

Employee Engagement

- ▶ Staff briefings from the Chief Executive
- ▶ Staff Surveys
- ▶ Annual Celebrating Social Workers week including awards
- ▶ Recognising You scheme
- ▶ Active staff Social Media site

Learning & Development

- ▶ Access to in house training courses and e-learning, professional qualifications, management and leadership programmes, mentoring and coaching
- ▶ Apprenticeship Opportunities
- ▶ Monthly one-to-one supervisions
- ▶ Career Pathways

Pension

- ▶ Automatic membership of the Local Government Pension Scheme

Benefits & Discounts

- ▶ Green Lease Car Scheme and Cycle to work scheme
- ▶ Discounts on a huge range of products, from your every-day supermarket shop, to your phone bill, events and even holiday

Pay

- ▶ Competitive rates of pay with annual increments within grade

Flexible Working

- ▶ Comprehensive range of part-time and flexible working patterns available
- ▶ Time off in lieu
- ▶ Career Breaks
- ▶ Special leave available
- ▶ Hybrid working available

Annual Leave

- ▶ Generous leave allowance, 26 days, rising to 31 days after 5 years' service plus bank holidays
- ▶ Potential to match current annual leave up to 31 days
- ▶ Annual Leave Purchase Schemes

Staff Wellbeing

- ▶ Access to an extensive range of support and resources via the Health and Wellbeing Hub
- ▶ Comprehensive Menopause programme
- ▶ Wellbeing conversations embedded in regular one to one supervision with Managers
- ▶ Internal Mental Health First Aiders
- ▶ Free eye tests and employee flu vaccination programme

At our main County Hall Site



- ▶ Free parking with EV charging points
- ▶ Out-of-town location with direct access to woodland and country park areas
- ▶ Cafeteria serving full breakfast and lunch in addition to hot drinks and snacks



Culture



Wellbeing



Leadership



Recruitment and retention



Workforce transformation



Our Values

Freedom within boundaries. Customer focus. Can do culture.

