



## 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	Systemic Psychotherapist – Children & Families
Job Reference	
Service	Children’s Services – Help and Protection
Team	Compass Service
Location	Civic Offices, Shute End, Wokingham, with community-based working across the Borough and some hybrid working as required.
Reports to	Compass Team Manager
Responsible for	No direct line management responsibility.
Grade	9
Contract Type	Permanent or Fixed Term
Hours	Full Time

Main Accountabilities	
1.	Provide specialist systemic and family-based therapeutic interventions to children, young people and families experiencing complex relational difficulties, including situations involving safeguarding concerns, high levels of risk, placement instability or potential family breakdown.
2.	Apply advanced systemic theory and practice supporting statutory social workers and managers through consultation, formulation and therapeutic thinking, directly contributing to the quality of assessment, planning and professional decision-making.
3.	Lead and contribute to reflective practice spaces, group consultations and systemic discussions, supporting practitioners to maintain professional curiosity, emotional awareness and safe, child-focused practice in complex safeguarding contexts.





4.	Work collaboratively with partner agencies including health, education and voluntary sector services to ensure coordinated, therapeutically informed responses to children and families with complex needs.
5.	Contribute to workforce development and service improvement by modelling systemic and relational practice, sharing professional expertise and supporting the embedding of trauma-informed approaches across Children's Services.

Person Specification	Essential	Desirable
Education/Qualifications	Recognised qualification in Systemic Psychotherapy / Family Therapy and registration with an appropriate professional body (e.g. UKCP, AFT or equivalent).	Additional specialist training in working with children and families within statutory safeguarding environments. Social Work qualification would be desirable.
Experience	Substantial post-qualification experience delivering systemic or family-based therapeutic interventions with children and families presenting complex and high-risk needs, including safeguarding concerns. Experience of working alongside statutory children's social care professionals.	Experience of contributing to reflective practice forums or workforce development activity.
Skills/Knowledge	Advanced knowledge of systemic theory and its application within children's social care. Ability to analyse complex situations, exercise professional judgement and communicate effectively with practitioners and managers. Highly developed interpersonal, reflective and influencing skills.	Experience of supporting service development or practice improvement initiatives.
Behaviours/Attributes	<Y/N>	<Additional desirable traits.>

Purpose Details





<p><b>Service Purpose</b></p>	<p>The Compass Service provides intensive, relationship-based interventions to families where children are at risk of breakdown, aiming to prevent care entry, support safe reunification and improve long-term stability and outcomes for children.</p>
<p><b>Role Purpose</b></p>	<p>The Systemic Psychotherapist provides specialist therapeutic expertise that enhances statutory social work practice by supporting effective assessment, formulation, intervention planning and decision-making in complex family situations. The postholder is responsible for providing specialist systemic psychotherapy input and professional consultation that informs and influences statutory social work practice and service outcomes with a particular focus on reunification and relational permanence.</p> <p><b>Corporate Parenting</b>        You will champion the principles of corporate parenting by embedding its ethos in all aspects of service delivery, ensuring decisions and actions consistently reflect the responsibility to act as a corporate parent to children in care and care leavers, and actively contribute to the wider corporate parenting strategy.</p>

<p style="text-align: center;"><b>Supervision and Relationships</b></p>	
<p><b>Supervision Received</b></p>	<p>Professional and managerial supervision from the Compass Team Manager, with appropriate clinical governance arrangements.</p>
<p><b>Supervision Given</b></p>	<p>&lt;Details of roles supervised and nature of supervision&gt;        No formal line management responsibility; provides professional consultation, reflective input and specialist advice to social workers and managers.</p>
<p><b>Contacts</b></p>	<p>&lt;Key internal/external stakeholders and purpose of contact&gt;        Regular contact with social workers, managers, psychologists, health professionals, education colleagues and voluntary sector partners to support coordinated and effective practice.</p>

**Resources/Budget Management**





<Brief details of resource or budget responsibilities, if applicable.>

No direct budget responsibility.

The postholder contributes to cost-effective service delivery through preventative and therapeutic interventions that reduce escalation and placement instability.

### Special Requirements

<Details of specific conditions, such as travel, working hours, safety requirements, DBS or politically restricted post.>

Enhanced DBS check required.

Ability to travel across the Borough.

Occasional evening work to meet service and family needs.

Adherence to professional, ethical and safeguarding standards.

Occupational Health Risk Assessment	Details
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	<Y>
Blood Borne Viruses Exposure	<N>
Food Handling	<N >
Working with Animals	<N >
Specialised Medical Screening	<N >
Night Working	<N >





Safety Critical Work	<N >
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Nature of the Role	Details
Healthcare or Hospital Work	<N>
Working with Children (under 18)	<Y>
Working with Elderly/Vulnerable Adults	<Y>
Work Environment Details	< Council offices, community settings and family homes.>

Role Involvement	Details
Working with Children	<Y>
Working with Vulnerable Adults	<Y>
Both of the Above	<Y>
Providing Care/Supervision for Children	<N >
Providing Care/Supervision for Vulnerable Adults	<N>
Both of the Above	<N >
None of the Above	<Y>

Disclosure and Barring Service (DBS)	Details
DBS Requirement	Enhanced DBS with Children's Barred List check
Eligibility Tool	Find out which DBS check is right for your employee - GOV.UK ( <a href="#">Find out which DBS check is right for your employee - GOV.UK</a> )

Re-checks
<Details of required regular checks in line with regulations.> In line with Council policy and statutory requirements.

Evaluation Declaration	
Date of Evaluation:	May 2026
Evaluated by:	HR Team

