

Role Title: Learning and Development Officer
Salary: Grade PO3
Location: Bradford, Sir Henry Mitchell House
Report to: Learning and Development Manager
Service: Learning and Quality Assurance

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.

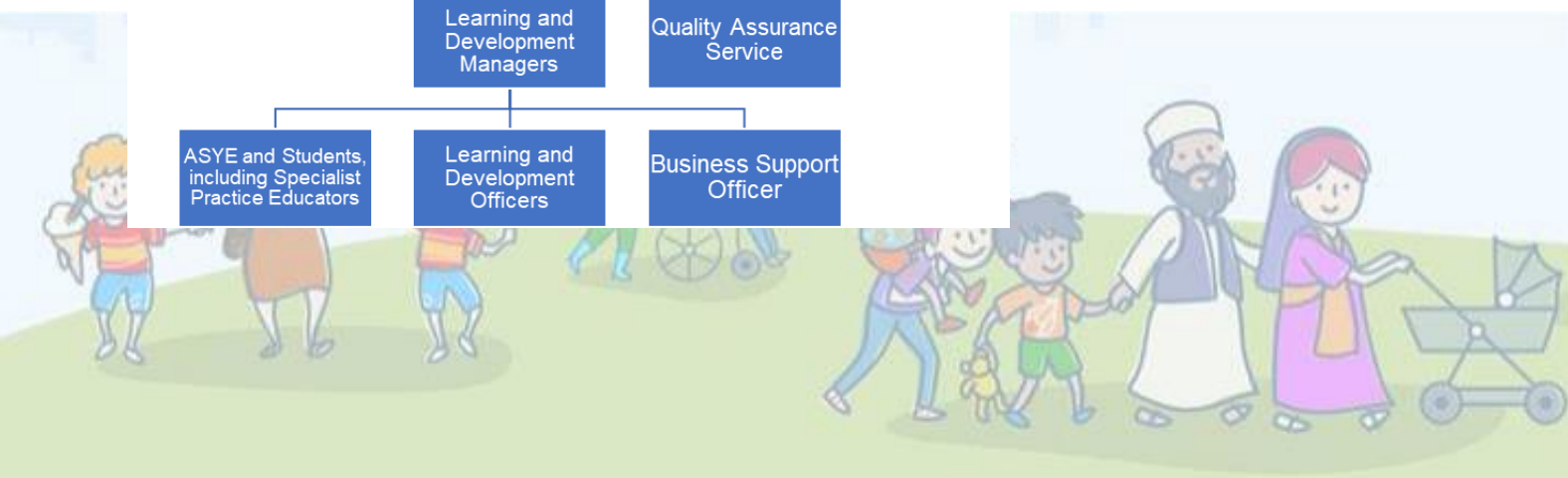
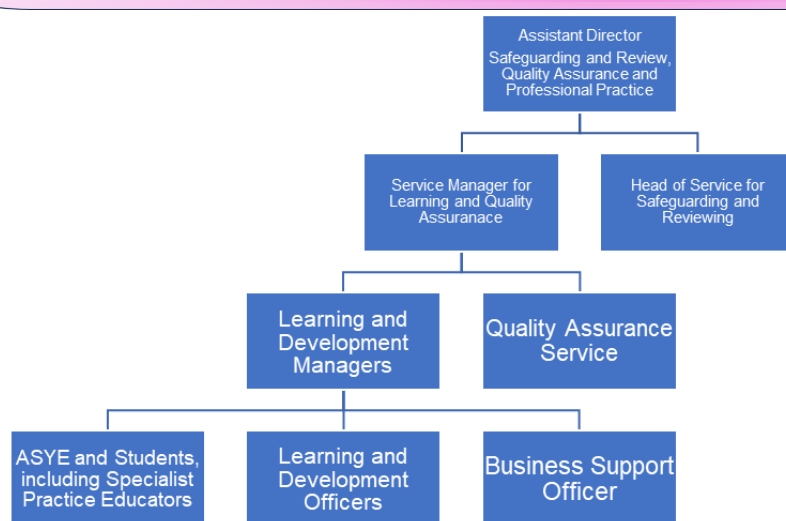
As a new organisation, Bradford Children and Families Trust has established our own purpose, vision, and outcomes for what we aim to achieve.

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



Role Summary

To support practice by developing and delivering high quality training that will drive improvements in service delivery to meet the needs of our children and families in line with the vision of the Trust.

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 is making a difference to the lives of the children and families of Bradford.

Main Duties and Responsibilities

- To develop and deliver high quality professional training and materials for all practice roles including managers across Early Help, Parenting and Family Support, Social Work, Fostering, Residential and Youth Justice Service.
- To promote restorative and relational working throughout the service via all training that is offered to all the workforces.
- To deliver training which is linked to practice improvement, responding to learning from audits and feedback.
- To lead on continuous evaluation and review of course design to ensure that training and development programmes are up to date and are meeting the changing needs of the service. This includes reflecting changes in legislation and research.
- To influence and support the delivery of curriculum within the HEIs as part of the Bradford Teaching Partnerships. Offering guest speaking; taking part in panels as required and ensuring the academic learning is incorporated into internal learning opportunities.
- 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.
- 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.



- Evaluate training effectiveness through survey's feedback and observations, linking in with the quality assurance team to understand audit findings to inform the evaluation.
- Remain up to date and compliant with all relevant legislation and research in the context of organisational procedures, policies and professional codes of conduct.
- 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.
- To work closely with other colleagues in the team and the Principal Social Worker to drive local and national agendas relating to practice improvement.
- To participate continuously in professional development opportunities including regular supervision and appraisal in line with registration and Social Work England standards. This will include peer supervision.
- To undertake case file audits to contribute to the understanding of practice; this includes speaking to practitioners, children and adults.
- Demonstrate a personal commitment to continuous self-development and service improvement.
- Have a positive attitude to create a culture of learning.
- Undertake additional / alternative activities as required to meet Service and Trust needs.



About you

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

Special Knowledge Requirement

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 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.

Relevant Experience Requirement

Experience of supporting the learning and development of other practitioners to improve practice and have a positive impact on outcomes of service users including the development of students, newly qualified social workers and other practitioners

At least 4 years' relevant social work experience of which 3 years must be post qualification; with a minimum of 6 months as an experienced social worker. Paid or voluntary work in a similar, relevant field will be considered at application stage.

You must be organised, efficient and able to work on your own initiative as well as within tight time schedules.



Relevant Professional Qualifications.

A recognised professional Social Work Qualification e.g. Degree in Social Work, DipSW, CQSW or equivalent as recognised by Social Work England.

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.

Advanced IT skills – Microsoft Word, Outlook and Excel are required as well as excellent time management and multi-tasking skills.

Valid, full driving licence (unless a disability prevents this).

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, were appropriate, in accordance with the Equality Act 2010 in relation to Disability Provisions.

Special Conditions

There is a requirement for the post to have DBS checks.

You need to have a full driving licence and a car available.

