

# Social work Herefordshire

Establish your roots in Herefordshire and become  
a children's social worker







## Welcome to children's wellbeing

I am delighted that you are considering a social work career with Herefordshire Council's children's wellbeing directorate.

Herefordshire is a fabulous place to live and work and, as a council, we're continuing to improve and are well placed to face future challenges and opportunities to ensure the county's children and young people are protected and given the best start possible.

In terms of some of the work we're doing; we've taken a radical approach to school improvement, which is not only paying dividends through strong partnership working, but has also seen education outcomes improve over the past few years. We've also heavily invested in safeguarding services to enable us, with our partners, to make a positive impact on children's outcomes by enabling families and communities to bring children up well.

As funding gets ever tighter, working on an integrated basis with partners and other organisations, within and beyond Herefordshire, becomes ever more essential. Our 'One Herefordshire' programme is critical to this and focuses on the integration of services, while our Herefordshire Children and Young People's Plan sets the direction and expectation.

We are also rightly proud of the developments and achievements of our multi-agency safeguarding hub (MASH), Herefordshire intensive placement support service (HIPSS) and families first programme.

You would be joining an incredibly hardworking professional team. We truly believe in our values of honesty, responsibility, reliability and bravery and encourage staff to develop strong internal and external networks, so as to deliver good quality support if and when our children and families need it. More than anything, we believe in working with our families and communities, so they can improve outcomes and experiences themselves.



**Chris Baird**  
Director for children's wellbeing

*Keeping children and young people safe and giving them a great start in life*



## Children's wellbeing directorate overview

The children's wellbeing directorate combines safeguarding and family support and education and commissioning, with the two areas working together to improve the outcomes for Herefordshire's children, young people and families, especially those which are most vulnerable.

Our teams work closely with a range of partners in the voluntary, public and private sector to develop our shared approaches.

We have a range of social work teams within the council's children's wellbeing directorate that work together to ensure our children, young people and families are offered the best seamless service possible to meet their needs.

Our teams work with children and young people who:

- Live at home or with a carer
- Have a disability
- Are unable to live with their parents and are generally placed with foster carers or approved family carers
- Are leaving care

Our fostering, kinship and adoption teams recruit, assess, train and support carers and adoptive parents.

Our safeguarding and review teams hold looked after children reviews and child protection case conferences.

We value the development of our social workers throughout their careers and have a dedicated group of experienced professionals to support them.



## What's it like to be a children's social worker?

Working as a social worker in the council's children's wellbeing directorate offers a range of rewarding careers, with many different job roles and opportunities for progression.

As a social worker in Herefordshire, you will work with children and young people, their families, carers, groups and communities to enable them to stay safe and have a great start in life.

*"I enjoy my work with children with disabilities and their families. I like the variety of work in the team and I learn something new every day."*

**James**

*"The work is really challenging and emotional at times, but also incredibly rewarding."*

**Kerry**

*"I love working directly with children and young people, building relationships with them and making a positive difference to their lives."*

**Peter**

*"It is both a privilege and a challenge working with vulnerable children and families, helping them make changes to improve their lives and to keep children safe. It's incredibly varied work, I might make a home visit or visit a child in school, call a child's health visitor and nursery, discuss children with my manager, begin writing a report for a child protection conference and catch up with my e-mails and paperwork. It's certainly never boring!"*

**Anne**



## Living in Herefordshire

Herefordshire is a beautiful, historic county located in the heart of the Marches on the border with Wales. We are one of the most rural and sparsely populated counties in England with a wealth of unspoilt countryside, distinctive heritage and lively and attractive market towns.

We're also within easy commuting distance of a number of nearby cities, including Birmingham, Cardiff, Gloucester and Worcester and have great train and road links.

In Herefordshire, we have...

- A population of 189,300
- 49% of children aged up to 16 living in rural areas
- 38,100 children and young people under 19 years old
- 4,500 children with special educational needs
- 306 looked after children
- 156 children with child protection plans

We are keen to attract more people to work in children's care and support services to ensure we have enough skilled social workers to deliver high quality care now and in the future.

The council offers a range of working benefits and aims to help employees achieve and maintain a good work life balance.

If you want to be a social worker, you must hold a social work qualification either at graduate or post graduate level and be registered with the regulatory body.

There are two new government funded routes into children's social work for university graduates:

### **Step Up to Social Work**

This is an intensive 14 month full time post graduate diploma training programme, covering everything a trainee social worker needs to know.

### **Frontline**

This is an employer based two year post graduate masters programme for graduates and those changing careers.

We also work in partnership with the University of Worcester and University of Gloucestershire on their undergraduate and masters programmes.

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## Career development

For those starting out in social work with children and families, we offer a range of fantastic development opportunities. We offer student placements through our partner universities and support newly qualified social workers during their assessed and support year of employment (ASYE).

A range of other opportunities, include:

- Apprenticeships
- Supported social work training programme for employees aspiring to be a social worker
- Student placements for those in social work training
- Assessed and supported year in employment for newly qualified social workers
- Continued professional development, including membership of Community Care Inform Children



## Useful contacts

Herefordshire Council	 <a href="http://www.herefordshire.gov.uk/socialcare">www.herefordshire.gov.uk/socialcare</a>
Skills for Care	 <a href="http://www.skillsforcare.org.uk">www.skillsforcare.org.uk</a>
The British Association of Social Workers (BASW)	 <a href="http://www.basw.co.uk">www.basw.co.uk</a>
Research in Practice	 <a href="http://www.rip.org.uk">www.rip.org.uk</a>
Community Care	 <a href="http://www.communitycare.co.uk">www.communitycare.co.uk</a>
Health and Care Professions Council	 <a href="http://www.hcpc-uk.org">www.hcpc-uk.org</a>
Department for Education	 <a href="http://www.gov.uk">www.gov.uk</a> (search Department for Education)
University of Worcester	 <a href="http://www.worcester.ac.uk">www.worcester.ac.uk</a>
University of Gloucestershire	 <a href="http://www.glos.ac.uk">www.glos.ac.uk</a>
University of Birmingham	 <a href="http://www.birmingham.ac.uk">www.birmingham.ac.uk</a>
Step Up to Social Work	 <a href="http://www.gov.uk">www.gov.uk</a> (search Step Up to Social Work)
Frontline	 <a href="http://www.thefrontline.org.uk">www.thefrontline.org.uk</a>
Hoople (training and education)	 <a href="http://www.hoopleltd.co.uk/training-apprenticeships">www.hoopleltd.co.uk/training-apprenticeships</a>

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