

**WEST SUSSEX CAN
CHANGE YOUR LIFE**

**YOU CAN CHANGE
WEST SUSSEX**



Here at West Sussex County Council we are ambitious for our children and our workforce. We are committed to improving our services for the children and families we support in West Sussex.

You will join us at a key time on our improvement journey. The work we have started includes establishing a new and experienced leadership team driving forward our 'Children First' improvement plan.

We don't underestimate the work that still needs to be done and the challenge ahead. That's why we need professionals, like you, who really want to be part of the positive change that is happening. Be part of an ambitious improvement plan and make a significant difference to children and families in West Sussex.

There's never been a more rewarding time to join.



“AS HARD AS IT IS FOR US, IT'S NEVER GOING TO BE AS HARD OR AS DIFFICULT AS IT IS FOR THAT CHILD WHO NEEDS OUR HELP.”

Social work is a challenging job

Social work is a challenging job and we recognise that to achieve excellent outcomes for our children, it is important to us that our staff and our children know that we are putting children first. We have an improvement plan in place to focus on key areas we know we are not doing well. We want to make sure that we have a social care workforce which is sufficient in numbers, skills and experience to deliver high quality and consistent care for our children. Our ambition is to reduce Social Worker caseloads and we are investing further in our workforce with new provisions such as our Recruitment and Retention (R&R) scheme.



Pay

Recognising the improvement journey we are on in West Sussex, we have an exciting new and fair pay structure. These new arrangements include an extended career progression scheme.

- Child and Family Worker (Grade 7) - £23,080 - £25,481
- Newly Qualified Social Worker (Grade 9) - £33,274*
- Social Worker (Grade 10) - £37,024 - £40,213*
- Social Worker (Grade 11) - £41,538 - £44,865*
- Advanced Social Worker (Grade 12) - £45,986 - £49,339*
- Team Manager (Hay A) - £52,086 - £55,798**
- Service Manager (Hay C) - £55,959 - £59,222
- Head of Service (Hay E) - £65,460 - £69,964

* Includes annual market supplement of 12.5 per cent

** Includes annual market supplement of 10 per cent

Benefits include:

- annual leave of between 26 and 29 days
- flexible working opportunities; including flexi time, working from home, job sharing, 9-day fortnight
- excellent opportunities for continued professional development
- access to research communities, including Research in Practice
- an excellent local government pension scheme (24.7 per cent of salary)
- an employee assistance programme offering 24/7 support for you and your family for a range of things, including mental wellbeing
- staff discounts
- career breaks
- career progression
- a brilliant place to live and work
- a diverse and inclusive workforce, with active support groups for mental health, Black, Asian and Minority Ethnic staff, carers, disabled staff and LGBTQ women.

Be part of what is going to be a positive journey of improvement

This is an exciting time to join West Sussex County Council because you can make a difference and be part of what is going to be a positive journey of improvement. If you have talent, ambition and a desire to achieve excellent outcomes for children then we will support you to achieve your career aspirations.

Five great reasons to be a social worker in West Sussex

1. **Team Support:** Blended teams, a supportive network and working environment.
2. **Practical Support:** Permanent managers within the teams providing regular supervision and the support you need practically and for your professional development.
3. **Flexible working:** Great team spirit and likeminded peers embracing the mobile working culture as well as part time working options ensuring the work-life balance you need and deserve.
4. **Financial rewards:** Interest free loan up to 10k, retention payment paid in starting month and paid for parking.
5. **Reduced Admin:** Administration support with the right people doing the right tasks and embedded coordinators.

What makes West Sussex so special?

There's so much to explore and discover in our county – from the picturesque coastline, to rolling hills and beautiful countryside, to bustling towns and a cathedral city.

There's something for everyone in West Sussex, whether you're looking for family-friendly days out, romantic getaways or action-packed adventures.

Coast

Spanning around fifty miles, the coastline of West Sussex is full of hidden gems waiting to be discovered.

Take in the nostalgic charm of seaside towns like Worthing, Littlehampton and Bognor Regis. The beaches are perfect for lazy, sunny days and our resorts are laced with promenades and piers, amusements and attractions.

For sandy beaches West Wittering is one not to miss, and for nature and space to breathe, take in the tranquil Chichester Harbour.

For those who like nothing more than taking to the water, you'll find a variety of locations just for you all along the coast. From sailing to paddleboarding, kitesurfing to windsurfing, harbour tours to sea diving, you won't be disappointed.

If seafood excites your taste buds, there are waterfront bistros and harbour side pubs that will serve you the freshest local crab, lobster or mussels.





Country

The green rolling pastures, wide open spaces, ancient woodlands and river valleys of the National Park offer a landscape as diverse as it is breath-taking.

Immerse yourself in all the National Park has to offer – from star-studded skies to wine tasting at a vineyard on the south-facing slopes; from a geocaching `treasure hunt` to a family cycle on a converted railway line; from tasting local food and drink in a country pub, to stopping off for afternoon tea in a picturesque village.

Perhaps best of all is a hike or ride on the South Downs Way National Trail for stunning scenery, the freshest air, and popular landmarks – and if you are taking on the challenge of the 100-mile trail stop off in West Sussex to rest a while!

Food and drink

West Sussex is home to some of the UK's finest eateries and many of them focus on using seasonal, local produce. If you're a foodie, you'll be in heaven!

Restaurants

You're spoilt for choice in West Sussex when it comes to high quality restaurants. For that special occasion, head to one of our award-winning restaurants and indulge in some exquisite fine dining.

Our eateries can cater for a large family get-together or an intimate spot for a romantic dinner.

West Sussex is home to some of the best restaurants on the South Coast. Benefitting from a back-garden of local produce from the South Downs, and fresh fish that's locally caught, restaurants in West Sussex are not to be missed.

Fantastic local pubs

With West Sussex being the home of well-known names like Bedlam Brewery and Bolney Wine, many pubs across the county serve our local tipples. The White Swan in Bosham is perfect if you're looking for seasonal food and drink, while The George in Burpham has been voted 'No.1 Pub to Walk to' by The Sunday Telegraph. Whatever you're looking for, enjoy a well-deserved drink at one of our finest pubs.

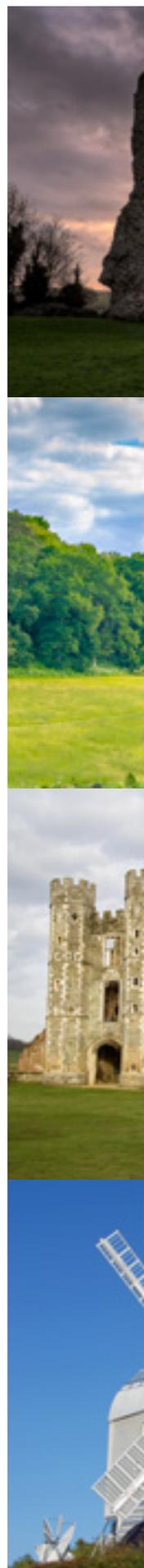
Cafes and tea rooms

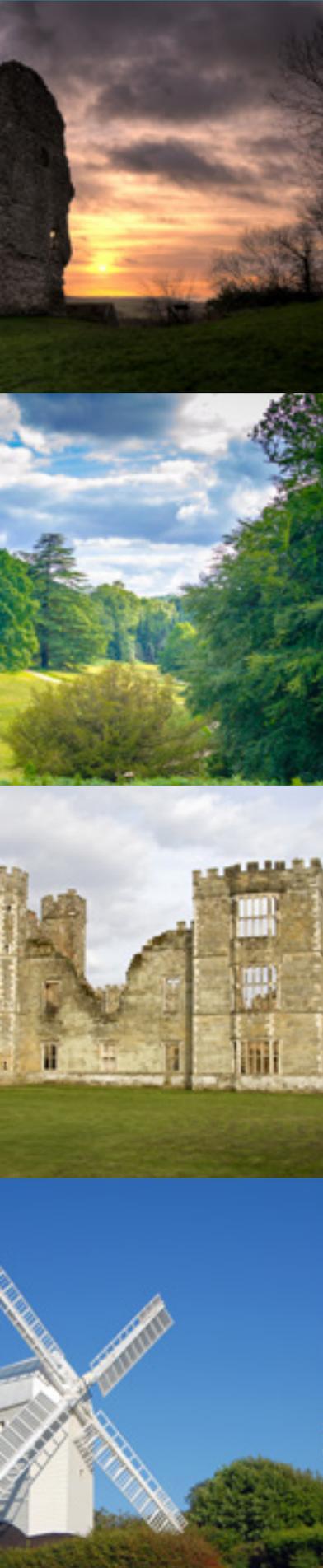
Whether you're looking to kick-start your day with a coffee or you're stopping for a slice of homemade cake, there are plenty of places in West Sussex to relax and recharge.

From traditional tearooms in quaint villages to vibrant beachside hangouts, West Sussex boasts an outstanding array of cafes and tearooms for you to choose from.

Top family attractions in West Sussex:

- 1. Bramber Castle** – just a five-minute drive from Steyning, the remains of this castle – built by the Normans – are perched on a high natural knoll overlooking the South Downs with the River Adur snaking below you. It's a peaceful spot to while away an afternoon, picnicking and taking in the sights and sounds of the West Sussex countryside.
- 2. Coombes Farm** – a real working farm close to the imposing Lancing College, where the whole family can enjoy tractor rides out to the South Downs, a tour of the farm buildings and find out some fascinating facts about the ancient West Sussex landscape. During lambing season, you can come, and watch baby lambs being born.
- 3. Wakehurst Place** – Owned by London's Kew Royal Botanical Gardens, this sprawling country estate boasts formal and ornamental gardens, a kitchen garden, nature reserve, vast woodlands and diverse wildlife. It has a packed programme of events for families throughout the year and is also home to the Millennium Seed Bank, the world's largest wild plant seed bank.
- 4. Fisher's Farm** – get away from it all and enjoy some good old-fashioned family fun at Fisher's Farm Park, an award-winning farm five-minutes' drive from Billingshurst. There are outdoor play areas, huge jumping pillows, a Barrel Bug Safari ride that whizzes you around a race track at top speed, animal shows and handling, pony and tractor rides and much more.
- 5. Cowdray Estate** – centred around the pretty market town of Midhurst, the estate sprawls across much of the South Downs National Park. Covering 16,500 acres, of which 36% is woodland, there's certainly plenty of opportunities to reconnect with nature. You can also sign up to the Bear Grylls Survival Academy, a 24-hour outdoor adventure where you and the family can learn extreme survival techniques.
- 6. Wild Boar Wood Eco Camp** – there's nothing quite like camping to help you reconnect with nature (and each other). Here you can sleep under the stars in secluded pitches deep in the forest, enjoy real log fires and take in the tranquil, natural surroundings that are home to a whole host of wildlife. Bring your own tent or bed down in one of the pre-erected tents for a true taste of nature at this off-grid, eco-friendly campsite.
- 7. Itchenor Sailing Club** – the West Sussex coastline is simply stunning, with huge stretches of pristine sandy beaches and endless opportunities to sail, surf and swim. Itchenor is a popular sailing spot and this sailing club offers a family friendly welcome for those of all abilities and a chance to enjoy some family adventures on the water.
- 8. Jack & Jill Windmills** – from 2-5pm on most Sundays between May and September, you can seize the opportunity to step back more than 100 years and look around Jill, an authentic working corn windmill in the South Downs National Park. The perfectly preserved 19th century Jack & Jill windmills are an enduring West Sussex sight that should not be missed.
- 9. Falconry Day at West Sussex Falconry** – a great experience for the whole family, here you'll get to handle these majestic birds up close and personal, discover different species of birds of prey and learn about the important conservation work that goes on at the centre. An affordable, hidden West Sussex gem that never gets too crowded.





Travel times from Gatwick Airport in West Sussex*

BY AIR

BY RAIL

* approximate average



Experienced Social Workers

West Sussex County Council are committed to improving the quality of service we provide to the children and families within our county and to improving the quality of support we provide to the Social Workers who currently work for us. The number and complexity of children in our care has increased significantly since 2014. West Sussex mirrors the national picture of a recognised shortage in Children's Social Workers. At the same time the number of cases has gone up.

The Council's improvement plan aims to deliver stability for our social care workforce, a staff training programme to address practice improvements and a recruitment and retention programme so that Social Worker caseloads can be reduced. But we cannot improve without you.

We need experienced Social Workers to join us who are committed to providing and delivering the services vulnerable children and families within West Sussex deserve. We need experienced Social Workers who can help us and be a part of our commitment and journey to improve; to deliver and be better.

Casual Bank

Since launching in 2018, our Casual Bank for Social Work has gone from strength to strength. We are giving Social Workers the opportunity to work in a different way; offering flexible and ad-hoc assignments helping them take back control over how and when they work and supporting our teams within Children's Social Care when there is an additional need.

We have seen former Social Workers return from retirement, maternity/paternity leave or career breaks and Social Workers from out of county who want to experience West Sussex without having to commit to a permanent role. The Casual Bank has enabled us to utilise the skills, experience and expertise without losing them and support case-holding Social Workers by picking up parts of their case load or a particular assessment.

“IF YOU ARE CONSIDERING WEST SUSSEX COUNTY COUNCIL AS A PLACE TO WORK I'D HIGHLY RECOMMEND IT! IT'S VERY WELCOMING AND THE SUPPORT IS SECOND TO NONE”

Further Information:

Visit us

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