

Role Title: Practice Lead – Family Hubs
Salary: PO5
Location: Trust Wide
Report to: Service Manager (Prevention & Early Help)

About Us

Bradford has created a new Children and Families Trust, which has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf. The Trust is accountable for determining how outcomes of these services are achieved and for the day-to-day running of commissioned children's services.

This is an important opportunity to renew our approach to delivering the support that Bradford's children, young people and families in need, by renewing services and creating a new organisation. We are bringing the mindset, dynamism and energy of a start-up together with the national expertise and determination of the Trust's Board, senior leadership and our colleagues' practical experiences of providing children's services in Bradford.

As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

Job Overview

To identify and initiate service improvement and targeted practice activities in the following practice area: Family Hubs

To support senior leadership, work through relevant working groups and teams, commissioned and programme resources to implement agreed projects, policies and procedures to further the objectives of the Council and Department and funders.

To work in partnership with other teams and professionals involved with children and families to ensure provision reaches those most in need of support and shows impact in the practice lead area.



Main Duties and Responsibilities

- Contribute to district-wide planning and initiation of targeted activities/project in a designated practice area.
- Ensuring that relevant statutory and government requirements are met, that Department policies and guidelines are adhered to and delivered in accordance with these.
- Ensure that the needs of targeted groups, ethnic minorities and other disadvantaged groups are identified and met.
- Participating in any forums/groups which foster co-delivery and community engagement in the targeted activities/projects.
- To take a pro-active role in programme governance, communication, policy development, dissemination, reviews and evaluations.
- Support and challenge team performance using performance management information and tools to ensure that performance against local and national targets is achieved and maintained.
- Use evidence and theory and assist in quality assurance/monitoring to ensure that practice standards and targets are being met and to support staff development and continuous service improvement.
- To assess and lead in responding to workforce development needs and sharing learning from the programme activities.
- Support the Head of Service and Service Managers in ensuring that decisions on expenditure are made within Departmental guidelines, finance and audit requirements and maintain effective monitoring systems to ensure compliance, including assisting with income generation, funding bids and trading when required.
- Provide critical reflection, challenge and evidence-informed decision-making in complex situations for children on behalf of the Department, in line with delegated decision-making authority. Support others in developing these capabilities and finding their own solutions.
- Promote positive approaches to diversity and identity within the team and across the department, providing guidance and challenge as required.
- To develop an approach to commissioning and oversee commissioned services and requirements.
- To provide updates and reports in response to requests often within demanding timescales.
- To undertake all duties commensurate to the nature and level of the post at initial place of work or at any other venue.



About You

We are looking for applicants who can demonstrate that they meet the following requirements:

Education

- A NVQ 4 (prior to 2011) or Diploma 5 in Health & Social Care or Children & Young People or equivalent (e.g. relevant degree, Dip SW, RGN, Teaching, Youth and Community etc) as specified by the service. Equivalent must include work based assessed competencies working with children and families.

Experience

- The applicant is required to provide evidence of having previously spoken fluently to members of the public to meet the advanced threshold level outlined under Special Knowledge above.
- Substantial recent paid experience working with communities, babies, children, young people and/or families.
- Substantial experience in introducing and maintaining workforce development programme/project and/or performance management systems.

Special Conditions

- No contra-indications in personal background or criminal record indicating unsuitability to work with children/young people/vulnerable clients/finance Enhanced DBS check required.

The post holder is required to always have a useable car available or as advised by the line manager. The post is designated Casual Class 1 Car User status for the better performance of the duties for which the HMRC rate is payable



Safeguarding Responsibilities

Bradford Children and Families Trust is committed to safeguarding and promoting the welfare of all children who use our services and as such expects all staff to share this commitment.

Successful applicants will be required to complete the relevant safeguarding checks. An DBS check will be requested.

We are an equal opportunities employer.

