



# 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 supervision
- Supportive and responsive managers
- Manageable workloads
- Practice Excellence Team Support
- Well embedded 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
- Strong learning culture supporting professional curiosity

### 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
- A Trauma Informed Wellbeing offer
- An inclusive culture built on networks that support equality & diversity – supported by the We Care Strategy
- Practitioner led Practice development group informing service development
- Opportunities to be heard
- Recognition of good practice and celebrating success
- Staff Voice Champions in all teams in CFWS

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

- Clear career structure with opportunities to progress
- Strong training & development 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, Being Curious and Collaborative in everything we do