



Social work recruitment pack

Introduction

Dear Candidate

I am delighted that you are interested in exploring more about working with us. I trust you will see that we are committed to doing things differently for Coventry's children; we are building something special.

You matter too, and you should never feel that you're in this alone. That's why we're working to make things better for our social workers, as well as for the children and young people we're here to protect. We want to be the most supportive, effective place for you to do the best job you can.

So far, with specialist teams, support services and agency partnerships, we've worked to build a stronger support network - and, with a new management structure and inspirational leadership, are working to make it even stronger.

We are redesigning our service to enable you to spend more time with our children; they are at the heart of our practice in Coventry. Using the Signs of Safety approach and relationship-based practice we are making a difference to vulnerable children in Coventry.

We want to recruit more passionate, dedicated people who, like us, are determined to make real, positive change. We'll listen to your opinions and respect your expertise and, with the ideas we share, we'll make that change together.

I am personally committed to ensuring that we make the biggest difference to our children and that is why I am interested in hearing from you.

Best wishes

John Gregg
Director of Children's Services



The roles

Join us as an experienced Social Worker and you will be delivering on the ground social care to support families across Coventry to devise and implement care plans to ensure children can live at home safely, and intervene where they can't.

You will bring your ideas and suggestions to drive our challenging journey of improvement, and put Coventry on the map for delivering more positive outcomes. You'll build on the progress we've made in the last two years, and work with colleagues who are passionate about the city, it's people and it's exciting prospects.

You will be handling complex but manageable caseloads whilst helping us deliver a strategy that puts children and young people at the beginning, middle and end of everything we do, with all the support and resources you need to do it.

Join us as an experienced Social Worker and you will be delivering on the ground social care to support families across Coventry.



Why join Coventry?

We want to invest in our teams, and by supporting you in your role as an experienced Social Worker we will encourage your development so that you can progress with us.

We're currently delivering a comprehensive training programme for all of our social workers, senior practitioners and managers, on Signs of Safety. This is a child-centred risk management framework, including a suite of principles, disciplines, processes and tools that guide the work.

Supported by a market leading ICT system, it enables us to move towards a strength-based, solution-focused model that empowers and enables families to make the changes needed to safeguard their children and support them to achieve their full potential.

We've listened to what our social workers say, and are working to implement the findings from our recent surveys. Together, we will achieve our goals.

We want to invest in our teams, and by supporting you in your role as an experienced Social Worker we will encourage your development so that you can progress with us.



Coventry Benefits

- ▶ Competitive salary and Pension Scheme
- ▶ Relocation Package for new starters of up to £8K
- ▶ An extensive Training Programme and investment in your professional development with close links to universities
- ▶ A clear career structure
- ▶ Family-friendly working environment and a commitment to good work/life balance
- ▶ Regular Supervision and support
- ▶ Excellent management support and manageable caseloads
- ▶ Health and Wellbeing programmes
- ▶ Car Leasing facility
- ▶ Wider Wallet employee Benefit scheme offering discounts nationally and locally
- ▶ Refund for re-registration of current HCPC Certificate

Deductions from salary benefits include:

- ▶ Prudential AVC's/Westfield Health/Simply Health/Credit Union/Give As You Earn Scheme/Travel Passes

Salary Sacrifice Scheme benefits include:

- ▶ Kiddivouchers scheme – salary sacrifice childcare vouchers
- ▶ MyCar scheme - salary sacrifice car leasing scheme, benefit of driving a brand new low-cost car for up to 3 years for an all-inclusive, fixed monthly gross cost (must complete probationary successfully)
- ▶ Cycle to Work Scheme
- ▶ Holiday purchase scheme which enables employees to purchase up to 74 hours (pro-rata) additional leave (subject to needs of the service and manager approval)

Skills and experience

You will need to have a recognised professional Social Work qualification (MA/BA/BSc in Social Work, Diploma in Social Work or CQSW) and HCPC registration.

Coventry life

Coventry is a great city with a rich history, it offers a fantastic quality of life. It's a place we think that you can be proud to call home.

Coventry is one of the best places to live in the UK, according to a national survey last year. Our city was ranked 28th (beating Birmingham, London and Sheffield) out of 138 places across the UK – up from 64th in 2013. It's official. Coventry is getting better and better. And there are lots of reasons why.

Our city has seen a lot of great changes in the last two years. Continuing to attract external investment creating more jobs for local people, Coventry was recently named one of the top 10 cities in the country for rising employment and business growth - and one of only four cities outside the south east where people can earn above the national average.

Diversity

Coventry City Council is clear about its responsibilities in embracing diversity and ensuring we recruit people of a high calibre on the basis of their skills, abilities, and experience. As such we welcome applications from a diverse range of candidates.

A multi-million pound regeneration scheme has seen lots of physical changes too. The city centre has become greener and more pedestrian friendly, all while benefiting from improvements to its transport links. There are more new and vibrant places to shop, eat and enjoy the culture and night life our city has to offer. And work is still going on.

Headed by Chief Executive, Martin Reeves, the Council is committed to improving the quality of life for residents and making Coventry a top 10 city. We're bringing in new, streamlined ways of working and making more use of technology to deliver services to the people who live and work in our city.



Contact us



We want to make applying for a role with us as simple and smooth a process as possible.

If you require further information before making an application, please contact us on:

Telephone: 02476 787348

E-mail: jobs@coventry.gov.uk

Website: www.coventry.gov.uk/socialworkjobs

Facebook: [@coventryccjobs](https://www.facebook.com/coventryccjobs)

Twitter: [@coventryccjobs](https://twitter.com/coventryccjobs)

