

# Careers in Social Work – Adult Social Care Work - Live - Thrive



Becky - Principal  
Social Worker

# Social Work in Adult Social Care – Westmorland and Furness Council

## Who are we?

Westmorland and Furness Council was officially formed in April 2023 with a clear ambition: to support people to thrive. We are committed to helping people live in a place they call home, surrounded by the people they love, in communities where we look out for one another and do the things that matter most to them.

We recognise that our staff are the true change-makers. To make a meaningful impact for the people and carers we work with, we need the best people in our teams. That's why we prioritise ensuring all our workers have the guidance, support, challenge, culture, environment, and tools they need to do their work well.

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

We look forward to welcoming you to our team.

## Working with Adults in Westmorland and Furness Adult Social Care

Our teams work with people with a wide range of support needs across their adult life, including transition from Children's Services to Adult Social Care.

Values in Practice is Westmorland and Furness Council's practice framework for social work with adults. It describes our approach to social care, reflecting the values, culture and behaviours of the council.

Our aim is to empower and enable adults to have a good quality of life, valuing their unique qualities, strengths and rights.

We recognise and actively promote meaningful relationships, social connections, a place in our communities and reciprocity.

Values in Practice recognises that social work is not just a values-based, but also a skills-based profession. Social work support is a valuable intervention in itself that supports people to achieve their desired outcomes and a good quality of life.



# Values in Practice

## Our Aims:

- We want all adults in Westmorland and Furness to feel valued and involved throughout Adult Social Care's work with them.
- Our aim is for everyone to be able to access the right support when they need it, in the way and in the place that works best for them.
- Our practice is underpinned by values, leading to an improved quality of life, independence and wellbeing for people.
- All adults have the right to citizenship in their lives and communities. We will work with people to empower and maximise their capabilities, seeking to create opportunities and connections in sustainable and meaningful ways.



*"It's a fantastic, amazing career, really rewarding, and Westmorland and Furness Council is such a great place to work. If you want to take your career further, Westmorland and Furness Council will definitely support you to do that. I recently enrolled and completed the Approved Mental Health Professional training programme which was a brilliant experience and really helped develop my professional practice. My favourite thing about my role is the ability to make a real impact in people's lives, and some of the interventions that we do on a day-to-day basis, working with people who are going through really difficult challenges in their lives."*

**Dan - Social Worker, Mental Health**





# Careers and Development

## Social Care Worker Role

Start your social work career with Westmorland and Furness Council. A Social Care Worker within Adult Social Care works within the operational social work teams, undertaking strengths-based assessments and delivering person-centred support to achieve positive outcomes for people in Westmorland and Furness. This role requires a minimum Level 3 qualification in Care or a related field, or equivalent experience, and is an ideal opportunity to apply for our Social Work Apprenticeship Scheme. For more information on this please see below:

## Social Work Degree Apprenticeship

Employees of Westmorland and Furness Council can be eligible to apply for the internal Social Work Degree Apprenticeship programme - this is a 3-year programme to achieve a degree in Social Work. The Social Work Degree Apprenticeship is a learning programme which integrates work-based learning and academic study, leading to qualification as a Social Worker. Our Higher Education Institute partners work closely with Westmorland and Furness Council to ensure that on-the-job training and off-the-job training are aligned and integrated. Requirements of the programme:

- Be 18 or older
- Have the right of abode and right to work in the UK to qualify for funding
- Westmorland and Furness Council also require applicants to provide evidence of English language (grade A\* - C/9-4) or equivalent.

## Assessed and Supported Year in Employment (ASYE)

We have recently strengthened our ASYE programme to ensure it is both meaningful and proportionate, with a stronger focus on practice and support. We recognise how challenging your first year can be, so we have increased the guidance, feedback and development opportunities available to you.

From the start of the programme, the Advanced Practice Lead Team provide separate inductions for Newly Qualified Social Workers (NQSW) and assessors, attend the learning agreement meeting, and ensure team managers are fully briefed on their role. Throughout the year, we run tailored workshops at key stages to support portfolio development, offer feedback on submissions, and check in regularly with both NQSWs and assessors to make sure the right support is in place. As the programme nears completion, submission workshops and one-to-one support ensure your portfolio is ready on time. After the ASYE, a development workshop helps you reflect, plan next steps and map out career opportunities. On successful completion, you will also move up to the next pay grade, recognising your progress and growth in practice.

Alongside this, we provide monthly practice workshops for all NQSWs and quarterly hubs for assessors, creating space for reflection, shared learning and ongoing development. All feedback is shared with you, your assessor and your team manager so that support is consistent and joined up.

This approach ensures every NQSW receives the right balance of guidance, reflection and development, while assessors and managers are fully supported in their role.

## Social Worker

There are a variety of social work roles across a range of teams, including those supporting older adults, people with physical disabilities, mental health conditions, learning disabilities, transitions to adulthood, and autism. In addition, we have hospital teams, care home review teams, and Deprivation of Liberty Safeguards (DoLS) teams.

To become a registered Social Worker in the UK, a specific qualification in social work is required, usually in the form of a Bachelor's or Master's degree. The starting salary for a Newly Qualified Social Worker is £34,434 per annum.

## Career Grading

We apply a career grade system for our Social Worker roles within Adult Social Care. This means your starting salary reflects the skills, experience, and qualifications you bring with you. As you develop within your role, you'll move through the career grade, in line with the requirements set out for each stage. We offer training, mentoring, and opportunities to broaden your skills, experience, and qualifications. With regular support and encouragement, you'll be able to develop at the pace that's right for you at each stage of the career grade.

## Continued Professional Development

Within Westmorland and Furness, we are dedicated to your career progression, continued professional development, and ensuring you feel fully supported to carry out your social work role effectively.

As part of this, our Advanced Practice Lead Team provides a comprehensive programme of practice workshops, alongside commissioned training and access to Research in Practice membership.

In addition to regular reflective supervision from your team manager, you will also have access to further support through Mental Capacity Forums, Peer Reflection sessions, Legal Literacy Workshops, and Practice Forums.

## Progression Opportunities

Within Westmorland and Furness, we are dedicated to supporting your career progression. This could be through the managerial route, with opportunities to develop and strengthen your leadership skills, or through practice routes, where you can work towards qualifications such as Approved Mental Health Practitioner (AMHP), Practice Educator, or Best Interests Assessor.



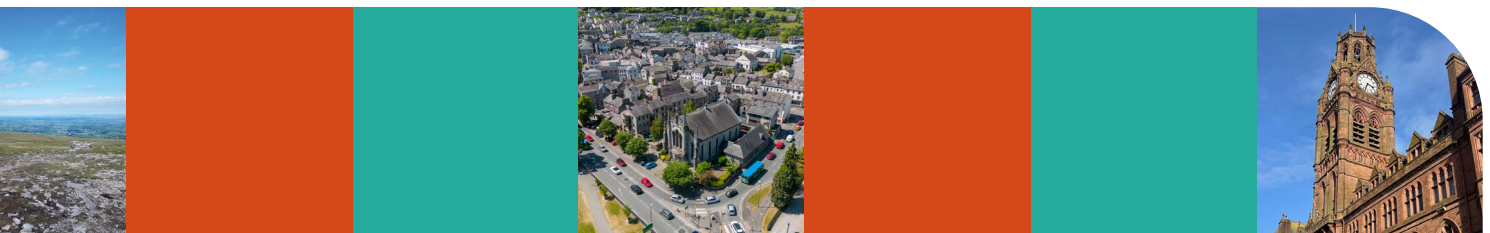
# Why work in Westmorland and Furness?

## 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



*"I feel extremely fortunate to have got my final social work placement in the South Lakes Rural Social Work team. This was my first step into the Adult social work world and I thoroughly enjoyed it. I felt so well supported by my practice educator, Team Manager and the colleagues around me that I really wanted to stay. I was then lucky enough to secure a post in the South Lakes Urban Team and the rest is history as they say! "*

**Louise - Service Manager for South Lakes and Eden Older Adult and Physical Disability Teams**





*"The environment across Westmorland and Furness is such a supportive environment, where I have always been valued and accepted. I feel trusted and know that I have the support of managers whenever this is needed. I always receive positive feedback which has helped me to believe in myself, my skills, and my capabilities. I live in the west of the county and choose to travel into South Lakes and I'm happy to travel the distance to have such a positive and supportive working environment."*

**Angie - Lead Social Worker for South Lakes**



# Benefits of Working for Westmorland and Furness Council

Westmorland and Furness is one of the most beautiful regions in the UK, with stunning landscapes, diverse communities, and a great quality of life. At the heart of delivering services to these communities are our employees.

We are proud of our staff, value their contribution, and are committed to supporting, empowering and developing colleagues so that Westmorland and Furness remains a place where people can live, work and thrive.

We are a caring council, dedicated to your wellbeing, work–life balance, and professional growth.

## Work–Life Balance and Flexibility

We recognise the importance of flexibility in helping you balance your personal and professional life.

- Flexible working – family-friendly patterns, flexible start and finish times, and home-working supported by modern technology
- Time off in lieu (TOIL) – with genuine encouragement to take it back
- Annual leave – 25 days per year, rising to 31 after five years, plus bank holidays
- Additional leave purchase scheme – buy extra annual leave, subject to conditions

## Pay, Pensions and Security

We offer a competitive package to give you peace of mind now and in the future.

- Local Government Pension Scheme (LGPS) – with employer contributions worth, on average, twice as much as your own
- Life assurance – from day one of LGPS membership, paying a lump sum of three times your annual salary
- Shared Cost Additional Voluntary Contributions (AVCs) – a cost-efficient way to build your retirement fund, supported by expert guidance through My Money Matters
- Financial wellbeing support – including webinars, one-to-one coaching, retirement planning tools and more
- Payroll giving – donate to any UK charity directly from your salary, with tax savings
- Free will-writing service – provided for staff and their partners by professional specialists

## Travel and Sustainability

We are committed to reducing our environmental impact and supporting sustainable travel.

- Free workplace parking – in council-owned car parks (Mon–Fri)
- Sustainable travel options – including pool cars, car sharing and public transport support
- Cycle to Work scheme – tax-efficient access to bikes and safety equipment
- Carbon commitment – we aim to be a carbon net zero council as soon as possible, and to help our area achieve carbon net zero by 2037



## Family-Friendly Policies

We understand that family life is important and provide a wide range of support.

- Maternity, adoption, paternity and parental leave
- Maternity support leave
- Foster care leave
- Neonatal care leave
- Life events leave (e.g. bereavement, fertility treatment, carers)
- Flexible retirement and career break scheme

## Professional Support and Development

We invest in your career and ensure you have the right support.

- Stable management team – with open and regular access to senior leaders
- Support for social workers – including payment of Social Work England registration fees and career grade progression
- Ongoing development – mentoring, training opportunities and career pathways to help you grow and progress

## Additional Benefits

We also offer a wide range of practical benefits:

- Childcare vouchers
- Car loans and lease schemes
- Free eye tests
- Discounts and wellbeing offers
- A relocation may be available for eligible roles, if you would like to find out more about what we can offer and check the eligibility criteria please contact our Recruitment Team on [resourcing@westmorlandandfurness.gov.uk](mailto:resourcing@westmorlandandfurness.gov.uk)

For more details on these please visit our benefits site here: [Our benefits | Careers](#)

*"I joined the council as a newly qualified Social Worker having completed my degree. As a newly qualified Social Worker I had an abundance of support from my team manager and a mentor within the team. This supported me to safely develop as a practitioner without getting overwhelmed."*

*"I have now worked at the council for 15 years and there are plenty of reasons why I have stayed here. The main being the support and relationships given by colleagues. In my opinion this is the single most important thing that keeps anyone in Adult Social Care. Knowing that wherever I am, I can talk to anyone to reflect has been invaluable. I genuinely believe that our senior leadership cares about the teams and take time to hear their views and contribute this to decision making, this supports us to feel valued."*

**Colette - Team Manager, South Lakes Rural Social Work**



# Come and join us

All our services share the same basic principle: we strive to make a positive difference to the people and communities we support. We are passionate about the people we work with, and the people who work with us are at the heart of everything we do.

When people join Westmorland and Furness Adult Social Care, they tend to stay. That's because we are proud to offer supportive teams, excellent benefits, and clear opportunities for career progression. Our staff tell us that they feel valued, supported, and part of something bigger — making a real difference to the lives of people in our communities.

From the moment you arrive, you will be welcomed into a team that wants you to succeed. We invest in your professional development, offering mentoring, training, and pathways for progression so you can grow with us. Our benefits package supports your health, wellbeing, and work-life balance, with flexible working, generous annual leave, and pension options that give you peace of mind for the future.

We are committed to ensuring regular supervision, support, and accessible managers who are there to guide and support you. You will also have access to a strong network of colleagues across the service, creating an environment where learning is shared, and achievements are celebrated.

**In short, we don't just offer a job — we offer a career and a community. We hope you'll choose to join us and see why so many of our staff build their future here in Westmorland and Furness.**

If you would like to know more about working within Adult Social Care as a Social Worker within Westmorland and Furness Council, please reach out to Becky Squires – Principal Social Worker for Adults on [becky.squires@westmorlandaandfurness.gov.uk](mailto:becky.squires@westmorlandaandfurness.gov.uk) or for any general queries around our current vacancies or the recruitment process please contact our recruitment team on [carerecruitment@westmorlandandfurness.gov.uk](mailto:carerecruitment@westmorlandandfurness.gov.uk)

## Join Our Journey

Take the next step in your career and explore our current vacancies today, scan the QR code or visit:

<https://careers.westmorlandandfurness.gov.uk/home-careers>



# Case Studies

*"I have been working in the Hospital team for a year now. The team has been welcoming, friendly, and exceptionally supportive throughout. I have a great manager who allows my autonomy while also being available to support when needed and generous with their praise. My team has a wealth of knowledge to draw upon when needed, and this has allowed for my confidence to develop quickly and avoid feeling overwhelmed within this new role. The role is varied and challenging, you are constantly learning, and this provides ample opportunities for growth and fulfilment."*

*"I have worked for Westmorland and Furness Council since 1998. I started as a care worker, and with support from managers and the Westmorland and Furness apprenticeship scheme, I am now a qualified Social Worker. Westmorland and Furness Council offers great in-house training and support to enable their staff to progress in their career."*

**Leanne - Social Worker, Hospital Team**



*"My social work journey started because of my own real-life experiences. I received some fantastic help and support from a variety of people and I just knew I wanted to make the same difference to someone's life and 'pay it forward'. I started my career as a Support Worker for Adults, predominantly with Autism. Through this role I supported a lady who was just an amazing human being; she was non-verbal, full of life and absolutely loved Disney! This experience pushed me towards social work. If you like making a difference and varied work then Westmorland and Furness ASC is the place to be."*

**Beth - Social Worker, Long Term intervention team**



*"I chose a role in Westmorland and Furness Council because I wanted to make a difference to people's lives and affect change. I joined the council as a Health and Wellbeing Coach in 2016. In 2021, I started a Degree Apprenticeship in Social Work at UCLan. This allowed me to continue working whilst working towards my degree. Westmorland and Furness Council adopted some time ago a "grow your own" approach, where they support current employees to achieve qualifications. I have found throughout the whole experience that my colleagues have been incredibly supportive, offering advice and guidance. Through my experience, I have found the support from the Advanced Practice Leads fundamental in both completion of my degree apprenticeship and the ASYE (Assessed and Supported Year in Employment)."*

**Lyndsey - Social Worker, Furness Learning Disability and Autism, and Transition Team**



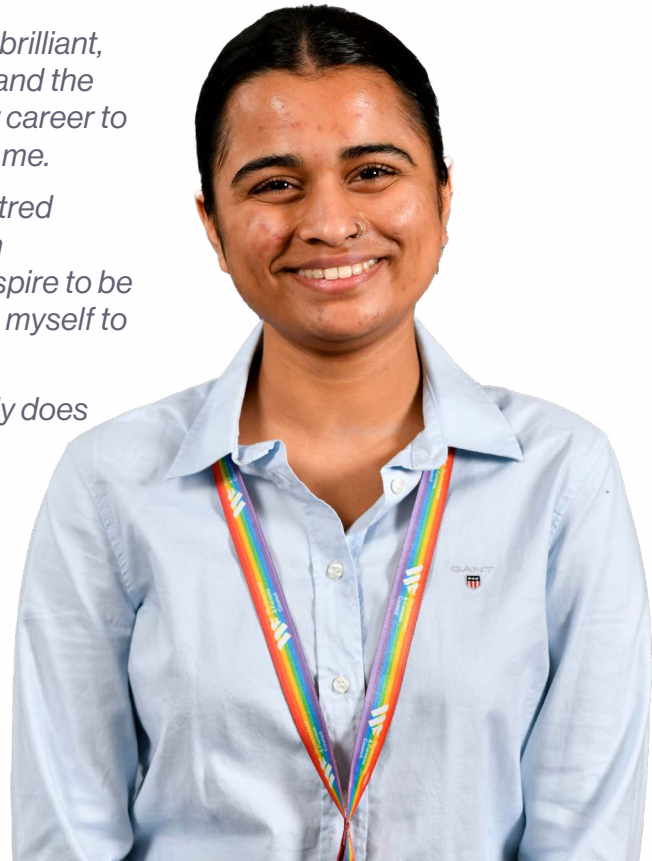
*"I joined Westmorland and Furness Council after qualifying as a Social Worker. My first experience of the council was during my placement while at university and after qualifying I felt that Westmorland and Furness Council would give me a supportive, well-rounded introduction into social work, with so many amazing teams, working so closely together. I was relocating from Dubai when I joined and it was such a smooth process, if I had any queries or questions about my role, the process, or the area there was always someone there to help."*

*"The council's opportunities for training and development are brilliant, including both the training sessions I have received in-house, and the qualifications that can be accessed to help me grow within my career to a more specialist or senior position, which is very important to me."*

*"My team is the most knowledgeable, passionate, person-centred group of individuals I have ever worked with, or interacted with throughout my placements. They set the standard for what I aspire to be as a Social Worker, they are so driven it helps drive me to push myself to be my best."*

*"I am so grateful to be surrounded by such brilliant people. It really does feel like a family, everyone has made me feel so welcome and have been so supportive."*

**Fatema - Social Worker (ASYE), Furness – Emergency Duty Function Team**



*"I really enjoyed my placement with the Council and knew that if a position became available after I graduated, I would definitely be interested. I liked how personal the ASYE programme sounded, with in-house workshops, meeting in smaller cohorts, all fully supported by the APL Team."*

*"I'm originally from York but made the decision to relocate, this was initially quite daunting however my Line Manager kept in regular contact with me throughout with the whole process and was really flexible around when I could start which really helped."*

*"I really enjoy working with older adults and adults with physical disabilities and get the chance to work with such a wide range of people with varying needs within my role in the South Lakes Urban Team."*

*"It felt like a big jump from student to ASYE Social Worker, but there is always someone to ask, or talk to about new cases and I feel extremely supported within my new team"*

**Abbie - ASYE Social Worker, South Lakes Urban Team**



Westmorland  
& Furness  
Council

## Translation Services

If you require this document in another format (e.g. CD, Braille or large type) or in another language, please telephone: **0300 373 3300**.

للوصول إلى هذه المعلومات بلغتك، يرجى الاتصال 0300 373 3300

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telefone para o 0300 373 3300

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