



What is it like working for Cafcass?

January 2024

Who is Cafcass



A non-departmental public body accountable to the Ministry of Justice

Cafcass – an overview



- **Children and Families** Court advisory and support service
- **Independent advisers** to the family courts in England about what is safe for children and in their best interests. Within the work of Cafcass being the voice for the child.
- Operate in accordance with the **Criminal Justice and Court Services Act 2000** and report directly to Parliament
- We are an **arms length body of Government** - sponsored by the Ministry of Justice and working in partnership with the Department for Education
- **Statutory responsibility to safeguard children and promote their welfare, give advice to the courts, make provision for children to be represented and provide information, advice and support to children and their families**
- **Private law proceedings** – arrangements for children when their parents are divorced or separated – who the child lives and spends time with – **67 % of our work.**
- **Public law proceedings** – mostly care and supervision applications where local authorities have serious concerns about the safety of children – **33% of our work**
- We touch the lives of about **143 000 children (and rising) every year**



Cafcass – an overview

- **National operation** – 8 regions, 18 service areas and 33 offices
- **2,209 employees** (Nov 2021)
- **1,706 social workers** (first or second largest employer in England) - turnover 12.7% annually
- Have to be registered to practice with Social Work England
- Cafcass academy - 24 NQSW places and many more students
- **503 corporate and professional staff**
- **248 differently employed staff** – locums and associates
- **Governance** – Cafcass board, Annual report to Parliament, quarterly business assurance with Ministry of Justice
- **Leadership** – CEO, three directors and Chief People Officer (Corporate Management Team)
- **Operational leadership** – 10 Assistant Directors, 15 Heads of Practice, 104 service managers who supervise frontline social workers and assistant service managers



Current Vacancies



Family Court Adviser (Social Worker) vacancy in the Public and Private Law team – based in York covering geography of North Yorkshires and courts in York, Harrogate, Scarborough, Skipton

Vacancy link: [Family Court Adviser \(Social Worker\) - Public and Private Law - York covering North Yorkshire \(current-vacancies.com\)](https://www.current-vacancies.com/family-court-adviser-social-worker-public-private-law-york)

Together with children and families



- The brand name for **Cafcass' relationship-based practice framework**. The framework sets out our values, how these values work in practice and the materials we will start to use to sustain and improve the effectiveness of our work with children and families.
- A way of working with children and their families and with each other which is based on **developing trusting relationships** that prioritise listening, understanding, clear reasoning, respect and integrity.
- Our commitment to work with children and families in a respectful way, making sure that they feel treated kindly, that they are respected, spoken with in language they understand, prioritising opportunities for them to listen to, influence and understand the reasons for the recommendations we make to the family courts. It is about the **'way we do things around here'**.
- We hope our partners, families and children all feel the impact of the new framework and notice the **importance we are affording to relationships, to feedback and to improvement and learning**.
- A framework that has been **developed collaboratively** with Cafcass family court advisers, managers, business services and corporate colleagues. The Family Justice Young People's Board have also advised and reflected with us and will continue to be involved as our practice and improvement is evaluated.



Our values



Always looking for the strengths and risks

In practice



Through our relationships, we make balanced decisions

The difference this makes



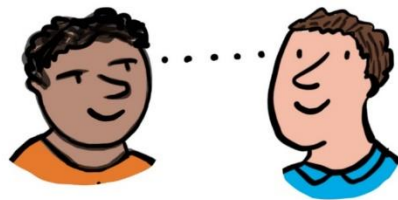
'Our reports and our records are fair and balanced, showing the strengths and difficulties for families and how these affect the children'

Practice Framework

'With' not 'to'



Reflective and group supervision



Believing in respectful relationships



We listen and act with care and understanding



'When we work with children and each other, they and we feel respected and valued'

Listening to understand rather than reply



Appreciative Inquiry



Decision making is clear and reasoned



We work with risk and uncertainty to create better and safer outcomes for children



'Children and families know and understand what has happened at the end of their proceedings'

No surprises when reports are filed



Assessment and Case Planning



Holding children and families at the heart of our practice



We promote the safety and welfare of children



'Children and families feel they are understood and that their views and experiences have been heard'



Family Story Boards

What's important to you?



Wanting to know more about you and what is important in your life

Like this?

INTRODUCTORY LETTER

Fatima would prefer to live with her mum and keep playing piano

Yes, thanks

We respect, value and respond to the uniqueness and diversity of each child, family and colleague

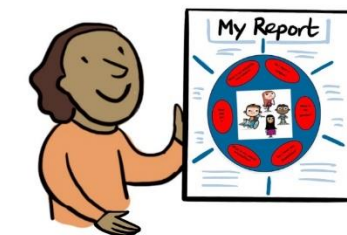
And this is going to the courts

REPORT

Fatima to stay with mum & keep playing piano

Great, it really stands out!

'Children and families feel that their individual circumstances, needs and personal characteristics have been recognised'



Introductory letters and reporting to court

Benefits



- **Induction Plan**
- **28 days holiday** plus bank holidays (with continuous service 33 days)
- **Local Government Pension**
- **Health and Wellbeing cash plan**
- **Social Work England fees paid**
- **Health and Wellbeing days**

Useful links

[Family Court Adviser \(Social Worker\) - Public and Private Law - York covering North Yorkshire \(current-vacancies.com\)](#)

Link to apply to our current vacancies in York

[Working for us | Cafcass](#)

Website dedicated to working for Cafcass

[Child Impact Assessment Framework \(CIAF\) | Cafcass](#)

The CIAF is based on learning from practice, feedback from children and families, practice quality audits and learning reviews following significant incidents. It brings together the practice guidance, practice aids, references, and resources to support FCAs when undertaking their assessments of children and families in public and private family law proceedings.

[Register for future opportunities - join our Social Work Community \(current-vacancies.com\)](#)

If you are not yet in the position to apply for a role, please sign up to join our Talent Community so we have your application on file for future opportunities

[Our Social Work Academy | Cafcass](#)

Information for third year Social Work students on our Social Work Academy and how to apply

[Working for us as a social worker | Cafcass](#)

Detailed listing of the benefits Cafcass offers



Contacts

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(for queries relating to the role)

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(for queries relating to recruitment process)

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