



Bradford
Children
and Families Trust

Bradford has created a new Children and Families Trust.

The Trust is 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.

The Fostering Service includes a Recruitment & Assessment Team and Assessing Social Workers who complete full mainstream fostering assessments.

Assessing Social Workers work closely with Fostering Recruitment Officers, who complete initial home visits.

Social workers complete thorough, in-depth assessments within regulatory timescales and then present to Fostering Panel.

Assessing Social Workers deliver pre-approval training bi-annually.



Main Duties and Responsibilities

1. Assessment of Carers

- Undertake assessments of prospective part time and full-time carers. This will involve evening work.
- Compile comprehensive reports with recommendations for fostering panels, ensuring assessments are evidence-based and child-focused.

2. Foster Carer recruitment / enrichment

- Working with the Fostering Recruitment Officers to attend and run fostering recruitment activities, this will involve some weekend work.
- Supporting the teams enrichment officer to attend and staff 'events' for children in care and their foster families. This will involve some weekend work.

3. Training & Development

- Deliver and contribute to training sessions (skills to foster) for applicants, covering topics such as safeguarding, attachment, therapeutic parenting, and trauma-informed care.
- Support carers in accessing relevant resources and learning opportunities to enhance their skills.

4. Service Development & Innovation

- Involve children, young people, families, and carers in shaping the Fostering Service through feedback and consultation.
- Analyse service data to identify trends, gaps, and areas for improvement.
- Stay informed of research and best practice in fostering and initiate innovative approaches where appropriate.

5. Safeguarding & Risk Management

- Respond to any safeguarding concerns and implement protective measures in line with legislation and departmental policy.
- Use professional judgement to assess risk and intervene appropriately to prevent harm, neglect, or abuse.

6. Professional Accountability & Ethics



- Maintain accurate records using electronic systems (e.g. LCS), ensuring all documentation reflects analysis and decision-making.
- Adhere to social work ethical principles, legislation, and professional standards.

Criteria

Qualifications & Registration

- MA in Social Work, BA in Social Work, DIPSW, CSS, or CQSW.
- Registration with Social Work England.

Skills and Knowledge

- Engage in supervision, manage workload independently, identify CPD needs.
- Understand professional accountability, ethics, and legislation.
- Apply anti-discriminatory practice, challenge inequality.
- Understand developmental trauma, attachment theory, therapeutic parenting.
- Apply critical reflection and analysis to decision-making.
- Use judgement in complex cases, record analysis and decisions accurately.
- Operate effectively in multi-agency settings, build collaborative networks.
- Knowledge of the statutory and regulatory frameworks governing fostering, including the *Children Act 1989*, *Fostering Services Regulations*, and *Care Planning, Placement and Case Review Regulations*.

Requirements

- Must meet either the Lower or Advanced threshold level for fluency in English as outlined under Special Knowledge.
- Must be able to work evenings, weekends, and bank holidays as required by the needs of the service.
- Must be able to perform all duties and tasks with reasonable adjustments, where appropriate, in accordance with the Equality Act 2010 regarding Disability Provisions.
- The post requires a Disclosure and Barring Service (DBS) check.
- Must have a full driving license and a car available.

