

APPLICANT INFORMATION PACK

ADULT
SOCIAL
WORK
CAREERS

SUPPORT BALANCE DEVELOP



west
sussex
county
council

www.westsussex.gov.uk/jobs

WHY JOIN US?

It's simple.

Join us and you'll be a valued member of a strong supportive team with a programme of continuous training and development, including supervision and management support.

We offer an attractive benefits package, including flexible working and Local Government Pension Scheme.

We may also be able to support you to relocate.



**SUPPORT
BALANCE
DEVELOP**

A WORD FROM LORETTA ROGERS

HEAD OF ADULT OPERATIONS

Here at West Sussex County Council we are working to transform Adults' Services. We're embracing a strengths based approach and working towards a model that supports local communities and economies.

Our focus is on prevention and reablement, supporting family and friend carers, and supporting people to maintain their independence and autonomy. Our approach will move away from traditional types of support, towards solutions that work with people to keep them independent for longer and living in their own home and community. It is important that people have a life, not just a service, and that they value the support they receive. We want to promote wellbeing and ensure people are safe and will work alongside our partners to achieve this.

Together, we'll focus on prevention, reablement and safety to promote independence in later life. We'll ensure that residents, families and communities have the right support in place, and at the right time.

Our social workers change lives. It's a challenging job and we recognise that to achieve excellent outcomes for our residents, our staff need to feel supported and have opportunities to develop.

We work hard to make sure social workers have what they need to be the best they can be and to make the most of their experience with us. We have a strong professional support network, from experienced leadership to supportive teams, and team managers providing our workforce with what they need to deliver the best possible outcomes for the adults who need them.

We work to ensure there is the right balance between support and challenge, to maintain an environment within which our social workers can develop their practice. We have invested in professional development and have clear career progression pathways. We value our staff and encourage them to develop their career with us, from students and NQSW's through to senior and experienced managers.

As a social worker I am proud of my profession and I recognise the inspirational work our social workers do on a daily basis to support our residents. This is a fantastic time to join us and I invite you to come and find out more. If you have the talent and ambition to achieve the best for the people we serve, then we will support you to progress and develop throughout your social work career.

“

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MEET THE TEAMS...

CarePoint

This team:

- Has a focus on prevention
- Respond to enquiries offering high quality information and advice
- Signpost to universal services
- Work in partnership with partner agencies to identify needs within initial assessment
- Identify safeguarding concerns
- Identify need for community equipment and assistive technology

Hospital teams

These teams:

- Undertake assessment of need under the Care Act 2014
- Work in partnership with health to prevent hospital admission
- Work in partnership with health to enable timely and safe discharge from hospital
- Identify safeguarding concerns and undertakes s.42 enquiries where appropriate
- Work in partnership with reablement services and discharge to assess services to achieve better outcomes for people in hospital

Adults' Community teams

This team:

- Undertake assessment of need under the Care Act 2014
- Deal with interventions and begins planning for adults with eligible social care needs
- Carry out s.42 safeguarding enquiries
- Undertake assessment of mental capacity
- Make best interest assessments
- Work in partnership with partner agencies including health, police and housing
- Undertake joint work with occupational therapists in our Independent Living Service

Mental Health teams

These are integrated teams that:

- Include social workers, community psychiatric nurses, occupational therapists, psychologists and psychiatrists
- Provide a specialist service to people with complex mental health needs
- Undertake assessment of need under the Care Act 2014
- Undertake assessments under the Mental Health act 1983 within our Approved Mental Health Professional Service
- Identify safeguarding concerns and progresses s.42 enquiries

Lifelong Services teams

Brings together a number of adult and children teams under one service to provide better outcomes for children, young people and adults with lifelong disabilities (learning, physical disability or autism acquired before the age of 25).

Our vision:

- To provide a consistent approach to working in partnership with people with lifelong disabilities, autism and their families
- We will make the best use of community resources to provide a more joined up and coherent experience for the people we work with and to enable individuals to live a good life, as defined by them

As a social worker in Lifelong Services you would:

- Support adults and young people moving to adulthood to be as independent as possible across their whole life pathway
- Work in partnership with other colleagues, including occupational therapists, nurses, psychiatrists and special educational needs teams
- Undertake assessments of need under the Care Act
- Undertake assessments of mental capacity

Deprivation of Liberty Safeguards teams

These teams:

- Carry out Best Interest assessments in relation to Deprivation of Liberty Safeguards (DoLS)
- Provide specialist advice and support in relation to the Mental Capacity Act 2005
- Support Court of Protection applications where appropriate
- Work in partnership with all other Adults' Services teams to promote best practice in relation to DoLS and Mental Capacity Act

Specialist Older People's Mental Health teams

These teams:

- Provide specialist service for people over 65 with complex mental health needs
- Undertake assessments under Care Act 2014
- Undertake assessments of mental capacity and complex best interest assessments and where appropriate is involved in decision making
- Work in partnership with other Adults' Services teams and provides specialist advice and support

Prevention and Assessment teams

These teams:

- Provide early intervention in order to prevent, reduce or delay needs arising
- Provide high quality information and advice
- Signpost to community based preventative services
- Include social workers and workers from health and voluntary sector

BECOMING A SOCIAL WORKER

The title of 'Social Worker' is protected in law for use by those who have qualified and are currently registered with the Health and Care Professions Council (HCPC).

Qualification is at degree and masters level and is a generic qualification that gives grounding in work with adults, children and families. The Social Work degree may be a two or three year course depending on your previous academic qualifications and will include two practice placements totalling 170 days and 30 practice skills days over the course.

Social Work students will develop their learning and practice according to the Professional Capabilities Framework for Social Workers at the end of their first and second placement opportunities. They will need to demonstrate that their practice meets these capability standards and this will be assessed throughout the placements. The Professional Capabilities Framework (PCF) can be found on the British Association of Social Workers (BASW) Website and will give the descriptors at each level of your training and beyond.

www.basw.co.uk/resource

After successful completion of the degree/ master's degree, Newly Qualified Social Workers (NQSW's) will be required to

complete the Assessed and Supported Year in Employment (ASYE) demonstrating that they can meet the requirements of the Knowledge and Skills Statement and the PCF. This needs to be successfully completed in order to continue working as a Social Worker with West Sussex County Council.

Post qualifying training is available at Universities to support professionals to gain further skills through academic study. Social Workers are expected to engage in a range of learning and development activities through their career that support and improve their practice and outcomes for service users. This could include self-study, attending conferences, training to develop specialist knowledge and skill, academic study, reading and research. All Social Workers are expected to engage in Continuing Professional Development (CPD) activity on an ongoing basis in order to be able to keep their registration with the HCPC.

All Social Workers will now refer to and map their professional practice, skills and knowledge against the Professional Capabilities Framework (PCF) held by BASW. This gives detail of the nine domains of professional practice which are present throughout every level of Social Work from pre-qualifying to advanced practice.

PARTNERSHIPS WITH UNIVERSITIES



University of Brighton



We are working in partnership with the University of Chichester to provide academically accredited training at West Sussex County Council

The courses that the University offer are:

- BA (Hons) Social Work
- MA Social Work
- Accredited Assessed and Supported Year in Employment (credits towards Post Graduate Certificate)
- Accredited Practice Education (credits toward Post Graduate Certificate)

We also work in partnership with Brighton University to provide Approved Mental Health Professional post qualifying course.



CAREER PROGRESSION

Our progression pathways allow individual social workers to choose their own career path, so that they can make the most of their experience while working in West Sussex.

Whether you want to carry on working on the frontline or move into management we will support your career progression choices and aspirations.

The learning and development offer for social workers includes a comprehensive programme of internal and external opportunities. Tracy Davis, Principal Social Worker for Adults' Services says "we want West Sussex to support social workers to reach their full potential, to encourage them to progress and develop. If social workers feel supported and have the right level of development for them their experience of working in West Sussex is more likely to be both rewarding and fulfilling.

"The progression pathway includes a full 'Assessed and Supported year in Employment' programme for newly qualified social workers. Part of this programme is academically accredited and provided in partnership with Chichester University. We also support practitioners to

qualify as Approved Mental Health Professionals, Best Interest Assessors or Practice Educators all of which are accredited and count towards Post Graduate qualification. This means that there is the opportunity to develop within both specialist and non-specialist routes".

All our social workers are provided the opportunity to progress from qualified social worker to senior social worker through a portfolio route and are provided with a framework of support, workshops and assessment in order to achieve this. We value our social work staff and have a track record of supporting further progression to senior practitioner and management roles and West Sussex provide a management development programme and other development to support this.

Please visit our website to hear from some of our social workers and to find out more.

[www.westsussex.gov.uk/
CareersInAdultSocialWork](http://www.westsussex.gov.uk/CareersInAdultSocialWork)

JOIN US IN HORSHAM

We are particularly looking for people to join our teams in one of our main towns, Horsham.

Horsham offers many people the chance to stop those endless commutes, work a better way, closer to home with more flexible working opportunities.

You'll make the most of your experience with investment in your development, and clear career progression. And you'll be part of a

strong support network, with everything you need to deliver the best possible outcomes for the adults who need you.

Set in outstanding parkland, Horsham has a lot to offer, including picturesque villages and a thriving market town perfect for shopping, meeting friends, enjoying the local arts and culture and eating out. It's a fantastic place to live, work and play.



“ ALL OF THE TEAMS I HAVE WORKED IN HAVE BEEN REALLY SUPPORTIVE AND ALWAYS HAPPY TO HELP, AND ALL THE MANAGERS HAVE BEEN SUPPORTIVE AS WELL. I FEEL LISTENED TO, THEY ACKNOWLEDGE THE HARD WORK THAT STAFF DO, AS WELL AS THE CHALLENGES THEY FACE. ”

Milly Richardson

FURTHER INFORMATION

West Sussex County Council Website

[www.westsussex.gov.uk/
CareersInAdultSocialWork](http://www.westsussex.gov.uk/CareersInAdultSocialWork)

Community Care Website

www.communitycare.co.uk

Health and Care

Professions Council (HCPC)

www.hcpc-uk.co.uk

**Quality Assurance Agency for
Higher Education (QAA)**

www.qaa.co.uk/en

Daisy Bogg Consultancy

www.daisyboggconsultancy.co.uk