

# Candidate Pack

Assistant Director: Corporate Parenting

Assistant Director: Early Help and Transformation

Assistant Director: Integrated Front Door and Localities

Assistant Director: Safeguarding, Review, QA and Professional Practice



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# Welcome

Letter from Ruth Terry, Executive Director of Social Care and Practice

*Dear Candidate*

*I would like to start by thanking you for your interest in Bradford and in Bradford Children and Families Trust. Bradford – city and district – is a thriving, exciting and modern place to live, work and play with a fascinating history, open green spaces, cultural background and impressive Victorian architectural heritage. Bradford has a young and diverse population, our commitment is to put children, young people and their families at the heart of everything we do, to enable them to have the best possible start in life.*

*Bradford Children and Families Trust was established in April, our vision is for all children and young people in Bradford to be safe and able to realise their full potential and we are now looking for four assistant directors to join the Trust's social care leadership team to help us drive improvements and make a real difference to the lives of children across the Bradford district.*

*If, like me you are ambitious for children and want to be part of a team that is excited about the future in Bradford then please get in touch. We are looking for individuals who are passionate, dynamic with a strong commitment to partnership working. This is a unique and wonderful opportunity to make a positive difference to the lives of children and young people in Bradford.*

*I look forward to hearing from you and welcoming you to Bradford.*

*Ruth*



# Advert

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INTERIM

## Making childhoods better, one day at a time.

### Assistant Directors: four roles

c. £90k (subject to evaluation)

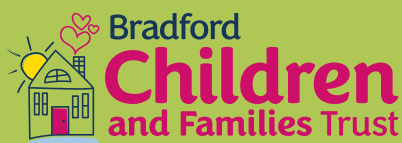
- Integrated Front Door and Localities
- Safeguarding, Review, QA and Professional Practice
- Corporate Parenting
- Early Help and Transformation



The new Bradford Children and Families Trust began work in April this year. It's an ambitious new start for the city, which has faced a number of challenges in the provision of services to children and young people in recent years. We're committed to putting children, young people and their families at the heart of everything we do, to enable them to have the best possible start in life.

Our vision is that all children and young people in Bradford are safe and able to realise their full potential. These four roles will play a crucial part in keeping the promise we're making to our city. We want to hear from CYP professionals with exceptional leadership skills, underpinned by personal resilience, a collaborative style that seeks out good ideas wherever they're to be found, and an excellent understanding of how to recruit, develop and retain high-performing teams.

Please visit [www.færfield.co.uk/jobs](http://www.færfield.co.uk/jobs) for further information. To arrange an informal conversation with our advising consultants Martin Tucker or Dawn Faulkner at Færfield, please call 0121 312 3755.



# Assistant Director: Corporate Parenting

Job Description and Person Specification

**Managed by:**

Executive Director: Children Social Care and Practice

**Grade and Salary:**

Indicative – c£90k

**Responsible for the functions of:**

- Children in Care
- Leaving Care
- Residential
- Supported Accommodation
- Fostering
- Placement Commissioning



## **Role Purpose**

To ensure that services for children in care and care leavers are of the highest quality in order to meet their needs and enable them to achieve their potential through the delivery and influence of best practice social work and multi-agency support, an effective sufficiency approach to placements and a drive towards the right permanent outcomes.

## **Role Accountabilities:**

This is a senior leadership role and as such the purpose, accountability and outcomes can change in accordance with organisational requirements and the development of the Trust.

- As part of the senior leadership team work to develop and maintain professional and productive relationships with the council.
- To ensure that Children in Care or Care Leavers in Bradford are fully supported on a multi-agency basis and can fulfil their future potential.
- To co-ordinate partnership working to maximise the meeting of needs and effective planning for permanence, making sure the appropriate support is in place at all levels.
- To work in partnership with the Council and the Corporate Parenting Board to ensure the statutory functions of Corporate Parenting are aspirational and fully delivered.
- To oversee the development and deliver an effective efficiency strategy that supports improvement plans for all children placements needs are with families in Bradford first, close to the communities.
- Ensure children leaving care are supported into adulthood and equipped to live and thrive as independent adults with access to the right services opportunities and support as necessary.
- Ensure that the voice of Children in Care and Care Leavers, individually or collectively are heard and reflected in our plans for service development.
- Ensure the development, implementation and delivery of the independent fostering agency and the interface with the adoption agency.
- Ensure a robust placement sufficiency strategy is in place in order to meet the current and future needs of all children in care and care leavers, to ensure a wide range of inhouse and external provisions that meet the differing and complex needs of children and young people whilst also ensuring value for money.
- Oversee the development of in-house residential services, ensuring all homes meet the highest of standards, ensuring high quality care for all children in placed in the Trust's homes.
- Develop an innovative and needs led residential strategy that supports children who are looked after in residential care to remain close to their families and communities where appropriate, whilst also meeting the needs of children with the most complex needs who may require a solo placement or small group living, including those with significant mental health needs and those who are at risk of exploitation. Have line management responsibility for the Responsible Individual for fostering and residential services.

### **Leadership Accountabilities:**

- Lead the development and delivery of an integrated whole-system approach to supporting children, young people and families which drives improvement and the provision of high- quality services.
- Be a professional leader for the Trust, ensuring all statutory responsibilities are met in respect of the protection and well-being of children and young people.
- As a member of the senior leadership team provide visible, consistent and authentic leadership, articulate the Trust's vision and values and actively demonstrate these in everyday practice and behaviour.
- Ensure inclusive and diverse practice and service development across the totality of children's services.
- Be responsible for financial budgets and resources, ensuring they are allocated effectively, demonstrate funds are spent wisely and comply with schemes of delegation.
- Lead and embed a team and individual performance management approach that underpins effective operational performance and empowers colleagues to operate within a culture of accountability.
- Work closely with colleagues to develop and deliver a workforce plan which attracts and retains the best talent, encourages career progression, supports diversity and makes the Trust an employer of choice.
- Ensure that social care teams identify, evaluate and mitigate operational risks and provide assurance to the Chief Executive and the Trust board that risks are being managed and within appetite and escalation protocols are exercised appropriately.
- Promote good external relations and effective networks at national, regional and local levels, ensuring the engagement of all key stakeholders and dealing with regulatory bodies, media and central government departments.
- Develop and promote a learning culture that supports the Trusts values and behaviours.

### **PROFESSIONAL REQUIREMENTS:**

Successful candidate must have a Social Work qualification.

## **PERSON SPECIFICATION:**

### **Working Together:**

- Experience of developing and sustaining a culture that promotes high performance and continuous improvement.
- A proven track record of developing strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes and gain ownership of a shared vision.
- Corporate player who works constructively and collaboratively with colleagues.

### **Brighter Future:**

- Demonstrate expert knowledge and understanding of legislative frameworks relevant to children's social care and interested in the wider policy developments affecting children's services.
- Proven track record in the delivery safeguarding and QA working across the organisation and with partners.
- Commitment to the participation of children, young people and families in service development and delivery.
- Evidence of continual professional development.

### **Vision:**

- Substantial senior leadership experience in the development and delivery of services for children and young people with evidence of impact
- A proven track record of service improvement through the development of practical, creative solutions and delivering these in a challenging budget landscape.
- Highly visible and inspirational leadership skills which can lead and motive others through significant change.
- Ability to exercise strong judgement and decision making and balanced management of risk.



# Assistant Director: Early Help and Transformation

Job Description and Person Specification

**Managed by:**

Executive Director: Children Social Care and Practice

**Grade and Salary:**

Indicative – c£90k

**Responsible for the functions of:**

- Early Help and Prevention including Family Hubs
- Youth Justice
- Edge of Care
- Youth District Team including Breaking the Cycle
- Children Services Improvement and Inspection Team



## **Role Purpose**

To lead, manage and take specific responsibility for the work of Early Help and Transformation, ensuring that the services provided reach the children they need to in a timely way, keep children safe and support families. To lead on the development of new initiatives that innovate services built on best practice models with demonstrable outcomes and grounded in the needs of Bradford and shaped by the voices of children, young people, parents and carers. To contribute substantially to the planning, implementation, and development of the programme of change for children's services throughout Bradford in order to achieve a culture and practise of child focused and restorative services that enable children who are vulnerable to receive the support they need from a range of agencies in a timely and effective way, wherever possible focusing on prevention and early intervention.

## **Role Accountabilities:**

This is a senior leadership role and as such the purpose, accountability and outcomes can change in accordance with organisational requirements and the development of the Trust.

- As part of the senior leadership team work to develop and maintain professional and productive relationships with the council.
- To lead the further development of early help for children, young people and families offer in Bradford with the overarching ambition to ensure the right support is available at the right time and reduce Social Worker need.
- Develop and sustain an intensive family help and edge of care offer that reduces the need to come into care.
- Work with partners to build a multi-agency, locality response and interfaces with existing place-based provisions.
- To lead and develop the youth justice service to reduce the number of young people being involved in serious crime.
- Develop a step up and step down with CSC with clear thresholds.
- Lead the Inspection an ensure evidence is documented.
- Lead the Children Services Improvement Plan ensuring outcomes and targets are delivered, and improvements are sustained.

**Leadership Accountabilities:**

- Lead the development and delivery of an integrated whole-system approach to supporting children, young people and families which drives improvement and the provision of high-quality services.
- Be a professional leader for the Trust, ensuring all statutory responsibilities are met in respect of the protection and well-being of children and young people.
- As a member of the senior leadership team provide visible, consistent and authentic leadership, articulate the Trust's vision and values and actively demonstrate these in everyday practice and behaviour.
- Ensure inclusive and diverse practice and service development across the totality of children's services.
- Be responsible for financial budgets and resources, ensuring they are allocated effectively, demonstrate funds are spent wisely and comply with schemes of delegation.
- Lead and embed a team and individual performance management approach that underpins effective operational performance and empowers colleagues to operate within a culture of accountability.
- Work closely with colleagues to develop and deliver a workforce plan which attracts and retains the best talent, encourages career progression, supports diversity and makes the Trust an employer of choice.
- Ensure that social care teams identify, evaluate and mitigate operational risks and provide assurance to the Chief Executive and the Trust board that risks are being managed and within appetite and escalation protocols are exercised appropriately.
- Promote good external relations and effective networks at national, regional and local levels, ensuring the engagement of all key stakeholders and dealing with regulatory bodies, media and central government departments.

## **PERSON SPECIFICATION:**

### **Working Together:**

- Demonstrate expert knowledge and understanding of legislative frameworks relevant to children's social care and interested in the wider policy developments affecting children's services.
- Ability to exercise strong judgement and decision making and balanced management of risk.
- Commitment to the participation of children, young people and families in service development and delivery.
- Corporate player who works constructively and collaboratively with colleagues.

### **Brighter Future:**

- Substantial senior leadership experience in the development and delivery of services for children and young people with evidence of impact
- Experience of developing and sustaining a culture that promotes high performance and continuous improvement.
- Highly visible and inspirational leadership skills which can lead and motive others through significant change.

### **Vision:**

- Proven track record in the delivery safeguarding and QA working across the organisation and with partners.
- A proven track record of service improvement through the development of practical, creative solutions and delivering these in a challenging budget landscape.
- A proven track record of developing strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes and gain ownership of a shared vision.
- Evidence of continual professional development.

# Assistant Director: Integrated Front Door and Localities

Job Description and Person Specification

**Managed by:**

Executive Director: Children Social Care and Practice

**Grade and Salary:**

Indicative – c£90k

**Responsible for the functions of:**

- Integrated Front Door (IFD)
- Locality based Children Social Care
- Children with Disabilities



## **Role Purpose**

Accountable for accurately identifying the needs of children, young people and families and their parents and carers and ensure that the appropriate services and support are provided at the right time allowing safeguarding outcomes to be achieved and sustained. The post holder will be jointly responsible for the development and delivery of an agenda of service improvement and the ongoing development with partners of locality-based services.

## **Role Accountabilities:**

This is a senior leadership role and as such the purpose, accountability and outcomes can change in accordance with organisational requirements and the development of the Trust.

- As part of the senior leadership team work to develop and maintain professional and productive relationships with the council.
- Lead and develop an effective multi-agency approach to children's social work service which meet statutory requirements and ensures all relevant regulatory requirements and standards are met.
- To secure high quality, robust, effective and efficiently delivered services in the Integrated Front Door, Locality based social work teams and Child Health and Disability Teams.
- Ensure that robust performance management, governance and quality assurance arrangements are embedded across the areas of responsibility.
- Implementation of an agreed best practice model and approach consistently across all services and ensure continuous improvement and quality of social work practice.
- Lead and oversee complex child safeguarding.
- Lead the development and sustainability of exploitation hubs in partnership with the Police.
- Working with key partners to lead the development of multi-agency best practice.
- Actively drive and deliver continuous improvement initiatives relating to the area of responsibility and taking the strategic lead for children with complex needs and disabilities in the context of city, regional and national priorities.
- Ensure children with disabilities who are working with a social worker receive multi-agency support.
- To work jointly with the council in promoting and providing the best possible services for children with disabilities including short breaks.

### **Leadership Accountabilities:**

- Lead the development and delivery of an integrated whole-system approach to supporting children, young people and families which drives improvement and the provision of high-quality services.
- Be a professional leader for the Trust, ensuring all statutory responsibilities are met in respect of the protection and well-being of children and young people.
- As a member of the senior leadership team provide visible, consistent and authentic leadership, articulate the Trust's vision and values and actively demonstrate these in everyday practice and behaviour.
- Ensure inclusive and diverse practice and service development across the totality of children's services.
- Be responsible for financial budgets and resources, ensuring they are allocated effectively, demonstrate funds are spent wisely and comply with schemes of delegation.
- Lead and embed a team and individual performance management approach that underpins effective operational performance and empowers colleagues to operate within a culture of accountability.
- Work closely with colleagues to develop and deliver a workforce plan which attracts and retains the best talent, encourages career progression, supports diversity and makes the Trust an employer of choice.
- Ensure that social care teams identify, evaluate and mitigate operational risks and provide assurance to the Chief Executive and the Trust board that risks are being managed and within appetite and escalation protocols are exercised appropriately.
- Promote good external relations and effective networks at national, regional and local levels, ensuring the engagement of all key stakeholders and dealing with regulatory bodies, media and central government departments.
- Develop and promote a learning culture that supports the Trust's values and behaviours.

### **PROFESSIONAL REQUIREMENTS:**

Successful candidate must have a Social Work qualification.

## PERSON SPECIFICATION:

### Working Together:

- Proven track record in the delivery safeguarding and QA working across the organisation and with partners.
- A proven track record of developing strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes and gain ownership of a shared vision.

### Brighter Future:

- Substantial senior leadership experience in the development and delivery of services for children and young people with evidence of impact
- Highly visible and inspirational leadership skills which can lead and motive others through significant change.
- Ability to exercise strong judgement and decision making and balanced management of risk.
- Commitment to the participation of children, young people and families in service development and delivery.
- Corporate player who works constructively and collaboratively with colleagues.

### Vision:

- Demonstrate expert knowledge and understanding of legislative frameworks relevant to children's social care and interested in the wider policy developments affecting children's services.
- A proven track record of service improvement through the development of practical, creative solutions and delivering these in a challenging budget landscape.
- Experience of developing and sustaining a culture that promotes high performance and continuous improvement.
- Evidence of continual professional development.



# Assistant Director: Safeguarding, Review, QA and Professional Practice

Job Description and Person Specification

## Managed by:

Executive Director: Children Social Care and Practice

## Grade and Salary:

Indicative – c£90k

## Responsible for the functions of:

- Ensuring the voice of the child is heard across all services.
- Independent Review service for Children in care.
- Child Protection conference and reviewing arrangements.
- Quality Assurance of practice across the organisation.
- LADO (Local Authority Designated Officer function).
- Principal Social Worker.
- Professional workforce planning, learning and development.
- Professional influence in joint commissioning arrangements.
- To be the Responsible Individual for Adoption and represent Bradford in the Regional Adoption Agency.



## **Role Purpose**

Overall accountability for development and delivery of safeguarding standards and quality assurance with oversight of the effectiveness of the whole safeguarding system in relation to improvements to practice.

## **Role Accountabilities:**

This is a senior leadership role and as such the purpose, accountability and outcomes can change in accordance with organisational requirements and the development of the Trust.

- As part of the senior leadership team work to develop and maintain professional and productive relationships with the council.
- To lead and ensure the voice of children, young people and families is embedded in the development and delivery of services.
- 'Voice of the Child', working with other partners to provide a single view which informs the Business Plan and the Children's Improvement Plan
- To ensure the effective delivery of statutory child protection and review functions
- To ensure the effectiveness of the statutory Independent Reviewing Functions.
- To ensure clear evidence of independent oversight or practice at all levels and provide support and challenge in relation to multi-agency plans for children and progress to meet their needs.
- To lead and co-ordinate the Quality Assurance (QA) functions across the totality of children's services in the trust. To ensure that QA activity is undertaken in a timely and effective way with clearly articulated outcomes that lead to improvement of service quality which is demonstrably delivered through learnings understood, actions addressed, embedded and monitored.
- Ensure the function of the Local Authorities Designated Officer is delivered in accordance with the statutory guidance.
- To work in partnership with the Executive Director Social Care and Practice and other senior leaders to ensure the professional training and development of the children services workforce is effective at all levels of seniority, including the professional development of managers and leaders.
- Work in partnership with the People and Talent teams to ensure co-production and delivery of organisation development.
- To lead the co-ordination of effective CSC and Bradford partnerships in relation to multi- agency, best practice development, learning, management of serious incidents and accountable for the effectiveness of multi-agency practice, working in partnership with Bradford Safeguarding Children Partnership.
- Provide independent oversight to the Independent Fostering Agency
- To lead and co-ordinate all risk management and assurance for children services, assuming the responsibility as Caldicot Guardian as part of the wider organisations risk and assurance governance.

### **Leadership Accountabilities:**

- Lead the development and delivery of an integrated whole-system approach to supporting children, young people and families which drives improvement and the provision of high- quality services.
- Be a professional leader for the Trust, ensuring all statutory responsibilities are met in respect of the protection and well-being of children and young people.
- As a member of the senior leadership team provide visible, consistent and authentic leadership, articulate the Trust's vision and values and actively demonstrate these in everyday practice and behaviour.
- Ensure inclusive and diverse practice and service development across the totality of children's services.
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- Promote good external relations and effective networks at national, regional and local levels, ensuring the engagement of all key stakeholders and dealing with regulatory bodies, media and central government departments.

### **PROFESSIONAL REQUIREMENTS:**

Successful candidate must have a Social Work qualification.

## **PERSON SPECIFICATION:**

### **Working Together:**

- A proven track record of developing strategic relationships, influencing and negotiating with a wide range of stakeholders and partners to achieve outcomes and gain ownership of a shared vision.
- Demonstrate expert knowledge and understanding of legislative frameworks relevant to children's social care and interested in the wider policy developments affecting children's services.
- Ability to exercise strong judgement and decision making and balanced management of risk.
- Corporate player who works constructively and collaboratively with colleagues.

### **Brighter Future:**

- Substantial senior leadership experience in the development and delivery of services for children and young people with evidence of impact
- Proven track record in the delivery safeguarding and QA working across the organisation and with partners.
- Evidence of continual professional development.

### **Vision:**

- Experience of developing and sustaining a culture that promotes high performance and continuous improvement.
- Highly visible and inspirational leadership skills which can lead and motive others through significant change.
- A proven track record of service improvement through the development of practical, creative solutions and delivering these in a challenging budget landscape.
- Commitment to the participation of children, young people and families in service development and delivery.

# Bradford Children and Families Trust

The Secretary of State for Education, Bradford Metropolitan District Council, Ofsted and Bradford's Children's Services Commissioner all agreed in early 2022 that, despite the efforts of the Council and the undoubted commitment of children's social workers and other children's services staff, the improvements needed to deliver consistently safe and effective children's services cannot currently be achieved within the Council.

Therefore, the Council voluntarily agreed to set up a Trust, wholly owned by the Council, which would be commissioned to be responsible for running its services for children and young people. This new and operationally independent Trust will be known as the Bradford Children and Families Trust.

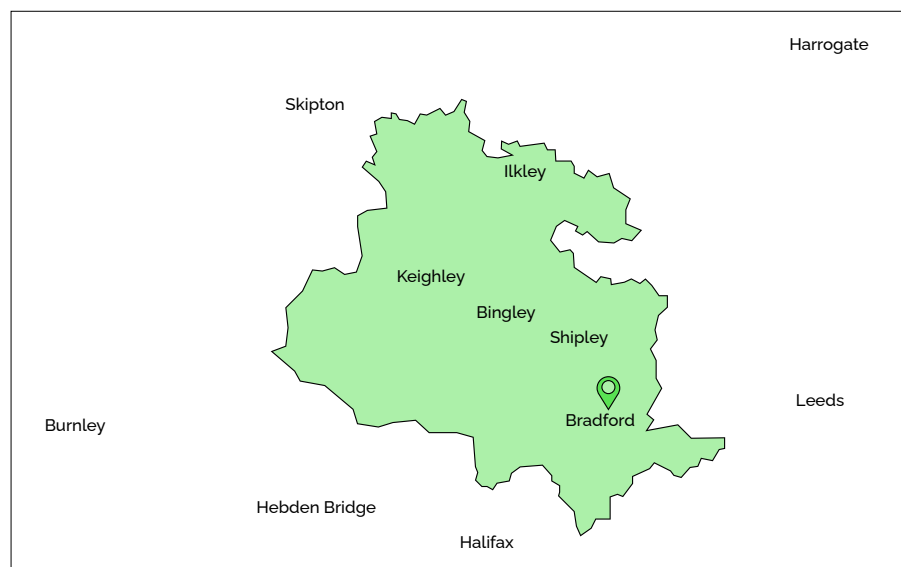
Having found Bradford to be inadequate overall in 2018, Ofsted found children's services in Bradford to be inadequate in all areas in its December 2022 inspection. By this time, the Council had already agreed to the establishment of the Trust to deliver the improvements needed for our children, families and young people.

From 1 April 2023, the Trust will be commissioned by the Council to deliver a wide range of services for children, families and young people on their behalf. Bradford Council remains responsible for funding the Trust and retains statutory responsibility for the effective delivery of services for children and young people, while the Trust is accountable for determining how those outcomes are achieved and for the day-to-day running of those commissioned children's services.

The Trust is operationally independent from the Council and is run by an Independent Board and executive team. However, the Trust and Council are interdependent partners, heavily relying on each other to deliver improved outcomes for our children and young people.

But it also requires us and our strategic partners to engage, cooperate, collaborate and deliver together in pursuit of our common objectives and outcomes. This requires developing the right culture and building relationships and trust with our partners.

The region covered is an area of approximately 141 square miles, stretching across Airedale, Wharfedale and the Worth Valley as well as Bradford itself and the towns of Bingley, Ilkley, Keighley and Shipley.



## Vision, Purpose and Outcomes

Our initial purpose, vision and outcomes have been developed by the Board and executive leadership with involvement of colleagues in children's services. We are certain these will evolve over time as they are refined by our collaborations with colleagues and partnership organisations – but this is where we've reached today.

**Our vision:** is for all children and young people in Bradford to be safe and able to realise their full potential. Our vision drives our purpose and everything we do.

**Purpose:** our purpose is 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 and our partner organisations, putting children, young people and their families at the heart of all that we do.

**Our outcomes:** are to ensure that all children and young people in Bradford are:

1. safe from harm;
2. ready to learn, do well at school and be well-prepared for adult life;
3. make healthy life choices;
4. enjoy their childhood and have fun growing up; and
5. have a voice – and that voice has influence.

To achieve our outcomes, we will:

- Support and enable our workforce to provide high-quality and effective services to children, young people and families, prioritising the most vulnerable, to enable them to progress and succeed.
- Create an effective, efficient and learning organisation with a culture that inspires success, which becomes a national centre of excellence for social care and a destination of choice for children's social care careers.
- Forge strong collaborative multi-agency partnerships that achieve shared outcomes together to improve children's and young people's lives.
- Ensure that professionals understand children's and young people's experience of growing up in Bradford and involve them in decision making.
- Listen well to children, young people and their families to understand the impact of what we do.
- Develop our long-term conditions for success in consultation with our workforce.



## Our culture

We want the Trust's culture to be co-created through collaboration and involvement with colleagues and the wordle below is the collective outcome of what is important to us. Over the coming weeks we will be using this to develop our values and through a People and Culture Plan working with colleagues to implement.



## Our strategic priorities

Building on Ofsted's findings and recent improvements, we are developing our longer-term business plan as a co-produced plan for long-term success. Our immediate focus, however, is on seven strategic priorities, linked to a streamlined [Children's Services Improvement Plan 2022-24](#), to build the conditions necessary for long-term success.

These are to:

1. retain, recruit and develop our workforce;
2. further develop high-quality, relationship-based practice;
3. establish high-quality leadership;
4. strengthen multi-agency partnership and strategy;
5. develop in-house corporate support;
6. deliver continuous improvement through our [Ofsted Improvement Plan](#); and
7. build an effective and efficient organisation.

## Our Structure

The Trust's organisational structure is as follows:

Trust Board			
Executive Leadership Team			
SOCIAL CARE AND PRACTICE			
Assistant Director Integrated Front Door and Localities	Assistant Director Safeguarding, Review, QA and Professional Practice	Assistant Director Corporate Parenting	Assistant Director Early Help and Transformation
CORPORATE SERVICES			
Company Secretary	Finance and Resources	Human Resources	Office of the Chief Executive

From this, you can clearly see that transforming the way we deliver social care for Bradford's children and young people, to deliver our vision, sits across everything we do – and this is where you come in. We have created four new Assistant Director roles reporting directly to Ruth Terry, Executive Director of Social Care and Practice. To fill these roles, we are looking for people who are passionate about making a difference for all children, and who will work as part of a multi-agency system, striving together to give all children the best opportunity for the future.

- AD Integrated Front Door and Localities – playing a vital role overseeing the contact point for the public, you will really need to understand the impact of what we do in a fast-moving environment – you will need to be agile and confident in managing risk.
- AD Safeguarding, Review, QA and Professional Practice – a quality assurance and oversight role – making sure the children are being seen and the work is having a positive impact.
- AD Corporate Parenting – responsible for the best possible care for our children in care and care leavers and for fostering, residential care and the strategic purchase of placements for children in care and care leavers – we owe it to them to have the best care for their futures, making sure they have the right homes.
- AD Early Help and Transformation – a crucial part of the trust's vision for the future – early help is at the heart of what we need to do, adopting a proactive, community-based focus and reduce the need for a child to have a social worker.

Please note that salaries for the above roles are subject to evaluation.

## Further information

[BCFT Trust Website](#)

[Children's Social Care & Practice Structure](#)





## About the Bradford District

The Bradford district stretches across Airedale, Wharfedale and the Worth Valley and includes not only the city of Bradford, but also the towns of Bingley, Ilkley, Keighley and Shipley. Situated in West Yorkshire, and surrounded by the stunning vistas of the Pennines and the Yorkshire Dales, the region caters to all tastes in terms of places to live. Bradford itself is a bustling city – the seventh largest city in England and one of the “youngest” in terms of population. It is a former industrial town that has undergone significant transformation over the years to become a major metropolitan area. Having risen to prominence in the 19th century as the hub of the British wool production and textile industry, since the industry's decline in the early 20th century, Bradford has undergone significant regeneration.

Nowadays, the region promises a good standard of living for its residents, with a range of properties available that cater to different budgets. In the city and towns, modern, spacious apartments and townhouses sit alongside beautiful Victorian terraces and more affordable housing options, whilst for those who prefer a quieter lifestyle there are a number of picturesque villages nearby. The cost of living in the region is also relatively low compared to the larger nearby cities, making it an attractive location for those looking for something more affordable.

There's so much to see and do in the region that residents will never be short of things to do in their free time. The city is rich in art and culture, with numerous galleries and museums dedicated to showcasing the region's heritage.







Bradford is the “City of Culture” for 2025 as well as the world’s first UNESCO “city of film” – the National Science and Media Museum is a popular attraction in the city that is free to visit, showcasing the history and evolution of film and photography. For entertainment, the region offers the full range of facilities including cinemas, theatres, a bowling alley, indoor climbing centre, leisure centres, swimming pools and more. Bradford also has an extensive shopping district, with high street names, designer boutiques, and independent shops all located within the city centre – with each of the local towns offering their own retail experiences.

Keighley has a rich industrial heritage with its landmark buildings reflecting its history as a mill town. Bingley, located near the stunning Bingley St Ives Golf Course, is known for its historic canal system, dating back to the 18th century (offering boating, kayaking and fishing), and Shipley is also located by the historic Leeds-Liverpool Canal (with a number of beautiful walking and cycling routes). Ilkley has many local museums and galleries showcasing the town’s history and culture – and also offers access to the open vistas of Ilkley Moor. Saltaire is a UNESCO World Heritage Site and a must-visit for those interested in Victorian architecture and history.

With the Pennines (which make for a beautiful backdrop to the city of Bradford), the Yorkshire Dales National Park and Ilkley Moor all accessible, there are ample opportunities for outdoor activities like hiking, cycling, climbing and fell running.



Bradford is a truly multi-cultural city with a vibrant culinary scene and its large South Asian population making curry the city's "signature dish". There are an abundance of authentic curry houses popping up serving everything from traditional British curry to spicy Pakistani cuisine. [The Bradford Curry Guide](#) showcases the best that the city has to offer when it comes to curry, helping residents and visitors alike to discover new and exciting places to dine.

The region has educational options for students of all ages with a number of reputable schools and colleges, offering parents choices between the state education system or a range of private schools, and Bradford is also home to the University of Bradford, Bradford College and the Bradford School of Art.

The region is well-connected to the rest of the country, with good transport links thanks to its central location. Leeds Bradford International Airport is just a short drive away from Bradford, whilst Bradford Interchange (the city's main transport hub) offers trains to destinations across the UK. Additionally, the M62 motorway ensures easy travel to cities like Manchester and Leeds.

[Visit Bradford](#)

[Yorkshire Dales National Park](#)

[Bradford "City of Film"](#)

[Saltaire UNESCO World Heritage Site](#)

[Schools in Bradford](#)

[Rightmove Bradford](#)

[Bradford Economic Partnership](#)





# Application Process

**Closing date for applications:** Thursday 17 August 2023

**Preliminary Interviews (via Teams):** w/c 28 August 2023

**Assessment Centre & Final Interviews:** w/c 18 September 2023

**For a confidential discussion about this role please speak to:**

Dawn Faulkner

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TO APPLY, PLEASE CLICK ON ONE OF THE LINKS BELOW:

[Assistant Director: Corporate Parenting](#)

[Assistant Director: Early Help and Transformation](#)

[Assistant Director: Integrated Front Door and Localities](#)

[Assistant Director: Safeguarding, Review, QA and Professional Practice](#)

