



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	Parenting Assessor Social Worker
Service	Children's Services - Social Care and Early Help
Team	Compass Team
Location	Civic Offices, Shute End, Wokingham, with community-based and hybrid working across the borough
Reports to	Compass Team Manager
Worker Style	Community / Hybrid
Responsible for	No direct line management responsibility. Provides professional guidance, consultation and support to social workers undertaking parenting assessments.
Grade	NRS2 (NL32-NL38)
Salary	£44,253 to £50,909 per annum, plus £3,000 market supplement, subject to the Council's current pay arrangements
Contract Type	Permanent
Post number (if known)	712005

Main Accountabilities	
1.	Plan, undertake and complete high-quality, evidence-informed parenting assessments for children and families in pre-proceedings and court proceedings, within agreed timescales and in accordance with statutory requirements and court directions.
2.	Assess parenting capacity, risk, protective factors, motivation and capacity to change, keeping the child's lived experience, safety and welfare central throughout the assessment.
3.	Use relationship-based, systemic and trauma-informed practice so that the assessment process is transparent, fair, analytical and, where appropriate, an intervention that supports change.
4.	Produce clear, balanced and defensible written reports for professional meetings, legal planning meetings, solicitors and the Family Court, and provide oral evidence when required.
5.	Work directly with parents, children and family networks through interviews, observations, structured tools and other assessment activity, adapting methods to communication, learning, cultural and accessibility needs.





6.	Work collaboratively with allocated social workers, managers, legal colleagues, Cafcass, health, education and partner agencies to gather, test and analyse information and agree purposeful assessment plans.
7.	Maintain accurate, timely and confidential records on the Council's systems and ensure assessment plans, progress, significant events, conclusions and recommendations are clearly recorded and shared appropriately.
8.	Identify and respond promptly to safeguarding concerns, escalating risk and taking action in line with Wokingham procedures, legislation and professional standards.
9.	Provide consultation, coaching and co-working support to less experienced social workers undertaking parenting assessments, helping to build assessment skills and capacity across Children's Services.
10.	Contribute to service development, quality assurance, audit, learning and training relating to parenting assessment practice, including reflective discussion and the development of consistent standards.
11.	Maintain current knowledge of legislation, case law, research and good practice relevant to child protection, public law proceedings, parenting capacity, disability, domestic abuse, trauma, attachment and systemic practice.
12.	Work flexibly across office, community and family settings, including occasional work outside standard hours where this is necessary to meet children's and families' needs and court timescales.

Person Specification		
	Essential	Desirable
Experience	Recognised social work qualification (BA/MA/MSc/DipSW or equivalent). Current registration with Social Work England. Evidence of continuing professional development relevant to children and families.	ParentAssess or other specialist parenting assessment training. Training in systemic practice, attachment, trauma or evidence-based parenting interventions.
	Post-qualifying experience in statutory children's social care. Experience of assessing children and families where there are complex safeguarding concerns. Experience of analytical report writing and multi-agency working.	Experience of completing parenting assessments in pre-proceedings or care proceedings. Experience of giving evidence in Family Court. Experience of coaching or supporting other practitioners.
Behaviours / Attributes	Strong knowledge of the Children Act framework, child protection, public law processes and relevant practice guidance. Ability to analyse complex and conflicting information, assess risk and produce clear evidence-based conclusions. Skilled in purposeful direct work, professional challenge, relationship-based practice and accessible communication. Ability to plan and deliver work within court and service timescales.	Knowledge of specialist assessment approaches for parents with learning disabilities or additional communication needs. Knowledge of systemic and trauma-informed assessment methods.
	Child-centred, reflective, curious and fair. Able to balance compassion with	





	authoritative practice and clear professional judgement. Committed to anti-discriminatory practice, equality, diversity and inclusion, corporate parenting and continuous learning. Resilient and able to work independently with appropriate use of supervision.	
--	---	--

Purpose Details	
Service Purpose	The Compass Team provides specialist assessment and intervention to help children and families make and sustain change, prevent family breakdown where safe to do so, and strengthen practice across Children's Services through systemic and relationship-based approaches.
Role Purpose	To undertake robust, child-centred parenting assessments that support safe and timely decision-making in pre-proceedings and court proceedings, while using the assessment process to promote reflection, change and improved outcomes for children.
Corporate Parenting	Champion the principles of corporate parenting by ensuring decisions and recommendations consistently reflect the Council's responsibility to act as a good corporate parent to children in care and care leavers.

Supervision and Relationships	
Supervision Received	Regular reflective supervision and case oversight from the Compass Team Manager, with additional consultation and legal guidance as required.
Supervision Given	No formal line-management responsibility. Provides professional consultation, coaching and co-working support to social workers and may support student social workers.
Contacts	Internal: children's social care teams, managers, legal services, quality assurance, finance and workforce colleagues. External: children, parents and family networks, Family Court, Cafcass, solicitors, health, education, police, commissioned assessors and other partner agencies.

Resources / Budget Management
No direct budget responsibility. The role is expected to use Council resources responsibly and support cost-effective use of in-house assessment capacity.

Special Requirements
Enhanced DBS check with children's barred list. Current Social Work England registration must be maintained. Ability to travel across the borough and to other locations as required. Flexible working may include occasional





evenings or attendance at court. The postholder must comply with professional standards, information governance and lone-working arrangements.

Occupational Health Risk Assessment

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

Healthcare or Hospital Work	N
Working with Children (under 18)	Y
Working with Elderly/Vulnerable Adults	Y
Work Environment Details	Council offices, family homes, community settings, courts and hybrid home working

Role Involvement

Working with Children	Y
Working with Vulnerable Adults	Y
Both of the Above	Y





WOKINGHAM
BOROUGH COUNCIL

Providing Care/Supervision for Children	N
Providing Care/Supervision for Vulnerable Adults	N
Both of the Above	N
None of the Above	N

Disclosure and Barring Service (DBS)

DBS Requirement	Enhanced DBS check with children's barred list, subject to HR confirmation.
Eligibility Tool	Find out which DBS check is right for your employee - GOV.UK

Re-checks

In line with Wokingham Borough Council policy and any applicable regulatory requirements.

Evaluation Declaration

Date of Evaluation	
Evaluated by	

