

## BRADFORD CHILDREN AND FAMILIES TRUST JOB PROFILE

<b>DEPARTMENT: Childrens Services</b>	<b>SERVICE GROUP: Social Care</b>
<b>POST TITLE: Residential Learning and Development Officer</b>	<b>REPORTS TO: Learning and Development Manager</b>
<b>GRADE: PO3</b>	<b>SAP POSITION NUMBER:</b>

The following information is provided to people considering joining the Children and Families Trust to understand and appreciate the general work content of their post and the role they are to play in the organisation. The duties and responsibilities highlighted in this Job Profile are indicative and may vary over time. Post holders are expected to undertake other duties and responsibilities relevant to the nature, level and scope of the post and the grade has been established on this basis.

The employee competencies are the minimum standard of behaviour expected by the Council of all its employees and the management competencies outlined are those relevant for a post operating at this level within our organisation.

As a candidate/employee you will be expected to demonstrate your ability meet the special knowledge, experience and qualifications required for the role.

### **Key Purpose of Post:**

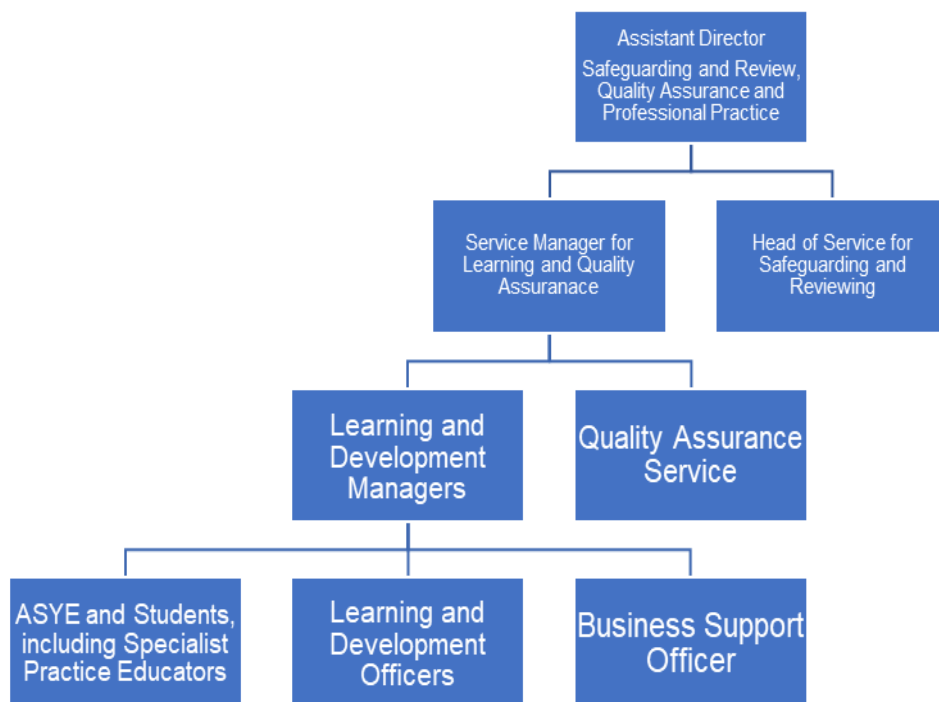
As a Residential Learning and Development practitioner you will have a pivotal role in supporting practice to deliver high quality training that will drive improvements in service delivery to meet the needs of our children in care in line with the vision of the Trust. You will be responsible for delivering training, coaching and support residential childcare staff, equipping them with the essential knowledge and skills needed to provide a nurturing and therapeutic environment for our children.

To create and influence a culture of continuous learning by designing and delivering training that is based on the needs of the service, the individual and the organisation.

Monitor and review the feedback and effectiveness of the training with the manager to ensure that the training needs of the service are met.

### **Main Responsibilities of Post:**

1. To develop and deliver high quality engaging and informative training sessions and workshops to residential practitioners, promoting restorative and relational working throughout the service.
2. To deliver training which is linked to practice improvement, responding to learning from Ofsted inspections, audits and feedback.
3. To lead on continuous evaluation and review of course design to ensure that training and development programmes are up to date and are meeting the changing needs of the service. This includes reflecting changes in legislation and research.
4. To establish, develop and maintain good working relationships with internal and external colleagues supporting them to adopt and embed a restorative, relationship-based practice approach in all our interactions with children, families, colleagues and partners.
5. As practice experts, develop and deliver individual practice learning sessions with managers in the service to support individualised training plans that are time limited to respond to capability and specific development needs. This will recognise strengths and individual learning styles.
6. Evaluate training effectiveness through survey's feedback and observations, linking in with the quality assurance team to understand audit findings to inform the evaluation.
7. Remain up to date and compliant with all relevant legislation and research in the context of organisational procedures, policies and professional codes of conduct.
8. Provide/offer expert opinion within the organisation and others as a result of developing expertise in one or more areas of practice and acting as a member of a professional or Service Planning Group.
9. To work closely with other colleagues in the team and the Principal Social Worker to drive local and national agendas relating to practice improvement.
10. To participate continuously in professional development opportunities including regular supervision and appraisal in line with registration and Social Work England standards. This will include peer supervision.
11. To undertake case file audits to contribute to the understanding of practice; this includes speaking to practitioners, children and adults.
12. Demonstrate a personal commitment to continuous self-development and service improvement.
13. Have a positive attitude to create a culture of learning.

**Structure:****Special Knowledge Requirement: Essential for shortlisting**

**Applicants with disabilities are only required to meet the essential special knowledge requirements shown by a cross in the end column**

	Essential
Due to the Government's Fluency in English for posts where employees speak directly to members of the public the postholder is required to meet the <u>Advanced threshold</u> level which will be applied where the postholder requires a greater level of sensitive interaction with the public. You must be able to demonstrate that you can express yourself fluently and spontaneously (this will also be tested during the interview).	x
Be able to apply and consolidate knowledge of safeguarding and practice in various services working with children and families and be able to demonstrate a comprehensive understanding and use of this knowledge related to the area of social care developing and maintaining expertise in field of practice and supporting others to apply knowledge and practice.	x
Be able to apply critical reflection and analysis to inform and provide a rationale for professional decision-making, including providing critical reflection, challenge and evidence-informed decision making in complex situations.	x
Operate effectively within multi-agency and inter-professional partnerships and settings, working within the organisations remit, including demonstrating a sophisticated knowledge of relevant legislation and the ability to influence organisational development.	x

Recognise diversity and apply anti discriminatory and anti-oppressive principles in practice and promote positive approaches to diversity and identity providing guidance and challenge when required.	x
Model effective assessment and management of risk in complex situations, across a range of situations, and including positive risk-taking approaches.	x
Up-to-date knowledge of the Social Care Common Inspection Framework for Residential Services as well as subject knowledge and expertise that reflects best practice in the field or sector.	x

<b>Relevant experience requirement: Essential for shortlisting</b>	
Experience of supporting the learning and development of other practitioners to improve practice and have a positive impact on outcomes of service users including the development of students, newly qualified social workers and other practitioners.	
At least 4 years' relevant social work experience of which 3 years must be post qualification; with a minimum of 6 months as an experienced social worker. Paid or voluntary work in a similar, relevant field will be considered at application stage.	
Experience and understanding of residential services that look after children.	
You must be organised, efficient and able to work on your own initiative as well as within tight time schedules.	
<b>Relevant professional qualifications requirement: Essential for shortlisting</b>	
A recognised professional Social Work Qualification e.g. Degree in Social Work, DipSW, CQSW or equivalent as recognised by Social Work England.	
A recognised post qualifying award in Social Work or demonstrable evidence of continuous professional development at a similar level.	
The candidate must be registered with Social Work England (SWE) and ensure responsibility for maintaining registration with SWE.	
Advanced IT skills – Microsoft Word, Outlook and Excel are required as well as excellent time management and multi-tasking skills.	
Valid, full driving licence (unless a disability prevents this).	
<b>Working Conditions</b>	
You must be able to work evenings, weekends and bank holidays as required by the needs of the service.	

You must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions.

### **Special Conditions**

There is a requirement for the post to have enhanced DBS checks.

You need to have a full driving licence and a car available.

**Compiled by:**  
**Amandip Johal**

**Grade Assessment**

**Post Grade:**  
**PO3**