

# CHILDREN'S SOCIAL CARE

Supporting you to support children



Connected  
practice

Relationships for change



# WHY EAST SUSSEX?

We work with the most vulnerable children and families, often with very complex needs. We are passionate about bringing real and lasting change in their lives. To make that happen, we need people like you who are intelligent, curious, energised, creative and keen to learn.



*The positive impact of East Sussex's approach to developing, inspiring and retaining the children's social care workforce was seen throughout frontline practice in this inspection. //*

Ofsted 2018







In East Sussex, social work looks and feels different from other places; we call our approach Connected Practice, which is underpinned by fantastic training, support and supervision which empowers our social workers to deliver meaningful interventions based on a thorough understanding of risk, attachment and trauma.

We place value on relationships right across the organisation, with our professional partners, as well as with the children and families with whom we work. We believe it is this relationship that you - our social workers - have with children and families that allows you to effect real and lasting change that keeps

children safe and genuinely improves their lives at home, at school and in the community.

We offer a comprehensive package to support you in this important work - our ASYE (Assessed and Supported Year in Employment) programme will not only equip you with practice knowledge and skills but it will also provide you with the development opportunities that support you to grow. You will receive training in Motivational Interviewing, Risk Assessment and Analysis and child & adult attachment training alongside developing core skills in communicating and engaging children and families.


We are a learning organisation which provides outstanding reflective supervision, an open-door policy throughout the service and manageable caseloads. There's support and guidance from your team and manager and you will have access to the Social Work Education Team, a responsive and dedicated team of qualified social work professionals who will provide you with ongoing support throughout your first year and beyond.

# EQUALITY AND DIVERSITY IN CHILDREN'S SERVICES

In Children's Services, we recognise the importance of having a thriving workforce who represent and can help and support children and families from all backgrounds in East Sussex. We want to benefit from the widest pool of talented people in our service, so we are taking an honest look at how we recruit, retain and promote our people, and making active changes to improve things based on evidence and best practice. Changes we're making aim to contribute to a welcoming, inclusive workplace and high-quality delivery of outstanding social work practice to our most vulnerable children and families.





*All practitioners were open and honest and proud of their work and proud of working in ESCC.* 

Ofsted 2018





# SUPPORTING YOU



## Progress career development pathway

‘Progress’ is our social work career development pathway, underpinned by a comprehensive training and professional development offer.

We have a number of pathways, linked to the Knowledge and Skills statements, 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 satisfy your ambition and give you the skills to work with our most vulnerable families.

## Assessed and Supported Year into Employment (ASYE programme)

Come and join the ESCC ASYE Programme where your enthusiasm for social work will be embraced and nurtured by an authority that truly understands and values the contribution that newly qualified social workers make.

The assessed and supported year is an opportunity for you, a Newly Qualified Social Worker (NQSW), to settle into your new role and develop essential 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).

# PROGRESS YOUR LEARNING AND CAREER

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

- A planned induction that will assist you in the transition from student to professional social worker
- Reflective supervision (weekly, then fortnightly) by a registered social worker
- Mentoring support and advice from our Social Work Education Team
- Protected caseload
- Monthly action learning sets
- Regular progress reviews providing feedback to evolve a bespoke professional development plan
- Regular team-based group supervision and practice development.

Our bespoke training offer is graded in complexity over the course of the year and ensures you continue to develop your professional knowledge and skills regarding direct practice and legal literacy. Alongside this you'll have access to workshops that will assist you to complete your ASYE portfolio.

After completing your ASYE year we continue to support you with our dynamic learning environment where continuous professional development is nurtured and encouraged to enable your professional development to flourish throughout your social work career, and throughout your second year with us you will

continue to have access to Action Learning Sets alongside a clearly defined training pathway and professional supervision if required.

## 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 is an innovative model for social work education.

Consisting of three hubs (Student Learning Hub, Professional Practice Development Hub and Practice Research Hub), the SCRC provides an opportunity to deliver training at our local universities via our Practitioners Who Teach programme. Crucially, it enables practitioners to be supported by academics while undertaking action research in response to questions raised through your direct practice.

## You'll have access to online learning resources

At all times you have access to our online, in-house learning resource, Single Source, where you'll find our latest blogs, training offer and the research and practice tools you need in order to support your evidenced based practice. You'll also have access to all the resources available through Research in Practice.

## A great training offer

To ensure you're at the top of your game, we appoint the most effective trainers, internally and externally, and embed their teaching through learning surgeries, webinars, podcasts, practice development sessions and lunchtime seminars.

For instance, all staff will receive training in:

- Motivational Interviewing.
- Trauma informed practice
- The DMM model of attachment for children and adults.

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



*My social worker believed in me and that gave me the boost I needed to turn my life around. If it weren't for her then I wouldn't be here now and my son wouldn't be with me.*





# BENEFITS OF WORKING HERE

Our comprehensive and competitive support and benefits package reflects our desire to nurture our social workers because we know the work can be demanding.





## Professional development

To ensure you have the time to improve your learning, you are encouraged to dedicate at least five days a year to your ongoing professional development.

## Competitive rates of pay

ESCC social workers are eligible for a market supplement to reflect the amazing work you do\*.

\* the market supplement was introduced in July 2021 for Grade 11 onwards and is subject to a 3 yearly review

## Join a dynamic and digital organisation

We will provide you with the technology and equipment, including 2-in-1 laptops and iPhones, to enable you to work smarter and give you the flexibility to connect with your colleagues digitally, and to use technology in your direct work with children and families. For instance, you can 'meet' with colleagues on a range of virtual platforms or share and work on documents together with a colleague at the other end of the county. Although we believe in offering maximum flexibility we also work hard to retain a strong team identity.



*Mindfulness training has been really helpful. I feel less stressed even on the toughest days.*



## Social Work England registration fees

We pay your Social Work England registration fees.

## Help with your relocation

We can offer up to £8,000 towards the cost of moving, if you are making a move that's more than 20 miles\*. This includes support from one of our social work teams who can provide you with invaluable local knowledge of housing, schools and leisure activities.

We also offer interest free rental deposit loans of up to £2,000\*.

\* subject to the terms and conditions of our relocation and employee loan policies respectively

## Mindfulness training to strengthen your resilience

We know that social work is very demanding, so we support all our social work staff with comprehensive mindfulness training to help you cope when the going gets tough.

## Career break scheme

You can apply for a career break of 6-12 months after two years' continuous service.

## We're family friendly

We provide additional leave options for maternity, paternity, dependency and parental leave.

## Staff discounts

ESCC offer staff a range of discounts on holidays, shopping and special promotions as well as tax free childcare and kids clubs.

## Travel benefits

- Car leasing scheme (at managers discretion in first year of service)
- Season ticket loan scheme
- Vehicle loan scheme
- Bicycle loan scheme
- Interest-free loan package for driving lessons.

The above are all subject to terms and conditions.

## 24-hr counselling service

We offer our staff a 24-hours a day, 365-days a year counselling service. All calls are answered by a fully-trained and qualified counsellor, who will provide initial emotional support, and can then arrange face-to-face counselling as appropriate.

## Work more flexibly

To improve work-life balance we offer a nine-day fortnight for those post ASYE. The hours when you are working will, of course, need to meet the needs of your team and be agreed with your line manager.

# OUR SOCIAL WORK TEAMS

## Single Point of Access

SPOA is the first point of contact for East Sussex Children's Services and is staffed by social workers, senior social workers and early help workers. The team provide advice to professionals and the public with concerns about the welfare of a child. The team now also triages referrals to CAMHS.

## Multi-Agency Sharing Hub (MASH)

The MASH is a team of social workers and senior social workers, health visitors, and police officers who share and assess information about children and adults at risk of coming to harm; together they ensure the most timely, appropriate and proportionate response. MASH also provides enhanced multi-agency information sharing and decision-making practice for missing children and children vulnerable to exploitation.

## Duty and Assessment Teams (DAT)

There are three teams made up of social workers and senior social workers who undertake family assessments, Section 47 enquiries, private fostering assessments, and assessment of homeless young people. They work with children and young people 0-19 years old.

The work is short term and if families and children require longer term intervention they are transferred to our Family Support and Youth Support teams.

## Family and Youth Support Teams (FST and YST)

Responsibility for social work support to families is transferred to Family and Youth Support Teams from the Duty and Assessment Teams. These teams are made up of social workers and senior social workers. The Family Support teams tend to work with children

and families where the primary concern is about the care and experience of children under 11, whereas the Youth Support Teams have developed specialisms around working with adolescents. The Family and Youth Support Teams are responsible for:

- on-going assessment, care planning and support to children and families requiring child in need or child protection plans
- undertaking most of the pre-proceedings and care proceedings work in the local authority.





*Examples of creative and purposeful direct work with children are widespread, and this work leads to substantial improvements in children's lives. The local authority is a strong, dynamic learning organisation that encourages self-reflection at all levels.*



Ofsted, 2018



## Rethinking Families

An attachment and trauma informed team who use Pat Crittenden's Dynamic Maturation Model of attachment and adaptation to inform practice. They deliver a broad range of trauma informed interventions alongside practical support with families exposed to neglect, use of substances, poor mental health, and violent relationships in a context of poverty and social deprivation. They work intensively to address the barriers families face in making changes and ultimately make children safer, keeping families together wherever possible.

## Looked After Children

There are currently three county-wide Looked After Children Teams. They provide social work support to looked-after children from the point at which the care plan determines that a permanent placement should be sought outside of the birth family. The team is made up of social workers and senior social workers.

## Children's Disability Service

The Children's Disability Service (CDS) is a county-wide specialist team of social workers and senior social workers who work with children (0-19) with severe learning disabilities and complex health needs. The CDS Duty and Assessment Team (DAT) is co-located with the Children's Disability Service Family Support and Looked After (FST/LAC) team and the teams work closely together.

Responsibilities include:

- provision of information, advice, guidance and signposting
- Family Assessments
- Section 47 enquiries
- Joint Continuing Care Assessments
- Carers' Assessments; and
- Social Care Personal budget support plans.

## Through Care Team

The Through Care Service is responsible for supporting young people across the county whilst they prepare to leave care and after they leave. The service includes social workers and senior social workers, personal advisors, a mental health nurse, and the virtual school. The Through Care Service also includes a team to support and assess Unaccompanied Asylum Seeking Children.

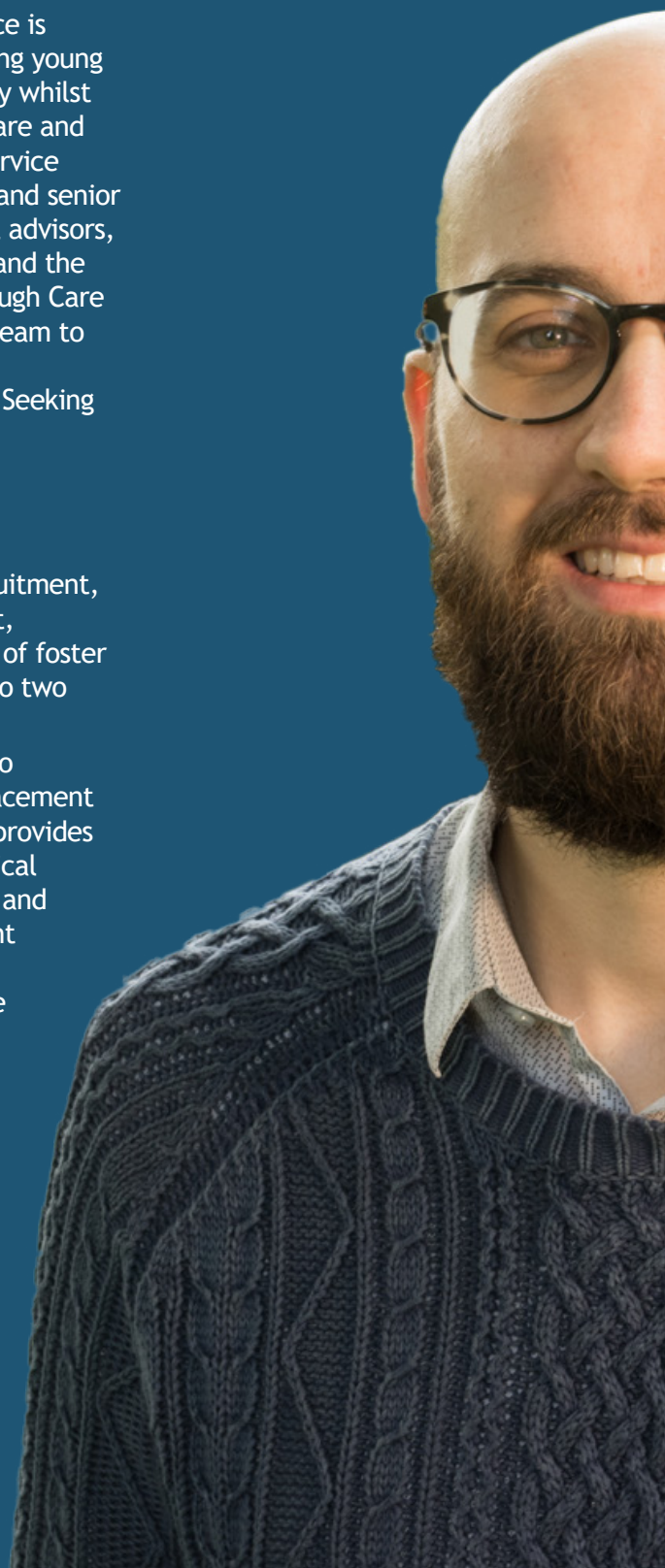
## Fostering

The Fostering Service is responsible for the recruitment, preparation, assessment, supervision and support of foster carers and is divided into two functional teams.

In addition there are two specialist services, a Placement Support Scheme which provides practical and psychological support to foster carers and children and a Treatment Fostering Scheme which supports harder to place children.

## Adoption and Permanence

The Adoption and Permanence Team is responsible for recruitment, preparation and assessment of prospective adopters, family finding, linking and matching of children, assessment and provision of post-adoption support for children and adoptive carers.





# OUR SOCIAL WORK TEAMS



# SUPPORTING YOU FROM ASYE AND BEYOND

There's support and guidance from your team and manager and you will have access to the Social Work Education Team, a responsive and dedicated team of qualified social work professionals who will provide you with ongoing support throughout your first year and beyond.

We want you to be confident about putting your training safely into practice. So in addition to excellent supervision from your manager we ensure regular group supervision, practice development, and learning surgeries as well as the support of colleagues in professional digital communities.

## A wealth of shared experience and knowledge

We have invested in developing specialist knowledge in a range of themes and have a range of experts based in our SWIFT service. These practitioners include psychologists, psychiatrists, nurse specialists, and social workers who provide expert consultation, assessments and interventions.

We also have a practice lead development programme which includes domestic abuse, drugs and alcohol, mental health, sexual risk, attachment and digital practice. The programme gives frontline social workers with a specialist interest/expertise to develop and become the practice lead in their team around that area.

Being the lead in a particular specialist area will mean you develop others' practice through offering consultation (dependent on expertise), cascading training, disseminating research and good practice guidelines and tools.







*There are lots of options if you want to move into management or become a practice expert.*



# THE ROLES WE OFFER

## Newly Qualified Social Worker

(Grade 10) £32,527 rising to (Grade 11) £37,098 on successful completion of ASYE (includes market supplement on the basis that you remain in your team or move to a nother frontline team).

## Social Worker

(Grade 11) £37,098 - £43,217

## Senior Social Worker

(Grade 13) £44,880 to £48,261

## Professional Educator

(Grade 13) £40,098 - £43,119

## Practice Manager

(LMG2) £49,170 - £53,739

## Advanced Practitioner

(LMG2) £49,170 - £53,739

## Operations Manager

(LMG3) £55,353 to £60,489

## Principal Social Worker

(LMG4) £56,648 - £61,903

Please note:

- All the salaries above apart from Grade 10 and Professional Educator are subject to a market supplement which was introduced in July 2021 and will be reviewed on a three yearly basis.
- 2021 pay award pending for LMG grades
- 2022 pay award pending for all grades



*I talked to a teenage mother who told me that due to the tenacity of the social worker, she had kept hold of her child, gone back to college, got a good qualification and a job.*


*That's amazing stuff. It isn't as a result of patches or pockets of good practice; it's consistent across East Sussex.*

*Our Social Workers are outstanding.* 

Nicola McGeown, Principal Social Worker,  
East Sussex County Council



*They gave me confidence and support and I started having a voice; I was being listened to.*

*I was looked at as a person and I felt important and that really motivated me.* 

Young mum