



A career in children's social work at North East Lincolnshire Council

Encouraging and shaping your journey in social work



A message from our team

There has never been a more exciting time to work for North East Lincolnshire's Children's Services.

We pride ourselves on the success and progression of our staff.

We offer training packages that will help you to continue to develop.

We would love to have you join our brilliant team.







Why North East Lincolnshire?

North East Lincolnshire is a great place to work and stay.

The area offers lots of opportunities to build a great career, start a family and settle down. There's lots to do in your spare time.

We've got an amazing seafront and beach (check out Cleethorpes on Instagram), not to mention the incredible choice of independent shops on offer in places like Abbey Walk and Seaview Street.

Weelsby Woods, Cleethorpes Beach and the Lincolnshire Wolds all offer stunning views and some fab trails if you're looking for a nice walk on a sunny day.

The area isn't just a great place to spend your spare time. The cost of living is really low, with the average house price standing at about £146,129. The average price of a pint is about £2.60.

If the city life is for you, North East Lincolnshire is ideally located close by places like Hull, Lincoln and Doncaster, making a daily commute more than manageable.



Our Children's Services

Children's Social Care services incorporate several levels of service intervention.

Multi Agency Safeguarding Hub (MASH) are the front door of children's services, receiving referrals, gathering information and making decisions on the level of support or intervention a child might require.

Cases that need a social care intervention are managed by the **Children's Assessment and Safeguarding Service (CASS)**.

Through Care provides services to young people and children who are in long term care or who have left the care of the local authority.

Alongside these teams we also have children's homes, placement providers, Family Hubs, our Fostering and Adoption Service, Youth Offending Service and Children's Disability service who work together with families to make sure that support is in place where needed.

For more information on these branches, visit **www.nelincs.gov.uk/children-and-families**.



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Student Placements

We have placement opportunities on offer for students who would like to get some experience in Children's services.

These placements meet the requirements for a several qualifications and routes into social work.

These include:

- Health and social care
- Nursing
- Psychology
- Social work degree routes

Our social work degree placement opportunities includes both the first and second placement.

All placements are unique, and all students are supported to get the most out of them.

It's important that students get a feel for the area that they want to work in, and that they get a true picture of how these services work together. Placements can also stand a student in good stead when job vacancies come up in those teams.

Between 2016 and 2018, about half of the students who had placements in Children's Services secured a job with those teams.



Your first year

We offer an Assessed and Supported Year in Employment (ASYE). The ASYE is mandatory for all newly qualified social workers and is governed by Department for Education (DfE).

The ASYE was created to support social workers and help them to develop, improve their practice and coordinate their learning after university.

We provide a robust package of support, which includes:

- An induction plan
- A training package including both mandatory training and specifically designed training to start your social work career
- One-to-one and group supervision
- Bespoke workshops to provide you with all the basic skills to start your practice
- Support and advice from the ASYE coordinator
- Self-directed learning
- Extensive shadowing of other social workers
- A tour of the local area, with resources and guides to help navigate you around
- A 10% reduction in case load, equivalent to that of an experienced social worker



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Continued training and development

Further development for newly qualified social workers

Following your first year as a newly qualified social worker, we will continue to help you to develop. Our social workers are provided with a personal development plan, which helps you to grow as a practitioner, shaping your career in social work with tailored training. You will be a vital part of a positive team with a great support network.

Continued professional development

We pride ourselves on the succession and progression of our workers. Once you've identified your future career goals, we'll help you to come up with a personal development plan to get you there. This includes a training package comprising of workshops and statutory training.

Our model of working

We've developed an innovative model of working together which centres around Outcome Based Accountability. The model is based on restorative practice – a universal way of communicating with each other and working together.

Restorative practice

The restorative practice model creates a universal way of communicating with each other rooted in restorative principles and values. It is our aim to adopt restorative principles across everything we do and become a totally restorative authority.

Signs of safety

The signs of safety approach is a strengths-based and safety-focused approach to social care work and is grounded in partnership and collaboration with families.

Outcomes Based Accountability (OBA)

Outcomes based accountability is a conceptual approach to planning services and assessing their performance that focuses attention on the results, or outcomes, that the services are intended to achieve. In essence OBA is a way of recording “how much we are doing” and “how well we are doing it” whilst always asking “has it made a difference?”





Family Group Conferencing

The Family Group Conference is where the whole family and extended family members can help make decisions about the best way to support the family and take care of their child. It is a formal meeting in which the family of the child and professional practitioners closely work together to make a decision that best meets the needs of the child.

Across other areas of the country they have successfully implemented this and seen significant results in the reduction of those children needing to be looked after.

Local agencies and services

There is a large number of support services and agencies within North East Lincolnshire that we work alongside.

We have excellent links with our local NHS services, including support from health visitors through to drug and alcohol practitioners.

North East Lincolnshire Council and Humberside Police have developed very close working relationships that promotes effective information sharing and intervention when necessary.

We also have 4 locality support teams all based around the local community in Family Hubs. Children and families can access support through agencies such as Young Minds Matter, Women's Aid and Addiction (Drug and Alcohol Service) all of which provide specific and targeting work as well as working closely and positively with social care services.



A day in the life of a newly qualified social worker

(Assessed and Supported Year in Employment)

Start of the day

My alarm goes off at 6am and I see my partner off to work, I then get ready and spend my time thinking about what the day ahead of me holds. I think about the children and families I have to see today, and what is on my to do list. I leave the house at about 7:45am, to arrive at the office just after 8am.

Into the office

I find myself a desk to sit at, and get my laptop turned on and logged on. I also turn my work mobile phone on to see if I have any missed calls or text messages from parents and/or professionals. I check through my emails once my laptop has turned on and look at Out of Hours to see if anything has happened on any of my cases during the evening.

Since starting my job I have had two of my cases on Out of Hours. This has involved going out to see the parents to determine what further support they need in order to protect and look after their children.

Meetings and visits

My meetings and visits usually start at about 9am. On this particular day I had a Child in Need meeting at 9am to discuss the plan for an unborn baby once they have been born. As a newly qualified social worker, I had support from my Case Supervisor who attended with me. This meeting involved discussing where the child would be living, and who would be supporting the parents with caring for the baby.

I then had 3 Child in Need visits, which started at 10am and finished at 2pm. These visits lasted longer than planned as one of the parents needed additional support.





Following my visits, I called my case supervisor to give her an update on my cases and discuss what actions we would take following these. I then went to a Children's Centre and logged onto my laptop. I replied to some emails and booked two Child in Need meetings. I also made some telephone calls to parents and schools to share information I had received. Oh, and ate a quick sandwich!

Direct work

At 3pm, before school finished, I went and completed some direct work with two children that were new on my case load and I had not met previously. I discussed school and Christmas with these children, and completed "3 houses" task sheet which looked at their house of good things, house of worries and house of dreams. I started to build a relationship with these children, and started to gain an understanding of their day to day life. School finished at 3:40pm and I then went onto my final Child in Need meeting.

Home time

At 5:10pm my final meeting had finished and it was time to head home. I had about a 20 minute drive home and I called my best friend to have a chat and unwind, as we do daily. When I got home I had about 30 minutes before my partner got home so I spent some time and reflected on how my day had been and whether I had done enough. Every day is a mix of emotions. Then it's time for some quality time with my partner before doing it all again tomorrow.



Get in touch

Got a question or want to speak to one of our social workers?

Get in touch with our team!

Call 01472 326292 (option 2) or visit

www.nelincs.gov.uk/social-work-north-east-lincolnshire

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