

# Benefits of Working in Children's Social Care

You are at the heart of everything we do!



Bracknell Forest Council understands that a motivated workforce is the most important factor for it to be successful. It is vital that our employees feel rewarded for their contribution and we'll make sure that you have access to all the training, coaching and development you need to achieve your goals - as you help us achieve ours.

***"Praise is often given which boosts morale."***

By combining quality training in a supportive local authority with financial incentives, well being initiatives and flexible benefits, **we** are sure you will find working in Bracknell Forest the right career choice for you!

## Benefits

Working for Bracknell Forest entitles you to a large variety of rewards and benefits.

- Retention Payment \* - Social Workers/Senior Practitioner (including newly qualified year in post) – £2000 per annum, ATM - £3000 per annum, TM - £4,000 per annum, HOS - £5,000 per annum
- Market premia\* – % based on salary.
- Relocation package – up to £8,000
- 27 days annual leave – plus 5 extra days after 3 years continuous Local Government service
- Excellent pension scheme
- Essential car user allowance
- Free car parking close to the Time Square office
- Flexible working – all staff have a laptop and Blackberry
- Zoned staff teams
- Shopping vouchers - 5% off at Sainsbury's
- Free leisure centre membership
- E+ card
- Health screening
- Harmony counselling
- Kaarp benefits - money off a range of leisure and entertainment purchases
- Bracknell Forest sports and social club

*\* The retention payment is paid on successful completion of each year's service subject to review. Market premia is payable as a percentage of your basic salary and is also subject to review.*



## Learning & Development

It is important to us that you feel confident and able to do a good job. We actively encourage employees to take up the wide variety of learning and development opportunities available.

For newly qualified social workers in their ASYE year -

- Reduced workload and increased supervision
- Provision of a dedicated and experienced Practice Educator
- Provision of a “buddy” who has been through the ASYE
- Provision of a 3 day Buckinghamshire New University programme

For all social care staff -

- Monthly continuous professional development programme to explore issues
- Supervision with a clinical psychologist
- Range of workshops on relevant social care topics including Child Sexual Exploitation, Chronic Neglect, E-safety etc.
- Access to a range of workshops on a wide variety of topics including IT, Health and Safety, Personal Development etc.
- Range of e-learning modules e.g. Child Sexual Exploitation, Data Protection and Information Security
- Opportunity to undertake post graduate professional development programmes e.g. Certificate in Professional Practice, Practice Educator 1 or 2
- Clear progression path to senior practitioner level
- Access to Research in Practice case studies, webinars and workshops
- Monthly access to an experienced external consultant for advice and guidance on difficult or complex cases
- Participation in nationally recognised qualification programmes e.g. Institute of Leadership
- Opportunities to develop skills as a coach or mentor
- Opportunities to undertake secondments in other areas to gain greater understanding and enhance abilities

*“Training, support, supervision and the management’s ‘open door’ policy is excellent”*

For more information on the benefits of working for Bracknell Forest Children’s Social Care visit our micro-site [www.bracknell-forest.gov.uk/childrensocialcare](http://www.bracknell-forest.gov.uk/childrensocialcare)  
Email: [csc.recruitment@bracknell-forest.gov.uk](mailto:csc.recruitment@bracknell-forest.gov.uk)

