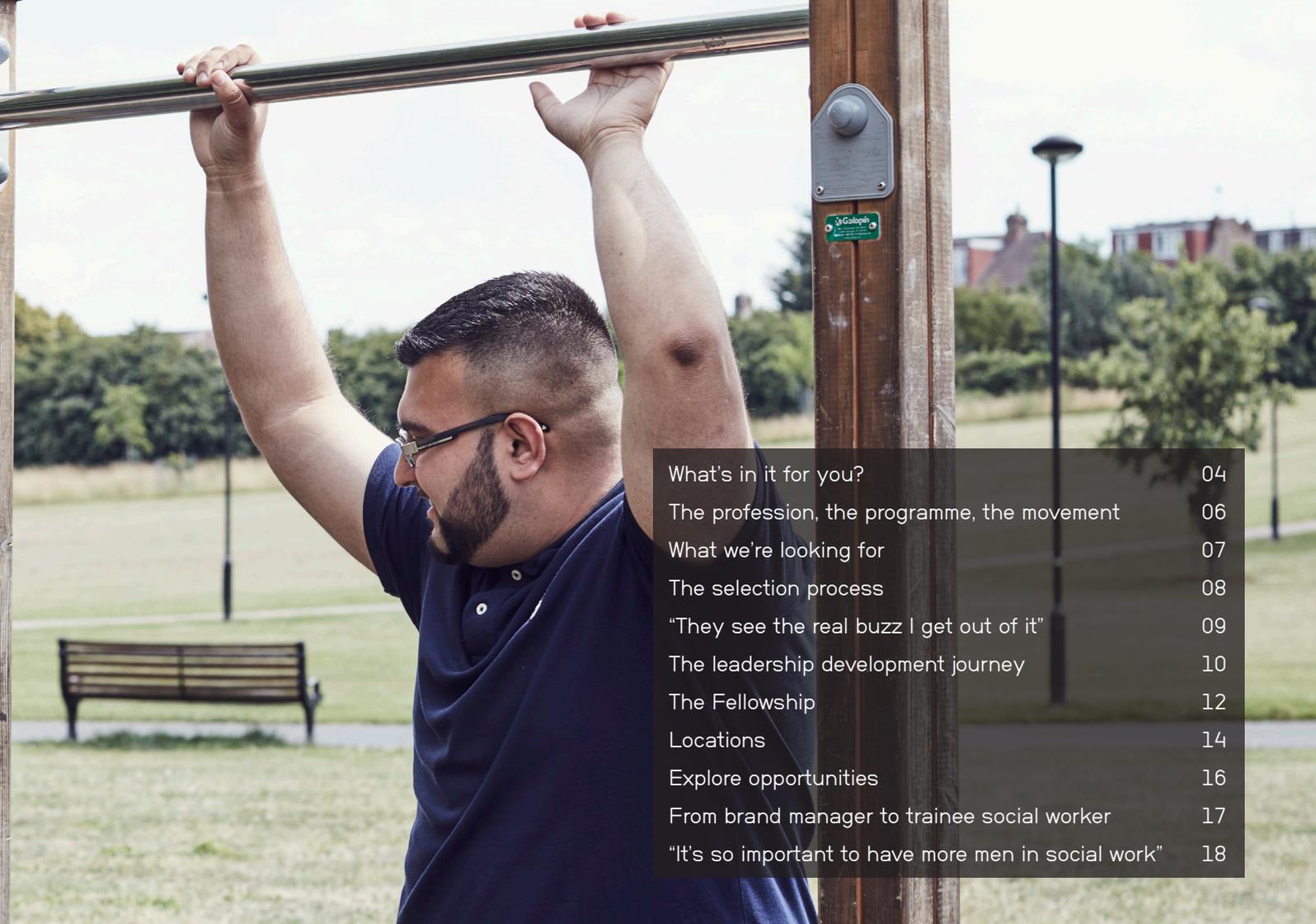
BE THE DIFFERENCE



A young person with long dark hair is hanging upside down from a horizontal metal pull-up bar. They are wearing a blue t-shirt with a Superman logo, grey patterned shorts, and blue sneakers with white laces. They are smiling broadly, looking towards the camera. The background shows a park with green grass, trees, and a building in the distance under a clear sky. The pull-up bar is part of a wooden structure with a metal plate on the side.

Frontline is looking for strong, agile thinkers for our leadership development programme. Today, there are many young people and families facing challenges that often seem insurmountable. As a social worker, you can make a significant difference to the direction their lives take. Our in-depth intensive training programme ensures you get the professional and

leadership skills needed to thrive in this dynamic, challenging role. You earn while you study – up to a £20k bursary in year 1 and up to £34k in year 2. At the end of the two years, you will have qualified as a social worker with a master's degree and will connect with Frontline's community to advance your career with ongoing professional development.



What's in it for you?	04
The profession, the programme, the movement	06
What we're looking for	07
The selection process	08
"They see the real buzz I get out of it"	09
The leadership development journey	10
The Fellowship	12
Locations	14
Explore opportunities	16
From brand manager to trainee social worker	17
"It's so important to have more men in social work"	18



WHAT'S IN IT FOR YOU?



EARN AS YOU LEARN

In year 1 Frontline covers your tuition fees and you receive a tax exempt bursary of up to £20,000 dependent on location. In year 2 as a newly qualified social worker, you will earn a salary of £25k to £34k depending on your location, and work towards completing a fully funded master's degree.

QUALIFY AS A PROFESSIONAL

Qualify as a social worker after your first year and register with Social Work England.

WORK AS PART OF A DYNAMIC TEAM

In the first year of the programme, you'll work on real life cases in small groups, supported and led by your consultant social worker.

WORK IN PARTNERSHIP WITH A VARIETY OF ORGANISATIONS

You'll work with a wide range of professionals in health, education, the criminal justice system and beyond to bring about positive change in the lives of vulnerable children and families.



THE PROFESSION THE PROGRAMME THE MOVEMENT

BE THE DIFFERENCE

In the UK alone, half a million children don't have a safe or stable home. Great social work can change this.

THE PROFESSION

As a social worker, you're putting yourself forward to lead social change. You'll work directly with children and families, alongside other professionals, to bring about positive change in their lives.

THE PROGRAMME

You'll develop skills around relationship-building, conflict resolution and leadership, strengthening qualities such as perseverance and resilience you didn't even know you had.

THE MOVEMENT

By 2020, there will be a movement of over 1400 Frontline alumni (fellows) transforming the children's social care sector and improving the lives of some of our most vulnerable people.

WHAT WE'RE LOOKING FOR

WE'RE LOOKING FOR PEOPLE TO BE THE DIFFERENCE BY BECOMING CHILDREN'S SOCIAL WORKERS AND WORKING TOWARDS POSITIVE CHANGE FOR FAMILIES

WE ASSESS FOR THE FOLLOWING COMPETENCIES:

COMMITMENT TO WORKING WITH CHILDREN AND FAMILIES

Motivation
Self-awareness
Resilience

WORKING WITH PEOPLE

Effective communication
Empathy and relationships

LEADING WITH SOUND JUDGEMENT

Analysis and adaptability
Leadership

Social work is an intellectually demanding job. Agile thinking is required for training and practice while you study for a master's degree. Frontline therefore requires you to meet certain criteria to apply to the programme.

- Grade C or above in English Language and Maths at GCSE (or equivalent qualification)
- 2.1 or higher in an undergraduate honours degree (predicted or obtained) OR a 2.2 in an undergraduate honours degree plus a level 7 (i.e. master's degree) qualification (predicted or obtained) OR an equivalent qualification
- Be eligible to reside and study in the UK for the duration of the programme. You must be a resident in England before the programme commences
- Competence in spoken and written English

THE SELECTION PROCESS

STAGE 1 SELF-ASSESSMENT ACTIVITY

An interactive online exercise designed to give you further insight into social work to see if this is the right career path for you.

STAGE 4 VIDEO INTERVIEW

This provides another chance to share your motivation for working with children and families and demonstrate your communication skills.

STAGE 2 REGISTRATION + APPLICATION FORM

You'll need to demonstrate your commitment to the Frontline mission and your experience of working well with others by answering competency-based questions.

STAGE 5 ASSESSMENT CENTRE

A half-day session where you experience and navigate real social work situations and meet care leavers. This is also a final opportunity to establish if this is the right career path for you and if you're a good fit for Frontline.

STAGE 3 ONLINE TEST

An opportunity for you to respond to realistic, social work related scenarios. You'll need to demonstrate your ability to understand information and to use logic to solve complex problems.

STAGE 6 INDUCTION + FINAL CHECKS

If you successfully pass the assessment centre stage, you'll receive a conditional offer for the Frontline programme, subject to security and eligibility checks to ensure you're fit to practice.

“THEY SEE THE REAL BUZZ I GET OUT OF IT”

I wanted to do something where I was working directly with people every single day. I did my degree and master's in international relations and politics and just didn't find anything to do with policy interesting. I did lots of volunteering at university with refugees and asylum seekers and knew that was the one thing that really made me buzz. So I knew I needed to do something where I was working with people, helping people.

I'm not made for an office job, I'd get too bored. I need to be outside my comfort zone. I like being challenged by people who aren't my manager; families challenge

you as much as and in a completely different way to your colleagues.

I think some people in my family thought I should be doing something more in policy or in government, sitting at a desk. Doing something that would use my intellectual abilities more than social work (or so they thought). But social work does challenge me intellectually, as well as socially, emotionally and in every other way. Now they see the real buzz I get out of it, the challenge, the variety and how important the work I do is.

Emily, Frontline fellow



YOUR LEADERSHIP DEVELOPMENT JOURNEY



2019 cohort at the summer institute



SUMMER INSTITUTE*:

Five weeks of intensive residential training at the University of Warwick will build the foundations of the knowledge and skills required for your local authority placement. Experienced social workers, leading academics and leadership experts will ensure you develop the qualities needed to be a real force for change.

YEAR 1: OVER 200 DAYS OF WORK-BASED LEARNING AND 46 TAUGHT STUDY DAYS**

Frontline participants work in a local authority in units, usually of four, supported and led by a consultant social worker. You'll also receive regular visits from your practice tutor, whilst working to gain a postgraduate diploma in social work by the end of your first year.

YEAR 2: MASTER'S DEGREE, COACHING AND MANAGING YOUR OWN CASES

You'll be a newly qualified social worker employed in children's services by your local authority and supported to hold your own caseload. You'll continue working towards a master's degree in Advanced Relationship Based Social Work Practice. Ongoing professional development opportunities include coaching to develop your social work leadership skills.

* The sensitive nature of our programme requires that you must pass compliance checks before the end of the summer institute in July.

** Work-based learning refers to a student placement for which you receive a tax-free bursary. The placement includes 170 days in a child protection team in a local authority and 30 days of contrasting learning in an adult focussed area.

THE FELLOWSHIP

WHAT IS THE FELLOWSHIP?

By completing our programme you will automatically join the Frontline Fellowship: a movement of individuals who are applying themselves to address social disadvantage in different ways. You will continue to be inspired and supported by a community of like-minded fellows who are working to pursue wider social justice and change for vulnerable children and families.





THE FELLOWSHIP FOCUSSES ON THREE KEY AREAS:

PRACTICE

Fellows can deliver and attend free workshops and conferences on different areas for development, such as child criminal exploitation, public speaking and turning innovative ideas into reality. They connect with mentors and work with other fellows to hone their leadership style and share best practice about how to bring about positive social change.

POLICY

Fellows can meet and influence policy experts by attending all-party parliamentary groups and roundtables and by sharing their stories of what's happening on the ground, they can also affect policy issues at local council level. Some fellows bring their experience of social work into careers in social policy.

INNOVATION

We offer tailored workshops and support for fellows to help set up their own social enterprises, charities or innovative projects for the benefit of vulnerable children and families.

LOCATIONS

**JOINING US ON THE 2020 PROGRAMME,
YOU COULD BE WORKING IN ONE OF
THE FOLLOWING AREAS:**

- **LONDON**
- **EAST OF ENGLAND**
- **MIDLANDS**
- **NORTH EAST**
- **NORTH WEST**
- **SOUTH EAST**
- **SOUTH WEST**

We partner with local authorities across England in these regions. All of our locations offer the same excellent training, development, support and the chance to make a real impact on children and their families' lives. As we operate across a wide range of areas, participants will need to be flexible about where they are placed. There is often a requirement for participants to relocate to start the programme.

NORTH WEST



Local authorities we have previously placed participants in include Manchester, St Helens, Warrington and Wigan.

MIDLANDS



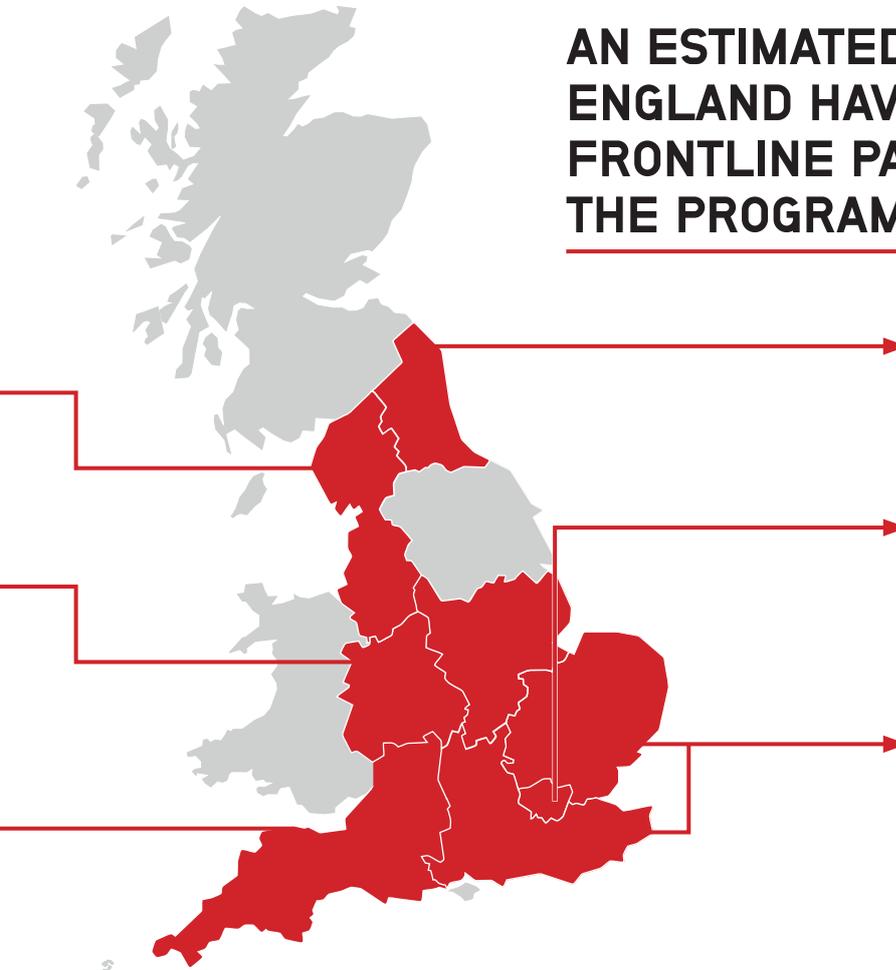
The Midlands region includes both the East and West Midlands and is one of our biggest regions. Local authorities we have previously placed participants in include Birmingham, Coventry, Derbyshire, Leicester, Staffordshire, Stoke-on-Trent and Warwickshire.

SOUTH WEST



The South West is our newest region. In 2019, local authorities we partnered with included Bristol, Gloucestershire, North Somerset, Swindon and Wiltshire.

AN ESTIMATED 13,000 FAMILIES ACROSS ENGLAND HAVE BEEN SUPPORTED BY FRONTLINE PARTICIPANTS WHILE ON THE PROGRAMME



NORTH EAST

Local authorities we have partnered with in previous cohorts include Durham, Newcastle, Middlesbrough, Hartlepool and York.

LONDON

London is one of our biggest regions. Local authorities we have placed participants in include Croydon, Enfield, Harlow, Havering, Islington, Kensington and Chelsea, and Lambeth.

EAST OF ENGLAND AND SOUTH EAST

We have previously partnered with a small number of local authorities across these two regions. These have included Hertfordshire, Essex, Central Bedfordshire, Oxfordshire, Windsor and Maidenhead, and West Berkshire.

EXPLORE OUR OPPORTUNITIES

START YOUR CAREER WITH US

Whether you're interested in working in the charity sector, want to train as a social worker or gain valuable experience while you study, we offer a range of opportunities for students and graduates to kick-start your career.

INSIGHTS INTO SOCIAL WORK

We run a number of events and insights on-campus and in our regions where you'll receive lots more information about the benefits of the Frontline programme as well as real insights into social work as an exciting career path.

INTERNSHIPS

If you love what Frontline is all about and are considering social work, our internships give you an opportunity to launch your career. You'll develop valuable skills around responsibility and initiative while helping us to create positive social change.

ON-CAMPUS PAID ROLES

As one of our brand managers, you'll play a key role in raising awareness of Frontline by engaging students with our mission, supporting key events, whilst developing valuable skills for your future. You will build professional experience in a flexible part-time paid job that will fit around your study.





FROM BRAND MANAGER TO TRAINEE SOCIAL WORKER NICK, 2016 COHORT

“I am one of those people who went to university hoping that one day I'd have an epiphany about my career path. Flash forward four years and I found myself graduating, knowing where I want to go and feeling inspired about my future career in social work. This all began when I met a Frontline brand manager so when the opportunity came up to be one myself I snapped it up without a second thought! The best thing about the role was that I sold the Frontline programme to myself. I felt as though I already had a head start for the application process and the assessment centre in particular gave me insight into what life as a social worker will be like: working in a team, forming meaningful connections with people and, most importantly, trying to make a difference to those that need it most.”

**“IT’S SO IMPORTANT
TO HAVE MORE MEN
IN SOCIAL WORK AND
MORE DIVERSITY
IN GENERAL”**





I've been working with an autistic adolescent on a child protection plan. Initially he didn't engage and his head would be down, but I've slowly built up his confidence with frequent praise and encouragement. Now he can present in class and is making new friends, which is life-changing for him. He recently told me that in the past he's always had female social workers and didn't feel like he could connect. For him, because I'm male and quite young, he feels I understand him better and he can talk to me about everything from trainers to relationships.

I've also worked with a mother who had suffered domestic violence for years. Interacting with men can be traumatic for her, so we established

boundaries between us when we're talking, such as maintaining a certain distance. Recently she told me I had changed her view of men; that she can't paint all men with the same brush, based on the negative experiences she's had. It was a huge learning curve for me, working with someone who initially didn't feel comfortable with my presence. We've both been able to really grow from that experience.

This is why it's so important to have more men in social work and more diversity in general. You never know what aspect of yourself families will respond to. Diversity gives us the opportunity to learn more about people and to share this understanding with our colleagues.

Rahim, 2018 participant

“HE TOLD ME THAT IN THE PAST HE HAS ALWAYS HAD FEMALE SOCIAL WORKERS AND DIDN'T FEEL LIKE HE COULD CONNECT”

“SOCIAL WORK IS NOT ABOUT TELLING FAMILIES TO CHANGE, BECAUSE THAT DOESN'T WORK. IT'S ABOUT SUPPORTING THEM TO CHANGE ON THEIR OWN TERMS AND ENCOURAGING THAT PROCESS. WHEN A FAMILY UNDERSTANDS WHY THINGS NEED TO CHANGE, THAT'S WHEN YOU KNOW YOU'VE DONE YOUR JOB WELL.”

Emily, Frontline fellow



SEARCH: FRONTLINE SOCIAL WORK



FRONTLINE