

Role Title: Senior Residential Practitioner
Salary: SO1 and SO2 (Depending on Experience)
Location: Bradford Children Residential Service
Report to: Assistant Manager & Registered Manager

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

The Senior Residential Practitioner will play a pivotal role in delivering high-quality, therapeutic care to children and young people who have experienced trauma, loss, and disrupted attachments. In addition to providing direct care and emotional support, the Senior Practitioner will support the monitoring, quality assurance, and effective running of the home. This includes oversight of team practice, compliance with children's home regulations, and ensuring the home is Ofsted-ready. The role requires a compassionate, resilient, and emotionally attuned leader who can inspire colleagues, safeguard children, and contribute to the continuous development of the service.



Main Duties and Responsibilities

Direct Care and Support

- Provide day-to-day care and emotional support to children and young people in line with their individual care plans.
- Build and maintain positive, trusting relationships with children using a trauma-informed and relational approach.
- Respond to behaviour that challenges with empathy and curiosity, recognising it as a form of communication.
- Support children during times of emotional distress using Therapeutic Crisis Intervention (TCI) techniques, including safe physical intervention when necessary.
- Promote co-regulation through play, physical reassurance, and consistent presence.
- Assist with personal care, routines, and daily living tasks, ensuring dignity and respect are upheld.
- Maintain a clean, safe, and welcoming home environment, including undertaking domestic tasks such as cooking and cleaning.

Leadership, Monitoring, and Quality Assurance

- Conduct case file audits, medication audits, and ensure accurate completion of timesheets, petty cash claims, and rota management.
- Provide supervision, case consultation, and guidance to team members, supporting their professional development and emotional resilience.
- Lead team meetings and attend all required meetings with external professionals, ensuring the child's voice is central to planning and decision-making.
- Oversee and contribute to the completion of monitoring tools and documents required for annual and half-annual reports in line with children's home regulations.
- Ensure all children's care planning, delivery, and daily running of the home are consistent, safe, and of high quality.
- Support and deliver staff development and training sessions to enhance practice across the team.
- Provide oversight of safety planning and implementation in the absence of the manager, including preparation of Regulation 40 notifications, health and safety checks, and ensuring factual records are maintained.
- Support the leadership team in ensuring the home is Ofsted-ready and delivers inspirational care to children.



About You

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

Education

- Level 3 Diploma in Residential Childcare (essential) and willingness to work towards Level 5 Diploma in Leadership and Management for Residential Childcare.
- At least two years' experience working with children and young people in a residential or care setting.

Experience

- Experience in supervision, team development, and quality assurance processes.
- Training in Therapeutic Crisis Intervention (TCI) or equivalent (desirable).
- Understanding of safeguarding procedures, relevant legislation, and regulatory requirements for children's homes.
- Strong understanding of trauma-informed practice, child development, and children's home regulations.
- Ability to remain calm, emotionally available, and consistent in high-pressure situations.
- Excellent communication skills, both written and verbal, including the ability to maintain accurate records and lead professional discussions.
- Proficient in using computer systems for documentation, monitoring, and communication.
- Ability to work independently and as part of a team, including lone working during night shifts.
- Leadership skills to inspire, guide, and develop colleagues.
- Commitment to promoting equality, diversity, and inclusion in all aspects of care.
- Physical and emotional resilience to meet the demands of the role, including the use of TCI techniques when required.

Special Conditions

This role involves working unsociable hours, including weekends, bank holidays, and overnight shifts and sleep in duty. All applicants will be subject to enhanced DBS checks and must demonstrate a commitment to safeguarding and promoting the welfare of children and young people.



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.

