



Slough Children's Services Trust

Recruitment Pack

Senior Social Worker

February 2021

“We are looking for individuals who are **determined, enthusiastic** and share the same **high aspirations** we have for our children and young people.”

Welcome

Thank you for your interest in working with Slough Children's Services Trust (SCST).

I know that once you have looked at the information in this recruitment pack, you will want to come and join us to help improve the lives of vulnerable children and young people in the borough.

We are looking for individuals who are determined, enthusiastic and share the same high aspirations we have for our children and young people.

We want to ensure that as well as becoming one of the best places in the country for the delivery of services to vulnerable children and families, Slough becomes one of the best places in the country to work.

If you are up to the challenge and thrive in a vibrant team environment then this is the place for you.

But more than that, and what I think should attract you to this role, is the career defining opportunity to get in on the ground floor and be part of our journey.

Please come and join us.

Eleni Ioannides

**Chief Executive
Slough Children's Services Trust**

**Executive Director for Children
Slough Borough Council**



Our vision and values: 'bringing our values to life'

Slough Children's Services Trust Values Framework forms part of the overall strategy for achieving the Trust's vision of ensuring children in Slough can be safe, secure and successful.

The framework aims to enhance both individual and organisational performance and is an integral part of day to day work, recruitment, induction, learning and development and performance appraisal.

The framework is based on five key principles that we expect every member of staff within the Trust and everyone who works on behalf of the Trust, to adhere to.

These five principles are:

- Child focussed
- Honest and respectful
- Improving constantly
- Looking ahead
- Delivering together

Child focussed

Committed to outcomes for children and their families which ensure they are safe, secure and successful; putting the voice of the child at the heart of everything we do and delivering customer-driven services, in collaboration with our colleagues and partners; working to improve lives and ensure effective safeguarding; offering the right support needed; working efficiently, so resources can be maximised for our children, young people and families; ensuring clear and appropriate communication.

Honest and respectful

Being honest and respectful, as part of an inclusive culture where our communication is always professional; where everyone counts and knowledge of families and individuals, including cultural identity, along with their feedback and opinions are respected and recognised; a working environment where disrespectful and unprofessional behaviour is challenged; transparency and accountability in all decision-making.

Improving constantly

Aspiring to achieve our vision through our everyday work, strong leadership and management; working to develop as a Trust and as individuals; a learning culture which reviews best practice, learns from mistakes and ensures customers have suitable opportunities to feed back and uses all available insight to measure progress and implement change; working flexibly to deliver the best value-for-money services.

Looking ahead

Moving in the same direction with an ambition to provide excellent services, based on insight and smart working, while keeping the voice of the child at the heart of the Trust; benchmarking, horizon-scanning and anticipating challenges; working to identify opportunities to be cost-effective and future proof our Trust ; identifying challenges and working towards solutions.

Delivering together

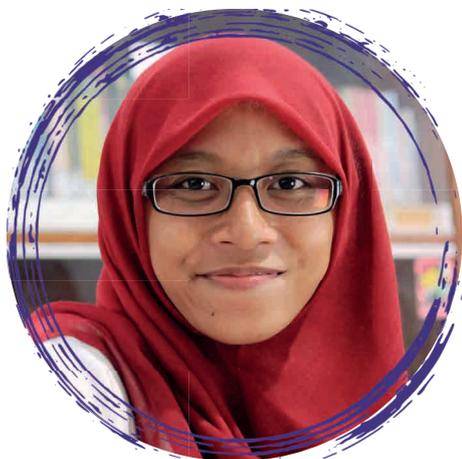
Working as one Trust through solid teamwork to deliver the best services for children and young people; taking ownership and responsibility to ensure individuals, teams and the wider Trust delivers on aims; building strong relationships with all our customers to secure the best outcomes to make our children safe, secure and successful; connecting with other teams and partners to enhance services and improve efficiency.

What our existing team love about the Trust



“The Trust is an exciting place to work. We continue to learn and grow and our accessible senior management team massively helps this process.”

“The Trust feels like ‘home’ - support, supervision, access to training and career progression are second to none.”



“I continue to be excited about the Trust’s improvement plans and working for an organisation where good outcomes for children are our focus.”

“The innovative changes taking place in Slough are redefining and redesigning the services offered to children and young people.”



Job description

Job Title:	Senior Social Worker
Location:	Observatory House, Slough
Responsible To:	Social Work Team Manager
Salary:	£43,739 - £48,588 (including local weighting and market supplement)

If you're looking for a challenging yet rewarding role, one where you'll be supported every step of the way, Slough Children's Services Trust could be the place for you.

Since the Trust was created, we have redesigned the service by moving away from conventional social work teams and are taking a more systemic approach involving smaller teams made up of professionals from different disciplines. Systemic practice is a way of working which emphasises people's relationships as key to understanding their experiences and affect change. Families are worked with rather than 'done to'. This way of working is called Safe, Secure and Successful. It's effective and it's working.

Our latest Ofsted inspection was a positive demonstration of the progress we have made over the years and the improved service we offer children, young people and families in Slough. We don't want to stop there, however, we know there are further improvements to be made which is why we're looking to recruit the best people to help us achieve them.

Are you passionate about making a positive and lasting difference to children and young people? If you like to think outside the box and work in an agile way, then these are the qualities that make Slough Children's Services Trust an employer of choice.

If you're looking for a new challenge and want to be part of an exciting time for children's services in Slough then come and join us.

Slough is one of the most diverse places in the country outside of London and a great place to live or work. In fact it's the best place to live or work according to a survey by Glassdoor. Pleasant environments, above average salaries and a lower cost of living, mean an increased quality of life for employees. We're also one of the most accessible places to be, nestled on the corner of the M25, M4 and M40, and less than 20 minutes by train to Central London.

To apply for this role, visit: www.scstrust.co.uk/application

Annual Leave Entitlement (1 Apr to 31 Mar)		
Years' Service	Entitlement	Total inc public holidays
<2	25	33
2-5	29	37
>5	32	40

Pension
The Trust uphold the Local Government Pension Scheme (LGPS).

Mileage
The Trust reimburses all business mileage. We currently pay 45p per mile for the first 10,000 miles.

Childcare
If you require childcare, Slough's Children's Centres provide a range of childcare services. The Trust also provide Computershare childcare vouchers and staff may use them at the centres.

Main Accountabilities

- Responsible for undertaking social work on allocated cases producing outcome based plans, having regard to the needs of, and risks to, children and their families.
- To develop effective relationships with CYP and their families to improve impact of work and determine the level of service available ensuring written plans are agreed with the CYP and their families and reflect their views.
- To determine, using evidence based practice how these needs will be met subject to resources, statutory responsibilities, within the framework of council policies and procedures.
- To be responsible for effective Individual performance in line with national standards and performance indicators, including receiving regular supervision.
- Responsible for participating in routine auditing activity across the service to secure the highest possible standards of social work practice and record keeping and to act in accordance with requirements of the Quality Assurance Framework.
- To ensure that the needs of service users/carers from all communities are addressed, and that close attention is paid to equalities issues in all aspects of work. To ensure access to translation and interpretation services as necessary.
- To complete financial assessments and, where appropriate, to determine contributions and levels of need/service.
- With the agreement of the Social Work Team Manager/Practice Manager, to identify resources required and available to promote child/family well being.
- To develop and maintain effective working relationships at appropriate levels with other relevant partner agencies e.g. voluntary, community, schools, police, health other statutory agencies/local resource networks and internal partners.
- To maintain, monitor and review accurate records of all work undertaken ensuring recording information is accurate and up to date, including comprehensive use of the Integrated Children's System.
- To work effectively move casework to other areas of service as appropriate with a clear transfer plan.
- To contribute to the development of services to children and families and to attend and contribute positively to team meetings to promote the delivery of integrated and effective services.
- To identify own individual learning needs and ensure that practice reflects contemporary thinking. To ensure regular reflection of skills and abilities and use supervision and approval to identify future and plan to meet future needs.
- To provide cover for the work of other team members and undertake projects and other additional duties commensurate with the level of the job. (The nature of these will vary according to experience, competencies and the grade of the post).

Person specification

No.	Competency	ASYE	Social Worker	Senior Social Worker	Social Work Team Manager
1.1	Professional Social Work Degree or equivalent	Essential	Essential	Essential	Essential
1.2	Social Work England Registered	Essential	Essential	Essential	Essential
1.3	DBS Check	Enhanced	Enhanced	Enhanced	Enhanced
1.4	Indicative post graduate experience	0 years	12 months (ASYE)	2 years +	4 years +
1.5	Professional Standards	Essential	Essential	Essential	Essential
1.6	Knowledge and Skills for Child and Family Social Workers – issued by DfE	Essential	Essential	Essential	Essential
1.7	Ability to write reports to a high standard	Essential	Essential	Essential	Essential
1.8	Understanding of children and families legal framework and assessment process	Desirable	Essential	Essential	Essential
1.9	Understanding and experience of child protection procedures	Desirable	Essential	Essential	Essential
1.10	Current UK driving licence	Desirable	Desirable	Desirable	Desirable
1.11	Access to own vehicle (insured for work purposes)	Desirable	Desirable	Desirable	Desirable
1.12	Management experience	Not required	Not required	Not required	Essential
1.13	Postgraduate qualification in relevant Social work discipline	Not required	Desirable	Desirable	Desirable

Why we think you'll love working for the Trust

Slough Children's Services Trust is an exciting place to be. We're on a journey to improve services to vulnerable children and their families in Slough and we're making great progress. We want to be the best and we're looking for people with the skills, drive, energy and ambition to help us get there!

Here are some of the reasons our existing staff love working here:

- Market supplement of up to £5,600 for frontline social workers, depending on role
- Retention reward of £1,000 after 18 months for frontline social workers
- Relocation packages
- Manageable caseloads
- Clear career pathways
- Excellent training and development opportunities
- Access to the Blue Light card offering discounts at hundreds of stores
- Tusker personal car lease scheme
- Access to the Blue Light card offering discounts at hundreds of high street and online stores
- New social work operating model
- Use of electric pool cars and bikes
- Staff recognition
- Flexible working
- Agile working supported by technology
- Friendly working environment and great colleagues
- Less than 20 minutes by train to Central London
- Terrific central location (close to M4, M40 and M25)

On top of all that, Slough is one of the most diverse places in the country outside of London and a great place to live or work. In fact it's the best place to live or work according to a survey by Glassdoor. Pleasant environments, above average salaries and a lower cost of living, mean an increased quality of life for employees.

If you're looking for a new challenge and want to be part of an exciting journey to turn children's services around in Slough then come and join us.



Safeguarding

Slough Children's Services Trust works within the statutory guidance, Working Together to Safeguard Children 2018, and all our policies and procedures can be viewed at:

<https://www.proceduresonline.com/berks/slough/index.html>

Sometimes we may need to share information and work in partnership with other agencies, when there are concerns about a child's welfare. We will ensure that our concerns are discussed with parents/carers first, unless we have reason to believe that such a move would be contrary to the child's welfare.

The GDPR and Data Protection Act 2018 place greater significance on organisations being transparent and accountable in relation to their use of data. All organisations handling personal data need to have comprehensive and proportionate arrangements for collecting, storing, and sharing information.

The GDPR and Data Protection Act 2018 do not prevent, or limit, the sharing of information for the purposes of keeping children and young people safe.

We actively support the Government's Prevent Agenda to counter radicalism and extremism.

Our Designated Safeguarding Lead is Sandra Davies, Head of Quality Assurance and Safeguarding.

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