

Benefits of working as a Lincolnshire County Council Social Worker

At Lincolnshire County Council Children's Services, we recognise that our people are our most important asset and that if we're to continue providing outstanding services for children and their families, we need to employ the best social workers. That's why we aim to look after all our social workers from day one.

It's an exciting time to work for us, a Partner in Practice, as we continue to fully embed Signs of Safety into all of our social work practice alongside our work with children and families. We hold a professional judgement conference every August where we hold discussions on cutting edge issues, allowing us time to reflect on social work practice today. Alongside this, we are continuing to encourage frontline practitioners to share their expertise with university students through lecturing and direct involvement; offering work shadowing, placements and the delivery of workshops.

Benefits package

Relocation package: We offer a great relocation package for Social Workers moving to Lincolnshire, which equals 15-25% of your starting salary.

Competitive salary: our salary ranges from:

- Social Worker Level 1 – £27,905-£31,371 pa
- Social Worker Level 2 – £31,371-£34,788 pa

Salaries increase competitively with career progression to:

- Advanced Practitioner – £34,788-£38,813 pa
- Practice Supervisor – £38,813-£43,662 pa
- Team Manager – £50,430-£55,503 pa

Career progression

We know that personal and professional development is key to enhancing your skills – and, ultimately, the services that the children in our care receive. So you can progress your career within the organisation, we have a range of management and leadership development tools that have been designed to help. Whether you're starting out in a brand new career or are an experienced professional, we'll support your career progression at all levels.

ASYE: As a newly qualified Social Worker you'll be offered support through our Assessed and Supported Year in Employment Programme, which includes opportunities to shadow experienced colleagues and a managed, varied case load with supervision. The support continues all the way up – our more experienced Level 1 and Level 2 Social Workers are given supervision and ongoing training as caseloads become more challenging.

Bridging the Gap: To help Social Workers make the jump from Level 2 to Advanced Practitioners we established our Bridging the Gap programme. This means we give our social workers the support and resources they need to enhance their skills, by building a personal development plan, being encouraged to stop, think and reflect on your practice, strengths and motivators, and how you fit with the wider context of our work. The objective at the heart of this project is to give our Social Workers the tools, confidence and knowledge required to take their career to the next level. Because progress in your career, means progress in our practice.

Accreditation: Ahead of the implementation of the National Assessment and Accreditation System, we're making sure our employees have all the support they need to prepare. We utilise Lincs2Learn, where our teams can book on to refresher courses, from public law outline (PLO) to analytical assessment, as well as regularly discuss, review and assess where we are and what next steps need to be taken.

South Yorkshire Teaching Partnership: We're committed to training the next generation of Social Workers. In partnership with the University of Sheffield, we deliver high-quality training and mentorship to students, setting the foundation of experience required for them to become brilliant Social Workers.

HCPC Membership Fees and Continues Professional Development

In addition to paying all our Social Workers HCPC membership fees, we provide every individual with a tailored learning and development package, which in addition to a challenging and developmental case load, includes a range of corporate training workshops, external specialist training opportunities and informal project based learning. We also provide all social work practitioners with membership of the College of Social Work.

Car Contract Hire Scheme

We have wide range of vehicles available through our car lease scheme, which offers all the advantages of having a vehicle without the hassle and costs of owning a car. With all maintenance, insurance, road tax, service and breakdown costs included, the only payment required is a monthly fixed amount and the cost of fuel for non-business travel.

Munro Champion

To support all our Social Workers with the potential new challenges driven by the Munro Report, we have an experienced Munro Champion to help you.

Principal Child and Family Social Worker (PCFSW)

As recommended in the Munro Review of Child Protection, we've appointed Sam Clayton as our Principal Child and Family Social Worker. Sam has been in the role since 2013. As PCFSW, Sam regularly visits all the social work teams, holding clinic sessions where staff can discuss practice issues, CPD and ideas that they have for service improvements. Sam is the strategic lead for workforce development and has worked closely with the South Yorkshire Teaching Partnership (SYTP) to develop post qualifying training that will support you as you prepare for the National Assessment and Accreditation System (NAAS) and enhance your social work practice.

Another important part of this role is sourcing and distributing the latest social work research to teams and using the public health library resources to produce briefings about specific topics to help social workers in their work with children and families. Sam is part of the national PCFSW network and the regional East Midlands group so we can be at the forefront of both regional and national developments.