



Child and family social work in our Families First teams

Together we can do

GREAT THINGS

Durham
County Council



Why work with children and families in County Durham?

County Durham is a great place for child and family social workers. You will benefit from:

- Competitive salary and contributory career average salary pension scheme
- Recruitment and retention allowance in our Families First teams
- A possible attractive relocation package up to a maximum of £6,000 in our Families First teams
- Practice educator payments
- Car salary sacrifice scheme
- Interest-free travel loans
- Discounted gym membership

A senior leadership team that listens

- Opportunities for meaningful communication including regular briefings, and practice weeks where senior managers spend time with you in your workplace
- A culture of high expectations, high challenge and high support

Support for your work with children and families

- A team manager who will provide you with regular supervision, including reflective case supervision, and support you with the most important decisions
- A social work consultant who will offer you day-to-day advice on your cases, support you with difficult meetings and help you stay on track
- Family workers who can work with families to meet their needs
- A team co-ordinator who will support you with the important administrative tasks like arranging meetings and sending out documentation
- A dedicated supervised contact team
- A locality based voluntary and community sector worker who can help you find the support you need for families
- A Supporting Solutions Service which supports young people on the 'edge of care' and their parents or carers
- A One Point Service which offers programmes to support parents with issues like domestic abuse, parenting and self-esteem

Career progression

- As the 7th largest local authority in England, and the largest in the North East we offer excellent opportunities for career progression, whether broadening your experience as a social worker or stepping into management
- Aspiring managers programme to help you step up to the next level, whether that is

social work consultant, team manager, or head of service

Professional development

- Development pathways for every stage of your career
- A clear professional development offer
- Funded specialist training
- A commitment to offer you 5 days a year for continuous professional development (CPD)

Celebrating social work

- We make sure you get positive feedback about the things you do well
- We have regular events to celebrate your achievements such as completing the Assessed and Supported Year in Employment or progression to senior social worker

Holiday

- 26 days holiday per year, increasing to 31 after five years continuous Local Government service.
- Option to purchase up to 10 additional days annual leave per year through our salary sacrifice scheme.

Flexible working

- Laptop/tablet and mobile phone to help you work wherever you can access wifi
- Freedom to arrange your working day and up to 13 days flexi leave per year
- Opportunities for part time/job share working and for flexible retirement

“One of my favourite things about working for Durham County Council is the people. There's a great team spirit and people are very willing to help each other. We encourage a supportive atmosphere and that permeates across all of our teams.”

Hayley (Social Worker)

Family life

- Maternity, paternity, adoption and parental leave
- Dependent leave for carers

Support when you need it

- Physiotherapy
- Confidential telephone counselling
- Occupational Health service
- Opportunity to join a trade union

What salary and support can we offer you?

Social worker

You can go through the progression process taking you to senior social worker with a significant increase in salary from as early as 18 months. Progression recognises and celebrates your ability to work consistently at a higher level of responsibility with more complex cases.

Senior social worker/enhanced social work practitioner/Social work consultant/ Team manager

You can develop your career in Durham - whether you want to develop your expertise, move into management or progress to another level of management. Our aspiring managers programme will give you a comprehensive professional development offer, including 5 days a year for continuing professional development.

Newly qualified social worker (during the ASYE)	Social worker (completed the ASYE)	Senior social worker (post progression)	Enhanced Social Work Practitioner	Social work consultant	Team manager
Grade 9 Starting salary of £27,905 Incremental rise up to £28,785	Grade 9 Progress through increments £29,636 £30,507 £31,371 Option: Progress to senior social worker from 18 month	Grade 11 Initial salary of £32,878 Progress through increments £33,799 £34,788 £35,934 £36,876	Grade 12 Initial salary of £35,934 Progress through increments £36,876 £37,849 £38,813 £39,782	Grade 13 Initial salary of £38,813 Progress through increments £39,782 £40,760 £41,675 £42,683	Grade 14 Initial salary of £41,675 Progress through increments £42,683 £43,662 £44,632 £45,591
Note: Recruitment and retention allowance of £2,500 (pro rata) annually paid as a lump sum in Families First teams (subject to annual review against market conditions)					

Recruitment and retention allowance

Senior social workers, enhanced social work practitioners, social work consultants or team managers joining our Families First teams will receive a recruitment allowance of £2,500 (pro rata) paid as a lump sum.

Senior social workers, enhanced social work practitioners, social work consultants or team managers who have worked in one of our Families First teams for a year or more will receive an annual retention allowance of £2,500 (pro rata), reviewed annually against market conditions.

Salary at appointment

Salary is agreed with newly appointed social workers, enhanced social work practitioners, social work consultants and team managers based on relevant experience.

Practice Educator allowance

We encourage our social workers to become practice educators and support students. You will receive an allowance of £10 per placement day, normally £700 - £1000 per placement (normally 70 or 100 days in length).



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