Role Title: Multi Agency Child Protection Team Manager
Salary: PO6 + Market Supplement
Location: Locality Teams
Report to: Service 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 Multi Agency Child Protection Team (MACPT) Manager provides operational leadership, professional oversight, and safeguarding assurance across a multidisciplinary team, ensuring that children at risk of significant harm receive timely, effective, and coordinated interventions.

The postholder leads, manages, and supervises a multi-agency workforce, driving high standards of practice, effective partnership working, and compliance with statutory safeguarding requirements. They promote continuous improvement through reflective supervision, quality assurance, performance management, workforce development, and the implementation of learning from audits, reviews, inspections, and practice evaluations, ensuring the safety, welfare, and wellbeing of children and young people remain at the centre of practice.



Main Duties and Responsibilities

Child Protection Leadership & Decision Making

- Lead and manage a multi-disciplinary safeguarding team, ensuring effective service delivery and improved outcomes for children.
- Provide leadership, oversight, and professional challenge to support high standards of child protection practice.
- Ensure statutory duties, safeguarding legislation, and local procedures are consistently applied.
- Drive timely, evidence-informed decisions in complex safeguarding situations.
- Lead recruitment, retention, workforce development, supervision, appraisal, and wellbeing activities.

Multi-Agency Safeguarding & Partnership Working

- Coordinate and manage multi-agency colleagues to respond to child protection concerns.
- Develop and maintain effective partnerships with police, health, education and other agencies.
- Oversee the quality of specialist consultation and advice across the partnership to support Family Help.
- Influence partner agencies to achieve coordinated, timely and effective safeguarding responses.
- Promote a shared understanding of risk, protective factors and children's needs across agencies.

Child-Centred Practice & Family Engagement

- Support practitioners to build effective relationships with children through direct work and engagement.
- Promote meaningful engagement with children, families, and carers through restorative and strengths-based practice.
- Champion inclusive, anti-discriminatory practice that recognises diversity, identity, culture, and lived experience.
- Ensure plans are child-focused, outcome-driven, and support safety, stability, and permanence.

Risk Management & Specialist Safeguarding

- Maintain oversight of statutory child protection processes and compliance with timescales.
- Lead safeguarding responses relating to extra-familial harm, exploitation, grooming and serious youth violence.
- Promote a consistent focus on children's safety, welfare and best interests.
- Support practitioners to manage complexity, uncertainty, and risk through reflective discussion and professional judgement.
- Ensure safeguarding concerns are escalated and responded to appropriately and in a timely manner.

Quality Assurance, Standards & Continuous Improvement

- Monitor performance, caseloads, service demand, and resource allocation to ensure safe and effective practice.
- Ensure accurate, timely, and high-quality recording on case management systems.
- Lead quality assurance activity, including audits, dip sampling, practice observations, and learning reviews.
- Use performance data, audit findings, and feedback from children and families to drive continuous improvement.
- Promote innovation, evidence-informed practice, and a culture of learning, accountability, and excellence.



About You

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

Education

- Qualified Social Worker with a recognised social work qualification and current registration with Social Work England.
- Substantial post-qualifying experience in statutory children's social care with experience of supervising and managing professional staff (minimum of 5 years' experience).

Experience

- Experience of working at, or operating at, Team Manager level within children's safeguarding services.
- Experience of working within multi-agency safeguarding arrangements and leading collaborative responses to complex safeguarding concerns.
- Experience of managing complex child protection cases, including situations involving high levels of risk and uncertainty.
- Experience of quality assurance, performance management, service improvement, and preparing for inspections.

Skills and Behaviours

- Advanced knowledge of child protection legislation, statutory guidance, safeguarding practice frameworks, and multi-agency safeguarding arrangements.
- Strong leadership and people management skills, with the ability to motivate, develop, support, and hold staff accountable for performance and outcomes.
- Excellent decision-making, analytical, and risk management skills, with the ability to make defensible, evidence-informed judgements in complex situations.
- Highly effective communication, negotiation, influencing, and partnership-working skills, with the ability to build strong relationships across agencies and disciplines.
- Ability to provide professional challenge, promote professional curiosity, and drive continuous improvement in safeguarding practice. Commitment to relationship-based, restorative, strengths-based, anti-discriminatory, and inclusive approaches that recognise diversity, trauma, and lived experience.



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.

We are an equal opportunities employer.

