

**Role Title: Therapeutic Social Worker**  
**Salary: P03**  
**Location: Sir Henry Mitchell House**  
**Report to: Team Manager**

## 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

Therapeutic Social Workers within Foster for Bradford play a key role in promoting family stability and improving outcomes for children who have experienced trauma, loss, neglect, or disrupted attachments.

Working alongside foster carers, supervising social workers, children's social workers, and other professionals, they provide therapeutic assessment, consultation, and intervention to help carers understand the impact of a child's experiences on their emotions and behaviour.

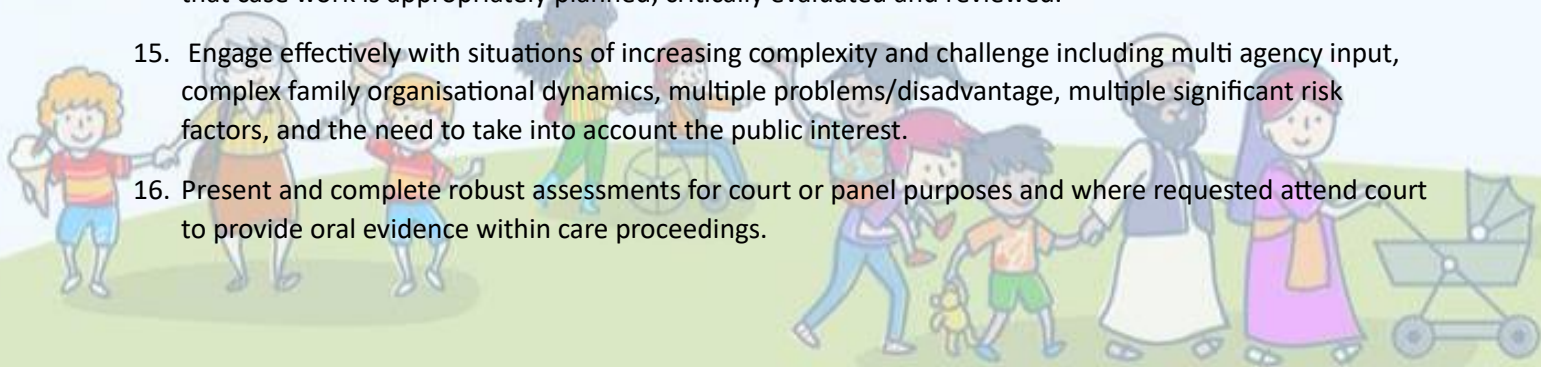
The purpose of the role is to strengthen the child's sense of safety, belonging, and resilience by supporting trauma-informed care, enhancing carers' therapeutic parenting skills, and helping to develop strategies that meet the child's individual emotional and developmental needs. Therapeutic Social Workers combine therapeutic expertise with a strong understanding of fostering practice, enabling them to help foster carers create stable, nurturing environments where children can recover from trauma, develop secure relationships, and achieve positive outcomes.

This is a specialist role for skilled and experienced social workers who are able to understand children in the context of their life story and attachment history and support foster families and the team around them to understand and meet their individual needs.



## Main Duties and Responsibilities

1. To provide consultation, guidance, and reflective supervision to foster carers to strengthen therapeutic parenting approaches
2. Provide direct therapeutic interventions to children and young people where appropriate.
3. Deliver training, workshops and support groups to foster carers and staff on topics such as trauma, attachment, resilience, emotional regulation, and therapeutic parenting.
4. Contribute to fostering matching decisions by assessing children's therapeutic needs and identifying the support required for successful matching.
5. Help develop therapeutic resources, models of practice, and service-wide approaches that embed trauma-informed care.
6. Monitor and evaluate the impact of therapeutic interventions and make recommendations for ongoing support.
7. Support foster carers following relationship breakdowns, crises, or significant incidents to promote learning and recovery.
8. Work collaboratively with children's social workers, supervising social workers, education professionals, CAMHS, and other agencies to coordinate support.
9. To involve children and young people, parents, foster carers and other professionals in the ongoing development of the Fostering Service.
10. To be able to collate and analyse information in accordance with the priorities of the service to identify trends/gaps in service and contribute to the wider development of the Fostering Service. To keep abreast of relevant research and developments in the field of family placements and to initiate innovations when appropriate.
11. To liaise with other parts of the Department and specifically act as link with area colleagues to ensure the provision of specialist information on policy, legislation and resources in respect of fostering.
12. Undertake preventative work with service users to diminish safeguarding concerns, addressing concerns of significant harm and making appropriate use of legislation to safeguard and promote the welfare of service users.
13. To provide a social work service to individuals, their families and carers by assessing and identifying their needs and meeting them through direct therapeutic work, care planning and management. Be able to integrate a theoretical approach with practice.
14. Manage a caseload, exercising complex decision making in line with professional criteria and making sure that case work is appropriately planned, critically evaluated and reviewed.
15. Engage effectively with situations of increasing complexity and challenge including multi agency input, complex family organisational dynamics, multiple problems/disadvantage, multiple significant risk factors, and the need to take into account the public interest.
16. Present and complete robust assessments for court or panel purposes and where requested attend court to provide oral evidence within care proceedings.



## About You

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

### Experience

- Minimum of 2 years appropriate post qualification experience.
- Experience of working with all service user groups and with service users from the minority ethnic groups
- Experience of interpreting and applying the law relating to children and / or to adult services.
- Experience of child protection and childcare work and issues arising.
- Experience and understanding of supporting children, young people and families from a trauma informed, relational perspective.
- Experience of working with or alongside fostering families and/or children and young people in care.

### Qualifications

- Dip.SW, CQSW, BA (Hons) Social Work or equivalent professional qualifications
- Registered with Social Work England (Formerly HCPC) as a qualified Social Worker
- Qualification in any therapeutic intervention relevant to supporting children and young people who have experienced significant trauma or loss

### Working Conditions

- Must be able to work evenings and weekends as required by the needs of the service.
- Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions.

### 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 have a useable car available at all times 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.

### Other

- Can express themselves fluently and spontaneously.
- Carries out the working practices, procedures and basic operations across Children's Social Care.
- Uses knowledge, safety and environmental policies, procedures and regulations, including risk in own area primarily children and/or other areas of work
- Uses a range of specialist ICT systems across own work area and/or across other areas of work, primarily LCS.
- Ability to operate effectively within multi agency and inter-professional partnerships and settings.
- Has a good working knowledge of legislation and procedures relevant to Children's Social Care.
- Ability to interpret and where appropriate apply the law relating to the provision and function of children's support.
- Application of legislation and best practice relating to child protection work.



## *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 might be requested.*

*We are an equal opportunities employer.*

