

**Work well in**

**Social Care  
& Support**

**An information pack  
for those interested  
in job opportunities  
working with adults  
in Warwickshire.**



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# Welcome to Warwickshire



## Well connected

Warwickshire has great transport links with the M40, M42, M6 and A46 on its doorstep.



## 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.



## Work/life balance

Warwickshire has a plethora of family activities and opportunities to pursue hobbies. You'll find the ideal balance between your career and quality time.



## Connecting with nature

Explore the picturesque landscapes of Warwickshire. Take peaceful walks around Kingsbury Water Park 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.*

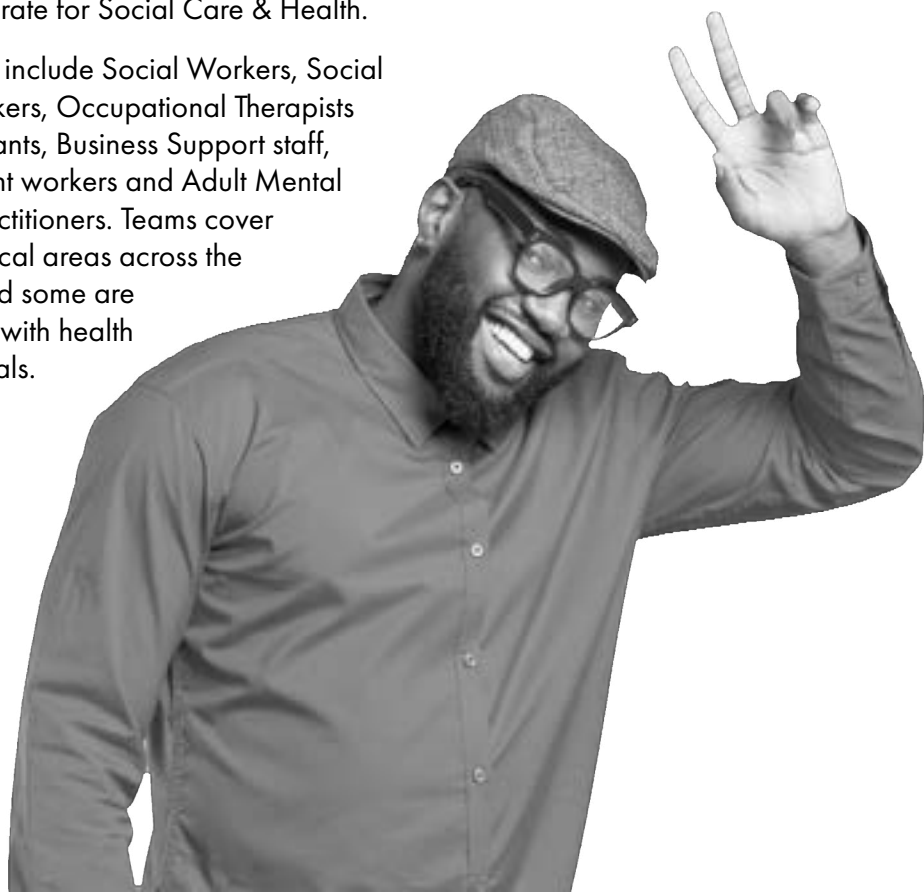
## Work with us

### Welcome to Warwickshire County Council's Social Care & Support

In Warwickshire, our ambition is to support people, especially the most vulnerable, and help them to identify opportunities to enjoy, achieve and live independently throughout their lives. If you share this vision, Warwickshire is the perfect place to start or continue your career and make a positive difference.

Social Care and Support in Warwickshire sits within the Directorate for Social Care & Health.

Our teams include Social Workers, Social Care Workers, Occupational Therapists and Assistants, Business Support staff, Reablement workers and Adult Mental Health Practitioners. Teams cover geographical areas across the county, and some are integrated with health professionals.



### We have six service areas, each with its own Head of Service and Service Managers:



Our Learning and Development Service is keen to support social workers and social care staff with a career pathway, to enable skill development and progression, supported by continuous professional development. This can be achieved through a range of learning programmes, modules and qualifications.

## Your rewards

**Join Warwickshire County Council's Social Care & Support services to experience an innovative, flexible, positive and supportive work environment, with a real commitment and focus on staff wellbeing and development. We also offer exceptional leadership and collaborative teamwork with a talented workforce.**

### The offer:

- Agile working with hours to suit you, your family, and children you support.
- Established progression pathways for Social Workers and Occupational Therapists.
- Provision of a Surface Pro laptop device and access to the Microsoft 365 suite.
- Exceptional quality and regular supervision and support, with management oversight from skilled Team Managers.
- Manageable caseloads.
- Continuous professional development opportunities delivered by our Service Development and Assurance Team, and e-learning and training via our Learning Hub.
- No funding panels - we have strength-based peer group discussions.
- Established Legal Team for complex case advice.
- Specialise in social work areas e.g. Learning/Physical Disability/Older People/Transitions/Mental Health/Hospital Social Care.
- Assessed and Supported Year in Employment for graduates and Chartered Management Institute (CMI) apprenticeships for those considering management roles within social care.
- Access to Employee Assistance Programme offering unlimited support and information, coaching and counselling.
- Payment of annual Social Work England registration fee.

### Wider Council benefits

- Generous holiday allowance, car fuel allowances and access to pool cars.
- Car lease salary sacrifice scheme.
- Access to vouchers for eye tests, vaccinations and gym membership discounts.
- Flexible office bases and working from home.
- Access to a staff lifestyle discount portal.
- Staff engagement, networks and employee forums.
- Access to cycle to work scheme and childcare vouchers.
- Annual STAR staff recognition awards.



## What we do: Working well in Warwickshire

**At Warwickshire County Council, we find out what is working well for people, so we can focus our support where they really need it.**

**In Social Care & Support, our three priority outcomes are:**

### Safeguard

Safeguard adults whose circumstances make them vulnerable and protect them from avoidable harm.



### Support

Enhance the quality of life for people and delay and reduce the need for care and support.



### Satisfy

Ensure that people have a positive experience of care and support.



In delivering these three priority outcomes, we use our strength-based approach, 'Start with Strengths', promoting and enabling our residents to be independent and resilient, retaining their ability to make choices and promoting wellbeing.

*'This is the difference you make, working for Warwickshire.'*



## What we do: Start with Strengths

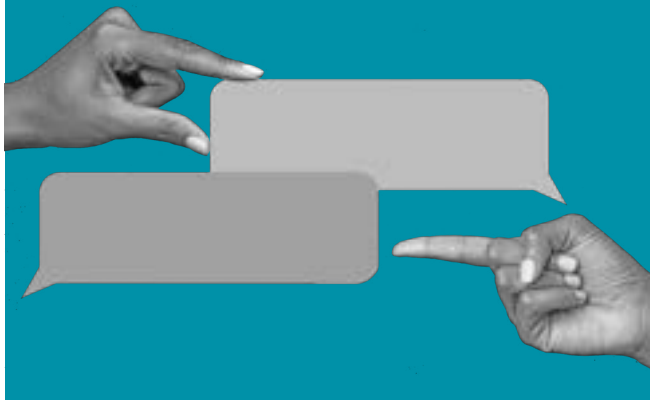
**In Warwickshire, we Start with Strengths, whether with the people we support, communities, colleagues or ourselves.**

Our Start with Strengths approach is applied through:

### Meaningful conversations

In applying the strength-based approach we have moved away from prescriptive assessment forms and lists of questions to engaging in open conversations with our customers and carers about what is important to them.

The Care Act 2014 remains the key legislation governing our work with a focus on outcomes and wellbeing, and our customers and their carers are recognised as experts in their own lives and active participants in their care planning.



### Peer Group

Since 2019, Social Care and Support in Warwickshire has stepped away from using panels to allocate funding to our customers.

Instead, staff attend Peer Group discussions where the individual with support needs can be discussed using a strength-based approach.

These sessions allow for the sharing of knowledge and good practice and enable a more flexible approach to meeting the needs of customers and carers.

Peer Group sessions are a good place for new staff to meet colleagues and learn about the area and service they work in.



### Our partners

Warwickshire County Council doesn't work in isolation and is part of the Warwickshire and Coventry Integrated Care System, a group of local organisations working together to support our communities.



## Our Adult Social Care & Support leadership and teams



**Pete Sidgwick**  
Director of Social Care and Support

“My vision for our portfolio area is to enable our residents who live with disabilities to live a life, working in a person-centred way, Starting with Strengths, delivering on our priorities to Safeguard, Support and Satisfy.”



**Pawlina Clemons**  
Head of Disability  
including Learning Disability Service, Physical Disability and Sensory Services (PDSS), Disability Reviewing, Independent Living Team (ILT)

“Our teams are made up of social workers, social care practitioners, and are supported by occupational therapists and occupational therapy assistants. We work across Warwickshire and apply a strength-based approach, striving to connect people to their communities, recognise their assets and capabilities, and promoting wellbeing so our residents can live happy and fulfilled lives.”



**Angela Measham**  
Head of Older People  
including Community Health Discharge Team (CHDT) and Quality in Care (QiC)

“Older People’s Services work with people with care and support needs aged 65+ years. We provide assessment, support, review, and advice and signpost to other forms of support. We aim to support adults to maximise independence and autonomy and live full lives within the community.”



**Becky Thompson**  
Head of Transitions including  
Disability Transitions Team

“The Transitions team aims to support young people and their families, preparing and supporting the transition to adulthood through strength-based practice and working closely with our Children and Family Teams.”



**Rupert Pullin**

Head of Integrated Care including Hospital Social Care Service, Occupational Therapy (Personalisation OT Service) and Learning Disability OT Service), Home Environment Assessment & Response Team (HEART), Warwickshire Reablement Service, Moving on Bed Service, Integrated Community Equipment Service (ICE) and Assistive Technology projects.

“The teams within Integrated Care work closely together to support adults and their carers to maximise their abilities in daily living by providing advice, equipment, adaptations care and support where required using strength-based practice.”



**Ian Redfern**

Head of Adults Practice and Safeguarding Including Safeguarding Adults Short Term Team (SAST) and Warwickshire Safeguarding

“The SAST team works with people aged 18+ to provide safeguarding advice and intervention.

Warwickshire Safeguarding is a multi-agency partnership comprising statutory, independent and charitable organisations which have a stakeholder interest in safeguarding children, young people and adults under the guidance of Working Together 2018 and the Care Act 2014. We ensure safeguarding measures are met and that vulnerable adults and children across Warwickshire are protected from harm and abuse.”



**Jas Dhadli**

Head of Adult Mental Health including Deprivation of Liberty Safeguards (DoLS) Team

“Warwickshire County Council (WCC) has a 3-year partnership agreement with Coventry and Warwickshire Partnership NHS Trust (CWPT), to provide integrated community mental health and social care services. The agreement allows for an integrated and timely approach to managing complex cases where Care Act needs are evident alongside a person’s mental health needs. Health and social care staff work together to assess the care needs and develop interventions based on the individual needs and strengths of the person.”



## What our people say...

“ I chose to work for Warwickshire County Council Adult Social Care because it's a really important job, I really believe in what I do, and I think it's important to choose a career where you can make a positive difference to people's lives. I want to do a bit to make my community better. ”

**Paige, Advanced Practitioner Enhanced**

“ I like Warwickshire as a Local Authority because they have a very flexible work culture which fits into my lifestyle. I have a young family and I needed that flexibility to be able to fit in my childcare needs and I feel very supported in Warwickshire and in my current role to do that.

The best thing about my job, especially working for older people, is that service users share their lives with us. I feel it's a real privilege for them to let us into their lives like that. ”

**Hilda, Team Leader and Lead Practitioner**

“ Throughout my time here I have always received great training opportunities which have helped me to progress with my career. Every manager I've had has truly helped me to develop and learn new skills.

I like the ethos and vision at WCC. They really care about their staff and their health and wellbeing. There's also great support from senior management, I feel looked after and as though we are all working together as one council.

As well as that, Warwickshire is a beautiful county to work in. I had no caring qualifications when I joined WCC and when I first started, I certainly wasn't thinking about a long-term career. I soon realised the opportunity for progression, I was even also able to go to university and gain a management degree. Everything I've gained, Warwickshire has given me.

“The council looks after you whether you want to stay in one role or progress. There are opportunities to develop, and I honestly couldn't think of working anywhere else, I'm so glad I work for Warwickshire. ”

**Dawn, Operations Manager for Hospital Social Care**

## What the people we support say...

“ My role as a Social Care Worker is a very different occupation than my last 30 years.

*I absolutely love it. You can make such a difference in a person's life with a simple phone call, a small amount of advice can change someone's outcome so simply.*

*You are supported by a team of professionals that will always help you achieve the best outcome for the customer.*

*You never really get two days the same and you are always learning and growing. You will get to meet some really varied personalities and hear different people's stories which makes each conversation unique.”*

**Michelle, Social Care Practitioner**



“ Thank you for all that you do, we genuinely appreciate this. There are some people that do a job and then there are people like you - people who do their job but with a real heart. A rarity these days sadly. So, thank you. ”

“ Absolutely brilliant service, cannot fault it! Thank you so much for making my father-in-law a priority. We really appreciate it, honestly, you're all amazing, thank you for doing what you do! ”

“ From the start, demonstrated to me that he would support both my son and I and did so to a high level. He was communicative and supportive, and his understanding of my son's needs was so reassuring to me. ”

“ Just wanted to share with you what an absolute godsend she has been to me. The world was on my shoulders when she came along. I felt like there was no help and I was massively struggling. She has helped me immensely. It's just nice that someone is there to help out and show that a job shared is a job halved.”

“ Would like to pass on my sincere thanks and say what an amazing support your team has been...the attitude of the whole Social Care team has been to find solutions and to work with us as a Provider to do everything possible in (the client's) best interests.”

## Get in touch



WarwickshireCountyCouncil



@bestwarwickshire



@WCCJobs, @WCCSocialWork



Apply for a role in the Social Care and Support team today at [www.warwickshire.gov.uk/work-adult-social-care](http://www.warwickshire.gov.uk/work-adult-social-care)



Find out more about why you should work for Warwickshire at [www.warwickshire.gov.uk/homepage/250/working-at-warwickshire-county-council](http://www.warwickshire.gov.uk/homepage/250/working-at-warwickshire-county-council)

