

#MakeADifference #MakeADifference #MakeADifference

Sefton Council Children's Services Applicant Pack



WELCOME TO Sefton Children's Services

Message from our Director of Children's Services

Hello, my name is Risthardh Hare, and I am the Executive Director of Children's Services in Sefton. Thank you for your interest in being part of our amazing team.



In Sefton, we pride ourselves on being an open, co-operative team that is absolutely committed to delivering best services and placing children, young people and their families at the heart of all we do. There is an energy in Sefton that reflects who we are and where we want to be. We are a team that celebrates innovation and recognises that sometimes the traditional approach to social work isn't always the best. Like all Children's Services we have our challenges, but we are meeting these challenges head on with our dedicated, creative and passionate colleagues from across the Council and the wider partnership.

We have high aspirations for our children and young people; we want them to be heard, happy, healthy, and given wonderful opportunities to achieve. We want the same for our employees – our people, who are our most important asset. Our aim is to attract the best practitioners to Sefton, for them to enjoy their work, bring new ideas and choose to progress their careers here.

If you share our passion, want to make real change and want to be part of our great team, now is the time to join Sefton Children's Services, an organisation going places!



Why Sefton?

Our Ambition

Happy. Heard. Healthy. Achieving. That's our ambition for our children and young people across Sefton, but it's also our ambition for our own people. We want to support our teams to do their best work and for all employees across the service to be happy coming into work; feel valued and supported as people and professionals.

We are remodeling our teams and increasing capacity to provide increased support, oversight and focus. We are strengthening the bonds with our partners so that our work makes an impact across the community. We are on an improvement journey here in Sefton and our children and young people are at the heart of that.



We are determined to provide high quality support to those families who need it and you could be a part of this important work and really #MakeADifference.



Our Borough

Sefton really is a great place to live and work. We are a northern borough of Liverpool City Region with more than 273,000 residents. Sefton boasts 22 miles of stunning coastline; it is a leading coastal tourist destination with a flourishing visitor economy. Sefton spans the busy Port of Liverpool, the famous Antony Gormley's 'Another Place' installation, beaches and dunes and the town of Southport.

Those who choose to work in Sefton will have access to a world renowned racecourse and famous golf courses alongside National Trust nature reserves where people can relax and have fun. With excellent transport links Sefton is well placed for accessing cities across the North West, including Liverpool and Manchester and is close enough to the Lake District and North Wales for short weekend breaks away.

With vibrant town centres, intimate commuter towns, beautiful villages and stunning coastal and rural locations, everyone can find their perfect home in Sefton. With house and rent prices in Sefton lower on average than our big neighbours of Liverpool and Manchester you could join us by the coast and still have that city living. We have excellent links with partners, businesses and communities who are integral to the delivery of our services and have the shared goal of making Sefton the best place it can be.



Why Sefton?

Our Children and Young People

You can #MakeADifference in Sefton. Be a part of creating a constant, lasting environment for our children and young people and see the real impact you can make on children's lives.

Here in Sefton, you can build lasting relationships with families and carers as well as building your knowledge and experience. You will have the chance to embed yourself within our community and work with partners to get the best outcomes and secure the best support for our families. Our children, young people and families are always at the heart of what we do.

All roles in Children's Service have an impact on outcomes for children and young people. From Business Support to Social Workers and Independent Reviewing Officers to Family Support Workers; we need passionate staff who care about, are curious about families and determined to find creative solutions and work restoratively to find the best outcome for children, young people and families in Sefton.





Our Offers and Benefits Top Five

Join us

Competitive Salary

plus Golden Hello and Market Supplement

Up to 33 Days Leave

Excellent Wellbeing Support

Comprehensive Supervision and Development Reviews

Extensive Training and Development Opportunities



Our Offer

Incentive Payment Offer

- Locality Teams Market Supplement for Team Managers, Assistant Team Managers and Senior Social Workers £5,000
- Assessment Teams Market Supplement for Team Managers, Assistant Team Managers and Senior Social Workers £2,000
- Corporate Parenting (Including Adolescent) Market Supplement for Teams Managers, Assistant Team Managers and Senior Social Workers £2,000
- Court Teams Supplement for Teams Managers, Assistant Team Managers and Senior Social Workers £2,000



- Service Manager Supplement £10,000
- Golden Hello £3,000
- ASYE Incentive Payment £1,000 upon completion of ASYE



Corporate Offer

We want all our staff to feel supported and valued. As a Sefton employee, you will receive:

- Competitive salary and job security
- A comprehensive induction programme
- 28 days annual leave rising to 33 days with 5 years continual service and 9 bank holidays
- Opportunity to take flexi time/time in lieu
- Enhanced sick pay scheme
- Enhanced maternity/paternity/adoption leave pay and maternity support leave.
- Opportunities for agile/flexible working
- Car user allowances (dependent) and car mileage reclaim
- Salary sacrifices schemes
- You can join Medicash – Dental Bills, Optical Care, Alternative and Complementary Therapies, Chiropody and Health Screenings
- Access to local benefits and discounts on products and services
- Pension scheme with employers' contribution
- Free parking at office bases (dependent)
- Access to good quality, regular reflective supervision
- Suite of direct work tools to support practice

Our Offer

Wellbeing Offer

- Occupational Health Service
- Free eye tests and contribution for glasses
- Discounted gym membership
- Cycle to Work scheme
- Access to free and confidential employee counselling
- Access to CBT session and other wellbeing classes
- 2 days additional annual leave per year for volunteering



Development Offer

- A wide variety of career progression routes bespoke to individual training and development needs as identified in annual PDRs.
- Excellent training and development opportunities including a wide- ranging offer from our in-house workforce training and development unit as well as access to several external accredited opportunities.
- Partnership with Research in Practice, providing access to online webinars, podcasts and materials linked to the latest research and policy updates to support your CPD and inform evidence-based reports.
- Partnership with Leeds City Council with focus on restorative practice and opportunities for training and support



Equality and Diversity

An Inclusive Workplace

We are always working to make sure that the Council is inclusive and representative of our communities. A diverse workforce is important to us, and our staff bring with them a wide range of experiences, views, ideas and innovations. We are committed to providing an environment that recognises, respects, and values everybody's identity, where individual differences are strengths and where everyone can thrive and maximise their potential.

Sefton is the first local authority within the Liverpool City Region to be Navajo accredited, which means we're committed to promoting the rights of LGBTQ+ people. As well as this, we're also a Disability Confident accredited employer and are fully committed to building a diverse workforce that represents the needs of our communities. We have a number of staff forums including: Black and Ethnically Diverse Group, LGBTQ+ Group, Women's Network, Disability Staff Network, Christian Workplace Group.

We are an Equal Opportunities Employer and our decision to appoint will be based upon whether an individual's skills, experience, qualifications, and abilities make them the most suitable candidate for the role.

All applications for jobs in the service of the Authority will receive equal treatment irrespective of their race, gender, marital status, age, disability, religion, sexual orientation, or socioeconomic status. We have also made 'care experienced' a protected characteristic here in Sefton and welcome any applications from people who may have previously been cared for.

We have a series of family friendly policies to help staff achieve a good work-life balance and flexible working and part time job roles offer the flexibility to have both a work and a family life. We also offer training on Equality and Diversity issues including menopause, race equality and unconscious bias.





Frontline Consultant Social Worker

Frontline is England's largest social work charity offering a two year social work training programme for graduates and career changers. You could be part of guiding these trainee through the programme.

The Consultant Social Worker (CSW) role is pivotal to the participants' first year on the programme. Each CSW is responsible for four participants who are undertaking their Postgraduate Diploma in Social Work. CSWs work with participants using a unit model approach – a systemic practice model for working with families, with cases managed through weekly unit meetings. These meetings provide a dynamic learning environment and a reflective space to think systemically about the families in the unit.

The role offers those who wish to remain in practice the opportunity to do so alongside the chance to take on supervisory and management responsibility for a small team.

The Consultant Social Worker position offers the opportunity to:

- Step up to a management-level role without leaving practice.
- Access to a high-quality systemic training programme.
- Demonstrate through a portfolio of work that you meet the Practice Educator Professional Standards (Stage 2).
- Receive support and mentoring from one of Frontline's practice tutors.
- Influence and shape practice, and practice education, across your local authority.