



# Barnet Council Children's Social Care Recruitment Pack

Can you help families bounce back stronger from adversity and challenge?



At the heart of our Family Friendly vision is helping families, children and young people to become resilient so they can thrive and achieve. We call that bouncebackability.



## Dear applicant,

Thank you for your interest in becoming an employee of Barnet Council.

Barnet is one of the most diverse boroughs in London which provides opportunities and challenges that are rewarding, both professionally and personally. We are focused on making Barnet an even better place to live for all families; we call this ambition “Family Friendly Barnet”. At the heart of this vision is our aim of helping families, children and young people to become resilient so they can thrive and achieve.

This pack should provide you with a clear idea of what social work in Barnet is all about, in order to help you to understand our strategy, goals and where we see our future.

Our staff are dynamic, committed, motivated and enthusiastic individuals who want to achieve the best possible outcomes for children and families in Barnet. If you have the skills and qualities to join our team, please send us your personal statement and CV. We look forward to meeting you.

If you have any further questions please do not hesitate to email [FS.recruitment@barnet.gov.uk](mailto:FS.recruitment@barnet.gov.uk).

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# Welcome from our Director



**Resilient Children, Resilient Families** is at the heart of our vision. We want children and families to thrive and your role is critical to meeting that challenge.

Now is an exciting time to join Barnet Council. We are on an improvement journey to achieve good or better services for children and have secured a strong commitment from the Council Leaders and significant investment from our Chief Executive to recruit to and develop our workforce so we can achieve our aim.

If you join us on our journey, you will have the opportunity to make a real difference to the lives of children and their families and to shape social work practice in the borough. With our Practice Academy and Workforce Development Programme you will have the opportunity to develop professionally and progress your career.

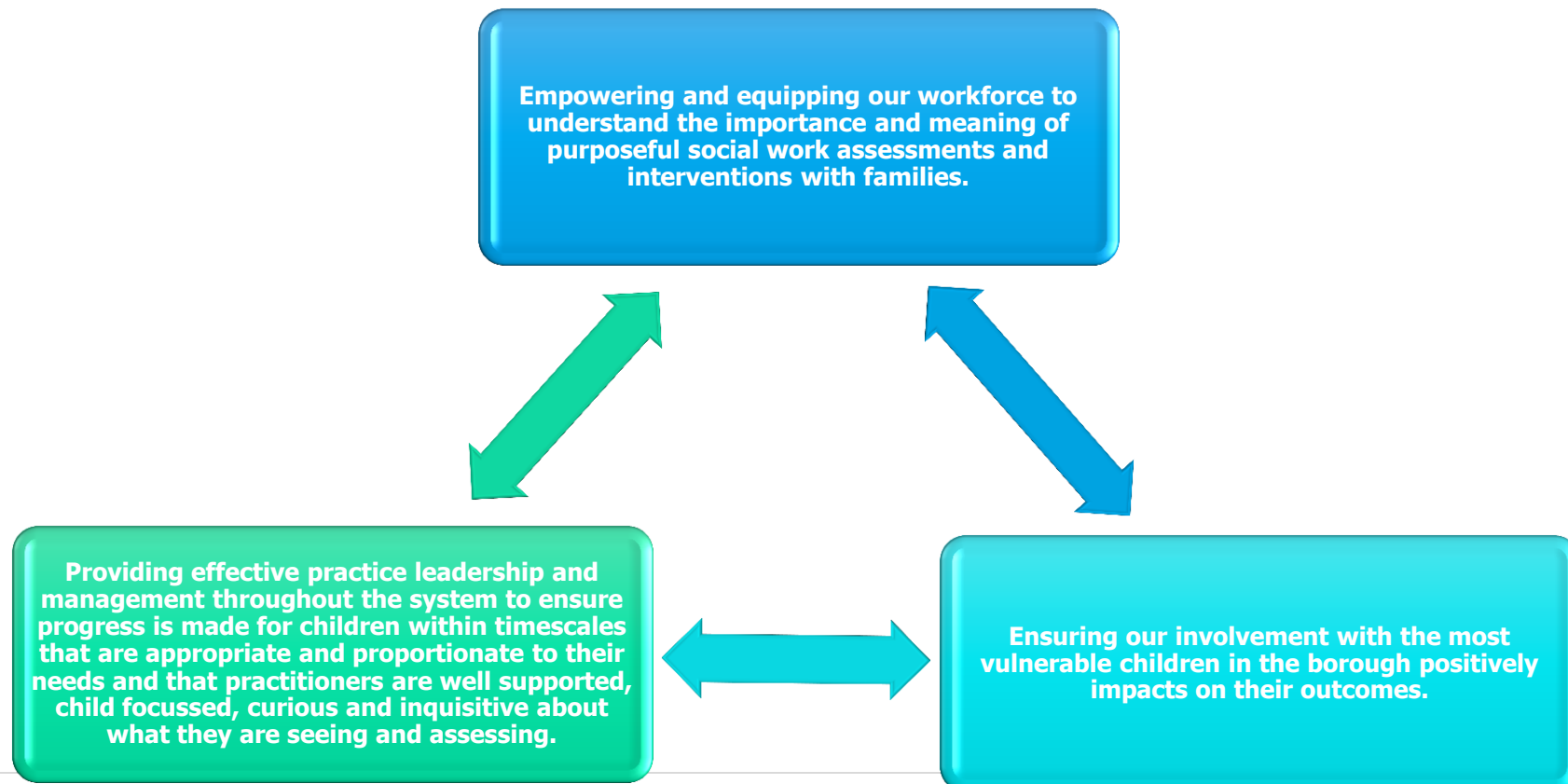
Our remuneration package has a flexible benefits offer that can be tailor made to suit an individual's preference. We will be happy to discuss and consider individual options during the recruitment process.

I do hope you find the information in this pack interesting and helpful. I look forward to welcoming you to Children's Services.

Chris Munday  
Strategic Director of Children's Services  
London Borough of Barnet



# Our Focus for Improvement



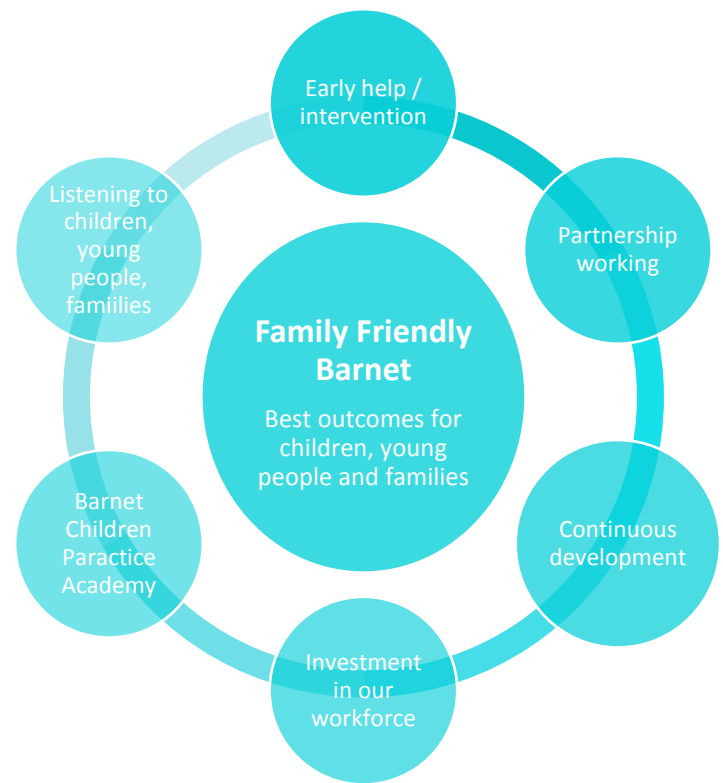


# Our Vision

Our vision is focused on making Barnet an even better place to live for all families. Our strategy to achieve this is to focus on developing a family's resilience, which evidence tells us is pivotal to achieving the best outcomes for children and young people.

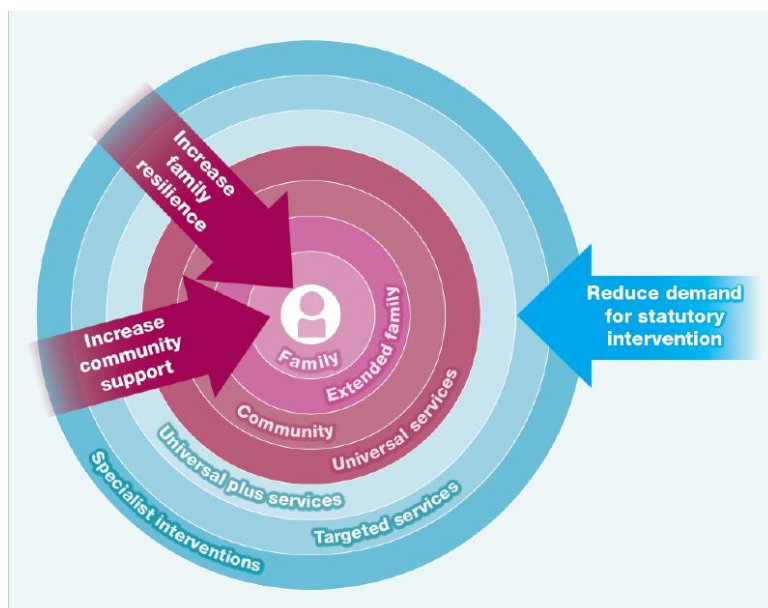
Resilience is about **bouncebackability** – being able to bounce back stronger and thrive in the face of adversity and challenge. We look for strengths and opportunities that we can build on, rather than for issues or problems to treat. To achieve this we help children, young people and their families build effective relationships and encourage positive behaviour and social connectedness.

We want to involve children, young people, their parents and carers in the development of services so our improvements are relevant and meaningful to them and they feel valued and involved in what we do.



# Our Priorities

- Improving children's outcomes
- Getting thresholds right
- Identifying and effectively responding to risk
- Good Quality Plans for Children and Young People
- Practice leadership



We think that it is important that social workers are resilient and have manageable caseloads and sufficient support to complete their work and undertake effective interventions. We know how important it is for our staff to achieve a good work-life balance and we are determined to ensure that our systems support and enable focus on practice.



# Working in Partnership

Children and families lives are complex, as are the systems that support them. To provide effective help we are determined to ensure our partners working in Barnet are clear about how they can support our aspirations to improve outcomes for children, young people and their families.

We are building a stronger partnership with schools, health, police, housing and the voluntary sector and we have a number of partnership programmes bringing our ambitions to life. This includes our move to an integrated early help delivery model via our Family Hubs across three localities. This is a multi-agency approach identifying and supporting young people with a high level of risk or vulnerability i.e. at risk of sexual exploitation, missing and/or gang-involved through our REACH team; and our new 0-25 service for children with disabilities. These programmes, alongside our reinvigorated assurance of the effectiveness of the safeguarding partnership, are demonstrating strong, strategic local leadership that can measurably improve outcomes for vulnerable children.

Working in partnership and with children and young people from across the borough, we have produced a [Child-friendly Plan for 2016-2020](#) which covers children and young people aged 0 to 19 years and up to 25 years for those with special educational needs and disabilities. The plan reflects the priorities, needs and aspirations of the local population and sets out how, together, we can make Barnet an even better, more 'Family Friendly' place to live.



# Your Career, Rewards and Benefits

## Learning and Development

We have launched the Barnet Children Practice Academy (BCPA) with a strategic aim to recruit, develop and retain our staff.

The BCPA enables us to truly be a learning organisation with an environment, that whilst focused on the professional growth of our staff and offering career opportunities; cares greatly about their wellbeing, leading to purposeful practice and the best outcomes for our children.

### Our aim is to see:

1. Children and families be more resilient through being supported and challenged by highly skilled professionals at the earliest opportunity.
2. A workforce that challenges itself to achieve the best for children, evidencing impact and proving its worth in its outcomes for families.
3. A partnership of committed professionals who model strong strategic accountability for the vision of Family Friendly Barnet and resilience based practice.
4. The BCPA helping to deliver our objective of growing practitioners that are well supported, child focussed and inquisitive. The eight faculties of the Academy include the whole workforce of the service, including other practitioners, support and technical staff.
  - Recruitment, Selection & Retention
  - Student Social Workers
  - Newly Qualified Social Workers
  - Social Workers
  - Early Intervention & Otherwise Qualified
  - Support Services
  - Advanced and Senior Social Workers
  - Leadership & Management

**Barnet Family Services through the BCPA is committed to establishing a skilled permanent workforce who will make a difference to the children's lived experiences by building resilience.**



## Your Rewards and Benefits

- Competitive basic salary - up to £36,372 for Social Workers, up to £56,496 for Team Managers
- Additional Recruitment and Retention payment of up to 20% depending on your career path
- We appreciate that not all employees want the same rewards and benefits package. Therefore at Barnet we have a flexible benefits offer that can be tailored made to suit an individual's preference such as trading in pension contributions for a higher salary. We will be happy to discuss and consider individual options during the recruitment process.
- 30 days annual leave, plus public and bank holidays
- Work-life balance options may include flexi-time, job-share, homeworking, part-time
- Generous **Local Government Pension Scheme**
- Excellent training opportunities through BCPA Faculties and Workforce Development
- Interest free season travel ticket loan
- Car leasing scheme where you can purchase a new car at a reduced cost
- Relocation package of up to £7,000
- Enhanced maternity, adoption and paternity pay
- Childcare voucher salary sacrifice scheme
- Corporate rates for membership of GLL- Better Leisure: <http://better.org.uk/>
- Access to a wide range of other Employee Benefits such as discounts in retail, travel, holiday, health plans and much more
- Occupational Health advice/Health and Wellbeing Programme
- Employee Assistance Programme
- This is just a summary of the wide range of benefits on offer.