

WORCESTERSHIRE  
CHILDREN FIRST



JOIN OUR  
SOCIAL CARE  
TEAM





# CONTENTS

WHY WORK IN WORCESTERSHIRE?	3
WHAT MAKES US DIFFERENT?	4
OUR BENEFITS	5
CASE STUDIES	6
ABOUT WORCESTERSHIRE CHILDREN FIRST	10
WHAT OUR DIRECTOR SAYS	11
OUR SOCIAL CARE TEAMS	12
CONTACT US	13

# WHY WORK IN WORCESTERSHIRE?



## Worcestershire – oh the sauce?

Oh, **we are so much more than that.** Located in the heart of England, at the centre of the motorway and rail network – Worcestershire offers rolling hills, glorious green space, award-winning family attractions, over a thousand years of history and a mouth-watering food scene.



**I FEEL SUPPORTED AND VALUED  
AND EVERYONE IS SO HELPFUL**  
Through Care Social Worker



### Easy to access:

Worcestershire is easily accessed by road or rail to neighbouring counties and major cities.

### Beautiful countryside:

Hike the Malvern Hills or experience many of our countryside routes, stunning arboretums, rural estates, riverside walks, woodland cycle trails and various National Trust sites.

### Renowned visitor attractions:

Enjoy family days out at West Midland Safari Park and Severn Valley Railway or learn more about Worcestershire's heritage and history at the medieval Worcester Cathedral and our many museums.

### A place to raise your family:

Worcestershire is home to a host of historic villages and towns with a range of local cafés, parks, and greenspace. 82% of our schools are rated good or outstanding by Ofsted and Worcestershire has recently been voted second in the top 10 places to live in the UK\*.

\*Based on survey carried out by **Homeviews**



# WHAT MAKES US DIFFERENT?

We have some unique teams that can offer specialist support to you in your role or create a great range of career paths and opportunities.



## SPECIALIST FAMILY SUPPORT

Support for social workers and families to bring about positive change with a clear plan of work which is reviewed every 6 weeks.



## SOCIAL WORK ACADEMY

This team are passionate about supporting all frontline practitioners throughout their career, with their professional development and practice. All their work is linked to facilitating practitioners to achieve the best outcomes for children, families, and adults in Worcestershire.



## POP - POSITIVE OUTCOMES PROJECT

Our team of Practice Educators support students to have an outstanding practice learning opportunity by directly working with children and young people in our communities.



## WORCESTERSHIRE FAMILY SAFEGUARDING

Working with families in child protection with the trio of vulnerabilities to provide multi-disciplinary interventions.



## SUPPORTING FAMILIES FIRST

A multi-disciplinary approach, working collaboratively with families with a child in need to prevent accommodation or escalation into child protection.



## ADVANCED SOCIAL WORK PRACTITIONERS

We have a standalone team of advanced social work practitioners providing support to our ASYE's quality assurance and delivering CPD opportunities.



## GET SAFE

Worcestershire's multi-agency approach to tackling criminal exploitation of children with dynamic intervention.



I CAN SAFELY SAY THAT I HAVE BEEN AT THE HAPPIEST POINT IN MY CAREER AT WCF AND NOW IS A REALLY EXCITING TIME TO JOIN

Locality Safeguarding Social Worker



# OUR BENEFITS

- Great holiday entitlement – 25 days and increased to 30 days after 5 years\*
- One-off welcome payment of £3,000 (t&cs apply)\*
- Up to £3,000 retention payment (t&cs apply)\*
- Relocation package of up to £10,000 (subject to T&Cs)\*
- We pay your social work registration fee\*
- Career average pension scheme\*
- Access to a range of leisure, fashion, travel and lifestyle discounts\*
- Our Social Work Academy helps support the ongoing Continuous Professional Development of staff
- We have a permanent and stable management team
- We work in small teams to help team managers be more accessible
- Mental health first aiders and support for emotional well-being including staff counselling
- We value diversity and inclusion, and it is at the heart of our practice and values as an organisation. We hold regular diversity and inclusion meetings which staff attend to discuss key topics and raise awareness within the work force. Staff really value this opportunity to come together and help shape this important subject.
- In-house management training to guide you through all stages of your career – from aspiring manager to advancing manager
- Green Car Scheme and Car leasing scheme\*
- Bike Scheme\*

\*these are benefits for permanent employees



# CASE STUDIES

## WHAT IS YOUR ROLE AND HOW LONG HAVE YOU WORKED FOR WORCESTERSHIRE CHILDREN FIRST?

My name is Carl and I am a social worker in North East Team 2 Locality Children's Safeguarding Team. I have worked for Worcestershire Children First since 2008 in a variety of roles. I began as a child support worker before moving onto roles including family support worker and social work assistant. In 2015, I was fortunate to be sponsored by Worcestershire Children First to complete my social work degree via distance learning whilst remaining part of a Children's Safeguarding Team. I qualified as a social worker in 2018 and have remained in my current team since then.

My role in a children's safeguarding team is really varied and this is something I enjoy. I have gained experience in a variety of areas such as Child in Need, Child Protection, Adoption, and Care Proceedings. These experiences have continually promoted my professional development as a social worker and is something that I have really valued. Within my team, no two days are the same which is again something that I enjoy and I have developed strong partnership links with local agencies in the geographical area that I cover which is invaluable when supporting the children and families that I work with.



## WHAT DO YOU LIKE BEST ABOUT YOUR JOB?

Without question, the aspect of my role that I enjoy the most is the direct work I carry out with children and families. As a social worker, I have a very privileged position of developing meaningful relationships with children and gaining insight into their world in order to achieve positive and meaningful change. One of the best things about working for Worcestershire Children First is that children are at the heart of everything we do, which is embraced by the entire organisational workforce.

## WHAT DO YOU FIND MOST CHALLENGING?

Understandably, my role has challenges as it is often demanding and emotive. However, these challenges are balanced against an incredibly supportive team of social work colleagues and my team manager. I have never felt unsupported in my role and Worcestershire Children First has a very dedicated senior leadership team which supports social work practice across the workforce.

**THERE IS A STRONG LEADERSHIP TEAM  
WITH STRONG, POSITIVE VALUES**  
Family Front Door Social Worker



# CASE STUDIES

## WHAT IS YOUR ROLE AND HOW LONG HAVE YOU WORKED FOR WORCESTERSHIRE CHILDREN FIRST?

My name is Danielle and I'm a Team Manager for the North East Team 3 - Locality Safeguarding. I started working for Worcestershire Children First in September 2008 and started as a family support worker before becoming a social work assistant for what was the LAC pod. I then completed my social work degree through the open university through Worcestershire before becoming a qualified social worker in 2013.

## WHAT DO YOU LIKE BEST ABOUT YOUR JOB?

I love my team and am very fortunate that I have such a loyal, child focused and stable team. The diversity of the work we do- no 2 days are ever the same. I have an excellent manager who I learn from every day and who also shares the passion for the work that we do.

## WHAT DO YOU FIND MOST CHALLENGING?

There is a lot of criticism and pressure on social workers and when things go wrong it can be very difficult. There are obvious resource and financial pressures as there are across all fields at this time. I have never however felt abandoned and have always been supported to work through any issues and use these as learning opportunities and time to reflect and how things can be done differently in the future.

## WHAT'S THE BEST THING ABOUT WORKING FOR WORCESTERSHIRE CHILDREN FIRST?

I feel I am an advocate for Worcestershire Children First as I have been here so long - but for me the best things have been the quality of management, support from senior management, stability across locality services, career progression and positive relationships that I have developed with colleagues.



# CASE STUDIES

## WHAT IS YOUR ROLE AND HOW LONG HAVE YOU WORKED FOR WORCESTERSHIRE CHILDREN FIRST?

My name is Teresa and I am a Team Manager for the Positive Outcomes Project. I've worked with children, young people, families and carers for over thirty years and have been with WCF for 2½ years.

## WHAT DO YOU LIKE BEST ABOUT YOUR JOB?

I was thrilled to be offered the post of Team Manager of the Positive Outcomes Project in May 2020 because the project combines my passion to provide high quality support services for children and young people along with provision of diverse learning opportunities for student social workers. For me, the role of team manager of this project is a natural progression. I feel privileged to have the opportunity to use my experience in social work, practice education of social work students and lecturer in social work to manage and develop this innovative project. As someone who was born and raised in Worcester and, having spent most of my career as a social worker and manager delivering services for Worcestershire children and families, I am proud to be able to promote the vision and mission of Worcestershire Children First and to inspire and motivate students placed with the Positive Outcomes Project to want to be our future social workers in Worcestershire.



## WHAT DO YOU FIND MOST CHALLENGING?

The project launched in August 2020 when we were all in the middle of the Covid-19 pandemic. This presented many challenges for us all in providing essential safeguarding services. The Positive Outcomes Project rose to the challenge of providing placements for student social workers where we worked in a hybrid way where they carried out social work with children and families in the community completing statutory social work assessments as well as early help direct work with children who were continuing to attend school.

## WHAT'S THE BEST THING ABOUT WORKING FOR WORCESTERSHIRE CHILDREN FIRST?

The best things about working for Worcestershire is that I am well supported by managers to ensure I can develop this innovative project. The Positive Outcomes Project has successfully provided placements for more than 50 students in two years from a wide range of universities. Prospective students ask for a placement with the project because they know of the learning opportunities we offer. As a team, we have focused on providing a structured learning environment. As the project evolved, we developed our approach to this with feedback from the many students we have taught and assessed and, as a result, we now provide a 3-Step Learning Programme including their induction, workshops and visiting speakers with opportunities to shadow and co-work with social workers in other teams which is essential to provide a broad practice experience.





# CASE STUDIES

## WHAT IS YOUR ROLE AND HOW LONG HAVE YOU WORKED FOR WORCESTERSHIRE CHILDREN FIRST?

My name is Nazia and I am a social worker in the North West Team 3, Locality Safeguarding Team. I started in June 2021 so have been here just over a year now.



## WHAT DO YOU LIKE BEST ABOUT YOUR JOB?

I love the team that I am in. I feel so supported by everyone including my manager.

## WHAT DO YOU FIND MOST CHALLENGING?

Switching off at the end of the day... that's something I need to work on.

## WHAT'S THE BEST THING ABOUT WORKING FOR WORCESTERSHIRE CHILDREN FIRST?

I started as a ASYE. The support I have received has been amazing. Everyone is so approachable. This includes the other managers and the group manager.





# ABOUT WORCESTERSHIRE CHILDREN FIRST

Worcestershire Children First is the company responsible for delivering children's services across the county of Worcestershire. This includes social care, education, early help and fostering.

**Our Vision** is for Worcestershire to be a wonderful place for all children and young people to grow up

**Our Mission** is to support children and young people to be happy, healthy and safe

## Our Values



### Children at our heart

We will keep children and young people at the heart of everything we do



### Value family life

We will support and empower parents to care for their own children well



### Good education for all

We will value education as the best start in life for all children



### Protection from harm

We will act in a professional and timely way to protect children from harm



### Embrace diversity

A progressive culture of championing equality, diversity and inclusion



# WHAT OUR DIRECTOR SAYS

My name is Tina, I'm the Director of Children's Services for Worcestershire County Council and the Chief Executive of Worcestershire Children First. My life has always been about 'children'. From school, I qualified as nursery nurse and then became a residential social worker before qualifying as a social worker, and in 2000 I was lucky enough to become a mum to a child of my own.

Our vision to make children happy, healthy and safe, comes from my personal and professional passion to do just that for all children.

I have great pride and professional respect for all the staff that come together within Worcestershire Children First and who contribute to us achieving our vision. We know our staff are our everything and that without them we couldn't achieve anything, so we make it our priority to ensure they have the guidance, support, challenge, culture, environment and tools to be able to do this work well.

Every team member, every role and every function play a part in what we do and we value and respect them all. Our work can be extremely challenging and pressured and it takes great emotional resilience and commitment at all times. Yet still it is the most rewarding feeling when we see the difference we make to the lives of children and young people.

**Come and join us.** Feel valued, respected and supported and be a part of our Worcestershire Children First team, you know you want to.



# OUR SOCIAL CARE TEAMS

We have a range of teams across Worcestershire Children First to support children, young people and families at varying levels of need. The structure below gives more information about each of these teams and how our social care service is set up.

## Director of Children's Services and Chief Executive

### Director of Early Help, Children in Need and Family Front Door

#### Contact & Referral

This is the central point of contact for all referrals on children and young people where there is a cause for concern.

#### Positive Outcomes Project (POP)

This is a team of 3 experienced practice educators who support up to 12 students at a time. This stand alone team allows a specific focus on quality learning opportunities.

#### Assessment teams

The teams complete all new S.17 assessments and S. 47 child protection enquiries on referrals received from the Contact & Referral time. Cases close or transfer following assessment.

#### Emergency Duty Team

This team provides an emergency response out of main operational business hours to children and young people across Hereford and Worcestershire.

#### GET SAFE

This team undertakes Welfare Return Home Interviews with children reported missing from home/care. They have an overview of exploitation in Worcestershire and work with social workers and other professionals to identify the risks.

#### Supporting Families First

This service offers multi-disciplinary support to children and families. The team supports parents and their children on child in need plans to manage risk, improve relationships and develop strengths.

### Assistant Director – Care Proceeding and Permanency

#### Specialist Family Support

Services to families who have an allocated social worker. They have a clear plan of work which is reviewed every 6 weeks.

#### Fostering

This team carries out assessments of new foster carers, supervision of approved carers and in-house placement service. This also includes kinship carers.

#### Legal Proceedings – Case Progression

Support for and quality assurance of social work practice in pre and care proceedings.

#### Worcestershire Family Safeguarding Project

A small, highly specialist, multi-disciplinary team trained in delivering interventions including substance misuse and mental health working alongside social workers in WCF.

#### Permanency Support Team

This team works to ensure that every child has the right permanent and stable home. The focus of this team is to prevent children drifting in care.

#### Adoption Service (Adoption Central England)

This team provides adoption services and support for children and families within Worcestershire, Warwickshire, Solihull and Coventry City.

### Head of Quality Assurance & Principal Social Worker

#### IRO Service

IROs oversee the child's care plan and ensure everyone contributing to the care plan fulfils their legal obligations to the child.

#### Advance Social Work Practitioners

Working with social workers, supporting and enabling their learning experience and providing opportunities to develop practice.

#### Child Protection Chairs & Local Authority Designated Officer (LADO) Service

CP Chairs facilitate the multi-agency initial and review child protection conferences in line with Working Together guidance. The role of the LADO is to co-ordinate complex cases where an allegation has been made against a person in a position of trust who works with children.

### Director of Child Protection and Through Care

#### Locality Safeguarding Teams

These teams are responsible for the care planning for Children in Need and those subject to child protection and care planning including legal proceedings for children in Local Authority care.

#### Looked After Teams

These teams are responsible for care planning to permanency for children in Local Authority care.

#### Supervised Family Time

This service enables the Local Authority to fulfil its duties and responsibilities to promote contact for children in care with their birth family and friends.

#### Anchor - Emotional Health and Wellbeing

This team is responsible for the health and wellbeing service for Looked After Children and the Green Fingers Project.

#### Independent Living & Outreach Services

These teams prepare young people for independent living and provide independent living accommodation and intensive support for care leavers who need higher levels of support. There are specific teams for Care Leavers as well as a Homeless Intervention Team who undertake all assessments on young people 16 years or over who present as being homeless.

#### Participation Team

This team supports young people to present their views to professionals through groups such as Who Cares We Care, Big Voices and Speak Out.

# CONTACT US

We are recruiting experienced social workers looking to develop their social work career.

Our teams are area based, meaning you work within local communities so will be able to build links with families and partner agencies. We provide staff with the technology to enable them to work in a flexible and mobile environment and we have local area touch-point offices, ensuring staff have less travel in their roles.

You will be supported by, and working with, a stable management team in a supportive learning environment that is embedded with regular supervision, manageable caseloads and regular team meetings.

We have a range of roles for experienced Social Workers across the service to include our Assessment Teams, Safeguarding Services, Through Care, Supporting Families First, MASH and Advanced Social Work Practitioners.



## INTERESTED TO KNOW MORE?

 [www.worcschildrenfirst.org.uk](http://www.worcschildrenfirst.org.uk)

 [@WorcsChildren](https://www.facebook.com/WorcsChildren)

 [@WorcsChildren](https://twitter.com/WorcsChildren)

 [@WorcsChildren](https://www.instagram.com/WorcsChildren)

See below or contact us to find out about our current vacancies.

 [recruitment@worcestershire.gov.uk](mailto:recruitment@worcestershire.gov.uk)

[Click to view our current vacancies](#)



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**CHILDREN FIRST**

