

**People Directorate**

Salford City Council, Unity House,  
Salford Civic Centre, Chorley Road, Swinton,  
M27 5AW



**Phone** 0161 603 4311



**Email** [zoe.fearon@salford.gov.uk](mailto:zoe.fearon@salford.gov.uk)



**Web** [www.salford.gov.uk](http://www.salford.gov.uk)

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## **ITS TIME TO JOIN THE JOURNEY TO OUTSTANDING CHILDREN'S SERVICES IN SALFORD**

This is a really exciting time for Salford Children's Services as we embark on our ambition to further transform our frontline services and adopt a new relationship-based model of practice. We continually look at shaping and developing our social work practice to ensure we deliver the very best service we can, we are currently investing in our frontline Social Work service and this has led to several really exciting posts.

Salford have a strong and vibrant vision and we are supporting our workforce to deliver services underpinned by a uniformed model of practice grounded in relationships. 2020 will see the further transformation of social work practice throughout the organization building on our existing strengths.

In Salford our ambition is for all children and their families to benefit from high quality and purposeful relationships with professionals, we want to ensure that we create an environment for our Social Workers to deliver the very best services they can and are aware that reduced caseloads and space to deliver interventions is key to outstanding service delivery, these are key priority areas for our Social Work teams.

Our commitment to our workforce includes:

- A revised and re-designed workforce development strategy that supports continued professional development linked to individual plans, social workers are supported with resources, toolkits and training to deliver effective interventions. This includes a personally designed direct work tool kit to enable and support effective direct work with children and elicits "the voice of the child" in every interaction
- A thorough and robust induction to allow time to "get to know" Salford and the high expectations and practice standards throughout the organization
- Excellent management support at every level with access to individual/group and bespoke reflective supervision
- A robust ASYE programme with a protected caseload, the programme is very supportive and enables our newly qualified social workers an excellent beginning on their social work journey

**Improving people's lives IN Salford**

- We have a learning culture in Salford that seizes every opportunity to learn and develop

Our Social Work services are strong here in Salford, in October 2018 OFSTED judged our services to be good overall.

*Since the last inspection, children have continued to receive focused, timely and proportionate support in response to their needs and level of risk. Multi-agency arrangements for children are effective and these lead to a good range of interventions that keep children safe. The quality and impact of social work practice with children has been maintained and, in some areas, has improved.*

We have excellent resources here in Salford, we have recently adopted the “No Wrong Door” approach and have co-produced a bespoke children’s hub within Salford with young people. We have a dedicated Complex Safeguarding Team, there are ACT workers embedded within this team that offer intense support to adolescents where required. We have a bespoke service for parents to be called “Strengthening Families” and many other resources that enable us to deliver robust support and protective services to the children and families in Salford.

It really is an exciting time to join us and I hope to hear from you in the near future if you are interested in joining us on our journey from good to outstanding.

Yours sincerely



Zoe Fearon  
**Assistant Director, Children’s Social Care**

