

Role Profile

Role Title: Father's Worker

Directoriate: Communities and Prevention, Public Health

Swindon Borough Council

Role Profile: Father's Worker	**Role Profile Number:** SBC_12739
Directorate: Public Health Nursing	**Reporting to:** Dads at Their Best Lead
Grade: CFL7	**Date Prepared**: July 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:

The Fathers Worker will play a key role in supporting the delivery of Swindon's Best Start in Life programme through improving engagement with fathers, male carers and father figures during the critical first 1,001 days and throughout the early years. Working within the nationally recognised Dads at Their Best programme, the postholder will champion father-inclusive practice across children's services and partner agencies, promoting a whole-family approach to supporting children and families.

The postholder will work strategically and operationally to ensure the needs, experiences and contributions of fathers and male carers are recognised and embedded within service design and delivery. They will work collaboratively across health, early help, early years childcare and education, parenting support, family services and community organisations to strengthen father engagement and improve outcomes for children and families.

Alongside this system leadership role, the postholder will develop and deliver targeted support, interventions, group programmes and training opportunities that build fathers' parenting confidence, strengthen parent-child relationships, improve family wellbeing and support positive co-parenting relationships.

Key responsibilities and accountabilities:

- To lead and promote father-inclusive practice across all family focussed services, supporting the implementation of a whole-family approach to service delivery.
- To act as a champion for fathers and male carers, ensuring their voices, experiences and needs are considered in the development and delivery of services.
- To support the delivery of Best Start in Life priorities through increasing the engagement, participation and inclusion of fathers and male carers.
- To develop, coordinate and deliver targeted interventions, workshops, groups and support programmes for fathers and male carers.
- To provide tailored support that strengthens parenting knowledge, skills, confidence and parent-child attachment.
- To work directly with fathers and their families through individual, group and outreach approaches, helping them identify strengths, overcome barriers and achieve positive outcomes.
- To develop effective referral pathways and partnership arrangements that improve access to support for fathers and male carers.
- To establish and maintain productive working relationships with statutory, voluntary and community sector organisations to increase opportunities for father engagement.
- To work collaboratively with Public Health Nursing, Family Nurse Partnership, Parenting Services, Perinatal Mental Health Services, Early Help, Community Hubs and other partners to ensure coordinated support for families.

- To design and deliver training, awareness raising and consultation activities to increase workforce confidence and competence in engaging fathers and adopting father-inclusive approaches.
- To contribute to service development by identifying barriers to engagement, sharing good practice and recommending improvements to services and systems.
- To work flexibly on evenings and weekends where needed to facilitate and support group activities, workshops and events for fathers and families.
- To attend and contribute to multi-agency meetings where appropriate.
- To collect, analyse and report on participation, feedback and outcomes data to support service evaluation and continuous improvement.
- To maintain accurate and timely records in accordance with organisational policies and procedures.
- To contribute to a professional service that safeguards and promotes the welfare of children, young people and families.
- To undertake any other duties commensurate with the grade of the post.

Supplementary Accountabilities

- To advocate for father-inclusive approaches across services and partner organisations.
- To support the ongoing development and sustainability of the Dads at Their Best programme.
- To contribute to local and national learning regarding father engagement and whole-family working.
- To support the development of volunteers, peer supporters and community champions where appropriate.
- To undertake training and continuous professional development relevant to fatherhood, parenting, family relationships and early years development.
- To ensure the views and experiences of fathers, male carers, children and families inform service improvement and future development.
- To represent Swindon at local, regional and national networks relating to father engagement and family support where appropriate.

Managerial

- No direct line management responsibility.
- May provide mentoring, guidance or support to colleagues, students, volunteers or peer supporters where appropriate.
- May support workforce development activities through training, consultation and dissemination of good practice.

Professional

- Maintain specialist knowledge of father engagement, father-inclusive practice, early childhood development and parenting support.
- Maintain an up-to-date understanding of Best Start in Life, Family Hub and Families First priorities.

- Build effective partnerships with professionals and organisations working with children and families.
- Promote strengths-based, trauma-informed and relationship-focused approaches to working with families.
- Act as a professional advocate for the importance of fathers and male carers in improving outcomes for children.

Decision making:

- Prioritisation and organisation of workload and service delivery activities.
- Professional judgement regarding engagement strategies for fathers and male carers.
- Identification and escalation of safeguarding concerns in line with organisational procedures.
- Decisions regarding the development and delivery of father-focused interventions and activities within agreed service parameters.
- Recommendations regarding service improvements, workforce development and father-inclusive practice.

Creativity and innovation

- Develop innovative approaches to engage fathers and male carers who may not traditionally access services.
- Design and pilot new methods of supporting father engagement and participation.
- Identify opportunities to embed father-inclusive practice across the wider children's workforce.
- Use feedback, insight and evidence to inform service development and improve outcomes for families.
- Promote community-based and peer-led approaches that strengthen support networks for fathers and families.

Job Scope

Number and types of jobs managed:	N/A
Budget Holder:	No
Budget Value:	N/A
Asset Responsibility:	N/A

PERSON SPECIFICATION

Qualifications:	**Essential or Desirable**
• Level 3 qualification (or equivalent experience) in a relevant area such as Early Years, Social Care, Health, Public Health, Community Development, Education or Youth work	E
• Current Driving License	E
• Evidence of relevant Continuious Professional Development	E
• Safeguarding Children training (or willingness to undertake)	E
• Relevant professional qualification at Level 5 or above in Family Support, Social Care, Health Visiting, Nursing, Youth Work, Community Development, Education, Public Health or related field.	D
• Qualification in delivering parenting interventions or family support programmes.	D
• Training in motivational interviewing, trauma-informed practice, restorative practice, attachment-based approaches or strengths-based practice.	D
• Training qualification or experience delivering workforce development and training.	D
Knowledge and Experience:	
• Knowledge of the importance of father engagement and the contribution fathers and male carers make to positive outcomes for children and families.	E
• Knowledge of child development, particularly during pregnancy, infancy and the early years.	E
• Knowledge of attachment theory and the importance of parent-child relationships.	E
• Understanding of whole-family and strengths-based approaches to supporting children and families.	E
• Knowledge of safeguarding legislation, guidance and procedures relating to children, young people and vulnerable adults.	E
• Understanding of the barriers that may prevent fathers and male carers from engaging with services.	E
• Knowledge of health inequalities and the factors affecting outcomes for children and families.	E
• Understanding of multi-agency working and the role of health, early help, education, social care and voluntary sector services.	E
• Understanding of the challenges facing vulnerable families and the impact of adversity on child development and family wellbeing.	E

• Knowledge of Best Start in Life, Family Hubs, Start for Life and Families First programmes.	D
• Knowledge of evidence-based approaches to father-inclusive practice.	D
• Understanding of perinatal mental health and its impact on family relationships and child development.	D
• Knowledge of parenting programmes and behaviour change approaches.	D
• Experience of working directly with children, families, parents or carers.	E
• Experience of engaging and supporting fathers and male carers through individual and/or group-based interventions.	E
• Experience of working collaboratively with professionals from a range of agencies and disciplines.	E
• Experience of planning and delivering workshops, training sessions, group work or community-based activities.	E
• Experience of assessing needs and developing support plans with families.	E
• Experience of maintaining accurate records, collecting data and monitoring outcomes.	E
• Experience of working within safeguarding procedures and responding appropriately to concerns.	E
• Experience of supporting participation and gathering feedback from service users to improve services.	E
• Experience of developing or piloting new services, projects or interventions.	D
• Experience of influencing practice change or supporting workforce development.	D
• Experience of delivering training or awareness-raising sessions for professionals.	D
• Experience of working within Public Health Nursing, Family Nurse Partnership, Family Hubs, Parenting Services, Early Help or similar family support settings.	D
• Experience of working with vulnerable, disadvantaged or underrepresented fathers and families.	D
Aptitudes, Skills and Competencies:	
• Ability to build effective, trusting relationships with fathers, families and professionals.	E
• Excellent communication and interpersonal skills, with the ability to engage individuals from diverse backgrounds.	E E

• Ability to champion father-inclusive practice and influence others to adopt whole-family approaches. • Skilled in facilitating groups, workshops and learning opportunities. • Ability to motivate and empower individuals to identify strengths and achieve positive change. • Strong partnership-working and networking skills. • Ability to work independently and use initiative while also contributing effectively as part of a team. • Ability to manage a varied workload and prioritise competing demands. • Analytical skills to identify service gaps, barriers to engagement and opportunities for improvement. • Ability to collect, interpret and present information to support service development and evaluation. • Competence in maintaining accurate records and using relevant IT systems. • Ability to work flexibly and creatively to engage fathers who may be reluctant to access services. • Commitment to equality, diversity and inclusion. • Commitment to safeguarding and promoting the welfare of children and families. • Ability to design and deliver training for professional audiences. • Ability to facilitate service development and support organisational change. • Skills in developing innovative approaches to community engagement and participation. • Ability to represent the service confidently at partnership meetings, forums and events.	E E E E E E E E E E D D D D
Special Conditions of Recruitment:	
An enchanced DBS will be required Current Driving License/ The ability to travel throughout the Borough will be required and access to a car	E E

Other Key Features of the role

The post holder may be working with parents who are in crisis, distressed, emotional, and challenging therefore you will require a level of resilience to manage this. Supervision and support will be available to assist you in this.

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.




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