



Job Description: Specialist Social Worker

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| Job title | Specialist Social Worker |
| Location | Tide House, Bideford, Devon |
| Role type | Flexible (office based, with some home working) |
| Reporting to | Registered Manager |
| Effective date | 01 February 2026 |

About Tide House

Tide House is a Residential Family Assessment Centre rated as 'Good' by Ofsted (August 2025). We undertake parenting assessments for up to five families placed with us, providing 'expert evidence' to support families, local authorities and care proceedings. Families have self-contained accommodation of 1-3 bedrooms, allowing us to support families with multiple parents and children.

Tide House utilises relational approaches to support families to care for their children in a safe and consistent way, alongside undertaking the required assessment of them, as directed by the Local Authority or Court.

The Role

As a Specialist Social Worker you will typically be responsible for undertaking the parenting assessments of 2-3 families that are placed at Tide House. You will be joining a multi-disciplinary team that includes Social Workers, Therapists, Assessment Support Workers and Family Key Workers. The team are highly skilled and experienced in supporting families with a wide range of needs, including mental ill-health, substance use, learning disabilities, domestic abuse and past trauma.

Alongside undertaking the parenting assessment, you will utilise your social work skills and experience contribute to the wider team learning and development, including weekly meetings that review the ongoing assessment and monitoring levels for each family.

This role has an important safeguarding responsibility, both for the families you directly work with and as a contributor to the wider safeguarding culture throughout the organisation. Close support, clear communication and regular recordings all support us to ensure children at Tide House are kept safe and their wellbeing promoted.

This role can be undertaken fully in the office or with 2-3 days of home working, depending upon the current stage of assessment. You will be expected to be present, in person, for assessment sessions, delivering 'Feedback' and for most multi-agency meetings. The length of the office days can be negotiated.



Role responsibilities and tasks

You will:

- Ensure assessments of 2-3 families are undertaken in accordance with our assessment model and the requirements of the Letter of Instruction. Occasionally, and for short periods, you may be asked to support with the assessment of up to 5 families.
- Undertake structured assessment sessions with the families you are working with.
- Write and deliver weekly 'Feedback' sessions with families to promote strengths and support development where improvements are needed
- Write robust, evidence based parenting assessments of a standard suitable for 'expert evidence' in a court, in order to support care proceedings and care planning for children.
- Complete risk assessments for families placed with Tide House.
- Build and maintain strong professional relationships with families, built on our relational practice values.
- Attend and lead professional meetings, as required.
- Attend court hearings, as required.
- Maintain accurate records, in line with company policies and procedures.
- Collaborate with the Registered Manager regarding any potential future placements and, where necessary, undertake viability assessments.
- Undertake training and professional development that supports your role as a Specialist Social Worker. This is likely to include training in ParentAssess (supporting the assessment of parents with additional learning needs).
- Work collaboratively and flexibly to be responsive to the wider needs of families at Tide House, including supporting, for short periods of time, with other aspects of support and safeguarding at Tide House.
- Support with the 'safeguarding' element of the on-call rota.
- Undertake any other duties appropriate to the post, as required by the Registered Manager.
- Act in accordance with all relevant legislation, National Minimum Standards, regulations, Tide House policies and Social Work England expectations.

Safeguarding

Tide House is committed to safeguarding and promoting the welfare of children and adults. We expect all staff to share this commitment. Safer recruitment practices are followed to ensure all candidates are suitable to work with vulnerable individuals. This includes robust vetting procedures, comprehensive pre-employment checks, and an expectation that all staff uphold our safeguarding policies at all times.

This role, as it involves regulated activity, will require an enhanced Disclosure and Barring Service (DBS) check, verification of identity, scrutiny of employment history, and the gathering of suitable references. Successful applicants will also complete safeguarding induction and ongoing training to ensure they understand their responsibilities and are equipped to recognise and report concerns.

By applying for this role, you acknowledge Tide House's commitment to creating and maintaining a safe environment and understand that safeguarding is everyone's responsibility.



Confidentiality

Tide House operates CCTV throughout the building. CCTV provides non-invasive monitoring of families to enable us to support, assess and safeguard without having staff in the room with them. CCTV may be used as evidence in the family assessments and therefore in care proceedings. You will have a responsibility to comply with our data protection policy and with all relevant legislation and regulations.

Equal opportunities

Tide House is an equal opportunities employer. We are committed to ensuring that no applicant or employee is discriminated against directly or indirectly as a result of any protected characteristic.

Person specification

| Criteria | Essential | Desirable |
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| Social work qualification | Y | |
| Registration with Social Work England | Y | |
| Substantial post-qualifying experience of children’s social work in the UK, including experience of care proceedings | Y | |
| Proven competency as an experienced social worker in a local authority | Y | |
| Experience of post-qualifying work in at least two different teams / areas of children’s social work | | Y |
| Evidence of substantial post-qualifying learning and ongoing development | | Y |
| Experience of undertaking parenting assessments that have been used to support evidence in care proceedings | Y | |
| Experience of using ParentAssess | | Y |
| Experience of providing evidence in care proceedings | | Y |
| Excellent communication skills, including verbal and written | Y | |
| Excellent assessment skills | Y | |
| Excellent report writing skills | Y | |
| Ability to build positive relationships with colleagues, families and external professionals | Y | |
| Excellent IT skills, including the working knowledge of Outlook, Teams, web browsing and word processing | Y | |
| Up to date knowledge and awareness of current social work issues, including case law in relation to care proceedings | | Y |
| Ability to take a leadership role in the organisation, in relation to safeguarding | Y | |
| Good understanding of child development | Y | |
| Good understanding of trauma and the impact on parenting and functioning | Y | |
| Ability to negotiate, challenge and manage conflict | Y | |
| Ability to exercise individual judgement, respond appropriately in the moment and seek support where appropriate | Y | |



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| Excellent organisational skills | Y | |
| Resilience and a good awareness of self | Y | |
| Empathy and understanding | Y | |
| Strong understanding and commitment to equality and diversity | Y | |
| Ability to travel outside of Bideford to attend court, other meetings and transport families, where needed. | Y | |
| Ability to contribute to the ongoing development of Tide House | Y | |
| Ability to carry out the duties of this post with reasonable adjustment, where necessary | Y | |
| A valid UK driving license and access to a car that can be used for business purposes | Y | |