

Role Title: Principal Early Help Head of Service

Salary: Special E £74,676

Location: Sir Henry Mitchell House, Bradford (Hybrid working arrangements available)

Report to: Assistant Director of Early Help

About Us

Bradford Children's Services are delivered via the recently formed Children and Families Trust. The Trust is commissioned by Bradford Council to deliver a wide range of services for children, families whilst enabling transformation and improvement at pace. 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. 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.

Bradford Children and Families Trust has a clear 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 services and positive collaboration with our workforce, our partner organisations, putting children, young people and their families at the heart of all that we do.

Job Overview

To be responsible for the provision of prevention, early help and family help services and associated reform associated with Keeping Children Safe, Helping Families Thrive and the Childrens Wellbeing & Schools Bill. These services will include prevention, early help and Children in Need.

Main Duties and Responsibilities

1. As a member of the Early Help & Transformation Management Team, provide operational leadership, direction and service expertise in the development and implementation of reform and policies relevant to differing groups of vulnerable children, individual Service Groups and the development of wider children and young people's services.
2. To deliver effective services against changing demands and external challenge through transformation, efficiencies and continual service improvement.
3. To secure high quality, robust, effective and efficiently delivered practice in Locality based early and family help teams.
4. Application of an agreed best practice model and approach consistently across all services and ensure continuous improvement and quality of practice to support children and families.
5. Actively drive and deliver continuous improvement initiatives relating to the area of responsibility.
6. Responsible for the strategic development of those services allocated to the postholder by the Assistant Director and the Executive Leadership Team.
7. To contribute to the drive for continuous improvement by embedding and supporting a learning and responsive management culture based on championing high standards of performance through clear service delivery objectives for managers and teams, against outcomes and quality data standards.
8. To ensure that key decisions by staff in the management structure or self that effect life, liberty and long term wellbeing of service users are made to the highest possible standards
9. Provide strong leadership and clear direction to individual Service Management Teams and facilitate and encourage the ongoing development of staff and managers within the service.
10. To promote and uphold Working Together to Safeguard Children by embedding continuous professional development of all staff using supervisory relationships, training opportunities and current staff development schemes.
11. To promote and uphold the BCFT code of conduct for officers. Promote and deliver a service culture which ensures best practice through clear, consistent internal and external communications in a fair and open environment; thereby ensuring staff attain high levels of performance, probity and customer confidence.
12. To promote employee safety health and wellbeing and minimise staff absence through avoidable illness.
13. Ensure that all services that are subject to external inspection receive positive inspection reports that demonstrate continuous improvement within the service and excellent outcomes for children and families. Develop and maintain effective relationships with external regulators.
14. Ensure that Children's Social Care Services are co-ordinated and integrated with BCFT and system developments and priorities and effectively connect with localities and communities.
15. Utilise information from quality assurance mechanisms, including independent reviewing, safeguarding to drive service shaping and continuous improvement in professional standards and with partners who have a shared responsibility for the delivery of early help.
16. Promote fairness, equality and inclusion across own service provision and employment by implementing policy initiatives with clear direction and action, through open commitment and personal example.
17. Ensure and promote inclusive and diverse practice and service development across the area of responsibility.
18. Be responsible for financial budgets and resources, ensuring they are allocated effectively, demonstrate funds are spent wisely and comply with schemes of delegation

19. Ensure that services benefit from developments in information and electronic systems and meet fully government and BCFT requirements and timescales around the implementation of such systems.
20. To respond effectively to the needs of Elected members, the Council's Management Team and other key stakeholders in order to promote corporate leadership and strategic direction to deliver the aspirations, vision and objectives of the BCFT and key partnerships.
21. To solve problems in a measured and creative way. Capable of independently assessing a wide variety of tasks, and be proactive in relation to identifying and undertaking activities that are of benefit to the BCFT.
22. To contribute to the out-of-hours senior management cover arrangements for BCFT and the wider Department
23. To undertake other duties commensurate to the nature and level of the post at initial place of work or any other venue.

About You

- Carries out the working practices, procedures and basic operations across children's social care specialist areas.
- Uses specialist knowledge of health, safety and environmental policies , procedures and regulations, including risk in own area and/or across other areas of work in compliance with Children Act and Working Together to Safeguard Children.
- Uses a range of specialist ICT systems across own work area and or across other areas of work.
- Oversees a budget, keeping costs within agreed levels for own department and contributes to Corporate savings.
- Uses, interprets, analyses and communicates complex information from a variety of sources.
- Demonstrate understanding of key government policies and new legislation impacting upon the functions, leadership and organisational parameters of the BCFT and its partners
- Ability to develop and implement performance and improvement systems, models and methods and to maintain and manage robust data and information in order to enhance the strategic performance management framework.
- Able to work effectively in order to achieve agreed outcomes with partner organisations/stakeholders/professionals from other disciplines/council members
- Knowledge of current local and national issues impacting upon the service and can demonstrate a clear linkage with the needs of children and young people across the district.
- Demonstrate an ability to make difficult decisions, to be held accountable, and be comfortable managing targets and outputs.
- Experience in senior management capacity in a large organisation.
- Experience of leading and responding to Ofsted Inspections.
- Recent relevant early and/or family help and managing services for children, young people and families with complex needs.
- Experience of leading, managing, supporting and developing individuals and teams and promoting a 'can do' attitude within an environment of continuous improvement and outcomes for children and young people.
- 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, which can include a DBS check.

We are an equal opportunities employer.