



ACHIEVEMENT
AWARDS 2019

HIGHLY
COMMENDED **THE MJ**

SHAPING OUR FUTURE TOGETHER

DUDLEY CHILDREN'S SOCIAL CARE
TEAM MANAGERS

WELCOME

SHAPING OUR FUTURE TOGETHER

In Dudley we are passionate about the wellbeing of our children, young people and families. Our vision is that Dudley borough is a place where children and young people thrive. Where each child gets a good start in life, where families are supported to be independent, responsible and successful and where the most vulnerable children are protected.

Children's services sits within Dudley Council's People's Directorate. This directorate brings together approaches across social care, public health and education. Multi-disciplinary teams deliver the wide range of initiatives to support families and provide early help.

We recognise the importance of investing in our workforce and are committed to giving you the opportunity to develop your knowledge and skills through our learning and development offer provided by our innovative Centre for Professional Practice (www.dudleycpp.org.uk)

Alongside this we have developed a career pathway for all social workers. Our well established programme supports not only newly qualified social workers but also invests in continuing professional development including through our membership of Research in Practice and our bespoke and enhanced training programme.



This offer is proving to be a progressive and exciting path for staff that is swiftly seeing performance improvements and innovations that are making big differences to our children, young people and families.

Dudley is an ambitious local authority and a great place to develop your career.

Our transformed children's services put children's needs at the very heart of all that we do and we are looking for passionate, dedicated and determined social workers to join new teams and help us deliver better outcomes for the children and families we serve.

Our reshaped council and reshaped service offers a great opportunity for you to influence and develop as we accelerate the pace of change. We want the best people to travel with us and to reap the rewards along the way.

Dudley is showing a firm commitment to drive improvements that will secure high quality children's services.

DfE January 2018

The local authority continues to make positive progress in improving services for children and young people.

Ofsted 1 November 2017

**Dudley is now
"..focussed, ambitious
and creative"**

Eleanor Brazil, DfE August 2016



OUR LEARNING AND DEVELOPMENT OFFER

Our learning and development offer provides a comprehensive package of enhanced training, development, resources, and support delivered through our new and innovative Centre for Professional Practice.

Our new approach is reaping rewards. All staff are provided with all of the necessary opportunities to fully develop their skills and knowledge.

WE NOW:

- **Have flexible and valued workforce by inspiring, motivating and rewarding staff. We provide clear pathways for career development and progression**
- **Provide staff with a clear benchmark for standards and expectations**
- **Promote a culture of learning and continuing professional development through the provision of a comprehensive training package aimed at all social work staff across all tiers**
- **Equip managers to provide high quality and reflective supervision and support to their workforce, so staff are competent and confident in discharging their duties, encouraging a culture of continuing professional development**
- **Continue to enhance our team hub-working. We have aligned Advance Social Work Practitioners to each area of social work to support practice. This is also helping to enable social workers and managers to work closer together to share ideas, concerns and solutions to complex child welfare and protection problems**
- **Have improved inter-agency and cross-partner co-operation through the Dudley Children Services Improvement Board, Dudley's Children and Young People's Alliance, MASH, LSCB and other forums so that there is a shared understanding, response and accountability to meeting the needs of vulnerable children in Dudley**

WE OFFER:

- A bespoke induction package
- Agile working including working from home opportunities and flexi time arrangements
- A permanent senior management team
- Manageable caseloads
- Onsite free parking
- A comprehensive and enhanced learning and development programme developed alongside the government's new accreditation scheme and provided by our innovative Dudley Centre for Professional Practice.
- A service-wide mandatory Restorative Practice training programme with ongoing implementation of restorative practice across all services
- Excellent staff engagement opportunities with quarterly staff briefing sessions, team manager meetings, staff reference groups and weekly chief officer chats
- Generous relocation package
- Local Government Pension Scheme
- A generous annual leave entitlement
- Defined career progression and pathway opportunities
- Car sharing scheme
- A cycle purchase scheme
- Childcare vouchers
- Paycare health scheme (Contributory)
- Travel pass
- Discounted leisure centre benefits
- Castle and Credit (Savings and Loans)
- KAARP benefits (Discount Vouchers)



STAFF WELLBEING

We provide a whole raft of information, advice and support on all sorts of things that will help you to keep well at work.

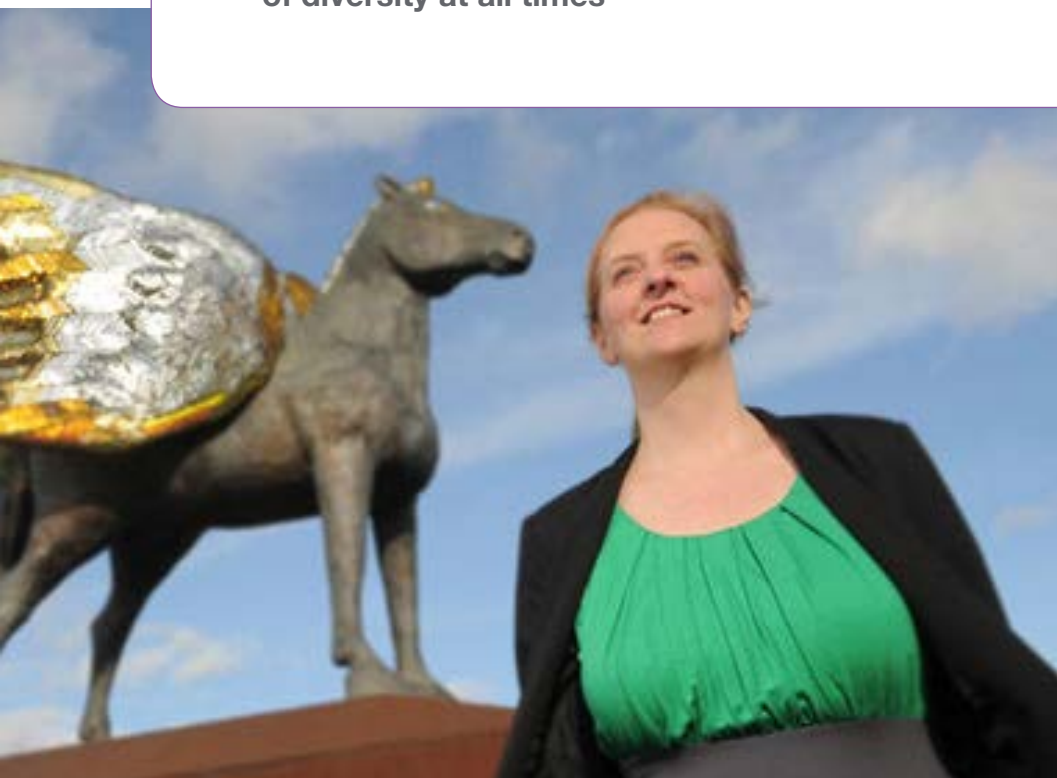
From ways to look after your mind and body, support to help you make changes to live a healthier life.

We also provide a dedicated resource area on our intranet, which includes a number of links to external sites that have helpful information.

WHAT WE ARE LOOKING FOR

We are keen to hear from you if you have the following qualifications, experience and personal qualities:

- Full Health Care Profession Council (HCPC) registration
- Extensive experience of working with vulnerable children and their families
- Resilient under pressure
- A thorough working knowledge of professional social work practices and all relevant legislation
- A commitment to recognising children's voices and encouraging family participation in decision-making
- The capacity to intervene effectively within situations of increasing complexity and challenge
- An effective team player and communicator, you will be confident in creating and delivering engaging and accurate information to a range of audiences
- Committed to Dudley Council's values and respectful of diversity at all times



ROLES

TEAM MANAGER

AS ONE OF OUR TEAM MANAGERS YOU WILL:

- be responsible for the leadership and management of a social work team, ensuring that vulnerable children and their families receive responsive services that safeguard and promote their welfare.
- provide operational leadership, vision and direction by delivering service improvement within children's social work.
- actively promote and contribute to the strategic developments for children and their families across Dudley borough.
- be responsible for a team of staff from trainee social workers, ASYEs, social workers, senior social workers and support staff and accountable for ensuring the team achieves its operational plan: by promoting an appropriate culture: empowering others and setting and maintaining high and measurable standards of practice.



KEY SUCCESSES

- There is a well-established, cross agency, cross party, independently chaired and effective Children Services Improvement Board
- The Department of Education endorsed Dudley's direction of travel; permitted to retain council control over Children's Services
- In December 2018 OFSTED awarded Dudley with a 'requires improvement to be good' rating in two of three areas inspected stating that the Effective work by senior management and staff, together with commitment and investment by political leaders, has led to improved responses to the needs of children and families. As a result, outcomes for many children and their families are better
- A fully staffed and permanent leadership team is in place
- Children in Dudley are now safe and the scale of the improvements made is enormous, with only three other councils having ever made greater progress from being found to be Inadequate.
- Dudley are working on reducing the number of agency workers and increasing the numbers of permanent staff
- Staff have been supportive and positive about the changes made
- A comprehensive and innovative training package ranging from full day face to face training to online and tailored team training programme is available to all staff of over 40 course types
- Access to Dudley Centre for Professional Practice Website, as a one stop shop for free resources, research, learning and development opportunities and news across Dudley
- The Early Help strategy launch had immediate impacts with evidence of reduced demand for statutory services
- The Children Looked After population has reduced by over 9% and continues to have a downwards trajectory
- Key performance indicators are improving across the board.
- An annual celebration event for children looked after has been established
- The fostering annual campaign is delivering new foster carers
- The first Children and Young People's Alliance Strategy has been launched
- There are radical plans to create a new adoption agency
- Social Care Staff recognition Awards are held annually

LIVING IN DUDLEY

- Dudley is a vibrant, multi-cultural borough with strong communities and a wealth of heritage as well as being the historical capital of the Black Country and home of the Black Country Flag
- Multi-million pound regeneration plans are underway for Dudley Town centre and with the launch of DY5, Dudley's Business and Innovation Enterprise Zone, as well as a new metro line, there has never been a better time to live and work in Dudley
- Once at the heart of the Industrial Revolution, Dudley borough is a fascinating patchwork of towns, villages and smaller communities each with their own cultural identity. The four main townships are Brierley Hill, Dudley, Halesowen and Stourbridge
- Each has its own individual character, charm and wealth of heritage, from Stourbridge's Glass Quarter to Dudley's 12th century castle, to Halesowen's historic Leasowes Park and Brierley Hill's modern retail delights. The towns contribute their own different qualities to the borough making it a fascinating place
- You can expect to be surprised by a prestigious zoo, seemingly endless canal networks, world famous geological sites and a nationally famous Black Country Living Museum. We also have more than 35 local parks and historically significant nature reserves. For more information visit www.discoverdudley.gov.uk
- Getting to and from Dudley Borough is straight forward, all will of course greatly benefit from the introduction on the metro. By rail, the borough is around half an hour from Birmingham's New Street, Snow Hill and Moor Street stations, from Wolverhampton and from Worcester. Stourbridge Junction has a direct connection with London Marylebone operating at convenient weekday times
- Dudley offers a wealth of affordable housing with average prices lower than the regional and national average. There are a number of affordable new homes being built around the borough, helping to regenerate and revitalise it
- Dudley also boasts some of the region's most affluent and desirable housing in the region, with plenty to entice those looking to buy at the higher end of the market



MORE INFORMATION

For more information and details on our latest vacancies go to

<http://childrenservicesjobs-dudley.org.uk>

For more information on Dudley's Centre for Professional Practice go to

www.dudleycpp.org.uk

