

# Sefton Council Children's Services

Applicant Pack

Sefton Council 



# WELCOME TO Sefton Children's Services



## Message from our Director of Children's Services

Hello, my name is Risthardh Hare, and I am the Executive Director of Children's Services in Sefton. Thank you for your interest in being part of our amazing team. In Sefton, we pride ourselves on being an open, co-operative team that is absolutely committed to delivering best services and placing children, young people and their families at the heart of all we do. We are a team that focusses on ensuring the children of Sefton are safeguarded from harm and that we help create homes where they feel safe. Sefton celebrates innovation and is committed to strong partner relationships to address the problems of our families and work together to improve the lives of children, young people and their families

Like all Children's Services we have our challenges, but we are meeting these challenges head on with our dedicated, creative and passionate colleagues from across the Council and the wider partnership. We have high aspirations for our children and young people; we want them to be heard, happy, healthy, and given wonderful opportunities to achieve. We want the same for our employees – our people, who are our most important asset. Our aim is to attract the best practitioners to Sefton, for them to enjoy their work, bring new ideas and choose to progress their careers here. If you share our passion, want to make real change and want to be part of our great team, now is the time to join us!

# Join Team Sefton as a Social Worker

Are you a passionate and dedicated social worker looking to make a real impact? Whether you're newly qualified or bring years of experience, we want you to join our dynamic Children's Services Team here at Sefton Council. Together, we can safeguard the future of our children while ensuring our team thrives in a supportive and professional environment. At Sefton Council, we are committed to investing in our people. Our vision is to grow and nurture our own talent, creating a strong and professional workforce dedicated to the safety and well-being of children and young people in our communities.

If you have;

- A Social Work Degree or equivalent Social Work Qualification and are registered with Social Work England
- A commitment to working transparently; in partnership with children, young people and families and partner agencies in a strength-based way,
- Experience of working with children, young people, and families; using direct work skills and observation to gain the voice and experiences of children and young people,
- Knowledge and experience of childcare legislation, statutory guidance, and best practice research
- Knowledge and experience of the Assessment Framework and ability to assess risk and need,
- Analytical report writing skills and good verbal communication skills
- Ability to make child centred decisions, using evidence-based tools
- Ability to understand and demonstrate a commitment to equality and diversity
- Ability to use your own initiative as well as work as part of a team
- Commitment to your own personal development and professional growth.

**We want you to join our team and make a difference to our children!**

# Our Offer To You

We offer competitive salaries between £34,834-£38,223 (pay award pending) for Grade H Social Workers and salaries between £38,186-£43,421 (pay award pending) for Experienced Social Workers. Experienced social workers are eligible to a £3,000 'Golden Hello' payment and additional 'Market Rate Supplements' of up to £5,000 in certain areas.

We all know how important time away from the workplace is which is why we offer a generous annual leave entitlement of 28 days increasing to 33 days after 5 years continual service in addition to 8 bank holidays. Other benefits include; local government pension scheme, enhanced sick pay scheme and family friendly leave with pay, agile/flexible working opportunities and access to occupational health services. Keep reading to find out more!

**Small Teams, Big Impact:** We believe in the power of close-knit teams. Our small team structure ensures you're never just a number but a valued member whose contributions are recognised, valued and celebrated.

**Manageable Caseloads:** We understand the importance of work-life balance and the challenges of the social work profession. That's why we ensure manageable caseloads, allowing you to provide the best possible care and support to those who need it most

**Strong Supervision and Support:** Your professional growth and wellbeing are our priorities. With regular, robust supervision and access to continuous professional development opportunities we ensure you have the guidance and resources you need to excel in your role.

**Committed to Excellence:** Our commitment to safeguarding children and young people is unwavering. We uphold the highest standards of practice, providing the tools and training necessary to empower you to make a real difference.

# Why Sefton?

## Our Vision

**Happy. Heard. Healthy. Achieving. That's our ambition for our children and young people across Sefton, but it's also our ambition for our own people. We want to support our teams to do their best work and for all employees across the service to be happy coming into work; feel valued and supported as people and professionals.**

**We are remodelling our teams and increasing capacity to provide increased support, oversight and focus. We are strengthening the bonds with our partners so that our work makes an impact across the community. We are determined to provide high quality support to those families who need it and you could be a part of this important work and really #MakeADifference.**

# Why Sefton?

## Our Children and Young People

Here in Sefton, you can build lasting relationships with families and carers as well as building your knowledge and experience. You will have the chance to embed yourself within our community and work with partners to get the best outcomes and secure the best support for our families. Our children, young people and families are always at the heart of what we do.

From Business Support to Social Workers and SEN Officers; we need passionate staff who care about curious about families and determined to find creative solutions and work restoratively to find the best outcome for children young people and families in Sefton.

# Why Sefton?

## Our Practice

**Sefton prides itself on the work it does with children, young people and families. We have five main areas of focus here in Sefton: Assessments, Plans and Planning, Child Centred Practice, Management Oversight and Permanence. We call these the buildings blocks of how we operate here in Sefton and we are making strides in our efforts to make these the best they can be.**

**Anyone who wants to join our team needs to know that we are striving every day to improve our practice and we want staff who will match this passion and ambition. We are on an improvement journey and we want to take you along with us.**

# Why Sefton?

## Our Borough

**Sefton is a great place to live and work. We are a northern borough of Liverpool City Region with more than 273,000 residents. Sefton boasts 22 miles of stunning coastline; it is a leading coastal tourist destination with a flourishing visitor economy.**

**Sefton is the perfect place for people looking for a job that will see them working with a range of different people from all kinds of backgrounds and with varied experiences.**

**We have strong links across our professional networks in Sefton as well as great relationships with faith, voluntary and third sector partners who all want what is best for our families.**



# Our Offer and Benefits

## Corporate Offer

We want all our staff to feel supported and valued. As a Sefton employee, you will receive:

- Competitive salary and job security
- A comprehensive induction programme
- 28 days annual leave rising to 33 days with 5 years continual service and 8 bank holidays
- Opportunity to take flexi time/time in lieu
- Enhanced sick pay scheme
- Enhanced maternity/paternity/adoption leave pay and maternity support leave.
- Opportunities for agile/flexible working
- Car user allowances (dependent) and car mileage reclaim
- Salary sacrifices schemes including Sefton Cycle Scheme
- Medicash – Dental Bills, Optical Care, Alternative and Complementary Therapies and Health Screenings
- Pension scheme with employers contribution
- Free parking at office bases (dependent on space)
- You will have the right amount of children and families on your caseload to allow positive interventions
- Access to good quality, regular reflective supervision
- Suite of direct work tools to support practice

# Our Offer and Benefits

## Wellbeing Offer

We offer an extensive wellbeing package:

- Occupational Health Service available to advise on work related health issues.
- Access to free eye tests and contribution towards glasses
- Discounted gym membership with all Active Sefton gyms
- Cycle to Work scheme
- Access to a free and confidential employee counselling service and CBT sessions for some roles
- 2 days additional paid time off per year for voluntary work

## Development Offer

We want all our staff to grow with us and be supported to be the best practitioners they can be, we offer:

- A wide variety of career progression routes bespoke to individual training and development needs
- A wide-ranging offer from our in-house workforce training and development unit as well as access to several external accredited opportunities.
- Partnership with Research in Practice, providing access to online webinars, podcasts and materials linked to the latest research and policy updates to support your CPD
- Partnership with Leeds City Council with focus on restorative practice

# Our Offer and Benefits

## Our Pay Offer

We offer a competitive salary for all roles and know that our staff need to be paid well to feel supported to do their job. For some roles we offer market supplements or other incentives.

### Market Supplements:

- £5,000 Support and Protection Teams (Team Managers, Assistant Team Managers and Experienced Social Workers)
- £2,000 Assessment Teams, Court Teams and Cared for Children Teams ( Team Managers, Assistant Team Managers and Experienced Social Workers)
- £10,000 Service Managers

### Other Incentives:

- £3000 Golden Hello (Experienced Social Workers)
- £1000 ASYE Incentive Payment (Completion within 12 months)

# Our Offer and Benefits

## Our Equality, Diversity and Inclusivity Offer

We are always working to make sure that the Council is inclusive and representative of our communities. A diverse workforce is important to us and our staff bring with them a wide range of experiences, views, ideas and innovations.

Sefton is the first local authority within the Liverpool City Region to be Navajo accredited, which means we're committed to promoting the rights of LGBTQ+ people. As well as this, we're also a Disability Confident accredited employer and are fully committed to building a diverse workforce that represents the needs of our communities. We have a number of staff forums including: Black and Ethnically Diverse Group, LGBTQ+, Women's Network, Disability Network, Christian Group. We are an Equal Opportunities Employer and our decision to appoint will be based upon whether an individual's skills, qualifications and abilities make them the most suitable candidate for the role. We have also made 'care experienced' a protected characteristic and welcome any applications from people who have previously been cared for.

We have a series of family friendly policies to help staff achieve a good work-life balance and flexible working and part time job roles offer the flexibility to have both a work and a family life. We also offer training on Equality and Diversity issues including menopause, race equality and unconscious bias.

# Joining as a Newly Qualified Social Worker

## Joining Our Social Work Academy

As a newly qualified social worker, you will join us in the Social Work Academy and be supported to work, grow and learn from those around you. We will be supporting you to deliver outstanding social work practice, working with children and families within Sefton.

We want you to complete your first year of practice and become the social workers that we would be proud to have working with our own children and families. Within the academy, we will support you to reach your full potential as confident, resilient social workers and give you the tools you need to become both confident and competent in social work practice. Our progression plans in Sefton will support you to continue in your career path following the ASYE programme.

To enable you to progress through your first year of practice, you will have a protected caseload and be given extra support to grow and learn. We offer high levels of support and high levels of challenge and we have a committed group of team managers and practice assessors who will support and train you in restorative social work practice. You will spend time in our teams and be supported to move into the wider service following completion of your ASYE.