

Role Title: Multi Agency Child Protection Service Manager

Salary:

Location:

Report to: Head of Service for Safeguarding and Reviewing

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.

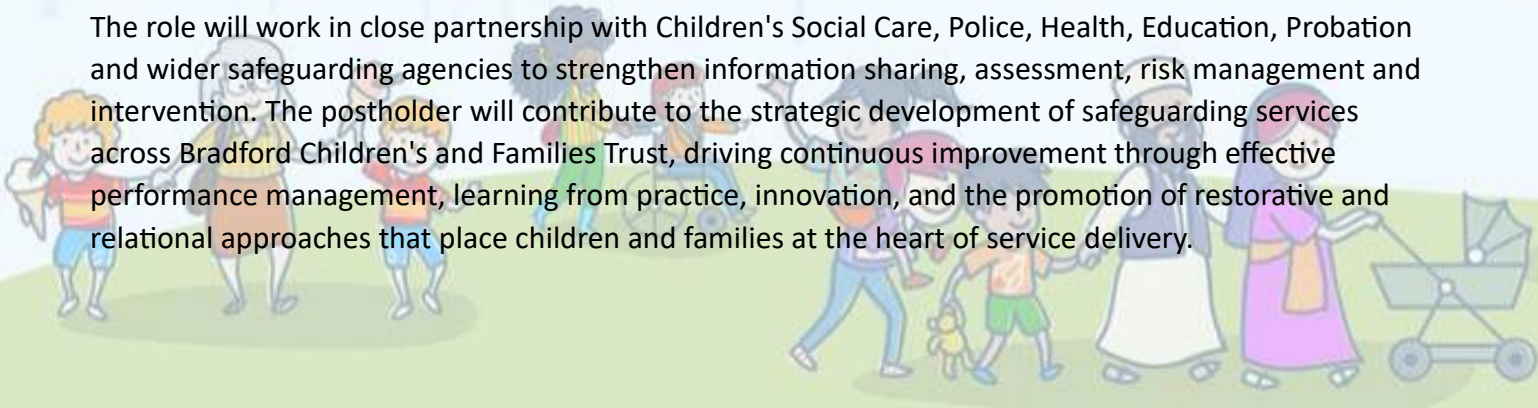
We will achieve this through continuous improvements in our services and positive collaboration with our staff, our partner organisations.

Job Overview

The Service Manager for the Multi-Agency Child Protection Team (MACPT) will provide strategic and operational leadership for a specialist safeguarding service, ensuring effective multi-agency responses where children are at risk of significant harm.

Working within the Safeguarding and Reviewing Unit, the postholder will lead and develop a high-performing multidisciplinary team, providing professional leadership, quality assurance and oversight of child protection activity to ensure statutory responsibilities are met through timely, evidence-informed and child-centred decision-making.

The role will work in close partnership with Children's Social Care, Police, Health, Education, Probation and wider safeguarding agencies to strengthen information sharing, assessment, risk management and intervention. The postholder will contribute to the strategic development of safeguarding services across Bradford Children's and Families Trust, driving continuous improvement through effective performance management, learning from practice, innovation, and the promotion of restorative and relational approaches that place children and families at the heart of service delivery.



Main Duties and Responsibilities

Strategic Leadership & Service Development

- Lead the strategic development of the Multi-Agency Child Protection Team.
- Lead service planning, transformation and implementation of strategic priorities.
- Ensure alignment with Trust objectives, safeguarding arrangements and statutory requirements.
- Represent the Trust at partnership boards, regional networks and multi-agency forums.
- Lead preparations for inspections, peer reviews and external scrutiny.

Safeguarding & Child Protection Practice

- Ensure children at risk of significant harm are identified and protected.
- Promote effective threshold decision-making that is evidence-based and child-focused.
- Ensure robust governance arrangements and statutory compliance.
- Promote equality, diversity and inclusion in service delivery.

Partnership Working & Multi-Agency Leadership

- Strengthen multi-agency collaboration and information sharing.
- Build and influence strategic relationships with safeguarding partners.
- Promote shared accountability for child protection outcomes.
- Foster constructive challenge, professional curiosity and collaborative problem solving.
- Resolve professional disagreements and barriers to service delivery.
- Work closely with police, health and education partners within matrix management arrangements.

Quality Assurance, Performance & Continuous Improvement

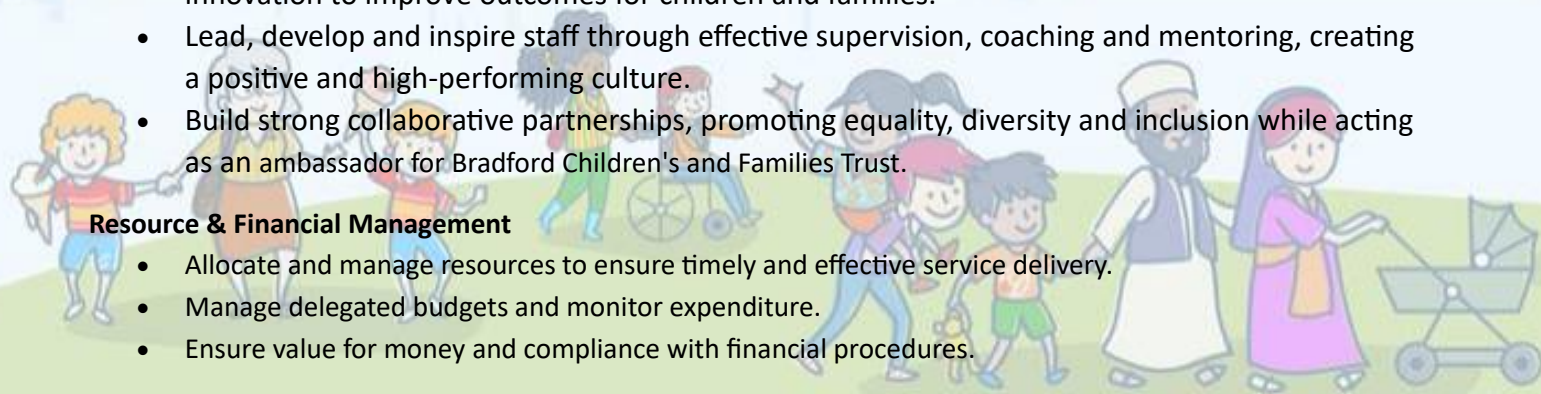
- Monitor service demand, performance and resource utilisation.
- Lead audits, case reviews, thematic reviews and learning activities.
- Embed learning from reviews into practice.
- Drive continuous improvement through performance analysis, reflective practice and audit activity.
- Undertake case auditing, practice observations and dip sampling to identify strengths and areas for improvement.

Workforce Leadership & Culture

- Lead recruitment, induction, retention, succession planning and wellbeing initiatives.
- Monitor caseloads, workloads and staff performance.
- Promote reflective supervision and professional development.
- Foster a culture of accountability, inclusion, learning and continuous improvement.
- Ensure the workforce remains skilled, resilient and responsive.
- Provide visible, values-led leadership that promotes accountability, continuous improvement and high-quality practice.
- Champion restorative, relational and strengths-based approaches, using evidence and innovation to improve outcomes for children and families.
- Lead, develop and inspire staff through effective supervision, coaching and mentoring, creating a positive and high-performing culture.
- Build strong collaborative partnerships, promoting equality, diversity and inclusion while acting as an ambassador for Bradford Children's and Families Trust.

Resource & Financial Management

- Allocate and manage resources to ensure timely and effective service delivery.
- Manage delegated budgets and monitor expenditure.
- Ensure value for money and compliance with financial procedures.



LADO

- To oversee the LADO function to ensure it delivers a service that meets the required standards. To support the LADO's to ensure their service is visible, responsive and supports agencies in Bradford to respond to allegations as required.
- To support the LADO in offering consultation and support to partner agencies on managing allegations, LADO functions and safer recruitment.
- To produce quarterly reports based on quantitative and qualitative data of the LADO service and produce an Annual LADO report in conjunction with the LADOs

About You

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

Education

- Qualified Social Worker with a recognised social work qualification and current registration with Social Work England.
- Significant post-qualifying experience in statutory children's safeguarding services.

Experience

- Substantial leadership and management experience, including experience operating at Team Manager level or above.
- Experience of supervising, supporting, and managing professional staff.
- Experience of leading service improvement and organisational change.
- Experience of managing budgets, resources and workforce planning.
- Experience of responding to inspection activity, audits and improvement programmes.
- Experience of leading and influencing multi-agency partnerships at both operational and

Skills and Behaviours

- Advanced knowledge of child protection legislation, statutory guidance and practice frameworks, including the Children Act 1989 and 2004, Working Together to Safeguard Children (2026), the Children's Social Care National Framework, local safeguarding arrangements and contextual safeguarding approaches.



- Strong understanding of inspection frameworks, quality assurance processes, and performance management requirements.
- Excellent decision-making, analytical, and risk management skills, with the ability to make defensible, evidence-informed decisions in complex situations.
- Ability to analyse and interpret complex information, exercising sound professional judgement and maintaining a child-centred approach.
- Strong commitment to relationship-based, restorative, strengths-based, anti-discriminatory, and inclusive practice that recognises the impact of culture, identity, diversity, trauma, and lived experience.
- Excellent communication, negotiation, influencing, and partnership-working skills.
- Ability to provide constructive challenge, support professional curiosity, and promote continuous improvement in practice.
- Demonstrable leadership skills with the ability to motivate, develop, and inspire others whilst maintaining accountability for performance and outcomes.

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.

We are an equal opportunities employer.

