

THIS IS POSSIBILITY



Warwickshire social work career pathway Children's Services

1 year ASYE **Level 2**



12-18 months
EPD **Level 3A**



Experienced
Social worker
Level 3B



Advanced
Practitioner (AP)
Level 4A



Enhanced AP
Level 4B



Lead Practitioner
Level 5

- Dedicated support from our Academy
- Build strong foundations
- Complete a portfolio for moderation
- Move to Early Professional Development (EPD)
- Develop skills & knowledge
- Dedicated training days & group supervision
- Complete EPD portfolio or National assessment and accreditation system (NAAS) Child & Family Practitioner level
- Move to next level following moderation
- 2 years post qualifying
- Enrol on Mentoring, Supervision, Module
- Apply for Level 4 after 2 years via moderation (qualifying or experience based)
- Supervision to non qualified staff
- Development work
- Support to students
- Complex case work
- Support to Newly Qualified Social Workers (NQSW)
- Progression based on experience
- Strategic development work
- Assist Team Leader
- Oversee audit activity
- Provide support & advice
- Specialise in complex case work or practice education
- Step up to management

Our Pledge

Warwickshire County Council is a great place to work with outstanding leadership, and a talented, committed workforce

We want our staff to feel well supported with manageable workloads, the right tools to do their jobs and opportunities to progress in their careers

In order to develop and support Warwickshire's response to children and families, we have pledged the following to our workforce.

Our offer:

Pay, reward and progression

- Clear and transparent pay structure linked to career progression and continuous professional development
- Financial benefits e.g. reimbursement of SWE registration fees, access to a credit union, pension scheme and relocation packages
- Specialist training e.g. Achieving Best Evidence, Trauma Informed Practice and Non-Violent Resistance
- Social work degree apprenticeships with local universities

Manageable and varied workload

- Safe and manageable caseloads supported with close management supervision
- A focus on spending quality time with families and a variety of experiences through a mixed workload
- Social worker exchange programme to provide experience working in other areas

Supportive Managers

- Investment in managers and their development with leadership programmes.
- Rigorous and robust supervision policy focused on wellbeing and workload.
- Regular contact with the senior leadership team.
- Coaching and mentoring.

Practice priorities - modern working

- Family-friendly, flexible working environment to offer balance for the demands of work and home.
- High quality technology such as laptops and smartphones to enable flexible and remote working

- Streamlined systems, processes and governance so workforce can concentrate on enabling parents and supporting children and young people

Wellbeing

- Free and independent proactive counselling service
- Wellbeing services e.g. occupational health, staff support services, and an independent employee assistance programme
- Personal wellbeing plans and a personal wellbeing day each year
- Access to an employee lifestyle portal offering a wide range of benefits including free will writing, health check discounts, shopping vouchers and much more

Recognition

- Celebration of successes through award events, conferences and recognition from managers and members for good work

Environment

- Warwickshire is a beautiful place to work with excellent transport links, interesting history and a vibrant local economy
- The council has a number of modern and attractive offices with good meeting spaces and breakout areas for staff

Other benefits

- Comprehensive and tailored induction
- Generous annual leave and bank holiday allowance
- Car fuel allowances and access to pool cars
- Staff engagement and employee forums
- Direct work bag full of tools and ideas for working with children