



Are you Child Friendly?

Job opportunities working with
Children and Families in Warwickshire



A group of four young children are playing tug-of-war outdoors. They are all wearing white t-shirts. The child in the foreground is a young girl with curly hair, smiling broadly and pulling on a colorful rope. Behind her is another girl with long brown hair, also smiling and pulling. To the left, a boy with blonde hair is smiling, and further back, a girl with dark hair is visible. They are all wearing rainbow-colored skirts or shorts. The background is a soft-focus green field with trees.

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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 first.
Join us and be part of a child friendly county where young people are safe, skilled, healthy, heard and happy.



Warwickshire's Families First:

Families First is Warwickshire's approach to early support for children, young people, and families. It brings professionals together to offer timely, effective help based on strong relationships and early intervention. By focusing on family strengths and working in partnership, we aim to build a Child Friendly Warwickshire where every child is happy, healthy, heard, safe, and skilled.



Relational practice:

We build respectful, collaborative relationships with children, young people, and families to create lasting change.



Empower vulnerable lives:

We are dedicated to helping vulnerable children and families get the support they need to thrive.



Children at our heart:

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



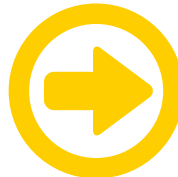
Foster growth:

Our commitment to professional development means that social care teams have access to ongoing training, mentoring, and growth opportunities.



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, we have strong leadership, effective partnership working and an excellent workforce.



Your purpose, our passion:

We are driven by a shared passion for improving children's lives, backed by a supportive and nurturing environment. Social care plays an integral role in transforming lives and communities.



The benefits

Join Warwickshire County Council's 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.

Service benefits:

- Agile working with hours to suit your commitments
- 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 Wellbeing Day

- Direct work bag full of tools and ideas for working with children
- AI and digital tools designed to automate routine tasks and streamline workflows
- Refer a friend scheme
- A wide variety of work

Wider council benefits

- 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 our collective ambition to create a county where every child and young person can thrive, feel safe, skilled, healthy, heard, and happy.

The Families First vision focuses on building strong, trusting relationships with children and families .We work with people, not to or for them recognising that lasting change happens when we listen, understand, and act together.

Our way of working is rooted in Relational Practice, encouraging open, respectful dialogue and shared problem-solving. This applies not only to how we support families, but also how we collaborate across teams and services. By working in partnership, we ensure that support is joined-up, timely, and tailored to what matters most to families.

Together, we are creating a nurturing environment where children and young people are empowered to reach their full potential, and where every professional builds a child friendly county.



How we work in Warwickshire Children's Services

Warwickshire's Relational Practice Framework

Our practice framework is a shared approach used by professionals working with children and families, recognising that families are unique and best supported when services work together. The framework focuses on four key principles

Utilising
the
strength
of family

Restorative
Practice

Within a
context
of safe
uncertainty
to risk

Trauma and
Attachment
Aware
Practice

The framework is built around a Why, How, What model. **Why** explains the values behind our work. **How** describes the four core practices that guide staff in their day-to-day work. **What** refers to the practical tools and techniques used to support families, such as Family Network Meetings, SMART planning, and trauma-informed approaches. This structure helps staff stay focused, reflective, and aligned in delivering the best outcomes for children and families.



Our Children and Families leadership team



Nigel Minns

Executive Director for Children and Young People

My role oversees the work of the council's children and families and education 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.



John Coleman

Director of Children and Family Services

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.



George Shipman

Head of Sector-Led Improvement & Pathfinder Programme

As the Head of Families First for Children Pathfinder and Sector-Led Improvement, I lead initiatives to enhance support and services for children and families in Warwickshire and Local Authorities. I drive strategic planning, foster partnerships, and implement best practices. My focus is on continuous improvement, using data and feedback to refine our approaches and achieve better outcomes for children and families.



Dan Atkins

Head of Children's Social Work Practice (Principal Social Worker)

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.





Rachael Boswell

Head of Homes for Children

Our Children in Care Support Service (CICSS) coordinate and supervise family time sessions for children in care, ensuring they are beneficial for all involved.

Finding the right home at the right time for our children in care is critical to ensuring they achieve their best outcomes. We will always seek to match children in care with a foster carer before considering other options, whereas for some children in care a residential children's home is the right home for them.

The Placement Hub team work closely with social workers and our dedicated WRAP team to support children in care and create strengths-based referrals to support finding the right home for our children. For young people 16+ Warwickshire offers transition into independence via the House Project empowering young people to lead connected and fulfilling lives.



Vicky Woodfield

Head of Safeguarding Communities

Safeguarding communities works to keep children and young people safe from harm in and outside of their homes.

Family Connect is our first point of contact providing advice or support depending on the level of need. The Multi-agency Child Protection Team makes decisions regarding significant harm, arranges meeting and manages child protection functions. The Family Adolescent Support Team supports children and young people outside of their home and the Youth Justice Service supports those who offend, from a prevention and diversion approach to children who are subject to statutory orders.





Calvin Smith

Head of Family Help

Family Help Teams are locality based multi-agency and multi-professional teams that work with families using a restorative practice method. We work with families from the point of assessment until closure or transfer to the Children in Care Team. Our goal is to find family-based solutions to improve the experience and outcomes for children across Warwickshire. We encourage families to engage with the Family Network Service, so they can help families formulate their own personalised plans.



Sharon Shaw

Head of Service for Corporate Parenting and Migration

Our role is to support children in care and care leavers and young people seeking resettlement 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. Our Resettlement and Migration team also support families through the Homes for Ukraine scheme.



Helen Rennocks

Head of Service for Early Support and Children with Disabilities

My team work with children, young people and families facing a range of challenges. They empower 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.

The Children with Disabilities Family Help team support children with severe and profound physical and learning disabilities to meet unmet social care needs.



Our people

Mark Roden, has worked for Warwickshire County Council for over 15 years in different roles offering extra help and targeted support to families. He has now embarked on our internally funded social work degree apprenticeship scheme.

“The circumstances of families can be complex but helping families find solutions to support themselves and their children makes my 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 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 what the council offer. There are 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 Children's Homes Service, with over three years' 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 the Children's Homes Service to drive change, manage projects and implement new approaches. This can include supporting the service to improve practice through system, process and cultural changes across Warwickshire's five Children's Homes, to achieve lasting benefits for the service and its young people.

I enjoy the wide range of work that I undertake in my role, meaning that not only do I get to play my part in making a difference for young people in Warwickshire through meaningful work, but every day is different – giving me new experiences!

I feel lucky to be a part 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 am fortunate to have a robust support network of colleagues and managers, which eases the process of overcoming challenges.



Working for Warwickshire Children and Families has been an amazing experience from the very beginning. The support I've received has helped me grow and develop. The people in Warwickshire have always been welcoming and supportive, making the journey truly enjoyable.

Alex Proctor has worked in the service for over 17 years in a variety of roles. Currently supports our Practice and Learning Hub as an Education Safeguarding Trainer.

'My role is about helping those who work with children in educational settings 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, Safeguarding, Domestic Abuse and other subjects that relate to children, young people and families. My aim is to help educate staff to better understand the lived experiences of the children, young people and families they support, and how they can connect across a network of support to improve outcomes for children and young people.

I also continue to deliver Restorative Practice training to our children and family's staff, as feel passionately about continuously improving our relationships and having a relational approach with our families, colleagues and multi-agency professionals. I am proud of how this is a pillar of how we work in Warwickshire, and it is embedded in our work culture.

I really enjoy the variety of my role working across the service area and with other professionals in schools, police and health practitioners, it is a privilege to share learning opportunities with them. Meeting and collaborating with all 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 new that has helped me move into diverse and interesting roles.'



Get in touch

Apply for a role in the Children and Families team today



www.warwickshire.gov.uk/workforus

Find out more about Child Friendly Warwickshire at



www.childfriendlywarwickshire.co.uk



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