

THIS IS POSSIBILITY



Warwickshire social work career pathway Children's Services



**Newly Qualified
Social Work
Year 1**



**Social Worker
Year 2**



**Senior Social
Worker
Year 3**



**Advanced
Social Worker
Year 4**

Evidence needed to progress to social worker (Year 2)

- Completion of assessed and supported year in employment
- 12+ months experience as a Newly Qualified Social Worker

Evidence to progress to Senior Social Worker (Year 3)

- 12+ months of working as a social worker
- Completion of Independent Restorative Audit and good practice observation results
- Maintained continued professional development (CPD) record
- Meeting Social Work England professional standards and nine domains of the PCF

Evidence to progress to Advanced Social Worker (Year 4)

- Minimum of 12 months experience of working as a Senior Social Worker or 3 12+ months experience as senior social worker
- Completion of Independent Restorative Audit and good practice observation results
- Maintained continuous professional development (CPD) record
- Meeting Social Work England professional standards and nine domains of the PCF

Evidence to apply for Team Leader (Year 4) or Lead Practitioner (Year 5)

- 12+ months experience as a senior social worker
- Meeting Social Work England professional standards and nine domains of the PCF
- Completion of, or working toward, Practice Educator Stages 1 and 2

Workforce pledge for social workers

Warwickshire County Council is a great place to work with outstanding leadership and a talented, agile workforce. We want our staff to feel well supported with manageable workloads and the right tools to do their jobs.

We have pledged the following to our workforce to support and develop Warwickshire's social work talent.

Pay, reward and progression

- Clear and transparent pay structure linked to career progression and continuous professional development.
- Financial benefits e.g. reimbursement of HCPC 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

- 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 for all social workers.
- Sports facilities and wellbeing activities.
- Healthcare benefit allowing employees to claim money back towards everyday healthcare costs.

Recognition

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

Environment

- Working in a great county with excellent transport links, interesting history and a vibrant local economy.
- The council has a number of modern offices with good meeting spaces and breakout areas for staff.

Other benefits

- Comprehensive and tailored induction.
- Generous annual leave and bank holiday allowance.
- Access to a staff lifestyle discount portal.
- 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.