

**Role Title: Learning and Development Team Manager**

**Salary: P05**

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

**Report to: Learning and Quality Assurance 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.

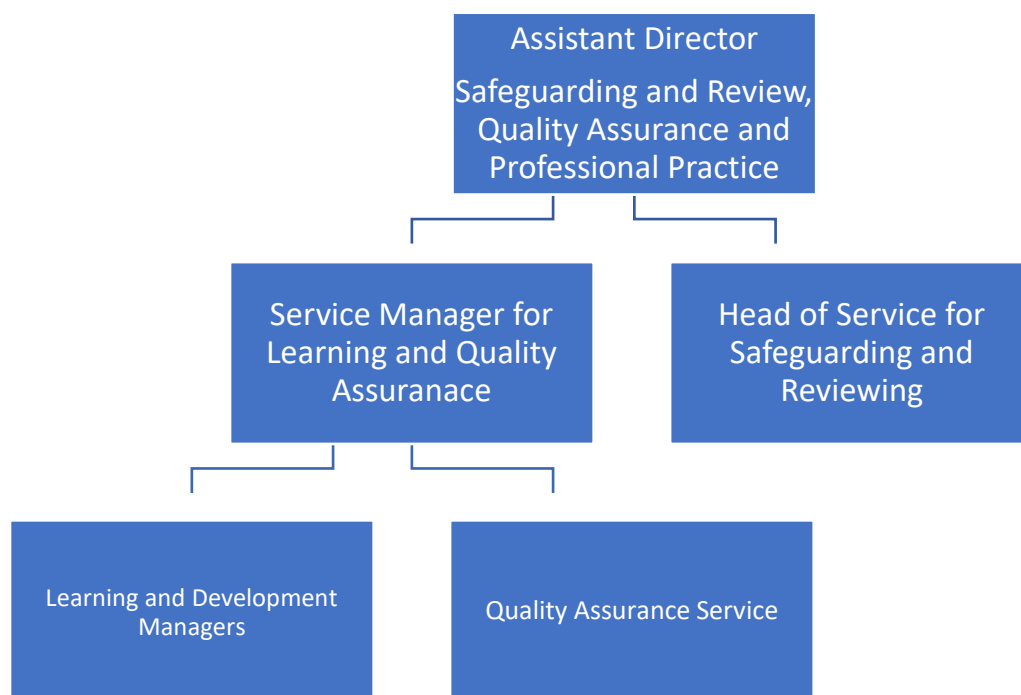
**Our purpose:** To provide high-quality services with partners that help safeguard, support and promote the welfare of children, young people and families across the Bradford District.

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



## 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

Within this role, you will drive and influence practice improvement by managing, developing and leading in high quality training programmes for practice within the Trust to improve the delivery of a good service for our children and families in Bradford. This role is also central to developing a culture of continuous learning and development and building relationships with external partners.

Part of this role will also include supporting and overseeing the student and ASYE programmes alongside your colleagues.



## Main Duties and Responsibilities

1. Develop, manage and lead a team of experienced learning and development officers to deliver an extensive range of training to support good service delivery for our children and families for all practice roles; this includes Early Help, Parenting and Family Support, Social Work, Fostering, Residential and Youth Justice Service.
2. To promote the use of restorative and relational working throughout the service via all training that is offered to all of the workforce.
3. To work with internal and external colleagues to understand the themes from audits and practice to influence and inform training is appropriately targeted at all staff within the children's workforce to improve the skills, competence and confidence of the workforce.
4. Understand and clearly manage the allocated budget, seeking creative solutions in order to implement the required training and learning required.
5. Work and influence the Teaching Partnership to support learning opportunities that will provide the future workforce with the required skills and knowledge; this includes being part of skills day at the university to drive the learning opportunities available to students.
6. To work alongside the Safeguarding Partnership influencing the learning and development opportunities with partners in health, education, police and the voluntary sector to strengthen multi-agency relationships.
7. To work alongside the service managers for Safeguarding and Reviewing, providing support, feedback and identifying learning opportunities including cover arrangements when required.
8. Working alongside the Quality Assurance Manager to identify themes and learning from audits and feedback to ensure that learning is directly influenced to meet the needs of the service.
9. Enhance the training, development and qualifications of social workers and wider workforce ensuring continuous learning and development is at the forefront of our people agenda; working with staff and managers to develop relationships so that the learning is supportive of the workforce.



10. Working closely with corporate services to support and develop necessary initiatives to access opportunities for staff to support progression and staff development.
11. Manage and support the practice educator programme to ensure that the service meets the needs of students to support successful placements.
12. Manage and support the ASYE programme to ensure that NQSWs are supported in the first year as a social worker; support the progression panel for ASYEs identifying themes and issues that need to be addressed to strengthen the service.
13. Support progression panels for social workers, level 2 to level 3.
14. Evaluate training to ensure that it is meeting need and having an impact, linking in with the PSW.
15. Lead and support the development and roll out of individual practice improvement, looking at supporting service with individualised training plans that are time limited to respond to capability or specific development needs.
16. Demonstrate a personal commitment to continuous self-development and service improvement.
17. Have a positive attitude to create a culture of learning.

### About you

18. Experience of managing teams in Children's Social Care and has offered specialist consultation and advice on complex cases and circumstances across Children's Services
19. Demonstrate knowledge and awareness of the priorities of children's services including an understanding of the improvement planning and how training and development fits into those priorities.
20. Demonstrate knowledge of how to identify training and development needs for the current and future workforce and creative and innovative thinking to address those identified needs.



21. 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.
22. Able to work on own initiative and manage the competing demands by effective self-management, motivation and prioritisation.
23. Embeds a culture of continuous improvement and quality.
24. Experience and ability to manage a competing workload, prioritise and complete work to a high standard.
25. Able to build relationships, share information, provide guidance and manage confidential and sensitive information.
26. To have a range of analytical skills required for gathering, collating and analysing the facts needed to solve problems. It includes creative and critical thinking, developing practical solutions, applying problem solving strategies and managing interpersonal relationships.
27. To treat everyone with respect and dignity, maintains impartiality/fairness with all people, is aware of the barriers people face.
28. Our managers monitor performance of services, teams & individuals against targets & celebrate great performance. They promote the Trust's vision & work to achieve Council's values & agreed outcomes.
29. To ensure that outcomes and objectives are achieved within desired timescales make best use of resources and take a positive approach to contingency planning.
30. To coach individuals and teams to achieve their potential and take responsibility for continuous improvement. They champion the Trust's values and goals.

### **Qualifications and Experience**

1. Experience of development, design and delivery of blended learning solutions that address identified need
2. Comprehensive knowledge of social work practice and legislation, including safeguarding.





3. Experience of building effective relationships and communicating with stakeholders at all levels locally, regionally and nationally.
4. Experiencing of supervising staff.
5. You must be organised, efficient and able to work on your own initiative as well as within tight time schedules
6. A good understanding of health and social care, learning and development as well as experience of change management including cultural change.
7. Recognised Social Work Qualification
8. Registration with Social Work England.
9. Advanced IT skills – Microsoft Word, Outlook and Excel are required as well as excellent time management and multi-tasking skills
10. You must be able to work evenings, weekends and bank holidays as required by the needs of the service.
11. 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

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.

