

KEEPING YOU INFORMED

BCA NEWSLETTER



LEADERSHIP SUPPORT NEWSLETTER



Welcome to the BCA newsletter with the focus this month on Leadership.

Registered Managers have a demanding and often challenging role, and the BCA would like to build on the support that we already provide to you. We are considering a number of initiatives, including: mentoring / support network for new Managers; a range of development programmes for aspiring, new and experienced managers; as well as continuing to offer our regular Quality Workshops.

Look out for the BCA survey coming soon, to find out what your priorities for Leadership development are, for you and your team over the next 12 months.

If you have any suggestions about what support would be most useful, please contact Rachael Ross, BCA Workforce Lead on rachael.k.ross@hotmail.com or on 07813 321570. Thank you.

Are you or your management team part of the BCA's Managers WhatsApp Group?



If not please email your names, numbers, and position in the company and you will be added to the group.

The WhatsApp group is a great place where providers are updated on current guidance and updates. It also allows providers to ask questions, get quick responses, and can help one another out.

E: admin@bradfordcareassociation.org

Do you attend our weekly Provider Update Meetings?



The BCA Provider Meetings take place weekly on Tuesday's from 10:30 – 11:30 via Zoom. The meeting will include updates, guidance, discussions of good practice and will allow the opportunity for Providers to discuss any issues they may have.

Zoom access information:

Meeting ID - 993 772 1608

Password - Bradford20

BCA CONTACT EMAIL:

admin@bradfordcareassociation.org



CQC Session



HEMPSONS

CQC Fundamental Standards – improve the lives of the people you support, and hopefully impress CQC too!

The Fundamental Standards session delivered by Hempson's Solicitors has been arranged for November 24th, 1 – 4.30pm, a face-to-face session (venue TBC).

There are 10 places available for Care Managers, aimed at new care managers or those who have not had a CQC inspection for some time.

This is being funded by BCA, and if the demand is high BCA will consider funding additional sessions.

In this half day session, Philippa Doyle, Partner, and Head of Social Care at Hempson's will take you step by step through the Fundamental Standards of Care as laid out in the Health and Social Care Act 2008 (Regulated Activities) Regulations 2014. These regulations are the core of what CQC measure your service against. Philippa will give you hints and tips to help showcase your service to CQC and ensure you have a solid foundation in your knowledge.

The session is first come first serve and spaces are limited to 1 place per organisation. If this is something you're interested in, please email admin@bradfordcareassociation.org

Support with Winter Planning



BCA in partnership with Brightening Minds are hosting a **Quality Workshop over Zoom on 9th November (2pm - 4pm)**. The Workshop will **focus on Winter Planning**.

This practical session will help you to complete your Winter Plan and will also include:

- Health & Social Care current stresses and strains - The National, Regional and Local picture
- What are your concerns, risks and issues?
- Winter Resilience - Preparation & Planning

[Click here for more information & book your free place](#)



**BOOK
NOW**

If you're having any problems booking onto the Winter Planning Quality Workshop - please email BCA.

LEADERSHIP DEVELOPMENT AND FUNDING

Resilience



Working in social care can be hugely rewarding but can be stressful at times and the pandemic has challenged the workforce like never before. Building resilience can help ASC staff cope better under pressure & deliver high quality care.

[Click here for Support Managers to Building Resilience Resource](#)

Developing further

Leaders and managers should have the opportunity to develop themselves, if the highest standards of quality in social care are to be met and maintained across the sector. Investing in leaders and managers at all levels is crucial. Skills for Care leadership development programmes, tools and resources support aspiring managers through to top leaders. Many of the programmes attract Workforce Development Funding (WDF) to support the costs associated with this development.

[Click Here for more information about the programmes](#)

For more info about the WDF and how to access it, please contact Trevor Hewitt on trevor.hewitt@leeds.gov.uk

SUPPORTING YOU TO SUPPORT YOUR STAFF

Mental Health & Well-being

The health and care system is under unprecedented pressure at the moment and we know that staff are having to work in extremely challenging circumstances.

Staff wellbeing is a priority across the West Yorkshire and Care Partnership, and people can and should expect support for their mental health and wellbeing.

If you work in a health and care environment, and are experiencing feelings that are difficult to cope with, mental health workers are here to support you now and find the extra help that is right for you. The service is completely confidential, wherever you work, and offers advice and support that can help with a range of issues

Access this support by clicking on the video



This animation describes what the hub can do for you.



Visit www.WYstaffwellbeinghub.co.uk



every day or visit our website at WYstaffwellbeinghub.co.uk

SUPPORTING YOU TO SUPPORT YOUR STAFF

CWC Grant



Care Workers Charity support and provide help to those who are being challenged by the cost of living increases including the cost of fuel to get to work, rising energy and food costs and uncertainty around further rises in general living costs.

The partnership between City of Bradford Metropolitan District Council and The Care Workers' Charity means there are hardship grants available to care workers living and working within the City of Bradford Metropolitan District (the District) area. These grants of up to £1,000 can help with daily living expenses, fees to prevent eviction and car repairs, as well as other expenses.

Please let all your staff know about this support – the grants are not required to be paid back. More info about what can be funded on the Care Workers' Charity website or by emailing grants@thecwc.org.uk

Cost of Living



CLICK HERE to find out what support is available to help with the cost of living. This includes income and disability benefits, bills and allowances, childcare, housing and travel.

SUPPORTING YOU TO SUPPORT YOUR STAFF

Cost of Living Support in the Bradford District



Please click [HERE](#) to visit the new Cost Of Living website produced by CABAD.

The dedicated website is now live for people to find out how they can access support.

Please click [HERE](#) to read the Cost of Living Support Booklet, which can also be found on the Cost of living website. The booklet will be available at local libraries, community centres, GP practices food banks and information centres over the coming weeks. There are copies of the booklet available, please contact Clare Bussingham (clare.bussingham@bradford.gov.uk) if you would like some hard copies to circulate.

The website and booklet include a range of topics to help people including information about government support; energy and bills; food resources; housing support; debt and gambling; savings; scams and safeguarding; volunteering; looking after your mental wellbeing; things to do and other helpful websites.

SUPPORTING YOU TO SUPPORT YOUR STAFF

Time for Me



Bradford District and Craven Health and Wellbeing Virtual Hub - Campaign toolkit

The Health and Wellbeing Virtual Hub has been developed in collaboration with partners, for everyone working in the health and social care sector across Bradford District and Craven.

The hub aims to provide a digital 'Front Door' for health and wellbeing resources by signposting to toolkits, top tips, support and initiatives that encourage self-care, self-help and peer support as well as specialist help and support when people need it.

It is about helping employees adjust and build their resistance against burn out – physically and mentally as the demand on services increases.

[CLICK HERE to view the Campaign Toolkit](#)

Below are 2 posters that you can print out and put up in your staff rooms!





Time for a **RESET**

- 1** Notice how you are breathing in this moment. Is your breath up in your chest or down in your belly? Are you holding your breath?
- 2** Place one hand on your belly space and take three deep breaths in and out. Soften your breath and allow the out breath to flow all the way out.
- 3** Relax your bum. Relax your belly. Relax the base of your skull and keep breathing. Your breath will naturally soften.
- 4** Bring all your awareness to your feet. Surrender your weight to gravity and stay here for three more breaths, or more if you have the time.

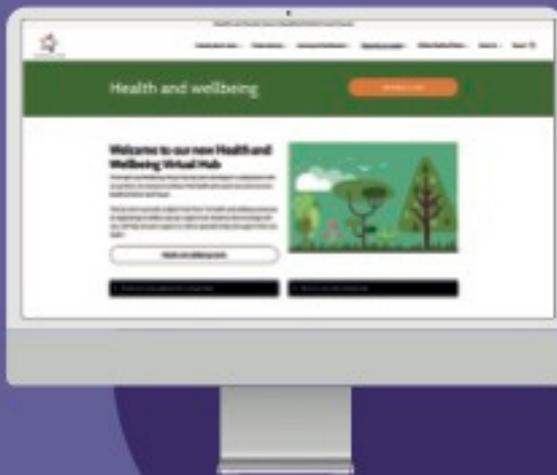
This simple tool from Breathworks is just one of the resources available on the Health and Wellbeing Hub





You're exhausted. You haven't got time to practice mindfulness. We get that.

Focusing on you matters. Just a few minutes can make a big difference to you and your health.



Visit the Health and Wellbeing hub for evidence based tips and resources to help you look after your mental wellbeing.

www.bdcpartnership.co.uk/health-and-wellbeing-hub



SUPPORTING YOU WITH RECRUITMENT

FREE RECRUITMENT PORTAL



The Bradford Cares Recruitment Portal for Adult Social Care has been developed for two main purposes: for care providers to advertise their job vacancies; and to inform individuals looking for work about the sector, the range of jobs available and the career / progression opportunities the sector can offer.

Bradford Cares will become a 'one stop shop' to help 'match' people looking for work in the adult care sector with care providers who have job vacancies.

HOW DO I GET MY JOB VACANCIES ON BRADFORD CARES FOR FREE?

BCA will provide a service for independent care providers, who are BCA members, to upload their job vacancies to the portal for no charge.

BCA membership is currently free - if you're not a BCA member already or are unsure if you are, please email admin@bradfordcareassociation.org

Simply email admin@bradfordcareassociation.org requesting the job vacancy form. You will then fill out the form which will ask you questions about the job vacancy.

Once you have completed the job vacancy form, the BCA will add your vacancy to the job portal for free!



Additionally, if you have vacancies and are trying to recruit staff, please do contact Bradford SkillsHouse who can help and support you with the entire recruitment process and can provide candidates with Care Certificate training (if the candidate is currently unemployed) for no charge.

Also, if you interview candidates and they are not successful in gaining a position with you, please can you advise the candidates to contact SkillsHouse, who will support them to look for work and undertake relevant care training. Please contact SkillsHouse on: 01274 437373 or email skillshouse@bradford.gov.uk