**Adult Social Care in Middlesbrough**

Middlesbrough are committed to supporting people who are just joining us and also those who continue to work with us over the years.

* **Induction**

We know that when working for a new organisation, getting to grips with how things work and where to go for help is really important. You will have a Local Induction to your Team and Service Area as well as doing a 6-week online programme. You will be invited to attend one of our “Live” events which are hosted by the Chief Executive, Tony Parkinson which will help you understand ‘the big picture’ in relation to our strategic aims as well as finding out a little bit more about how the Council works.

* **Learning and Development**

We have a Learning and Development culture within Middlesbrough, building on our shared values, practices and procedures to ensure we can best meet the needs of our vulnerable clients and their carers. Working in Adult Social Care you will have access to learning and development opportunities, to ensure you have the skills and knowledge required to carry out your role effectively.

* **ASYE**

We have a robust and well embedded “Assessed and Supported Year in Employment” (ASYE) programme in place, where you will be supported by our dedicated ASYE Lead alongside your line manager. You can expect a protected caseload and development time as well as a combination of group and individual reflective supervision. You will have access to a variety of learning opportunities to achieve your objectives throughout the year.

* **Supervision**

Supervision exists to ensure that Middlesbrough Council provides high quality services and positive outcomes for service users, whilst ensuring that staff’s practice and conduct meets the requirements of national legislation, registering bodies and Middlesbrough Council.

We are committed to providing colleagues with good quality, effective supervision on a regular basis in accordance with their range of responsibilities, role and level of professional knowledge. Supervision recognises the strengths and development needs of the worker and provides the appropriate support to enable them to achieve continuous professional development.

* **Opportunities for Progression**

We are keen to see our staff continue to learn, develop and progress.

We will provide opportunities for Social Workers to progress within our department from newly qualified / ASYE roles to Level L roles with experience.

For further information regarding Induction, Learning and Development, ASYE and Supervision see our:

* [Learning and Development Programme](https://beta.middlesbrough.gov.uk/media/bnihkv0t/adult-social-work-learning-and-development-programme-jun22.docx)
* [ASYE Handbook](https://beta.middlesbrough.gov.uk/media/a02kqx3s/middlesbrough-asye-handbook-jun22.docx)

**Adult Social Care Teams:**

There are a wide range of opportunities available in our Social Work Teams, giving practitioners the chance to work with diverse clients with varying needs:

***Access and Safeguarding Teams.***

The Access and Safeguarding teams merged in November 2019 to provide a single point of contact for incoming referrals to adult social care in terms of requests for assessment and safeguarding concerns.

The access element of the team provides short term care management support, undertaking assessments for those who are new to adult social care services or those previously closed to Social Care Teams. The current exceptions to this are: people with confirmed diagnosis of dementia; learning disability; individuals in secondary mental health services and requests for specialist sensory assessments. Once assessments are completed staff will work with an individual until their needs are understood, initial services are in place and a review is undertaken.

The safeguarding element of the team triages incoming safeguarding concerns. The team also undertakes section 42 enquiries and coordinates multi-agency meetings in order to develop a multi-agency protection plan. Making safeguarding personal is key to the enquiry and investigation process.

***Locality Teams.***

The East and West Locality Teams provide a care management and review service to adults over 18. Care management support is provided to adults who require on-going support and whose needs are not stable. The teams also undertake planned and unplanned reviews of domiciliary and residential/nursing placements.

***DoLs Team.***

The DoLS Team responds to requests for urgent and standard authorisations, completing detailed best interests assessments and offering advice and guidance in relation to the statutory requirements arising from the Mental Capacity Act (MCA) and Deprivation of Liberty Safeguards (DoLS) legal framework, its associated process and procedures.

The team also assists in raising awareness and provides mentoring to Adult Social Care staff on MCA and DoLS issues, in addition to undertaking specialist assessments for the Court of Protection.

***Hospital Social Work Team.***

The Hospital Team works with adults who do not have an active social worker and are an inpatient in wards/hospitals within South Tees NHS Foundation Trust (JCUH, Redcar Primary Care Hospital, East Cleveland Primary Care Hospital and the Friarage Hospital). The team also works with residents of Middlesbrough who are inpatients in hospitals outside of South Tees NHS Foundation Trust e.g. The Nuffield, North Tees.

***Psychosis and Affective Disorder Teams:***

The Psychosis and Affective Disorder Teams provide a needs led service for people with mental health problems who are involved in secondary mental health services. Approved Mental Health Professionals are based within both teams and undertake statutory duties under the Mental Health Act 1983.

***CMHT for Older People.***

The CMHTOP Team works with adults with organic mental health needs who have been given a diagnosis and adults who have functional mental health problems.

***Learning Disabilities Team.***

The service has been established to work with people over 18 who have a diagnosed learning disability and meet the Care Act eligibility criteria. People with a diagnosis of a Learning Disability and associated mental health issues, autism or a physical disability will also be supported by the team where their Learning Disability is the condition having the most significant impact on their level of functioning.

The team may also provide an involved worker for young people aged 17 where their need links to their transition through adolescence to adulthood. In these cases, case responsibility will move to the social worker from the Learning Disability and transitions team at 18.

***Forensic Team.***

The Forensic Social Care Team provides an assessment, rehabilitation and ongoing preventative service to individuals diagnosed as having a learning disability and who have offended or display behaviours which could result with contact with the Police and the Criminal Justice System. The service works with male and female adults detained within secure environments or living in community settings. The Team work alongside and in partnership with a variety of multi-agency professionals to improve individuals’ quality of life, whilst minimising risk to themselves and others.