



Children and Families

- Social Worker Level 3
- Advanced Practitioner

Dear Applicant

Thank you for your interest in Warwickshire County Council and joining our social work workforce.

Warwickshire is famous the world over as Shakespeare's county — but that's only half the story. We're also vibrant and modern. One of the fastest growing commercial regions in the UK, we're home to many leading companies and developing exciting opportunities for everyone who lives and works here.

As a local authority we take on a wide range of roles, whether we are championing Warwickshire as a choice for business or providing specialist care and support to the most vulnerable in our communities. One of the Council's key ambitions is for communities and individuals to be supported so they are safe, healthy and independent with priority focussed on the most vulnerable.

With a reputation for high quality services and a commitment to innovation over many years, we have strong leadership, effective partnership working and an excellent workforce, many of whom choose to develop their careers in Warwickshire.

In order to continue to achieve the very best outcomes for our children and families, we are

investing in our services, particularly early intervention, to make sure children receive support at the earliest opportunity. We are also investing in our people and are currently recruiting experienced social workers to help us ensure that families access the right support at the right time, streamlining the child's interaction with support services.

Passionate about children, and committed to ensuring that their voice is at the centre of our thinking, our social workers will have experience working with families to deliver high quality services and improving outcomes.

They will work in an inclusive, engaged and high performing team. They will also be committed to working with colleagues across the Council, and with partners, to help make the lives of children and their families better.

Being a Warwickshire social worker is a challenging but extremely rewarding role and, if you feel you could bring the skills and enthusiasm we need to the team, we would love to hear more from you.

Nigel Minns

Strategic Director for the People Directorate

John Coleman

Assistant Director, Children and Families



Workforce pledge for social workers

Pay, reward and progression

- Clear and transparent pay structure linked to career progression and continuous professional development.
- Financial benefits e.g. reimbursement of HCPC registration fees, access to a credit union, pension scheme and relocation packages.
- Specialist training e.g. Achieving Best Evidence, Trauma Informed Practice and Non-Violent Resistance.
- Social work degree apprenticeships with local universities.

Manageable and varied workload

- Safe and manageable caseloads supported with close management supervision.
- A focus on spending quality time with families and a variety of experiences through a mixed workload.
- Social worker exchange programme to provide experience working in other areas.

Supportive Managers

- Investment in managers and their development with leadership programmes.
- Rigorous and robust supervision policy focused on wellbeing and workload.
- Regular contact with the senior leadership team.
- Coaching and mentoring.

Practice priorities - modern working

- Family-friendly, flexible working environment to offer balance for the demands of work and home.
- High quality technology such as laptops and smartphones to enable flexible and remote working.

- Streamlined systems, processes and governance so workforce can concentrate on enabling parents and supporting children and young people

Wellbeing

- Wellbeing services e.g. occupational health, staff support services, and an independent employee assistance programme.
- Personal wellbeing plans and a personal wellbeing day each year for all social workers.
- Sports facilities and wellbeing activities.
- Bupa's Cash Plan - healthcare benefit allowing employees to claim money back towards everyday healthcare costs

Recognition

Celebration of successes through award events, conferences and recognition from managers and members for good work.

Environment

- Warwickshire is a beautiful place to work with excellent transport links, interesting history and a vibrant local economy.
- The council has a number of modern and attractive offices with good meeting spaces and breakout areas for staff.

Other benefits

- Comprehensive and tailored induction.
- Generous annual leave and bank holiday allowance.
- Access to a staff lifestyle discount portal.
- Car fuel allowances and access to pool cars.
- Staff engagement and employee forums.
- Direct work bag full of tools and ideas for working with children.

Social Worker Level 3 - Role Profile

Business Unit	Children and Families
Salary	£31,371 - £35,934
Location	Warwickshire
Political Restriction	No
Mains Tasks	<ul style="list-style-type: none"> · To provide an outcome focussed children's Social Work service in line with Social Work England's Standards. · To work within legislative frameworks and the local authority's policies and procedures in providing a children's Social Work Service. · To take responsibility for planning and actively participating in supervision in order to ensure that · Social Work Practice is underpinned by line manager accountability recognising the need for increased supervisions to manage highly complex cases. · Manage a varied caseload to support vulnerable children and their families who meet the threshold for service including those who have complex and or challenging needs. · To undertake a wide range of complex assessment of need/risk and devise support plans to meet identified outcomes, working in partnership with children, their families, agencies and other networks. <p>Identify, source and review the support and services provided to ensure this continues to meet eligible needs and identified outcomes.</p> <ul style="list-style-type: none"> · To maintain and facilitate professional working relationships with partner agencies and others for the delivery of services. · Take a key worker role in responding to safeguarding vulnerable children and families with managerial oversight for strategy meetings conferences and review, where appropriate.

	<ul style="list-style-type: none"> · Ensure that all recording of social work activity is carried out in accordance with policy and procedures with due regard to data protection. · To take responsibility for own professional development in line with the Social Work England Standards. Identify learning and development needs through supervision and appraisal, including expectations of the WCC Social Work Career Pathway. Contribute to the professional development of colleagues e.g. mentoring, coaching or where appropriate "practice assessing". · To be able to respond flexibly to service need including working in another locality within the local authority.
Enhanced tasks	<ul style="list-style-type: none"> · To undertake more complex cases, which require the development of solutions over the long term. · Whilst dealing with the more complex cases regarding the most vulnerable Children, it is likely that there will be regular intense emotional demands. · Contribute to the professional development of colleagues, including students and social care workers which will include the allocation and checking of work.

Social Worker Level 3 - Person Profile

Professional SW Qualification and current registration as a social worker with Social Work England.

Completion of Assessed and Supported year of Employment (ASYE)

Senior Practitioner: At least two years statutory social work experience.

Completion of those aspects of Early Professional Development (EPD) programme (as defined in WCC Career Progression Framework) or equivalent. Or NAAS accreditation as a child and family practitioner

Completion of those aspects of Early Professional Development (EPD) Programme (as defined in WCC Career Progression Framework) or equivalent

The ability to interpret and critically analyse varied and complete information or situations with a proposed solution or a plan of action.

The ability to utilise a range of communication skills to engage and work with vulnerable people who may present with complex and challenging needs in order to meet desired outcomes.

The ability to act autonomously within agreed levels of accountability, consulting with line managers when responding to significant circumstances or situations e.g. policy, budgetary and resource implications.

The ability to undertake assessment of a range of needs and situations, including those more complex, in developing appropriate plans in partnership with other people.

The ability to represent the local authority in a range of settings.

Understands and keeps abreast of the complex climate in which we operate.

The ability to work under significant pressure to meet deadlines which may be unpredictable, and deal with competing demands.

The ability and resilience to manage the intense emotional demands that arise from working with vulnerable individuals and groups

The ability work professionally and flexibly with members of your team and the wider organisation.

Non-disabled applicants must be able to drive, have a full, valid driving licence and have a vehicle available for work. Disabled applicants must be able to travel in order to perform the functions of their role (with assistance where necessary).

To be computer literate and operate a range of information technology systems in order to meet service need in relation to the social work role.

Ability to communicate fluently, in writing and verbally, with a wide and varied range of people in a manner that inspires confidence in the social work profession.

Evidence of ongoing commitment to, post qualifying continuous professional development as per Social Work England requirements and TCSW Professional Capabilities framework. Specific commitment to meeting the requirements of Warwickshire's Social Work Career Pathway.

To be able to undertake the full range of responsibilities and duties as prescribed within the main tasks for a level 3 Social Worker.

Advanced Practitioner - Role Profile

Business Unit	Children and Families
Salary	£35,229 - £39,002
Location	Warwickshire
Political Restriction	No
Mains Tasks	<ul style="list-style-type: none"> · To provide an outcome focussed children's Social Work service in line with Social Work England's Standards. · To work within legislative frameworks and the local authority's policies and procedures in provided a children's Social Work Service. · To take responsibility for planning and actively participating in supervision in order to ensure that Social Work Practice is underpinned by line manager accountability recognising the need for increase supervisions to manage highly complex cases. · Manage a varied caseload to support vulnerable children and their families who meet the threshold for service including those who have complex and or challenging needs. · To undertake a wide range of complex assessment of need/risk and devise support plans to meet identified outcomes, working in partnership with children, their families, agencies and other networks. · Identify, source and review the support and services provided to ensure this continues to meet eligible needs and identified outcomes. · To maintain and facilitate professional working relationships with partner agencies and others for the delivery of services. · Take a key worker role in responding to safeguarding vulnerable children and families with managerial oversight for strategy meetings conferences and review, where appropriate.

	<ul style="list-style-type: none"> · Ensure that all recording of social work activity is carried out in accordance with policy and procedures with due regard to data protection. · To take responsibility for own professional development in line with the Social Work England Standards. · Identify learning and development needs through supervision and appraisal, including expectations of the WCC Social Work Career Pathway. · Take a lead role in the professional development of colleagues e.g. mentoring, coaching or "practice assessing". · As agreed, provide supervision and support to small groups of unqualified staff. Offer coaching, mentoring and practice learning opportunities for students with a view to modelling best practice and ensuring good outcomes. · Undertake agreed pieces of work to improve practice through learning and development. · To be able to respond flexibly to service need including working in another locality within the local authority.
Enhanced tasks	<ul style="list-style-type: none"> · To undertake complex case work, which require original thinking in order to develop solutions over the long term.

Advanced Practitioner - Person Profile

Professional SW Qualification and current registration as a social worker with Social Work England.

Completion of Assessed and Supported Year of Employment ASYE, EPD Early

Professional Development (EPD) programme, Level two Practice Educator and PGCert in related subject.

The ability to interpret and critically analyse varied and complex information or situations with a proposed solution or a plan of action.

The ability to utilise a range of communication skills to engage and work with vulnerable people including those who may present with the most complex and challenging of needs in order to meet desired outcomes.

The ability to undertake assessment of a range of needs and situations, including those of a more complex nature in developing appropriate plans in partnership with other people.

The ability to represent the local authority in a range of settings.

Understands and keeps abreast of the complex climate in which we operate.

The ability to act autonomously within agreed levels of accountability, consulting with line managers when responding to significant circumstances or situations e.g. policy, budgetary and resource implications.

The ability to work under significant pressure to meet deadlines on a frequent basis which may be unpredictable whilst managing competing demands

The ability and resilience to manage (and to support others to manage) the intense emotional demands that arise from working with vulnerable individuals and groups.

The ability to work professionally and flexibly with members of your team and the wider organisation.

Non-disabled applicants must be able to drive, have a full, valid driving licence and have a vehicle available for work. Disabled applicants must be able to travel in order to perform the functions of their role (with assistance where necessary).

To be computer literate and operate a range of information technology systems in order to meet service need in relation to the social work role.

Ability to communicate fluently, in writing and verbally, with a wide and varied range of people in a manner that inspires confidence in the social work profession.

Evidence of ongoing commitment to continuous professional development of self and others as per Social Work England requirements and TCSW Professional Capabilities framework. Specific commitment to meeting the requirements of Warwickshire's social Work Career Pathway.

To be able to undertake the full range of responsibilities and duties as prescribed within the main tasks for a level 4 Social Worker.

About Warwickshire County Council

As a local authority we take on a wide range of roles, whether we are providing specialist care and support to the most vulnerable in our communities, or championing Warwickshire as a choice for business through our work to promote economic growth and innovation.

We pride ourselves on being an innovative employer that likes to encourage new ways of working. Likewise, our ability to make decisions quickly is as important to us as it is to our customers.

We work actively with partner organisations to deliver our core services:

- **Schools and Learning**
- **Adult Social Care and Health**
- **Children's Social Care and Health**
- **Community Safety**
- **Environment and Planning**
- **Roads and Travel**



The county council is one of the **largest employers** in Warwickshire



employing some
11,200 people.

Warwickshire is...



... and is home to



554,000 people...

Children and Families Service

Working together to do the best for Warwickshire families

We put children and families at the heart of everything we do and work together to improve their quality of life and ensure they receive early support when they need it.

We know families are the experts in their own lives and it is important we listen to them and understand their needs. We work with them, not to or for them, to keep families together and support them to build on their own strengths and relationships to be the best they can be.

Over the last year Warwickshire Children and Families Service has secured additional investment from the county council and the Department for Education, as we transform

ourselves and our services to ensure we can do this effectively to achieve the best outcomes for children.

We are investing in new way of working to allow increased focus on building strong relationships with families and helping them to find long-lasting solutions to any problems they may face. Our practice helps people to recognise their expertise so they are resilient and equipped to help themselves and be in control.

We are also investing in our single most important asset, our staff. Our teams make an impact throughout the county and everyone has a role to play. Children's social work is a rewarding and challenging career and this drives our people to succeed and achieve for today's children and future generations.

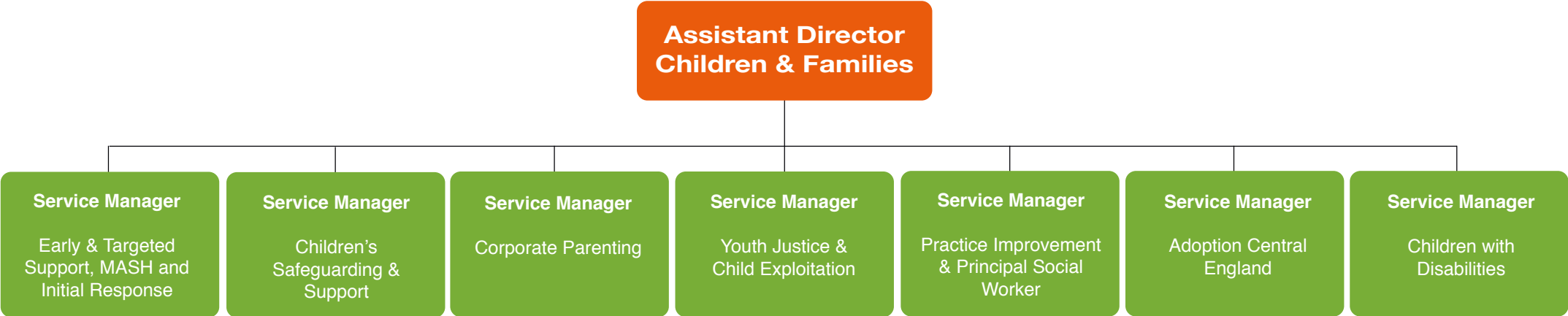
Our vision

To achieve excellent outcomes for children in Warwickshire we will:

- Ensure children and families get the right support at the right time
- Reduce the need for children to be looked after
- Support children looked after in quality, local and stable placements
- Champion consistent and good quality practice



Our Structure



Our behaviours



Contact details

For questions about the application and assessment process: email recruitment@warwickshire.gov.uk

For questions on the role contact our Social Worker Workforce Team Leader: email JayneKirk@warwickshire.gov.uk