



Join an authority that continues to invest millions in children's social care.

**CHOOSE**  
**STAFFORDSHIRE**



**Rated as a 'Good Provider' by Ofsted, your social work career will flourish here.**

We're right in the heart of the country. Right at the centre of the action. We can support you to grow and develop across all social work disciplines or levels of seniority, to lead the development of cutting-edge practice and make the most of new tech to achieve a positive work-life balance.

- **Excellent career progression**
- **Stable and permanent workforce**
- **Inspirational leadership and support**
- **Superb benefits and flexible working options**

Browse our latest vacancies and learn more at [www.childrensocialcarecareers.co.uk](http://www.childrensocialcarecareers.co.uk)



# Our story

## A big county with diverse challenges

Staffordshire covers 1,000 square miles and is the eighth largest county in England by population, with over 850,000 people living in eight distinct districts and boroughs.

This means that we face some significant challenges when it comes to social work. While Staffordshire is a relatively prosperous county, we have areas of real rural isolation as well as pockets of extreme deprivation and we are seeing an increasing number of families needing our support.



## Investment and Innovation

- That's why we're investing in developing our services for children and families
- And continuing to innovate in the way we work with partners to meet the needs of families at the earliest possible point

***“We're proud to be rated ‘Good’ by OFSTED”***

## A community based approach to early help

In Staffordshire, our aim is to give children and families a network of support to help manage their own needs and stay safe and well.

In practice, this translates to a community-based approach to early help, underpinned by a safety net of professional social work practitioners whose support is reserved for those families who need it.

Our evidence-based approach builds on what we've learned from our successful **Building Resilient Families Programme**. And we have a robust early help strategy in partnerships with **Staffordshire Safeguarding Partnership Board**.

We've also run several pilots across the county where partners in a district have taken responsibility for recognising local need and commissioning early support. Our early help team and social work teams are now working more closely.

We're also embedding Restorative Practice across all our interventions with children and families in Staffordshire.

## Prevention at all levels of need

Not only are we focussed on earliest and early help in our communities, we're also innovating in our practice around prevention at the edge of care too.

We've invested in our Family Group Conference service to offer this provision to children and families at an earlier stage.

And going that step further our Intensive Prevention Service and Breathing Space Teams continue to support children in creative and innovative ways to enable families to stay together.

Our track record of success has supported bids to the *Department for Education* for *Earned Autonomy for Building Resilient Families and Communities*, and a *Regional Adoption Agency*, securing £5.3m of funding and allowing us to continue to innovate in this area.





# Our support

**We pride ourselves on the support given to our social work teams through a range of professional development opportunities. We also support mental wellbeing and a healthy work-life balance.**

## Professional Development

In Staffordshire, we're investing in social work at all levels, running **Step Up to Social Work** and **Frontline graduate programmes** to encourage the next generation of social workers whilst working with the West Midlands Teaching Partnership to support the ongoing development of those already practising.

Our professional development offer has been carefully crafted to allow our social workers to fulfil the expectations of their profession, meet the *Professional Capabilities Framework (PCF)* descriptors and *Social Work England* requirements of practice at each relevant stage.

As part of this we can offer ongoing professional development opportunities including:

- Well established ASYE for newly qualified social workers
- Graduate Certificate in Practice Assessment
- Access to accreditation through NAAS
- Aspiring Practice Supervisor Programme

## Space for practice reflection

Supervision is a vital part of day-to-day social work practice in Staffordshire.

It provides the space to improve what we do through reflection and learning from others – this is why we currently support our social work teams to use one-to-one and group supervision.

## Mental wellbeing

Social work can be a challenge both professionally and personally.

We recognise this and as part of Staffordshire's *MindKind* approach, we have recruited staff who are training as *Mental Health First Aiders* to support colleagues to maintain good mental health.

Our social work teams can also access professional counselling support through our *ThinkWell* service.

## Work life balance

Across the county council we're encouraging colleagues to make use of new tech to help them do their jobs and to enjoy a better work-life balance.

Our social work teams have tablets and smartphones to allow them to work more flexibly and while outside the office.



**You can access more detail about our approach to flexible and smart working at:**  
[www.childrensocialcarecareers.co.uk/our-offer](http://www.childrensocialcarecareers.co.uk/our-offer)

**“We pride ourselves on the support given to our social work teams, with the availability of a range of professional development opportunities.”**





# Our Place

This is Staffordshire, where you will find breathtaking scenery, thrilling adventures, captivating history and heritage, and superb living and lifestyle options.

## Our lifestyle

With its reputation for safe-living and friendliness, Staffordshire offers residents an accessible and affordable lifestyle that makes it a fabulous place to live and work.

From urban chic and city apartments to rural idylls and country houses, there is a lifestyle here to suit everyone. The county has everything from traditional market towns to bustling city centres with shopping, restaurants and nightlife to suit all tastes and budgets.

**And with house prices a fraction of the cost here than elsewhere in the UK, you'll get more home for your money.**



## Our location

Our stunning county is in the heart of the UK and easily accessible with excellent road and rail links. We are also close to four major international airports, and the M1 and M6 motorways.

**In fact, no other UK location offers access to so many cities. Manchester, Liverpool, Chester, Birmingham, Sheffield, Derby, Wolverhampton, Nottingham and Leicester, are all within an hour. London is only 80 minutes away by train.**

## Our attractions

Staffordshire offers you a world of possibilities. Truly world-class leisure facilities here include two of Europe's biggest and best theme parks – **Alton Towers Resort** and **Drayton Manor**; the UK's number one indoor water park, **WaterWorld** and the **SnowDome** in Tamworth with year-round skiing on real snow.

We have some of the world's most beautiful scenery in the **Staffordshire Peak District**, **Cannock Chase** (designated an Area of Outstanding Natural Beauty) and the **National Forest**.

Explore 1,000 years of Staffordshire history in ancient cathedrals, medieval castles and magnificent stately homes.

**For a complete overview of the thousands of things to see and do in Staffordshire, explore [enjoystaffordshire.com](http://enjoystaffordshire.com)**

## Our success stories

Some of Britain's greatest success stories, like **JCB** and **bet365**, all call Staffordshire their home.

Our great location, connectivity, talent and lifestyle benefits continue to attract international businesses. **Jaguar Land Rover**, **Amazon**, **Vodafone** and **Molson-Coors** are just some of the names investing millions of pounds and creating thousands of jobs here.

**Browse our latest vacancies and learn more at [www.childrensocialcarecareers.co.uk](http://www.childrensocialcarecareers.co.uk)**