

**Role Title: Residential Learning and Development Officer**

**Salary: PO3**

**Location: Bradford, Sir Henry Mitchell House**

**Report to: Learning and Development Team Manager**

**Sap Position Number:**

## 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.

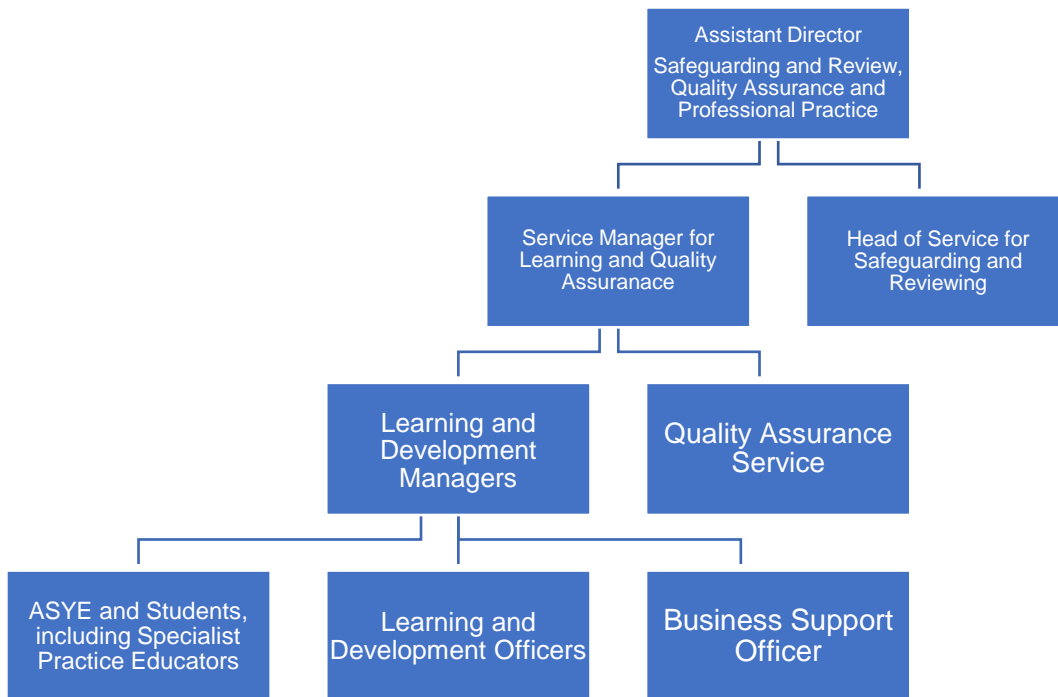
**Our purpose:** To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.



## Learning and Quality Assurance Service Overview

The role sits within the Learning and Quality Assurance service which is comprised as set out below.



## Role Summary

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 Duties and Responsibilities**

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 learning 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 of 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. This will include peer learning and developing learning pathways for residential practitioners.
11. To undertake audits of children's files who have been supported by Bradford Children and Family Trust. Audit work undertaken will be appropriate for the experience of the candidate.
12. Demonstrate a personal commitment to continuous self-development and service improvement.
13. Have a positive approach to create a culture of learning.

## About you

### Knowledge and Experience

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 Advanced threshold 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).

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.

Be able to apply professional curiosity, 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.

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.

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.

Model effective assessment and management of risk in complex situations, across a range of situations, and including positive risk-taking approaches.

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.







## Safeguarding

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 Enhanced DBS check will be requested. We are an equal opportunities employer

