**Welcome to Halton from the Executive Director of Children’s Services.**

Dear candidate,

I am delighted to be writing this letter inviting you to consider joining our fantastic Social Care Team.

This is a really exciting time for Halton Children’s Services as we embark on our ambition to further transform our frontline services and adopt a relationship-based model of practice. We continually look at shaping and developing our social work practice to ensure we deliver the very best service we can, we are currently investing in our frontline Social Work service and have recently developed a Social Work Academy.

In Halton our ambition is for all children and their families to benefit from high quality and purposeful relationships with professionals. We want to ensure that we create an environment for our workforce to deliver the very best services they can and are aware that reduced caseloads and space to deliver interventions is key to outstanding service delivery, these are key priority areas for our Social Work teams.

We are an ambitious Authority, we take pride in our practice, working alongside our partners to support and influence better outcomes for our children and their families, ensuring we deliver the right help at the right time.

Our commitment to our workforce includes:

* A revised and re-designed workforce development strategy that supports continued professional development linked to individual plans.
* A thorough and robust induction to allow time to “get to know” Halton and the high expectations and practice standards throughout the organization
* Excellent management support at every level with access to individual/group and bespoke reflective supervision.
* The development of an Academy provide support for Newly Qualified Social Workers throughout their first year in practice as well as progression and practice development to experienced practitioners.
* We have a learning culture in Halton that seizes every opportunity to learn and develop.

Children Social Care is not without its challenges and Halton has to continue to improve at pace. Central to our improvement journey is developing a high quality stable workforce that is committed to a systemic approach – driven by what makes a difference to the lives of our children working innovatively to achieve this.

It really is an exciting time to join us and I hope to hear from you in the near future as we embark on our journey to excellence.

Yours sincerely,



Zoe Fearon - Executive Director