An introduction to the Hampshire Districts

A guide for children's social workers

Hampshire County Council

www.hants.gov.uk/childrenssocialworkcareers

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Hayling Island beach huts.

Introduction

Hampshire's unique rural beauty is showcased within the region's two National Parks, country parks and picturesque villages. Located on the south coast of England, with excellent transport links to London, Bath, Oxford and Brighton, it is one of the best places to live and work in the UK.

Whether you already live in the region or have plans to move here, there is a pace of life to suit everyone, fantastic access to transport and wonderful places and spaces to inspire a career in social work.

Contact us at **www.hants.gov.uk/childrenssocialworkcareers**

Hart & Rushmoor

Juliette Blake, District Manager for Hart and Rushmoor, is proud that her district celebrates multiculturalism and embraces differences.

Our offices are located in Farnborough, and we have a second building in Aldershot, both in North West Hampshire. The offices are five minutes from each other by car, with free parking at both sites.

It's an excellent place to commute to. Guildford and Basingstoke are 20 minutes away, and a train to London takes about 40 minutes. We're close to the M3 and M25, and there are excellent public transport links.

Our district offers a cross-section of client groups. Our social worker teams are multicultural and embrace differences. We cater for the local demography, where for just over 6% of residents, English is their second language. There is a great variety between the towns we cover. Hart was named the most desirable place to live in the UK in 2017 (Hart in Hampshire 'best place to live in UK' – BBC News www.bbc.co.uk/news/uk-england-42377578).

Aldershot, known as the home of the British Army, has a real mix of social classes and cultural backgrounds. There are often street markets, and the high street represents a wealth of cultures, from Poland, to Africa, to Nepal. It is the multiculturalism of the area which really adds to its vibrancy.

Feedback from people who have worked with us is invariably positive – they like the relaxed atmosphere and openness of the management group. We work as a district, despite being in various teams, and staff are supportive of each other. We even have our own 'pub Friday' event, where people can attend the local pub after work as a way of ending the week. We strive to be a learning environment for all, and to learn from each other's strengths.

Clockwise from right,
Yateley Common,
Aldershot Military Museum,
Farnborough Airshow,
Hartley Wintney cricket green.

East Hampshire

Laura Mallinson, District Manager for East Hampshire describes the team's rural location and being in the heart of Jane Austen country.

We are based in the rural town of Alton, serving a rural district where people are friendly and welcoming – it is quite the norm for people you don't know to smile and say 'hello' as you pass them in the street.

The area in which we are based is surrounded by picturesque villages and is often referred to as Jane Austen country – as the home in which she lived, and wrote her famous, classic novels, is in nearby Chawton and is now the Jane Austen Museum.

Not far from Farnham in Surrey, the town can be reached, by car, from the A339 and the A31 which runs from the A3 (from London, the M25 and Guildford), and the M3 for Winchester

Clockwise from above, *The Watercress Line, Ashford Hangers nr Petersfield, Ashford Hangers nr Petersfield, Jane Austen's House Museum – Chawton.*

and Southampton. The A272 runs from the A31 at Alton, to Portsmouth. A mainline rail station runs a regular, direct service to London Waterloo. Frequent bus services run from Alton to outlying villages and other nearby towns, as well as the cities of Winchester and Guildford.

Alton railway station also serves as a terminus for the restored steam railway running between Alton and New Alresford: the Mid Hants Railway which is fondly and better known as The Watercress Line – and so called because in times past, it was used to transport fresh watercress to London.

Our offices are just off the high street, close to a variety of shops and local amenities including the Alton Town Council Public Gardens. Our large, open plan office spaces are set out over three floors and we also have access to the building's conference rooms and smaller meeting rooms.

Being under one roof means that our teams can foster good working relationships. We enjoy a culture that encourages and supports flexible working and provides excellent opportunities for staff development, with full management support.

Havant

Kieron Lyons, District Manager for Havant is proud of the teams' consistent high performance and how flexible working is championed.

Covering the Havant area of Hampshire, we are based at the heart of a growing, vibrant town. The building in which we are based is shared with Havant Borough Council and is also home to one of the County Council's Register Offices so you are often able to catch a glimpse of an arriving bride outside the office windows, as well as the Mayor leading ceremonies and hosting Royal Visits.

Our offices are close to the M27 motorway and there is easy access to Guildford and London, by road, via the A3. On-site are three car parks providing free parking for social care staff.

The local train station, with its direct line to Portsmouth Harbour and London Waterloo, is a two minute walk across the road. There are regular bus services serving the town, local villages and the cities of Portsmouth and Chichester. The nearest airport is located in Southampton – at Junction 5 of the M27. From Portsmouth there are ferries to the Isle of Wight, France and Spain.

Havant is a well established, consistently high performing district to work in. All social care teams work together under one roof and are champions of flexible working, in a modern open plan workspace, complete with shower facilities and bike hire availability.

Other advantages of working in a modern, shared building include an on-site café which opens for breakfast, with bacon sandwiches and healthy alternatives, and operates throughout the day. The building is adjacent to the gym which offers County Council staff a 10 per cent discount on membership.

The fact that the building is shared with the Borough Council means that we are sharing premises with their teams who deal with

housing and benefits, as well as the Citizens Advice service. Available meeting rooms allow you to meet with families in a confidential and safe environment. With Havant police station across the road, we enjoy close, multi-agency working relationships with colleagues in Hampshire Constabulary. Also nearby are Job Centre Plus, the health centre and the leisure centre.

There is a variety of shops less than two minutes walk away in the town centre. Slightly further afield but easy to get to is Portsmouth Harbour, and the historic dockyard where, among the attractions, are Nelson's flagship HMS Victory and the Mary Rose.

Anyone coming to work with us in Havant, can expect to enjoy regular district nights out, team lunches, Christmas decoration competitions, as well as, of course, excellent progression opportunities (a well known strength of the district is its succession planning).

Clockwise from right,
Hayling Island, Langstone Quay, Havant, Havant town centre.

Fareham & Gosport

Vicky Richardson, District Manager for Fareham and Gosport, says that her teams are often among the first to host and deliver pilot projects and services.

Fareham and Gosport are predominantly urban areas, located between the cities of Portsmouth and Southampton. Both the seaside and countryside are right on the door step. Stokes Bay is three miles away whilst Titchfield Haven, renowned for its wildlife, is six miles away. Queen Elizabeth Country Park and the New Forest are easily accessible within a 30 minute journey. The historic cities of Winchester and Chichester are also relatively close by.

There are good transport links to both Fareham and Gosport. Located close to the M27, the areas are also within easy reach of the M3 and A3 to the M25 and beyond. Both towns are served by a train station and good, frequent bus services. From Gosport you can take a ferry over to Portsmouth. And, from Portsmouth, there are links to the Isle of Wight and ferries to France and Spain. Southampton Airport is a 20 minute drive away.

Clockwise from below,
View of Gosport,
Titchfield Haven National Nature Reserve.

Opposite,
Gosport Harbour.

The communities of Fareham and Gosport are diverse, with house prices in Gosport considerably lower than in other areas of Hampshire.

Our office is conveniently located, close to local amenities and there is free parking.

Staff feel positive about working in the district and practitioners work closely with partner agencies to ensure children and families receive appropriate interventions, planning or support. Whilst this work can be challenging, it is also enjoyable.

Where there are gaps in community resources and provision, the teams explore different ways of working, maximising their knowledge and skills. For example, one team has established its own weekly 'drop in' behavioural support group for parents.

Many practitioners in the district joined as newly qualified social workers or support staff and have grown within their teams. This has produced a culture of supported learning, nurturing talent and the development of special interests and expertise.

Our teams deliver innovative interventions and work very much in partnership with external agencies, as a priority, to the advantage of children and families. We are often among the first to host and deliver pilot projects and services for the benefit of vulnerable children and families.

Eastleigh & Winchester

Richard Hadley, District Manager for Eastleigh and Winchester, says that his district is currently undergoing a 'metamorphosis'.

We are based in Eastleigh, on the outskirts of the town centre, within walking distance of the train station, and local buses, close to Junction 5 of the M27, and Junction 12 of the M3. Southampton Airport is a five minute drive.

Eastleigh is approximately nine miles from Winchester and seven miles from Southampton. We're also commutable from London. The town is within easy reach of the New Forest National Park, as well as the sandy beaches of southern England.

Eastleigh is currently undergoing a metamorphosis, aided by substantial and ongoing investment. The town is becoming recognised as a hub for contemporary arts: The Point – converted from the old Town Hall and adjacent library – is now a centre for performance, with emphasis on

dance, innovative new productions, community clubs, and classes. It also attracts many well known performers and comedians. More recently, the former sorting office was converted into workspaces for creative businesses, so there is a real buzz about the town.

Even the street scene has been revamped, with new benches and lights creating a pleasant ambience in the town. There's an emphasis on green spaces and leisure facilities. You'll find Leigh Road Recreation Ground in the centre of town, with its Edwardian bandstand and popular playground, while Places for People leisure centrehas recently opened, following a £25million upgrade to improve its facilities. Lakeside Country Park, with its 22 hectares of lake, meadow, and woodland, plus dual gauge railway, has just opened a new waterside centre, and is perfect for dog walking, cycling, or even canoeing.

Our offices are modern, with parking available nearby. We also have a wide range of shops and facilities in the local area.

All of our social work teams are located in the same building and have close working links with each other. To support this we operate a peer supervision model, lite bite learning sessions as well as the more traditional case based supervision. Committed to a culture of learning and improvement at all levels we are a culturally diverse, embracing and optimistic staff group who seek aspirational outcomes for the children and families that we work with.

Left to right,
Winchester Cathedral archway, Leigh Road Recreation Ground, Lakeside Country Park, Performance time.

Basingstoke

Fiona Wraith, District Manager for Basingstoke, says that the leisure facilities in her district have really boosted the area.

Our offices are a couple of miles outside of Basingstoke town centre, in Dame Mary Fagan House. We have a large, modern, open plan office, which is three miles away from the railway station, with a regular bus service between the two.

We are located around 30 miles from Southampton, and 50 miles from London, with good links to the M3 and the M4, via the A33, and frequent public transport service links around the district.

Basingstoke is part of the borough of Basingstoke and Deane, and was an old market town which expanded in the mid-1960s. A mixture of urban and rural, there are several picturesque villages within a couple of miles of the town centre.

Development in Basingstoke has brought a huge boost to the town centre. Festival Place Shopping Centre, for example, has a wide range of shops, cafés, and restaurants, as well as a large multi-screen cinema. There is also Basingstoke Sports Centre, which has a pool, sauna, Jacuzzi and steam room, as well as a state-of-the-art gym, studios, squash courts, and main hall.

There is also a leisure park outside of the town centre, with swimming pool, ice rink, bowling alley, cinema, and various restaurants and fast food outlets. It is also home to the Milestones Museum, which tells the history of Hampshire. Plenty to keep you busy on your days off!

Our modern offices come with on- site free parking, kitchens, and break out areas, and a local bistro delivers sandwiches and other refreshments daily.

Clockwise from bottom,
View of Basingstoke, Basingstoke Canal, Milestones Museum, L'Arc statue, Shopping time.

Test Valley

Andrew Lund, District Manager for Test Valley enjoys working in a supportive environment with a positive atmosphere, based in the heart of Test Valley.

Serving the Test Valley area of Hampshire, we are based in Andover – a small market town with a population of approximately 63,000 people. The town is situated 18 miles west of Basingstoke, 15 miles north-west of the historic city of Winchester, 25 miles north of Southampton and 65 miles south west of London.

Southampton, Heathrow and Gatwick Airports are easily accessed. The A303 and M3 are easily reached by car, and there are good train services from the rail station in Andover to London Waterloo (every half an hour), as well as Salisbury, Yeovil and Exeter, Basingstoke and Woking. Frequent bus services run from Andover to the outlying villages, as well as Tidworth and Salisbury.

Andover is a small, friendly rural town. The Test Valley area also includes the town of Romsey, parts of Southampton such as North Baddesley, and areas of Tidworth. There are a number of primary schools and secondary schools in the area as well as one special school. There are also two independent schools located close by.

There is a large military presence in the area as Army Headquarters are based in Andover, and there are garrisons located in Tidworth and Middle Wallop. Our service users hail from diverse backgrounds, and here in Test Valley we welcome the diverse and multicultural community.

A number of new housing developments have sprung up in recent times, comprising a mix of one, two, three and four bedroom homes. A proportion of homes are Ministry of Defence properties and social housing.

Our offices are based in Test Valley Borough Council's office building in Andover. It is a purpose built office complex with plenty of free

parking, and within walking distance to the town centre, where a street market is hosted every Thursday and Saturday. We enjoy use of the Council's staff restaurant which offers both sandwiches and hot food at subsidised prices.

Our 60-strong team includes Family Support Workers, Family Intervention Team members, the Care Leavers Team and Spring Meadow Children's Centre staff.

We promote a supportive environment and positive atmosphere in which to work, ensuring all teams are fully supported at all times.

Clockwise from left,
Wherwell Church, Thruxton racecourse, Stockbridge, Sir Harold Hillier Gardens – Romsey

New Forest

Vanessa Johns, District Manager for the New Forest area cites how teams being on the same floor makes for good joint working and support networks.

We are based on the very edge of the national park that is known as the New Forest. It is a unique area, with a mixture of market and coastal towns and rural villages. The drive through the New Forest to your clients' homes will always be interesting – as you will often have the extra challenge of navigating around ponies, pigs and donkeys on the roads that course through the common land of the New Forest – what more could you want!

The New Forest is well connected for travel. The office is located within just a few minutes of the M271, making it easily commutable for those living and working in the surrounding cities of Southampton, Bournemouth, Salisbury and Winchester. The airports at Bournemouth and Southampton are either side of the Forest and can be reached in approximately half an hour's drive. There are good train links with South Western Railway, meaning you can be in London within one and a half hours. Local bus services are also good.

Aside from Forest walks, the area boasts a host of tourist attractions with perhaps the most well-known being Beaulieu Motor Museum and Peppa Pig World at Paulton's Park.

Schools in the New Forest are excellent with a number of them achieving an Ofsted rating of 'Outstanding'. Many other schools achieve an Ofsted rating of good.

Located in Totton, our office is an easy walk to the high street and local shops. All the teams are based on one floor, providing excellent opportunities for joint working and support networks.

Clockwise from right,
Milford on Sea beach, Fordingbridge, The New Forest National Park, Lymington.

Opposite, *New Forest ponies.*

Children's Services

Hampshire County Council has one of the top-rated Children's Services departments in the country and has consistently been judged by Ofsted as good with outstanding leadership and governance.

As a Local Authority appointed by the Secretary of State to be a 'Partner in Practice', we have the freedom to innovate, be flexible and trial new ways of working to improve frontline children's social work. We are now in the next exciting stage of reforming children's social care practice, and have:

- expanded our team of social work personal assistants to free up social workers from the necessary and important administrative tasks, so they can concentrate on making a difference to children and families that need support
- extended the use of volunteers who offer mentoring, return from missing interviews and parenting support
- created multi-disciplinary teams focusing on the whole family's needs, addressing issues of mental health and domestic abuse.

The quality of the people who work for us is fundamental to the service we deliver. We want to keep improving to provide an outstanding service, making a real difference to children and their families.

We will invest in you and provide you with the support you need to be able to perform to your best, through regular supervision, training and development.

To find out about the benefits and support you will receive as a member of the team and to see the latest vacancies, visit **www.hants.gov.uk/childrenssocialworkcareers**

Social workers who are as good as you, should be working amongst the best in the profession

Graduate Entry Training Scheme

children's social work

Accelerate your learning and experience as a newly or nearly new qualified social worker (NQSW) through our pioneering Graduate Entry and Training Scheme (GETS) – a scheme unique to Hampshire County Council.

GETS is an entirely new way of supporting our social workers through their Assessed and Supported Year in Employment (ASYE) and will ensure you build the very best foundations in skills and confidence to ensure you are fully equipped for the challenges of frontline social work.

Following an individually tailored induction, as part of this scheme you will undertake secondments with at least three frontline service teams, where you will begin to develop your portfolio, before being appointed to a substantive role. Among the key benefits of our scheme is that you will be able to share your learning and experience with a wide network of peers, as well as call on their support.

This is an incredibly exciting time to be a social worker at Hampshire County Council. As a top performing Authority, and one of the few selected to be a Department for Education Partner in Practice, we have embarked on an ambitious journey to revolutionise practice and processes to allow social workers greater flexibility in the way that they work.

To apply, visit,
www.hants.gov.uk/childrenssocialworkcareers

5 great reasons to be a children's social worker in Hampshire

1. **All the practical support you need,** including professional development at every step of your career, administrative support and provision of new technology for greater flexibility.

2. **Extensive employee benefits package** with flexible and part-time working options.

3. **A safe and supportive working environment** with positive team support and options to develop experience in a variety of casework.

4. **Social work takes precedence over paperwork** with a commitment to free up social workers from the necessary and important administrative tasks so that you can devote more time to making a difference to the communities and families that need support.

5. **An opportunity to help shape the future** of social care with a leading authority for innovation and improvement.

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