



Role Profile

Parenting Worker

Prevention and Early Support

Role Profile: Parenting Worker	Role Profile Number: SBC_12708
Directorate: Prevention and Communities - Public Health Strategy	Reporting to: Best Start Parenting Officer
Grade: CFL7	Date Prepared: June 2026

Our Values

Our [Values](#) shape how we work for the people of Swindon. They guide how we make decisions, how we deliver services and how we work with our communities and partners.

Our Values are:

We SEE – people, not problems – and stay curious to understand their story.

We HEAR – each other and the people we serve

We CARE – about our colleagues, our residents and our community

We ACT – with integrity, accountability and purpose

We LEARN – from data, feedback and experience so we keep improving

These five values describe the standards we hold ourselves to as a Council, and what residents and partners can expect from us.

The Swindon Commitment

The [Swindon Commitment](#) shows how we bring our Values to life every day, in every role, across all that we do. It turns our Values into practical promises between the Council, our colleagues and the people we serve so we can work together to deliver the best possible services and support.

Created with colleagues from across the organisation, the Swindon Commitment sets out a shared understanding of how we work, lead and behave. Rooted in our five core values, it reflects how we listen to, include and respond to residents, communities and each other.



Purpose:

Our Prevention and Early Support services enable residents to live well, stay safe and healthy, and remain connected to their communities. Through early intervention, partnership working, and strengths-based approaches, we support individuals and families to build independence, resilience, and improve outcomes.

Parenting Workers support children to have the best start in life, grow strong peer and family relationships and help families to connect and engage with their local communities. They deliver evidence based interventions to support parenting knowledge, skills and confidence to strengthen parenting capacity and offer help and protection for children to enable them to be healthy, happy and safe and achieve positive outcomes.

The Parenting Worker can offer family and parenting support for all children aged 0 – 18 years and up to 25 years for young adults with additional needs.

Working closely with diverse communities, the post holder will support families on a 1:1 basis, facilitate group activities, provide person centred support, and enable parents to enhance their parenting skills. This position involves a dynamic blend of group facilitation, individual coaching, and collaboration with community resources to create a positive impact on family well-being and strength. The Parenting worker role will also be required to work out of education settings such as schools and Early Years settings as needed. Integrated working is a key part of this role, and there will be an expectation to grow and maintain strong working relationships with key services and the voluntary sector to ensure a cohesive offer for parents and families.

Parenting Workers will work in and through Best Start Family Hubs and Community Hubs supporting the Early Support Service and the Families First Partnership programme to deliver parenting help for all families.

Key responsibilities and accountabilities:

- Supporting families to identify their own parenting needs and monitoring progress and evaluating the effectiveness of group and parenting programmes.
- Work in partnership with partner facilitators to ensure that each group programme is delivered to the highest quality standards, ensuring adherence to the fidelity of each evidence-based programme.
- To work with children, young people and families to provide practical, personal and emotional support, to meet their needs, and to have a positive impact on their lives. This will involve using a

range of evidence-based interventions including parenting support and programmes, restorative practice, positive activities, family mediation, whole family approach and practical and financial advice and support.

- To encourage and support parents in contributing to their children's development and improving their outcomes. This may be achieved through formal parenting programmes as well as individual support.
- To support families to participate in the wider offer of Community Hub services, with a particular emphasis on families with greatest need, to engage actively with the service.
- To work actively with parents/carers and other family members in encouraging positive parenting and promoting positive family life within the local community.
- Creatively use activities, tools and skills to empower families to articulate their aspirations, develop plans for their lives and make these plans real; identify strengths, needs and vulnerabilities that they want to work on; and build new capabilities.
- Provide and promote positive play and interactions with children and young people, supporting parents/carers in how they play and interact with their children.
- To develop and support community initiatives with other agencies.
- To deliver and/or contribute to a range of group work programmes.
- To consult and involve children, young people and families in all assessments, support and care plans and service development.
- To work in partnership with a range of professionals across Children, Families and Community Health and other agencies to meet the needs of children and families.
- To maintain accurate, concise and up to date records as required under the department's guidance and regulations.
- Share information and contribute to statutory assessments as required working within the legal framework for child protection and safeguarding and for vulnerable adults.
- To undertake duties during flexible working hours that meet the needs of children and families, such as evenings and weekends within the post holder's normal working and contractual hours.
- Contribute to a professional service that safeguards and promotes the welfare of vulnerable children, young people and families within their local and wider communities.

- Work closely with the Early Support service in developing new and innovative ways of working to improve outcomes and work with children, young people, parents and communities to support their input into the design, delivery and evaluation of services.
- Promote the welfare and well-being of early years and primary age children, actioning any safeguarding concerns.
- To undertake any other duties and responsibilities within the range of the salary grade.

Supplementary Accountabilities

- To advocate for children and families.
- To contribute to the development of mentors and volunteers.

Professional

- Maintain accurate and confidential records of individual and group interactions, ensuring compliance with data protection.
- Develop and maintain effective partnerships with families, children and young people, with a commitment to safeguarding and promoting the welfare of families.
- To develop effective working relationships with a range of stakeholders and commissioners to support the delivery of a traded offer.

Decision making:

- The post holder will prepare and engage with regular supervision.
- The post holder must always respect the 'rights' of children, young people and families.
- Decisions about child protection and safeguarding matters.

Creativity and innovation

- To be able to work flexibly to meet the needs of children, young people, and families.
- To be able to identify effective methods of engaging children and families.
- Prioritise and manage workload using a wide range of strategies.

- Working in partnership with other agencies to support the individual needs of the child, young person, and family.
- Use creative approaches to support and retain parents and carers that start a parenting programme.

Job Scope

Number and types of jobs managed: N/A

Budget Holder: N/A

Budget Value: N/A

Asset Responsibility: N/A

PERSON SPECIFICATION

Qualifications:	Essential or Desirable
• Parenting Worker as a minimum will be trained in a level 3 qualification in a relevant field to working with children and families.	E
• Trained in evidence based parenting programmes.	D
• Evidence of recent and ongoing continuing professional development related to the role	E
Knowledge and Experience:	
• Experience of developing, implementing and evaluating parenting group programmes	E
• Experience in facilitating group sessions and providing individualised support parents and or families	E
• Experience in providing individual and group support to parents	E
	D

• Experience of community engagement activities and collaborating with local organisations and resources	E
• Experience in monitoring and evaluating outcomes of groups sessions and interventions	D
• Experience of working with families from diverse cultural backgrounds	
Aptitudes, Skills and Competencies:	
• Excellent verbal and written communication skills to engage with parents and carers and convey information clearly.	E
• Active listening skills to empathise with parents concerns and provide supportive guidance.	E
• Empathy to understand the diverse need and challenges faced by parents.	E
• Proficient group facilitation skills to lead interactive and engaging sessions.	E
• Proficient documentation skills to maintain accurate records.	E
• Strong problem-solving skills to address individual and group challenges	D
• Ability to collaborate with multidisciplinary teams.	D
• Effective time management skills to plan, organise and groups sessions and administrative tasks.	E
• Creative thinking skills.	D
Special Conditions of Recruitment:	
An Enhanced DBS is required	E

Other Key Features of the role

It should be noted that the duties and tasks associate with this post may change from time to time without altering their general character or the level of responsibility entailed. The above duties and activities associated with this job are neither exclusive nor exhaustive and the job holder may be called upon to carry out other such appropriate duties as may be required within the grading level of the job.

