

Are you Child Friendly?

Job opportunities working with
Children and Families in Warwickshire



SKILLED



HEARD



HEALTHY



HAPPY



SAFE





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Welcome to Warwickshire



Where history meets Innovation:

Warwickshire isn't just Shakespeare's home; it's also a hub of innovation. From the historic streets of Stratford-upon-Avon to thriving business districts, you'll experience a dynamic blend of tradition and progress.



Family-friendly lifestyle:

Warwickshire is the perfect place to raise a family. With its excellent schools, safe communities, and a plethora of family activities, you'll find the ideal balance between your career and quality family time.



Connecting with nature:

Explore the picturesque landscapes of Warwickshire. Take peaceful walks by the Avon River or conquer the rugged hills of Burton Dassett Hills Country Park. This is your chance to relax and refresh in the stunning countryside.



A blend of urban and countryside:

experience a unique mix of town and country living, with charming villages surrounded by Warwickshire countryside.

Leave your mark and thrive in a place where work and life come together in perfect harmony.



Work with us

Welcome to Warwickshire County Council's Children's and Families Service

In Warwickshire, we put children and families at the heart of everything we do, and our ambition is to be a child friendly county where all young people are as safe, skilled, healthy, heard and happy as possible. If you share this vision, Warwickshire is the perfect place to start or continue your career and make a positive difference.



Restorative Practice:

Our way of working is guided by restorative practice. We believe in investing time and effort into building strong relationships with children, families, and colleagues. This approach translates into positive change, enhanced teamwork, and better outcomes.



Empower vulnerable lives:

We are fully devoted to improving the lives of many vulnerable children and families. We make sure they get the care and support they need to grow and succeed.



Children at our heart:

We believe in putting children at the core of everything we do.



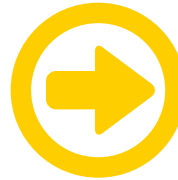
Foster growth:

Our commitment to professional development means that social care team members have access to ongoing training, mentoring, and growth opportunities to advance their careers.



Collaborate for progress:

Collaboration is in our DNA. Our team fosters a culture of teamwork and mutual support, amplifying our collective impact.



Inspire futures:

Through our Children's Transformation Programme, we've successfully reduced caseloads and provided additional resources, ensuring that our social workers can focus on making a real difference.



Community matters:

With a reputation for high quality services and a commitment to innovation over many years, we have strong leadership, effective partnership working and an excellent workforce, many of whom choose to develop their careers in Warwickshire.



Your purpose, our passion:

Our service is driven by a shared passion for improving children's lives, backed by a supportive and nurturing environment. In Warwickshire, social care plays an integral role in transforming lives and communities, leaving a legacy.



Your rewards

Join Warwickshire County Council's "good" Ofsted rated Children and Families service to experience an innovative, flexible, and supportive work environment with exceptional leadership and a talented workforce.

We prioritise the well-being of our staff, providing support, manageable workloads, and resources needed to thrive. We are committed to supporting and nurturing social work talent in Warwickshire.

The offer:

- Agile working with hours to suit you, your family, and children you support.
- Relocation support to eligible candidates – Up to £8000.
- Cross team working to extend skills and knowledge.
- Annual Social Work England registration fee.
- Extensive suite of learning and development.
- Exceptional supervision and management oversight.
- Career progression opportunities.
- Free counselling and wellbeing support including a one Wellbeing Day
- Direct work bag full of tools and ideas for working with children.
- Refer a friend scheme
- A variety of work

Wider Council's benefit

- Access to a staff lifestyle discount portal.
- Car fuel allowances and access to pool cars.
- Staff engagement and employee forums.



How we work together:

building a Child-Friendly Warwickshire



Child-Friendly Warwickshire is a commitment to nurturing our future generations. The core purpose of creating a Child-Friendly Warwickshire is to shape an environment where our children and young people thrive.

The Child-Friendly initiative enables us to achieve our goals for children and young people. These goals include improving school attendance, reducing the number of young people not in education, training, or employment, and safely decreasing the number of children in care.

We are child friendly in everything we do to help children and young people to be as safe, skilled, healthy, heard and happy as possible.

Our approach is guided by Restorative Practice which encourages those who work with children and families to focus their time on building quality relationships that inspire positive change. This extends to how we support one another in our teams and how we connect with colleagues across our organisation and beyond. Ultimately, working with and alongside people improves the outcomes we can achieve together and is more likely to achieve sustainable change.

Our vision is long-term and dynamic, evolving as we learn and grow. With immense pride, we embark on a journey not only to enhance Warwickshire for our children and young people but also to empower them to contribute their best to Warwickshire. Our goal is for Warwickshire to become a Child-Friendly County.

By working together, we're creating a secure and nurturing space for the growth and development of our youngest citizens.



How we work in Warwickshire Children's Services

In Warwickshire, we put children and families at the heart of everything we do and our overall ambition is to be a Child Friendly County.

We focus on relationships with families, which drive our practice and cultural change forward across all our services for Children and their families.

Our Approach has

3

Strands

It's all about relationships

Utilising the power and strength of family

Within a context of safe uncertainty approach to risk

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The way we work enables us to make Warwickshire as child friendly as possible, a place where children can:

BE HEALTHY

Happy, healthy, resilient children.

BE SAFE

Children and young people are safe from harm.

BE HAPPY

Families able to make positive changes.

BE SKILLED

Children are able to achieve at all levels of learning and have skills for life.

BE HEARD

Young people are active citizens and are ready for and contributing to adult life.



Our Children and Families leadership team



Nigel Minns

Strategic Director
People Directorate

My role oversees the work of the council's people services and provides strategic direction and drive to the organisation's activity. I work closely with counterparts from the police, health, district/borough councils and other key strategic partners as we strive to achieve the best outcomes for Warwickshire residents.



Marina Kitchen

Early Help and Targeted support

My team works with children, young people and families facing a range of challenges who may need some extra support to address their problems, get help and develop resilience in order to prevent formal or statutory interventions. This approach empowers families by giving them the tools to find their own solutions, seek wider support when they need it and help children to be safer, healthier and happier.



John Coleman

Director of
Children and Family Service

I am the lead social worker for Children's Social Care. My role is to work across the organisation with elected members and partner agencies to set the strategic plan for children's services and to oversee the day-to-day delivery of children's social care. The service areas I manage work together with families, helping them to build resilience and support the county's young people to be safe and well.



Calvin Smith

Children's Safeguarding

CS&S seeks to work with families using restorative practice, in the area of long term child in need, child protection, care proceedings and for children in care (under the age of 14). Our goal is to find family based solutions to improve the experience and outcomes for children across the whole of Warwickshire."





Sharon Shaw

Corporate Parenting

Head of Service for Corporate parenting. Our role is to support children in care and care leavers by ensuring that they have the best possible opportunity to achieve their full potential, be safe and healthy have access to good quality accommodation and positive relationships.



George Shipman

Safeguarding communities

My service works to keep children and families safe from harm in and outside their homes. It supports children and families who reach us through the Children and Families Front Door and the Initial Response Service. We also work with older children at risk of, or being, exploited or those involved in the youth justice system.



Dan Atkins

Service Manager for Quality and Impact

My role involves ensuring we provide high quality services that have a positive impact on the lives of children and families. The service I oversee works with all our people in a relational and collaborative way to ensure that we joined up and innovative in our approach to offer support - with plenty of opportunities for staff to learn, grow and develop.



Our people

Zoe Shephard, a Newly Qualified Social Worker at WCC's Children in Care Team for 14-18-year-olds, began as a Social Care Apprentice in Nuneaton Children's Team. After completing a Social Work Apprenticeship Degree with WCC and Coventry University, she became this year a registered Social Worker.

"Our team is a very busy and fast-paced team. There is something different happening every day, and no two days are the same. One of my favourite aspects of the job is working with exceptional young people every day and being able to support and advocate for them. I also feel privileged to spend time with them on day trips organised by our team and the Leaving Care Team. Additionally, I appreciate working in a brilliant team – a great support network comprising Social Workers, Family Support Workers, Business Support, and Managers. Our team is known for its child-cantered, supportive, and hard-working approach, ensuring you never feel isolated, with challenges are part of my role, and they often arise due to the varied nature of our work. I've recognized the difficulty of switching off at times and the significant pressure on Social Workers to fulfil multiple roles. However, I always feel supported by my colleagues and managers, thanks to WCC's emphasis on prioritizing well-being and work-life balance.



I feel grateful to work for WCC, especially with the support they've provided me over the last 7 years in terms of my professional development. This has made me feel valued and an integral part of the team. Join us and be part of a welcoming and positive community dedicated to the well-being of young people."

Mark Roden, is a Team Leader for the Children and Families Front Door which is the first stop for safeguarding referrals from professionals and members of public. He has worked for Warwickshire County Council for 14 years in different roles offering extra help and targeted support to families.

"My team screens and investigates reported safeguarding issues to ensure children are safe and families are supported. The role is fast paced, challenging and fulfilling. The circumstances of families can be complex but helping families find solutions to support themselves and their children makes the role incredibly rewarding. I couldn't do what I do without the team around me, the people I work with are amazing and I have made such great working relationships with colleagues at all levels. I have good support from my manager and there are wider Warwickshire services to support staff wellbeing.

I would encourage anyone who wants to work within Children and Families Services to look at the council offer. There are some great opportunities to learn, train and progress your career. I joined the council with limited experience and have been supported to develop, take on multiple roles and progress as a professional. If you are motivated, willing to learn and driven to support children and families, you can do the same."



Jamie Obrien works as a Service Development Officer in Warwickshire's Assurance & Development team, with over 2 years of experience within the organisation. His journey started in 2021 as an Apprentice, where he worked as an assistant PA to the Director of Children's Services.

"My role is diverse and often fast-paced, involving supporting various teams within the Children & Families service to drive change, manage projects, and implement new approaches. This can include supporting the service to deliver practice improvement and cultural change across Children & Families to achieve lasting benefits for the service and reducing the demand within the service to make a real difference for children in Warwickshire.

I enjoy the wide range of work that I undertake in my role, meaning that not only do I gain a good understanding of all our services, but every day is also different - Giving me new experiences every day! I also feel lucky to be apart of such a dedicated and knowledgeable team, making it a really enjoyable job, with colleagues that are so eager to help you grow.

Challenges can manifest in various forms within my role, but I'm fortunate to have a robust support network of colleagues and managers, which eases the process of overcoming challenges.



Come and join the Family!

Warwickshire Children & Families has been an amazing place to work from the very start and has really supported me to grow and develop - The people in Warwickshire C&F have always been so welcoming and supportive - Making the journey really enjoyable!"

Alex Proctor has worked in the service for 17 years in a variety of roles. Currently I'm a Senior Family Support Worker in the Practice and Learning Hub.

My role is about helping staff to develop their skills and use resources to do their jobs well and champion best practice. I create and deliver training in various subjects such as Restorative Practice and Outcome Focused SMART plans as well as learning sets requested by teams. I help staff know how to use the Hub to seek out support when needed and to ensure that we understand the learning and development needs of our teams.

I really enjoy the variety of my role working across the service area and with other professionals in schools, police and health practitioners and it is a privilege to share learning opportunities with them. Meeting and collaborating with all of the different people involved with our families is always interesting and thought provoking.

The role requires a lot of creative thinking and staying up to date with research to ensure we put together relevant and interesting training. It is very different to my prior family facing work, but it draws on my experiences, skills and knowledge so the training enhances practice and better outcomes for families.

There are lots of opportunities for new and different experiences in Warwickshire, I have worked in five different teams and each role has taught me something. It's a great place to work with outstanding



Get in touch

Apply for a role in the Children and Families team today at



www.warwickshire.gov.uk/workforus

Find out more about Child Friendly Warwickshire at



www.childfriendlywarwickshire.co.uk



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