



# Knowing You Matter

## Leicestershire's Children's Workforce Community Principles

Our mutual commitment creating opportunities for children  
and family-focused practice to flourish

### Feeling safe to practice

- Regular high-quality monthly supervision
- Supportive and responsive managers
- Manageable workloads
- Practice Excellence Team Support
- Sensible, measured and curious approach to complexities of working with children and families as part of a clear, strengths based practice framework
- Visible and accountable leadership
- Tools and resources to support practice
- Spaces to reflect and explore practice - PODs, team meetings, peer support

### A positive work environment - where you feel supported and listened to

- Flexible and Hybrid working
- Dedicated CPD days for qualified social workers
- Support within a strong team-based culture
- Dedicated admin time & team support
- Innovative approach to technical solutions
- Strong and inclusive learning culture
- Celebrating Success
- Trauma Informed Wellbeing offer
- Networks that support equality, diversity, and an inclusive culture
- Practice development group made of practitioners
- Comfortable spaces to make valuable contributions and be heard
- Celebration events, practitioner awards and recognising good practice

### Opportunities to develop and build a career with us

- Clear career structure with opportunities to progress
- Strong training offer
- Bite-sized learning linked to practice
- Growing a diverse and inclusive workforce
- Mentoring & Coaching
- Internal Transfers to build experience
- Strong Annual Performance Review linked to development offer

We are **Aspirational, Curious and Collaborative** in everything we do