

Together we can do great things

Child & family social work in our Families First teams



Why work with children and families in County Durham?

County Durham is a great place for child and family social workers. You will benefit from:

- Competitive salary and contributory career average salary pension scheme
- Recruitment and retention allowance in our Families First teams
- A possible attractive relocation package in our Families First teams
- Practice educator payments
- · Car salary sacrifice scheme
- Interest-free travel loans
- Discounted gym membership

A senior leadership team that listens

- Opportunities for meaningful communication including regular briefings, and practice weeks where senior managers spend time with you in your workplace
- A culture of high expectations, high challenge and high support

Career progression

- As the 7th largest local authority in England, and the largest in the North East we offer excellent opportunities for career progression, whether broadening your experience as a social worker or stepping into management
- Aspiring managers programme to help you step up to the next level, whether that is social work consultant, team manager, or head of service

Professional development

- Development pathways for every stage of your career
- A clear professional development offer
- · Funded specialist training
- A commitment to offer you 5 days a year for continuous professional development (CPD)

Celebrating social work

- We make sure you get positive feedback about the things you do well
- · We have regular events to celebrate your

achievements such as completing the Assessed and Supported Year in Employment or progression to senior social worker

Holiday

- 26 days holiday per year, increasing to 31 after five years continuous Local Government service.
- Option to purchase up to 10 additional days annual leave per year through our salary sacrifice scheme.

One of my favourite things about working for Durham County Council is the people.

There's a great team spirit and people are very willing to help each other.

We encourage a supportive atmosphere and that permeates across all of our teams.

Hayley Higgins (Social Worker)

Flexible working

- Laptop/tablet and mobile phone to help you work wherever you can access wifi
- Freedom to arrange your working day and up to 13 days flexi leave per year
- Opportunities for part time/job share working and for flexible retirement

Family life

- Maternity, paternity, adoption and parental leave
- Salary sacrifice policy for childcare vouchers
- · Dependent leave for carers

Support when you need it

- Physiotherapy
- Confidential telephone counselling
- Occupational Health service

Opportunity to join a trade union

Careers in children's social work in Durham County Council

School or college leaver

Full or part time study towards a qualification approved by the Health and Care Professions Council. This could be an undergraduate degree, post graduate diploma or masters degree. Durham County Council staff member (with relevant experience)

Apprenticeship in SW - details to follow.

Non social work graduate with minimum of 2:1

Fast Track Study
Frontline - a 2 year
programme for people who
want to work with children and
families

Step up to Social Work - a 14 month programme for people who want to work with children and families.

Experienced social workers (out of practice for more than 2 years)

Support in upgrading skills and experience to allow re-registration through our Return to Social Work programme.

Newly Qualified Social Worker (NQSW) - Assessed and Supported Year in Employment (ASYE) - Grade 9

Through our innovative social work academy you will receive the support you need to become a competent and confident social worker. You will have a protected caseload, protected time for development and frequent reflective supervision as you work towards completion of your ASYE.

Social Worker (12 month post qualification) - Grade 9

You will work towards progression to Senior Social Worker (eligible from 18 months post qualification). Option to undertake Consolidation Module/Contemporary Social Work Issues.

Senior Social Worker - Grade 11

You will access a comprehensive programme of training and development opportunities designed to help you feel confident in your practice, and to help you develop your career, whatever your objective. If you want to take a step into management our aspiring managers programme will offer a bespoke programme of support to meet your individual needs. We offer places on the practice educator award throughout the year and our professional development fund can support courses and qualifications to develop your skills and knowledge for work with children, young people and families.

Social Work Consultant Grade 13 This role could be your first step into management. As a social work consultant you would provide reflective supervision to social workers and support improvements in quality.

Practice Educator
Attracts an honorarium payment of £10
per placement day (placements are
normally 70 or 100 days)

Acting as a practice educator can be a rewarding experience for any social worker who is keen to share their knowledge and experience, and support someone else to learn and develop. It also provides valuable training and experience for anyone thinking about a step into management.

Expand your expertise - apply for posts in other areas of Children and Young People's Social Work.

We have a huge range of teams including: Families First, Children with Disabilities, Pre-Birth, Young People's Service, Looked After Children, Full Circle (therapeutic social work), Fostering and Adoption.

Team Manager Grade 14

As a team manager you would line manage a team, supervising the practice and decision-making of social workers, and support social workers to develop their skills. You will motivate and support social workers to be ambitious on behalf of children and families.

Our aspiring managers programme offers a bespoke programme of support as you decide to move into a new management role, whether that is Operations Manager, Strategic Manager, Head of Service, or Corporate Director.

Together we can do

GREAT THINGS



What salary & support can we offer you?

Senior social

£32,233

grade

£33,136

£34,106

£35,229

£36,153

Progress through

increments to top of

Social worker

Newly qualified

social worker

Grade 9

£27,358

to £28,221

(during the ASYE)

Starting salary of

Incremental rise up

You can go through the progression process taking you to senior social worker with a significant increase in salary from as early as 18 months. Progression recognises and celebrates your ability to work consistently at a higher level of responsibility with more complex cases.

Senior social worker/Social work consultant/ Team manager

You can develop your career in Durham - whether you want to develop your expertise, move into management or progress to another level of management. Our aspiring managers programme will give you a comprehensive professional development offer, including 5 days a year for continuing professional development.

	worker (post progression)
	Grade 11
ocial worker	Initial salary of

Grade 9

Progress through increments to top of grade

£29,055 £29,909 £30,756

Option:

Progress to senior social worker from 18 months

Grade 13
Initial salary of £38,052
Progress throu

Social work

Progress through increments to top of grade

£39,002 £39,961 £40,858 £41.846 Team manager

Grade 14

Initial salary of £40,858

Progress through increments to top of grade

£41,846 £42,806 £43,757 £44,697

Note: Recruitment and retention allowance of £2,500 (pro rata) annually paid as a lump sum in Families First teams (subject to annual review against market conditions)

Recruitment and retention allowance

Senior social workers, social work consultants or team managers joining our Families First teams will receive a recruitment allowance of £2,500 (pro rata) paid as a lump sum.

Senior social workers, social work consultants or team managers who have worked in one of our Families First teams for a year or more will receive an annual retention allowance of £2,500 (pro rata), reviewed annually against market conditions.

Salary at appointment

Salary is agreed with newly appointed social workers, social work consultants and team managers based on relevant experience.

Practice Educator allowance

We encourage our social workers to become practice educators and support students. You will receive an allowance of £10 per placement day, normally £700-£1000 per placement (normally 70 or 100 days in length.