



London Borough of Barnet,
2 Bristol Avenue,
Colindale,
London NW9 4EW
1 April 2021
Our ref: 7088352

Thank you for your request received on 4 March 2021, for the following information:

- 1. Do you sponsor social work students? If so, how many each year and subject to what conditions?**
- 2. How many newly qualified SWs have you employed in the last 12 months broken down by sponsored and other newly qualified?**
- 3. What are the retention and promotion rates for both of these categories of social workers going back as far as you can?**
- 4. Please provide any social worker recruitment and retention strategy/policy document that you have. This includes any local memorandum between regional employers.**
- 5. Have you recruited on a strategic basis internationally-trained social workers over the last three years? If so, broken down by year how many and from which countries? Again broken down by year, what is the retention rate?**
- 6. Please provide details of the relocation package made available to internationally-trained SWs. Please be specific of obligations to repay if leaving employment prematurely? Broken down by year of those who have left what proportion have repaid or failed to repay relocation that was repayable? Please also provide details of the pastoral and professional induction programs made available to internationally-trained SWs.**
- 7. Which Officer de facto takes lead responsibility for recruitment and retention of child protection Social Workers?**
- 8. Is recruitment from outside of the UK on your LA's agenda? If so, what numbers and source countries do you have in mind? How and where do you publicise such initiatives?**
- 9. Please provide your most recently recorded data concerning the use of agency children's social workers?**
- 10. How much does it cost to support a trainee social worker through a social work Degree? If you have recruited internationally on a strategic level what has this cost? Please include separately items such as relocation, agency fees if applicable, support to bring family members to the UK?**

We have processed this request under the Freedom of Information Act 2000.

Response

The council holds the information requested and it is attached/ the answers to your questions are below

1. Do you sponsor social work students? If so, how many each year and subject to what conditions?

No

2. How many newly qualified SWs have you employed in the last 12 months broken down by sponsored and other newly qualified?

8 started in Jan 2020

7 started in Sep 2020

8 started in Feb 2021

3. What are the retention and promotion rates for both of these categories of social workers going back as far as you can?

All 8 of the Jan 2020 in take were moved into permanent SW positions although 1 has since left.

In 2019, 9 of our 11 NQSWs moved into permanent SW positions.

4. Please provide any social worker recruitment and retention strategy/policy document that you have. This includes any local memorandum between regional employers.

Please see our recruitment page on the Barnet website

[Jobs and careers in our family services | Barnet Council](#)

5. Have you recruited on a strategic basis internationally-trained social workers over the last three years? If so, broken down by year how many and from which countries? Again broken down by year, what is the retention rate?

We are currently in the process of recruiting 5 internationally trained Social workers following a recruitment drive at the end of last year. Our expectation is that they will start in June 2021.

These 5 are from the following countries:

1 x Hong Kong

2 x South Africa

2 x Australia

6. Please provide details of the relocation package made available to internationally-trained SWs. Please be specific of obligations to repay if leaving employment prematurely? Broken down by year of those who have left what proportion have repaid or failed to repay relocation that was repayable?

Our package includes the following:

- professional registration application fees
- certificate of sponsorship
- visa costs

- immigration health surcharges
- skilled migrants surcharge fees
- £600 cash upon arrival
- 2 months free accommodation
- Flights
- Transport from airport to accommodation
- Mobile SIM and Oyster card for first month (£100)

Please also provide details of the pastoral and professional induction programs made available to internationally-trained SWs.

- Specifically designed internal induction delivered by our workforce development team
- Peer support and group supervision
- Ongoing Social Care specific training and support package delivered by our workforce development team

7. Which Officer de facto takes lead responsibility for recruitment and retention of child protection Social Workers?

- Tina McElligott (Director Children's Social Care)
- Brigitte Jordaan (Director Children's Social Care)

8. Is recruitment from outside of the UK on your LA's agenda? If so, what numbers and source countries do you have in mind? How and where do you publicise such initiatives?

There are no plans at present to recruit further overseas Social workers

9. Please provide your most recently recorded data concerning the use of agency children's social workers?

As at 31.12.2020 we had 73.5 agency Social workers in Children's Services in a workforce totalling 224.5.

- 59.5 covering vacancies
- 6 covering special projects
- 2 covering staff on secondment
- 6 covering maternity or long term absence

10. How much does it cost to support a trainee social worker through a social work Degree? If you have recruited internationally on a strategic level what has this cost? Please include separately items such as relocation, agency fees if applicable, support to bring family members to the UK?

Our estimate is that it costs c£40,000 to fund each newly qualified SW for a year. This includes the cost of retaining Practice and Learning staff to support them.

Our estimate is that it will cost c£63,000 for each internationally recruited social worker for a year. We do not pay to support families moving to the UK.

- c£56,500 salary including oncosts
- c£1,200 accommodation fees
- c£690 for deployment & flights
- c£3600 for visa
- c£1000 recruitment costs per candidate
- £100 – arrival goody bag

Further information

If you are interested in the data that the council holds you may wish to visit Open Barnet, the council's data portal. This brings together all our published datasets and other information of interest on one searchable database for anyone, anywhere to access. <http://open.barnet.gov.uk/>

Advice and Assistance : Direct Marketing

If you are a company that intends to use the names and contact details of council officers (or other officers) provided in this response for direct marketing, you need to be registered with the Information Commissioner to process personal data for this purpose. You must also check that the individual (whom you wish to contact for direct marketing purposes) is not registered with one of the Preference Services to prevent Direct Marketing. If they are you must adhere to this preference.

You must also ensure you comply with the Privacy Electronic and Communications Regulations (PECR). For more information follow this Link www.ico.org.uk

For the avoidance of doubt the provision of council (and other) officer names and contact details under FOI does not give consent to receive direct marketing via any media and expressly does not constitute a 'soft opt-in' under PECR.

Your rights

If you are unhappy with the way your request for information has been handled, you can request a review within the next 40 working days by writing to the Information Management Team at: foi@barnet.gov.uk. Or by post to Information Management Team (FOI) London Borough of Barnet, 2 Bristol Avenue, Colindale, NW9 4EW

If, having exhausted our review procedure, you remain dissatisfied with the handling of your request or complaint, you will have a right to appeal to the Information Commissioner at: The Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF (telephone: 0303 123 1113; website www.ico.org.uk). There is no charge for making an appeal.

