



**achieving
for children**

Work with us

Be part of delivering
excellence in
Social Care Services for
Windsor and Maidenhead

OUR YOUNG
PEOPLE TELL US
THEY WANT
OUR SOCIAL
WORKERS TO
BE 'AMAZING,
PASSIONATE
AND
DEDICATED'



Cameron – ASYE Social Worker

**WE'RE
ACHIEVING
FOR
CHILDREN**

Welcome to AfC

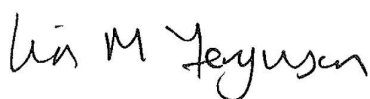
At Achieving for Children we work hard to achieve excellence in everything we do by always putting children and young people at the heart of the design, delivery and evaluation of our services, so that we are better able to support them to live safe, happy, healthy and successful lives.

We pride ourselves on being a creative organisation that works collaboratively with families to find the best and most sustainable solutions to meet their needs. We work hard to coordinate the multi-professional support we are able to offer, both from within our own organisation and with our partners in schools, health services, the voluntary sector, and beyond.

If you come to work for us, we will give you the flexibility and support you need to be successful in your role and to achieve the best possible outcomes for children and young people. We offer you all the tools you need to do the job, that includes regular supervision, low caseloads, dedicated business support across teams, family support workers, and clinical reflective supervision.

The services we offer across early help, health, education and social care are informed by local needs, leading practice and a strong evidence-base of what works and is most impactful for families. It is guided by the work we do every day with children and young people and the organisations that work with us to help, support and protect them.

We hope that you will find working for AfC, The Royal Borough of Windsor and Maidenhead to be both rewarding and challenging, and also that it gives you the same sense of personal satisfaction and achievement that it does to us. We look forward to working with you.



Lin Ferguson
Director of Children's Services



Sarah Moran
Deputy Director Children's
Social Care & Early Help

Who we are

**‘We are
champions for
children and
families, putting
the wellbeing
and education of
children first’**

About us

We are a community interest company jointly owned by three local authorities and commissioned to deliver their full range of children's services, everything from early help and educational support, to children's social care and health services. We work in Kingston and Richmond in London, and Windsor and Maidenhead in Berkshire.

You'll be joining an award-winning organisation that has an absolute focus on championing the needs of children and young people by tailoring services and working with local partners to find solutions that really work for families. We have a strong track record of success and innovation in how we deliver children's services, using our independence and flexibility as a community interest company to bring commercial thinking and a business approach to achieving our social aims.



Our mission

**To provide
children and
their families
with the support
and services
they need to live
happy, healthy
and successful
lives.**

Working for AfC

Regardless of the role, everyone who works in AfC has an opportunity to learn and develop in their role. Our workforce is important to us and we want to ensure each and every person has an opportunity to shine...

AfC is keen to learn and develop as a organisation through its employee engagement, robust learning and development opportunities and supporting the whole workforce to deliver excellence in all areas of the organisation. The company values its workforce and invests in company-wide initiatives to encourage colleagues to create new ideas for delivery, and considers colleagues' wellbeing. The company has a fun, vibrant feel across its workforce, but with a real focus on quality, learning and improvement. We are committed to promoting equality and diversity and developing a culture that values differences. We do this through our EDI Board. You can review our EDI Action Plan [here](#).



Your new role

To be a social worker for AfC, you will be passionate about making a positive difference to the lives of children and young people. Our social care teams are located in and around Windsor and Maidenhead, primarily based in the Town Hall. Our offices are surrounded by historic landmarks and green spaces of Windsor and Maidenhead whilst being in the heart of town. Maidenhead has excellent transport links, with easy access to the M4, A4 and M40.

All social care teams have access to dedicated business support, resources to carry out their role safely and access to support including reflective clinical supervision.

Our social workers undertake visits to children and families, completing assessments as well as direct work to ensure their safety and wellbeing. A team member's day is always varied. There is no standard day for a social worker. You may have visits, meetings in the office or at home, and also in the community. Certain parts of your job may require you to liaise with external parties and other colleagues across AfC.

We all work collaboratively with colleagues, services, partner agencies and importantly the children and young people we support. We are a driven, passionate, flexible and caring organisation, and our staff demonstrate these same qualities through the excellent work that they do, every day. It's a genuine team effort in AfC.

Flexible working and your annual leave entitlement

We encourage flexible working and have systems in place which enable remote and mobile working. We know how crucial it is to make sure that our employees have access to the right tools to do their jobs to the best of their ability. Which is why we offer a hybrid model of working.

Employees will also have 29 days annual leave, increasing to 33 days after two years and 35 days after four years, and will receive an additional day leave to take in their birthday month.

Colleagues also have the choice to purchase an additional five days annual leave per year. All of which contributes to making AfC a happy, healthy and supportive place to work.



Our promises to you

There are many perks available to AfC staff, including childcare vouchers, cycle to work scheme and discounts and savings at a range of retailers. We promise to continually review our benefits package to make it as valuable and accessible as possible.

Travel assistance and parking support

Protected professional development days

Professional supervision and 121 support and peer or group supervision

Coaching, mentoring and accredited learning

Accessible and permanent leadership team

Career progression support and fast track promotion options

Access to regional development through the Teaching Partnership

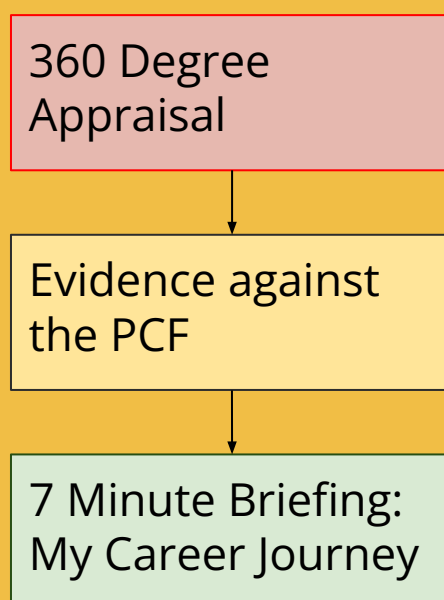
Occupational health and wellbeing support

Senior Social Worker Progression Scheme

We offer supported career progression and access to opportunities across the organisation. One of them is the Senior Social Worker Progression Process Scheme.

This enables social workers who meet the eligibility criteria to progress into a senior social worker role, with no limit on the number of senior positions available.

Candidates must be able to evidence the Experienced Social Worker level as set out in the Professional Capabilities Framework (PCF) and can apply at any point during the year by completing the following:



Our practice model

We use the Signs of Safety framework alongside systemic practice. This strengths-based approach puts the families we work with at the centre of all we do and ensures the voice of the child is at the heart of everything.

AfC is a fully accredited licensed company to train and support staff within the Signs of Safety model.

The Signs of Safety approach is a relationship-grounded, safety-organised approach to child protection practice, created by researching what works for professionals and families in building meaningful safety for vulnerable and at-risk children.

The Signs of Safety framework is used across all of children's services and our key partner agencies. The exact terminology will depend on the service area you are working with, but Signs of Safety uses three columns to help organise our thinking:

What are we worried about?	What's working well?	What needs to happen?
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For more information, [click here](#).

Our salary scales

Grade Point	Salary (FTE)
NQSW	£35,265
Experienced Social Worker	
CP05	£38,355
CP06	£41,039
CP07 - Bar Point	£43,721
CP08	£46,406
Senior Practitioner	
CP09	£42,527
CP10	£45,221
CP11 - Bar Point	£47,915
CP12	£50,608
Assistant Team Manager	
CP13	£48,363
CP14	£50,496
CP15 - Bar Point	£52,631
CP16	£54,766
Team Manager	
CP17	£53,605
CP18	£56,431
CP19	£59,258
CP20	£62,087

Our benefits available to you!

Discounts

We host all of our discount packages on 'My Place' platform: this website provides discounts and cashback for a huge range of retailers, including groceries, clothing, coffee shops, furniture, gym memberships and more. There is also an app to help you save while out and about. Employees can also join CSSC and enjoy a wide range of discounts.



Supplements

Alongside a competitive salary, social work employees can benefit from additional payments, including (for selected roles), retention payments (of up to £3,000) per year for frontline roles working with children and young people, and payments for those that refer their friend to the organisation (£500 per referral).



The package

Our salaries are benchmarked against other local authorities and includes access to the Local Government Pension Scheme; a generous annual leave entitlement which includes incremental leave; and enhanced maternity, paternity and adoption leave schemes. We regularly review our salaries against neighbouring boroughs to remain competitive.



Our values

**‘When you feel
valued by the
employer then it
makes you value
the employer’**



Empower, Trust and Respect

Our way of working is underpinned by three organisational values – empower, trust and respect – that we expect all our employees to demonstrate in their work with children and young people, and with each other and our partner organisations.

Our organisational values underpin everything we do from the policies that guide our work, to the relationships we build with families. Demonstrating these values in our everyday work contributes to creating a working culture that is enjoyable and supportive.

Our service structure

Lin Ferguson
Executive Director Children's
Services and Education, RBWM

Sarah Moran
Deputy Director Children's
Services

Marie Peters
Associate Director
Support and
Safeguarding

Support and
Safeguarding

Duty and
Assessment

Multi Agency
Safeguarding
Hub

**Shungu
Chigocha**
Principle Social Worker
and Associate Director
Quality Assurance and
Practice Improvement

Quality
Assurance and
Reviewing

***Matthew
Edwards**
Associate Director for
Provider Services

Natalie Bugeja
Head of Fostering

**Rachael
Park-Davies**
Associate Director Early
Help and Family Support

Early Help and
Family
Support

School
Nursing

Health Visiting

Marie Bell
Associate Director
Corporate Parenting

Children in
Care and
Leaving Care

Children and
Young People
Disabilities ^

Contact
Service

^ Includes Occupational therapy and Adult Transitions

* Joint Services with Kingston and Richmond



**achieving
for children**

You can view our vacancies [here](#).

For more information or an informal chat, please contact:

recruitment@achievingforchildren.org.uk

Or you can follow us on any of our social media profiles below for regular updates:



X



LinkedIn



Glassdoor



Facebook