

Family First Pathfinder Programme Vacancies Information Pack

#BETHE
DIFFERENCE



We're thrilled you'd like to join us here at Wirral Council. We need great people like you with compassion and energy who are ready to work with us to #BeTheDifference to our residents and communities.

Our vision is to work together to promote fairness and opportunity for people and communities. To make our vision a reality, we need you to join us.

We're focused on delivering the key priorities of our Council Plan. This plan sets out how we will continue to navigate the challenges we face and seize the exciting and ambitious opportunities for the future of Wirral. It translates our vision into deliverable organisational actions, providing clarity on what will be delivered and when.

For many thousands of our residents, what is most important to them is what they see when they open their front door. They want to see clean streets, parks and beaches which are well maintained and attractive. They want to live in a place which is free of anti-social behaviour and crime, and to be able to take an active role in making their community a better place to live. Our job is to help make this happen.

[Wirral View is a great place](#) to find out about what's been happening to put our Council Plan into action.

In this pack you'll find all the information and insight into what it's like to work at Wirral and our offer as one of the largest employers in the borough, our fantastic workplace benefits and important information about the roles.

“Our vision is to work together to promote fairness and opportunity for people and communities. To make our vision a reality, we need you to join us”



Family First Pathfinder Programme

Wirral is proud and excited to announce that they have been chosen as one of seven Local Authorities for the Family First Pathfinder Programme. Wirral will be delivering a programme of services to help more children stay with their families in safe and loving homes and protect vulnerable children from harm when needed.

Family First Pathfinder is part of the government's social care reform strategy Stable Homes Built on Love looking to focus more on early intervention and less crisis intervention.

The Families First Pathfinder Programme will transform how Wirral supports families and children.

- Creating multi-disciplinary family help teams to make sure families with multiple needs can access all the support they need earlier and in one place.
- Making greater use of extended family members, with them being the first port of call if extra support is required, and practical and financial support provided to them if needed.
- Establishing dedicated multi agency safeguarding processes, including an increased role for education and improved information sharing.

The award of the programme has led to recruitment requirements into a variety of posts, with details of each one briefly outlined within this pack.

“Our vision is that every child’s right to a family life is prioritised wherever possible. Family networks are essential in supporting families to stay together and thrive.”

About the Vacancies

Social Worker in Schools Team

We currently have a successful Social Worker in Schools team in Wirral which works in 5 secondary schools. We are rolling this out across all secondary schools in Wirral and as a result we are looking for additional Experienced Social Workers.

Experienced Social Worker - £40,221 - £43,421 (6 posts)

Our Experienced Social Workers ensure compliance with legal, organisational and multi-agency requirements, carrying a caseload and working independently with or on behalf of children, young people and their families to meet their social care needs, in order to improve their wellbeing and promote their independence.

We are looking for professionals who want to work in this multi-disciplinary way and work in an authority where they are supported to develop, learn and be creative.

Applicants must hold a Social Work qualification and be registered with Social Work England in addition to a robust knowledge of UK legislation relevant to Children and Families and awareness of current practice issues and challenges facing Children's Social Care.

It is essential to have the ability to work with children, young people and families with an understanding of their cultural identity and heritage. Successful candidates must also be able to demonstrate experience across a range of statutory work including assessment, planning, safeguarding and court work.

The posts will be a 12-month fixed term contract to start with. We are optimistic that the team will continue beyond the 12 months, but in the event it doesn't we can guarantee that if the programme should end then subject to passing the 6-month probationary period you will be offered a post in Wirral as an Experienced Social Worker.

Family Group Conferencing

We have an excellent Family Group Conference Team in Wirral that has been working with children and families for many years now. Under the Family First Pathfinder Programme we are recruiting for a further team to enable us to reach families at the earliest opportunity. The aim of the team is to:

- Encourage LAs to have a 'family first' culture by default and to engage family networks throughout decision making.
- Encourage LAs to empower families by prioritising family-led solutions, working collaboratively with family networks.
- Offer and embed family group decision-making (FGDM) throughout the reformed system, with the family group conference (FGC) model being offered at the point pre-proceedings letters are issued.
- Give family-led plans a central position in practitioners' plans wherever possible.
- Introduce new Family Network Support Packages (FNSPs) to provide practical and financial support to enable family networks to help children stay safe and thrive at home.

Team Leader – Family Group Conferencing - £42,403 - £45,441

The Team Leader will be responsible for the co-ordination, management, delivery, and effectiveness of a Family Group Conferencing Team. The team will be part of a wider service providing intensive support to children, young people, and their families to ensure levels of risk are de-escalated as soon as possible. Working collectively with colleagues across Early Help & Prevention Services and Children's Social Care to ensure children and young people are safer; the daily-lived experience of children and young people gets better; outcomes for children and young people improve; and wherever possible, family breakdown is prevented.

Family Group Conference Co-ordinator - £29,777 - £33,024 (6 posts)

These postholders will convene and chair Family Group Conferences (FGC) in accordance with the Nationally Accredited Framework of Standards for FGC projects. To enable children/young people, their family and significant other to be actively involved in producing plans that meet the child's needs and which ensure their safety and promote their welfare.

Family Network Support Packages Manager - £45,441 - £48,474

As part of the Family First Pathfinder Programme we will also be recruiting a Family Network Support Packages Commissioning Manager.

Family Network Support Packages (FNSPs) are a pilot. A FNSP is a pot of funding targeted specifically at family networks to enable them to step in and provide support where there is a practical or financial barrier to them doing so.

The focus of family network reform within the pathfinder is as a preventative tool. The primary aim for FNSPs is to enable a child to safely remain living with their birth parents and for birth parents to retain sole parental responsibility, while being supported to do so by the involvement of the wider family network.

When a child cannot remain with their parents, wider family and friends can also offer a safe, stable and loving alternative to becoming looked after and moving in with a stranger. In this situation, the use of FNSPs could support a transition into kinship care, but this a secondary aim for the pathfinder.

The successful candidate will provide leadership on all aspects of the commissioning cycle for services for children, young people and families, the process that enables the delivery of strategic priorities and the development of joint commissioning opportunities to ensure children, young people and families outcomes can improve in accordance with the Stable Homes Built on Love and the Children and Young People Strategy, and the Family First Pathfinder Programme.

This will be achieved by leading and managing a team to deliver high-quality, cost-effective services that achieve the best possible outcomes for families, children, & young people.

Family Network Support Packages Officer - £29,777 - £33,024 **(3 posts)**

We're looking for people to provide support to the Family Network Support Packages Team (FNSP) including administration, co-ordination and organisational functions, working with the Commissioning Team Manager and the Programme Leader for Family First Pathfinder.

As a member of the Commissioning team, you will work collaboratively with the Contracts Support Officer to deliver a seamless service, and also provide reciprocal cover for other administrative support functions as required.

Specialist Business Support Officer - £24,702 - £25,979

We're looking for a Specialist Business Support Officer to work in the Family Network Support Packages Team, providing efficient administration support.

Project Officer (Families First for Children) - £29,777 - £33,024 **(2 posts)**

In this role, you will develop and implement projects and activities that support the Council's Family First Pathfinder Programme. The post holders will support the functions of the Pathfinder action partnership and work with partners, local businesses, communities and other stakeholders to develop and promote Family First Pathfinder initiatives and engagement activities.

You will also have the opportunity to work with key services within the council to develop, implement and monitor Family First Pathfinder projects.

Systems Support Officer - £29,777 - £33,024

This role is dedicated to supporting the implementation of high-quality system configuration and development in order to deliver highly effective information/case management/financial systems. You will provide high quality support, training and advice to all authorised users of Directorate systems.

We're looking for someone who can identify gaps and weaknesses in user knowledge, system usage and functionality; in order to support product development and user best practice and feed into training, product development and reporting work streams.

Why Wirral?

You're likely to want to know more about us and why we believe anything is possible:

- Named as one of the happiest places to live in the UK, Wirral is a unique place, home to a growing population of over 320,000 people and over 8,000 businesses.
- Our stunning peninsula extends to 60 square miles and boasts 25 miles of scenic coastline. It's an area of outstanding natural beauty, with a rich mixture of culture and heritage.
- Our environment, parks and leisure and cultural offer are among the best in the UK, offering cutting edge technology and executive living along the banks of the river Mersey, overlooking the world-famous Liverpool skyline.
- We're only a stone's throw away from the thriving city of Liverpool and historic Chester, and there is something for everyone of all ages.

[Discover more about the borough and what makes it a great place to live.](#)



Council Plan priorities - our ambitions

- To deliver **high quality efficient universal** services to all residents
- To **prioritise** those with the greatest needs
- To deliver council services within the means of the council **budget**
- To be prepared to **innovate** and face the future
- To play our part in addressing the **climate emergency** and protecting our environment
- To work across communities with community, voluntary and faith organisations and partners to improve all residents' **life chances**
- To deliver our ambitious **regeneration programme** through increased investment, jobs and new businesses throughout the borough



Leading at Wirral

You'll probably want to know what it's like to work here and how we do things. At Wirral, we want to create, encourage, and foster strong, values-led leadership which positively impacts on all our people and the entire borough.



We need compassionate leaders who **listen, engage, inspire, trust and empower** people, to move us forward and navigate the complex challenges and opportunities ahead.

Shaped by our people, our Leadership Behaviour Framework describes what great leadership looks like at all levels and sets the expectations for how we lead here at Wirral.

Our **organisational values** are at the heart of great leadership at Wirral. They are more than just a piece of paper on our walls. We've all played a role in developing these to reflect the immense pride we have in what we do.

They reflect us, what matters to us, what motivates us, what inspires us and how we think, behave and approach things. They act as the compass that guides the way we approach our work and 'how we do things around here.

Our leadership team

We would like to introduce you to the leadership team to give you an overview of how we are organised to achieve all of this:

- [Our Elected Members](#)
- [Our Senior Leadership Team](#) and how we're organised to deliver the Wirral Plan.

How we achieve our ambitions

We're dedicated to creating an environment where you're valued and have the right culture and skills to thrive now and in the future.

Here's how we do this:

- **Meaningful work**
Making sure all our roles have meaning and empowering people to #BeTheDifference.
- **Great Growth Opportunities**
Everyone can access opportunities that support them to learn, grow, develop and progress.
- **Innovation**
Creative and unconventional thinking by our people is actively encouraged and supported.
- **Positive Work Environment**
Flexible, positive and inclusive workplaces where everyone cares, belongs and has a voice.
- **Great Leadership and Management**
Values based and trustworthy leaders who show kindness and compassion, who listen, inspire and empower.

These elements make up our **People Strategy** and when delivered together, they ensure we have the right skills and capabilities both for now and the future, and the right culture for everyone to succeed. They are based on what we know and what our people have told us creates a great place to work.

How we reward our people

You'll have access to a personalised employee benefit package here at Wirral. Our colleagues have told us what really matters to them and what they most value. We are committed to making Wirral a great place to work, with the right environment and conditions for you to thrive.

Pay: The salary range for all posts have been indicated above

Leave: You'll receive a generous annual leave allowance of 28 days leave per year, plus 8 additional public holidays

How we work: We work a 36-hour week based around a highly flexible and hybrid model of working, giving you the choice of where and how you work. Technology is at the forefront of our modern workforce: we make maximum use of digital technology to ensure that our staff can be flexible and responsive to the needs of our customers and to achieve a greater work-life balance.

Development: You'll benefit from our track record of developing, growing and investing in our people.

Support: You'll have access to our Employee Assistance Programme which offers a confidential service for employees and their families 24 hours a day / 7 days a week. The programme provides expert advice and counselling in areas such as finances, family and personal problems, work issues, health related problems, childcare and consumer rights.

Benefits: You can take advantage of a range of discounts in over 7,000 outlets on shopping, dining out, theatre, cinema, experiences and much more. Including the opportunity to purchase technology, cars, phones and bicycles. We also offer up to 2 days a year for you to volunteer your time to help, support and to make a difference to the local community.

Pension: Employees have the opportunity to join the Local Government Pension Scheme (LGPS), which is a tax approved occupational pension scheme with a generous employer contribution rate, immediate live cover and ill health protection. Benefits are based on the length of your membership and final salary.

Equality, Diversity and Inclusion: Our people are our greatest asset. We're committed to attracting, recruiting and retaining diverse and talented people. We recognise the need for equality, diversity and inclusion within our workforce and we promote equality and diversity to raise awareness, identify and address any potential barriers or under-representation across our organisation.

We are committed to making our recruitment practices barrier free and as accessible as possible to everyone. This includes making reasonable adjustments or changes throughout the process. If you would like us to do anything differently during the recruitment process or provide any information in an alternative format please contact recruitment@wirral.gov.uk

Are you ready to join us?

We want to be completely transparent about our application process to give you the best chance to really show who you are, why you are suited for the job and how you can really #BeTheDifference for Wirral. We've outlined each stage below:

Stage 1: Application

To apply for any of these roles, please complete the online application form by midnight on **Sunday 16th June 2024**.

Within your personal statement we want to hear about you and your experience. Please outline how you feel you are suitable for the role and include your personal skills, qualities and experience and provide evidence of your suitability for the role, with reference to the criteria set out in the job description.

Stage 2: Shortlisting

Applications will be shortlisted by our Programme Leaders and fellow panel members.

Stage 3: Assessment

Shortlisted candidates will be invited to an interview. Interviews are scheduled to take place throughout July.

If you would like additional information about any of the above stages or to request support please contact recruitment@wirral.gov.uk or for an informal conversation about the roles ahead of applying, please contact Rebecca Hardy, Programme Leader - Practice, on rebeccahardy@wirral.gov.uk

**#BETHE
DIFFERENCE**

**Good luck, we wish you every
success in your application**