

Role Title: Residential Practitioner

Salary: Band 8 SCP 17-22 (Depending on Experience)

Location: Bradford Children Residential Care

Report to: Senior Residential Practitioner, Assistant Manager and 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 Residential Practitioner will play a vital role in providing high-quality, therapeutic care to children and young people who have experienced adverse life experiences, including trauma, loss, and disrupted attachments. The role requires a compassionate, resilient, and emotionally attuned individual who can support children through periods of emotional dysregulation and help them build trusting relationships in a safe, nurturing environment.



Main Duties and Responsibilities

- 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 physical intervention when necessary and safe.
- 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.
- Accurately record and update care plans, risk assessments, health plans, and daily logs using appropriate IT systems.
- Work collaboratively with colleagues, external professionals, and families to ensure the child's voice is central to all planning and decision-making.
- Participate in reflective supervision, team meetings, and ongoing training to enhance practice and emotional resilience.
- Uphold safeguarding responsibilities and respond appropriately to concerns in line with organisational policy.



About You

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

Education

- Level 3 Diploma in Residential Childcare (or willingness to work towards) or the equivalent*.
- OR will have completed within 2 years of starting work in the home. Failure to complete the Level 3 Diploma or equivalent within 2 years will prevent the post holder from assuming this post, with immediate effect. The registered person may defer the relevant date if the individual does not work, or has not worked, in a care role in a home for a prolonged period, or works, or has worked, in a care role in a home on a part-time basis.

*Equivalent NVQs are defined in the Children's Homes Standards 2015 as:

- Level 3 Children & Young Peoples Workforce Diploma with social care pathway
- NVQ 3 caring for children & young people
- NVQ 3 health & social care Working Conditions

Experience

- Experience working with children and young people in a residential, educational, or care setting.
- Strong understanding of trauma-informed practice and child development.
- 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.
- Proficient in using computer systems for documentation and communication.
- Ability to work independently and as part of a team, including lone working during night shifts.
- Commitment to promoting equality, diversity, and inclusion in all aspects of care.
- Be physically fit enough to carry out all requirements of the role including the use of Therapeutic Crisis Intervention (TCI) to manage challenging behaviour as required.
- Physical and emotional resilience to meet the demands of the role.
- Training in Therapeutic Crisis Intervention (TCI) or equivalent (desirable).
- Understanding of safeguarding procedures and relevant legislation.

Special Conditions

This role involves working unsociable hours, including weekends, bank holidays, and overnight shifts. 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.

