

Role Title: Relational and Restorative Practice Lead

Salary: PO3

Location: Sir Henry Mitchell House

**Report to: Head of Strategy, Partnership and Business –
Jayne Bathgate Roche**

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

- With the support of our senior leadership team, the role holder will lead and embed relational and restorative practice across operational, strategic, and enabling services within BCFT.
- We want to achieve a relational and restorative culture to be the golden thread that runs throughout our organisation from services working directly with children and families, supervision and decision-making, how we relate to each other and quality assurance.
- To improve outcomes for children and families and ensure they receive relational based support, the postholder will work directly with colleagues from across the Trust to strengthen relationships a through practical, hands-on improvement activity.



Main Duties and Responsibilities

- Work with colleagues to lead and nurture the embedding of relational and restorative practice across children's social work, ensuring our work is consistently grounded in building strong, respectful relationships.
- Work alongside practitioners, managers, and leaders to strengthen the quality, consistency, and impact of relationship-based practice with children, young people, and families.
- Support teams to embed relational and restorative approaches across all area of practice.
- Ensure all improvement activity promotes and strengthens stable, trusted relationships and positive experiences and outcomes for children and families.
- Work with colleagues to support programmes of work that bring about sustainable, values-led culture change.
- Work alongside colleagues to understand barriers to relational and restorative practice and co-produce solutions that are realistic and meaningful.
- Work closely with senior leaders to evidence how relational and restorative approaches improve practice quality, organisational culture, workforce experience, and outcomes for children and families
- Support the development and shared understanding of relational and restorative practice across the Trust and wider partnership.
- Facilitate and support partnership learning events, reflective spaces, and multi-agency development opportunities that bring people together.
- Contribute to a culture where people feel psychologically safe, valued, and able to learn, reflect, and grow together.
- Collaborate with our People and Talent teams to embed relational and restorative principles to design and deliver practical, reflective learning that supports culture change.
- Support leaders to model relational and restorative behaviours, creating environments where people feel heard, valued, and supported.
- Facilitate reflective practice forums, learning reviews, and restorative conversations that promote growth and shared learning.
- Support managers to create safe, inclusive, and reflective team cultures.
- Support the organisation to understand the impact of relational and restorative practice through meaningful learning and reflection.
- Co-produce practical improvement actions that support teams to develop and sustain relational practice.
- Ensure learning from inspections, audits and safeguarding reviews is translated into improvements that make a difference in practice.





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.

