

Hello,

I want to thank you for your interest in our Heads of Service posts.

Now really is an exciting time to join us.

We are incredibly ambitious for our children, young people and families and committed to developing our service improvement. We've had two monitoring visits from OFSTED which confirm we are making steady progress.

We simply couldn't do what we do without our brilliant colleagues. They're at the heart of the changes we're making for the children and young people we serve.

But we know that for our children to thrive, our teams must be able to work at their best and so we have invested in creating a good work environment for our people.

This includes smaller, more manageable caseloads, stable leadership teams, a genuine commitment to supervision and clear training and development opportunities. I mention this because where you work - the people who will become your colleagues, teammates and friends, the culture of an organisation and the type of support you will receive to do the best job you can - are crucial factors to consider when looking for a new job.

So it's important that you know at Swindon we work as a team, supporting, respecting and learning from each other.

It's how we've been able to make the progress we have, and it's key to us achieving all our improvement ambitions for the service.

Working with Hertfordshire, our sector-led improvement partner, we are successfully implementing the Family Safeguarding Model across Childrens Services and seeing a positive and steady impact for children and their families.

We have undertaken a series of service and structure reviews to ensure we deliver the right services at the right time for those who need us, working with our partners to keep children safe.

Our new front door model – Contact Swindon - has been in place since January 2024 and offers triage, advice and support for all our professional colleagues and our residents.

We have developed locality teams, and weekly panels with our partners to ensure we are working collectively to reduce demand for statutory services where it is safe to do so.

We are making progress and have further plans which make this an excellent and exciting time to join our committed senior leadership team to help reach the next phase in our improvement journey

If you are considering applying to join us, we would be very happy to talk further with you to answer your questions and explain our vision and journey so far.

We are a small borough with a big ambition and hope that you consider us as your next destination.

Thanks for your interest in our service. I wish you well in your career and hope to work with you soon.

Lisa Arthey
Corporate Director of Childrens Services