Cyngor sir ddinbych denbighshire County Council









Social Worker
Children with Disabilities Team
Vacancy Information Pack

www.denbighshire.gov.uk/work-for-us

Letter from Rhiain Morrlle Head of Children Services



Dear Applicant,

Thank you for your interest in this exciting Social Worker opportunity with Denbighshire County Council's Children Services.

Our service is committed to improving the life chances of the most vulnerable children and young people and their families in Denbighshire, and wherever possible, enabling them to live safely in their communities.

Our aim is to make sure that we have the right balance of staffing, resources and services to provide positive experiences, effectively meet needs and promote positive outcomes for children and young people and their families both now and in the future.

Working in partnership with families, partner agencies and community based organisations enables us to provide a holistic and co-ordinated approach to delivering services that effectively meet the needs of children, young people and families.

There has never been a better time to join the team here at Denbighshire. We have a number of exciting opportunities for the right candidates to join us in delivering our service objectives.

You will be part of a team who work well together and support each other. You will have access to benefits for staff through the rewards scheme in addition to flexible working to enable work life balance. We will provide you with reflective supervision along with management support, excellent training opportunities and an established CPD programme.

Our challenging journey is shaping the future of Children’s services, aspiring to be the best. Come and join us to take up the challenge and play a key role within a highly supportive environment, to improve services to children and young people in Denbighshire.

Kind regards,

Rhiain Morrlle
Head of Children Services

Current Vacancies

Social Worker - Children with Disabilities Team

Job reference: CHCS00082D4SJE
Location: Rhyl / Hybrid working
Salary: Grade 8 - 9 £38,510 - £44,253 per annum (subject to qualifications & experience)
Hours: 37 per week
Contract: Permanent

Denbighshire County Council, located in beautiful North Wales, has a clear vision of being an excellent Council closer to the communities. The Council is one of the best performers in Wales.

We are committed to ensuring that vulnerable children and young people are effectively supported to reach their full potential. We are looking for a Social Worker to work with Children with additional needs and their families. As a team we are committed to promoting the child's independence, social inclusion and well-being. We work in partnership with the carers and other agencies to achieve this.

Our challenging journey is shaping the future of Children's social care services, aspiring to be the best. Come and join us to take up the challenge and play a key role within a highly supportive environment, to improve services to children and young people in Denbighshire.

The successful applicant must have a recognised qualification in Social Work i.e. Degree or Social Work predecessor e.g. DipSW and have registration with Social Care Wales as a 'social worker'. Applications from individuals who do not meet these essential requirements will not be considered.

We would welcome applications from newly qualified Social Workers. Our team will provide excellent ongoing professional support and opportunities to develop your skills and career.

We know that hard work should be rewarded and that is why we provide our staff with great packages. You will be entitled to a number of benefits, including; a Local Government Pension Scheme, Childcare Voucher Scheme, Car Salary Sacrifice Scheme and employee benefits programme. Remote & Home working is encouraged with excellent ICT support in place.

We welcome visits to the departments from prospective candidates. To arrange a visit to meet the team or for an informal discussion, please contact Louise Gillen, Team Manager on 01824 712241.

Appointment subject to Disclosure & Barring Service Check, satisfactory references and Registration with Social Care Wales as a 'Social Worker'.

How to apply:

Apply online: www.denbighshire.gov.uk

We believe the hard work and commitment of our staff should be properly rewarded, so we offer a range of benefits to help our employees achieve a work/life balance, develop in their career, and we support them in their work.*

Annual Leave

We have a generous annual leave entitlement starting at 26 days (plus bank holidays) rising with length of service to a total of 32 days, so the longer you work for us, the more annual leave you are allocated.

We also offer the opportunity for employees to purchase up to 40 working days' additional annual leave per year.

Flexible Working Arrangements

The Council offers a variety of different working arrangements for many of its roles. Our working arrangements include homeworking, office/site working and a network of spaces for team collaboration. We also offer a flexi- time scheme for a number of positions within the Council, the opportunity to job share and work part time along with a range of other policies to support flexibility.

Pension Scheme (LGPS)

Our employees will automatically join the Local Government Pension Scheme (LPGS), unless they decide to opt out. All members with more than 2 years' membership become entitled to pension benefits.

Employee Assistance Programme (EAP)

This is an independently managed free and confidential service for employees and their families which is available 24 hours a day, 7days a week. The programme provides expert advice and counselling in areas such as finances, family and personal problems, work issues, health-related problems, childcare and consumer rights.

Lifestyle Savings via DCC Rewards Direct

The exclusive DCC Rewards Direct programme gives our employees access to a great range of Lifestyle Savings available online or in the high street, nationwide and in your local area on your groceries, holidays, eating out, DIY, electrics, insurance, motoring and more.

In addition to the above, we offer an extensive, competitive benefits package which includes:

- A range of family friendly policies
- Opportunities for training and personal development
- Cycle to Work Scheme
- Car salary sacrifice scheme and car leasing scheme
- A generous contractual sick pay scheme
- Medical cover schemes
- In house Occupational Health support
- Free eye tests and contributions towards glasses for VDU requirements.
- Active Workplace Leisure Membership discount
- Option to purchase Microsoft Office for your home computer at a reduced price
- Money saving on Arriva Buses
- Cambrian Credit Union
- Give as you earn scheme

**Please be aware that employee benefits will vary depending on specific job role terms and conditions.*

Denbighshire County

Denbighshire stretches from the coastal resorts of Rhyl and Prestatyn in the north, through the Vale of Clwyd, over the panoramic Horseshoe Pass into the picturesque Dee Valley. The bustling town of Llangollen is home to the annual International Music Eisteddfod and on the edge of the recently designated World Heritage Site of Pontcysyllte Aqueduct and Llangollen canal.





Not only are we fortunate to be located in a truly stunning area of the UK, we also have excellent transport links. Along the A55, Liverpool, and Chester are within an hour's drive, and Holyhead and Manchester just an extra 20 minutes.

As a County Council we are an ambitious, flexible and agile organisation who place employees and communities at the forefront of our decision making. We want Denbighshire to be the best it can be for our communities and for future generations.

Our Vision

Our Vision is to create 'One Council' culture, with strong visible leadership and effective management, in order to ensure high levels of customer service for our communities.

If you want to make a real difference to the residents of Denbighshire and are seeking a rewarding employer who values you, then this is the place for you.



Our Values

Pride

We aim to create a sense of pride in working for our organisation. We should take pride in the work we do and what we achieve as an organisation.



Unity

We all work for the same organisation. This should be reflected in the way we behave and serve our communities. As our motto says "Unwn i wneud da" (We unite to do good), we work closely, co-operate willingly and support colleagues from across the organisation, regardless of the service or team in which they work.



Respect

We aim to treat all people equally and with fairness, understanding that there are views and beliefs that differ from our own. We aim to involve and listen to our communities, showing consideration to their views and responding appropriately.

Integrity

We aim to manage ourselves to maximise performance, act with high standard of conduct and present a positive image of Denbighshire. We want to be realistic with our colleagues and residents about our achievements and the challenges we face and to be open and honest in the information we provide.



Our Services

Children with Disabilities Team

Our team works with children aged 0-18 years old who have a disability, life-limiting condition or illnesses. We provide social care assessment, disability specific advice and information, personal outcome-focused service planning, intervention and support tailored to the child. We work in partnership with parent and carers and to meet the needs of their children while recognising their own need for support.

As a team we are committed to promoting the child's independence, social inclusion and well-being. Our social workers often support children throughout their childhood, from early years to preparing for adulthood, always acting in the best interests of the child and leading on safeguarding intervention when required. They build up strong long term relationships with the families they support, alongside mutually beneficial relationships with professionals from other agencies also supporting the child and their family.

Assessment and Intervention



As a social worker in the Children's Intake Team you will be responsible for Section 47 investigations either on a single agency basis or jointly with colleagues from North Wales Police. The team also completes Part 2 What Matters Conversations, Part 3 Care and Support Assessments and pre-birth risk assessments using the Paris IT system. You will work closely with children, young people and their families, legal practitioners and other professionals in finding solutions and creating change. You will use your skills to carry out assessments, make evidence-based recommendations and decisions for interventions to support vulnerable children and their families to achieve positive outcomes

Therapeutic Service

The Therapeutic Service is a multi-disciplinary team that works across all tiers within Children Services from Early help to Children Looked After and Care Leavers. The team offers a wider range of interventions and programmes using a Trauma-informed DBT approach. Practitioners are offered an enhanced training package within therapeutic interventions including Theraplay, VIG, CAT, PACE and DBT as well as regular reflective supervision spaces both in group and on a 1-2-1 basis. The team offer 'bespoke' assessments, family support interventions and group work where children and families have been identified as at risk of poor outcomes.

Our Services

Looked After Service

The Looked After Service supports Denbighshire's most vulnerable children and young people & their families ranging from birth to 25years to achieve their full potential. The majority of children are subject to Interim or full Care Orders including some who are formerly looked after either as Care Leavers or living at home with parents under a Supervision Order. A small proportion of children are subject to Placement Orders with a plan of permanency through adoption. All the teams work closely with the Therapeutic Service to ensure the best outcomes for children.

The Service comprises of 4 Teams and a Family Resource Centre:

1. The Parenting Assessment and Court Team undertakes the majority of care proceedings where it is no longer considered safe for children to remain living at home. Social workers are supported to complete specialist Parent Assess or PAMS training.
2. The Children Looked After & Support team supports the majority of children 14years & under subject to Care Orders or Supervision Orders. The team also has a specialist Education Liaison Officer and Looked After Nurse and runs a Kids in Care club during school holidays.
3. The 14+ Team prepares Pathway Plans and supports the transition of young people to adulthood and independence. The Team also supports a number of young people who are classed as Unaccompanied Accompanied Asylum Seekers.

Across these teams, examples of work undertaken include:

- Completing Statutory visits to children and their carers
- Undertaking direct work with Children & Young People to ensure their views and wishes are heard.
- Working collaboratively with parents to undertake parenting and family time assessments and supporting children to maintain links with their families where safe to do so.
- Undertaking Together or Apart sibling assessments
- Preparing court statements and Care and Support Plans for children, including the discharge of Care Orders and Should be Placed CAR B Reports.
- Preparing looked After documentation and attending Statutory looked after reviews.

4. The Foster Wales Denbighshire Team is responsible for the recruitment, assessment, review and support of foster carers and presenting them at Fostering Panel. The team also complete viability and connected person assessments to determine suitability as foster carers or Special Guardians. The team also has a Placement Commissioning Officer and Family Support Worker to assist with family finding and the identification of well-matched placements including residential children's homes. Social workers within the Team are encouraged to complete the Skills to Foster Train the Trainer training and to participate in Foster Carer Development Days.

The Family Resource Centre is dedicated to promoting family time for children in a safe child friendly setting. The Team comprises a Co-ordinator and Family Support Workers who supervise family time and support parents and other family members in meeting their child's needs during the sessions. They also provide reports which feed into assessments and care planning for the child. The Service also works closely with North Wales Adoption Service and Barnardo's Leaving Care Service.

Our Services

As a service, we encourage feedback from partner agencies, citizens and residents. We strive to improve our services to children and young people in Denbighshire.

Communication is very open and engaging and the member of staff is in constant contact regarding some very high risk children and is thoughtful about how the work is approached and is also happy to challenge and be challenged.

The member of staff allowed the family to feel supported whilst not making them feel that they were lacking in skill or experience. In addition the family told us that the member of staff's relationship with the children was excellent and that they would like her to be their social worker.

The agency have worked with numerous different professionals and Local Authorities across the UK but they were incredibly impressed with Denbighshire. They have not worked with a Local Authority before who have taken the time to offer such a high level of ongoing support.



Our Staff



I have worked for Denbighshire County Council for nearly 8 years having moved from another local authority. I started as a social worker within the intervention team before progressing to Senior Practitioner before being offered a secondment opportunity as Team manager. Being career driven has also been supported by Denbighshire Children Services and allowing me to develop my knowledge and skills to support my career development by attending meetings and undertaking pieces of specific work. I feel my individual career development has been supported by senior management and my ongoing training needs. I feel that Denbighshire is a very supportive local authority that provides flexibility in terms of working arrangements. I enjoy working in a great service and department.

Lisa



I have worked for Denbighshire County Council for nearly 30 years. I started off working for Clwyd County Council on a Youth Training Scheme within the authority's Highways Department. I moved across to Children's Services, in an admin capacity, within my first working year and have remained working within Children's Services in Denbighshire ever since. I have undertaken many roles; starting off in admin roles and gradually progressing to my current role as a team manager in the Intake and Intervention Team. I was sponsored by Denbighshire County Council to complete my Diploma in Social Work in 2004 and I have also been sponsored to complete the Team Manager Development Programme which I completed last year. Denbighshire is a fantastic authority to work for. I have been managed by different managers over the years and every one of them has been supportive and encouraging in regards to every day working and career development and progression. Denbighshire are flexible and understanding in terms of any personal commitments and have been 100% supportive of me in every area. I have enjoyed and continue to enjoy my working career within such a great authority.

Lynsey

