

Adult Social Work

change *your* world and *theirs*

eastsussex.gov.uk/adultsocialwork

**FOR A TEAM THAT
SUPPORTS YOU**

**CHOOSE
EAST SUSSEX**





Why join the East Sussex team?

We invest in you so change can happen

At Adult Social Care, we work with adults at difficult times in their life-course. East Sussex County Council staff are passionate about enabling people with complex care and support needs to bring real and lasting change in their lives. To make that happen, we need intelligent, curious, and creative people who are keen to learn and want to practice and develop as social workers within experienced, dedicated teams.





Integrating health and social care

It is an exciting time to join us as we continue to develop our partnerships and integration with health colleagues. Our goal is for joined-up, coordinated support that promotes independence and with prevention and early intervention underpinning everything that we do.

Our goal is to work with colleagues in other professions to enable adults with support needs to achieve the outcomes that they have identified.

“ I feel East Sussex County Council has put me in good stead for a career in social work. ”

We use strengths-based practice to inform our work with adults and allow us to empower each adult to make choices, to have control about how they live their life, and to have the support and protection to be free from abuse and neglect.

Join a dynamic and digital organisation

We encourage our staff to work in an agile way. Through provision of laptop, smart phone, lone working device and virtual platforms you are able to access our systems digitally, whether in a council building, or out of the office, giving greater autonomy in your working day to support you to do your job efficiently and effectively.

Team work is at the heart of all we do; we have strong team identities, providing you with support and opportunity for reflection in a hybrid working environment.



Benefits of working here

Why 'We choose East Sussex'

To improve work-life balance you can negotiate with your manager to work more flexibly if the hours you are working meet the needs of the service. Annual leave increases with length of service and we also run a annual leave purchase scheme.

Professional development

We provide all social work staff with an opportunity of monthly reflective supervision, to support action planning, knowledge and values alongside career planning. Each session will also focus on your wellbeing and to ensure that we are providing all the support we can. Continual professional development is central to our ethos and registered staff are encouraged to dedicate at least five days a year to individual, ongoing learning.

Help with your relocation

We can offer assistance with the cost of moving if you are making a move to East Sussex that is more than 20 miles*.

Employee Assistance Program

We take the care of our staff seriously and provide access to a 24-hours a day, 365 days a year counselling and advice service. All calls are confidential and are answered by a fully trained and qualified counsellor, who will provide initial emotional support, and can arrange face-to-face counselling as appropriate. Alongside this we have management tools to enable supervisors to consider all areas of support, an app to offer personalised ideas for wellbeing, a team of mental health first aiders and access to work coaching at times of stress.

Career break scheme

To encourage options to diversify, you can apply for a career break of 6-12 months after two years' continuous service with a guarantee of a post on return.

Family friendly

We recognise that the home life of our staff is central and therefore at ESCC, we provide options to support parents and carers. We offer additional leave options for maternity, paternity, adoption, dependency, and parental leave. We can also provide a Personal Plan to record what response we have agreed at times of change or stress and have various support groups through our staff digital social platform.

Staff benefits

ESCC staff all have access to a range of financial resources



Assessed and Supported Year into Employment (ASYE programme)

Join the ESCC ASYE Programme where your enthusiasm for social work will be embraced and nurtured by an authority that understands and values the contribution of Newly Qualified Social Workers.

The assessed and supported year is an opportunity for you, a Newly Qualified Social Worker (NQSW), to settle into your role and develop professional skills, knowledge, competence, and authority. You will receive a holistic and progressive assessment of capability across the nine domains of the Professional Capabilities Framework (PCF) at ASYE level, plus the Knowledge and Skills statement (KSS).

Our ASYE programme will get you off to a great start and provide you with the following:

- A planned induction to assist you in the transition from student to professional social worker
- Intensive reflective supervision, weekly and then fortnightly, by a registered Social Worker
- Mentoring support and advice from our Social Work Education Team
- Protected caseload

Our equality and diversity strategy and action plan is at the heart of our professional training, development, support, and assessment. Within your ASYE you will access a range of equality and diversity training, webinars, and reflective spaces that will encourage you to consider and act regarding racism and discrimination. It is important that as social workers you are aware of the diverse backgrounds

and needs of families and colleagues and have the confidence to carry out thorough assessments and effective interventions. We will support you to develop the knowledge, skills, and confidence to offer both support and challenge.

Our bespoke training offer is graded in complexity over the course of the year and includes duties under the Mental Capacity Act and the Care Act which includes safeguarding. There are workshops such as gaining and using client and carer feedback, becoming anti-racist, and support in completing your ASYE portfolios. You will also take part in monthly action learning sets/ practice development groups.

- Intensive planned induction over a four to six-week period
- A learning agreement detailing the opportunities for co-working and reflective time
- Regular progress reviews providing feedback to create a bespoke professional development plan
- Access to an ASYE mentor
- Access to latest research through ESCC own Single Source website and Research in Practice.

We believe that remaining at East Sussex County Council for a minimum of twelve months post completion is vital to consolidate your practice after completing your ASYE. We offer a dynamic learning environment where continuous professional development is nurtured and encouraged to enable your professional development to flourish throughout your social work career.

including employee loan scheme, vehicle leasing, staff benefits portal that provides a range of discounts on holidays, shopping, gyms and special promotions as well as tax free childcare, kids clubs etc.

Our teams

We have social workers based across the county in our specialist and generic community teams including the following:

- Locality, Neighbourhood Support teams
- Learning disability teams
- Mental health teams
- Hospital teams
- Continuing Healthcare team

*Subject to the terms and conditions of our relocation policy.



Your career pathway Your learning and training

East Sussex ASC will support you to progress and develop through your Social Work career with us. We have different development pathways for you to follow, giving you freedom to chart your own journey as you progress and grow with us.

With the support of your manager, you will be encouraged to identify development goals that align with your ambitions and the needs of the organisation.

A teaching partnership with local universities

We have an established teaching partnership with our local universities called the South Coast Regional Centre for Social Work Education (SCRC). This innovative model for social work education consists of three hubs (Student Learning Hub, Professional Practice Development Hub and Practice Research Hub).

The SCRC provides a defined career pathway for social work practitioners. It provides opportunities to deliver training at our local universities through our Practitioners Who Teach programme and be supported by academics while you undertake research in response to questions raised through your direct practice.

Access to online learning resources

You have access to our online resource – the Intranet as well as our in House learning resource, ‘Single Source’, where you’ll find information, our comprehensive training offer as well as guidance, research and practice tools you need to support you in evidence based practice. All practitioners have access to our organisational membership to Research in Practice.

Your career progression

By supporting the development of your professional practice and career progression, we are making every effort to ensure you can make a difference to the lives of people with care and support needs.

We don’t pay lip service to learning, it’s a priority

To ensure you’re at the top of your game, we offer you the most up-to-date methods of learning. We appoint the most effective trainers, internally and externally, and embed their teaching through reflective learning opportunities, practice development sessions and lunchtime seminars.

We have developed clear learning pathways for all practitioners linked to the Knowledge and Skills Statements.

What happens to my professional development after completion of the ASYE

After completing your ASYE in Year 1 you will be supported via our Year 2 offer. Our current offer includes;

- Access to Action Learning Sets
- Development of skills in leadership and enabling others via our ASYE mentor training and group supervision.
- Access to 3 sessions of 'offline' professional supervision.

Progress is the continuing professional development pathway for social workers in East Sussex. It describes opportunities and expectations for social workers working in adult social care settings as they move through their careers.

Progress enables social workers to:

1. Build on existing and develop new knowledge and skills required for a strengths-based approach, underpinned by the Professional Capability Framework (PCF) and Knowledge and Skills Statements (KSS)

2. Understand and work towards requirements for pay and progression, social work registration and further accreditation
3. Navigate your own individual career path through a range of supporting and enriching opportunities.

Below is the two-dimensional version of **Progress** which is an interactive, dynamic website, currently under development. It outlines the structure of the pathway and the core elements which run through each career level.

We offer overlapping but distinct pathways to guide your development through your career. These are mapped to the Professional Capabilities Framework and the respective Knowledge and Skills Statements.

All pathways are supported through a diverse range of opportunities including:

- Comprehensive in-house training programme which builds on different levels of expertise,
- A partnership with the universities which offer a range of accredited modules designed to meet your development needs.
- Experiential learning opportunities through shadowing colleagues in different services areas, mentoring coaching, supporting the learning of others, group supervisions, individual research and reflective time.
- As your career develops, you can become involved, in teaching on qualifying and post-graduate courses and practitioner-lead research through the Practitioners who Teach programme.

Newly
Qualified
Social
Worker

Social
Worker

Senior
Practitioner

Manager

Operations
Manager

Head of
Service/
Assistant
Director

**ADULT'S
PROGRESS
PATHWAY**

CORE ELEMENTS UNDERPINNING EACH CAREER LEVEL:

Strengths-based working

- The Care Act
- Motivational interviewing
- Professional and community resilience
- Equality, identity and diversity
- Person-centred practice
- Values, ethics and social justice

Core knowledge and skills

- Mental capacity
- Older people
- Mental health
- Domestic abuse
- Alcohol and drugs
- Autism and learning disability
- Deprivation of Liberty Safeguards
- Safeguarding
- Assessment and direct work

Leadership and supervision

- Supervision
- Supporting the learning of others
- Practice leadership
- Critically reflective practice

Against each of the above elements are incorporated:

- PCF
- KSS
- Training
- Embed into practice
- Research and practice tools
- Professional development



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The ASYE programme has been very positive for me in being able to put into practice the skills and knowledge I gained from my degree. Taking full advantage of the training and supervision included has increased my confidence and belief in my practice.

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The ASYE year is a good way to bridge the gap between finishing university and going into a full-time career. The sessions have promoted critical reflection in a comfortable, relaxed and friendly environment.

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