



# Working in Children's social care

The Isle of Wight Council's children's social care division is on a significant improvement journey. Following a challenging review of its services in early 2013, Hampshire County Council is now leading on a transformative programme to make services fit for purpose for children and families on the Isle of Wight.

Every new member of staff in children's services is provided with a positive induction. This ensures that everyone is clear of what's expected of them, and what support is available to ensure that their career flourishes with us.

The Isle of Wight Council provides a range of learning and development opportunities that range from professional support workshops to support staff to further develop their skills and knowledge, through to a formal management development framework which include an assessed and support year in employment programme for newly qualified social workers.

Coaching and mentoring is available as are a range of activities to support your day to day work.

It is important that we ensure that everyone joining us understands their career direction and how we can support this development. Making sure that we have a clear career development route, with key milestones and supported achievement, we believe that we make a compelling offer for the development of both practice and career within the Isle of Wight Council.

Service and team plans help to make clear the direction and purpose of all of activity. The 'golden thread' that links all personal attainment and

work to achieving the objectives of these plans is extremely important to us. As a social care professional you will be given an annual appraisal to ensure that you are working to meet clear and achievable objectives and to help to identify additional learning needs.

In partnership with Hampshire County Council we undertake peer reviews to help to challenge our practice. This is an essential tool to help us to develop and continuously improve and is a very rich source of learning for everyone involved.

The Isle of Wight Council prides itself on having a positive working culture. Policies and procedures exist to ensure that our staff are safe and protected, that they are able to provide feedback to management through active professional supervision and that where possible flexible working arrangements exist to support a good work-life balance. We offer a range of benefits (see *Working for the Isle of Wight Council*) that make both a compelling and attractive additional reason for becoming a children's social care practitioner on the Isle of Wight, and for child care social workers this includes a travel allowance to help with commuting costs (paid as part of your salary) for those staff not living on the Island.

Our relationship with Hampshire County Council provides excellent opportunities for learning and career development. Joint learning and development, peer assessment, career movement and being part of a continuously improving and learning organisation – all of these things along with living and working in a beautiful environment make for a great career combination.