

Early Help



THIS IS WHAT
REWARD
LOOKS LIKE

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

WORKING FOR
A BETTER
FUTURE

We'll do this by building on our strengths, protecting your
lifestyle and being ambitious for the future.

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

Why join us as an Early Help Worker?

Lincolnshire County Council's Children's services are proud to have received a second consecutive "Outstanding" rating by Ofsted at our latest inspection in April 2023. The report highlighted that "Children and families have access to effective locally based early support services". As an organisation we are extremely proud of the work our teams undertake and this pride shines through from every member of our teams.

Our Early Help Workers play a vital role in supporting children and families across Lincolnshire and maintaining strong multi agency partnerships which enables children and family's needs to be recognised early, and effective support provided to them by the right person at the right time. "Early help practitioners work hard to build good relationships with children, whose voices are heard and recorded in their plans and interventions" Ofsted, 2023.

The children and families we work with have a range of challenges and difficulties and therefore no two days are the same. Visiting families in their homes and out in the community, visiting children at school and working with partner agencies, you will be part of improving outcomes for children and families.

Our core principles in relation to the way we work focus on a whole family approach using relationship based practice and a restorative model which is strength based enabling families and their networks to be solution focused.

The job role can be challenging at times but very rewarding and a privilege. If supporting children and their families to achieve everything they wish for is your knowledge and passion then look no further, Early Help is the right job for you.

Our localities

Early Help are split into 4 localities, Lincoln and West Lindsey, East Lindsey, North and South Kesteven and Boston and South Holland. The teams consist of an Early Help Team Manager, 2 Practice supervisors and a number of Senior Early Help Workers who are responsible for the supervision and day to day practice of the Early Help Workers.

NORTH AND SOUTH KESTEVEN

North and South Kesteven is a large geographical area covering Birchwood, North Hykeham, Sleaford, Grantham, Bourne, Stamford, Market Deeping and more rural pockets. We have two main area offices based in Grantham and Sleaford where we work closely with Social Care colleagues. Lots of our Early Help Workers are based in our busy Children's centres across the area and maintain strong links with our local partners.

EAST LINDSEY

East Lindsey is a large rural district covering the Coastal strip and into the Wolds and market towns within. The area is diverse in its population with seasonal workers forming a large part of the workforce during the summer. There are 3 office bases in East Lindsey, Skegness, Louth and Horncastle. All of the offices are shared with our Social Work teams, Early Help and Health colleagues and have free parking.



BOSTON
SOUTH
HOLLAND

Boston and South Holland is a large rural area with a diverse population working with multiple ethnicities and languages. We use two main offices, one located in Boston and is in the family centre, the other is Spalding. Both offices are co-located with other team such as F4M, social care and health teams.

LINCOLN
WEST
LINDSEY

Lincoln and West Lindsey is a large Geographical area covering Lincoln City Centre, Gainsborough, Market Rasen and more rural pockets. Office bases are St Giles family centre with free parking and Marshall's Yard in Gainsborough. Within both offices you will be co-located with wider Children's Services teams including Social Workers, Early Help Workers and Contact Workers; with Business Support on site.



Our commitment to you

We know that working in Social Care can be challenging and often emotional, but we also know, from experience that it's a very rewarding career. This is why you will be surrounded by a supportive, caring and compassionate team as soon as you join us.

START YOUR
CAREER
WITH US

You will experience a supportive induction which includes mentoring and shadowing to help you understand the role and support you to feel confident when working with our partners, and children and families. You will receive monthly personal and case supervision and take part in regular group learning and team meetings. The learning opportunities are endless and you will be provided with the training, skills and resources to do your job well. Managers are always on hand, and our staff say they find their support and guidance invaluable.



Whether you're starting out in a brand new career or are an experienced professional, we'll support your career progression at all levels.

Your continued professional development will be as important to us as it is to you, and your learning and development will remain in focus all year round, not just during your annual appraisal. Our offer of complimentary access to the Research in Practice online platform further demonstrates this. Alongside our excellent in-house training offer, there is also opportunities to complete specialist training such as Anna Freud Family Ties model training, Child to parent carer abuse training etc.

CAREER PROGRESSION

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 with Lincolnshire County Council, we have a range of roles you could work towards:

- Progression within Early Help (Senior Early Help worker, Practice supervisor and Team Manager)
- Becoming a qualified Social Worker (through Step Up or our apprenticeship)
- Moving over to leadership roles within Residential Care
- Early Help Consultants team

Benefits

Our 2022-23 salary ranges from:

- Early Help Worker: £28,371 - £31,099
- Salaries increase competitively with career progression to:
- Senior Early Help Worker: £34,723 - £38,296
- Practice Supervisor: £42,503 - £47,573
- Team Manager: £54,649 - £59,952

A good salary and a decent rewards and benefits package are not to be sniffed at, but we can offer so much more than that.

If we are going to stick with monetary based incentives then we'd be remiss to not mention the Local Government Pension Scheme, which you'll find hard to beat.

We offer great training, with the opportunity to take up internal learning programmes to help you develop in the direction you want to. Our emotional, mental and physical wellbeing offer is well sought after. Plus, with an amazingly varied bunch of colleagues across the organisation, every day is a school day.

What our staff say

I am Kelly, an Early Help Team Manager. I started my career with LCC Children's services about 15 years ago as a front line worker supporting children and families following a job role in adult offending. I found the job in Children's Services so rewarding and I knew I had found my calling. I have been in a number of roles in Children's Services including an



Early Help Consultant and a Children's Centre Leader before joining the Early Help Leadership team. First as a Senior Early Help Worker, then a Practice Supervisor and finally to my role as Team Manager. I have been supported to progress through experiencing high quality supportive management and training opportunities through regular supervision and appraisals and my continued professional development has included completing a post graduate course in Leadership and management of social workers. The opportunities, training and development and progression that I have received in all of my roles has been excellent.

I am passionate about providing supportive practice excellence to my team so that children and families receive the best level of support and outcomes. For anyone looking for a career in Children's services I feel Early Help is an excellent opportunity to learn new skills and develop as a practitioner and is so rewarding.

The role of an Early Help Worker is being a part of a child and families life story, whether that is as a sentence, a paragraph, or a whole chapter. You hope that the support you have offered has influenced and resonated with the family and that it has enabled them to move on and enjoy the next page in their story.

Sue Marrows EHW

Seeing the look on a child's face when they realize that someone wants to listen, and keep listening to them, is the best thing about my day. I never imagined quite how different the phrase "thank you" would sound when coming from a parent who has turned their situation around.

Ellie Mackenzie EHW

Our specialist areas

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 Early Help Teams at Lincolnshire County Council. We believe all children deserve a childhood and that's why we have staff trained in specialist areas to ensure we deliver the best service to children and families of Lincolnshire.

PARENTING PROGRAMMES

Parenting programmes support parents to strengthen their relationships with their children and promote positive development. Referrals for these programmes can come from other Children's Services professionals or from schools and other agencies.

The programmes are in the process of being revamped and reignited in terms of what we offer. We also offer training to staff to support a robust, professional and knowledgeable team who can confidently deliver programmes to parents and carers.

IAPT

We deliver interventions to young people struggling with low level mental health difficulties such as low mood and anxiety. The IAPT (Improving Access to Psychological Therapies) workers support young people directly in an environment in which the young person feels comfortable helping them understand their thoughts and feelings and work together to achieve the young person's goals. These workers can work with parents and carers to understand their child's mental health difficulties and how they can support them. The IAPT team have achieved some great successes including supporting anxious young people to access the community and return to school after mental health issues have stopped them going out at all.

YOUNG CARERS

The Early Help team run Young Carers groups which offer targeted support for these young people, so they can speak openly in a safe and understanding environment, seek emotional support from staff, peers and other services and most importantly have a break from their caring role and have fun! Young people with caring responsibilities have all the challenges of being young, with all the responsibilities of being an adult, and they're often left to face these alone which is why support is on hand to make sure they also have all the opportunities and support they deserve.

EARLY YEARS

As a part of the Early Help team, we have a dedicated Early Years team who solely focus on supporting families of children pre-birth to 5 years old based in our children's centres and family hub networks. The team consists of a Locality Lead, Early Years Practitioners who support the delivery and leadership of the Localities children's centres, and Early Years Specialist Teachers providing support to our nurseries, pre-schools and childminders with children with SEND needs. The Early Years teams also offer support, advice and guidance to professionals in Early Help and Social care to support school readiness and ensure children and families have access to services that support them to enable children to reach their milestones and good levels of development.



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. 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 Early Help 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 earlyhelprecruitment@lincolnshire.gov.uk leaving your name, number and query and someone will get back to you.

THE ROLE

As an Early Help worker, no two days are the same. A typical week can look very different and there are times when it doesn't always go as planned! I work full time and currently have a caseload of about 10 families with 27 children in total. For one of my current cases, I am completing an Early Help Child and Family Assessment to understand the families worries and needs and ensure they have a plan of support. Some cases are open to Team Around the Child where I may take on the role of lead professional. Others are children open to social workers including where proceedings are in place in public law which requires me to complete targeted work and report to the courts on the outcomes and changes the family have made. I cover weekend duties which are rota'd in advance and I then take these days back in the weeks following and in agreement with my manager. I also support cover for the young carers group on a rota basis which requires me to work slightly later than office hours but within my contracted hours. Again, I work flexibly to take these hours back. I am able to manage my diary with the support of my senior and when working out in the community I have a lone working device to support keeping me safe.

Our children

Child A is 7 years old and lives with his mum and his sister who is 2. They are in a new home following mum fleeing after experiencing 10 years of domestic abuse. A experienced fight and flight before he even took his first breath and this is now showing in his behaviour. A now struggles to regulate his emotions and mum is struggling to know what to do to best support how his anger takes over his reactions. A is not going to school regularly as he worries about what might happen to his mum and who will protect her and his little sister. A loves his sister and feels he has to protect her so will not let anyone else but him or mum do anything for her. A is struggling to keep up with his peers at school. Through a private court order A has regular contact with his dad and handover is supported by family members however his little sister does not go to see dad. The work I am completing is direct work with A to support him in an age appropriate way to understand his feelings are natural given his experiences and to help him recognise and have resources in place to support how he reacts to situations and feelings. I am also working with mum to help her understand why A reacts the way he does and what is happening to his brain and his body, this has helped mum with how she reacts and enabled her to start supporting A when he is struggling to regulate. Mum is also receiving support from EDAN around healthy relationships and her self-esteem. I have encouraged mum into the children centre for sessions for her daughter and this has given her an opportunity to make more friendships in the local community. I have completed work with A around safety planning for mum and his sister when he is not there and how he can be reassured so that he can attend school and enjoy time in lessons and with his friends. The school and I have worked really closely together on this. Whilst dad is receiving support from other services, I have been supporting him to understand how this has impacted on A and what he can do to help A feel safe again and the importance for A to understand what a healthy relationship looks like. Through the Team around the child plan we are all working together as professionals, with the family and their trusted networks which include both family members and friends we have a good plan of support and mum and A say things are looking great for the future.