



MIDDLESBROUGH
CHILDREN
MATTER


Middlesbrough
moving forward

Middlesbrough Children's Services Recruitment Information Pack



**Our Mission is to show Middlesbrough
Children that they Matter**

Welcome

I would like to say thank you for your interest in working for Middlesbrough Council Children's Services.

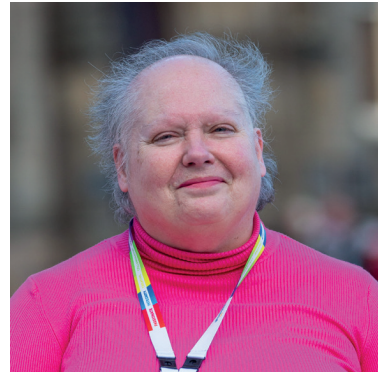
I hope that once you have looked at our recruitment information pack, you will want to take the next step in your application to join our service.

Here at Middlesbrough we are looking for people who are passionate about working with children and young people and supporting them to reach their potential. This could be by working directly with them, or as part of our support services keeping the service moving forward.

We are as aspirational for our staff as we are our children and young people. We can offer you clear routes of career progression alongside a timetable of learning and developmental opportunity.

In Middlesbrough we put children and relationships first and at the centre of everything we do. We want enthusiastic and creative people to join us on our journey to improvement and to showing Middlesbrough's children they matter.

Sue Butcher,
Executive Director of Children's Services.





Why Middlesbrough?

Middlesbrough is an evolving town, perfectly positioned in the heart of the Tees Valley. In addition to our population of 139,500, we attract over 700,000 regular visitors from the surrounding areas of Tees Valley, North Yorkshire and County Durham who shop, work, study and enjoy the leisure attractions Middlesbrough has to offer.

We are a forward-thinking council, and we are proud of our successful ongoing developments:

Middlesbrough and its people are ambitious. We put future generations at the heart of what we do, which is why we are continuing with major investment into the town.

Our people are warm, friendly and extremely proud of their town, its industrial heritage and location close to the natural beauty of surrounding countryside and stunning North East coast. With a vibrant leisure and cultural scene, Middlesbrough likes to work hard and play hard.

We are home to first class education facilities which attract learners from across the globe and offer excellent learning opportunities for our people.

Middlesbrough is changing. We are ambitious and committed to ensuring Middlesbrough's future generations have a bright future in a thriving town full of opportunity.

Middlesbrough's a fantastic town, with a proud history, great people and a desire to succeed. – Andy Preston, Strategic Plan 2020-23.



Middlesbrough Children's Services



Despite a challenging OFSTED Inspection in our Children's Care directorate and an unprecedented year for many due to the COVID-19, Middlesbrough Children's Services has continued to deliver on a plan to make improvements to practice and to the service our children and their families receive. OFSTED and our partners have acknowledged an effective response to the pandemic and social workers have continued to practice and work with children and families safely. It is an exciting time to join Middlesbrough. We have now launched our Centre of Practice Excellence, a place where we set out our commitment to developing professional practice and to showing Middlesbrough Children they Matter. Their online centre is abundant with information about learning, training, services and resources to support practitioners in practice and a place where our partners and communities find out about our work.

"I have worked for Middlesbrough Council for 12 years and I have never felt as refreshed and excited about my work and what's to come as I do now" – Claire Berry, Business Change Manager

In Middlesbrough, we are committed to showing our children that they matter by putting them at the centre of everything we do and hearing from them to shape our services.

Middlesbrough Children Matter – Our Hopes and Values

We know how scary changing jobs can be but we know that by making the change you will be key in helping change the lives of our children forever. Although the journey isn't always easy we know that with your passion and dedication we will see a better future for our children as Middlesbrough Children really do matter. Please find a letter to future generations on the next page that we feel you would be able to part of.



Our Letter to Future Generations in Middlesbrough



You're reading this in 2030.

We wrote this letter to you back in 2021 at the very start of our journey.

Some of you weren't even born when we first started working for Children's Services.

Others were taking your first steps or trying on your school uniform for the first time.

The potential to help shape lives like yours is what inspired us to apply for our jobs.

We wanted to be your role models.

We wanted to speak up for those who didn't have a voice themselves.

Most of all we pledged to treat every young person in Middlesbrough like they were part of our own families.

Middlesbrough is our town. It's our home, our place of work. We love and laugh here. We shout and cry. We are proud of where we're from.

We have grit, determination, and passion. We work day-in, day-out, on making a better future for our children and young people.

One day one we'd be lying if we said we weren't nervous.

No-one said it would be easy – in fact, we're telling you it can be tough.

Together, we've travelled over a few bumps in the road.

But all of you have made incredible progress.

In 2021 we had a lot of work to do. We knew exactly how we needed to improve our service to you.

We've done absolutely everything to put you at the centre of Middlesbrough's future.

As you've grown and developed and started to make your own way in life you've proved to everyone why Middlesbrough Children Matter.

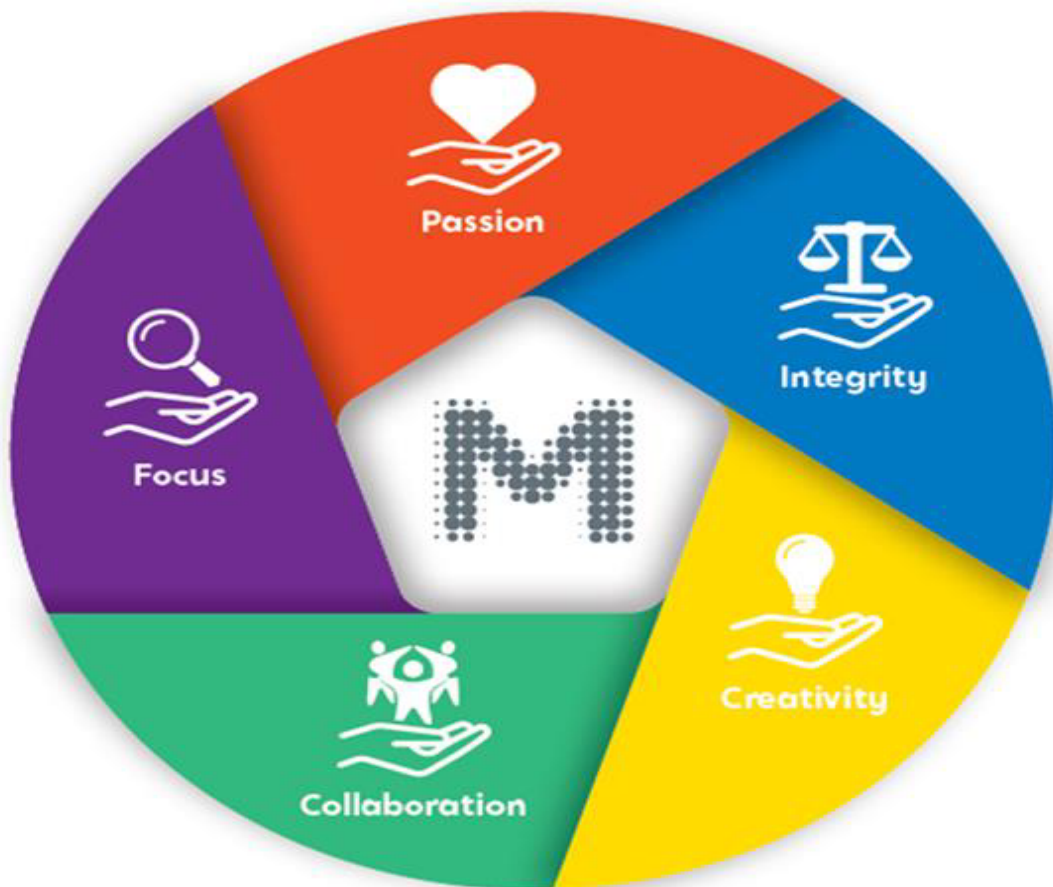
We hope we've done you proud with our professionalism and focus on helping you be the best you can be.

**Here for you always,
The recruits of 2021.**



Our Values:

At Middlesbrough our values are not just words on a piece of paper, they are at the heart of everything we do.



Passion

We believe in Middlesbrough and are proud to work for the town

Integrity

We are open and transparent and treat everyone with respect

Creativity

We have the courage to try new ideas and new ways of working

Collaboration

We work with others to make Middlesbrough better

Focus

We are clear about what we will deliver to meet the needs of the town

Don't just take our word for it... what staff say about working in Middlesbrough

"I love my job because every day I get to support newly qualified social workers at the start of their social work career in Middlesbrough and they are all super talented and highly motivated. I am very grateful for the daily experience."

Richard Wrighton, Professional Development and ASYE Manager

"Having the opportunity to develop innovative ways of giving parents the understanding, skills & confidence they need to ensure their under 5s thrive. I like being part of a team that provides high quality, effective services & support that has a genuine impact, on children & families."

Alison Kitson – Literacy Officer

"If you are passionate about working with children and their families and are looking to make a difference to their family life and are looking for job satisfaction Middlesbrough Children's Services is the place to be."

Liz Walker – School Readiness Support Worker

"As a Newly Qualified Social Worker, I love the challenge of working in Middlesbrough, being part of an improvement journey that provides opportunities to work directly with vulnerable children and their families to improve safety through relational practice and supporting families to identify and develop their strengths."

Brian McNair - Social Worker



What Middlesbrough can offer to you

Working at Middlesbrough is not only rewarding because of the experiences that you will have whilst at work, we also offer fantastic benefits for you to enjoy. These include:

- **Pay** - An excellent remuneration package with most roles on NJC terms & conditions
- **Pensions** - We are all at different points of our career but at Middlesbrough we support planning for the future with an excellent Local Government Pension with generous employer contributions and the ability to add to this with shared additional voluntary contributions.
- **Holidays** – Although we can't guarantee the weather when you are on annual leave we do offer a generous holiday entitlement starting at 193 hours (equivalent of 26 days minimum full time entitlement) with bank holidays in addition, and for those that enjoy their holidays additional leave can be purchased subject to approval.
- **Being the best you can be** - working with a highly visible and approachable leadership team, who are committed to a culture of learning and opportunity. Middlesbrough provide a relevant and dynamic training offer to all staff and enjoy strong learning relationships with partner agencies.
- **Working Flexibly** – After 2020 (a year like no other!) Middlesbrough are in a strong position working with staff to create ways that mean you can continue to work flexibly, included options of working from home where possible, flexi-time, part-time working and 9 day fortnights to name a few!
- **Trade Unions**- we are proud to work closely with our recognised Trade Unions and value the work they do, we encourage all staff to join one of the recognised Trade Unions that support with things like negotiating terms and conditions.
- **Health & Wellbeing** – we care about your physical and mental health, to try and support employees with this we offer staff a huge range of benefits, from discounted gym memberships to an Employee Assistance programme and face to face counselling service.

These are just some of the highlights for working for Middlesbrough for further details please click [here](#).

