

Job Title	Social Worker		
Team	Wellbeing Liaison Team	Reports to	Wellbeing Liaison Team Manager
Department	Operations	Location	Primarily based in Worthing, with regular work across our services in Littlehampton, Horsham, and Mid Sussex
Direct Repartee's	N If yes number:	Flexibility for home working	Y
Budget responsibilities	N		

Job Purpose

As the registered Social Worker at Turning Tides, you will provide tailored, person-centred interventions that respond to the diverse needs of people experiencing homelessness, substance use, mental health challenges and other intersecting needs. You will recognise the complex relationship between these experiences and work holistically to support recovery, reduce harm, strengthen resilience and improve long-term outcomes.

You will promote a strengths-based, trauma-informed and rights-based approach, ensuring people are supported to have choice, control and meaningful involvement in decisions that affect their lives. This is a unique opportunity to apply your professional expertise within the voluntary sector, with the autonomy to practise authentic, relationship-based social work that upholds dignity, choice and empowerment.

You will play a pivotal role in embedding social work values and practice across the organisation. This will include close collaboration with statutory services to ensure individuals' rights and needs are met under the Care Act 2014, while advocating strongly on behalf of clients to help them navigate complex systems and overcome systemic barriers.

The role will also involve working with clients who are parents and involved in children's services. You will support and advocate for these individuals to help secure the best possible outcomes for all parties, while leading on the identification, escalation and coordination of safeguarding concerns where risks to children are present, working closely with statutory agencies and other key parties, while working closely with Turning-Tides safeguarding lead.

You will also support the identification and escalation of adult safeguarding concerns, working in collaboration with Turning Tides' Safeguarding Lead (Head of Operations). You will play an essential role in ensuring that statutory services fulfil their responsibilities under the Care Act 2014, including assessments of care and support needs and mental capacity, whilst helping frontline staff confidently navigate these pathways.

Additionally, you will contribute to wider organisational development by:

- Supporting the delivery of safeguarding training
- Coordinating social work student placements
- Acting as a Practice Supervisor or Practice Educator, where appropriate

You will carry a caseload of clients requiring specialist social work intervention, providing assessment, advocacy and relationship-based support to promote recovery, wellbeing and independence. You will also act as a source of professional advice and consultation for colleagues, offering guidance on safeguarding, social care pathways and best practice, whilst contributing to the development of policies and procedures that support our trauma-informed approach.

Key Responsibilities

- **Lead and coordinate** the development of social work practice across the organisation, working collaboratively with clients and staff to support the best possible outcomes for people experiencing homelessness.
- **Manage a caseload** of clients requiring social work interventions, providing direct support and facilitating access to statutory services and appropriate social care pathways.
- **Promote client rights** through self-advocacy and act as an advocate where necessary, ensuring individual needs, preferences, and dignity are at the centre of all interventions.
- **Model and embed trauma-informed practice**, actively supporting the development and implementation of Psychologically Informed Environments (PIE) across services.
- **Deliver family-based interventions**, both in service settings and through outreach, with a focus on promoting safe, stable relationships and improving outcomes for families.
- **Coordinate and support social work student placements**, liaising with universities, providing practice supervision, or acting as a practice educator if suitably qualified. Collaborate with external practice educators where required.
- **Provide expert guidance** to staff and managers on safeguarding concerns and social care processes, including the Care Act 2014, Mental Capacity Act, and Mental Health Act.
- **Support safeguarding prevention and risk reduction**, contributing to proactive strategies that reduce harm and improve client safety.
- **Work in partnership** with the organisational safeguarding lead and Wellbeing Liaison Team Manager to ensure safeguarding audits are completed, learning is embedded, and best practice is shared internally and externally.
- **Strengthen partnerships** by raising awareness of Turning Tides and advocating for the needs of people experiencing homelessness within statutory and community services.
- **Support the delivery of Safeguarding training**, induction and refresher sessions across the organisation, helping to build knowledge, confidence, and consistency in safeguarding practice.
- **Contribute to monitoring and evaluation**, supporting the collection and reporting of both quantitative and qualitative data for organisational KPIs, including impact case studies and evaluation reports.
- **Stay up to date with relevant legislation and best practice**, ensuring all work aligns with current policy frameworks and sector standards.
- **Lead and contribute to policy and procedure development**, including advising on best practice, and designing and implementing support planning tools and guidance relevant to social care.
- **Support** You will be supported in your role by your line manager who has responsibility for a multi-disciplinary team and Turning-Tides safeguarding lead who is the Head of Operations.

General

- Abide by all Turning Tides' policies and procedures and regulatory requirements at all times.
- Apply and promote compliance with Turning Tides policies, procedures, and professional standards within day-to-day practice.
- Promote and embed a proactive approach to equality and diversity – by example and in management approach and participate in equalities impact assessment and review as required.
- To ensure that the service works with coproduction on all new initiatives or changes as and when they arise.
- To be able to support the service as required, in terms of flexibility of working hours in line shift patterns*
- Undertake any other reasonable duties required by the management team.
- Always maintain the ethos and values of Turning Tides.

Specification

Candidates will be invited to interview based on the following criteria.

Knowledge and Experience

Criteria
In-depth knowledge of the Care Act 2014, Mental Capacity Act, Mental Health Act, and other relevant legislation and statutory responsibilities.
Experience of delivering person-centred, relationship-based interventions, ideally with individuals experiencing homelessness, multiple disadvantage, or social exclusion.
Experience of multi-agency working, including collaboration with adult and children's social care, mental health services, housing, and health providers.
Familiarity with trauma-informed practice and Psychologically Informed Environments (PIE).
Experience managing a caseload and delivering psycho-social interventions to promote resilience, recovery, and independence.
Knowledge of safeguarding principles and procedures, with experience leading or contributing to safeguarding investigations.
Experience supporting or supervising social work students and understanding of placement requirements (desirable)
Experience delivering or contributing to training, auditing, and quality improvement initiatives (desirable).

Skills and abilities

Criteria
Excellent communication and interpersonal skills, with the ability to build trust and rapport with individuals who may have experienced trauma or systemic exclusion.
Strong advocacy skills, including supporting clients to understand and assert their rights, and representing their interests with statutory services.
Ability to manage and prioritise a varied workload, balancing direct client work, training, supervision, and organisational development activities.
Skilled in applying legislative frameworks to assess need, manage risk, and support effective intervention planning.

Competent in maintaining accurate, timely, and confidential case notes, reports, and records to a high professional standard.
Confident in contributing to policy development and procedural review, with a commitment to continuous learning and reflective practice.
Ability to model and champion values of equity, dignity, and empowerment, and support others to work in trauma-informed ways.
Competence in using digital systems for case recording, reporting, communication, and data monitoring.

Specific Job Requirements

Criteria
Qualified and registered Social Worker with Social Work England.
Commitment to professional standards, including adherence to the Social Work England Code of Practice and Turning Tides' organisational values.
Willingness and ability to travel across multiple sites in West Sussex, including Worthing, Littlehampton, Horsham, and Mid Sussex.
Flexibility to occasionally work outside of normal office hours in response to client or service needs.
Commitment to inclusive, coproduced approaches and to embedding lived experience into service design and delivery.