



**Bradford District Care**  
NHS Foundation Trust



# Working with us

Your guide to our Trust and  
Bradford District and Craven





Bradford District Care NHS Foundation Trust Chief Executive Therese Patten

## Considering a role with Bradford District Care NHS Foundation Trust?

**We know there's a lot to think about when you're applying for a job. This guide will help you decide whether our Trust seems right for you.**

Whether you've worked for the NHS before, or you're new to the health service, you'll find useful information about the work of our Trust, our vision and values and how we do things around here – so you can make an informed decision about us and the job you're applying for.

And if you're new to Bradford and Craven - we'll let you know why we think you'll find this a great place to live and work.

Our staff are the heart of all we do. We hope you'll soon be part of our team and enjoy not just a great new job, but a rewarding long-term career.

**Therese Patten**  
Chief Executive

# Some of our key services



## Who we are and what we do

**Bradford District Care NHS Foundation Trust (BDCFT) provides award-winning, high quality mental health, community and learning disability services in Bradford, Airedale, Wharfedale and Craven.**

We have around 3000 staff who work on site, out in the community or from home in a wide range of clinical, operational and corporate roles.

Our team includes nurses and health support workers, psychiatrists, psychologists, occupational therapists, speech and language therapists, physiotherapists, dieticians, dentists, podiatrists, health visitors, falls prevention specialists, crisis support specialists, IT, admin, estates, health and safety, payroll and finance staff, communications specialists, human resources, organisational development staff...and more!

**These are some of the key services we provide:**

### Mental health

Our support ranges from online and face to face group and one-to-one psychological therapies to help people manage everyday problems such as feeling low, or experiencing anxiety and stress, to caring for people with acute mental illness at our inpatient units Lynfield Mount and Airedale Centre for Mental Health.

### Community health

From health visitors supporting families with newborn babies to dedicated palliative care staff caring for people nearing the end of their lives, we work with people at every stage of life, including some of the most vulnerable in our community.

### Learning disabilities

Our specialist learning disabilities health support team offers a wide range of services within mainstream services or at our specialist Waddiloves Health Centre. We also have a specialist assessment unit at Lynfield Mount Hospital for adults with severe learning disabilities and mental health problems whose needs cannot be supported at home, in the community or in other adult mental health wards.

### Dementia services

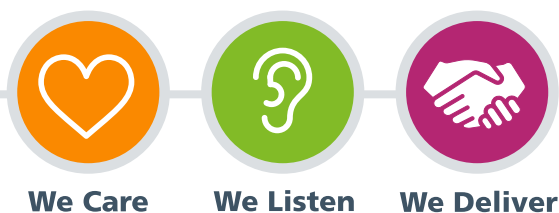
We provide Dementia assessment, treatment and psychological and practical support for older people and their families. Our award-winning Dementia Assessment Unit also provides short-term care for people who are acutely unwell with their dementia and experiencing challenges with day to day living.

### Children's services

From health visiting and school nursing, to safeguarding and support for vulnerable adolescents our children's team works closely with other services in the community such as midwifery, child and adolescent mental health services, schools, children's centres, GPs and other service organisations to support parents, children and young people.

### Dental services

Our specialist community dental health service is a high-quality service for people unable to access dental treatment by a high street NHS dentist, due to their additional needs. Our staff have expertise in working with people who have learning disabilities, challenging medical conditions or who are housebound. We also offer urgent dental care and promote oral health.



## Our vision and values

We're passionate about what we do – helping people to feel as healthy as they can be at every point in their life.

Our vision is to deliver 'better lives, together' for all our communities. Our team works with colleagues in other NHS organisations, as well as community and voluntary sector partners, to connect people to high quality care when they need it, tailored to individual needs and delivered in, or as close as possible, to home.

### Our staff embody and live our Trust values:

- **We care** – acting with respect and empathy and always valuing difference
- **We listen** – to understand people's views and respond to their individual needs
- **We deliver** – by developing and providing excellent services and supporting our partners to do the same.

We aim to be a national role model as an employer and to support our staff in their work by creating the 'best place to work'.

## Working with us

Creating the best place to work is not just about our buildings and IT, but about how we work together and treat each other. We believe this is absolutely central to everyone's wellbeing because when we feel at our best and look after our own health, we're better placed to deliver the best possible service at work. That means if you choose to come and work with us, we'll help and encourage you to improve your health and wellbeing.

### Smarter, more flexible working

Work-life balance is an important part of wellbeing. We have embraced, and are embedding, 'smarter' ways of working not just to help improve service delivery, but importantly to provide staff with:

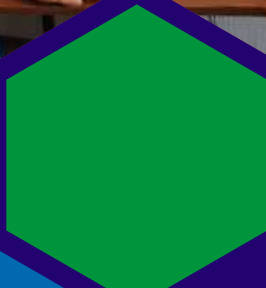
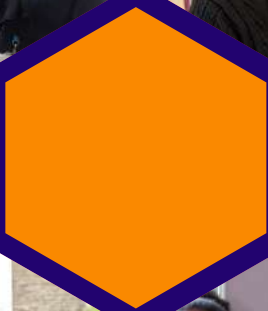
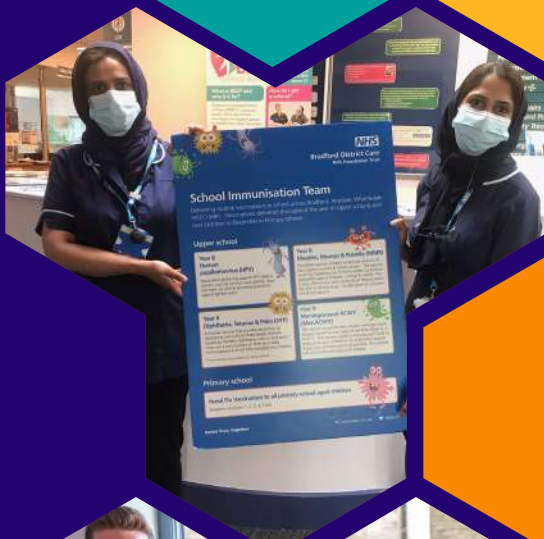
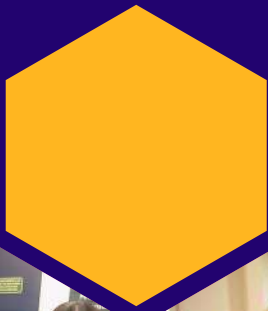
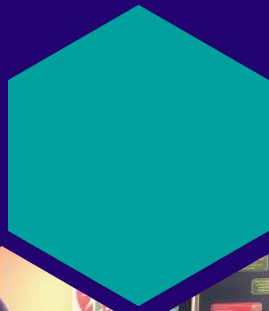
- more flexible working for a better work-life balance
- adjustments for personal circumstances, health conditions, disabilities or caring responsibilities
- more job satisfaction and wellbeing.

'Smarter Working' is a key part of our Trust's wellbeing strategy and everyone who joins our Trust will in time receive a 'worker profile' (to indicate you are based either on site, at home or mobile in the community), together with a 'personal working agreement', so adjustments can be made for your personal circumstances such as a health condition, disability or caring responsibility.

We'll let you know much more about this should you choose to join us. We've lots of employee benefits too.







# Employee benefits



## Holiday entitlements

Annual leave on appointment is 27 days plus eight bank holidays, rising to 29 days plus eight bank holidays after five years' service and 33 days plus eight bank holidays after ten years' service.

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## Carer passport

We care for carers too! All staff who are working carers are offered a 'Carer Passport'. This supports timely, compassionate conversations about what support is helpful, including establishing and protecting flexible working patterns.

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## Pension

The NHS Pension Scheme gives you pension benefits based on your earnings over your career. It also allows you to receive tax relief on your contributions and get a tax-free lump sum, within certain limits when you retire. The Trust will also make financial contributions towards your pension.

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## Health and wellbeing

From feeling safe and supported at work to playing sport with like minds, we've many other ways to help you feel and stay healthy and well at work and in life. You could join a five-a-side football team or take part in our 'Lively Up Yourself' events to learn a new instrument, relax with meditation, try yoga or Zumba. Our staff support and therapy service also offers regular wellbeing workshops from self-compassion and reliance, to better sleep, mindfulness and menopause support.

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## Travel to work

We support sustainable travel and reducing our environmental impact, so for staff who use public transport to travel to work there is a Metrocard season ticket discount scheme or, if you prefer to cycle, we offer a scheme to help you save money on buying or renting a bike. Our business travel and subsistence procedure gives details of these options and explains how we support staff who use a car for their work.

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## Discounts and lottery

Our staff can take advantage of the NHS Discount Scheme with its huge range of discounts on a wide range of goods and services, from high street shops and supermarkets to days out, meals out, gym membership and holidays. Our local health community runs the Bradford NHS Lottery with monthly prizes too, from cash to cars, holidays, TVs, computers and more..

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## Childcare support

Whether you're expecting a baby, considering adoption, your children are about to start school, you're dealing with a challenging teen, or you're a grandparent with caring responsibilities, our Childcare Support Service is there for you throughout your parenting journey with information, advice and support. We also have on-site nurseries at Airedale General Hospital and Lynfield Mount.

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## Equality, diversity and inclusion

**We work hard to put people first and foster a welcoming and inclusive environment not just for the communities we serve, but for our staff too. We want everyone to feel valued, respected, involved and to work in an environment that is free from discrimination, harassment and unequal treatment. Our three staff networks help us do this.**

### Rainbow Alliance

Providing a safe space for LGBTQIA+ people to discuss and provide informal support to each other, our Rainbow Alliance supports our Trust's commitment to creating a happy and safe place to work, where equality remains high on the agenda.

### Aspiring Cultures

Our Aspiring Cultures Staff Network provides peer support and acts as a collective voice within the Trust to improve working lives for staff who regard themselves as Black, Asian or coming from a minority ethnic group.

### Beacon Network

Supporting staff with long term health conditions, seen or unseen disabilities, carer responsibilities and any physical or mental health need, our Beacon Network offers a safe space to discuss health, work and caring challenges with peers and people that understand, as well as working to raise awareness, share experiences and improve equality for disabled staff and carers.

## Training and development

**We don't believe in standing still, so if you're ambitious, we'll support your personal and professional development to help you progress, gain qualifications and achieve your career aspirations.**

Good leadership and management are at the heart of our Trust's culture. Our Leadership and Management Development Passport programme is another way in which we support the ongoing development and career progression of our staff and will be open to you if you're looking to move on into such a role.





## When you're not at work

**Outside of working hours, you'll find Yorkshire is a great place to live. If you're new to the area, you're in for a treat! From city to countryside, canals, culture and heritage, our part of "God's Own County" (– that's Yorkshire to the uninitiated!) is hard to beat.**

### City

Diverse, young and vibrant, Bradford has been awarded City of Culture 2025 and offers everything you'd expect from a lively city - and a lot you wouldn't.

Stroll through the six acres of our award-winning City Park in the heart of town, home to the largest man-made water feature in any UK city, plus more than 100 fountains, laser lighting and mist effects.

Watch in wonder at eye-opening documentaries and the latest action and sci fi movies on the 60ft tall IMAX screen within the National Science and Media Museum (a haven for pop culture lovers).

Mosey amongst the art and exhibits at galleries and museums across the city and find yourself spoilt for choice with the range of live music, comedy, drama, musicals, poetry and dance at the Alhambra Theatre and St George's Hall.

Prefer sport? Catch a game with the Bantams (Bradford City AFC) or Bulls (Bradford Bulls Rugby League) or give something new a go – Bradford has Dragon Boat racing and trail running, climbing, karting, sailing and sub aqua as well as the usual sports and activities.

Love food and drink? From fish and chips to fine dining, coffee culture to cocktails, sushi to shisha, pizza to Persian, traditional pubs to fashionable bars, you'll find something to suit. Partial to a curry? You're in the right place. Bradford has some of the finest South Asian food in the UK and is the only city to have been crowned Curry Capital six times over.







Dragon boat race

## Countryside and canals

If you've only seen our Yorkshire countryside and canals on tv, then we think you'll love exploring this beautiful, family-friendly part of England.

Grab your boots or mountain bike and head for the hills with their iconic drystone walls and barns. Up for a challenge? We raise money for our Better Lives charity each year by taking part in the Three Peaks challenge with colleagues scaling Pen-y-ghent, Ingleborough and Wharfedale.

If you prefer something more leisurely, find long walks a challenge or you're using or pushing a wheelchair, The Yorkshire Dales National Park offers many accessible 'miles without stiles' walks. And of course, there's always the opportunity to round off a trip in one of many quaint village tearooms or country pubs!

Our Trust serves communities in some of the most picturesque areas of Yorkshire including Haworth - home of the Bronte sisters, Esholt where Emmerdale was filmed for 22 years, Ilkley in Wharfedale famous for its moor, the market town of Skipton in Craven, Keighley of 'Railway Children' fame and of course Saltaire, Victorian village and World Heritage Site, home of Salts Mill with its David Hockney artworks and New Mill next door where our Trust HQ is based.

Glance out of the window at New Mill and you'll see Roberts Park, the River Aire and a scenic stretch of the Leeds and Liverpool canal. Stroll three miles on to Bingley Five Rise locks, a wonder of Victorian engineering or make a day or week of it on a narrowboat exploring canals and waterways across Yorkshire.



Bingley Five Rise Locks



Yorkshire Dales



New Mill, Saltaire



Haworth Village



David Hockney



Yorkshire Cricket Club



Curry Capital

## Culture and heritage

Woollen mills, canals and railways brought prosperity and people to Bradford and the surrounding areas. Lavish Victorian architecture is still much in evidence today in the city, towns and villages. Experience a Victorian classroom and weaving mill at Bradford Industrial Museum, see where German woollen merchants traded in Little Germany or visit Titus Salt's model village at Saltaire to see how the mill workers lived.

History abounds across our patch, both ancient and modern. We celebrate being one of the UK's most diverse and multi-cultural cities. Annual events include Pride, Ilkley Literature Festival, Bradford Animation Festival, Bradford International Film Festival, the Bradford festival, Bradford Mela festival, Saltaire Festival and the World Curry Festival.

Art has a home at the Cartwright Hall Art Gallery in Lister Park, where there's a gallery dedicated to David Hockney, painter, printmaker and photographer, born and bred in Bradford and one of the most influential British artists of the 20th century. You'll find regular exhibitions, events and workshops at Impressions Gallery too, one of the oldest venues for contemporary photography in Europe.

Anticipation is growing as we all look forward to Bradford being UK City of Culture in 2025, with themes for more than 1000 new performances and events - including 365 artist commissions, a series of major arts festivals and exciting national and international collaborations - all rooted in the unique heritage and character of our district.



## Practicalities

### Quality of life, cost of living and commuting

If all of that has whetted your appetite for living and working here, you'll be pleased to know that the quality of life and cost of living compare favourably with other areas.

Our staff live across the district from the heart of the city to more rural Ilkley (rated by the Sunday Times in 2021 as the best place to live in the North), Bingley, Saltaire, Skipton, Keighley and beyond.

If you have children, you'll find high quality state and private schools in the area as well as renowned universities and colleges.

Rents are lower both in the city centre and outside of it compared to Leeds or Wakefield and property prices are lower than London, the South East, East of England or East Midlands.

Commuter links are good too by road and rail and we encourage use of public transport.

### Our recruitment and selection process

We welcome people from all backgrounds and have an inclusive, fair recruitment process as part of our commitment to equality and diversity. We particularly encourage applications from the LGBTQIA+ community, people with disabilities and people from diverse ethnic backgrounds.

We also welcome applicants with lived experience of providing unpaid care and/or support to a family member or friend with a disability, health condition, frailty, mental health problem, addiction or other health and care needs.

- Seen a role which interests you? Please do review the advertisement, job description and person specification carefully as these describe the skills, qualifications and experience required for the role.
- Take your time to complete your application to make sure you provide clear examples of how you meet each of the criteria.
- If you're shortlisted for a position, you'll be contacted via email and informed of the selection process. This will vary according to the role you're applying for. Often we interview virtually, inviting you to attend interview via a Microsoft Teams link, so please ensure you have a device or access to a device that would allow you to use this.
- If you're new to Microsoft Teams, you'll find it helpful to familiarise yourself with how it works prior to your interview – [details can be found here](#).

And of course, if you have any questions or problems with the application or interview process, please contact your recruitment advisor who will be happy to help.



**Should you require any particular adjustments or arrangements for any part of the application process please let us know.**

**You can contact us by email at [recruitment@bdct.nhs.uk](mailto:recruitment@bdct.nhs.uk)**





**Bradford District Care**  
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**All the best with your  
application – we look  
forward to welcoming  
you to our team.**

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