

The following pages are taken from the current issue of COMPASS, the annual guide to social work and social care 2012



Included are the welcome message from the Publisher, the contents pages of the entire publication, as well as pages taken from the Children and Families section of the book.

We hope that you will find this sample of benefit in informing your own practice.

These PDFs have been produced for your personal use by COMPASS in conjunction with Halliwell Homes.

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Should you wish to contribute any ideas to the next edition or if you would like to get involved with any of our Compass events and seminars please contact us using the details below and we would be happy to discuss these with you.

You can also order printed copies of the entire publication through telephone, email or on our website. Discounts are available for bulk orders.



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Share the good news



Kellie Doubtfire is Publisher of COMPASS

Welcome to the 2012 edition of COMPASS, the annual guide to social work and social care.

With so much change throughout the sector this year we take a look at new employment routes whilst retaining our focus on the positive practices put in place by employers and organisations supporting you in your professional development.

New initiatives from employers

There are some excellent employers investing in their workforce with training programmes and job opportunities at many levels from social work graduates to senior practitioners. The employer profiles within COMPASS and on our website highlight the best opportunities available for social workers and social care workers across the UK.

For example, Croydon Council has developed a number of initiatives to achieve a skilled permanent social care workforce and sponsor candidates to complete professional qualifications. It has also set up a Social Work Academy providing targeted support, development and training opportunities. Birmingham City Council has invested £11 million into early intervention and prevention and alongside the University of Birmingham are developing the 'Birmingham Social Work Academy' to provide a different way of delivering learning and development opportunities for NQSWs, experienced practitioners and emerging managers.

Peterborough City Council use only COMPASS to fulfil their recruitment and retention needs and were rewarded for this strategy with an Ofsted report commenting "Inspectors noted the improvements made in recruiting and retaining children's social workers and commented on the improved staff morale."

Bromley Council's Ofsted recognised that their strength was 'strong and highly effective leadership from senior managers and elected members'.

Funding, entrepreneurship and the future

There have been fundamental changes to funding for social work degree courses. We have listed the top ten universities alongside their tuition costs and will continue to keep you updated with funding information through our website and relevant seminars as part of our larger programme at the Compass Jobs Fairs. Skills for Care are increasing their support to social work graduates with the introduction of the Assessed and Supported Year in Employment.

If you are considering working for a social enterprise, or even thinking of setting one up, we have included a guide to the efficiencies, opportunities and risks of being involved as an entrepreneur or an employee.

In our children's and families section we look at the recommendations from the Munro review and go deeper with an overview of the issues by Nushra Mansuri, Professional Officer, BASW (England).

Get involved

Through our COMPASS events we are in the privileged position of hearing your views first-hand. We hear your concerns but also hear of supportive employers and managers who listen and provide environments that can improve services. The tales of unhappy workplace practices often overshadow the positive news that we need to share to continue to motivate those who care for the vulnerable in our communities. To be part of these events please pre-register at www.compassjobsfair.com and join the 4,000 people in the sector who attend our events each year to update their knowledge and professional development, and check their future prospects.

If there are any issues or topics you would like us to include in the next edition or at our events please email me at kellie@compassjobsfair.com



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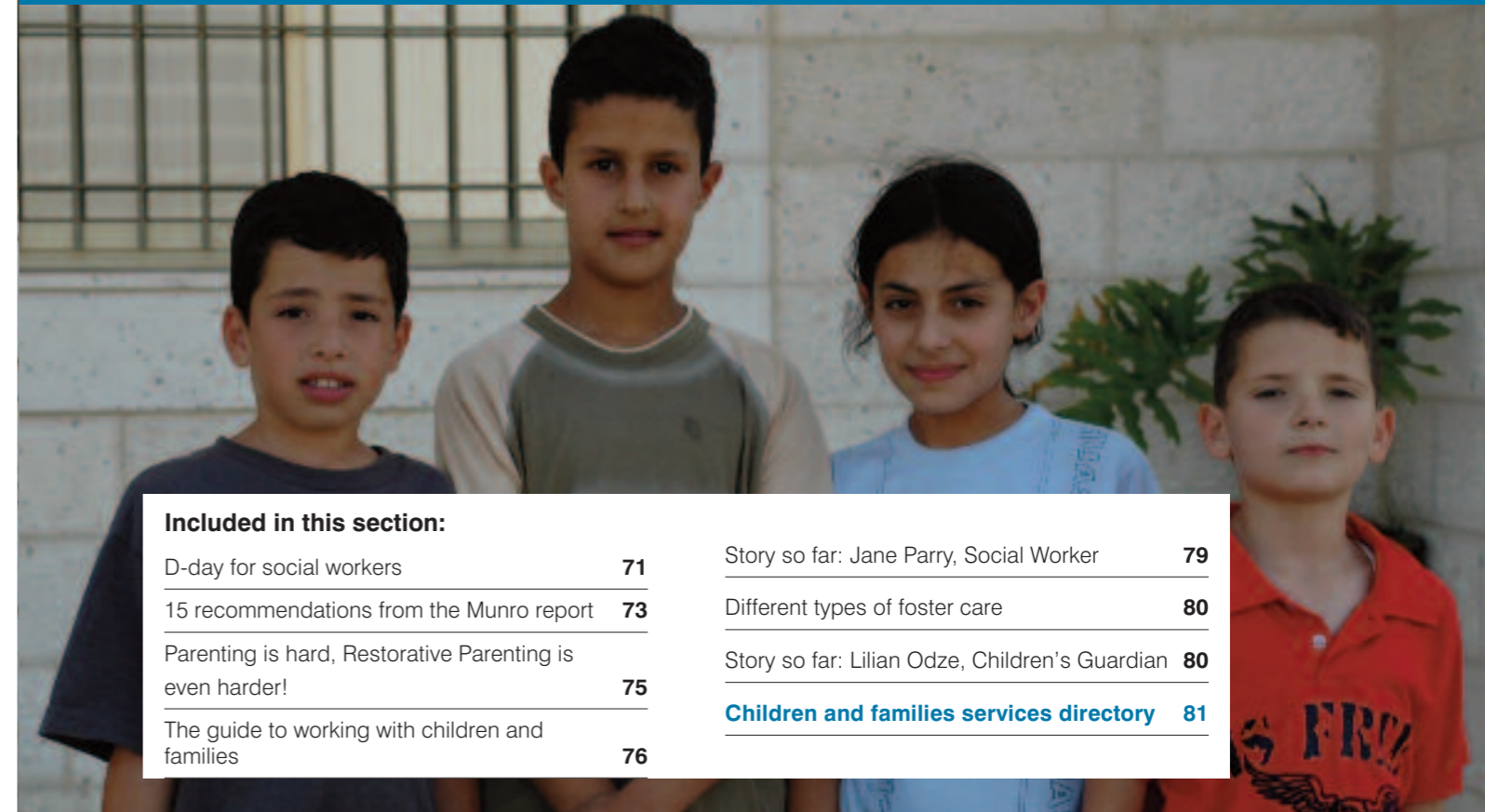
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D-Day for social workers



Nushra Mansuri, Professional Officer England at the British Association of Social Workers (BASW)

The Munro Review of Child Protection has been heralded as a “liberation” for social workers. Will we see the recommendations delivered? Here Nushra Mansuri, Professional Officer England at BASW and lead on Children’s and Family issues takes us through some of the issues.

One of the first acts of the coalition Government in June 2010 was the announcement that it was going to review the child protection system in England with an emphasis on frontline practice under the good offices of Professor Eileen Munro. Well, what a journey it has been so far; unlike many other reviews of this kind, Professor Munro was determined to underpin it with social work

theory deploying the systems approach and using this tool to analyse the current malaise that besets our system. This was both refreshing and insightful and importantly got the broad acceptance about the fundamental problems that in the past the status quo had simply dismissed. She also took a leaf out of the book of the Social Work Taskforce by making efforts to engage with frontline social workers themselves which was seized upon by BASW in our substantial submissions largely containing the testimonies of social workers and solutions proffered by social workers. There were two interim reports, leading up to the final recommendations in May 2011 and the Government’s response in July 2011. Fifteen does appear to be the magic number as the Social Work Taskforce’s final report also contained this number of recommendations; gone are the days of a vast swathe of dictums it seems. Nevertheless, a review is only as good as its implementation and so now we come to the acid test – will the vision be translated into reality?

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Professor Munro warned the Government not to cherry pick – so it must be all or nothing. Judging by the Government response there does appear to be a comprehensive acceptance of what has been put forward and also a form of a tangible action plan where some recommendations have a timescale to their name. By the end of the year, we shall see the elimination of assessment timescales that can so often curtail good practice and no distinction between initial or core assessments. 2012 will see the creation of Principle Children and Families Social Workers in all local authorities exemplifying how social workers can hold very senior posts but still keep their hand in with social work practice. The end of 2012 also promises to make history with the advent of a Chief Social Worker (something that BASW has been advocating for and is certainly very welcome).

The inspection regime is also set to change and become more child focused and hopefully concentrate on the right things. The Government have accepted the notion of Serious Case Reviews evolving into a learning tool and also the need for Local Safeguarding Children's Boards to become much more potent and effective than at present.

The challenge ahead

One of the biggest challenges that the Government response cannot really be expected to give us a blueprint for is the much needed cultural revolution in institutions that employ social workers. How do they move from environments of low trust and high criticism aka the blame culture to something Professor Munro defines as the learning culture. Somehow, I don't think that this

is going to be a seamless transition and certainly will not take place overnight but it has to be about brave leadership that actually promotes the profession rather than defacing it and yes we do want a top down approach to some extent although I am not advocating the absence of bottom up; this is an essential ingredient. It is time for enlightenment in the workplace; this is not the 19th century it is the 21st century – oppressive work environments have no place in the demanding world of child protection and need to be condemned to the scrapheap. It is not rocket science – by treating human beings with respect, dignity and fairness confidence levels will increase and staff development should be at a premium.

Finally, not wishing to throw a spanner into the works – as laudable as the recommendations of the Munro Review are, they couldn't have come at a worse time in terms of the austerity measures that are being applied to public services which sadly are only exacerbating the problems facing children's social care departments that were present following the death of Baby Peter. Much of Government policy that is currently being produced comes with the promise of no money and if anything, more is expected from less. Whilst I do not claim to be a mathematician this simply does not add up – decimating statutory social work services to children and the knock on effect of vital third sector children's services going under as funding stops is a recipe for disaster. Simply replacing an antiquated, dysfunctional shower with a state of the art power shower will only make a substantive difference if there is an abundant supply of water that can be tapped into with all important sound pipework. ■

the 15 recommendations from the Munro Report

1. The Government should revise both the statutory guidance, Working Together to Safeguard Children and The Framework for the Assessment of Children in Need and their Families and their associated policies.
2. The inspection framework should examine the effectiveness of the contributions of all local services, including health, education, police, probation and the justice system to the protection of children.
3. The new inspection framework should examine the child's journey from needing to receiving help, explore how the rights, wishes, feelings and experiences of children and young people inform and shape the provision of services, and look at the effectiveness of the help provided to children, young people and their families.
4. Local authorities and their partners should use a combination of nationally collected and locally published performance information to help benchmark performance, facilitate improvement and promote accountability. It is crucial that performance information is not treated as an unambiguous measure of good or bad performance as performance indicators tend to be.
5. The existing statutory requirements for each Local Safeguarding Children Board (LSCB) to produce and publish an annual report for the Children's Trust Board should be amended, to require its submission instead to the Chief Executive and Leader of the Council, and, subject to the passage of legislation, to the local Police and Crime Commissioner and the Chair of the health and wellbeing board.
6. The statutory guidance, Working Together to Safeguard Children, should be amended to state that when monitoring and evaluating local arrangements, LSCBs should, taking account of local need, include an assessment of the effectiveness of the help being provided to children and families (including the effectiveness and value for money of early help services, including early years provision), and the effectiveness of multi-agency training to safeguard and promote the welfare of children and young people.
7. Local authorities should give due consideration to protecting the discrete roles and responsibilities of a Director of Children's Services and Lead Member for Children's Services before allocating any additional functions to individuals occupying such roles. The importance, as envisaged in the Children Act 2004, of appointing individuals to positions where they have specific responsibilities for children's services should not be undermined. The Government should amend the statutory guidance issued in relation to such roles and establish the principle that, given the importance of individuals in senior positions being responsible for children's services, it should not be considered appropriate to give additional functions (that do not relate to children's services) to Directors of Children's Services and Lead Members for Children's Services unless exceptional circumstances arise.
8. The Government should work collaboratively with the Royal College of Paediatrics and Child Health, the Royal College of General Practitioners, local authorities and others to research the impact of health reorganisation on effective partnership arrangements and the ability to provide effective help for children who are suffering, or likely to suffer, significant harm.
9. The Government should require LSCBs to use systems methodology when undertaking Serious Case Reviews (SCRs) and, over the coming year, work with the sector to develop national resources.
10. The Government should place a duty on local authorities and statutory partners to secure the sufficient provision of local early help services for children, young people and families.
11. The Social Work Reform Board's Professional Capabilities Framework should incorporate capabilities necessary for child and family social work. This framework should explicitly inform social work qualification training, postgraduate professional development and performance appraisal.
12. Employers and higher education institutions (HEIs) should work together so that social work students are prepared for the challenges of child protection work. In particular, the review considers that HEIs and employing agencies should work together.
13. Local authorities and their partners should start an ongoing process to review and redesign the ways in which child and family social work is delivered, drawing on evidence of effectiveness of helping methods where appropriate and supporting practice that can implement evidence based ways of working with children and families.
14. Local authorities should designate a Principal Child and Family Social Worker, who is a senior manager with lead responsibility for practice in the local authority and who is still actively involved in frontline practice and who can report the views and experiences of the front line to all levels of management.
15. A Chief Social Worker should be created in Government, whose duties should include advising the Government on social work practice and informing the Secretary of State's annual report to Parliament on the working of the Children Act 1989.

Source: www.childrenengland.org.uk

To view the Government response to the Munro review go to: www.education.gov.uk/munroreview/downloads/GovernmentResponseToMunro.pdf

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Karen Mitchell-Mellor is Director at Halliwell Homes

Halliwell Homes seeks to offer Restorative Parenting through clinically-informed practice within our residential, foster and educational placements for young people in the looked after system.

Working with our practice partner - The Pillars of Parenting - we have developed a set of key measures that improve our trauma assessment criteria, allow for improved mapping of outcomes and provide a better framework for reflection and delivering interventions. We can now analyse and map the Emotional Warmth Model of Care and its benefits for children and young people of level 3-4 CAMHS presented by looked after children living with trauma when this approach is consistently applied by a team supported, supervised and trained by a psychologist.

The success of these key measures and assessment process has evidenced the stability of the programme and the viability and validity of a clinically informed practice model.

Emotional Warmth Mode (Pillars of Parenting)

Initially, to enable this to take shape, a behaviourally-anchored rating scale was developed for the eight Pillars of Parenting, Emotional Warmth criteria through a working group of chartered child psychologists, a health practitioner and social care practitioner that were expert in the field of child trauma and residential care. Once the measurement levels were established, they were converted into key measures graphs which illustrate progress for clients and also allow carers to consider the changes which have occurred in the child or young person's development. Children

and young people entering into the Emotional Warmth (Pillars of Parenting) Model are automatically assessed through these key measures. The results are then analysed and mapped to evidence movement, development and level of emotional instability with respect to the five Every Child Matters outcomes.

The assessment process

For each young person, an initial assessment is made prior to placement onto the programme which is then repeated within the first 28 days and each month thereafter: this information contribute to a case review for all professionals involved with the young person. The success of these key measures and assessment process has evidenced the stability of the programme and the viability and validity of a *clinically informed practice model*.

The assessment process is integrated within a full programme of work that takes into account the current status of the child, historical issues relating to trauma, presenting emotional and behavioural issues and how that can be accommodated and worked with within the clinical and practice team. The young person's needs are segmented by each 'pillar' within the Emotional Warmth Model, with a more detailed focus on direction for support and will advise on how which specialism (and thus whom) within our clinical team should be involved.

Multi-disciplinary teams

The clinical team is necessarily comprehensive and consists of a psychiatrist, chartered child psychologist, psychotherapist, play therapist, attachment therapist, cognitive therapist and a range of other specialisms. All assessments, case reviews, and work plans involve the chartered child psychologist, practice and clinical team. The clinical team are involved in all assessments and case work and, if intense one-to-one work is needed and this can be measured, mapped and analysed and set into the care plan. ■

For further reading and references contact www.halliwellhomes.co.uk, www.pillarsofparenting.co.uk or contact the author, Karen Mitchell-Mellor on 07736 100 616.

Working with children and families

Whether you are a newly qualified social worker, senior practitioner or working within children's social care here is a summary of the roles you can pursue - with resources to help you keep up to date with current practice.

Safeguarding and supporting children at risk

This role requires a dual focus – protecting and keeping children safe whilst at the same time preserving families and reuniting children with their parents whenever possible.

Children at risk through neglect, cruelty, poor parenting or family breakdown need someone who can look after their interests when there is no family member to do so. The children and families social worker carries out the initial assessment with the child and the family and decides whether further investigation and action are required.

Even when there are difficulties in the family, it is usually better that children and adults stay together and support is offered to the child and the family to help resolve the problems. Most social work with children in need of protection is centred around this kind of situation, the difficulties are generally overcome and the outcomes are usually positive.

The social worker specialising in work with children and families has a key role in providing support, monitoring, assessing, and bringing in other services and agencies – essentially, doing whatever is necessary to help a child thrive. Sometimes families need some help based around training, for example, with parenting skills.

In a few cases, children's services may judge that a child's welfare cannot be adequately safeguarded if he or she remains at home. In these circumstances, they may apply to the court for a care order, which commits the child to the care of the local authority.

Where the child is thought to be in immediate danger, children's services may apply to the court for an emergency protection order, which enables the child to be placed under the protection of the local authority for a maximum of eight days.

Newly-qualified social workers going into this area of work can expect close supervision. You would not expect initially to have your own caseload, but to work with other, more experienced social workers on theirs. At any level of your career aim to discuss current levels of caseloads at your job interview.

Family courts

Issues such as adoptions and applications for care and supervision orders are settled in family courts. Family courts also rule on custody and other arrangements, where parents who are separating or divorcing cannot agree between themselves. In any family court hearing, the child's interests are represented by a professional, usually a social worker, called the Children and Family Reporter or Children's Guardian.

Resources

www.safeguardingchildren.org.uk
www.education.gov.uk/childrenandyoungpeople/safeguarding/safeguardingchildren
www.londonscb.gov.uk

Fostering and adoption

Children generally fare better in a family environment and there are usually more children needing foster families than there are foster carers to look after them. The chief role of fostering and adoption social workers is to recruit, assess, support and guide adoptive parents and foster carers. Campaigns are often run locally to encourage people to come forward to foster children. Social work in this area includes the assessment and training of adults who wish to foster or adopt.

Social workers moving into this field need the following skills and knowledge:

- at least two years' experience in childcare,
- good at giving oral and written reports,
- training those who wish to adopt or foster,
- ability to find out what appropriate personal skills and qualities fosters have,
- whether the home is suitable for children and if there is enough space, as well as discussing general health and hygiene issues,
- you will also find out what equipment might be required by potential fosterers, such as cots, car seats, pushchairs or extra furniture.



Prospective foster carers also undertake pre-approval training to help them look realistically at the problems with which children coming into care of social services often have to deal, as ways of managing the impact of those difficulties, and helping children to deal with them. Looked after children may have been abused, physically or sexually; their development may have been delayed; they may have behavioural problems or physical disabilities.

Resources

www.barnardos.org.uk/fosteringandadoption
www.baaf.org.uk
www.tactcare.org.uk

Working with young offenders

If you want to go into youth justice work you could be working at a young offender institution or as part of a community youth justice team.

The youth justice system works with the law courts, social services and education services to help prevent young people who have been involved in crime from re-offending.

Youth justice job roles

- Advice worker
- Careers adviser/personal adviser
- Community arts worker
- Community development worker
- Community education officer
- Learning mentor
- Outdoor pursuits manager
- Probation officer
- Social worker
- Volunteer coordinator
- Youth justice worker

April 2012 has been pencilled in for the abolition of the Youth Justice Board (YJB), to be replaced by a Youth Justice Division.

The jobs in Youth Justice cover suicide prevention, self-harm management, anti-bullying, child protection, anti-discrimination and ultimately a holistic approach to the care of young people in custody. The role of a social worker in a youth offender institution is a challenging but very rewarding one, suited to an outgoing personality.

Social workers in this type of work are typically involved in sports, arts or education projects to divert young people from becoming involved in criminal activity or re-offending. Considerable training is available in this area post-qualification. A knowledge of legal issues affecting young people is needed. You will also need to work flexibly and be prepared to work in different locations and at different times of the day. From September 2010 the minimum qualification required to work as a professional youth worker is a BA (Hons degree), validated by the National Youth Agency (NYA). Professional training is also available at postgraduate level for those with a degree in a subject other than youth work.

Resources

[Youth Justice Board at www.yjb.gov.uk](http://www.yjb.gov.uk)
www.justice.gov.uk/about/yjb
www.centreforsocialjustice.org.uk

Assisting care leavers

Many young people leaving care from residential or family placements find it difficult to cope on their own. Social workers play an important part in helping their transition.

During the course of a year as many as 85,000 children will spend time in care, and each year

around 8,500 young people over 16 leave care. Care leavers may have to face this without the consistent support of their family. Children leaving care are vulnerable. Studies indicate that they regularly end up sleeping rough, falling prey to substance misuse and dropping out of education. Government figures indicate that 29% of care leavers are not in education, training or employment at age 19, compared to 10% of all young people. Even though care orders end at the age of 18, the local authority still has to offer help until the age of 21.

Although the proportion who leave care at 18 have increased, 24% of young people are only 16 when they leave care and 15% are 17. In the general population the average age when young people leave home is about 24.

34% of young people in a York University study reported being homeless at some time in the year after leaving care and 12% of London's rough sleepers had been in care (CLG 2008).

Source: NCAS; leavingcare.org

Children's services have a duty to support these young people and do so through referrals to other agencies and providing services and structures to help those leaving care make the transition to independent living.

Under the Children Leaving Care Act 2000, each young person should have a personal advisor who will coordinate the provision of support and assistance to meet their needs. This should help the young person into education, training or employment.

Social workers taking this role might help young people find accommodation, claim benefits and negotiate a fair rent with a landlord. Or they might be involved in providing training, helping clients develop practical skills, and find the resources to achieve their aims.

At 16 years of age local authorities have an obligation to prepare a pathway plan looking at the support a young person will need to live independently until the age of 21 (or longer if in full time education). The plan must cover accommodation, practical life skills, education, training and employment, financial support and any other specific support needs. There must also be put in place contingency plans for support if independent living breaks down.

Resources

- www.leavingcare.org
- [Care Leavers Association \(CLA\) www.careleavers.com](http://www.careleavers.com)
- www.shaftesbury.org.uk
- www.catch-22.org.uk
- [Prince's Trust – Leaving care mentoring](http://www.princes-trust.org.uk)
- [The 'Leaving Care Mentor' projects offers young people leaving care the support of a mentor for one year.](http://www.princes-trust.org.uk)
- www.princes-trust.org.uk

Children with disabilities

Team working with parents is essential in providing effective services for children with disabilities. Local authorities are legally required to have a database of the children and young people with disabilities and additional needs who live in their areas. Assessments of needs and care plans for disabled children and young people are provided by local disability teams, which also provide assessments of their families' needs. Social workers on the teams are crucial in the assessment process.

The teams also arrange support, which can include adaptations to the family home, support for carers to enable the disabled child or young person to take part in social and community activities, and respite care.

Social care staff employed by voluntary organisations can develop specialist skills, qualifications and experience with a particular client group, such as children with autistic spectrum disorders or those with a hearing impairment. Many national organisations employ social workers directly and offer specialist training to social care staff.

Resources

- www.cafamily.org.uk
- www.thechildrenstrust.org.uk

Educational welfare

Education Welfare Officers (EWOs) are employed by local education authorities, and many have a social work qualification. EWOs deal with any problems which may prevent school children from getting the most out of their education.

The job involves assessing problems by working closely with schools, pupils, their parents and carers, bringing in if necessary with teachers, educational psychologists, other social workers and the police.

Resources

- www.nextstep.direct.gov.uk
- www.skills4schools.org.uk
- www.aewmweb.com

Refugees

Internationally, there is a need for social workers to be prepared to work with refugees and displaced people. A particular challenge can be children who arrive in the UK separated from their parents.

Around 3,000 separated children arrive in the country each year, seeking safety from countries that are experiencing conflict and which may have little infrastructure to care for and protect children.

Resources

- www.refugeecouncil.org.uk
- www.refugee-action.org.uk

Trafficked children

The UN believes that about 1.2 million children are trafficked around the world each year and that they represent half of all trafficking victims.

As a social worker you can help by:

- Creating awareness and understanding in the community about human trafficking, how it affects inhabitants and what they can do about it,
- becoming an advocate and help reduce the harm inflicted on those hidden or those who are vulnerable,
- campaign and lobby, pushing for local, national and international change,
- create a community where it is harder for traffickers to hide themselves and their victims.

Resources

- www.stopthetraffik.org

Domestic violence

Domestic violence is any threatening behaviour, violence or abuse between adults who are, or have been, in a relationship, or between adults and children. It can affect anybody, regardless of their gender or sexuality.

The British Crime Survey found that 4% of women and 3% of men said they had been physically assaulted by a current or former partner in the last year. In any one year, there are 13

million separate incidents of physical violence or threats of violence against women from partners or former partners.

Some organisations – particularly voluntary organisations – employ social workers who work specifically with families experiencing domestic violence. They assess reports of domestic violence and consider what support or assistance may be required, whether for adults, children or both.

Young carers

The 2001 census estimated that there are 175,000 young carers aged under 18 in the UK. Many professionals believe that there are actually many more young carers. Thirty percent of young carers are supporting parents with mental health problems, and more than fifteen percent of young carers are from ethnic minorities.

By law, social service departments must assess all informal carers in their locality as long as they are providing or intend to provide 'a substantial amount of care on a regular basis', and to provide services to support these carers. Young carers can also be considered 'children in need' under the Children's Act 1989.

Social workers provide assessments of young carers' needs. Usually, their role will include visiting a young carer's home to see the person being cared for, arranging for an assessment to

Jane Parry, Social Worker

I worked for many years in the voluntary sector, including in social housing, welfare rights and within community organisations. In the early 90s I was working with women who had experienced domestic violence. I started to research the issues around contact and the critiques which were emerging around the Children Act 1989. I realised if I wanted to work with women, it would be useful to obtain a qualification which enabled me to work with children too - so I did.

I went back to university in the mid 90s and obtained my Social Work qualification. After cutting my social worker teeth in the statutory sector I returned to the voluntary sector to work for 6 years with high risk families in a residential assessment centre. I was able to obtain my post qualifying award and post graduate qualification. I loved this role but sadly the project closed. I went back into the statutory field in child protection where I have stayed, for the last 3 years as a team manager in care management.

The best part of the job for me is around developing open and effective working relationships with the team: a key task in child protection I think is being aware of the high emotional impact of the work, a manager's role

includes containing anxiety, as well as contributing to the worker's skills and effectiveness in practice. I also enjoy the opportunity to contribute to the development of the NQSWs: many of whom have not had previous experience in the statutory sector. Their enthusiasm and energy is a boon to any team. If I could change one thing however I would change the system of accrediting fresh out of university graduates as social workers: I do believe that newly qualified workers should be able to develop their competence and confidence as trainees for a full year at least; as with many professions in health care.

What can I say about work/life balance that hasn't been said before? Social work throws up tremendous challenges and not least is the challenge to find space to take care of you. I would recommend any activity/interest that refreshes your body and soul and not just going to the pub, although that helps!



story so far

happen, and then co-ordinating the provision of support services.

Resources

- www.youngcarers.org.uk
- www.carersfederation.co.uk
- www.niace.org.uk/current-work/young-adult-carers

Working with ill children

Some social workers work supporting very ill, or terminally ill, children and young people and their families. Sometimes they will work specifically for a voluntary organisation specialising in child illness, providing expert advice and assessing the needs of the child or young person and their family. Or some social workers work in hospices, units that aim to make the end of a person's life as comfortable and fulfilled as possible.

The hospice social worker will work as part of a multidisciplinary team, contributing their expert knowledge and communication and assessment skills to help young people and their families make vital choices about their future.

Resources

- www.childhospice.org.uk
- www.chas.org.uk

Care management

Care managers for children and young people are employed in Children's Services Departments to manage teams who identify, assess and address the needs of young service users and carers, and to monitor that packages of care continue to meet their needs. They will work in partnership with other agencies, supervise workers, make decisions on expenditure and ensure that statutory needs are met. ■

Different types of foster care

- **Short Term** - When a child or young person is placed with a foster carer on a temporary basis with a view to another plan being made for his/her future. This placement can last from a few weeks to a few months.
- **Long Term** - For children and young people who need a long-term foster placement over a considerable length of time and for some, permanently.
- **Respite** - Taking over the care of a child or young person in order to give his/her parents or current foster carer a break.
- **Emergency** - When a child or young person requires a home immediately and usually only for a few days.
- **Parent and Child** - This type of placement is usually on an assessment basis where the foster carer's main role is that of assisting the parent in caring for the child in order that they may move on to living independently together.
- **Pre-adoption** - When a child or young person is waiting to be adopted and therefore requires some interim care.
- **Bridging** - Short term placements for children and young people awaiting their next identified placement to become available.
- **Leaving Care** - Supporting young people into independent living

Source: www.childcarebureau.co.uk

Following is our children and families services directory section with all relevant contacts, including the advertisers in this edition.

4Children

City Reach
5 Greenwich View Place
London
E14 9NN
Tel: 020 7512 2112
www.4children.org.uk

ACT - Association for Children's Palliative Care

Brunswick Court
Brunswick Square
Bristol
BS2 8PE
Tel: 0117 916 6422
www.act.org.uk

Action for Children

3 The Boulevard
Ascot Road
Watford
WD18 8AG
Tel: 0300 123 2112
www.actionforchildren.org.uk

Ambitious about Autism

The Pears National Centre for Autism Education
Woodside Avenue
London
N10 3JA
Tel: 020 8815 5444
www.ambitiousaboutautism.org.uk

Association of Directors of Children's Services (ADCS)

3rd Floor, The Triangle
Exchange Square
Manchester
M4 3TR
Tel: 0161 838 5757
www.adcs.org.uk

Barnados

Tanners Lane
Barkingside
Ilford Essex
IG6 1QG
Tel: 0208 551 0011
www.barnardos.org.uk

Brainwave

Huntworth Gate
Bridgwater
Somerset TA6 6LQ
Tel: 01278 429089
www.brainwave.org.uk

British Association for Adoption and Fostering

Saffron House
6-10 Kirby Street
London
EC1N 8TS
Tel: 020 7421 2600
www.baaf.org.uk

British Association for Counselling & Psychotherapy

BACP House
15 St John's Business Park
Lutterworth
LE17 4HB
Tel: 01455 883300
www.bacp.co.uk

British Youth Council

6th Floor Hillgate House
26 Old Bailey
London EC4M 7HW
Tel: 0845 458 1489
www.byc.org.uk

Catch 22

Churchill House
142-146 Old Street
London EC1V 9BW
Tel: 020 7336 4800
www.catch-22.org.uk

Cerebra

2nd Floor Offices
Lyric Buildings
King Street
Carmarthen
SA31 1BD
Tel: 01267 244200
www.cerebra.org.uk

Child Brain Injury Trust

Unit 1
The Great Barn
Baynards Green Farm
Oxfordshire
OX27 7SG
Tel: 01869 341075
www.childbraininjurytrust.org.uk

Clifford House

Unit 7 & 8
The Business Plaza
Owen Way
Leominster
Herefordshire
HR6 0LA
0845 618 2613
www.clifford-house.co.uk

Coping with Chaos

The Families Centre
Bond Avenue
West Moors
Ferndown
BH22 0LL
Tel: 01202 855105
www.copingwithchaos.org

Council for Disabled Children

8 Wakley Street
London
EC1V 7QE
Tel: 020 7843 1900
www.ncb.org.uk

ECPAT UK

Grosvenor Gardens House
35 - 37 Grosvenor Gardens
London SW1W 0BS
Tel: 0207 233 9887
www.ecpat.org.uk



Family Action

**501-505 Kingsland Road
London
E8 4AU
Tel: 020 7254 6251
www.family-action.org.uk**

Family Lives

3rd Floor
Culppitt House
74-78 Town Centre
Hatfield
Herts AL10 0JW
Tel: 01707 630100
www.familylives.org.uk

Family Futures

3 & 4 Floral Place
7-9 Northampton Grove
Islington
London N1 2PL
Tel: 020 7354 4161
www.familyfutures.co.uk

The Fostering Network

87 Blackfriars Road
London SE1 8HA
Tel: 020 7620 6400
www.fostering.net

**Lillian Odze
Children's Guardian for the
High Court Team, Cafcass**

My first job was in France working in a Children's Home as a Care Worker which made me realise that I wanted to have a career in this area of work. I moved to England and studied for a BSc and diploma in social work and joined Cafcass in 2001 at its inception. I've since obtained a Post Graduate Certificate in Therapeutic Communication with Children and have also been keen to complete a PQ in Social Work. I've now completed one module towards a Higher Specialist Award in which my project was about applications for 'leave to remove' also known as 'relocation' which can be quite challenging as this is where welfare and law meet.

I have a really good work life balance and am able to work flexibly, including from home when I am not in court which helps me to fit work around both my family and religious needs.

I work on a range of highly complex cases including child abduction, medical and those with an international dimension such as Hague convention. I recently completed a "relinquished baby" case where the mother didn't want the father to know she was pregnant or giving the baby up for adoption.

I really enjoy the work that I undertake at the High Court Team because it is always varied as well as being very interesting and challenging.



story so far

To be part of next year's directory or to update any entry please call us on 01892 784804 or email lucy@compassjobsfair.com



Fostering Outcomes
5 Willow Grove
Chislehurst
BR7 5BN
Tel: 0208 325 1122
www.fosteringoutcomes.org



Garasue
24 Quatermaine Ave
Westfield
Woking
Surrey, GU22 9NN
Tel: 07712815286
www.garasue.co.uk



Halliwell Homes
28 Sandown Road
Haslingden
BB4 6PL
Tel: 0161 437 9491
www.halliwellhomes.co.uk

The Inter Faith Network

8A Lower Grosvenor Place
London
SW1W 0EN
Tel: 020 7931 7766
www.interfaith.org.uk

Keeping Children Safe

CAN Mezzanine
49-51 East Road
London N1 6AH
Tel: 0207 250 8325
www.keepingchildrensafe.org.uk

London Safeguarding Children Board

59½ Southwark Street
London
SE1 0AL
Tel: 020 7934 9714
www.londonscb.gov.uk

Momentum

75 Park Road
Kingston upon Thames
Surrey
KT2 6DE
Tel: 020 8974 5931
www.moment-um.org

National Youth Advocacy Service

Egerton House
Tower Road
Birkenhead
Wirral
CH41 1FN
Tel: 0151 649 8700
www.nyas.net

Next Step Fostering Services Limited

Wrens Hill House
Rushett Lane
Norton
Faversham
Kent ME13 0SH
Tel: 01795 521739
www.nextstepfostering.org

NSPCC

Weston House
42 Curtain Road
London
EC2A 3NH
Tel: 01293 651841
www.nspcc.org.uk

Pillars of Parenting

Wearfield, Sunderland
SR5 2TA
Tel: 0191 516 6634
www.pillarsofparenting.co.uk

Positive About Autism

19 Salcombe Crescent
Ruddington
Nottinghamshire NG11 6FZ
Tel: 07999 716106
www.positiveaboutautism.co.uk

The Prince's Trust

18 Park Square East
London NW1 4LH
Tel: 020 7543 1234
www.princes-trust.org.uk

Saccs
Mytton Mill
Montford Bridge
Shropshire
SY4 1HA
Tel: 01743 850015
www.saccs.co.uk

The Safe Network

3 Gilmour Close
Beaumont Leys
Leicester LE4 1EZ
Tel: 0116 234 7217
www.safenetwork.org.uk

Save the Children UK

1 St John's Lane
London EC1M 4AR
Tel: 020 7012 6400
www.savethechildren.org.uk

Scope

6 Market Road
London N7 9PW
Tel: 0808 800 3333
www.scope.org.uk

TACT – The Adolescent and Children's Trust

The Courtyard
303 Hither Green Lane
Hither Green
London SE13 6TJ
Tel: 020 8695 8133
www.tactcare.org.uk

UK Youth

Avon Tyrrell Activity Centre
Braggers Lane
Bransgore
Hampshire BH23 8EE
Tel: 01425 672347
www.ukyouth.org

Unicef

2 Kingfisher House
Woodbrook Crescent
Billericay CM12 0EQ
Tel: 0844 801 2414
www.unicef.org.uk

Voice

320 City Road
London EC1V 2NZ
Tel: 020 7833 5792
www.voiceyp.org

Who Cares Trust

Kemp House
152-160 City Road
London EC1V 2NP
Tel: 020 7251 3117
www.thewhocarestrust.org.uk

Young Minds

48-50 St John Street
London EC1M 4DG
Tel: 020 7336 8445
www.youngminds.org.uk

Youth Justice Board for England and Wales

1 Drummond Gate
London SW1V 2QZ
Tel: 020 3372 8000
www.yjb.gov.uk

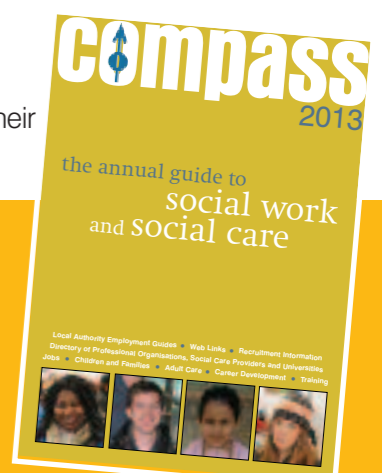


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