

Welcome to Bradford Children and Families Trust

Within you'll discover our story, our structure, and hear from colleagues shaping our future. We're excited to share what makes us unique.



Thank you for your interest in joining Bradford Children and Families Trust (BCFT). We are a young organisation, established in April 2023 to address historical failures in care for children and young people and to drive meaningful improvement in services.

Our mission is clear: put children, young people and their families at the heart of all that we do, while creating a stable well-equipped workforce where professionals can build and develop their careers.



Our ambition is to be both a role model and a catalyst for better system working across Bradford and beyond. We work closely and positively with our colleagues in the Council to ensure our efforts are impactful and delivered restoratively as a shared endeavour. Since our formation, we have made encouraging progress and remain determined to maintain focus and momentum. We have shown that improvement can be achieved sustainably and cost-effectively. Our workforce now has greater permanence, and our leadership team has been strengthened under the guidance of our CEO, Charlotte Ramsden CBE.

Partnerships are central to our success. We collaborate with colleagues in health, policing, education, and the voluntary sector, to achieve shared objectives for children, young people and families in Bradford.

Our enabling services deliver high quality support across the Trust. These include financial management, property and procurement – led by our new Director of Finance, as well as People and Talent and Business Support functions, which I have the pleasure of leading.

This new, and critical role will join our Senior Leadership Team within our newest Directorate of which include a range of functions, including Communications, Digital and ICT, Governance and Risk and Strategy, Partnerships & Business Planning.

We want you to bring a determination to make a difference; a commitment to teamwork, combined with insight and curiosity to explore how your experience can help us to continue to grow and improve.

With my very best wishes,

Claire Corneille, Director of People & Talent

About us

Bradford Children and Families Trust operates independently of Bradford Metropolitan Borough Council in the management and delivery of children's social care services in the district, through a strong Board of executive and non-executive directors.

We have grasped with both hands the opportunity to renew our approach to delivering the support that Bradford's children, young people and families need, by renewing services, establishing a new organisation, and through it creating the conditions for success.



We are responsible for the following service areas:

- **Integrated Front Door**
Deal with all new referrals to Children's Services and make difficult decisions about how the needs of a child or young person are best met.
- **Duty and Assessment**
Complete assessments of children and families referred to children's services, and work with them to agree to a plan for the future.
- **Child and Family**
Work closely with children and families where there are safeguarding concerns, and take action to reduce risks and ensure positive outcomes, including through early and family help.
- **Children in Care**
Ensure children in care are looked after as well as possible and work with families where rehabilitation at home is a possibility.
- **Care Leavers**
Help young people leaving care find their feet in the world through education and employment opportunities.
- **Children with Complex Health and Disabilities**
Work closely with children who have long-term care needs that impact their daily lives.
- **Safeguarding and Reviewing**
Take the lead in child protection matters, ensuring the interests of children and young people come first at all times.
- **Residential and Short Breaks**
Help give our District's most vulnerable children a place to call home.
- **Fostering**
Find suitable placements for children and make sure they are getting the care they need.

Our colleagues say it best...

“ It's diverse in the city, it's diverse in Children's Services. There are so many languages, cultures, religions. It's just a really vibrant city to work in. There's a warmth to Bradford, and it reflects in the workforce.

“ The managers are really good and the support you're given is great – we have a lot of supervisions, a lot of training.

“ I've always felt so supported by my management team and the other social workers at Bradford are just so passionate. They really want to help you as a professional do the best you can for everyone.

“ I think it's a really unique place to work. It's absolutely rich in diversity and culture which brings something different to social work that I don't think you get anywhere else.



“ You can grow and develop really well in Bradford. There's a strong progression route.

“ Working in Bradford is an opportunity for me to grow and to be challenged. Another thing I love about working for Bradford is the team. The team is great, and I love my manager – she even bakes us cakes!

Living in Bradford

UK City of Culture 2025

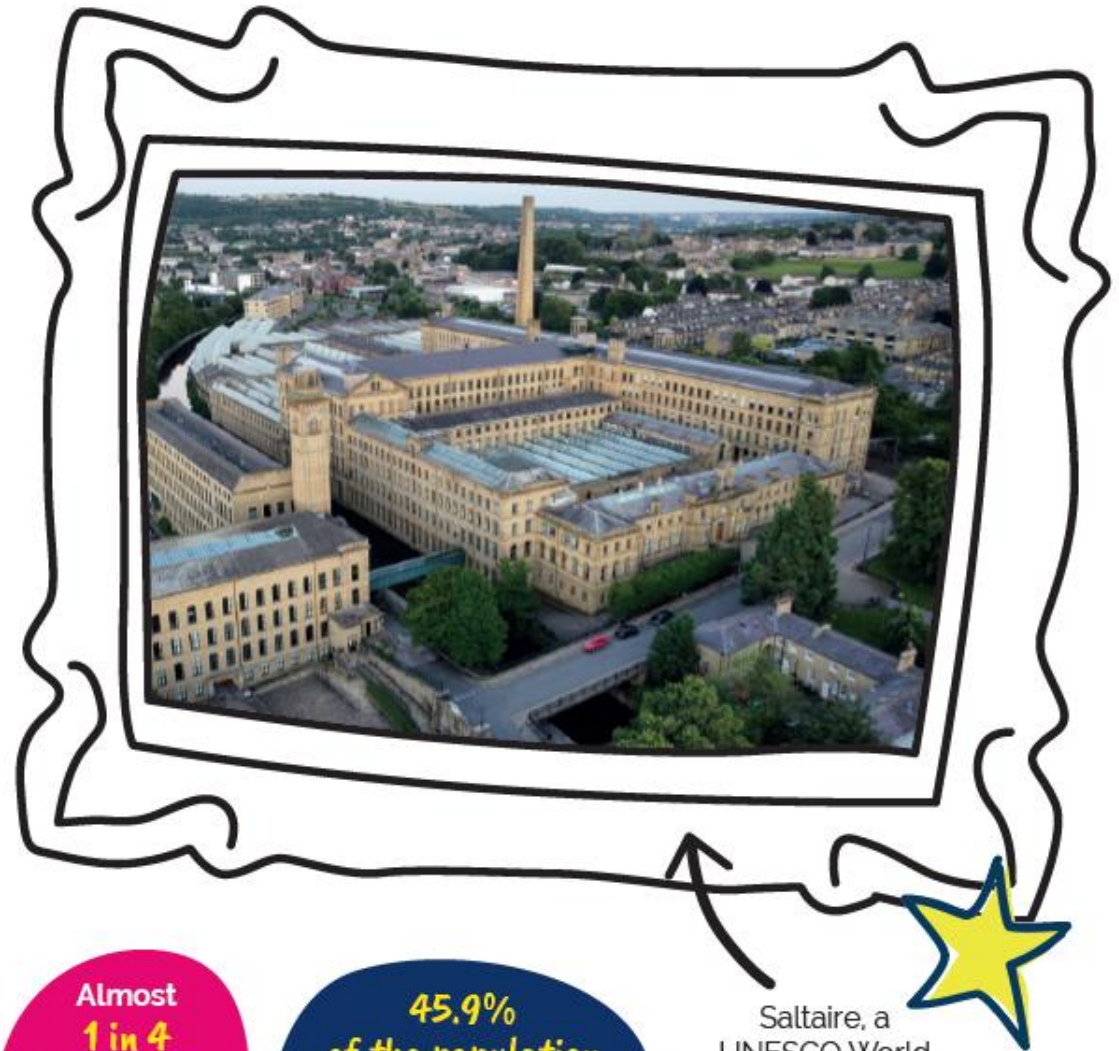
Bradford will be the UK City of Culture in 2025. Awarded every four years, the City of Culture title has had a transformational impact on previous host cities, securing millions of pounds of investment and acting as a catalyst for creativity and regeneration. It's an exciting time to be here!

Enjoy the City

Bradford is the world's first UNESCO city of film. The centre combines handsome Victorian architecture with the culture, bustle and social life of a thriving modern city. The Westfield-built Broadway shopping centre attracts millions of shoppers every year. Food lovers can take their pick from an array of international cuisines, reflecting the ethnic and cultural diversity of the area.

Explore the Countryside

Bradford city centre is surrounded by thousands of square miles of moors, mountains, lakes and woodlands. Bradford is a jump-off point for no fewer than four national parks: the Yorkshire Dales, North York Moors, Lake District and Peak District.



Did you know?

There are almost
200,000
Households
in Bradford

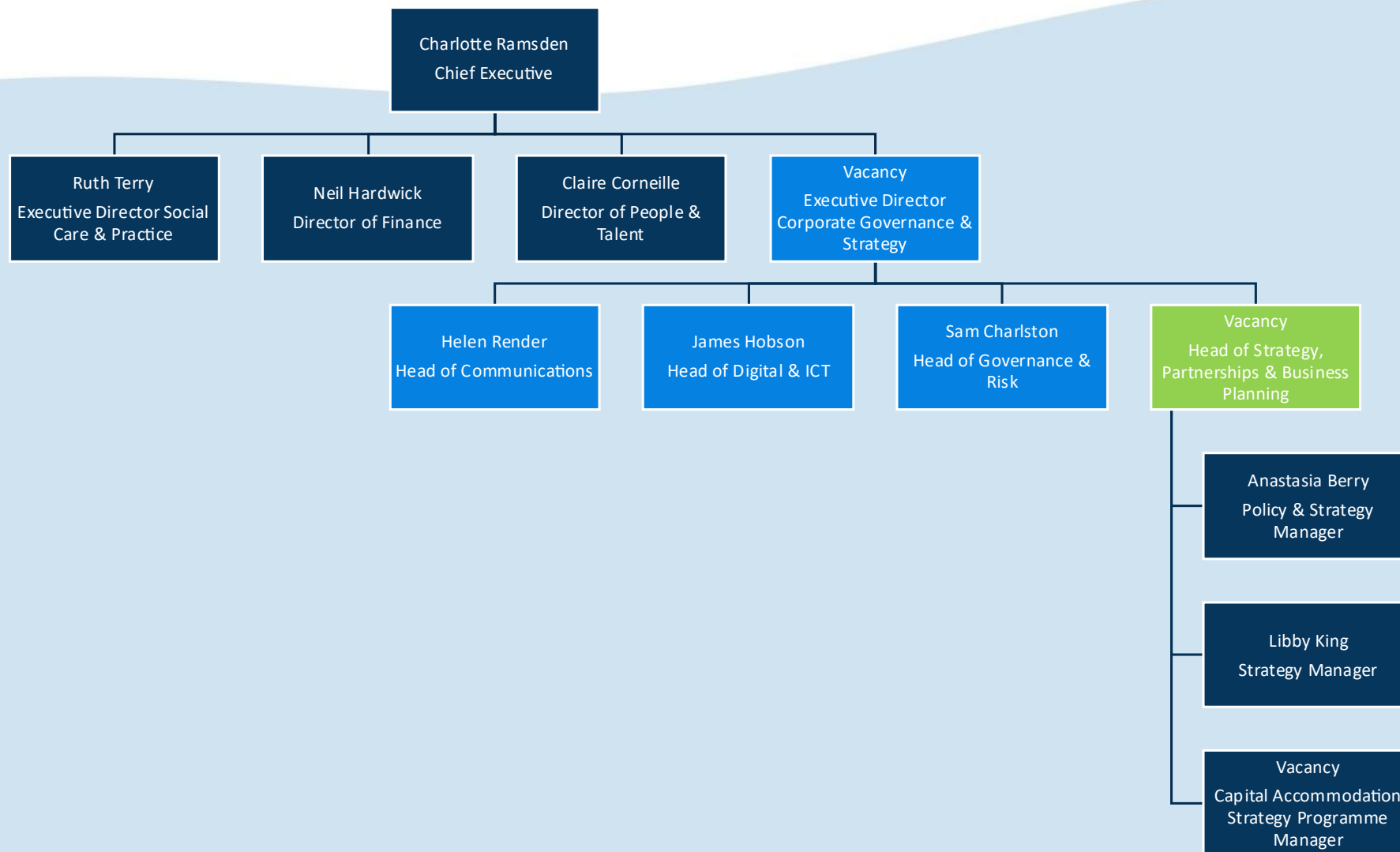
37% of residents
are from BAME
groups, making it one
of the most diverse
areas in the UK

Almost
1 in 4
people aged
16-74 are
educated to
degree level

45.9%
of the population
are Christian and nearly
one quarter
are Muslim

Saltaire, a
UNESCO World
Heritage Site
on the banks of
the river Aire.

Our Organisation



How to Apply

Inspired? Let's make your next challenge the best one yet, for more information and to apply, please visit:

[**BCFT Careers Page \(LINK\)**](#)

[**BCFT Web Home \(LINK\)**](#)

[**BCFT Business Plan \(LINK\)**](#)

Timeline

Activity	Date
Closing Date	11/01/2026
Shortlisting	13/01/2026
Assessment Centre	21/01/2026
Interviews	21/01/2026
Offer & Onboarding	22/01/2026