

# SOCIAL WORK CHILDREN'S SERVICES



THIS IS WHAT  
**SATISFACTION**  
LOOKS LIKE

Lincolnshire County Council is an organisation that is ambitious, people focused and aiming for excellence.  
Our vision is:

WORKING FOR  
**A BETTER**  
FUTURE

We'll do this by

BUILDING ON OUR STRENGTHS  
PROTECTING YOUR LIFESTYLE  
AMBITIOUS FOR THE FUTURE

We are an equal opportunities employer and aim to ensure that employees and job applicants are treated fairly.



## Why work for Children's Services at Lincolnshire County Council?

At Lincolnshire County Council Children's Services, we recognise that our people are our most important asset and that if we're to continue providing outstanding services for children and their families, we need to employ the best social workers. That's why we aim to look after all our social workers from day one.

Our Children's Services is rated by Ofsted as Outstanding and has been for the past 5 years. This is an incredible achievement and something we are extremely proud of as it reflects the quality of social work practice we deliver to the children, young people and families we support across the County.

The children and families that we work with face a range of challenges, and if you join us, your caseload will be extremely varied. Our Social Workers work very effectively with other agencies and services, to improve outcomes for children and ensure that they receive the right help, at the right time from the right person.

It's an exciting time to work for us, as an "Outstanding" Local Authority we have fully embedded Signs of Safety into all our social work practice complimented by our other core practice frameworks; Restorative Practice, Family Seeing and Trauma Informed Practice, meaning that you will practice in a way where the strengths of the family and their network are honoured, where families are encouraged to develop their own solutions and where plans are child centred with the voice of the child being at the heart.

We hold a professional judgement conference every August where we hold discussions on cutting edge issues, allowing us time to reflect on social work practice today. Alongside this, we are continuing to encourage frontline practitioners to share their expertise with university students through lecturing and direct involvement, offering work shadowing, placements and the delivery of workshops.

We offer a broad range of training and learning opportunities, from practice-based training to post-graduate level studies to an annual professional judgement conference which allows us time to reflect on social work practice today. Alongside all this, our social work teams have monthly group learning sessions and team meetings and annual team or service development days. We regularly host social work and health and social care students on placement which brings our practitioners opportunities for supporting and developing others, including Practice Educator training. Complimentary access to the research in practice platform for all our social workers and the Social Work Connect App for our newly qualified social workers further supports professional development.

Our support offer also includes (but is not limited to!) regular reflective formal supervision (at least once a month) and we have enhanced business support for our social work teams to enable practitioners to focus their time working directly with children and families. Our rolling programme of social work apprenticeships across all our front-line teams also supports our social workers in their roles and helps our teams to grow and develop.

## BENEFITS PACKAGE

In addition to paying all our Social Workers Social Work England annual registration fees, we offer a competitive salary:

Our 2024-25 salary ranges from:

- NQSW / Level 1 – £34,314 - £37,938 pa
- Social Worker Level 2 – £37,938 - £41,511 pa

Salaries increase competitively with career progression to:

- Advanced Practitioner – £41,511 - £45,718 pa
- Practice Supervisor – £45,718 - £50,788 pa
- Team Manager– £58,188 - £63,835 pa

Working with us, you can enjoy a flexible working pattern, generous annual leave and pension scheme, and exciting learning and development opportunities. Please read our Employee Benefits Brochure for more information.

We also currently offer a 15% retention payment to our NQSW, Level 1 and Level 2 Social Workers and Advanced Practitioners in our Family Assessment and Support Teams (FAST) and a 7% retention payment in our Children in Care (CiC) teams however this is subject to annual reviews.

## OUR TEAMS

Whether born-and-bred in Lincolnshire or having relocated from somewhere else in the country, straight out of university or decades of experience under their belt, people from all walks of life make up our teams at Lincolnshire County Council.

We have eight Family Assessment and Support Teams based across the county, one for each district council. Our FAST teams, based in Lincoln, Louth, Horncastle, Gainsborough, Grantham, Spalding, Boston and North Hykeham are responsible for child-in-need, child protection and court work.

We also have a number of teams that cover the whole county: this includes our Adoption and Children with Disability Teams, our two Children in Care Teams and our Fostering Teams and our Emergency Duty Team.

LINCOLN  
**FAST**

We are based in the city, famous for its history and culture, with access to free on site parking.  
We work with lots of communities, some of which are facing deprivation.  
We are a supportive, friendly team who focus on staff development and career progression.

EAST LINDSEY  
**SOUTH  
FAST**

We are based in the beautiful and historic town of Horncastle and cover up to the Skegness coast line.  
Our Social Workers are well supported by a creative and ambitious management group who offer the team excellent opportunities to develop and learn.  
Empowering them to provide an outstanding level of support

WEST LINDSEY  
**FAST**

We are based in the historic Marshall's Yard area of Gainsborough with parking available. We are a friendly and welcoming team with positive relationships with our partner agencies and community. We offer high levels of support from a passionate and caring leadership team and promote CPD and career progression

EAST LINDSEY  
**NORTH  
FAST**

We cover a rural area, incorporating the beautiful Lincolnshire Wolds and coast.  
We recognise the importance of supportive relationships, we focus on learning and development, in building both job satisfaction and outstanding practice.

SOUTH  
KESTEVEN  
**FAST**

Our office at Grange House is based on the A1 corridor and only 26 miles from Nottingham. We are a friendly, busy team with plenty of supported learning opportunities for those who wish to grow their careers.

NORTH  
KESTEVEN  
**FAST**

Covering a diverse area from Lincoln to Sleaford, we have a well established management team with a history of growing our own social workers. We offer a supportive, flexible environment and training opportunities for all levels.

BOSTON  
**FAST**

Based centrally with it's own car park, our office is very accessible to the community who will often just drop in. Boston has a diverse population with a wealth of opportunities to work in the challenging but fascinating field of international social work. We pride ourselves on being an outstanding and supportive team.

SOUTH  
HOLLAND  
**FAST**

Our offices are based in the market town of Spalding with car parking on site. Delivering services to our diverse population, we are a friendly team who offer flexible working and opportunities for learning and development at all levels of social work.

## FOSTERING NORTH

We are a dynamic and creative team who are fortunate to have two office bases, one in the beautiful City of Lincoln and the other in the equally lovely Louth, both with car parking available on site . We have a strong commitment to relationship based, trauma informed practice and are led by nurturing and supportive practice supervisors and managers. There are ample development opportunities available and as no two days are ever the same you will find the work engaging and rewarding in equal measure.

## CHILDREN IN CARE NORTH

We are a supportive hard working team who are truly passionate about achieving good outcomes for children in our care.  
Staff development and learning is encouraged in the team along with sharing good practice.  
At our last Ofsted inspection our service was rated 'outstanding'.

## CHILDREN IN CARE SOUTH

Based in the small market town of Sleaford, we are passionate about our young people and ensuring proactive planning for their long term futures. Working with partner agencies such as Barnardo's Leaving Care Team, we cover across the Country and out of county foster care and residential.

## CHILDREN WITH DISABILITIES

We believe that all disabled children matter. Based in the modern Sleaford offices, our team supports children and young people who severe a profound disabilities. Our social workers have manageable case loads and work with children and families on a long term basis.



## ADOPTION TEAM

The adoption team in Lincolnshire is a small and friendly team that covers the whole of the county. We are also part of a thriving regional adoption partnership, Family adoption Links. The team is split into three smaller teams, with bases in Lincoln, Sleaford and Louth. All staff work closely together to achieve the best possible outcome for children where adoption is the plan. The role of the prospective adopter's social worker is to recruit, train, assess and support prospective adoptive parents throughout the adoption process. The child's social worker is responsible for the overall management of the child's care plan. The role of the adoption support social worker is to provide specialised assessment, therapy support and tailored plans of support to adoptive families and those who hold a Special Guardianship order.



We would love to offer you the opportunity to hear more about why working in one of our teams should be the next step in your career.

Our current Social Workers are more than happy to talk about the role and the opportunities working here brings, and we appreciate that you may have questions so please get in touch to find out more by emailing [recruitment@lincolnshire.gov.uk](mailto:recruitment@lincolnshire.gov.uk)



## OUR COMMITMENT TO YOU

We know that personal and professional development is key to enhancing your skills – and, ultimately, the services that the children in our care receive. So you can progress your career within the organisation, we have a range of management and leadership development tools that have been designed to help. Whether you're starting out in a brand new career or are an experienced professional, we'll support your career progression at all levels.



## START YOUR CAREER WITH US

As a Newly Qualified Social Worker you'll be offered support through our Assessed and Supported Year in Employment (ASYE) Programme.

We believe that the ASYE is a crucial part of your professional development, that's why our NQSW's undertaking their ASYE are given a protected and reduced workload to enable time for learning and development. The comprehensive programme has been designed to enhance your skills, knowledge and capability and strengthen your professional confidence.

NQSWs hold Child in Need, Child Protection and Children in Care social work cases and co-work more complex casework alongside an experienced, registered social worker ensuring they have the encouragement, time and resources they need to provide an excellent quality of service - the kind of service we as individuals would wish to receive.

During the 12 month ASYE programme, you can expect to receive regular, high quality, reflective supervision (weekly for the first 6 weeks; fortnightly until the mid-point review at six months and monthly after 6 months).



In addition, you'll be provided with wrap-around support by our two dedicated Practice Educator/Advisors on a one-to-one and monthly group supervision basis. You'll be observed on multiple occasions which affords the opportunity to involve service users and/or carers in your assessment.

You'll complete Critical Reflection Logs which are fundamental in developing critical reflective practice. You'll also complete formal personal supervision and take part in monthly group learning making sure you have all of the knowledge and training you need to complete your ASYE. This is what some of our NQSW's had to say.....

"I am a Newly Qualified Social Worker for Lincolnshire, I think this is a good place to work because the support that is offered to staff is fantastic - with regular personal and case management supervisions to check progress and to be able to seek support. Despite being in the FAST team, I feel like I have been able to approach a lot of different organisations under the LCC umbrella to ask for their help and there has always been someone to help. The practice standards within Lincolnshire are also high, and to me that highlights how much the organisation values and promotes the safeguarding and welfare needs of the children and families we work with."

Nathan, ASYE

"I love working in East Lindsey South because everyone works together as a team and is very supportive. I chose Lincolnshire County Council as I knew they had a wide range of support for newly qualified social worker."

Isobel, ASYE





"Throughout my ASYE, I found my colleagues and management extremely helpful, supportive and eager to provide me with lots of shadowing opportunities which meant that I could see how more experienced workers tackled issues and supported the families they were working with. What I like about working within the Children with Disabilities Team is that it is not a short piece of work and we will support families through difficult times but we will also see and work with families and young people when they are thriving. This means that you are able to see first-hand the impact that you have had on a family and young person and build those strong working relationships with the families. I have found that overall working for LCC has been a very supported experience with lots of training opportunities, shadowing other social work teams and getting to know what different professionals do in their roles and how they could help in the future supporting the families we work with."

Abbie, ASYE

If this ASYE programme sounds like the role for you, please go to our jobs page, search for our Social Care Children vacancies and apply.

<https://jobs.lincolnshire.gov.uk/vacancies.html>

When completing your application, we recommend you use the job description and person specification to help you demonstrate in your personal statement that you have the skills and qualities we are looking for.

If you would like to keep up to date with our latest news and vacancies then follow us on:

<https://www.instagram.com/socialcarelincs/>

<https://www.facebook.com/SocialCareLincs>

<https://twitter.com/socialcarelincs/>



## CAREER PROGRESSION

The support continues all the way – our more experienced Level 1 and Level 2 Social Workers are given supervision and ongoing training as caseloads become more challenging.

Our Level 1 Social Workers co-work more complex caseloads alongside more experienced Social Workers helping them make the right decisions when it matters most. They receive monthly formal professional and case supervision; take part in monthly group learning and also participate in monthly team meetings. They will also have the opportunity to complete a fully funded PQ module.

Our Level 2 Social Workers are provided with the support and resources they need to enhance their skills, by building a personal development plan, being encouraged to stop, think and reflect on their practice, strengths and motivators, and how they fit with the wider context of our work. The objective at the heart of their professional development is to give our Social Workers the tools, confidence and knowledge required to take their career to the next level of Advanced Practitioner.

As well as case holding, our Advanced Practitioners provide mentoring, coaching, support and practice expertise to other less experienced team members inspiring them in their social work career paths. They also often choose to take up the opportunity we offer to become a Practice Educator for social work students. If you wish to progress into a manager role, as many of our Advanced Practitioners have done, being appointed to an Advanced Practitioner post with us will absolutely provide you with the development opportunities you need to fulfil your ambition.

Our Social Workers are surrounded by supportive, caring and compassionate teams, and their learning and development remains in focus throughout the year encouraging them to progress in their careers. Our offer of complimentary access to the Research in Practice online platform further demonstrates this.

## BETTER STARTS WITH YOU