



Why work in Children's Social Care - Camden

We believe Camden is one of the best places you can develop your career in Children's Family Help and Safeguarding. Here are some of the reasons why:

Social Care Benefits

- Competitive salary based on experience.
- Reimbursement of the cost of Social Work England Fees for all qualified social work staff.
- Payment of a travel allowance equivalent to the cost of a Zone 1 and 2 travelcard - currently £1,628.
- Working in the heart of London in a vibrant location with brilliant transport links.
- Care experience recognised as a 'protected characteristic' by Camden.
- Camden Children's Safeguarding and Social Work Learning Academy that provides a framework to deliver workforce development activity and our learning and development programme.
- Opportunity to progress to an Advanced Social Worker Role, which will include developing an area of specialism and support team development.
- Strong values and ethos informed by our 'systemic' model of social work, based on strong relationships between social workers and families and informed by their experiences.
- Subsidised Corporate Gym Membership is available which can be paid for with an interest free loan.



Staff Wellbeing:

Body Relational practice forms the basis of many working relationships within Camden, including **Camden's well-being offer to social work staff**. This includes:

- Support for social workers from managers, who can refer staff to clinicians at the Tavistock Clinic for counselling if needed.
- Camden's comprehensive Employee Assistance Programme that also offers counselling.
- A regular social work "health check" to measure the wellbeing of the workforce.
- Listening boxes and surveys to gather feedback from staff.
- Wellbeing passport for carers, disabled staff (with both visible and non-visible disabilities), staff with long-term health conditions, and staff experiencing mental ill health.



Selected Benefits:

Leave

We offer 27 days annual leave rising to 31 days after 5 years continuous service. You also have the option to buy additional annual leave, or to bank up to 10 days over 5 years which can be used for an extended holiday.

Family leave

We are a family friendly organisation and support all types of families at different life stages. Family leave and occupational pay is available from day one including for:

- appointments related to pregnancy and adoption
- paternity leave
- maternity, adoption, or shared parental leave
- pregnancy loss
- premature birth or full term but hospitalised babies
- foster carers, prospective foster carers and 'Special Guardians'

Disability leave

We offer up to 10 additional days of leave at full pay for staff to attend planned appointments relating to their declared disability

Pension Scheme

You will be automatically enrolled in the Local Government Pensions Scheme (LGPS) and we will pay a very generous contribution. Staff can pay lower contributions when times are financially tough. Additional Voluntary Contributions (AVCs) can be made to increase the value of your pension. This has tax and

National Insurance relief as the cost is 'shared' through a salary sacrifice agreement.



Children's Safeguarding and Family Help