

Role Title: Fostering IRO Team Manager
Salary: PO6 40 - 43 £51,356 - £54,495 plus £2000 market supplement (22.5 hour post)
Location: Bradford, Sir Henry Mitchell House
Report to: Service Manager for Safeguarding and Reviewing

About Us

Bradford Children and Families Trust has been commissioned by Bradford Council to deliver a wide range of services for children, families and young people on their behalf since 2023. 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 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 an organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

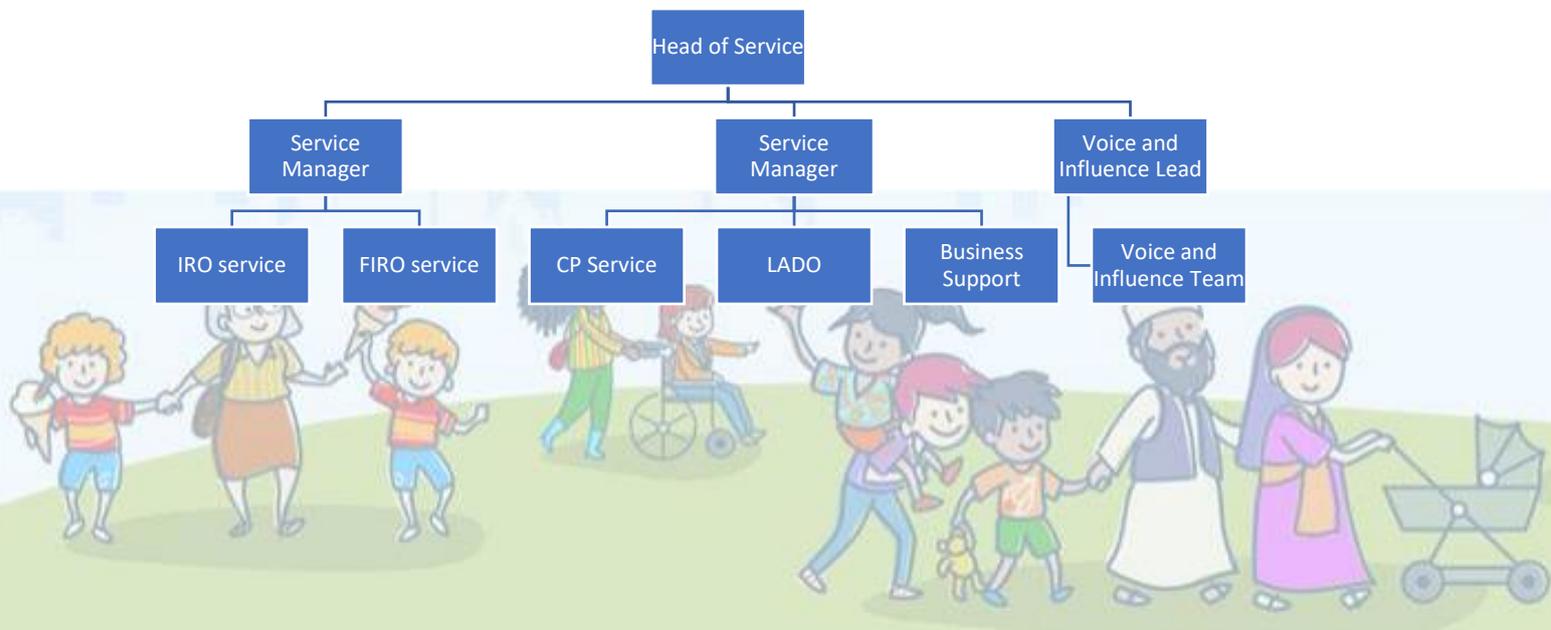
Our vision: For all children and young people in Bradford to be safe and able to realise their full potential.

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.

Safeguarding & Reviewing Service Overview

The role sits within the Safeguarding & Reviewing service which is comprised as set out below.



Role Summary

Foster for Bradford have a large cohort of foster carers, both mainstream and kinship. The review process of foster carers is undertaken by the safeguarding and reviewing service to support independence of the role.

The role will be to manage the Independent Fostering Reviewing Officers (FIROs) to ensure that the suitability of foster carers approvals is reviewed and service delivery in respect of our foster carers is of the highest quality. The role has a central responsibility for driving the FIRO service in Bradford to ensure that practice is restorative, collaborative and of a high quality. The role will have management of robust quality assurance systems to ensure that FIRO's are maintaining oversight of the annual review process for foster carers.

Main Duties and Responsibilities

1. To lead a busy team of FIRO's ensuring that a timely, high quality reviewing service is consistently delivered across the population of foster carers by being able to communicate effectively with the team and provide a clear vision of service priorities. Contribute to and influence the strategic direction of the service area working with a range of internal and external partners and stakeholders as required.
2. Identify clear objectives for service delivery and develop and performance manage service action plans. Ensure Business plans are in place for the service and contingencies are identified so that plan objectives can be met.
3. To ensure the service conducts all review meetings in collaboration with the Supervising Social Worker and Foster Carer and to ensure consultation and support play an active role in the reviewing process.
4. To ensure via observation, supervision and individual appraisal that each FIRO has the appropriate knowledge and expertise to conduct review meetings in an effective way and can consistently ensure the fostering regulations and national minimum standards are applied for registered foster carers.
5. To ensure that FIROs understand the importance of their recommendation and demonstrate due diligence in their advice to the fostering service.
6. To ensure that the size of the workloads enables each FIRO to comply with the Regulations to demonstrate that assessments of foster carers suitability is robust and the quality of care of care they provide children is of a high standard.
7. To oversee the quality assurance systems and carry out monthly fostering audits to ensure compliance with practice standards and expectations. To oversee performance data and undertake dip sampling to ensure consistency in both quantitative and qualitative information. This involves writing and presenting quality assurance reports to senior managers as required.
8. To oversee dispute resolution process to meet the needs of foster carers and to work in collaboration with fostering team managers.



9. To support, in conjunction with the Head of Service, Service Manager and Foster for Bradford in preparing for future inspections.
10. To work in partnership with colleagues in the Safeguarding & Reviewing Unit, providing cover as necessary.
11. To contribute to designing and facilitating training programmes for practitioners across the service.
12. To be active in preparing for and attending Team meetings, Allegation management meetings and Thematic meetings working collaboratively with other teams.
13. To be prepared to support the team with service delivery where necessary.

Experience

Qualifications and Knowledge

- The role holder is required to have a social work qualification and equivalent knowledge gained through experience within the service area. The ability to apply knowledge and expertise to plan and enable the highest levels and standards in the delivery of work.
- In-depth knowledge of local, regional, and national issues impacting strategy and services, with the ability to stay current on developments, evaluate information, and apply insights to influence professional practice and ways of working.

Leadership & strategic planning

- Proven ability to lead and manage high-performing teams, fostering a culture where everyone can achieve their potential, deliver efficient, solution-focused outcomes and maintaining an engaged, productive workforce.

Collaboration & innovation

- Experience in building and managing partnerships, working collaboratively to deliver cross-service outcomes and driving innovative change through creative, solution-focused approaches. Ability to lead and embed a culture of innovation and adaptability, challenging traditional thinking, fostering collaboration, and motivating teams to embrace change and deliver high performance in a positive and solution-focused way.

Problem solving & decision making –

- Experience in designing and embedding governance structures and promoting compliance through informed decision-making.
- Strong analytical skills with the ability to interpret complex information and apply insights to decision-making within political, legal, financial, and statutory frameworks.



- Understanding of the pressures facing public sector services and ability to use this knowledge to drive best practice and sustainable solutions.

Delivery

- Ability to build and maintain constructive relationships with colleagues and stakeholders to deliver integrated, high-quality, responsive services that positively impact children, families, and carers.
- Experience in influencing strategic direction and leading service improvement projects that align with changing priorities and organisational goals.

People and resource management

- Proven leadership and management skills that build strong, adaptable teams, foster talent, and ensure services, systems, budgets, and performance are monitored and delivered effectively within changing local and national contexts.
- Ability to use a coaching approach to empower and motivate teams, embed shared accountability, drive continuous improvement, and ensure resources and budgets are used sustainably and effectively.

The role profile and specification are an outline only and may vary from time to time without changing the character of the job or level of responsibility

Working Context - The role is primarily office based but post holders are expected to work flexibly both at home and at various locations across Bradford and region. This is a part time post, and it is required that the days are Tuesday to Thursday. Hours are worked mainly 8:30 – 5pm, in accordance with the needs of the service; however, the post holder may be expected to work outside normal working hours, including attendance at evening meetings or events if required.

