**Role Title: Practice Supervisor**
**Salary: PO4**
**Location: BCFT**
**Report to: Team 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.

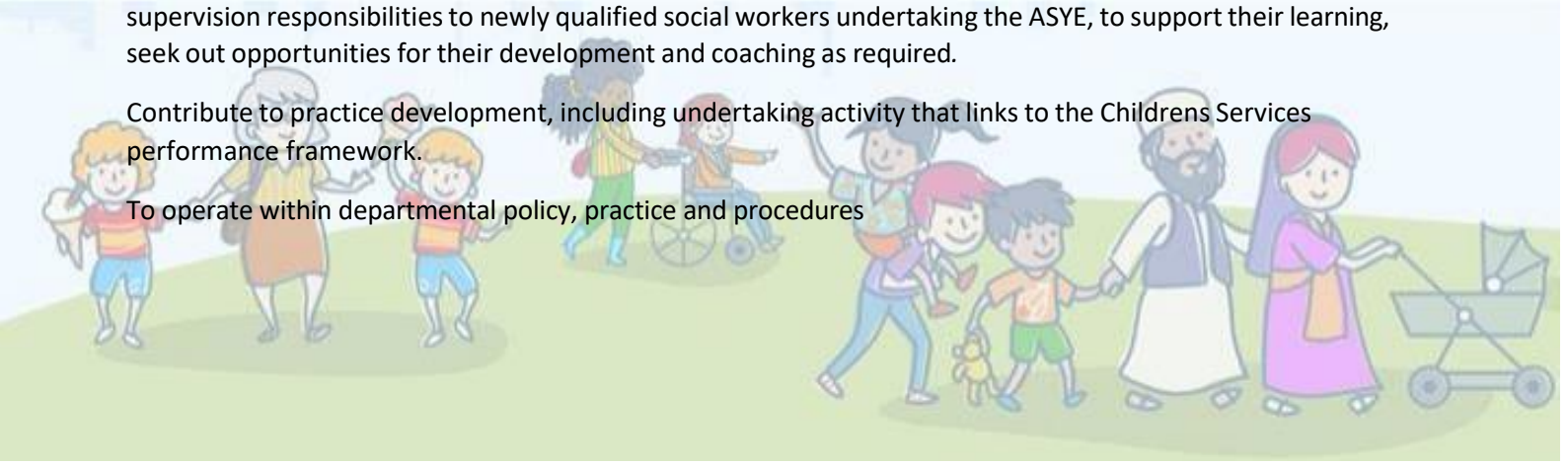
## Role Summary

This role will support the Management Team in Children in Care in delivering a high quality Social Care Service to children and their families. To assist the team manager in the support and development of the staff team and the wider service.

There will be a particular emphasis on mentoring and supporting new social workers, including support and supervision responsibilities to newly qualified social workers undertaking the ASYE, to support their learning, seek out opportunities for their development and coaching as required.

Contribute to practice development, including undertaking activity that links to the Childrens Services performance framework.

To operate within departmental policy, practice and procedures



## Main Duties and Responsibilities

1. To be accountable for the quality of practice, setting standards and creating the conditions required for successful social work by motivating, nurturing and mentoring staff. Encouraging and promoting effective relationships and communication between individuals across the service and partner agencies.

2. To undertake medium and long term practice development projects which require developed interpretation and analysis skills and partnership working with both colleagues and service users, in order to deliver solutions to a complex range of issues. Identifying practice changes, resource implications and training required.

3. Undertake audit activity and moderation responsibilities, taking responsibility for the learning from these audits to be disseminated. Including liaising with external stakeholders where necessary and the development and delivery of training if required.

4. Reading and providing oversight on all cases received into Children in Care service.

5. Being responsible for social work allocations and rota's

6. Attending and gathering information for multi agency meetings

7. Liaising with professionals and providing advice and support on referrals which may not be appropriate for social care or Early help services

8. To quickly establish, develop and maintain good working relationships with service users and colleagues supporting them to adopt and, embed in practice the Signs of Safety model and other practice frameworks adopted in the service.

9. To supervise individuals and lead on group supervisions as agreed with the team manager, within the SoS framework. Undertake direct observations of practice within the agreed policy and supervision procedures, mapped against the PCF descriptors and against the Knowledge and Skills Statements, gaining an indication of the quality of social work practice and the impact on service users.

10. Remain up to date and compliant with all relevant legislation and adhere to organisational procedures, policies and professional codes of conduct in order to uphold a high quality seamless service. Identify own continuing professional development needs and strive to meet these.

11. 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.

12. To work closely with other Practice Supervisors and with the Principal Social Worker to drive local and national agendas relating to social work.

13. To maintain up to date, accurate, concise and purposeful records of work in line with departmental policy on recording and access to files.

14. To facilitate training and other learning opportunities for all Social Work staff, on the basis of own expertise, promoting best practice and improved outcomes for service users.

15. To participate continuously in professional development opportunities including regular supervision and appraisal in line with registration and HCPC standards.

16. To act in accordance with the priorities and policies of the Department, actively promoting and supporting Trust policies on equality and working in an anti oppressive manner.

## About you

Experience

- Hold Full Practice Educator qualification at Stage two or be ready to start the stage two within 6 months.
- At least 4 years relevant social work experience with a minimum of 12 months as experienced level 3 Social Worker.
- Significant experience of managing complex issues including child protection work and court proceedings.

Qualifications

- A recognised professional Social Work Qualification e.g. Degree in Social Work, DipSW, CQSW or equivalent as recognised by the Health and Care Professions Council
- 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 the Social Work England (SWE) and ensure responsibility for maintaining registration with SWE.
- Valid, full driving licence (unless a disability prevents this)

Management Competencies

- Operates with Strategic Awareness Our managers work with corporate priorities and policies in a joined up way with others, internally and externally. Works democratically, transparently and accountably.
- Practices Appropriate Leadership Our managers motivate their staff to exceed expectations through raising their awareness of goals and moving them beyond self interest for the sake of the team or service. They consider serving the District in all that they do.
- Delivering Successful Performance Our managers monitor performance of services, teams & individuals against targets & celebrate great performance. They promote the District's vision & work to achieve Trust values & agreed outcomes.
- Applying Project and Programme Management Our manager's work to ensure that outcomes and objectives are achieved within desired timescales, make best use of resources and take a positive approach to contingency planning.
- Developing High Performing People and Teams Our managers coach individuals and teams to achieve their potential and take responsibility for continuous improvement. They champion the Trust values and goals.

Working Conditions

- 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.



## *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 will be requested.*

*We are an equal opportunities employer.*

