



**A Southend where all
children achieve success**

**Children's Services
Social Work Development
Offer**

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The foundations

Our vision is that all children in Southend achieve success. That they all experience love, a sense of safety and the opportunity to achieve success. In Children's Services we know that social workers are key to ensuring our vision becomes a reality for all Southend's children.

As a service we:

Support our model of practice, Restorative Practice, in everything we do
Support and challenge you through strong leadership
Create an environment where good practice can flourish
Accept nothing but consistently high standards
Embrace innovation and creativity , remaining agile in our approach
Celebrate our diversity not tolerating discrimination of any kind .

You will see this in:

Clear expectations of practice
A core CPD offer, Building Strong Practice, for all qualified social workers
Monthly casework supervision using restorative practice
Dedicated CPD supervision every two months aligned to your SWE registration
Restorative solution circles for case reflection and discussion
Weekly monitoring of caseloads by senior leaders to keep them manageable
An expectation that you will develop as a subject expert and lead for your team

A dynamic culture of learning from practice, centred on our beyond auditing approach, enabling you to build and share your strengths and rapidly address areas for improvement

A blended approach of home and office based working

An invitation to join the staff rep group to shape service delivery and provide challenge to the leadership team

The opportunity to undertake 2 days of volunteering activity in Southend each year during work time

A clear, fair, career progression pathway



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Student Social Workers

We value the experience and commitment of student social workers. You will be provided with the following when you have a placement with us

Oversight and support from a Practice Educator and the team manager of the team in which you are placed

Access to technology including a laptop and mobile phone to enable you to engage in statutory social work

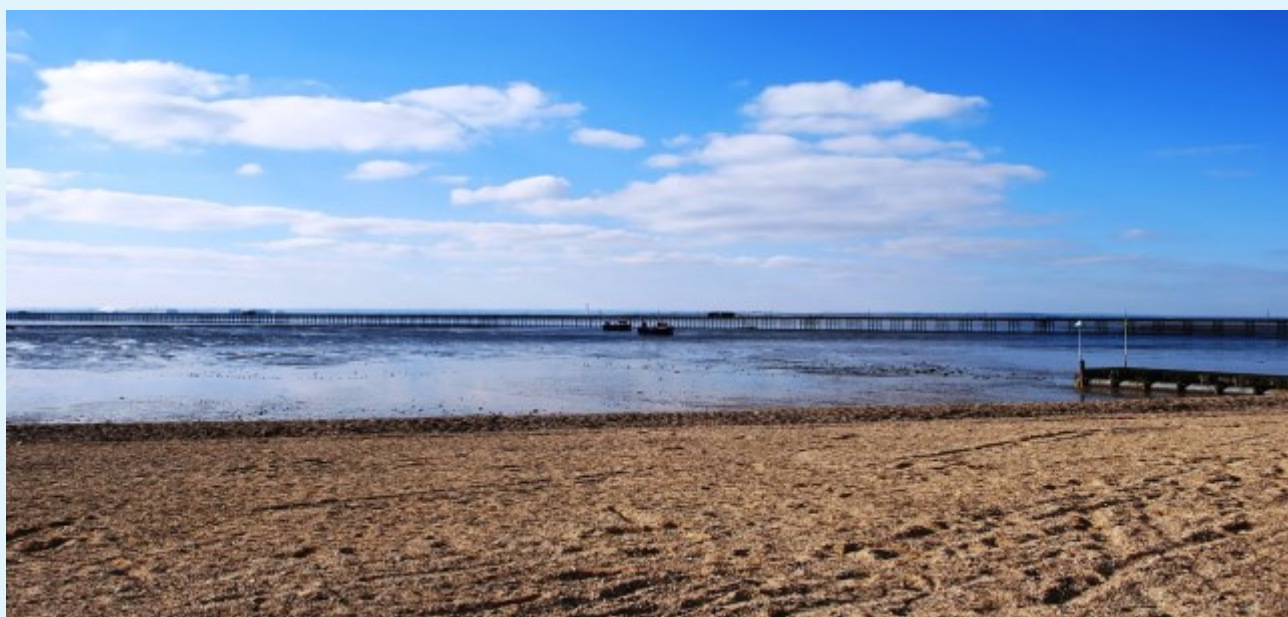
Access to the core CPD offer for children's services

Regular workshops for students facilitated by the Practice Unit

The opportunity to spend time in other parts of the Council to increase your knowledge and skills

Students on their final year placement will be automatically shortlisted for an interview for a NQSW position if they are on course to pass their placement.

Interviews for NQSW posts take place in April and May each year using behavioural based interviewing and a written test



Assessed and Supported Year of Employment (ASYE)

In your ASYE you will be supported and challenged to build on your skills, knowledge and experience to become a confident skilled social worker. This will be achieved by:

A one week face to face induction with all newly qualified social workers (NQSW) beginning on the day you join Southend. You will start your career with a strong understanding of our vision for Southend's children, Southend's 2050 ambitions, Restorative Practice and, your role in delivering these. During your first week you'll be trained on the use of our case management systems and be given your SBC laptop and mobile phone. You will meet senior leaders and team managers across the week.

Named independent ASYE lead within the Practice Unit who will provide you, your practice assessor and your team manager with challenge and support across the year. You will have a named HR officer during your ASYE

A small caseload that will gradually increase during the year based on your capacity to take on work that is more complex

An expectation that you complete the core CPD offer during the year.

Monthly workshops for NQSW and dedicated time for learning and reflection

Provision of a clear schedule for completion of your ASYE portfolio and regular formal reviews of your progress.

Confirmation of your permanent contract when you successfully pass your ASYE

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1—2 years post qualification

This is a time in your career when you will be consolidating the learning from your ASYE. It is a time when we will encourage you to remain in the same team to develop depth as well as breadth of knowledge and experience.

Expectation that you complete the mandatory elements of the Building Strong Practice core CPD offer for your role

Lead your team in an area of practice such as; restorative practice, neglect, voice and engagement, trauma informed practice or diversity and inclusion

Use your annual conversation to agree the professional development you will undertake to become a highly competent, and effective, experienced social worker



Experienced Social Workers: 2 years+ post qualifying experience

As experienced social workers we consider you to be the bedrock of our service. You are able to role model excellent practice for those with less experience while developing the skills to progress in your career. We will support you to develop and contribute to our vision for Southend's children. If you do not want to move into management roles you will be supported to develop subject expertise.

Expectation that you complete the mandatory elements of the Building Strong Practice core CPD offer for your role
Lead your team in an area of practice such as; restorative practice, neglect, voice and engagement, trauma informed practice or diversity and inclusion
You will be encouraged to train to train as a Practice Educator and attend Practice Education workshops for peer support and learning
Funding to complete a Masters level module if you meet the application criteria and are successful in a competitive application process
Secondment opportunity in a different Council service or department for 1 day a week for 3 months
Prioritised for recruitment to Advanced Practitioner roles when they become available
Application for an Advanced Practitioner position if you meet the selection criteria. The assessment process comprises of evidence of the quality of your practice and an evaluation by an independent panel prior to a behavioural based interview

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Advanced Practitioner

Advanced practitioners work with the children, young people and families experiencing the greatest challenges and where complex family history and intersectionality require highly skilled intervention. You will be developing high levels of skill and will be thinking of the where you want to be in your career in the years to come.

Undertake the Building Strong Practice elements relating to leadership, quality assurance of a team, supervision and management

You will be prioritised to undertake Master level modules or Practice Educator qualification if you do not have these and if you meet the selection criteria

Take part in the Beyond Auditing approach as a case file auditor

Secondment opportunity in a different Council service or department for 1 day a week for 3 months

Deputise for your manager and develop skills in financial and budget management of a team

Team Manager and IRO

Team Managers and IRO/Child Protection Conference Chairs hold the greatest influence on outcomes for children in Children’s Services. You are responsible for setting a culture of consistently high expectations and challenge in all parts of Children’s Services while providing high levels of support and guidance. You will be developing the skills needed to develop teams, analyse individual, service and team performance and develop action plans for improvement. You will know what good looks like for children and young people’s lived experience.

Undertake the Building Strong Practice elements relating to leadership, quality assurance of a team, supervision and management
Access bite size learning on HR processes on the knowledge hub within your first 3 months in post
Begin delivering elements of Building Strong Practice programme, Restorative Practice sessions or Graded Care Profile 2 training
Development opportunities spending time with Director and Heads of Service Deputise for Service Manager at regional meetings
Application for SBC Transformational Leadership Programme if selection criteria is met
Opportunity to attend Virtual College Black and Asian Leadership Initiative programme for Black and Asian managers and IRO
Work towards accreditation as a Practice Supervisor (NAAS)



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Service Manager

As a Service Manager you will be developing the skills to develop and deliver strategy. You provide a key line of sight from the senior leadership team to frontline practice. You will be responsible for the successful implementation of our model of practice, Restorative Practice, in your service and for ensuring everyone in your service is able to show how they are working towards our vision of a Southend where all children achieve success.

Successful completion of the Transformational Leadership Programme
Opportunity to attend Virtual College Black and Asian Leadership Initiative programme for Black and Asian service managers
Develop and deliver elements of the Building Strong Practice Programme
Lead the culture of learning from practice with a group of team managers and advanced practitioner auditors in our Beyond Auditing approach
Attendance at key strategic forum for your Head of Service; Corporate Parenting Group, Performance and Finance Board, Local Family Justice Board, RAA, Safeguarding Partnership, Improvement Board, Children’s Services DMT

