

Sefton Council



Sefton Stronger Together

Sefton Children's Services



#MakeADifference

Sefton is a diverse and exciting local authority that is on a journey of aspiration and ambition as it works towards delivering its Sefton 2030 vision. Our vision is to be a confident and connected borough where children and young people enjoy early help, outstanding nurseries and schools, access to quality apprenticeships and vocational training, leading to highly skilled jobs and careers in the area. We are investing £10 million into the transformation of Sefton Children's Services as we embark on our improvement journey.

Over the next two years Sefton will be working in partnership with Leeds Strengthening Families, Protecting Children Team to implement the Family Valued programme in Sefton.

Family Valued is focused on changing culture, leadership and practice. When introduced in Leeds, the ambition was to embed restorative practice across Leeds Children's Services; beyond the local authority and into partner agencies across the city, with the recognition that all practitioners play a key role in preventative approaches and culture change. It was found that the programme helped to develop the skills and openness of social work practitioners in teams, improve confidence in managing risk and support restorative social work through supporting the whole system around the child and family. Family Group Conferencing was expanded and developed significantly, enabling family networks to come together and drive planning for children.



In Sefton, we will adopt the Family Valued approach which aims to:

- Work restoratively and relationally with children, young people and families in a way which respects and values their experiences
- Safely and appropriately reduces the number of children and young people who need to be cared for, using an outcomes based accountability approach to evidencing 'what difference have we made'?
- Reduces the need for children and young people to have any form of statutory social work intervention
- Ensures that all children, young people and families receive the right service at the right time
- Establish and develop a service which responds to the voices and views of children, young people and families
- Increase use of family group meetings to draw on family knowledge and strengths; enabling children and families to have increased support at difficult times
- Ensures all children and young people are healthy, happy, heard and have opportunities to achieve throughout their childhood and into adulthood
- Ensure permanency for all children and stability into adulthood.

Our aim in Sefton has always been to provide children, young people, care experienced young adults and families with the right support at the right time and so this will not change. In Sefton, we will draw on the principles of Leeds Family Valued approach and as we introduce **Sefton Stronger Together**. This name was selected by our teams and our young people.

Evidence has shown the positive impact of 'working with' and empowering families and their wider networks to help children and young people remain within their communities and achieve best outcomes in all aspects of their lives. We will continue to put children and young people at the heart of everything we do, recognising the importance of family, friends and community. Wherever possible, our aim will be to support children and young people to remain in the care of their family; allowing families to determine what helps them; encouraging families to contribute to the direction of care, planning and intervention. We will engage family and significant other people early on in appropriate and effective support when an issue arises and work with health, education and others as a whole systems approach. We know that it can be hard for children, young people and families to retell their stories and the importance of consistency to build trust, effect and sustain change so our aim will be to keep the number of practitioners involved in family life to a minimum.



It is a great time to join us as we launch **Sefton Stronger Together** and take advantage of restorative practice training facilitated by Leeds who will share their experience and help us with implementation and evaluation.

We are looking to recruit to a wide range of posts which will be advertised at different points in our implementation journey.

Our focus will be on:

- Increasing the use of family group meetings; allowing us to identify family strengths and support networks early on
- Increasing support to families, children and young people who are considered to be on the edge of care
- Improving support for families and services for children and young people at risk from child exploitation
- Reunifying children and young people with their families wherever possible
- Practice improvement, data analysis and quality assurance to achieve best outcomes for Sefton children, young people and families
- The creation and development of Sefton Social Work academy which will support excellent social work practice and “growing our own”

We will also be looking to work with a care experienced apprentice.

Sefton “One Council Values”

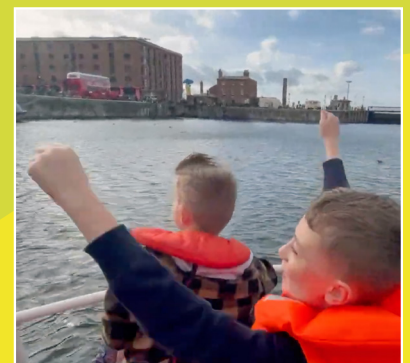
It is important for all employees within the council to understand “One Council’ Values – these relate to how we deliver services and the way in which we treat one another and talk about Sefton to others. These are:

- Put people at the heart of what they do
- Listen, value, and respect each other’s views
- Develop a culture of challenge, ownership, innovation, and improvement
- Be ambassadors for Sefton
- Be responsive and efficient
- Be clear about what they can and cannot do

Would you like to choose Sefton as your next place of work?

Sefton is a great place to live and work; a northern borough of Liverpool City Region with more than 273,000 residents. Sefton boasts 22 miles of stunning coastline; it is a leading coastal tourist destination with a flourishing visitor economy. Spanning the busy Port of Liverpool, the famous Antony Gormley’s ‘Another Place’ installation, attractive beaches, and dunes, to the resort town of Southport. The diversity of the borough provides a unique mix of urban and natural setting.

Those who choose to work in Sefton will have access to the world renowned Aintree Racecourse and famous golf courses alongside National Trust nature reserves where people can relax and have fun. With excellent transport links Sefton is well placed for accessing cities across the Northwest, including Liverpool and Manchester and is close enough to the Lake District and North Wales for short weekend breaks away. With vibrant town centres, intimate commuter towns, beautiful villages and stunning coastal and rural locations, everyone can find their perfect home in Sefton which offers access to suitable and affordable housing. Sefton Council has excellent links with partners, businesses and communities who are integral to the delivery of our products and services.



Our offer to you

- A warm Sefton welcome
- Support and guidance from your team
- Support and direction from Director, Assistant Director and Service Managers
- A comprehensive induction programme
- Monthly supervision and commitment to Personal Development Plan
- Lead Council member support
- A competitive salary
- 27 days annual leave rising to 32 days with 5 years continual service and 8 bank holidays
- Enhanced sick pay scheme, maternity/ adoption leave pay and maternity support leave
- Opportunities for agile/flexible working
- Access to level 5 managerial courses and level 7 senior leaderships qualifications
- Manageable caseloads for your teams
- Robust ASYE, Senior Social Worker progression and practice educator programmes in partnership with HEIs
- Excellent training and development opportunities to include external accredited opportunities
- Partnership with Research in Practice, providing access to online webinars, podcasts and materials linked to the latest research and policy updates to support your CPD and inform evidence-based reports
- Local Government pension scheme
- Access to free eye tests and where appropriate, contribution towards spectacles
- Occupational Health Service available to advise on work related health issues
- Commitment to supporting your emotional and mental health with access to a free and confidential employee counselling service
- Discounted gym membership with all Active Sefton gyms
- Cycle to work scheme
- Salary sacrifice schemes including childcare vouchers
- Access to local benefits and discounts on products and services
- Relocation package as appropriate
- Partnership with Leeds City Council to implement Sefton Stronger Together restorative approach.

Do you want to
make a difference?

sefton.gov.uk/socialworkrecruitment



If you would like to find out more about
Sefton Stronger Together please look out for
further training and partnership events or contact

Lisa.Cummings@sefton.gov.uk
Risthardh.Hare@sefton.gov.uk

Also, look out for new opportunities on
sefton.gov.uk/socialworkrecruitment

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