

**THIS IS THE
DIFFERENCE
YOU MAKE**



**Working in Children
and Families**
at Warwickshire County Council

Warwickshire County Council, Children and Families

What is agile working?

Warwickshire County Council embraces an adult to-adult working relationship by empowering our people to work in the way that enables them to work at their best. Our approach to agile working (<https://www.warwickshire.gov.uk/welcome-new-role>) is underpinned by three overarching considerations, **service delivery, trust and choice**. For Children and Families we have interpreted this with three simple principles, trust and respect, open and honest communication and judging solely on outcomes achieved for children.

When we refer to agile working, we simply mean the way we work and the locations we work from, which are enabled by great workplaces and spaces, effective technology, and simple processes focused on children, young people and their families.

We have built a sustainable system placing practitioners and relationship-based practice at the heart of what we do. Operations Managers and Team Leaders will agree with individuals and teams, their own team principles to agile working, which are determined by the requirements of service delivery, with a priority on activities such as supervision and collaboration.

Our hybrid working approach is to give you options in where, when, and how you work. It is designed to give you the freedom to make the right choices when deciding how to deliver your best work, for you, your teams and the children, young people, parents and carers you work with. This could mean you undertake more individual, focused work, virtual/hybrid collaboration from home, or



at another suitable base. You may use the office to collaborate with colleagues, to strengthen your relationships, undertake face-to face training, or mark moments that matter.

We value the diversity of everyone we work with and recognise there will be no one size fits all. Our agile working approach enables a variety of working practices that do not require a formal change to contractual arrangements. As a team we are committed to **consider all agile working arrangements**, in line with team principles, and with the consideration of service delivery, meaning at times, these arrangements may not be possible, and expectation is that work will take priority. Some examples may include:

- condensed hours (working hours over less days, enabling time to be taken back)
- Staggered hours (varying start and finish time or working a different times in the day.

Alongside this we have more formal flexible working arrangements, which can be requested, which include part time hours, job share and term time only and require a formal contractual change.

Children's Social Work is difficult, and we believe in providing you with a range of agile working and wellbeing schemes to enable you to achieve balance between living your best life and making sure you are at your best, whilst providing the best support to the most vulnerable children and young people in Warwickshire.