



# Non-Executive Director – Social Work England

## Candidate Information pack

Closing date:  
24 May 2021



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# Introduction

Dear Applicant,

Thank you for your interest in joining the Board of Social Work England, the specialist regulator for all registered social workers in England. Established in 2018, Social Work England has been regulating the social work profession since December 2019.

Social workers can and do help to transform lives for the better. They are at the forefront of supporting our most vulnerable people, alongside their health and social care colleagues. A skilled, committed and confident workforce requires a strong and effective regulator to support and sustain them.

I am seeking up to two non-executive directors to join Social Work England's Board. You will be able to contribute extensive experience of social work leadership within statutory social work service delivery in children's social care and/or adult social care.

You will be able to think strategically and constructively influence decisions at senior Board level. You will also have the ability to develop collaborative relationships with a diverse range of stakeholders. This will include other regulators; professional associations; training providers; and employers as well as the social work profession itself and those who use and need its services.

My Department is focused on equality of opportunity and I am committed to ensuring that public appointments better represent the views of the communities which they serve. I particularly encourage applicants from under-represented groups, those based outside London and the South East and applicants who have achieved success through non-traditional educational routes. If you have the skills, experience and commitment to the values of social work practice I am seeking, I look forward to hearing from you.

**Rt Hon Gavin Williamson CBE MP**  
**Secretary of State for Education**



# Your Work

## About Social Work England

The creation of Social Work England is central to government's wider social work reform plans and its ambitions to secure a highly capable and highly skilled workforce as well as to raise the status of the social work profession.

Social Work England was established under the Children and Social Work Act 2017 to be a new single-profession regulator for all child, family and adult social workers in England. It took over regulatory responsibilities from the Health and Care Professions Council and began regulating social workers on 2 December 2019.

Social Work England is a separate legal entity in the form of a non-departmental public body, operating at arm's length from government. The Department for Education is its sponsor department.



It is responsible for delivering key regulatory functions in respect of social workers, including:

- setting professional standards
- setting standards for education and training
- running a fitness to practise system
- maintaining a register of all social workers in England
- inspecting providers of initial social work education and training.

As with other health and care regulators, Social Work England's overarching objective is to protect the public. Its values are to be fearless, independent, transparent, ambitious, collaborative, and to act with integrity.

Social Work England employs around 200 staff and has an operating budget in the region of £20 million, with costs met through a combination of income from registrant fees and funding from government. It is based in Sheffield.

Social Work England is committed to equality, diversity and inclusion. It has published a statement of intent, setting out how it will operate in a way that reflects its approach to equality, diversity and inclusion as part of its core business:

<https://www.socialworkengland.org.uk/about/what-we-do/publications/statement-of-intent-on-equality-diversity-and-inclusion/>

Social Work England is overseen by the Professional Standards Authority (PSA). The PSA publishes an annual report on the performance on each of the regulators it oversees and challenges decisions about the fitness to practise of health and care professionals if they believe that they are insufficient to protect the public.

Further information on Social Work England, including its corporate strategy 2020-23, is available on its website at [www.socialworkengland.org.uk](http://www.socialworkengland.org.uk)

## **Social Work England's Board**

Lord Patel of Bradford is the Chair of Social Work England. Lord Patel's vision is for excellent social work practice to be the norm in all situations and at all times. As a former social worker he knows how important this is for service users and the wider public.

The Board is made up of the Chair; Chief Executive Officer, Colum Conway; and six non-executive directors. Each member of the Board brings a distinct set of skills and expertise in areas including regulation, policy, finance, digital technology, and business planning.

Social Work England's Board is responsible for overseeing the full range of the organisation's regulatory responsibilities. The Board holds the Chief Executive Officer and the Executive Leadership Team to account and provides the overall strategic steer for the organisation. The Board oversees performance, the use of resources and ensures a sound system of internal control and risk management. Its responsibilities include:

- establishing and taking forward the organisation's strategic aims and objectives
- ensuring compliance with any statutory or administrative requirements for the use of public funds
- demonstrating high standards of corporate governance at all times.

Non-executive directors provide an input to a wide range of organisational and operational issues and oversee the delivery of Social Work England's functions and objectives as a specialist regulator. In addition to Board meetings, they contribute to a variety of different Social Work England groups, meetings and stakeholder events.

# Who We're Looking For

This may be your first non-executive role, or you may be an experienced non-executive with the background we are looking for.

Applicants will be assessed against the following criteria. In your application **you should demonstrate clearly how you meet each of the following requirements of the post.**

## Essential Criteria

- Significant experience of social work leadership within statutory service delivery in children's social care and/or adult social care, along with a commitment to Social Work England values, behaviours and culture.
- Understanding and knowledge of the role of a non-executive director, together with an ability to set direction and engage in constructive debate and challenge at all levels.
- An ability to work collaboratively and a commitment to engaging people with lived experience of social work.
- A strong track record demonstrating a commitment to the values of levelling up and improving the lives of the most marginalised in our society, and an ability to champion these and ensure that they underpin the Board's work.

If you are considering applying, the Chair of Social Work England would be happy to have a short conversation with you about the role. If you would like to take up this offer, please send an email to: [kamlesh.patel@socialworkengland.org.uk](mailto:kamlesh.patel@socialworkengland.org.uk)

# Board Diversity

**The Department is focused on equality of opportunity and is committed to ensuring that public appointments better represent the views of the communities which they serve. We particularly encourage applicants from under-represented groups, those based outside London and the South East and applicants who have achieved success through non-traditional educational routes.**

The Department for Education has a strong culture of inclusion and diversity and it wants to encourage applications from people with a diverse range of backgrounds and educational routes. In 2018 we launched a five year strategy to create a department where everyone is able to bring their whole self to work and where honesty, challenge and innovation are encouraged and valued. We are recognised by leading diversity organisations for promoting diversity in the workplace.

We want to ensure any appointee to the Department's arm's length bodies is committed to promoting diversity, in its broadest possible sense. This will include embedding a commitment to the principles of levelling up and championing opportunity for all across the organisation, helping to ensure that the organisation is one which a genuinely diverse range of views can be expressed, without fear or favour.

## **CHAMPIONING SOCIAL MOBILITY**

The Department champions social mobility in all of its policies and is committed to opening up opportunities for people from all backgrounds, all socio-economic classes and all regions of the UK. We are committed to embedding this principle into our recruitment and public appointments and expect all our leaders, including in arm's length bodies, to take action to attract and retain staff from all backgrounds, while also supporting them to progress within their careers.

## **DISABILITY CONFIDENT**

We are a member of the Government's Disability Confident scheme and have achieved Disability Confident Leader status, signifying our role as champions of the scheme. We use the Disability Confident symbol, along with other like-minded employers, to show our commitment to good practice in employing people with a disability.

We ask that all applicants complete an anonymised Diversity Monitoring Form used for gathering data only in order to ensure departments are recruiting from the widest possible pool. The information you provide is held by the Public Appointments team and not shared with the selection panel



# How to Apply

**The closing date for applications is 24 May 2021.**

Information on the timetable for this campaign, selection process and the Advisory Assessment Panel can be found on the Centre for Public Appointments website:

<https://publicappointments.cabinetoffice.gov.uk/>

Shortlisted candidates will be invited to meet representatives of Social Work England's National Advisory Forum for an "engagement event" prior to interview. The Forum's role is to act as a critical friend to Social Work England and is responsible for providing advice, support and challenge to its work. The membership comprises social workers; people with lived experience of social work; and education and training providers.

Please submit the following documents by email to:

[PublicAppointments.APPLICATIONS@education.gov.uk](mailto:PublicAppointments.APPLICATIONS@education.gov.uk)

1. A covering letter not exceeding two sides of A4 paper. (Arial size 12).
2. A CV.
3. Candidate application form.
4. Diversity form.

Please include the vacancy title in the subject box and submit each application document as a separate attachment.

We are happy to accept applications in alternative formats from applicants who, for reasons of disability, may find it difficult to fill in our standard form. If you would like to have a chat with us about reasonable adjustments please contact us at:

[PublicAppointments.APPLICATIONS@education.gov.uk](mailto:PublicAppointments.APPLICATIONS@education.gov.uk)

**Please note the following:**

- **we cannot accept applications submitted after the closing date;**
- **applications will be assessed solely on the documentation provided; please refer to the advert and checklist above to ensure you have provided everything requested;**
- **applications will be acknowledged upon receipt;**
- **feedback cannot be given at application stage; it will only be given to candidates unsuccessful following interview.**

# Terms of appointment

## Location

Various locations. Currently, all meetings are taking place virtually.

## Time requirement

Up to 25 days a year.

## Term

An initial term of three years.

## Remuneration

A daily fee of £350 a day. Remuneration is taxable and subject to Class 1 National Insurance contributions.

## Expenses

Reasonable expenses necessarily incurred will be reimbursed in line with Social Work England's expenses policy.

## Pension

The post is not pensionable.

## Conduct and standards in public life

Members are expected to demonstrate high standards of corporate and personal conduct and are required to adhere to the code of conduct for board members and demonstrate a sound understanding of and commitment to the principles of public life, both of which can be found here: <https://www.gov.uk/government/publications/code-of-conduct-for-board-members-of-public-bodies>,  
<https://www.gov.uk/government/publications/the-7-principles-of-public-life>.

# Complaints

Please contact the Department for Education's Public Appointments Team if you would like to make a complaint regarding your application at:

[PublicAppointments.DFE@education.gov.uk](mailto:PublicAppointments.DFE@education.gov.uk)

We will acknowledge your complaint upon receipt and respond within 15 working days.

If you are not content with our response, please contact the Commissioner for Public Appointments at:

[publicappointments@csc.gov.uk](mailto:publicappointments@csc.gov.uk)

Further information on complaints can be found on the Commissioner for Public Appointment's website:

<https://publicappointmentscommissioner.independent.gov.uk/>



THE COMMISSIONER  
FOR PUBLIC APPOINTMENTS