

KEEPING YOU INFORMED

BCA NEWSLETTER



YOUR WORKFORCE MATTERS

This BCA newsletter has a focus on workforce. We know the greatest asset in adult social care is our workforce who provide vital care and support to service users on a daily basis.

We have many hardworking and dedicated staff who do an amazing job every day, but we also know right now we are really struggling to recruit and retain sufficient staff to meet service needs.

We hope this newsletter provides some valuable information to help you to recruit new staff, as well as to develop and retain your existing staff

Bradford Cares



Adult
Social Care across
Bradford District

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

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

Recruitment process support

Skills
House

If you have vacancies and are trying to recruit staff, please 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

Student placement offer



Many health and social care courses at Bradford University and the Colleges require that the student undertakes time in a work placement to gain real experience and learn relevant skills. Placements can be short, e.g. one week, or much longer, e.g. 2 days a week for an academic year.

Bradford University and our 3 Colleges (Bradford, Keighley and Shipley) are all looking for adult social care providers to provide placements for their students. Student numbers are increasing, with courses requiring more time to be spent in a care placement.

[CLICK HERE](#) for benefits and to find out what support is available for yourselves as a care provider to prepare for and support the student:

Would you be interested or like further information about offering a student placement?

Please complete the form [HERE](#), and return to a Rachael Ross, BCA Workforce Lead, on Rachael.k.ross@hotmail.com

LD + Autism Training

All CQC-registered providers are to ensure their staff receive training on interacting with people with a learning disability and autistic people.

From 1 July 2022, all health and social care providers registered with CQC must ensure that their staff receive training in how to interact appropriately with people who have a learning disability and autistic people, at a level appropriate to their role.

This new legal requirement is introduced by the Health and Care Act 2022.

The government is also required to consult on and publish a Code of Practice. It is anticipated that the government will take at least 12 months to publish the Code of Practice. CQC will provide statutory guidance until the Code of Practice is published.

[CLICK HERE](#) to find out more about CQC's approach and explore which suitable training for staff is available to you.

ALTURA

Altura Learning provides CPD accredited outstanding online learning designed specifically for Care staff. It includes over 150+ video-based courses, designed by industry experts, providing engaging training that is authentic, up to date and relatable.

BCA members currently benefit from a 50% discount off Altura content. Contact Altura Learning [HERE](#) to find out more.

TELEMEDS

Monthly virtual training sessions for registered and non-practitioners

Post training evaluation available

Certificate available

1 hour monthly sessions focusing on 12 different subject areas

More info - enquiries@immedicare.co.uk

CWC Grant



According to Skills for Care, turnover rates for 2020/21 for those providing direct care in Bradford in the independent sector were 22.3% with 1,800 staff leaving their jobs. One of the ways we can support staff retention is to 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. There is more information about what can be funded on the Care Workers' Charity website or by emailing grants@thecwc.org.uk

Staff Room Posters



BCA have created some posters that you can print out and stick up in your staff rooms. They look at wellbeing support and discounts for your staff!

Please print out the next 2 pages:



CARE WORKER DISCOUNTS



The amazing things you do every day
should be rewarded.
You deserve it.

DISCOUNT

Exclusive discounts, cashback & vouchers that you're entitled to, including travel and holiday deals, money off supermarkets, top fashion brands, savings on homeware and electrical, through to deals on mobile phones, utilities and gym memberships!!

Visit:

www.bluelightcard.co.uk

www.discountsforcarers.com

www.discountsforcarers.com/carers-cashback-card

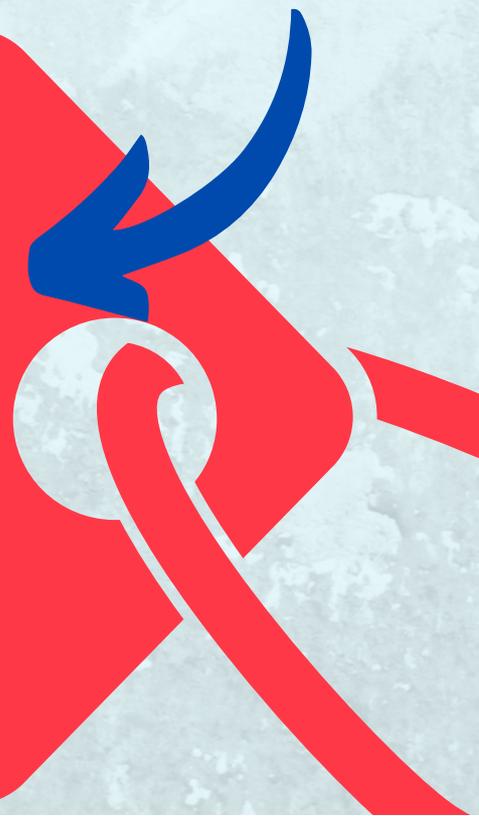
www.toogoodtogo.co.uk

www.breadandbutterthing.org

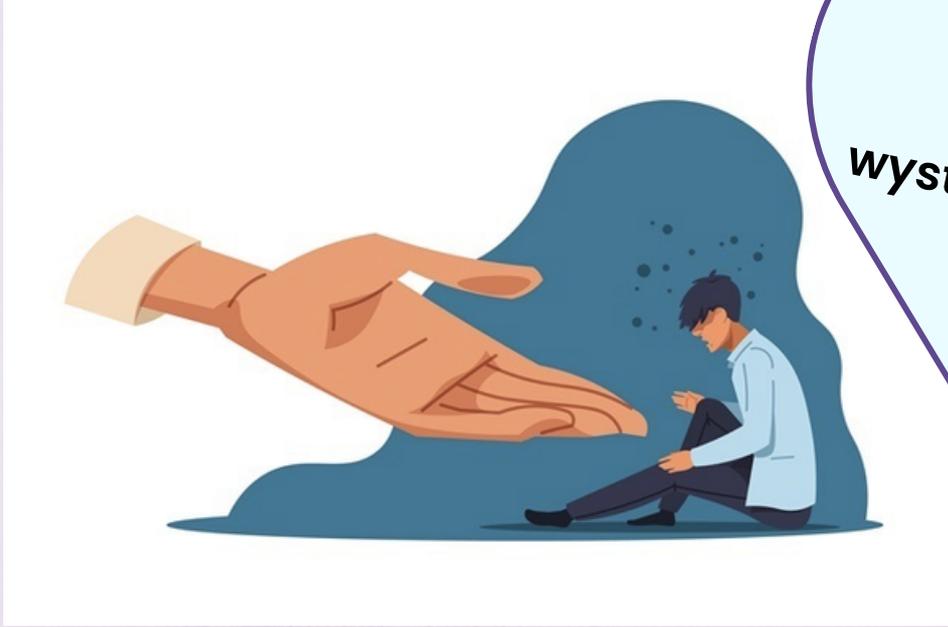
www.fyf20quid.co.uk

www.topcashback.co.uk

www.moneysavingexpert.com



SUPPORT FOR CARE WORKERS



Find out more
by visiting
wystaffwellbeinghub.co.uk



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

If you work in a health and care environment, and are experiencing feelings that are difficult to cope with, our mental health workers are here to support you now and find the extra help that is right for you.

FREE BCA MEMBERSHIP



Fantastic News - BCA FREE Membership Extended for Another 12 Months!!!!

We are really pleased to be able to announce that with the support of Local Authority we are able to once again offer free BCA membership to all Bradford care providers for 22/23. The BCA fully understand and appreciate all the pressures providers are facing at the moment both financial and operational so we don't want to place any extra burden's on you at this time.

However, in April 2023 we will look to restart membership fee's when things have hopefully settled down. We will continue to fight for the care sector at a local, regional and national level, alongside working together with providers and system partners to develop and share best practice across the sector. The BCA membership have already demonstrated what can be achieved and the challenges we can overcome working together, we must continue to support each other in year ahead. Please take a moment to join the BCA and help to ensure the sustainable and thriving Bradford care sector of the future.

Please email admin@bradfordcareassociation.org to join the BCA

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