

Role Title: Service Manager Family hubs and Family Support
Salary: £59,886 – £63,789
Location: District Wide
Report to: Head of Service

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 be responsible for the effective management of the Family Hubs and Family Support Teams within one of our four localities within BMDC, ensuring that the provision achieves good outcomes for vulnerable children, children in need of protection and looked after young people.

Ensure high quality safeguarding practices and policies are in place and fully implemented.

To provide visible leadership to a service that seeks to continuously improve outcomes for the most vulnerable young people in the community.

To ensure that statutory requirements and national and local policy and procedures in relation to the provision of children's social work are adhered to at all times and manage social work resources efficiently and effectively, prioritising need and working cooperatively within the Service Management Team.



Main Duties and Responsibilities

- To have overall responsibility for management of the Family Hubs and Family Support Teams.
- To ensure that assessments, plans, interventions, and review processes are timely, well planned, child focused and follow the appropriate statutory and local decision making frameworks.
- Provide direct line management and have supervisory responsibility for front line Family hub and Family Support Team Managers and professional staff and to promote their professional development.
- Promote participation and the child's voice as part of your leadership, putting child focused decision making at the centre of your practice.
- Build and sustain effective working partnerships across the locality to promote joined up, and effective responses to children and families.
- You will be jointly responsible for the recruitment and selection of the workforce required to effectively run this service area ensuring that safe and appropriate recruitment processes are followed.
- Provide strong leadership to the service area, working alongside your colleagues to develop effective communication and to ensure continued service development.
- Investigate and make recommendations to senior management concerning matters of staff conduct and professional responsibilities.
- Ensure that the service area is subject to effective financial management and works to the allocated budget.
- Operate to meet local and national targets by managing performance and ensuring continual progress and improvement.
- Provide effective support to practitioners in respect of areas for development or improvement.
- Exercise a high degree of professional judgment within Council guidelines and will be expected to be self-reliant on a day to day basis.
- Provide regular high quality formal supervision to their managers.
- Ensure that the requirements of GDPR and Freedom of Information Act are met.



About You

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

Education:

Degree level professional qualification in social work, education, psychology, or a similar related field.

Additional management training or qualification such as DMS, NVQ5 in management is desirable.

Experience:

Must have recent relevant statutory experience of managing regulated resources for children and young people.

Be able to demonstrate great interpersonal skills combined with excellent leadership and management capacity, with a passion to improve lives of our most vulnerable children and young people.

Special Conditions:

Enhanced DBS check

Registration with Social Work England if qualified Social Worker appointed.



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 might be requested.

We are an equal opportunities employer.

