



Westmorland
& Furness
Council

westmorlandandfurness.gov.uk

Join our Children's Social Care Team





Contents

Why work in Westmorland and Furness?	4
What makes us different?	5
Our offer to you	6
Case studies	7
About Westmorland and Furness Council	9
Contact us	10

Who are we?

Westmorland and Furness Council was officially formed in April 2023 with a clear ambition for all children, young people and families to thrive.

We have made great progress in our journey to deliver innovative and impactful services. Our plans are purposeful and set out how will measure the positive difference we are making for our families.

We recognise that our staff team are the change makers, and to make a positive impact for the families we work with, we need to bring our best players to their team. So, we make it our priority to ensure all our workers have the guidance, support, challenge, culture, environment and tools to be able to do this work well.

Everyone starts somewhere!

At Westmorland and Furness, we are committed to providing a robust package of support to guide you through the initial stages of your social work career, to develop your confidence, skills and expertise at a pace that is right for you.

We look forward to welcoming you into our team.



**Director of
Children's Services
Milorad Vasic**



**Assistant Director
of Children and Families
Jonathan Taylor**



Why Work in Westmorland and Furness?



Beautiful Countryside

Discover spectacular landscapes, picturesque villages, a warm welcome and a rich cultural heritage. Explore the fells, splash about on the lakes, take a wild adventure or simply enjoy the peace. Breathe in and be inspired.

A place to raise your family

86% of our primary and secondary schools are good or outstanding.

In 2022 Kirkby Lonsdale was voted one of the best places to live by The Times, only to be toppled by Penrith in 2023, two beautiful towns in the heart of Westmorland and Furness.

With crime rates significantly lower than the national average in England, and affordable housing on the rise, it's a great place to raise your family.



Going Places

An important junction on the West Coast Main Line, trains from Oxenholme Lake District frequently run to London, Glasgow, and Edinburgh, providing connections with the Windermere Branch. London-bound trains run every two hours, direct or via Birmingham, while trains to Scotland run every hour. Alternatively, there are 20 direct trains from Barrow-in-Furness to Manchester Airport each day.



By car:

Kendal to Manchester in 1hr 20m

Penrith to Newcastle in 1hr 30m

Barrow in Furness to Lancaster in 1hr



What Makes Us Different?

Social Work Academy

This team are passionate about supporting all frontline practitioners throughout their career, with their professional development and practice. All their work is linked to facilitating practitioners to achieve the best outcomes for children, families, and adults in Westmorland and Furness.

Our ASYE programme is proven to be effective.

Since 2016 Westmorland and Furness have had 24 successful Children and Families Service ASYE completers with a further 7 first year social workers currently on the programme due to complete later this year.

How Do We Do It?

One to one reflective supervision each week for the first six weeks by your practice educator, fortnightly for the next 6 months and then monthly until the completion of your ASYE. Alongside this you will receive monthly personal and professional supervision from your team manager.

A reduced caseload that will gradually increase as your experience does, at a pace that is right for you.

Extended training opportunities on top of our already robust training programme for social workers.

Time to learn; 2 days each month of protected time for you to study, research, or access any work experience activities that will support you in your ASYE year.



There to give you a helping hand - Specialist Inhouse Support

We have some unique teams that can offer specialist support to you in your role or create a great range of career paths and opportunities.

The Complex Safeguarding team; a team of child exploitation practitioners who support the child and young people on a one to one basis in our area who are at risk of exploitation and those children and young people who frequently go missing, making sure safety plans are developed and

Family Resilience Team; a team of family resilience practitioners providing intensive support day, evening and weekend wrap around to families we are working with who may be experiencing really difficult times.

Family and Assessment Team; a team of child and family workers who ensure family time is supported for those children unable to live with their parents, work is completed with parents as well as undertaking specialist assessment work such as parenting assessments, PAMS assessments and Ability to Protect assessments.

Family Group Conferencing Team; a team of practitioners who manage our most complex family group conferences.

Emotional Health and Wellbeing Team; delivering therapeutic life story work to the children and young people who require it and supporting social workers in their work with children who have experienced trauma.

Targeted Youth Support Team; Our inhouse step down service that takes our children and young people who are ready to step down to Early Help.



Our Offer To You

- Genuine flexible working; family-friendly patterns such as flexible start/finish times and state of the art technology support, so you can spend some time working from home.
- Encouragement to take your TOIL back – we mean it!
- Our annual leave allowance isn't bad either... 25 days per year, rising to 31 in year 5 of your employment, alongside your yearly bank holiday leave, there should be plenty of time for rest and recuperation
- Manageable and Protected caseloads; We pride ourselves on giving our social workers the time and space they need to create meaningful relationships with families to get the best outcomes for children and young people we are working alongside.
- Supervision; Our strengthened supervision policy supports you to build a trusting relationship with your team manager.
- We have a permanent and stable management team. You will have easy and regular access to the Senior Leadership Team.
- We pay your Social Work England registration fee
- Career development; get your ASYE year under your belt and automatically move to the next pay grade.
- The Local Government Pension Scheme provides you with a secure future income, independent of share prices and stock market fluctuations. The council pays, on average, twice as much into your pension as you do and regular cost of living increases
- Child Care vouchers, Cycle to work scheme, free eye tests, car loans, car lease and so much more.



Case Studies

Case Study 1 – Current ASYE Helen Hamilton Southward

What is your role and how long have you worked for W&F?

I started working for Cumbria County Council in 2018 as a Targeted Youth Support Officer, supporting young people and their families through Early Help.

I applied to do the Social Work Degree Apprenticeship and started the course at UCLan in 2019, graduating in 2022. This allowed me to continue working full time in my current role, while spending one day a week at University.

When I graduated, I changed jobs and became a Child Protection Social Worker in the Support and Protect team, based in Kendal. I am now half way through my ASYE year.

What do you like best about your job?

I love the variety of work that our team do. Due to the diverse families we work with and the often complex needs they have, no two days are the same! Working with families to help them make the changes they want to, in order make things better for their children – this sounds really cliched but it's true!

What do you find most challenging?

Juggling everything that needs doing can be tricky – getting used to the paperwork/ assessments/systems can take a while and learning how to prioritize tasks is a skill you learn very early on!

Some of the work we do and the stories we hear can be really challenging, but all of the team are really supportive and there is always someone around to talk things through with and share your worries etc.



“I like that senior management are physically present within the offices, they chat with staff and are very approachable they do not see themselves as more superior to the rest of the staff team, they acknowledge we are all working together to support the families within our community.”

Social worker, Support and Protection Team

Case Study 2 – Amanda Burrow – Successful ASYE moved on to become Team Manager of the Complex Safeguarding Team.



What is your role and how long have you worked for W&F?

I am currently the Complex Safeguarding Team Manager for W&F, encompassing Child Exploitation (CE) and missing. In this role I manage a small team of exploitation workers who support children and young people who may be at risk of exploitation or are frequently going missing.

I have worked for W&F (Cumbria) for just over 8 years and started as a social worker in the Support and Protect team. I started as a ASYE Social Worker through the Social Work Academy. The academy was great at providing support, additional training and the opportunity to meet up with other ASYE social workers throughout the first year of my employment.

What do you like best about your job?

In my current role I am enjoying being part of the development of the Complex Safeguarding team and supporting the new team of child exploitation workers in their work with some of our most vulnerable young people. The workers in the team are committed to supporting our children and young people and it is really rewarding hearing positive feedback from families about the direct work that the team are doing.

What do you find most challenging?

Trying to balance the competing needs of children that are being exploited and the children that are going missing, and the statutory duties for both.

What's the best thing about working for W&F?

Two things: The children and young people we work with are central in W&F. And secondly the relationships I've built with other workers. It's meant so much to be part of a supportive team as well as having good management support in place. I have felt supported and listened to by my line manager and there are opportunities for professional development to support learning and social work practice.

Case Study 3- Hayley Batty – ASYE Assessor and now Team Manager

What is your role and how long have you worked for W&F?

I have worked for the council for 10 years, I began my employment in the Family Assessment Team as a family worker before moving on to a social work post based in Kendal. As part of my development within the council I have had many opportunities such as attending the Practice Educators course and have supported several students within their final year placement. I have taken several newly qualified social workers through their ASYE year. I have also been part of the ASYE panel this has allowed me to see the progress of newly qualified social workers in their first year of employment through reading their portfolios. After several years as working as social worker I was successful in gaining an Advanced Practitioner role where I worked until I became the Resilience Team Manager in January 2023.



What's the best thing about working for W&F?

I feel this is a bit of a cliché but the best thing about working for W&F is the support you receive. In my 10 years of practice I have never felt unsafe or alone in my decision making. My experience is that management have always been there to reflect following a challenging visit, to support with safety planning or to discuss my hypothesis. As the role can be very emotive at times, I feel it is extremely positive that I have always been able to phone my manager to talk things through.

About Westmorland and Furness Council

From 1 April 2023, the six district councils and Cumbria County Council were replaced by two new unitary authorities. Westmorland and Furness Council comprises of the area formerly covered by Barrow-in-Furness, Eden and South Lakeland district councils. Whilst this separation has been a challenge, we have had the opportunity to create a Westmorland and Furness approach, by learning from what is working well and understanding what could be even better

In Westmorland and Furness:

- Relationships are at the heart of what we do,
- We respect the contribution and uniqueness of our staff and the families we work with.
- We have compassionate conversations
- We make every interaction meaningful, producing positive impact for the children and families we serve.
- We dream, co produce and collaborate to be ambitious for our families



Our values



Ambitious



Responsible



Collaborative



Inclusive



Needs-led



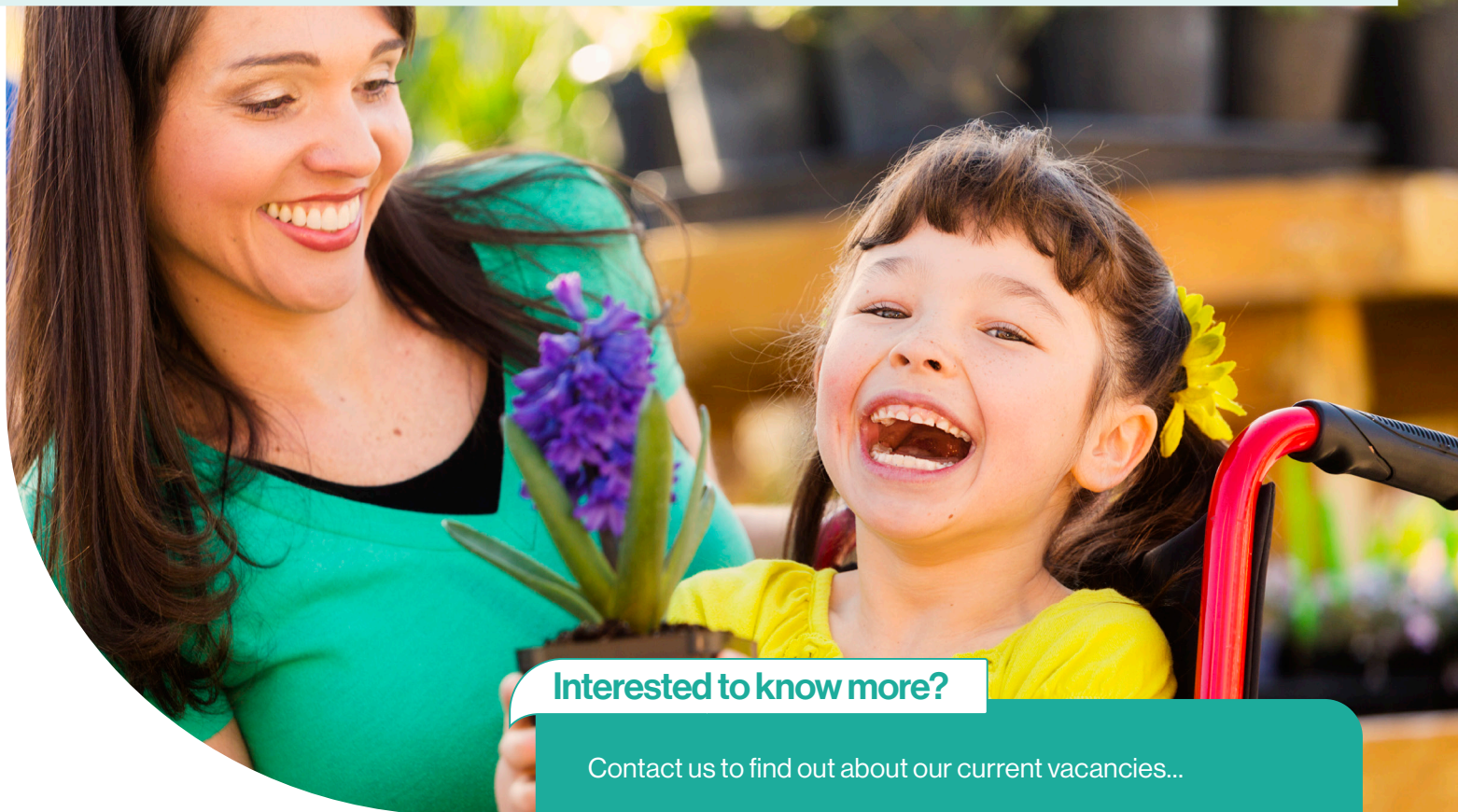
Outcomes focused



Ecologically aware

**A great place to live,
work and thrive**





Contact Us

We are recruiting newly qualified social workers looking to take their first steps into a hopefully long career in social work.

Our teams are area based, meaning you work within local communities so will be able to build links with families and partner agencies. We provide staff with the technology to enable them to work in a flexible and mobile environment and we have local area touch-point offices, ensuring staff have less travel in their roles.

You will be supported by, and working with, a stable management team in a supportive learning environment that is embedded with regular supervision, manageable caseloads and regular team meetings.

Interested to know more?

Contact us to find out about our current vacancies...



westmorlandandfurness.gov.uk



0300 373 3300



@Westmorland FurnessCouncil



@wandfCouncil



@WandFCouncil



Translation Services

If you require this document in another format (e.g. CD, audio cassette, Braille or large type) or in another language, please telephone:
01228 606060

আপনি যদি এই তথ্য আপনার নিজের ভাষায় পেতে চান তাহলে অনুগ্রহ করে 01228 606060 নম্বরে টেলিফোন করুন।

如果您希望通过母语了解此信息，
请致电 01228 606060

Jeigu norėtumėte gauti šią informaciją savo kalba, skambinkite telefonu 01228 606060

W celu uzyskania informacji w Państwa języku proszę zatelefonować pod numer 01228 606060

Se quiser aceder a esta informação na sua língua, telefone para o 01228 606060

Bu bilgiyi kendi dilinizde görmek istiyorsanız lütfen 01228 606060 numaralı telefonu arayınız