



Children's
Safeguarding
and Social
Work

Induction handbook

For social workers and personal advisors



Children's Safeguarding
and Social Work



Camden



Message from the Deputy Chief Executive and Executive Director

Dear colleague,

Welcome to Camden, an amazing place to work and live. Camden 2025 sets out our vision for the borough in 2025, a place where everyone contributes to our shared goal of achieving a safe, fair, creative and active community.

We believe in building strong, trusting relationships with children, young people and their families. Our approach, the Camden Model of social work, has been designed in consultation with social workers, children, young people and families and in partnership with the Tavistock and Portman NHS Trust, who worked alongside Camden to produce a model of social work that is informed by systemic family therapy.

Our model of practice is based on a set of guiding principles and the core belief that the relationship between the social worker, the child and the family is the key asset. It promotes a relational, strengths-based approach and is designed to fit into the wider Resilient Families Framework (our Early Help strategy) whilst supporting statutory social work. Our purpose is to ensure timely change for children, supporting families whenever possible, but

also intervening decisively to protect children where necessary

The model is defined by a shared set of values and principles informed by the experiences of children and parents, which are reflected in our ways of working ensuring that we keep children's perspective at the centre of everything we do.

Applied systemic practice in Camden includes our Camden Model of Social Work promises to children and families and our staff charter; <https://www.camdenchildrensocialwork.info/pages/camden-model-of-social-work>

We are committed to your professional development, and we prioritise home grown talent and develop leaders who inspire, guide and develop their teams and services. We are committed to learn both from our strengths and where things have not gone well. Participation and co-production are high on our agenda and a key pillar of the Camden Model of Social Work. I hope your journey in Camden is a positive one and you become part of our rebellious spirit!

Tim Aldridge

Executive Director Children and Learning

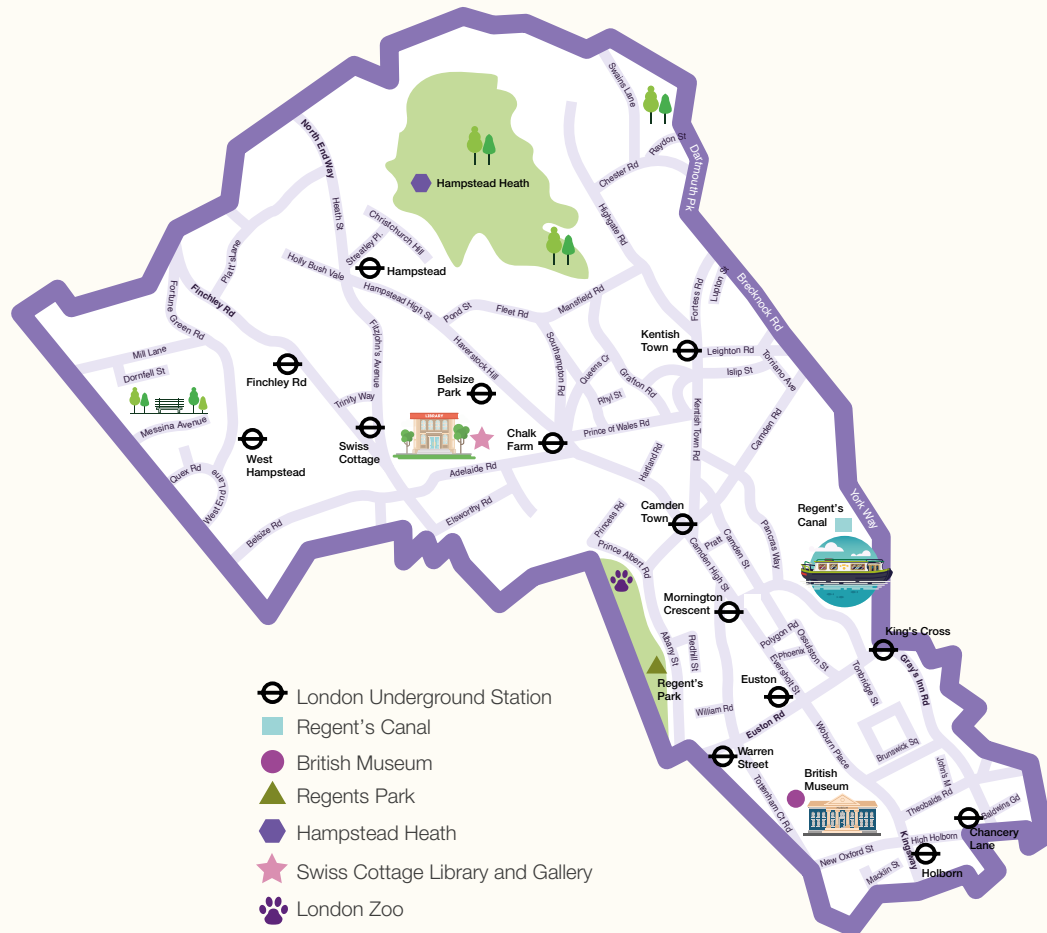
Introduction

This handbook has been written as an introduction to CSSW; it should provide you with information about the service and your induction that will help you settle into your role. When you first arrive, you may feel a little disorientated, so we hope that the handbook will let you know what to expect from us, what your induction process looks like and what we will do to help you prepare to take up your role in Camden and support you whilst working here.

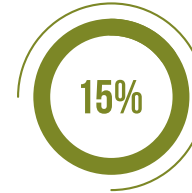
Joining Camden

About the borough

Camden is a diverse inner-city borough, with an eclectic mix of ethnicities and cultures and where wealth and deprivation exist side by side. The borough stretches from Covent Garden to Hampstead and Highgate, taking in major transport hubs such as Euston and King's Cross stations. It covers parks such as Regents Park and Hampstead Heath and is home to the famous street market, music venues, museums, theatres and London Zoo.



In 2023 the population was estimated as **216,900**



15% of the population is **under 18**



There is a high degree of population churn and mobility with migration from within the UK and internationally



There were **2194 births** in 2022



The population is diverse with **40.5%** from Black, Asian and other minority ethnic groups



English is main language followed Bengali, French, Spanish, Somali and Arabic



There is a diversity of poverty and wealth within the borough

37.2% of children live in low-income families*



40.3% of Camden's children are eligible for free school meals

49% are from minority ethnic groups

54% have English as an additional language

The borough's diversity is reflected in the wide range of needs and challenges affecting the children who live in the borough and consequently, children's social care services need to be delivered by a workforce that is knowledgeable about these needs and has the skills to deliver high quality services within a framework of excellent professional practice so that outcomes for children can be improved.

About the Council

The London Borough of Camden was created in 1964 and is responsible for a wide range of legal duties including the duty to safeguard children in the borough.

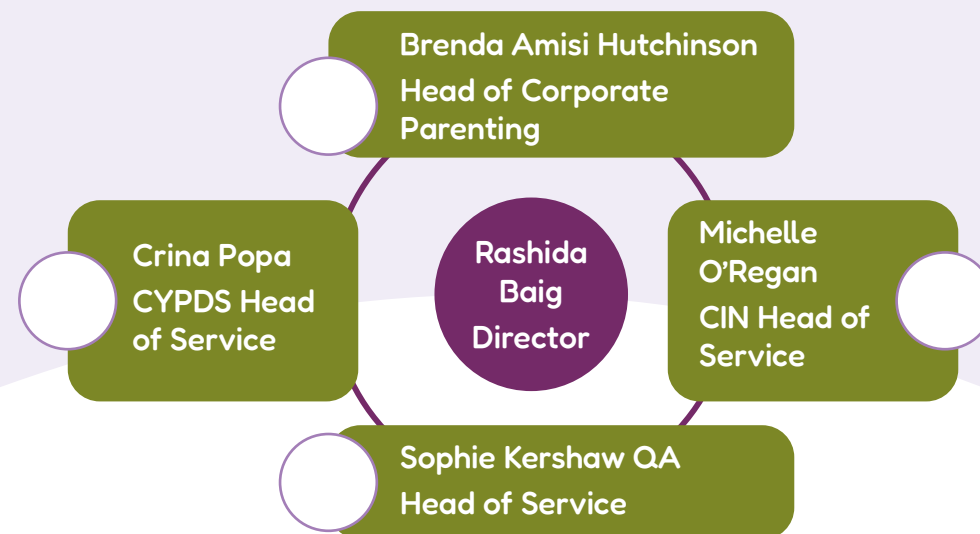
- For information about the council, its structure and the senior management team please see:
[Who we are \(sharepoint.com\)](#)
- For general information about the council's services please see the council website:
[Home - Camden Council](#)
- Camden's plan Camden 2025 sets out the council's vision and ambitions for the borough moving into the future.
<https://www3.camden.gov.uk/2025/wp-content/uploads/2018/07/Our-Camden-Plan.pdf>

All about CSSW

Who we are

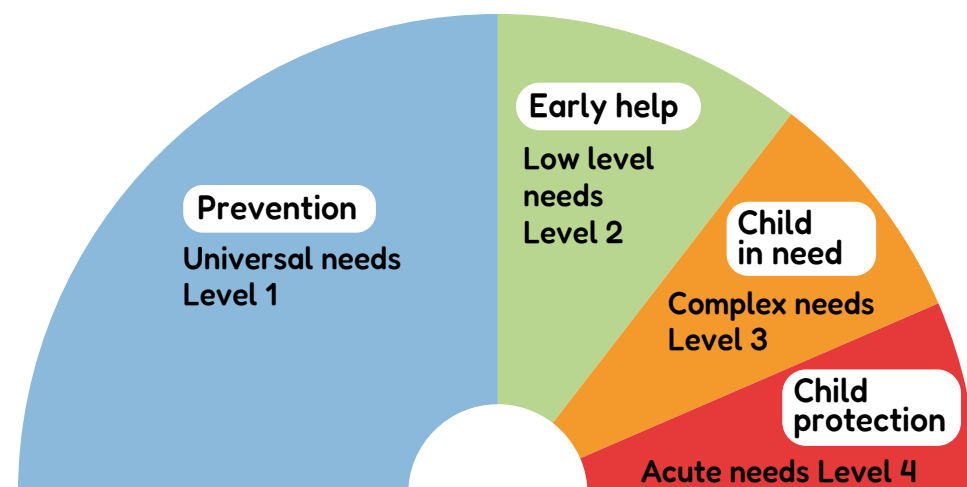
CSSW is part of the Supporting people, Children and Learning of Camden and is responsible for providing social care services for children and families in Camden. For details of where CSSW fits into the council's overall structure please see: <https://lbcamden.sharepoint.com/SitePages/About/Who-we-are.aspx>

The division is led by the director supported by 4 heads of service who make up the Senior Management Team.



What we do

CSSW is part of a continuum of services and support for children and families alongside universal services and Camden's Early Help Service, delivering statutory social work for children with complex and acute needs as part of the council's duties under the Children Act 1989.



Our services

Quality Assurance Unit

Delivers the quality assurance framework for the division providing policies, performance data and management information, user engagement lead, staff and service development and development of case management and recording systems.

Independent Reviewing Officers oversee the CIN, CP and LAC systems and provide independent scrutiny of children's plans.

Children in Need Service

Support and services for children who need help to achieve a reasonable standard of development or who are at risk of significant harm and in need of protection.

Services delivered by:

- MASH team
- Family Intervention teams
- Service structure <https://ascpractice.camden.gov.uk/media/4340/new-cin-mash-establishment.pdf>

Children and Young People's Disability Service

Services for children aged 0-25 with acute or profound disabilities that impact on their daily lives.

Services delivered in partnership with health services and Special Educational Needs Service via short breaks plans.

- Service structure <https://ascpractice.camden.gov.uk/media/3392/cssw-cypds-structure.pdf>

Looked After Corporate Parenting Service

Services for children who are looked after by Camden and who require alternative care and care experienced young people up

to 25.

Services delivered by:

- Looked After Children teams
- Leaving Care teams
- Fostering team
- Permanence team
- Service structure <https://ascpractice.camden.gov.uk/media/4341/cla-structure-post->

Our partners

Children's lives are lived in many dimensions and a range of organisations are involved in delivering services that contribute to their development as well as sharing the duty to safeguard children. CSSW has multi-agency working arrangements in place with the following organisations:

- **Early Help Services** provide a preventative social care service for families in the borough as part of the continuum of provision and cases often move between Early Help and CSSW as children's needs change.
 - [Early Help for children and families - Camden Council](#)
- **The Camden Safeguarding Partnership** is a multi-agency forum overseeing children's safeguarding in Camden. It is led by the 3 main safeguarding partners, Camden Council, Camden Police and the local NHS with support from other relevant children's services such as schools.
 - [Camden Safeguarding Children Partnership – CSCP – New Safeguarding Arrangements](#)
- **Open-minded** is Camden's Child and Adolescent Mental Health Service (CAMHS) and provides services to support the emotional and mental health of children and young people and their families.
 - [Camden Child and Young Person Mental Health Service \(Open Minded\) \(tavistockandportman.nhs.uk\)](#)
- **Adult Social Care Services** provide social care services for adults who need support due to physical and learning disabilities and mental health or substance misuse issues. A substantial number of parents known to CSSW are affected by these issues and social workers need to be aware of joint working protocols for working with adult services.
 - [Adult social care - Camden Council](#)



Our core values

- We work with children and families in partnership to achieve the best outcomes for children but always put the child's welfare and safety at the heart of what we do.
- We support and strengthen families, including the wider family, working with them to enable them to care for their children so that families can be kept together, but stage proportionate interventions where this is necessary and in the child's best interests.
- Our work with families is underpinned by our Model of Social Work, where the relationship between the social worker and the child and family is key and facilitates strong partnerships, honest and open communication and which is non-judgemental and respectful.

Our practice; the Camden model of social work

Camden's social work practice is a systemic model of social work practice and intervention developed by CSSW and the Tavistock Clinic. It is based on a set of principles informed by systemic family therapy with the experiences of children and families in mind and that recognises the critical importance of the social worker's relationship with the child, family and wider network.

A key element of the model is that it is reflexive and relational, allowing social workers to critically appraise their practice, personal, professionally and politically, during individual and group supervision sessions using a systemic model of the Bells that ring.

All social workers joining Camden must attend the model of social work training; every team has a social work practitioner who is a Champion for the social work model and who will be able to discuss the model and your training needs so that you are confident in your practice within the framework of the model.

More information is available at: <https://www.camdenchildrensocialwork.info/pages/camden-model-of-social-work>

Policies, procedures and practice guidance

All our social work policies, procedures and practice guidance is available on the Children's Policy and Practice hub available at:

<https://ascpractice.camden.gov.uk/children-practice-hub/>

Social workers and personal advisors need to be familiar with these documents as they provide the foundations and structure of our social work practice.



All about your induction

Your induction programme

Every social worker or personal advisor who joins Camden will have a period of induction; this is the process that allows you to “grow” into your role, providing you with space at the start of your time in Camden to:

- get to know your team and the organisation
- learn about our duties and core values and your role in delivering these
- find out about the standards of practice and behaviour we expect of you and what you can expect from us by way of support.

Formal induction takes place over a 6 week period from when you join but the induction process may continue for some time after, depending on your needs, while you gradually take on your full responsibilities.

Your induction programme will be tailored to your individual knowledge, skills and experience, with levels of support based on the number of years you have been qualified. Agency and temporary staff can expect to receive a similar level of induction support as permanent members of staff so that they are also prepared to carry out their role.



Why induction is important

The main objective of the induction programme is to make sure you have all the information you need to carry out your role as a social worker or personal advisor safely and successfully, so that you can provide a high standard of practice that leads to good outcomes for children and families.

Induction will:

- introduce you to your team and your supervisor so you can begin building strong working relationships with them
- introduce you to other social work teams in CSSW and other staff who can support and advise you
- introduce you to the council and the legal duties we owe as employees to the residents of the borough, especially children and families
- let you know how to access the training, resources and information you need to support families
- explain your own role and responsibilities and the expected standards of practice
- ensure you receive the support you need so that you are able to practice in a safe working environment.

Finding out about the council – corporate induction

One of the key elements of induction is finding out about the council, its plans for the borough, and what is expected of you as a council employee.

Corporate induction is the Camden-wide induction programme held over the first 2 days of employment that all council employees must attend and this will be arranged by your manager.

The programme is run by Camden's Human Resources team and covers:

- signing on with Human Resources and joining the payroll
- attending the IT induction at which you will be given your laptop and agile working equipment and receive your IT login and password;
- a half-day introduction to the council and the borough where you get to meet the council's senior leadership team.

More information about being a new starter at Camden can be found at: Essentials - [Being a new starter \(sharepoint.com\)](#)

Divisional induction

Divisional induction has been designed to help new workers find out about the division, the services we provide and the key people involved in delivering these services.

Induction also sets out the high standards of practice and service delivery that new workers should aspire to.

The CSSW divisional induction **on-line learning module** sets out our duties and divisional expectations of service delivery and covers:

- all the mandatory processes for working with children and families, including children in need, child protection procedures, and looked after children and care leavers;
- standards of case recording on our electronic case record system **MOSAIC**
- the policy framework that informs our practice
- performance indicators and management information
- the case audit programme
- participation and service user engagement
- the learning and development available.

The e-learning module also provides information and contact details of key staff members within the Quality Assurance Unit such as Independent Reviewing Officers who will work closely with you on cases and are a valuable source of information, advice and support.

It is an expectation that social workers and personal advisors complete this e-learning within 2-3 weeks of joining. The module is available at: Course: [Children's Safeguarding and Social Work Divisional Induction \(Quality Assurance\) \(learningpool.com\)](#)

Every 3 months CSSW holds an induction session for new social work staff that provides an introduction to the division and allows workers to meet senior managers and find out about services. Each of the managers will deliver a short presentation and will answer any questions you may have. You should be invited to the next scheduled induction session on joining.



Meet your team

Team induction is more flexible than corporate and divisional induction; it's designed by your manager who is also your supervisor.

Joining your team and settling into their pattern of working is an important part of your induction. To help this, you should receive some information about the team and the service before joining and you will be introduced to all members of your team so you know who everyone is and information about basic things such as where the team sits, when team meetings are held etc.

Each team is made up of around 4 social workers and an Advanced social worker led by a team manager and this makes up your reflective supervision group.

On your first day, you will be met by your team manager who will introduce you to the team and will take the lead role in your induction. Your manager will probably ask another team member to act as your "buddy" to help you find your way around.

Your manager will go through a "checklist" of matters that you need to be aware of such as health and safety, annual leave etc and will answer any questions you may have.

Your induction plan

Your supervisor is responsible for ensuring that you receive a full induction when you join Camden, and they will draw up a plan listing the activities that you need to carry out in order to prepare you for your role.

The induction plan should run over a period of 6 weeks during which time you will meet with your supervisor weekly for supervision for the first 4-6 weeks so that you can review how the plan is being implemented and if it needs to be adjusted to meet your needs.

Your induction plan will include:

- who you need to meet
- what you need to learn in terms of professional and personal development and any training to be undertaken
- what documents you need to read (for example key policies or case files)
- who will be involved in your induction and what help you will get from them, for example your supervisor and/or a "buddy"
- activities you will carry out, for example shadowing a team, going on home visits or observing meetings.

Induction activity that may be included in your plan includes:

- having a "buddy" from the team appointed to help you settle into the team (this may be members of your reflective supervision pod)
- shadowing workers and visiting other teams, services, agencies and professionals
- observing home visits, meetings, cases conferences and reviews
- case reading in readiness for allocation of cases and handover meetings
- other reading relevant to practice and research
- accessing the CSSW policy hub and research resources such as Research in Practice



Induction timetable

The induction programme runs over 6 weeks and the following should have happened within the stated timescales:

Within
1 week

Within 1 week of joining you should have:

- met with your supervisor for your first supervision session and agreed the supervision contract and induction plan
- attended corporate induction (normally on days 1&2)
- attended MOSAIC training (normally within 4 days)
- met with your team and appointed “buddy”
- gone through the induction checklist with your supervisor

Within
2-3 weeks

Within 2-3 weeks of joining you should have:

- completed the mandatory corporate and divisional e-learning modules
- met with the team’s allocated IRO to go through child in need, child protection and looked after children processes
- met with the Case Progression manager to find out about procedures for care proceedings and court work
- met with the Social Work Academy team manager to sign up for ASYE programme (newly qualified social workers and those returning to social work)
- begin to have cases allocated to you

Within
4-6 weeks

Within 4-6 weeks of joining you should have:

- attended the MASH team induction session
- attended the Early Help service induction session
- met with team’s Model of Social Work champion
- For CLA social workers, met with fostering and permanence team managers, CAMHS and CLA health workers and the Virtual School Head
- For CLA social workers and personal advisors, met with the Pathways co-ordinator

Your supervisor will email the relevant staff members to let them know that you have joined and asking them to make contact with you.

Learning and development

The Camden Social Work Academy

The Camden Social Work Academy is the umbrella organisation that provides the framework for learning and development of the workforce. The website contains information about how CSSW will support the development of all social workers at every stage of their career, including details of the learning offer available to workers.

🔗 [Camden Model of Social Work and the Social Work Academy | Children's Policy & Practice Hub](#)

Camden has a dedicated Learning and Development team that commissions and monitors social work training for CSSW, as well as the Academy team manager who work with social workers to ensure they continue to develop their skills and knowledge post qualification.

Your training needs

Your supervisor will discuss and identify your training needs with you and make sure you are able to access Camden's Learning and Development Service website so you are able to book onto courses.

Camden has a list of core training that all social workers and personal advisors need to attend. This will be linked to your Social Work England registration and will aim to ensure you are meeting the continuing professional requirements needed to renew your registration annually.

Children's social work training is advertised on the L&D Hub, where you can also book on a course, and reminders for upcoming

training are also sent out via emails by the L&D team. You can access the L&D Hub via it's icon on your desktop, or via this link: 🔗 <https://camden.learningpool.com/totara/dashboard/>

Once on the L&D Hub homepage, for children's social work role specific training click on the Role Specific box and then on the Children's Social Work box. Social workers must have the authorisation of their supervisor to book training.

Mandatory training

The following training is mandatory for all new staff on joining:

- training on the electronic case record system MOSAIC; this must be undertaken within 4 days of joining Camden, so that you can begin to access case files and will be arranged for you by your supervisor;
- the corporate e-learning module; this covers topics such as health and safety and must be undertaken within 2 weeks of joining; the module is available at: 🔗 <https://camden.learningpool.com/course/index.php?categoryid=89>
- the CSSW divisional e-learning module described above and must be undertaken within 2 weeks of joining: the module is available at; Course: 🔗 [Children's Safeguarding and Social Work Divisional Induction \(Quality Assurance\) \(learningpool.com\)](#)
- training in multi-systemic practice on which Camden's model of social work is based; this is a 2 day training course taking place 2-3 times a year and available through the Learning and Development hub; it should be undertaken as soon as possible. 🔗 <https://camden.learningpool.com/totara/dashboard/>

Post qualifying Modules

If staff wish to enrol on post qualifying graduate diploma and Masters programmes Camden can provide paid study leave and may provide some funding towards the costs. Places on the specialist modules are offered each year with good opportunities for more experienced social workers to undertake the MSc in Advanced Practice at the Royal Holloway, Southbank, Middlesex University, the Tavistock Clinic or the Institute of Family Therapy.

Teaching partnerships

Camden is a member of the North London Social Work Teaching Partnership (NLSWTP) and the North Central London Social Work Education Network (NCL-SWEN). These partnerships enable increased creativity and the attainment of excellence in social work education and practice through closer collaboration, peer exchange and the sharing of good practice.

Newly Qualified Social Workers and the Assessed and Supported Year of Employment

Camden is committed to ensuring that newly qualified social workers (NQSWs) joining the council can develop their skills within a safe environment and can meet required practice standards.

To achieve this, Camden provides an Assessed and Supported Year of Employment (ASYE) programme for NQSWs in addition to the main induction and training programme. The programme provides NQSWs with additional support via monthly in-house forums and mentoring from an experienced social work practitioner during the ASYE programme.

In addition to the Core Training offered to Social Workers, NQSW's are also provided training and support programme by the North Central London (NCL) Social Work Education Partnership. ASYE assessors are also provided with training and support through the NCL partnership and internal forums. The ASYE is overseen by the Academy team manager for CSSW, Jay Fente.

Social workers returning to the profession

If you are returning to social work your supervisor will make arrangements for you to meet with the Academy team manager to agree a personalised support package to re-introduce you to the profession and make sure you know about all key changes since you last practiced.

Access to research

Camden social workers have access to the following research resources including research briefings, webinars and training:

- Research in Practice (RIP); social workers can access this using their Camden email address in order to register. The website also gives access to Adult Social Care research.
- Making Research Count (MRC): the quarterly bulletin is sent out by the Professional Social Work Educator and social workers can register to access training etc using their Camden email address.

Professional registration

As social work is a regulated profession, all social workers must be registered with Social Work England in order to practice. Social workers must apply annually to renew their registration between 1st September and 30th November and must meet the continuing professional development requirements.

🔗 <https://www.socialworkengland.org.uk/registration/renewal/>

You can get advice and guidance on renewal from the Academy team manager Jay Fente (CSSW).



Information on being a Camden employee

The probation period

All permanent staff joining Camden (not temporary agency staff) are subject to a 6 month probationary period. The purpose is to assess your suitability for the role, and your performance and conduct will be assessed by your supervisor during this period. Newly qualified social workers will have a 12 month probation period in line with the Assessed and Supported Year in Employment.

During the induction period your supervisor will provide you with advice and guidance to help you fit into your role and keep you informed of how you are progressing during formal supervision and informally.

More information about the probation period is available at:

➤ <https://lbcamden.sharepoint.com/sites/Essentials-HR/SitePages/Probation.aspx>

Supervision

You should receive regular supervision to ensure you are able to carry out your duties in a safe, supported environment that allows you to develop your skills, knowledge and practice.

- You will have one to one supervision with your supervisor in order to oversee and direct progress of cases and to consider your learning needs, your workload and to provide emotional support. This will take place:
 - weekly for all new staff the first 4-6 weeks during probation then:
 - monthly for social workers with 1 year post qualifying experience.
- Newly qualified social workers should receive weekly supervision for the first six weeks of employment, followed by at least fortnightly for the remainder of the first six months, and then at least monthly. Supervision should take place for a minimum of 90 minutes.
- You will also have group reflective supervision within your pod that will consider cases and hold group discussions based on the principles of Camden's model of social work. This will take place monthly.

For more information see our supervision policy available at the following link.

➤ [social-worker-supervision-policy.pdf \(camden.gov.uk\)](#)

Allocating cases

In general, you would not be expected to take up sole case responsibility during the first 2 weeks of the induction period. Instead, you will probably begin reading records of cases that will be allocated to you and take over case responsibility in a phased way over the 6 week induction period as directed by your supervisor

However, more experienced workers and/or agency workers may be required to take up case allocation in a shorter time-frame depending on the needs of the service and this should be discussed with supervisors.

New managers and supervisors

If you are joining Camden in a management or supervisory role, it is essential that you are fully inducted by your manager so that you are aware of your management and supervisory duties. CSSW has produced a handbook for managers and supervisors covering their various responsibilities, including information about their own induction.

Information on how to manage staff and teams can be found on Essentials at the link below but this should be secondary to a full induction from your manager: <https://lbcamden.sharepoint.com/SitePages/Find%20out%20about/Managing-my-Team.aspx>

You also need to read the Being a manager in Camden handbook available at: <https://lbcamden.sharepoint.com/sites/Essentials-HR/Intranet%20documents/Forms/AllItems.aspx?id=%2Fsites%2FEssentials%2DHR%2FIntranet%20documents%2FGuide%20to%20being%20a%20people%20manager%20in%20Camden%20%281%29%2Epdf&parent=%2Fsites%2FEssentials%2DHR%2FIntranet%20documents>

If you need any help or guidance regarding management duties, you should speak to your manager or contact the Human Resources Business Advisor for CSSW:


 **Sabrina Mooney on ext: 7065**

Human Resources and ORACLE

Camden's Human Resources Services are the first point of contact for all HR and payroll enquiries.

To contact Human Resources,

email [@ HRServices@camden.gov.uk](mailto:HRServices@camden.gov.uk)

or call on  **020 7974 6655**

Camden use a HR system called Oracle. The system allows staff and managers to input or view HR information, for example recording absences for your manager to approve, viewing your payslip and updating your personal details. Further details and user guidance is available on Essentials at:

<https://lbcamden.sharepoint.com/sites/Essentials-HR/SitePages/Oracle.aspx>

Essentials and Yammer

- Camden's internal intranet system Essentials provides a host of information on what's going on in the organisation, including daily messages, corporate policies, job vacancies and health and safety information.
- Yammer is Camden's internal messaging system used for information sharing. There are lots of groups that you can join to share information, learn from others or post questions and comments. Examples of groups you could join include the Camden model of social work or Good work in children's social care.

To find out more about using Yammer, visit: <https://web.yammer.com/main/camden.gov.uk/>



Looking after you

Supporting your welfare

Camden has a number of initiatives in place to support the physical, mental and social welfare of workers including eye tests, health checks, counselling and staff groups. For details please visit: <https://lbcamden.sharepoint.com/sites/Wellbeing>

We recognise that the work of the division is very stressful and social workers and personal advisors should feel that they can raise concerns about their welfare with supervisors without fear of repercussions, discrimination or stigma. You can use one to one supervision to discuss any issues with your supervisor or via the Principal Social Worker's meetings.

Camden's Employee Assistance Programme aims to support employees' personal wellbeing and provides information and advice and help in accessing suitable support and counselling services. Details are available on Essentials at: <https://lbcamden.sharepoint.com/sites/Essentials-HR/SitePages/Employee-Assistance-Programme.aspx>

Personal safety and lone working

We know that social workers may work with families, often alone, who are undergoing major stress and who may react negatively to intervention from CSSW. Your personal safety is very important, and your manager and supervisor will take various steps to identify and reduce risks, but it is important that you follow safety procedures to ensure you do not put yourself at risk.

For more information see our Lone working policy available at the following link.

[children-and-families-staff-lone-working-and-safety-policy.pdf \(camden.gov.uk\)](#)

Flexible working arrangements and home working

Camden welcomes flexible working arrangements so that staff can achieve a healthy work/life balance as long as the needs of the service are met. Our agile working policy allows staff to take advantage of technology so that they are able to work from a variety of locations, including home, or flexible working hours, including job share. We also offer dependency leave for those with caring commitments.

For more information visit: <https://lbcamden.sharepoint.com/sites/Essentials-HR/SitePages/Agile-and-Flexible-Working.aspx>

Equality and diversity

As a public body, Camden has a duty of equality; this means the council must ensure that unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act is eliminated when carrying out its duties and obligations. This duty applies to all council employees.

Camden is committed to becoming an inclusive organisation and the new Race Equality Action Plan provides details of actions that are being taken to achieve this.

🔗 <https://lbcamden.sharepoint.com/sites/Essentials-News/SitePages/Today-is-International-Day-for-the-Elimination-of-Racial-Discrimination.aspx>

Camden's Dignity at work policy sets out the process for staff to raise incidents of bullying, harassment and discrimination based on, for example, a person's race, disability, gender, religion or sexuality. Details are available at:

🔗 <https://lbcamden.sharepoint.com/sites/Essentials-HR/Intranet%20documents/Forms/AllItems.aspx>

Camden's model of social work incorporates anti-discriminatory practice allowing social workers to reflect on how social attributes of families (known collectively as the GRRACCEESS and including race and ethnicity) impact on their lives and foster social inequalities. This will be included in the model of social work training.

Camden's Disability Charter provides information on actions the council will take to ensure the inclusion of staff members with disabilities. For more information visit:

🔗 <https://lbcamden.sharepoint.com/sites/Essentials-HR/Intranet%20documents/Forms/AllItems.aspx>

Groups and Forums

You can get involved with the following groups and forums:

Camden Black Workers Group

🔗 <https://web.yammer.com/main/groups/eyJfdHlwZSI6Ikdyb3VwliwiaWQiOiI2Mzc3MDE3In0/new>

Camden Carers Network

🔗 <https://web.yammer.com/main/groups/eyJfdHlwZSI6Ikdyb3VwliwiaWQiOiI3MzUwODY5ODE3In0/all>

Camden Disability Network

🔗 <https://web.yammer.com/main/groups/eyJfdHlwZSI6Ikdyb3VwliwiaWQiOiI3MzY5MDE3In0/all>

Rainbow Group: LGBT+ Network

🔗 <https://web.yammer.com/main/groups/eyJfdHlwZSI6Ikdyb3VwliwiaWQiOiI1NTkyODUxIn0/all>

Neurodiversity Network

🔗 <https://web.yammer.com/main/groups/eyJfdHlwZSI6Ikdyb3VwliwiaWQiOiI0MjYwMTY1MjlyNCJ9/all>

Camden Unison

🔗 <https://web.yammer.com/main/groups/eyJfdHlwZSI6Ikdyb3VwliwiaWQiOiI1OTUyMTY1In0/all>

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