

# Working for Children's Services

**Recruitment pack**



We are  
aiming high for  
Cumbria's  
children



## Introduction

**All children in Cumbria deserve the best start in life, and we're looking for the right people to help us make that happen.**

We want to ensure they receive swift and timely access to the services they need, and that our most vulnerable children are supported and protected through improved safeguarding services.

We want Cumbria to be a great place to be a child and grow up; a place of opportunity where young people are able to live happy and productive lives and a place where young people will want to live and work in the future. We have included this as a priority in our council plan.

We have faced a number of challenges over the past few years, with reducing budgets and an Ofsted inspection which found our safeguarding services to be inadequate. As such we are going through a dramatic period of change and as part of that we are looking for experienced staff to join our newly established district teams, particularly in west Cumbria and Barrow. Strong leadership and management in these teams has rapidly established a supportive and performance focused culture which is closely aligned to our improvement programme. Ours is a learning organisation which is committed to supporting and developing its staff.

As a place to live, Cumbria's scenic views are matched by the quality of life, the diversity of its communities and the friendliness of its people. We want to hear from you if you have the enthusiasm and commitment to drive forward change in one of the most beautiful areas of the country.



**John Macilwraith**

**Corporate Director of Children's Services**

# Opportunities in Children's Services

We are looking for people who share our vision and ambition and have the ability to inspire the trust and confidence of professionals across a range of agencies. We are keen to recruit those who have successful experience in a similar role and a good knowledge of safeguarding and promoting the welfare of children and those looking to develop their skills, experience and career in a supportive environment.

## Advanced Practitioners

To lead in districts or service areas in developing and promoting good, effective forensic and reflective social work practice in accordance with social work core values and the professional capabilities framework.

Provide guidance, consultation, coaching and mentoring for Children's Service, social workers, support workers, adoption and fostering support workers, students, ASYE, external professional and assisting in the development of CPD. Including where appropriate co-working.

## Enhanced Social Workers and Social Workers

You will help improve outcomes for children by listening to them and their families to understand their needs and working together to agree how these needs will be met with the right help and support. You be working in a supportive environment with regular supervision and attention your own professional development.

## Independent Reviewing Officers

As part of our IRO and Conference Service you would be joining a large, supportive and very skilled group of staff at an exciting time in Cumbria.

The county is driving improvements to practice and you would be part of that change. If you enjoy a challenge, are passionate about improving outcomes for children, are an experienced team manager with the ability to reflect on practice, then this is the team for you.

## Team Managers

We are looking for team managers to lead both our Support and Child Protection and Children Looked After teams across our Districts. You will be responsible for the delivery of high quality fieldwork at district level. You'll manage the progression of complex work through cohesive partnership working.

Support and professional development to help you reach your potential



# Appointment Bonus

The roles in Allerdale and Copeland are eligible for a generous appointment bonus on top of the council's excellent relocation package. This will be awarded once you have been in the role for three months. It is repayable if you leave the role within 3 years of appointment.

Team leaders  
will receive  
£5000



Socialworkers  
will receive  
£4000



Click  
here to  
apply

Each role profile can be found at  
[cumbria.gov.uk/jobsandcareers/socialwork](http://cumbria.gov.uk/jobsandcareers/socialwork)

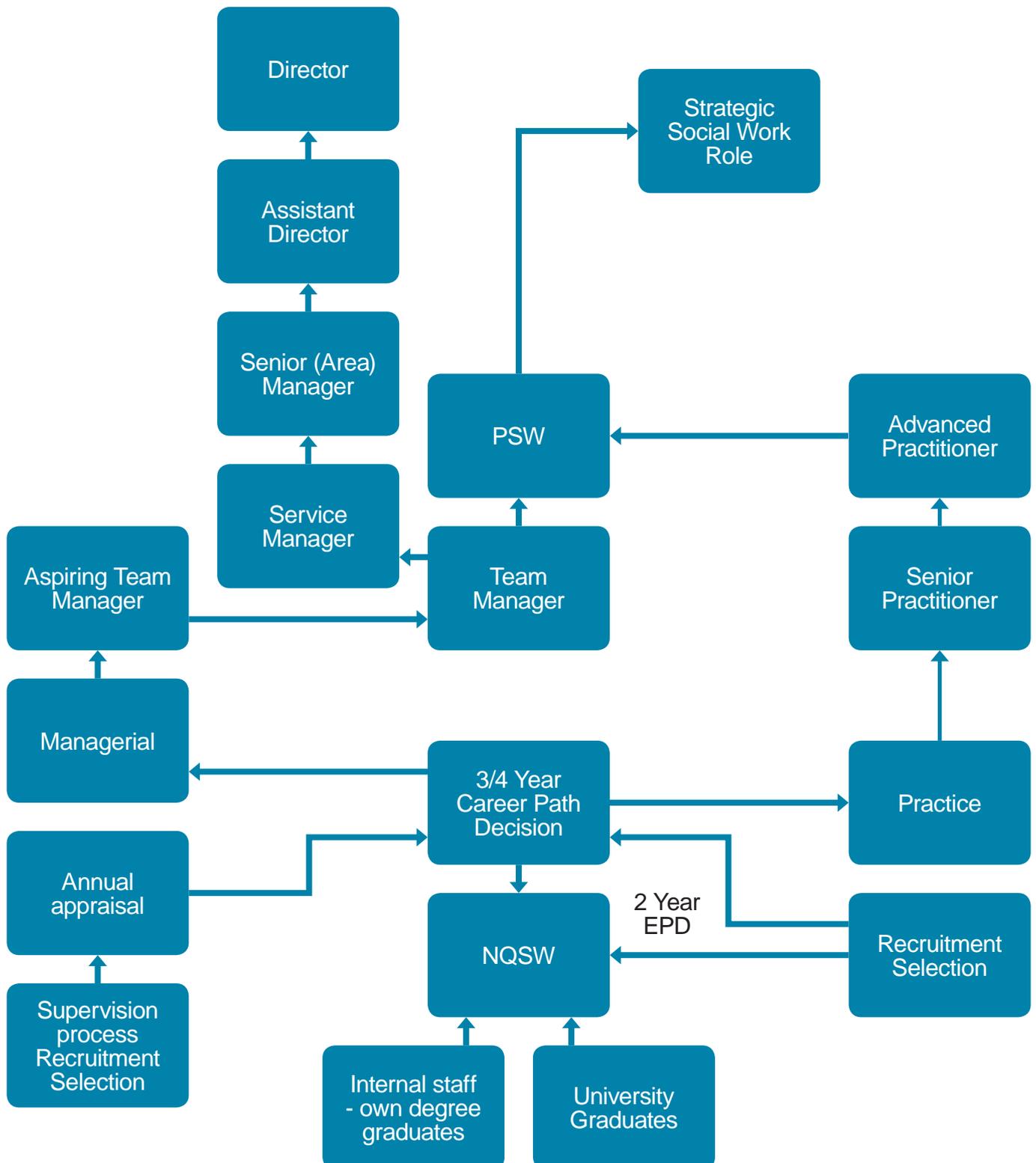


# Social Work Career Pathway

As a learning organisation we have introduced defined career pathways as illustrated in the diagram, each level is underpinned by learning and development opportunities with an emphasis on research in practice.

There will be opportunities as part of your development with us to shape your career direction either into practice excellence or into social work management.

Whichever, route you decide to take we will support your development.



# Why come to Cumbria

Cumbria County Council is proud to serve one of the most beautiful areas in the UK. Cumbria is home to England's highest mountains and biggest lakes and is known for its quality of life.

## Location, location, location

As a place to live, Cumbria takes some beating. Traditional Lakeland stone houses and balconied apartments are the type of homes you'll find in Cumbria's villages. In the city of Carlisle and the county's towns, you'll find beautiful houses and very affordable suburban family homes.

From the stunning beauty of the coast to the challenge of the Lake District to the history of Hadrian's Wall, Cumbria offers something for everyone.

This is the place to be – to live and work – and to have an excellent quality of life to spend with your family and friends.

## Relocation package

Moving house can be expensive and stressful especially if you are also starting a new job. In order to make this a little bit easier we offer a generous relocation package.

There are allowances for lodgings, storage, removal, settling in allowance and money available to cover legal fees that you may incur. There is also a car loan scheme. This is addition to the appointment bonus of £4000 for a social worker level and £5000 for a team leader.



86% of staff agree that their line manager is approachable

## A great place to raise a family

Cumbria has many good schools and the percentage of children who gain access to their first preference schools are amongst the best in the country. Our Childrens Centres are rated as good or outstanding and our cultural and sporting opportunities are excellent.

Cumbria has some of the lowest crime rates in England and its GP practices have the country's highest levels of patient satisfaction.



## Going places

Linked to the rest of the country by the M6, to Scotland via the M74/75 and to Newcastle upon Tyne by the A69, connectivity to Cumbria is excellent.

Travel times by car

Carlisle to Newcastle – 1.5 hours

Whitehaven to Carlisle – 1 hour

Carlisle to Glasgow – 1.5 hours

Whitehaven to Penrith – 1 hour

There are also excellent rail links to Newcastle, Leeds, Glasgow, Edinburgh, Manchester and London.

If you're travelling by air, Manchester, Glasgow, Newcastle and Blackpool Airports are all within 2 hours drive on the motorways.



# Working for Cumbria County Council

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

Cumbria County Council employs 8,000 people. As an employer, we focus on equality, communication and people-friendly policies. We appreciate, reward and value your contribution and we're looking for people who share our sense of pride.

We are proud to be a modern and flexible employer. Through this we are developing our 'Better Places for work' programme that has a focus on improving working environments and practices to ensure high quality service delivery and value for money. This gives our employees

increasing work opportunities and flexibility, from home working to travelling around an area, or working with partners in other locations.

Our commitment to equality is more than just an obligation. In making our jobs and opportunities available to everyone, we're able to make the best choices from the broadest possible selection of people.

If you share our values and would like to make a difference to the people of Cumbria, then this is the place for you.



# Our benefits

We want our employees to get the most out of life. To strike the right work/life balance, we offer an excellent salary package, a great pension scheme and some excellent staff benefits.

## Relocation Package

Moving house can be expensive and stressful especially if you are also starting a new job. In order to make this a little bit easier we offer a generous relocation package. There are allowances for lodgings, storage, removal, settling in allowance and money available to cover legal fees that you may incur. There is also a car loan scheme. This is addition to the appointment bonus of £4000 for a social worker level and £5000 for a team manager.



## Professional development

We want you to reach your full potential. To help, we have a range of blended learning opportunities available to all employees, which will be relevant to your job.

## Flexible working

Our flexible working scheme allows you to manage your hours and plan your life more easily. NB. Not all posts are eligible for this scheme, please see the job profile.

## Annual leave

Our annual leave allowance isn't bad either. 25 days per year, rising to 30 after four years' service.

## Pensions

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.

## We're listening

We like to receive feedback and listen to our employees. Schemes like Meet Dianne and 'Let's Talk' enable you to share your thoughts openly with our Chief Executive and the Corporate Directors.

## Childcare vouchers

We've introduced a more flexible way for employees to meet childcare costs. You can choose to take part of your salary as tax-free and National Insurance exempt childcare vouchers, which could save up to £1196 a year.

## Cycle to work scheme

We're committed to greener transport solutions. Part of our policy is to encourage employees to cycle to work. Our scheme entitles you to significant discounts on the price of a new bike and safety equipment.

## Eye tests

We provide all display screen users with a free eye test on request. We have a corporate eye care scheme which includes the eye test and a pair of glasses if required for display screen use.

## Well-being for life

We want to improve the well-being of our employees both in and out of the workplace. Our Well-being for life initiative provides information, help and ideas to raise awareness of Your health, Your safety, Your money, Your mind and Your time.

# About Cumbria County Council

Our services reach out to the communities of Cumbria every day. We support, maintain, provide, educate and care for everyone. We also speak up for Cumbria on regional or national issues like jobs and investment.

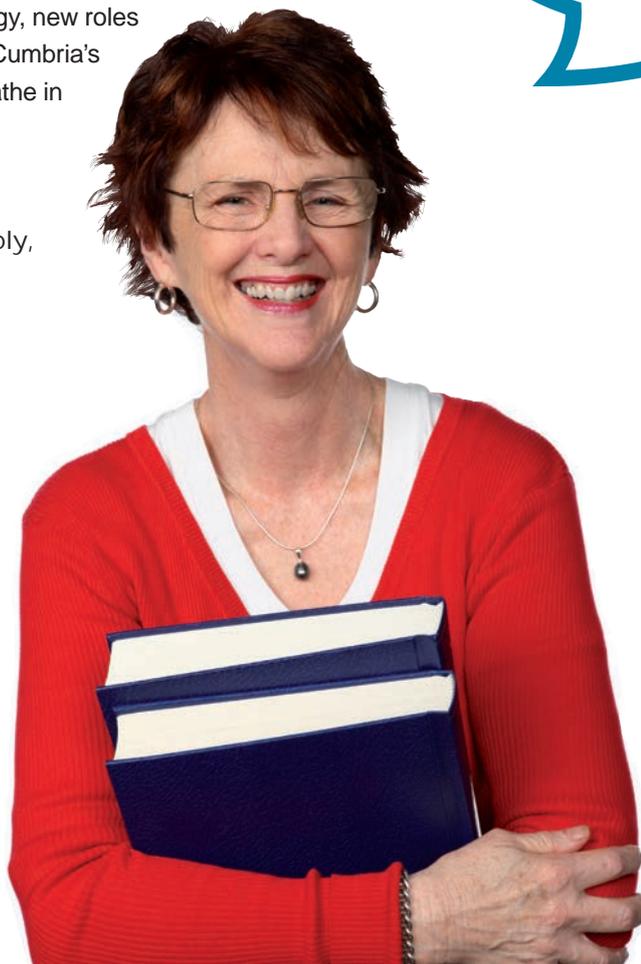
We are responsible for the more strategic local services of the county, including education (schools, both primary and secondary), libraries and youth services, social services, highway maintenance, waste disposal, emergency planning, consumer protection, and town and country planning for minerals matters, waste and for highways.

To deliver the best service, we're constantly looking to forge new partnerships and relationships. Whether with outside agencies, departments or companies, we know we can learn from other people and they can learn from us.

Our work is driven by the Council Plan, which can be viewed at [www.cumbria.gov.uk/councilplan](http://www.cumbria.gov.uk/councilplan)

As a council, we view change as our friend. It something we all need to embrace because not even our landscape stays the same forever. New technology, new roles and new ideas are embraced to help Cumbria's traditions and heritage to live and breathe in the modern age.

We're excited about the future, here at Cumbria County Council. Quite simply, it's a great time to join us.



## Our priorities

**We want Cumbria to be a place with a thriving economy. A place where you can live in a high quality and sustainable environment and you can move safely and easily around the county.**

More than that, we want Cumbria to be a great place to be a child and grow up in; a place of opportunity where young people are able to live happy, productive lives and will want to live and work in the future.

We want you to enjoy an independent and healthy life and to be safe from harm, with more control over your life and a say in the decisions which affect you.

The council is committed to doing everything to tackle poverty in all forms: not just financial poverty but also the poverty of ambition, aspiration and opportunity.

We want everyone to have the opportunity to be whatever they want to be, and the ambition and aspiration to be as good as they can be.



## What we are seeking to achieve for Cumbria

### Our key priorities

Challenge poverty in all its forms

Ensure vulnerable people receive support

Improve the chances in life of the most disadvantaged

### Our aspirations

A thriving economy

A world class environment

A great place to grow up

An independent and healthy life

### Our underpinning aim

**An effective and efficient council**

## The financial challenge

**The past few years have been challenging for Cumbria County Council as local authority budgets across the country have reduced.**

We have faced unprecedented pressures on our budget and this has presented many new challenges and opportunities to think differently about how we use our resources to deliver our priorities.

Over the next financial year the council will continue to be faced with significant reductions to the funding we receive from central Government, which along with residents' Council Tax, pays for the services we provide.

The total value of savings agreed by 2014/15 is £24.4m. All told, the council needs to save another £89 million between 2014/15 and 2016/17 – this is on top of the £88 million which the council has already saved since 2010/11. These reductions require the council to find innovative solutions to save money and reduce costs.



### Our achievements

Our interactive Achievements document highlights some of our recent achievements and shows how we continue to deliver good quality services that positively impact on the quality of life for people and communities in Cumbria.

It can be viewed at:

<http://www.cumbria.gov.uk/elibrary/Content/Internet/536/6181/41914144812.pdf>



## 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.

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如果您希望通过母语了解此信息，  
请致电 **01228 606060**

Jeigu norétumėte 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

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For more information visit [cumbria.gov.uk](https://cumbria.gov.uk)