

Role Title: Team Manager Youth Justice Service

Salary: PO5-PO6

Location: SHMH / Keighley

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.

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

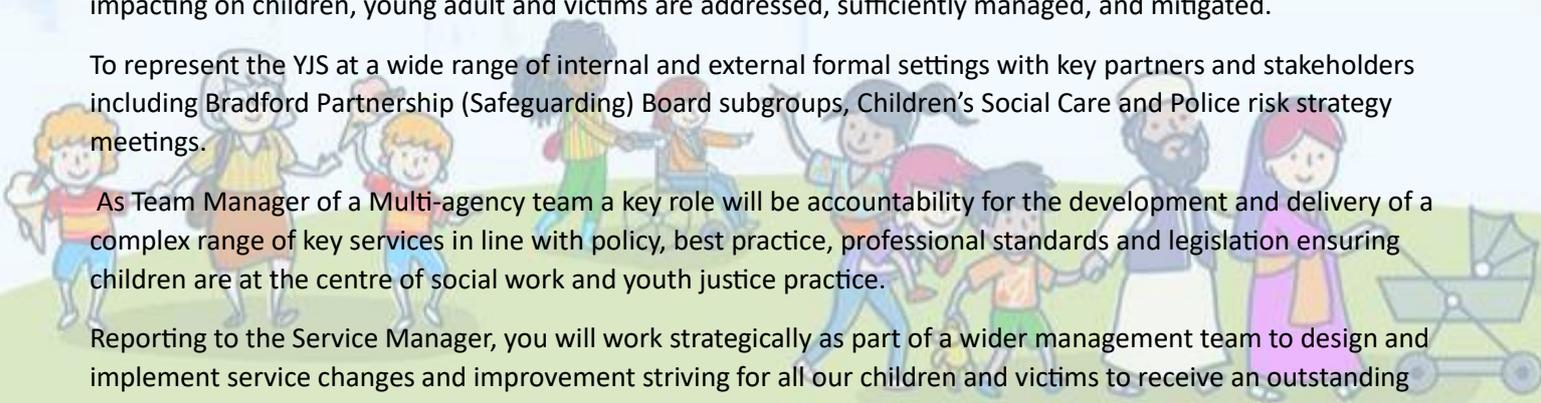
To manage a range of multi-agency staff (Bradford Children and Families Trust, Council, Police Officers, Probation Officers, NHS staff etc.) to safeguard all; reduce offending, victims and anti-social behaviour by children and young adults. This will be done to both local, regional and national standards and expectations outlined by the government (i.e. Youth Justice Board), Bradford Children and Families Trust, Bradford Council and partner agencies.

To act in a professional consultative, supervisory, and managerial capacity to all YJS staff to provide a high quality statutory and non-statutory service for children, young adults and their parents/ carers and victims who have come into contact with the Criminal Justice System. To ensure the vulnerabilities, wellbeing and risks impacting on children, young adult and victims are addressed, sufficiently managed, and mitigated.

To represent the YJS at a wide range of internal and external formal settings with key partners and stakeholders including Bradford Partnership (Safeguarding) Board subgroups, Children's Social Care and Police risk strategy meetings.

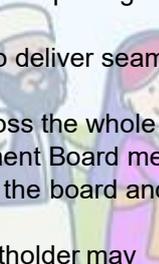
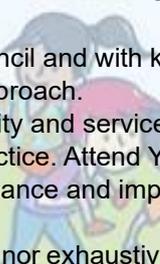
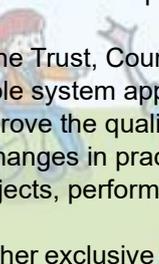
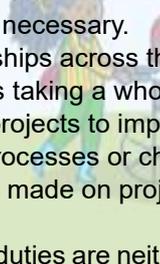
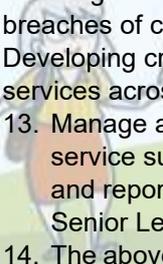
As Team Manager of a Multi-agency team a key role will be accountability for the development and delivery of a complex range of key services in line with policy, best practice, professional standards and legislation ensuring children are at the centre of social work and youth justice practice.

Reporting to the Service Manager, you will work strategically as part of a wider management team to design and implement service changes and improvement striving for all our children and victims to receive an outstanding service.



Main Duties and Responsibilities

1. Attendance at and chairing of multi-agency risk and planning meetings for children and young adults. Ensuring partnership working takes place with other services, both internal and external to the Trust. To deliver effective and co-ordinated service plans, which respond to identified needs and/or risks.
2. Undertake all elements of staff management including recruitment, inductions, progression, capability, and absence in line with Corporate and Departmental policies and procedures. Responsible for the supervision and appraisal of individual workers to ensure appropriate professional social care and other standards of practice are met, and that Continuous Professional Development (CPD) takes place and is embedded and recorded. Contribute to staff and service workforce development including the delivery of training as required, embedding models of work e.g. Restorative Practice, Trauma Informed Practice.
3. Monitor and manage team performance using performance management information and tools to ensure performance against local, regional and national targets is achieved and maintained.
4. Routinely quality assure and audit children and victim records, assessments, plans and documentation to ensure practice standards are being met and to support staff development and appraisal. Participating in and observing front line practice when required. Provide critical reflection, challenge and evidence-informed decision-making in complex situations for children and young adults on behalf of the Department, in line with delegated decision-making authority. Support others in developing these capabilities and finding their own solutions.
5. To allocate work within teams, ensuring it is to the appropriate priority and in line with the level of the worker and participate in front line practice when required, ensuring the effective delivery of workload management and quality assurance performance systems.
6. Making decisions on expenditure of money and budgets within Department guidelines set out by the Service Manager and Strategic Lead and maintaining effective monitoring systems for the same.
7. To ensure the YJS balances the needs of children & young adults/families and Childcare Legislation including Safeguarding and Criminal Justice legislation and ensuring decisions are taken in relation to the safety of staff. To safeguard children and victims whilst also reduce crime, re-offending, no of victims and anti-social behaviour in the district through achieving key performance targets of reducing first time entrants, use of custody and reoffending.
8. Responsible for the health and safety of staff in line with Trust / Council and partner agencies policies supporting flexible working and workstation assessments. Consult on and complete corporate risk assessments and attend required meetings and Operational Groups. Ensuring the requirements of the Data Protection Legislation and other related legislation are met.
9. Promote positive actions to address all issues of diversity and identity within teams and across the service, implementing policy and procedures as required.
10. Routinely act as duty manager during the working week and on a rota on Saturday's and Bank Holidays to support staff working in court and the community. Provide support to Social Workers and court staff to make decisions regarding deprivation of liberty at Youth Court. You will deputise for the Service manager where required.
11. Recruit, train and support volunteers as required by the service and in line with legislation and the Youth Justice Board's expectations where applicable e.g. Referral Order Panel Members, mentors.
12. As required you will act as strategic change manager, where you will be instrumental in the shaping and commissioning of services and will lead on identifying ways of improving outcomes for children and families, developing creative solutions and responding to changes in legislation and practice. You will ensure services are fully fit for purpose and be able to robustly report quality, costs, and performance against national and local indicators. You will be responsible for the management of contracts by ensuring the services we receive meet the contract specifications. Challenging and reporting breaches of contract when necessary. Developing critical partnerships across the Trust, Council and with key partners to deliver seamless services across boundaries taking a whole system approach.
13. Manage and develop projects to improve the quality and service delivery across the whole service such as new processes or changes in practice. Attend YJS Management Board meetings and report on progress made on projects, performance and improvements to the board and Senior Leaders.
14. The above-mentioned duties are neither exclusive nor exhaustive and the postholder may be called upon to carry out such other appropriate duties as may be required by the Line Manager within the grading level of the post and the competence of the postholder.



About You

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

Education

Degree level / Diploma in Social Work/CQSW/CSS or equivalent in a related, relevant field

If the Candidate is SW qualified the candidate must be registered with Social Work England (SWE) and ensure responsibility for maintaining registration with SWE.

Experience

5 years' experience in a Care profession including 2 years' experience of working with children and teenagers who present challenging attitudes and behaviour and supporting their families

Experience of working in Youth Justice / Criminal Justice in the last 2 years.

Experience of chairing meetings, including multi-agency reviews, of re engagement meetings for complex cases, team meetings

Desirable: Experience of direct management of others and/or managing performance

Knowledge and skills that evidence

1. Due to the Governments Fluency in English Duty for posts where employees speak directly to members of the public the post holder is required to meet the advanced threshold level which will be implemented where the post requires a greater level of sensitive interaction with the public,(e.g. in children's centres) where the person is able to demonstrate that they can during the interview:
 - Can express themselves fluently and spontaneously, almost effortlessly
 - Only the requirement to explain difficult concepts simply hinders a natural smooth flow of language.
2. Knowledge of working within a multi-agency partnership and encouraging effective working relationships.
3. Knowledge of adolescent development and the impact of parental mental health, substance misuse and domestic abuse on children and young adults.

Special Conditions

The applicant is required to provide evidence of having previously spoken fluently to members of the public to meet the advanced threshold level outlined under Special Knowledge above.

The post holder will be required to work occasional evenings, weekends and Bank Holidays as required by the needs of the service and as per Rota system. 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.

You need to have a full driving licence and a car available unless disability prevents this.

You will require an Enhanced DBS, renewed every 3 years.

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.

