



## Job Description

This job description has been designed to indicate the general nature and level of work required of the post to indicate the level of responsibility. It is not a comprehensive or exhaustive list, and the line manager may vary duties from time to time which do not change the general character of the job, or the level of responsibility entailed.

Post Details	
Job Title	Compass Team Practitioner
Service	Childrens Services - Help and Protection
Team	Compass Team
Location	Hybrid / Shute End & Home
Reports to	Senior Compass Team Practitioner
Worker Style	Hybrid - Remote working with attendance at Council offices as and when required and work within the community
Responsible for	None
Grade	7
Contract Type	Permanent

Main Accountabilities	
1.	<ul style="list-style-type: none"><li>To manage a complex caseload with a high degree of personal accountability and discretion, undertaking one-to one and co-work, in the homes and community, working closely alongside the key lead professional and colleagues from across Family Services and other key partner agencies to deliver best practice through an integrated response.</li><li>To provide speedy and flexible Mediation, Conflict resolution and Rapid response support to the Family, to prevent risk of family breakdown, including responding to call outs at short notice where appropriate. This may necessitate working out of office hours on occasions and where appropriate, working with out of hours service as required.</li><li>To deliver evidenced based parenting interventions, providing advice and practical support to parents with their parenting role, including use of positive activities to promote social inclusion and techniques to avoid conflict and manage challenging behaviour</li></ul>
2.	<ul style="list-style-type: none"><li>To take a lead role in working collaboratively with universal and key partners, especially the social work teams, Youth Offending Service, schools, substance misuse and child and adult mental health partners to strengthen effective systems and processes for improved early identification, tracking and monitoring of young people at risk of family breakdown, shifting practice and delivery to proactive rather than reactive support and intervention; applying thresholds; clustering potential risk factors; strengths and needs together; using recognised risk factors to proactively identify children young people and their families where targeted support may be required and to engage with these families assertively</li></ul>





	<ul style="list-style-type: none"> <li>To develop, encourage and reinforce positive behaviour through working with the young person to address elements of their behaviour and manage the inter-relationship with parents, carers, family members and peers;</li> </ul>
3.	<ul style="list-style-type: none"> <li>To apply effective assessment of needs and risks; taking appropriate action to ensure that children remain safe, improve their health and wellbeing outcomes and continue living within their own family networks wherever possible.</li> <li>To plan quickly and effectively, working alongside parents and children to achieve shared goals, providing a clear plan to sustain progress when involvement of the service ceases: working effectively with colleagues to promote better outcomes for children and young people.</li> <li>To maintain up to date knowledge of national and local policy, and with current thinking and innovation, such as Restorative Approaches, Mediation and models for building resilience, around tackling causes of family breakdown in order to develop and implement local responses that are effective.</li> <li>To follow all policies and procedures and work in accordance within WBC's values in order to meet the needs of children, young people and families in the Wokingham Borough.</li> <li>To promote and safeguard the welfare of children who live or access services in, or who are looked after by, Wokingham Borough Council.</li> </ul>

Person Specification	Essential	Desirable
<b>Education/Qualifications</b>		
Hold an accredited nationally recognised professional qualification to work with children and young people	Diploma or equivalent	Degree
Hold an accredited nationally recognised qualification in an evidence based parenting programme e.g. Triple P/Webster Stratton <b>And/or</b> <ul style="list-style-type: none"> <li>Accredited nationally recognised qualification in an evidence based intervention e.g.:           <ul style="list-style-type: none"> <li>Cognitive Behavioural Therapy</li> <li>Motivational Interviewing</li> <li>Multi Systemic Therapy</li> <li>Functional Family Therapy</li> <li>Solution Focused approaches</li> <li>Counselling</li> <li>Systemic Practice</li> </ul> </li> </ul>	Essential	
Safeguarding training demonstrating a firm knowledge and understanding of child protection policies and	Essential	





procedures, and the principles of safeguarding children and young people.		
Hold a full and clean UK driving license and have access to a vehicle when necessary.	Essential	
<b>Knowledge</b>		
A clear understanding of both 'strengths based' and 'outcomes focused' work, with a demonstrable knowledge of appropriate and effective evidence-based problem-solving interventions with children, young people and families.	Essential	
Understanding of child development issues affecting children's and young people's vulnerability and resilience	Essential	
Knowledge and understanding of the needs of disadvantaged or excluded groups in society and an awareness of the Equal Opportunities/ Anti-discriminatory Practice principles relevant to address these needs.	Essential	
Knowledge of current service provision for families available across Wokingham		Desirable
<b>Experience</b>	<Y/N>	<Preferred experience>
Substantial experience working with children and families both within statutory and non-statutory framework	Y	
Experience in delivering evidence-based interventions (e.g. Parenting programmes, Restorative Practice, Cognitive Behavioural Therapy, Motivational Interviewing, Multi Systemic Therapy, Functional Family Therapy, Solution Focused approaches, Counselling)	Y	





Experience of working with 'Hard to Reach' young people & families in a crisis and awareness of a targeted approach.	Y	
Experience of undertaking assessments, critically analysing and formulating plans in partnership with other professionals and families	Y	
Experience of managing conflict within family situations and differences between professionals.	Y	
Experience of working collaboratively, with professionals to enable effective joint working and positive outcomes for families	Y	
Experience of working independently with families and children with considerable conflict and stress, demonstrating emotional resilience and an ability to empathise.	Y	
Experience of working with children and families monitoring outcomes and contributing to alternative plans as appropriate. Demonstrating the best outcome is achieved for young people and their families, reducing the need for ongoing involvement.	Y	
<b>Skills/Knowledge</b>	<Y/N>	<Nice-to-have skills.>
Ability to use and manage IT packages eg. Microsoft Word, Outlook etc. including internal recording systems	Y	
Excellent written and verbal communication skills.	Y	
Ability to deal with sensitive issues, manage conflicting views and expectations and	Y	





cope with unpredictable issues and behaviours.		
Ability to manage and prioritise competing demands, capacity to use supervision effectively.	Y	
Ability to assist in leading the team, sharing good practice, and promote positive behaviours/team/collaborative working.	Y	

### Purpose Details

<b>Service Purpose</b>	<p>To provide additional capacity and develop new ways of working to support social work teams to work with children, families, carers and multiagency partners to proactively support children to remain at home or in their connected networks when safe to do so.</p> <p>To support those children who are in placements to remain in their home for as long as appropriate and without any unplanned moves. To support children and families where children could return home or to their connected networks, so that they can safely leave care and build their relationships and resilience in their local communities.</p> <p>At all times to promote and safeguard the welfare of children who live or access services in, or who are looked after by, Wokingham Borough Council.</p>
<b>Role Purpose</b>	<Key purpose of the role in 1-2 sentences>
<b>Corporate Parenting</b>	You will champion the principles of corporate parenting by embedding its ethos in all aspects of service delivery, ensuring decisions and actions consistently reflect the responsibility to act as a corporate parent to children in care and care leavers, and actively contribute to shaping and implementing the wider corporate parenting strategy.

### Supervision and Relationships

<b>Supervision Received</b>	Monthly personal and case supervision
<b>Supervision Given</b>	N/A
<b>Contacts</b>	To liaise with Social Work Teams and any other relevant internal/external professionals working with the family

### Resources/Budget Management





None

### Special Requirements

A driving licence and access to own car is required as you will be required to travel to locations within the borough.

Work pattern needs to be flexible to include evening works where necessary i.e. not restricted to 9am to 5pm and can on occasion involve weekend work.

Enhanced DBS is also required as working with children

Occupational Health Risk Assessment	Details
Skin/Respiratory Sensitisers	N
Working at Height	N
Exposure to Noise (>80-85dB)	N
Confined Spaces	N
Frequent Display Screen Equipment Use	Y
Driving for Work	Y
Hand Arm Vibration	N
Lone Working	Y
Healthcare/Social Contact with Patients	N
Blood Borne Viruses Exposure	N
Food Handling	N
Working with Animals	N
Specialised Medical Screening	N
Night Working	N
Safety Critical Work	N





Nature of the Role	Details
Healthcare or Hospital Work	N
Working with Children (under 18)	Y
Working with Elderly/Vulnerable Adults	Y
Work Environment Details	Family Homes/ Community / Council Offices

Role Involvement	Details
Working with Children	Y
Working with Vulnerable Adults	Y
Both of the Above	Y
Providing Care/Supervision for Children	Y
Providing Care/Supervision for Vulnerable Adults	N
Both of the Above	N
None of the Above	N

Disclosure and Barring Service (DBS)	Details
DBS Requirement	Enhanced DBS
Eligibility Tool	Find out which DBS check is right for your employee - GOV.UK ( <a href="#">Find out which DBS check is right for your employee - GOV.UK</a> )

Re-checks
In line with Council policy and statutory requirements.

Evaluation Declaration	
Date of Evaluation:	08/05/2026
Evaluated by:	Pj Lewis-Wall, Compass Team Manager





**WOKINGHAM**  
**BOROUGH COUNCIL**

