

#BeMore

Social Work - It's more than just a job

Social Work in Barking and Dagenham

Information pack



Welcome to Barking and Dagenham



This is a very exciting time to work in Barking and Dagenham.

We've just been named Council of the Year for 2018, the UK's most prestigious council award by the Local Government Chronicle. We have also achieved Silver Investors in People accreditation, demonstrating our investment in, and commitment to, our staff.

We have been making some considerable changes over the past few years to the way we work and how we focus our resources.

By thinking and acting more commercially, we intend for the council to generate returns wherever it can – to be reinvested, helping to protect jobs, enhance services and of course further grow and develop the borough.

Instead of having to react and deal with our residents' issues when they present to us at crisis point; the council is adopting a new approach, focusing on prevention and early intervention with the aim of resolving the root cause of people's problems much sooner.

We are also advancing our digital offer too – giving residents the opportunity to do more for themselves and making sure we're focusing on the issues our residents care about most. This has radically improved our GovRank listing from 133 in November 2016 to number 2 in December 2017.

It's not just the council itself that's changing though, the borough is considered London's growth opportunity and we're seeing lots of regeneration and investment that's benefiting residents new and old.

We have ambitious plans to build 50,000 new homes over the next 20 years including an exciting riverside development likened to Barcelona, and the creation of an entirely new neighbourhood by tunnelling the A13 – one of London's most vital road links.



And the investment doesn't stop with homes and roads.

Already less than a 20-minute commute into the city, the borough will soon benefit from Crossrail – London's newest railway – when it arrives in 2019, as well as the extension of the London Overground into the Barking Riverside area.

There's also plans to unlock the potential of the River Thames by providing clipper boat services.

While we were once home to Ford, and the largest car manufacturing plant in Europe, we will soon be known for our creative industries instead.



Filming is already big on our agenda, with our own film office already providing locations for productions such as Lucky Man, Luther, Dr Strange, Humans, and Black Mirror. Cementing this reputation as a filming location, we have just announced our preferred bidder to build our very own film studios in Dagenham – the biggest in London. This will accelerate growth in the borough and create hundreds of jobs for local people.

We also have London's first Artist Enterprise Zone in Barking which is one of the hottest spots for those in the capital's creative sector; attracting artists to the borough with affordable, flexible and unique work and live spaces.

There's a wealth of nature, history and culture to enjoy too.

Barking and Dagenham is home to more than 25 parks and green spaces including a boating lake, a country park with fishing lake, a splash park and a miniature railway.

We're also home to Barking Abbey, which was built in the 7th century, and have two manor houses – Valence House, a Grade-II listed building dating back to Medieval times, and Grade-I listed Eastbury Manor House, built in the 1570s.

Our Summer of Festivals events programme continues to be a huge success, bringing together thousands of residents every year. Headline acts have recently included Blue, Peter Andre, Newton Faulkner, DJ Luck and MC Neat, and Chas and Dave.

Our education is improving too. Nine out of ten schools in the borough are rated good or outstanding, and we now have our very own university campus in the borough, as CU London – part of Coventry University – have now opened in our former Civic Centre in Dagenham. This is a huge coup for us as CU London bring a wealth of experience and offer affordable, flexible learning when university has previously not been an option for the majority of our residents.



With all these great dimensions to Barking to Dagenham, it's important to acknowledge that to be the best, the council need the best staff – who have been, and will continue to be, key in delivering all our services and growing the borough.

Why don't you come and join us?

Chris Naylor
Chief Executive

Be more in Children's Care and Support

"Staff report they enjoy working in Barking and Dagenham children's services as there is a supportive culture, open access to management advice and appropriate training available to them".

- Ofsted March 2018

In Barking and Dagenham we keep the child at the centre of all we do, we are on a continuous journey and committed to improving the way we effectively safeguard children and young people, ensuring we hear their voice, understand their lived experience, and make them central to any decisions we make.

We have a diverse range of early help interventions, so that with our partners, we can identify needs for children as they emerge, so they don't escalate.

Our model of social work practice is to work with children and their families, building on their strengths, engaging with them in finding solutions, and building their resilience; to make sure children and young people are safe and thriving.

The complex needs for some of our children naturally places increased demands on our services, however we work hard at building relationships with not only families but with our partners, which ensures everyone is clear about their role and responsibilities - resulting in better and joined up outcomes for every child.

Positive feedback from a recent focussed visit from Ofsted (the regulatory body for Standards in Education, Children's Services and Skills) highlighted the improvements we have made since 2014, and confirmed we are going in the right direction, and also that senior managers know the service well.

The Multi Agency Safeguarding Hub (MASH) and assessment services were confirmed as working effectively, with good information sharing across the partnership and a timely response for children and their families who need help and support.

Training, development, and support for staff is a priority in Barking and Dagenham. To support you in your role, you will find managers are accessible and you will receive regular, reflective supervision. You also have opportunities to further develop your social work skills and expertise through a good learning and development offer, linked to a career pathway.

The council has invested in social work staff to ensure caseloads are manageable and you can spend time with children, plus the newly implemented IT system Liquid Logic, makes recording children's journeys easier.

If you want to 'be more' and are committed to working with children and their families in an organisation that embraces change and innovation, then Barking and Dagenham is the place for you.

Rewards and benefits

This is a great time to get on board at Barking and Dagenham. We're always on the lookout for social work applicants who are eager to achieve more despite the challenges that may face them. We believe our staff should be rewarded, so all our social workers receive a generous benefits package to get started.

Look for the '**priority recruitment**' logo on job adverts to see if the role is subject to the enhanced benefits scheme.



We have one of the best rewards packages for social workers up to senior team managers in hard to fill positions[^]. We provide a Welcome and Commitment allowance scheme for Priority Recruitment roles when you join one of our Assessment, Care Management, MASH, No Recourse to Public Funds (NRPF) or Children in Care teams. This includes;

- A **£5,000*** welcome payment when you join
- A **£15k*** commitment payment on the anniversary of your start date, if you stay with us for 3 years
- The opportunity to take a **two-month paid sabbatical** after four years' service

If you are successfully appointed to a social worker role in Fostering, Adoption or Learn to Live teams, you will receive:

- A Recruitment and Retention allowance of **£2,500*** with your first salary payment and an annual **£2,500*** retention payment

And that's not all. Barking and Dagenham offers the following benefits to all social work applicants within every team;

- Up to 30 days' annual leave
- Local Government Pension Scheme membership
- Varied working options including flexi-time and term-time only contracts
- Season ticket/travel loans
- Discounted parking and car allowance for children's social workers
- Staff support and networking groups
- Wider Wallet membership with access to great retail, travel and holiday discounts and more
- Cycle purchase scheme and discounted gym membership

[^]The priority recruitment package is available on social work jobs in hard to fill positions, graded PO1 to PO8. For salary details please see appendix.

*Subject to deductions.

Housing for Social Workers

We understand that leaving your current home and country can be a daunting experience. When joining the team at Barking and Dagenham, we also want you to feel part of the community here, therefore we have special key worker housing options available, as well as a great relocation package for social workers. In fact, we don't think our package can be beaten!

Our housing offer includes:

- A generous relocation package of £7,500* to help with moving costs
- Key worker housing provided at reduced rental rates of between 65% and 80% market value*
- A variety of properties on offer, meaning you can rent alone, flat share, or move in with your family, with properties ranging from 1 to 4 bedrooms available, depending on your needs**

Property prices will vary depending on the type and location. However, we are proud that Barking and Dagenham has some of the lowest price accommodation in the capital and our properties for social workers make it even more affordable.

Below is an example of properties and rent that a Barking and Dagenham social worker would qualify for:

| Bedrooms | Typical Cost of Property per month (market rate) | | Typical Cost of Property per month (discounted for social workers) | | Typical Cost of Room per month (based on social workers sharing) | |
|----------|--|--------|--|--------|--|--------|
| | low | high | low | high | low | high |
| 1 | £1,154 | £1,250 | £750 | £1,000 | £750 | £1,000 |
| 2 | £1,231 | £1,375 | £800 | £1,100 | £400 | £550 |
| 3 | £1,346 | £1,500 | £875 | £1,200 | £292 | £400 |
| 4 | £1,385 | £1,625 | £900 | £1,300 | £225 | £325 |

Some examples of available property can be found on our website.

The reduced rental rates are not the only benefit to our key worker housing, you can also rest assured that you will benefit from a responsible landlord and a fair contract.

*Terms and conditions apply.

**All offers are subject to availability.

^Examples are for illustrative purposes only and exact figures may be outside the figures listed.



Where is Barking and Dagenham?

Barking and Dagenham is in east London and has excellent transport links into both central London and the county of Essex.

So, once you finish work there are endless opportunities for you to explore and enjoy as much art, culture, nightlife, and rural escapes as you want!

Rail and Underground

We're just a 15-minute train ride to the city, our financial district of the capital, but then travel just 1 hour the other way and you will find yourself in Southend-on-Sea which is home to the longest pleasure pier in the world!

You can also explore many historic London landmarks that are right on the doorstep, including*:

- **Tower of London - 15mins**
- **Westfield Stratford, home to West Ham FC - 15mins**
- **Shard - 25mins**
- **London Eye (waterloo) - 26mins**
- **Oxford Street - 31mins**
- **Buckingham Palace (St. James) - 35mins**
- **Big Ben and Houses of Parliament - 35mins**
- **Leicester Square - 37mins**
- **Camden market - 38mins**
- **Hyde Park - 40mins**

Road

Barking and Dagenham is located within the M25 (London's orbital motorway) and is sandwiched between the A406 (North Circular) to the west, A13 to the south and A12 to the north - all major routes.

Air

If you are travelling from further afield, London City Airport is on our doorstep and London Southend, Stansted, Heathrow and Gatwick airports can be easily accessed by public transport or car.

*travel times estimated using Transport for London route planner.

Learning and development

At Barking and Dagenham, excellent training and development opportunities will be provided as you progress further and can achieve more. We encourage you to use a range of learning and development opportunities available to you, including:

We're also committed to improving quality of practice to meet the needs of the children and families we serve. By investing in better IT and mobile working, we are driving down caseloads to leave you free to focus on what matters.

For more information visit www.lbbd.gov.uk/bemore

Career progression framework

We recognise that social work is a complex and challenging job and we aim to support and encourage staff to progress and develop within the profession. In the following pages we have set out the career progression framework that we use. It illustrates the experience and qualifications that our social workers need to evidence for each grade and is a guidance tool to support continuing professional development and career planning. It is underpinned by the NASW Professional Capability Framework.



Going up: our career progression framework



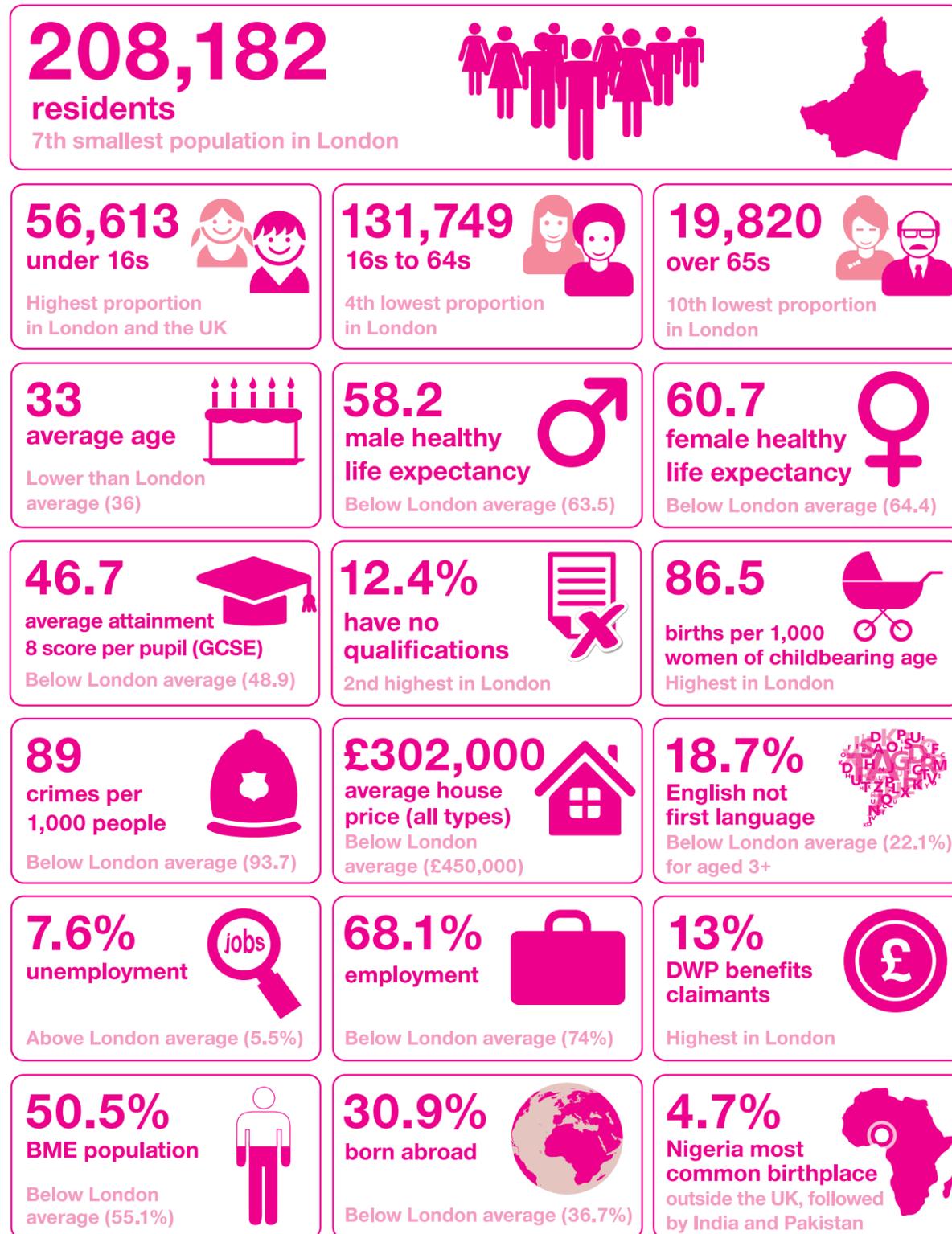
| First year in employment - newly qualified Social Worker PO1 | Social Worker level PO2-PO3 | Experienced level Senior Social Worker PO4 | Advanced level Consultant Social Worker PO5 | Advanced level Team Manager PO7 | Advanced level Independent Reviewing Officer PO7 | Advanced level Senior Team Manager PO8 |
|--|--|---|--|--|---|---|
| Social Work degree or Post Graduate Diploma in Social Work | Successful completion of ASYE | Min 3-4 years post qualification/post ASYE experience. | Experience in a statutory setting in relation to expert practice area | Min 5 year plus post qualification experience. | Min of 5 yrs plus post qualifying experience | Approved Practice Supervisor (subject to Govt approval) |
| Planning or completion of Employer Endorsement to support application for NAAS | Planning or completion of Employer Endorsement to support application for NAAS | Planning or completion of Employer Endorsement to support application for NAAS | Planning or completion of Employer Endorsement to support application for NAAS | Planning or completion of Employer Endorsement to support application for NAAS | Planning or completion of Employer Endorsement to support application for NAAS | Planning or completion of Employer Endorsement to support application for NAAS |
| Undertake mandatory Assessed and Supported Year in employment scheme | NQSW's undertake a Post Qualifying module for social work consolidation | Already holds the Practice Educators Stage 1 and working towards PEP Stage 2 | Already holds the PQ Practice Educators Stage 2 | Already holds the Practice Educators Stage 2 | Awareness or knowledge/experience of chairing child protection conferences and/or Looked After Children reviews | Min 6 year's post qualification experience |
| Support social work students shadowing experience | Or post 2 years in social work is undertaking the Practice Educator Award Stage 1 | CPD Evidence in one or more of the following relevant specialist areas e.g. a Post Qualification learning module, Advanced Court Skills, Adoption and Special Guardianship, Child Protection, Mental Health | Enhanced research skill and expert knowledge of case law legislation | Competent in supervising staff and implementing best practice initiatives | Competent in working in a multi-disciplinary way. | Level 4 or above Management Qualification |
| Completed all core mandatory training requirements in force at the time of applying. | CPD Evidence of written assessment using analysis and linking theory to practice | Evidence use of relevant research in practice and sharing findings | CPD Specialist knowledge in one or more of the following: mental health, court work, disability, domestic violence, substance misuse | Core Management training in: recruitment, health and safety, supervision, managing performance | Competent in the knowledge of the application of significant harm. | Ability to represent LA at local and national events |
| A min of two Direct Observation of Practice Report in an appropriate setting | Evidence use of relevant research in practice | Evidence use of relevant research in practice and sharing findings | Experience of the following: advising or leading on developing practice improvements | Managing budgets and sickness | Knowledge of Working Together to Safeguard Children 2015. | Practice Educators Professional Standard's Stage 2/Advanced or Higher Specialist Award |
| | | Complex caseload & risk assessment undertaken | Supervising Students and ASYE | Ability to instruct legal | Awareness of the role of CAFCASS in relation to the LAC review referral | Experience of managing and leading staff in a statutory safeguarding setting |
| | | Complex court work undertaken | Leading on CPD workshops | Satisfactory performance in line with council standards | | Manage Change |
| | A min of two Direct Observation of Practice Report in an appropriate setting | Practice educate a final year student | | Fostering and maintaining good relationships with partner agencies | An awareness of what a team manager's responsibility and the challenges they face | Comprehensive knowledge of the Children Acts 1989/ 2004 and other relevant legislation/guidance |
| | Completed all core mandatory training requirements in force at the time of applying. | Completed all core mandatory training requirements in force at the time of applying. | | Audit of Case Files | Chairing meetings and familiar with recent Serious Case Reviews and research findings to improve practice. | Manage performance, managing budgets and sickness |
| | | | | | Thinking on your feet. | Support the delivery of social work employer programmes within local University partnerships e.g. recruitment panels, lectures etc |
| | | | | | Familiar with strengthening families model used in chairing conferences | Core Management training in: recruitment, health and safety, supervision, corporate report writing, service planning and resourcing |

All levels to demonstrate:

Satisfactory performance in line with council standards
Satisfactory performance against LBBB social work set of expectations

Facts about Barking and Dagenham

Want to find out more about Barking and Dagenham? Below are some handy facts and figures to help you discover more about the borough, and if you want even more you can visit our [‘about Barking and Dagenham’](#) page on the website.



Useful information about working in the UK

If you'd like more information about your entitlement whilst working in the UK, we have provided the following helpful resources.

Public services and health

- [Local council - Barking and Dagenham](#)
- [Social Security](#)
- [Doctors and NHS](#)
- [Dentist](#)

Childcare and Education

- [Childcare](#)
- [Schools](#)
- [University and further education](#)

British taxation system

- [Taxation](#)
- [National Insurance contributions and Pension Benefits](#)

Banking

- [Information about major banks](#)

Please note Barking and Dagenham Council is not responsible for the information held on any of these websites - any questions please contact the relevant parties for clarification.

For further reading please visit
www.lbbd.gov.uk/bemore

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INVESTORS
IN PEOPLE

Silver
Until 2020