

Barbara Peacock

Director, Children and Adults Services

Medway Council







Medway

- Unitary Authority since 1998
- Population of 274,000
- Chatham 45 minutes from London by train
- Approximately 65,000 children and young people under the age of 19 years (24% of the total population)
- 454 children subject to CP Plan
- 444 Looked After Children







Our aims at Medway

- To deliver long term sustainable change
 not quick fixes.
- To have a clear vision and establish a learning culture through our award winning Social Work Academy.
- Workforce and professional social work practice including evidence based practice and using a strengthening families approach throughout the service.
- Voice of the child in everything we do.
- Effective partnership working.







How is Medway Children's Social Care set up?

- One council active and supportive Lead Member
- Visible senior leadership team
- 3 service areas each managed by a Head of Service
 - Family Support Service (including CAF and our successful Troubled Families programme)
 - Children's Advice and Duty, CIN and Child Protection
 - LAC and Proceedings
- Teams consist of:
 - 1 Team Manager
 - 2 Senior Social Workers
 - 5 Social Workers







- Commitment to Social Work Standards from the highest level.
- Journey and voice of the child apparent in all we do.
 - Supporting staff with the very best professional development through our social work academy with a faculty dedicated to developing social workers into management.







In small groups of 3 - 4 as you are sitting, consider: What is the most important quality you value in a team manager ?

ACHIEVEMENT APPRECIATION BUDGET MANAGEMENT CHALLENGE CONTROL CREATIVITY COURAGE COMPASSION COMMITMENT FAIRNESS FREEDOM OF SPIRIT **HAPPINESS** HARD WORK HONESTY HARMONY ORDER

CONFORMITY COMPETITIVE COOPERATION DIRECTNESS DETERMINATION DELEGATION EMPATHY EXPERTISE FLEXIBILITY FRIENDSHIP HELPFULNESS INDEPENDENCE INTEGRITY KNOWLEDGE LOYALTY MORALITY/ETHICS PASSION POSITIVITY PREDICTABILITY RELIABILITY RESPONSIBILITY RESPONSIVENESS POWERFUL RISK TAKER SELF-RESPECT SINCERITY SECURITY TRADITION TRUST WISDOM



Kelly Cogger

- Team Manager Children's Advice and Duty Service
- What do you feel makes a good team manager?
- How did Medway prepare you to become a team manager?
- What are you doing to prepare your aspiring seniors to become Team Managers?



Sharon Graham – Principal Social Worker Children's Social Care

• How do we support you to achieve your professional aspirations?

• What is the role of the PSW in supporting and developing team managers?

 How do we recognise talent and celebrate success?

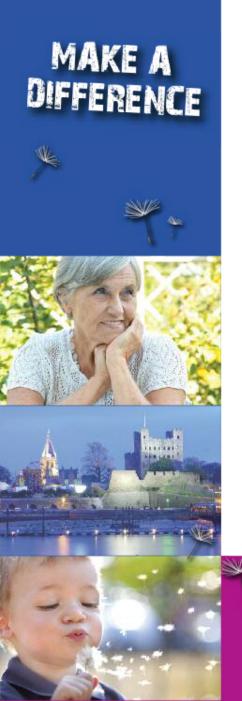




So why would you come and work for Medway?

- 1. We are ambitious for our children
- 2. We are a rapidly improving authority
- 3. We are champions for social work
- 4. We recognise, support and nurture talent





We are recruiting talented social workers and managers to join us on our journey. www.medwaysocialcarejobs.co.uk Medway Serving You

Come and talk to us at stand 15 and hear directly from our social work staff and managers



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Thank you

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