

Role Title: Practice Lead
Salary: PO5
Location: Family Hubs
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

To lead development and practice improvement in prevention and early intervention services. Driving high-quality delivery across Family Support, Early Help, Early Years, SEND, and the 1001 Best Start in Life agenda, with a focus on identifying, initiating, and embedding service improvements within Family Hubs to improve family outcomes.

Working closely with senior leadership, multi-agency working groups, commissioned services, and programme resources to design and implement projects, policies, and procedures that strengthen early help practice and achieve council and funder objectives.

To champion integrated, outcome-focused practice for children and families, building strong partnerships across services to ensure support reaches those most in need, demonstrates measurable impact, and delivers cohesive, inclusive provision across the prevention and early intervention system.



Main Duties and Responsibilities

1. Contribute to district-wide planning and initiation of targeted activities/project in a designated practice area.
2. Ensuring that relevant statutory and government requirements are met, that Department policies and guidelines are adhered to and delivered in accordance with these.
3. Ensure that the needs of targeted groups, ethnic minorities and other disadvantaged groups are identified and met.
4. Participating in any forums/groups which foster co-delivery and community engagement in the targeted activities/projects.
5. To take a pro-active role in programme governance, communication, policy development, dissemination, reviews and evaluations.
6. Support and challenge team performance using performance management frameworks and data, ensuring delivery against local and national targets and driving continuous improvement.
7. Utilise evidence, research and theory to inform practice and assist in quality assurance/monitoring to ensure that practice standards and targets are being met and to support staff development and continuous service improvement.
8. To assess and lead in responding to workforce development needs, ensuring learning from programme activity is captured, shared, and embedded into practice.
9. Support the Head of Service and Service Managers in ensuring that decisions on expenditure are made within Departmental guidelines, finance and audit requirements and maintain effective monitoring systems to ensure compliance, including assisting with income generation, funding bids and trading when required.
10. Provide critical reflection, constructive challenge and evidence-informed decision-making in complex situations for children on behalf of the Department, in line with delegated decision making authority. Support others in developing confidence and capabilities and finding their own solutions.
11. Promote positive approaches to diversity, equity and identity within the team and across the department, providing guidance and challenge as required.
12. To support the development of commissioning approaches and oversee commissioned services, ensuring quality, value for money, and alignment with strategic priorities.
13. To provide updates and reports in response to requests often within demanding timescales.
14. To undertake all duties commensurate to the nature and level of the post at initial place of work or at any other venue.

This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed; the responsibility level of any other duties should not exceed those outlined above.



About You

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

Education

A NVQ 4 (prior to 2011) or Diploma 5 in Health & Social Care or Children & Young People or equivalent (e.g. relevant degree, Dip SW, RGN, Teaching, Youth and Community etc) as specified by the service. Equivalent must include work based assessed competencies working with children and families.

Experience

Essential Experience

Significant recent paid experience working with communities, babies, children, young people and/or families.

Experience in introducing and maintaining workforce development programme/project and/or performance management systems.

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

Desirable Experience

Experience of workforce development or practice leadership

Experience of multi-agency and system leadership experience

Special Conditions

Enhanced DBS check

Post holder must be able to work evenings, weekends and Bank Holidays as required by the needs of the service. 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.

