



2004-2005
Supporting Social Care Workers
2003-2004
Community Cohesion



London Borough of Tower Hamlets.

The Tower Hamlets Indian Social Worker Recruitment Campaign.

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The Campaign

- Interviews took place December 2004.
- There were hundreds of applicants. 49 were short listed and 15 appointed.
- The new social workers gradually started to arrive in the UK, in advance of the 1st April 2005 start date.

The role of the agency

- Running an advertisement campaign in India.
- Planning and organising the interviews.
- Arranging for the successful applicants to arrive in the UK.
- Meeting them and providing them with accommodation (if needed).
- Supporting them and providing them with practical support.

The role of the council

- Carrying out the interviews and making the final selection.
- Providing them with introduction to UK social work (inc the wider context).
- Advising, supporting and assisting them in their individual GSCC registration applications.

Prior to the new staff coming to the UK

- Using an email group to develop personal contact with each of the 15.
- Providing local information, social work briefings and answering their questions.
- Ensuring that the required police checks were all in place.
- Working with them on the completion of their GSCC registration forms to ensure that they could be submitted on their arrival.

The induction – day 1

- Informal introductions inc Director and Head of Child Care to welcome the new staff.
- The all important meeting with Human Resources.
- Lunch provided to allow the new staff to meet with their new managers and other key staff members.
- Visit to their new teams, to meet work colleagues and shadow one at work.

A month long induction programme

- Training, talks and discussions.
- Site visits including our to our health partners.
- Throughout the month continuing to attend their respective team meetings.

Training – the programme

- Introduction to local government in general
- Introduction to Tower Hamlets in particular
- Local Service Partnerships
- Quality Briefing
- Quality auditing and the future of the service
- The future of Fieldwork Services
- Electronic Social Care Record

Training – the programme continued

- Integrated Children's Systems
- Introduction to the Children's Services Procedures
- Data Protection Act
- Framework Assessment
- Equalities
- Working with the mosques and forced marriages

Training – the programme continued

- The Future of the Health Service Partnerships
- Reviewing of child protection case conferences and developing the service
- Reviewing of Child Looked After and developing the Service
- The future of management resources
- Introduction to Fostering and Adoption Services

Training – the programme continued

- Introduction to Access to Resources Team
- Human Rights Act
- PQ Awards, Learning and Development
- Systems and support
- Evidence Based Practice