



Building high quality child social work practices

Lambeth:
Children
at the Heart
of Practice



Social Worker Reward Statement

Benefit	Description
Practice	<p>Lambeth has introduced an innovative practice framework called “Children at the Heart of Practice” with the vision of providing the highest quality help and protection so children have good life outcomes and are protected for harm. In line with the Heart of Practice, every social worker is:</p> <ul style="list-style-type: none"> supported by a dedicated business support officer for their team part of a small team with only six social workers in each team involved in regular group supervision with their team supported by a group of advanced practitioners (our most skilled social workers) who can co-work complex cases with you engaged in relationship-based social work delegated a manageable caseload of around 15 cases.
Salary and Career progression	<ul style="list-style-type: none"> Newly Qualified (SO2) - £32,592-£34,299 pa. incl LW Social Worker (PO1) - £33,459 - £35,772 pa incl. LW Senior Social Worker (PO3) - £37,650 - £40,653 pa incl. LW Advanced Practitioner (PO5) - £43,503 - £46,347
Leave	<p>Receive a comprehensive leave and benefits package including 26 days annual leave (rising to 31 days for those with continuous service of more than five years), generous maternity, paternity and adoptive leave</p>
Benefits	<p>All are entitled to membership of the Local Government Pension Scheme, interest free season ticket loan, interest free bike loan and interest free computer loan.</p>
Flexible working	<p>Lambeth Council encourage flexible working and it is promoted by the various workstations available in Lambeth Town Hall and Civic Centre. Specific flexible working arrangements including flexi-time, working from home, and compressed hours are negotiable on an individual basis.</p>
Learning & Development	<p>As part of our Heart of Practice framework, we are providing a rich learning and development programme to support practitioners in developing skills to deliver this approach. You will receive introductory Heart of Practice training as part of your induction, in addition to receiving high quality ongoing training in Systemic Theory and Methodologies, Signs of Safety and Brief Solution-Focused Therapy. Lambeth has a strong commitment to facilitating continuing professional development with internal staff being encouraged to apply for progression opportunities including: a twice yearly progression panel to become a Senior Social Worker and senior roles which become available including Advanced Practitioner and Team Manager.</p>
Location	<p>The Borough of Lambeth reaches south from the Thames at the South Bank and Vauxhall, through Clapham and Brixton to Streatham Vale and West Norwood. The area has a rich history of welcoming visitors and is home to communities from around the globe. Brixton is a centre of African-Caribbean culture with a legendary market showcasing food from every continent. Meanwhile, we’re home to some of London’s best-known attractions, such as the Coca-Cola London Eye and the Sea Life London Aquarium, as well as some lesser known gems like the Cinema Museum and Vauxhall City Farm.</p> <p>We’re an inner London borough but we have plenty of greenery with areas like Clapham Common (one of London’s largest open spaces) and Brockwell Park. You can catch cricket matches at the Oval, try ice skating at our rink in Streatham, enjoy a workout at one of our leisure centres or take a dip in Brockwell Lido. We have a thriving nightlife too, with a host of bars, clubs, theatres, cinemas and the O2 Academy in Brixton.</p> <p>Lambeth Children’s Services are based in Brixton which is one of the most vibrant and diverse neighbourhoods in London with a rich cultural offer and fantastic local amenities. The offices are in an easy to access location with great transport links with central London a mere 15 minute journey on the London Underground.</p>
Lambeth Town Hall and Civic Centre	<p>In April 2018, Lambeth Council relocated into the newly refurbished historic Town Hall and adjoining Civic Centre (pictured below). This new office location has fantastic facilities and has enabled the majority of Lambeth Children’s Social Care to be based on the same floor, enabling a collaborative approach to working.</p>

