

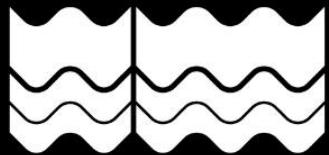


BECOME A **CHILDREN'S SOCIAL WORKER** at **EAST SUSSEX**



Connected
Practice
Relationships for change

East Sussex
County Council.





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Leaders have continuously developed and refined services to ensure they have a positive impact on children's lives.

Ofsted 2025

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There is relentless focus on supporting a stable and committed workforce, enabling staff to develop their skills and feel valued within the council.

Ofsted 2025

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They have helped me get my life back on track and have constantly been there to help me.

Parent

” ”

“ ”

When she tells me something will happen. She makes sure it happens.

Child aged 12

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When I joined East Sussex over 10 years ago as a caseworker, I had no idea how much support and opportunity I would receive to grow my career. Completing my ASYE year here gave me a solid foundation, with reflective supervision and access to experienced educators and managers who guided me every step of the way.

The career development pathway is exceptional—it's clear, supportive, and tailored to your goals. Over the years, I've progressed from a caseworker to a practice manager, thanks to the ongoing training, leadership development, and encouragement I received from my team, managers and the Social Work Education Team. East Sussex truly invests in its social workers, helping them flourish and make a real difference in children's lives.

Carla, Practice Manager, Youth Support



Why East Sussex?

Welcome to East Sussex, where social work is not just a profession; it's a commitment to creating a brighter future for vulnerable children and families, many of whom have experienced trauma.

As social workers we know that the most effective response to trauma is relational repair. Using this understanding we have developed our own model of practice, Connected Practice. At the heart of this model lies the belief that the relationships that you build with children and families creates the catalyst for lasting change.

Connected Practice is not just about relationships it's also about having a sophisticated understanding of what supports fundamental change.

What we know works is having an outstanding applied knowledge of risk, trauma, motivational interviewing, and attachment. Your evidence based direct work with children and families is supported through our immense research bank containing our own developed resources as well as that provided through research in practice.

Equality and diversity in Children's Services Social Work

In Children's Services Social Work, 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.

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One of the things I enjoy most about East Sussex is its commitment to principles and ethics, with a strong focus on anti-discriminatory practice. This ethos is at the heart of conversations, training, and case discussions, as everyone strives to address power dynamics and work in the best way possible.

Amelia, NQSW

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Supporting you

Connected Progress career development pathway

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

We have several 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)

Join our vibrant 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.

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.

You'll receive training in the following crucial areas:

- Motivational Interviewing
- Risk Assessment and Analysis
- Child & adult attachment training
- Communicating and engaging with children and families.
- Legal processes.

Alongside this you'll have access to workshops that will assist you to complete your ASYE portfolio.

Throughout your career at East Sussex, we prioritise your professional growth and wellbeing. Our annual staff survey tells us we provide exceptional reflective supervision, an open-door policy, and manageable caseloads. You'll receive support and guidance from your team and manager, with easy access to our dedicated Social Work Education Team (SWET); a responsive team of experienced qualified social workers committed to offering continuous support to help you flourish throughout your career.



After completing your ASYE, your professional development is nurtured via our Year 2 offer consisting of Action Learning and bespoke training. As a year 2 Social worker you will be invited to support the next generation of NQSWs as a mentor, and we will support you every step of the way via our structured CPD offer that will ensure you can confidently enable the learning and development of others.

● A learning partnership with local universities

We have an established learning partnership with our local universities which is an innovative model for social work education.

Consisting of three hubs (Student Learning Hub, Professional Practice Development Hub and Practice Research Hub), the learning partnership 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.



● Access to online learning resources

Our online, in-house learning resource, Single Source, where you'll find research and practice tools you need to support your evidenced based practice. You'll also have access to all the resources available through Research in Practice as well as the Digital Hive website which has a wealth of resources around supporting young people with their online world.



● 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.



Benefits of working here

Our comprehensive and competitive support and benefits package reflects our commitment to nurturing our social workers, recognising the demanding nature of the role.

- 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*.

*a market supplement was agreed in July 2024 for Grade 11 onwards and is subject to a yearly review.

- Join a dynamic and digital organisation

We will provide you with the technology and equipment, including touchscreen 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.

- 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.



- Focus on resilience

We know that social work is very demanding, so we support all our social work staff with training and resources including mindfulness and journaling.

- 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.



- 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.

- 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.

Our Social Work teams

“ East Sussex County Council is a really supportive organisation where practitioners are consistently recognised for their kindness, as highlighted in the recent Ofsted focused visit. We value development, creativity and innovative practice, offering a wide range of opportunities to specialise and deepen knowledge across different areas of social work.

A key strength is our stable workforce – people want to work here, and that sense of commitment makes East Sussex a great place to build your career.

Katie Smee-Giles (Principal Social Worker)

● Single Point of Access (SPOA)

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.

● Children in Care

There are currently three county-wide Children in Care teams. They provide social work support to children in care 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 Children in Care (FST/CiC) 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.



● Connected Families

Connected Families is a countywide connected, multi-agency service delivering creative, intensive support to enable children on the edge of care to live safely at home, or to keep children closer to home with a focused plan for the time they spend in care, working to rebuild relationships and options to return. Connected Coaches and Clinical Practitioners sitting within the team, work alongside the social worker and the child's network to support families to navigate services and develop sustainable solutions. The team offers therapeutic and practical support out of hours and at weekends.

Connect Families Intervention Practitioners (CFIP) are a multi-disciplinary team of adult facing practitioners, co-located in Locality Social Work teams and delivering evidence-based, targeted interventions to parents presenting with problematic drug and/or alcohol use, mental ill health and/or domestic abuse. CFIP work with families at level 4, where children are open to the Locality Social Work teams on child in need or child protection 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.

● Children We Care For Service

The Children We Care For 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.

- Under 25's Substance Misuse Service

The Under 25's Substance Misuse Service provides substance misuse treatment to young people and their families up to the age of 25. The service is a multi-disciplinary team of qualified practitioners e.g. nurses, social workers who provide advice, guidance, management, and treatment programmes to address substance misuse issues. The services are flexible, free and available to young people and their families across the county. There is a duty worker available to discuss referrals and provide professionals with information, advice and guidance.

- The Exploitation Team

The Exploitation Team is a cross-county team working predominately with 14–17-year-olds and their families to reduce the risk and harm associated with criminal and sexual exploitation. Our multi-disciplinary team undertakes family assessments and casework functions for children who are in Need, subject to Child Protection Plans and who are looked after by virtue of their remand status across East Sussex. The team also includes SAFER keyworkers, along with the Contextual Safeguarding Manager and Co-ordinator, who play an active role in the developing and delivering contextual responses.

- Youth Justice Service

Our vision is to provide high quality youth justice services that see children as children, which focus on their strengths, enabling them to fulfil their potential and be the best they can be. We supervise and support children aged 10 to 18 years who have committed offences, helping them to develop their pro social identity and to restore the damage caused to their victims. We also offer prevention work with children who are at risk of offending or becoming involved in anti-social behaviour.

Supporting you through ASYE and beyond

You'll receive consistent support and guidance from your team and manager, alongside access to the Social Work Education Team—a responsive and dedicated group of qualified social work professionals who will provide ongoing support throughout your first year and beyond.

We want you to feel confident in putting your training safely into practice. In addition to high-quality supervision from your manager, you'll benefit from regular group supervision, practice development sessions, learning surgeries, and the support of colleagues through professional digital communities.

A wealth of shared experience and knowledge

We've invested in developing specialist knowledge across a wide range of themes, supported by experts within our SWIFT service. This includes psychologists, psychiatrists, nurse specialists and social workers who offer specialist consultations, assessments and interventions.

We also offer a Practice Lead Development Programme covering areas such as domestic abuse, drugs and alcohol, mental health, sexual risk, attachment, and digital practice. This programme enables frontline social workers with a particular interest or expertise to deepen their specialist knowledge and become the practice lead for their team.

As a practice lead, you'll support the development of others by offering consultation (depending on your expertise), cascading training, and sharing research, good practice guidance and practical tools.

“I'd say there's been a common theme throughout my experience at ESCC so far of support. From the very first interaction at the taster evening, ESCC felt really person centred and supportive.

Maddison, NQSW

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Roles and salaries

- Newly Qualified Social Worker

£38,872 (Grade 10), rising to £42,120 (Grade 11) upon successful completion of the Assessed and Supported Year in Employment (ASYE). This includes a market supplement, provided you remain in your current team or move to another frontline team.

- Social Worker

£42,120 to £50,435 (Grade 11–12)

- Senior Social Worker

£52,151,534 to £55,641 (Grade 13)

- Professional Educator

£47,410 to £50,582 (Grade 13)

- Practice Manager

£57,467 to £62,411 (LMG2)

- Operations Manager

£64,215 to £69,958 (LMG3)

- Principal Social Worker

£65,452 to £71,328 (LMG4)



Please note: Apart from Grade 10, Professional Educator, and Principal Social Worker roles, all salaries listed above include a market supplement. This supplement was updated in July 2024 and is reviewed annually. The 2026 pay award is still pending for all grades.

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Our social worker has helped us all immensely and has gone above and beyond to ensure the best outcome. I could not have undertaken this task without her.

Parent

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I always feel like I have a voice and I will never be judged.

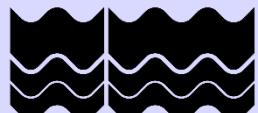
Child (age 15)

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Practice
Relationships for change

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social-work-eastsussex.org/work-for-us 