

## JOB DESCRIPTION

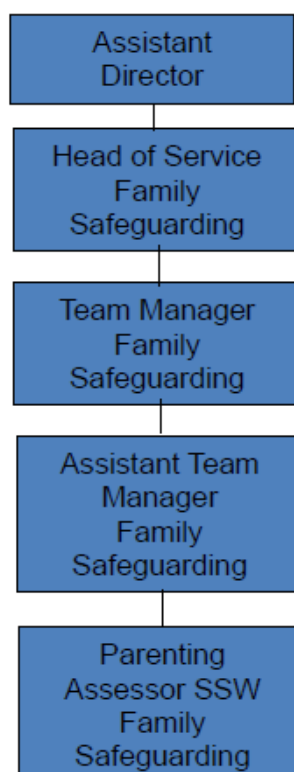
<b>Job Title:</b>	Parenting Assessor – Senior Social Worker		
<b>Directorate:</b>	People	<b>Salary:</b>	£48,226 - £51,356 plus LWA £729 and ECU £963 + 4% Retention Bonus paid annually after 1 year's service
<b>Section:</b>	Children's Social Care	<b>Grade:</b>	BG-E 37-40
<b>Location:</b>	Time Square	<b>Work Style:</b>	Flexible

### Key Objectives of the role

To complete in-depth, analytical parenting assessments (including pre-birth), with a clear focus on parental capacity and capacity to change within PLO/care proceedings and produce high-quality reports with clear analysis and recommendations.

Attending court as required to provide robust and clear oral evidence as part of care proceedings

### Designation of post and position within departmental structure



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## Daily and monthly responsibilities

- To complete in-depth, analytical parenting assessments (including pre-birth), with a clear focus on parental capacity and capacity to change within PLO/care proceedings and produce high-quality reports with clear analysis and recommendations within the stipulated timescales.
- As and when required complete additional assessments, such as risk assessments or 'Together and Apart' assessments
- Promote listening to children at every opportunity; ensuring their views are heard, recorded and acted upon in an appropriate and timely manner.
- Build purposeful relationships using the Family Safeguarding Model—applying motivational interviewing to elicit change talk, strengthen parental insight, and plan evidence-informed assessment interventions, identifying early on resistance/disguised compliance and advising on proportionate, immediate safeguarding action in collaboration with the allocated social worker and their manager.
- Coordinate multi-agency contributions to assessment, planning and help, working within the multidisciplinary Family Safeguarding Model to drive change and support.
- To attend Permanency Planning Meetings and contribute to the care planning for children.
- To participate in regular reflective supervision and be able to set clear goals and intervention strategies. Providing analytical assessment findings and recommendations in monthly group case supervisions alongside the allocated social worker and partners.
- To develop and maintain accurate case records apply current legislation, guidance and research to practice; and comply with the department's policies, procedures and guidelines including data protection and GDPR.
- Champion equality, diversity and inclusion and actively role model and champion good social work practice, supporting others in sharing your knowledge and experience to contribute to our inclusive culture.
- To attend court as required to provide clear oral evidence in support of your parenting assessment and professionally represent Bracknell Forest Council.
- To provide consultation, development and support to other practitioners in the department in relation to parenting assessments.
- To ensure access to translation and interpretation services as necessary.
- To contribute to the development of services to children and families by attending and contributing positively to team meetings to promote the delivery of integrated and effective services for children and families.
- To provide cover for the work of other team members and other additional duties commensurate with the level of the job. (The nature of these will vary according to experience, competencies and the grade of the post).

## Scope of role

Working within the policy and legislative framework of children's social care.

- All employees working with children, young people and vulnerable adults:
  - have a responsibility for safeguarding and promoting their welfare
  - must demonstrate a commitment to the principles of participatory practice and the involvement of young people in decisions which affect them.
- This is not a budget holding post, but an understanding of the appropriate use of public funds is desirable.

Commitment to The Council's Equal Opportunities policy at all times

Commitment to working within the bounds of the Data Protection Act and GDPR legislation at all times

Such other duties as may from time to time be necessary, compatible with the nature of the post. It should be noted that the above list of main duties and responsibilities is not necessarily a complete statement of the final duties of the post. It is intended to give an overall view of the position and should be taken as guidance only

## PERSON SPECIFICATION

KEY CRITERIA	ESSENTIAL	DESIRABLE
<b>Skills and qualifications</b>	<p>Degree in Social Work or equivalent</p> <p>Social Work England registration</p> <p>At least three years of post-qualifying experience within children's social care that includes extensive experience in complex child protection cases, care planning and legal proceedings</p> <p>Successful completion of the ASYE programme</p> <p>Evidence of relevant continued professional development</p>	<p>Post qualification - for example: practice educator</p> <p>ABE Training</p> <p>Motivational Interviewing training</p> <p>Age Assessment training Human</p> <p>Rights Assessment training</p> <p>Parent Assess Training</p>
<b>Competence Summary</b> (Knowledge, abilities, skills, experience)	<p>Understanding of the Children's Act</p> <p>Understanding of the "Framework for Assessment" and "Working Together"</p> <p>Understanding of working within policies and procedures</p> <p>Assessment, S47 enquiries and intervention skills with children and families</p> <p>Experience of Care Proceedings and Private Law Ability to give clear written and verbal accounts</p> <p>Good communication skills both written and verbal</p> <p>Ability to undertake risk assessments</p> <p>Understanding of and commitment to the requirements of safeguarding children, young people and promoting their welfare</p> <p>Understanding of and commitment to the principles of participatory practice with children and young people</p>	

	<p>Ability to listen to the views of children and young people and take their views into account when making decisions that affect them</p> <p>ICT skills</p> <p>Able to work positively and productively with a range of agencies</p>
<b>Work-related Personal Requirements</b>	<p>Commitment to:</p> <ul style="list-style-type: none"> <li>- the protection and safeguarding of children and young people</li> <li>- the principles of participatory practice with children and young people</li> <li>- the principles of partnership with parents and children</li> <li>- equal opportunity and anti-discriminatory practice</li> </ul> <p>Proactive</p> <p>Able to meet deadlines</p> <p>Self-motivated</p> <p>Enthusiastic</p> <p>Flexibility</p> <p>Ability to work as part of a team</p> <p>Integrity</p> <p>A solution focused/problem solving Approach</p> <p>The post holder must hold a full UK driving licence (or valid equivalent). Non-UK licences must be converted to UK licences in the first six months of Employment</p>
<b>Other Work Requirements</b>	<p>A satisfactory enhanced Disclosure and Barring Service check.</p> <p>This post is exempt from the Rehabilitation of Offenders Act 1974</p> <p>The ability to converse easily in spoken English, explain complex or technical information to members of the public and respond effectively to detailed or complex questions for an extended period of time.</p>

	Ability to work outside office hours on occasions.
<b>Role models and demonstrates the Council's values and behaviours</b>	<p>Our values define who we are. They outline what is important to us. They influence the way we work with each other – and the way we serve our residents and engage with our communities.</p> <p>We make our values real by demonstrating them in how we behave every day.</p>

**All staff should hold a duty and commitment to observing the Council's Equality & Dignity at Work policy at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and Council policies/procedures.**

