

Role Title: Senior People Business Partner

Salary: Special C £59,866 - £63,789

Location: Sir Henry Mitchell House - 2 Days per week

Report to: Head of People

About Us

Bradford has created a 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.

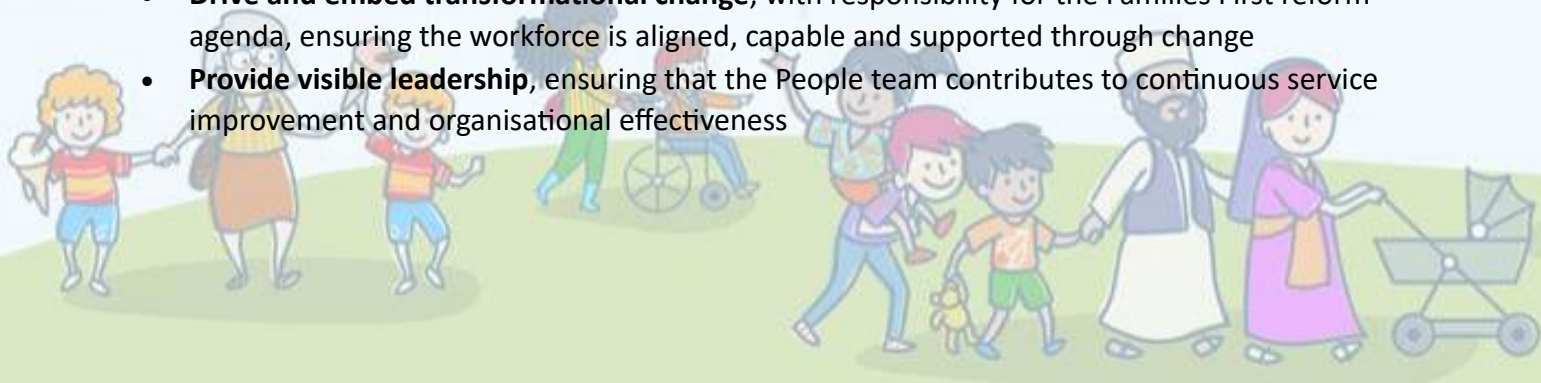
Our purpose: To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

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

Job Overview

The Senior People Business Partner (Senior PBP) is a strategic leadership role responsible for delivering a high-impact, value-driven people service across the Trust. The post holder will act as a trusted adviser to senior leaders, shaping and delivering the People and Culture agenda to enable organisational performance, workforce sustainability and improved outcomes for children, young people and families. In addition to providing strategic HR partnering, the Senior HRBP will:

- **Lead and coordinate the HR Business Partnering function**, ensuring a consistent, high-quality service across all directorates
- **Drive and embed transformational change**, with responsibility for the Families First reform agenda, ensuring the workforce is aligned, capable and supported through change
- **Provide visible leadership**, ensuring that the People team contributes to continuous service improvement and organisational effectiveness



Main Duties and Responsibilities

Transformation and Change – Families First Reform

- Lead the HR contribution to the Families First transformation agenda, ensuring alignment between service reform and workforce strategy
- Design and implement people-focused change interventions to support new service models
- Support leaders through complex organisational change, including restructures, TUPE, and service redesign
- Monitor the impact of transformation on workforce metrics and culture, adjusting approaches as needed

Strategic HR Leadership and Business Partnering

- Act as a senior strategic partner, translating organisational priorities into clear people plans
- Develop and deliver directorate-level workforce strategies aligned to the Trust's People and Culture Plan
- Build strong, credible relationships with senior leaders to influence decision-making and organisational direction
- Provide expert advice on complex workforce issues, including organisational design, workforce planning and cultural change
- Lead on the interpretation and application of employment legislation and best practice

Leadership of HR Business Partnering Function

- Take overall responsibility for the HR Business Partnering model, ensuring consistency, quality and impact across the team
- Provide leadership and direction to People Business Partnering team
- Develop capability within the team, promoting a culture of continuous improvement and high performance
- Ensure effective prioritisation and deployment of People resources to meet organisational need
- Establish clear performance expectations, monitoring delivery against outcomes



Organisational Development, Culture and Workforce Planning

Work with Organisational Development colleagues to:

- Drive initiatives to improve organisational culture, engagement and inclusion
- Lead workforce planning to ensure the Trust has the right people, skills and structures to deliver services
- Support talent management, succession planning and leadership development
- Support learning and development strategies linked to service priorities
- Promote a high-performance culture through effective performance management frameworks

Employee Relations and Case Management

- Provide oversight and direction on complex employee relations cases, ensuring consistency, fairness and compliance
- Lead on sensitive investigations, organisational risk and high-profile cases
- Ensure robust approaches to managing attendance, capability and conduct issues
- Develop management capability in handling employee relations matters effectively

Service Leadership and Operational Management

- Provide visible leadership, promoting a culture of accountability, performance and continuous improvement
- Ensure delivery of BP team services meets organisational priorities, statutory requirements and quality standards
- Lead collaborative working across services and with external partners to deliver integrated outcomes
- Use data and insight to drive decision-making, identify risks and improve performance

Performance, Governance and Continuous Improvement

- Monitor and evaluate People team service delivery, driving improvements through data and insight
- Provide high-quality reporting and analysis to senior leadership
- Ensure compliance with statutory requirements, governance frameworks and organisational policies
- Lead or contribute to cross-organisational projects and programmes



About You

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

Knowledge and Experience

- Experience operating at a senior HR Business Partner level within a complex organisation
- Strong track record of delivering large-scale organisational change and transformation
- In-depth knowledge of UK employment law and HR best practice
- Experience within public sector or children's services environment

Skills and Capabilities

- Excellent leadership and influencing skills, with the ability to operate at senior level
- Strong analytical and problem-solving capability
- Ability to manage complex stakeholder relationships across multi-agency environments
- Strategic thinking combined with operational delivery focus
- High levels of resilience, judgement and professionalism

Qualifications

- CIPD Level 7 (or equivalent experience)
- Or
- Relevant HR, leadership or management qualification

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. A DBS check will be requested.

We are an equal opportunities employer.



