

TAMESIDE  
**SUCCESSFUL FAMILIES**

**Candidate Information Pack**

**Fostering Social Worker**



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# Advert

## The role

Tameside Children's Services are looking for a committed and motivated Social Worker to join our fostering service. There are a number of roles available in our service which includes supervising social worker roles for both mainstream and connected carers and assessments of connected carers. As a Fostering Social Worker you will be involved in securing plans of permanency for Tameside children and contribute to the wider offer for our cared for children.

This rewarding role will be helping to make sure our children and young people experience foster carers who are best placed to meet their care needs and with carers who share Tameside's commitment to securing warm, safe and nurturing foster placements

We are looking for social workers with the right values, and enthusiasm for relationship strengths-based social work with children and families, and in return we will support you in gaining the skills to continue your professional development.

## About you

You will be a qualified Social Worker with previous work experience and sound assessment skills. You will be highly motivated, committed and passionate about making a difference to the lives of children, young people and families. Amongst other things, you will be professionally curious with a determination to raise standards and achieve improved outcomes for children and their families.

We are looking for candidates with excellent communication and interpersonal skills, the ability to develop positive relationships with children, young people, agencies and other relevant professionals.

You will have a robust knowledge and understanding of statutory requirements and Fostering National Minimum Standards. You will have a variety of skills including a keen eye for detail, professional curiosity, ability to analyse information, good written work, including assessments for court.

We are looking for candidates who enjoy working as part of a large team, enjoy a fast-paced, varied role and to be supported to develop in their own practice.

Be that difference and find out more information why you should work for us [here](#)

If you require further information about the role then please get in touch with

Verity Mckay: [verity.mckay@tameside.gov.uk](mailto:verity.mckay@tameside.gov.uk)

Simone Hill: [simone.hill@tameside.gov.uk](mailto:simone.hill@tameside.gov.uk)

Cheryl Davies: [Cheryl.davies@tameside.gov.uk](mailto:Cheryl.davies@tameside.gov.uk)

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# About Tameside Children's Services

Children are at the very heart of what we do in Tameside and we are currently investing in and growing our Social Work teams so that we can provide the best possible service for our children and their families. We very much value our committed and passionate workforce that supports strong families and an engaged community.

## What we offer our staff

We recognise that our staff are our most important resource and asset. In Tameside, our values underpin our practice and behaviours and they are at the heart of everything that we do:

**Support • Trust • Respect • Integrity • Value Difference • Engage**

With a great ASYE support offer, regular supervision and a supportive culture we are ambitious about delivering effective social work practice and supporting our staff to be the very best they can be. We actively listen and engage with our staff and act on feedback in a variety of ways through having regular team meetings, employment engagement sessions, focus groups and staff surveys.

Our comprehensive workforce development programme provides lots of opportunities to help our staff grow and develop their careers. Our Social Workers tell us that the peer support is second to none. We genuinely care about the wellbeing of our staff and amongst other things, we offer flexible working opportunities to support work life balance as this helps us have a happy and stable workforce.



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# Tameside Social Worker Benefits Package

In Tameside we really like to look after our staff and also offer a fantastic range of employee rewards and benefits, including:

- Effective induction programme, which includes **no cases allocated during your first two weeks**
- Supportive teams and a great, friendly working environment
- Fantastic peer support - Buddying & Mentoring
- Social Work teams centrally located together
- A high standard of professional supervision and a focus on supporting professional development
- Manageable caseloads to enable reflective practice
- Health & Wellbeing support
- Free access to **200+ online training courses**
- Annual appraisal scheme
- Comprehensive workforce development programme
- Robust supervision model
- AYE practitioner forum
- AYE enrolment on University qualifying programme
- Practice Educator Payment
- We have adopted a trauma informed strength and relationship based approach as our practice framework. The principles which sit behind this approach are:
  - Conversation
  - Curiosity
  - Consideration
  - Courage
  - Collaboration

To discover further rewards and benefits, visit -

<https://www.tameside.gov.uk/childrensocialcarejobs>



# Working for Tameside Council

Tameside is a great place to live and work and is one of the highest performing council's in the country, being awarded LGC's 'Council of the Year' in 2016.

The area boasts fantastic schools and affordable housing set in stunning countryside - and it is just a 10-minute train journey from Manchester city centre!

## Our People Plan

At Tameside, we recognise that our people drive our success and enable the organisation to deliver on its vision, purpose and priorities; and that our people are our most important resource and asset. We continually strive to be an employer of choice, where employees feel valued, listened to and know their contributions really matter.

Our People Plan plays a critical role in embedding our values and behaviours, which will enable transformational change, whilst driving continual improvement in delivering our priorities. We pride ourselves on living by our STRIVE values of Support, Trust, Respect, Integrity, Value Diversity and Engage. Our values underpin our practice and behaviours and are at the heart of everything that we do. How we do things are just as important as what we do.



# About the role

**Contract Type:** Permanent

**Salary:** Grade H. Scale 29 - £37,336 to Scale 34 - £42,403 with a professional bar at Scale 31- £39,186\*\*

**Hours:** 36 hours per week

**Base Location:** Ashton Old Library, Old Street, Ashton Under Lyne

Be that difference and find out more information why you should work for us [here](#)

This post requires an Enhanced DBS Disclosure.

All appointments will be to the bottom salary point in the grade with annual incremental progression each April until the grade maximum is reached. Where an individual can provide evidence that their existing salary in a relevant role surpasses the grade starting salary, a higher entry salary will be considered, subject to the professional grade development criteria also being met if that point is higher than the bar point.

\*\* This post is classified as being in a professional job category. As such the grade for the job has a professional grade development bar which employees can progress through subject to meeting the following criteria:

1. Relevant professional qualification for the job role at Level 6 or above, AND
2. Minimum of 2 years post qualification experience in the role, AND
3. Maintained membership of a regulated body where this is a requirement to practice in the role where applicable, AND
4. Professional standards practised to the highest expected level.



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# What our employees say about working in Children's Services

**Nicola, Senior Practitioner:**

“The people make this place special - everyone is always ready to support you and help you out. There are also lots of opportunities for training and career progression. I started as a newly qualified Social Worker here in Tameside and have since been appointed the role of Senior Practitioner, which is great.”

**Debbie, a Head of Service who has worked for Tameside Children's Services for over 37 years:**

“The whole of my career has grown and developed in Tameside supported by a friendly, hardworking and committed workforce.”

**MP, one of our 2nd year Social Workers:**

“I have just completed my Assisted and Supported Year in Employment as a Social Worker at Tameside, and because of my protected caseload I have been given opportunities to grow and develop my practice. I have found that my colleagues at Tameside are kind, caring and passionate about the work they do, and the management are knowledgeable, approachable and very supportive.”