

# Grow with Peterborough

Children's social care services at Peterborough City Council continue to develop to ensure that we provide high quality services to children and young people within the community.

For this reason the highest priority for children's social care is to ensure that we have a workforce fit for the present and the future, well qualified, valued and well supported in what they do and committed to continuous professional development.



## About Peterborough...



We're a city that's big enough to have all the things you need, but small enough to have that friendly town atmosphere. We're also one of the 'greenest cities' in the country. There is a lot to see and do, great nightlife, with a host of bars, restaurants and leisure facilities.

Being based in the heart of Cambridgeshire countryside, 'village life' is also a possibility within easy driving distance of the city centre. All that and we're less than an hour from London on the train and just off the A1 road network. Quite simply you can have a nice home, a nice life and a great future in your career in Peterborough.

The city, already home to 156,000 people, continues to expand with new housing developments, the largest of which is Hampton, south of the city. Many of the surrounding villages, such as Eye, Yaxley and Glinton, have also seen great expansion to accommodate the demand for new homes.

More leisure and tourism facilities are developing as the population grows. But despite considerable growth, the area retains some beautiful and diverse countryside. The city has been chosen as one of the UK's four 'Environment Cities', and the Peterborough Environment City Trust leads initiatives to improve the local environment.

## Foreword for Children's Social Care

Peterborough's children's social care provides care and support to some of the most vulnerable children in our communities. It's both challenging and exciting; we make a real difference to children and their families and we are proud of what we do.

We are serious about making sure that every child has the opportunity to succeed and we are changing the way we do things to help every child achieve their potential. At the same time as strengthening our core safeguarding services, we are developing locally integrated models of family support. Our focus is on quality through best practice and on maximising the life chances of our most vulnerable children and young people.

Investing in services for children and their families means investing in the people who deliver them. We support Social Workers in Peterborough, with established Newly Qualified and Post Qualifying schemes linked to our career progression framework. As part of our improvements the City Council is fully committed to meeting the aspirations of the Social Work Task Force and we are determined to make practicing in Peterborough a professionally fulfilling and personally rewarding experience.

We look forward to welcoming you to Peterborough.

**Andrew Brunt**  
Assistant Director  
Safeguarding, Family and Communities  
Children's Services



## Salary Scales & Benefits

Post	Salary
Senior Practitioner (Specialist Award or PQCCA)	£35,430 - £38,961
Social Worker (Consolidation Award or PQ1)	£28,636 - £31,754
Social Worker	£25,472 - £28,636
Trainee Social Worker	£19,621 - £22,221

### Benefits of becoming a Social Worker within Peterborough City Council include:

- Competitive salaries for the local area**  
Salaries up to £38,961 pa
- Career Progression Framework**  
Opportunity for all social workers to progress to a higher level, which has been linked to the new PQ framework
- Newly Qualified Social Worker 12 month support programme**  
Including additional supervision and peer group sessions
- Practice Support Manager Service**  
Available for all staff undertaking a qualification including trainee social workers
- Co-location in two central buildings**  
All social work field teams co-located in two central buildings
- Flexible working with ICT support**  
All social workers provided with a PDA handheld device to enable flexible and mobile working
- Relocation package**  
Financial support of up to £8000 towards legal fees, costs of removal and disturbance allowance (terms and conditions apply)
- Small teams**  
A restructured service of one team manager per seven social workers to improve case management and supervision
- Regular supervision**  
Increased number of Team Managers to ensure regular supervision and continual support
- Practice Teacher payments up to £900**  
Payments of up to £900 to practice teachers mentoring social work students
- Key Worker Housing**  
Peterborough is part of a Key Worker housing scheme with Orbit First Step to give support in buying and renting properties in the area. For more information visit [www.orbitfirststep.org.uk](http://www.orbitfirststep.org.uk)



## Routes to becoming a Qualified Social Worker with Peterborough City Council

Peterborough offers a variety of schemes to become a Social Worker, all of which are detailed below:

### 1. Trainee Social Worker

Join us on a part time degree course in partnership with Anglia Ruskin University (ARU). You will need to be eligible to join a degree course or you may already be a graduate.

### 2. Bursaries

If you are already on a Social Work degree course you can apply to Peterborough City Council for a Bursary to help you through your final year of study before joining us.

### 3. Nearly Qualified

If you have nearly qualified or recently completed your studies and are awaiting confirmation of your GSCC registration, you can join Peterborough City Council on an enhanced salary pending your qualification result.

More information on each of these schemes can be found by visiting our website:

[www.growwithpeterborough.org.uk](http://www.growwithpeterborough.org.uk)

If you would like to discuss some of these options in more detail, please contact:

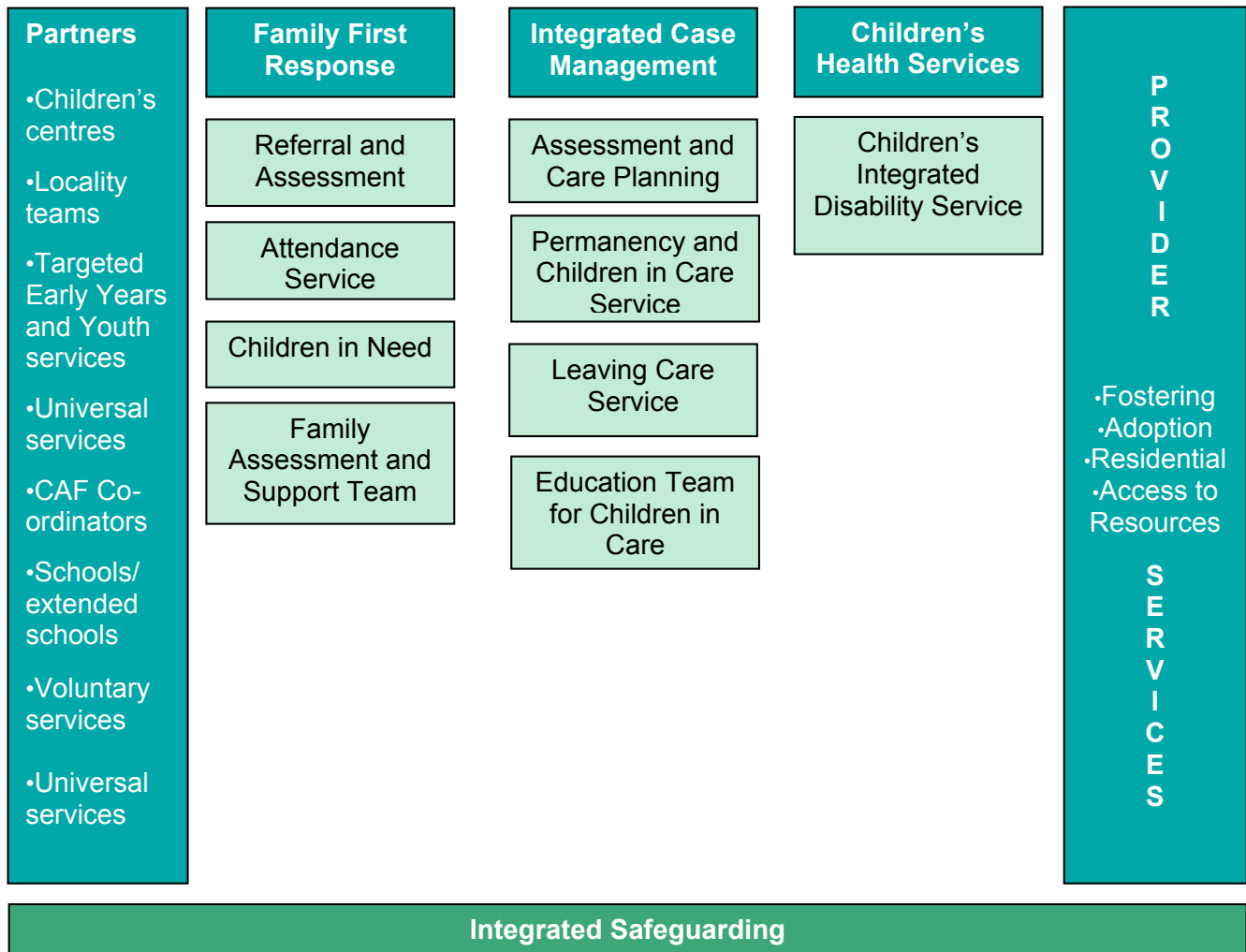
The Workforce Development Team

[cs.training@peterborough.gov.uk](mailto:cs.training@peterborough.gov.uk)

01733 863610 or 864576



## Service Structure



Below is a brief description of what each of our service areas provide

### Family First Response

#### Referral and Assessment

The service deals with and contacts new referrals.

The work of the team includes:

- Initial assessments of children in need and families in acute distress;
- Child protection and core assessments;
- Signposting to other services that may be available within the city.

At points of crisis they can also offer intensive support through Rapid Response workers who can provide practical support within the home.



## Attendance Service

The Attendance Service supports children, families and schools to improve and sustain attendance and education outcomes.

## Children in Need

Our children in need service works with vulnerable children and their families in circumstances where the child's welfare needs promoting and parents need assistance to do this.

Time limited interventions are provided as part of a children in need plan and our specialist social work interventions are supported by partner agencies through a Team Around the Child model.

## Family Assessment & Support Team (FAST)

The service works with children and their families who have a child in need plan and undertakes specialist assessments of parents, provides direct work and therapeutic support to individual children and supervises and organises contact between children and their families.

## Integrated Case Management

### Assessment & Care Planning

The service is responsible for implementing and monitoring child protection plans if children are at risk of significant harm.

Some children who need to be removed from their families and cannot return will require assessment and care planning. The service will develop and implement individual care plans for permanency and apply and complete any legal proceedings for these children.

### Permanency & Children in Care Service

The service is responsible for children in care who are placed permanently in foster care or residential care.

They are responsible for managing the care plans of those children in placement, including the statutory review of the arrangements and care plan. They also make appropriate decisions for children and young people as their corporate parent to ensure that they have the opportunity to maximise their potential.

### Leaving Care Service

The service works with 16 - 21 year olds who have previously been looked after by the local authority. Their role is to advise, assist and support young people in their transition to adulthood. The assistance and help they need is managed through a pathway plan and this can include accommodation, health and employment as well as contact with family members.

### Education Team for Children in Care

This service is led by its own headteacher and provides direct learning support to individual children in care and to their schools.



The service also has a designated Children's Participation Officer who works specifically with children in care to ensure that their voice is heard.

## Children's Health Services

### Children's Integrated Disability Service (CIDS)

The service works with children and young people aged 0-18 years who have a substantial and permanent disability. This can include work with children and young people with sensory impairments and learning difficulties.

By working in partnership with health and education professionals as well as voluntary organisations, workers help families identify and prioritise their concerns, learn about service options and understand and plan for their child's needs. This may include aids and adaptations to a household, respite care or additional support at home that can be provided directly or through a direct payment to a family so that they can make their own choice.

This service is just beginning a major review of service delivery to make it a truly integrated service with other agencies and achieve timely transitions to adult services for those young people who need continued care and support.

## Integrated Safeguarding

This service houses the Quality Assurance Team, Safeguarding team and the Local Children's Safeguarding Board. The teams convene and chair child protection and child care review meetings in accordance with the Children Act 1989 and support the quality assurance of our social work practice.

The Local Safeguarding Children's works in partnership with Peterborough Children's Trust to ensure a multi-agency approach to all aspects of safeguarding children.

## Provider Services

### Adoption Agency

The service recruits, assesses, approves, and supports adoptive families for the city's looked after children.

### Fostering Agency

This service provides placements for children who cannot live with their birth families. The core tasks are to recruit, assess and approve foster carers and to supervise and support them to enable carers to provide high quality care for our children.

### Residential Homes

We currently have four city council run residential homes across Peterborough. One of these homes cares for 11 to 17 year old children, whilst two are short break services homes are currently offering support to families with children with severe learning and physical disabilities, (these services are part of our holistic children's integrated disability service) and the fourth is our Children's



Secure Unit for 10 -17 year old females, which is one of only two of its kind in Britain.

For more information on this unit please visit [www.clarelodge.co.uk](http://www.clarelodge.co.uk)

## Access to Resources Team (ART)

This service provides a single point of referral for advice on all placement procurement issues surrounding children and young people. The service offers Social Workers a 'one stop shop' approach to accessing resources through a comprehensive placements service which investigates all available accommodation and resources.

