a better place to live and work

Social Work in East Sussex Adult Social Care

eastsussex.gov.uk
Contents

Our vision for Adult Social Care p3
Social Work in Adult Social Care p4
The benefits of working for us p6
Adult Social Care facts and figures p8
A county of contrasts p9
About East Sussex p10
East Sussex County Council p11
East Sussex Adult Social Care

Our vision for Adult Social Care

Adult Social Care in East Sussex strives to deliver personalised services to maintain the independence and wellbeing of local vulnerable adults. Year on year, we continue to support people to remain living independently in their own homes with increasing levels of choice and control over the support they receive.

Our vision for the future is of people having maximum choice and control over the support they receive. We’ll make this happen by transforming how we work in partnership with:

- clients;
- families and carers;
- local communities;
- voluntary and independent sector;
- service providers;
- housing providers;
- district and borough Councils;
- NHS partners; and
- other East Sussex County Council departments.

We’ll continue to make sure that we get the best value from public and personal funding.

Recognising diversity and individuals’ preferences, and irrespective of illness or impairment, we’ll help East Sussex residents to:

- exercise maximum control over their own life;
- retain dignity and respect;
- live safely and as independently as possible;
- have the best quality of life possible;
- access high quality services;
- participate as active and equal citizens; and
- stay healthy, recover quickly from illness and pursue a healthy lifestyle.

The idyllic Rye harbour; the golden stretch of Camber sands is only minutes away
The statue of Sir Arthur Conan Doyle, Crowborough town centre
Social Work in Adult Social Care

Neighbourhood Support Teams
The Neighbourhood Support Teams are based across the county in Eastbourne, St Leonards-on-Sea and Lewes. The teams deal with face to face complex and urgent assessments, reviews, safeguarding enquiries and work with clients and carers with ongoing needs, including on support planning, setting up personal budgets and commissioning support services.

Hospitals
Hospital teams are Eastbourne, Hastings and Rother and Sussex Downs and Weald. The teams aim to assist people using hospital services in achieving optimum recuperation and rehabilitation. They endeavor to ensure safe and timely discharge to an appropriate setting, by using a range of multi-disciplinary expertise and services geared towards supporting individual need. This includes support to people in their own homes and enabling service users and carers to live as independently as they wish.

Learning Disability Teams
The Community Learning Disability Teams provide support to adults with Learning Disabilities aged 18 and up and are based in Eastbourne, Hastings and Rother and Lewes and Wealden. They provide support, services, equipment and information to help people to live their lives as independently as possible and in the way they want.

The Transitions Service
The Transitions Service is for young people who are 16 to 25 years old who have special educational needs and who would be able to get help from Adult Social Care. The team makes sure that people know what choices they have for the future, for example help to think about how to live as independently as possible.
Mental Health Teams

Clients whose primary presenting need is a mental health need receive support from mental health teams across the county.

The Adult Social Care Mental Health Teams are co-located with other professionals in the community teams and work closely with their health colleagues, but are managed by East Sussex County Council.

The teams within Adult Social Care are Older People’s Mental Health, Mental Health Recovery, Duty and Assessment, Substance Misuse Service, Secure and Forensic and the Deprivation of Liberty Safeguards (DOLS) Team.

Adult Safeguarding Development

The Adult Safeguarding Development Team has a quality assurance function to promote and improve consistent best practice in adult safeguarding across the County. They provide this through support and scrutiny of adult safeguarding work and a significant level of developmental work.

The Future

East Sussex Better Together (ESBT) is our programme to transform health and social care services by developing a fully integrated health and social care economy. Our aim is to ensure that all patients and service users enjoy a proactive, joined up care to support them to live as independently as possible and achieve the best possible outcomes. The programme started in August 2014 and is led by two local NHS clinical commissioning groups and East Sussex County Council.

Health and Social Care Connect

This is comprised of a number of front end services which provide customers with one central point of contact, telephone assessments and short term or urgent support. They also work with new or existing clients and carers to reduce or eliminate the need for ongoing support through a re-abling approach. These services include Senior Practitioner (Social Work) roles.

Occupational Therapy and Sensory

The Occupational Therapy Teams support people with eligible social care needs to optimise their potential and engage in meaningful activity that is right for them throughout their daily lives.

The Sensory Impairment Team is a countywide specialist service for adults who are deaf, hard of hearing, visually impaired and those who are deafblind (or dual sensory impaired). The team provides a range of services and support and includes a Senior Practitioner (Social Work) role.

http://news.eastsussex.gov.uk/east-sussex-better-together/
The benefits of working for us

Support

We place great importance on introducing you effectively into your new job and work at the Council. All our new staff receive a ‘one year supported introduction to employment’ which includes regular reviews and feedback sessions with your manager to support you in settling into your new job and responsibilities.

Our Assessed and Supported Year in Employment (ASYE) for newly qualified social workers is designed to ensure every newly qualified social worker is equipped with the knowledge and skills to carry out their practice and is delivered in partnership with employers and universities. East Sussex County Council has a dedicated Social Work Education Team who plan and deliver the programme, supporting newly qualified social workers and their managers through the year.

This, together with supportive professional supervision of your work and ongoing training will help you to perform at your very best.

Training and development

Our management teams have agreed an allocated minimum of five days per year for your continuous professional development. The East Sussex social work portfolio toolkit supports social work practitioners to relate their practice to the Professional Capabilities Framework (PCF).

We use a holistic assessment model, which requires a range of observations over time and provides breadth and depth of evidence which is robust and progressive.

We are committed to providing a range of continuous professional development opportunities. Your learning and development is important and you will have regular opportunities to discuss and agree your performance and development with your manager.

Management development

We are well aware of the important contribution managers make to developing our people and that is why we invest in a range of quality leadership and management development programmes. These are constantly reviewed to ensure that managers are equipped to work in a complex, constantly changing environment.

Workshops are offered for aspiring managers, support for first-time managers and a range of interventions that include managing remote teams, facilitating and enabling change as well as a choice of core skills and knowledge development programmes.

Flexible working benefits

- A range of flexible working initiatives to help staff balance their work and life commitments. We encourage social workers to work in an agile way. That means working at one of our sites with your team, or at home when needed, but always retaining a strong team identity. We will provide you with the technology and equipment, including tablets and smart phones, to do your job efficiently from wherever you are.

To improve work-life balance we also offer flexible working to accommodate family circumstances.
The hours when you are working will, of course, need to meet the needs of your team and be agreed with your line manager.

- Excellent maternity and paternity benefits, with up to 26 weeks’ paid leave for mothers and two weeks’ paid leave for fathers (adoption leave is also available).
- A career average pension scheme.
- A minimum of 24 days annual leave (including two extra-statutory days) plus two East Sussex concessionary days at Christmas, plus additional days depending on length of service and grade.
- A career-break scheme that allows staff to take between six and 12 months’ unpaid leave.

**Health and well being**

- Occupational sick pay, dependent care leave and compassionate leave.
- Award-winning health promotion initiatives, including an occupational health service, a public sector healthcare scheme and corporate health plan.
- Staff counselling service offering up to six fully funded and strictly confidential professional counselling sessions to all staff.

**Getting to and from work**

- Interest-free season ticket loans for buses and trains.
- Reduced rates for buses.
- Facilities for cyclists, including a Bike User Group, covered cycle parking and showers in some of our offices.
- Vehicle leasing scheme — after one year of service a new vehicle may be leased from the Council for a period of three years.
- A car share club with designated parking spaces at our offices at County Hall.

**Other core benefits**

- Childcare voucher scheme – pay for childcare vouchers through the payroll, to save on tax and national insurance payments.
- Staff discount schemes including major high-street retailers, tourist attractions and sports and leisure facilities as well as reduced interest rate schemes for personal loans and mortgages.
- Staff café at our offices at County Hall in Lewes.
- Charitable payroll giving – we operate a ‘give as you earn’ scheme where you can make tax-free donations through the payroll system.
- Trade union membership – we have concluded agreements with nationally recognised trade unions and provide the facilities to help them represent their members on a corporate, departmental or individual basis.
Social Work in East Sussex Adult Social Care

Adult Social Care facts and figures

In 2015/16:
- 387 complaints
- 2,498 compliments

76% of clients said it was easy to find information about services

43% of clients said they had as much social contact as they would like

Number of older people permanently admitted to residential or nursing care:
- 553 per 100,000

7,626 carers are known to Adult Social Care

4,003 clients are involved in community based services

There was an average of 55 delayed discharges from hospital per month
Of those, 14 were attributable to Adult Social Care

7,626 carers are known to Adult Social Care
71% of carers felt included in discussions about the person they care for

1,505 safeguarding enquiries were completed
71% of clients felt safe

68% of adults with learning disabilities lived in settled accommodation
22% of adults with learning disabilities were in paid and/or voluntary employment
A county of contrasts

East Sussex is a great place to live and work. Located in the South East of England, the county is home to just over half a million people and boasts beautiful countryside, open spaces, 47 miles of coastline (including the Sussex Heritage Coast), vibrant towns and villages and a diverse and colourful history.

East Sussex has a pleasing climate with the highest average day time temperatures found in the British Isles, and the highest sunshine averages on British mainland.
About East Sussex

There is one thing you can’t escape in East Sussex, and that’s the history. It’s everywhere. But in a county where the most famous battle in English history took place, that’s not surprising. (The Battle of Hastings, 1066, of course.)

London, Brighton and Europe are within easy reach – East Sussex offers good train links to the capital city and ferry services to France operate from the port of Newhaven. Gatwick airport is located in neighboring West Sussex, only 20 miles from our county town of Lewes and 40 miles from Hastings.

East Sussex is a county of contrasts. Although the landscape is predominantly rural, nearly three quarters of the population live in urban areas: 58% live in the coastal urban areas and a further 18% live in market towns. Four of our five urban centres are located on the coast, of which Eastbourne and Hastings are the largest and most densely populated.

Eastbourne, with its soon-to-be renovated pier, is also home to the superb Towner Gallery and a number of renowned tennis clubs.

Lewes, complete with its 1000 year old castle, the county town of East Sussex.
Over the next three years we will have a sharp focus on what the delivery of Our Promise means in terms of priorities, particularly in view of the difficult financial situation now and for the foreseeable future.

There are four overarching priorities the Council is trying to achieve for local people, which are:

1. Driving economic growth
2. Keeping vulnerable people safe
3. Helping people help themselves
4. Making best use of resources
Start your journey with East Sussex

Adult Social Care

East Sussex County Council, County Hall
St Anne’s Crescent, Lewes BN7 1UE
Phone: 0345 60 80 191
Text: 07797 878 111
Website: eastsussex.gov.uk

June 2016 • 15-16: 426