



# Benefits Booklet



Explore a wide range of tailored benefits  
that reflects the heart of our Trust



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# Welcome to your Benefits!

Dear colleagues,

I'm delighted to share our Benefits booklet with you. It's more than a collection of benefits- it's a reflection of how much we value you and the vital role you play in our success.

Every achievement we celebrate starts with your hard work, dedication, and passion.

Our benefits are designed with one clear purpose: to help you thrive. Whether you're already part of our team or thinking about joining us, we want you to know that your wellbeing, growth, and success matter to us.

When you have the right support, you can deliver your best- and that's when we all succeed together.

Thank you for everything you do, and for considering a future with us. We're proud to create a workplace where people feel respected, valued, and empowered to make a difference for the Children and Families that we serve.

**Charlotte Ramsden OBE**

Chief Executive Officer, BCFT





# Financial Reward

At Bradford Children and Families Trust, we understand that financial well-being plays a key role in your overall peace of mind. That's why we offer a range of financial benefits designed to support you today and help you plan for tomorrow. From pension contributions to support with everyday expenses, our financial benefits are here to reward your hard work and provide security for the future.

This section outlines the financial support available to you as part of your total rewards package—because when you feel financially confident, you can focus on what matters most.





## Blue Light Card

We know that kind, positive colleagues, who work well with their colleagues are most productive and therefore will help us achieve our goals and dreams.

Our employees are at the very heart of the services we provide to our children and families, to help us achieve our ambitions, we want the best possible team. In return, we will make sure you are rewarded.



## The Company Shop

Amazing savings for our colleagues on big-name brands at Company Shop!

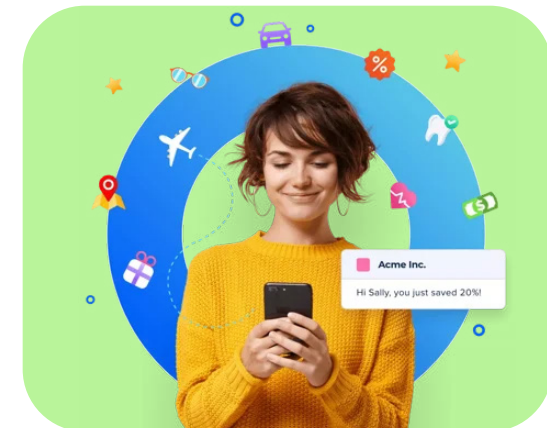
As UK's leading surplus supermarket with over 13 stores nationwide, offering everyday essentials at incredible prices. Membership is completely FREE for BCFT employees!



## Discount Marketplace

Our EAP Discounts Marketplace offers amazing shopping discounts for local and national retailers.

- Over 300+ monthly offers
- Offers refresh monthly





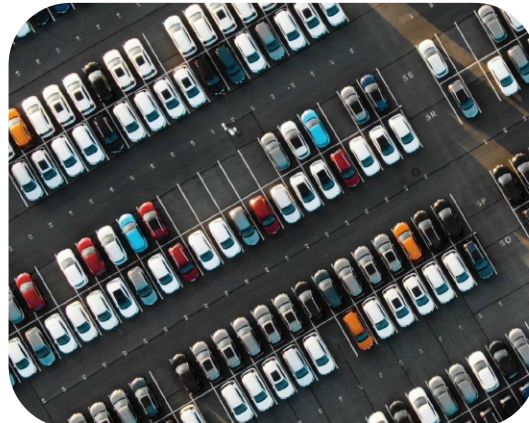
## Credit Union Car Loans

Special Affordable Car Loans Credit Union Offer for our colleagues with ability to borrow between £15,001 to £25,000. The rates start from 7.9%APR to 16.9%APR, depending on borrowing amount and repayment plan. The rate is competitive in line with what other Local Authorities offer.



## Discounted Car Parking Scheme

We offer discounted car parking via salary deduction for Council run car parks in Bradford and the wider districts as well as discounts if you park at The Broadway or NCP Southgate Car Park in Bradford.



## Travel Card Discount Scheme

Our colleagues are eligible to discounted prices on Annual MCard, FirstYear, KCard EXTRA & Northern Rail Season ticket.





## My Money Matters

My Money Matters (formerly AVC Wise) offers a financial well-being solution, educational content, products and services such as:

- Access to a Shared Cost Additional Voluntary Contribution (Shared Cost AVC) scheme
- AVC investment advice
- Free webinars and one to one coaching sessions delivered by our financial education coaches
- Other resources e.g. retirement projection calculator.



## West Yorkshire Pension Fund

We offer an excellent pension scheme which provides members with a guaranteed future income following retirement, including ill health retirement (subject to medical assessment), flexible retirement (between the ages of 55 to 75) as well as death in service.



## Bradford District Credit Union

Payroll deduction savings scheme for BCFT colleagues.

Services Offered:

- Payroll Deduction Savings Scheme
- Affordable Loans
- Financial Education
- Internet Banking





## Financial Assistance

Our colleagues can access Employee Assistance Programme free and confidential service, consultations and referral services for a wide range of financial issues including Household budgeting, consumer advice, borrowing & debt management, saving & investing and many more!







# Health and Wellbeing

At Bradford Children and Families Trust, we believe that a healthy team is a happy and high-performing team. Your wellbeing matters to us—not just in the workplace, but in every aspect of your life. That's why we offer a range of health and wellbeing benefits designed to support your physical, mental, and emotional health.

Whether it's access to confidential counselling, contributions towards eye care, or opportunities to stay active and recharge, our goal is to help you feel your best every day. This section outlines the support available to you, so you can take full advantage of the resources designed with your wellbeing in mind





## Club Active membership

All BCFT colleagues are entitled to a discounted corporate gym membership which gives unlimited access to swimming pools, gyms and fitness classes at 8 conveniently placed gyms around the city.



## The cycle to work scheme

The scheme allows all colleagues to make savings on a range of bikes including electric as well as cycling accessories to a value of £5,000.



## Eye Care Scheme

To help you take care of your vision, we offer reimbursement for the cost of routine eye tests. If you require glasses specifically for screen use or work-related tasks, we also contribute towards the cost of prescription lenses and frames. This benefit is part of our commitment to supporting your health and wellbeing at work.





## Access to Occupational Health

Our Occupational Health help keep our colleagues healthy and safe whilst at work and manage risk in the workplace.

Some of the key features of our new Occupational Health Service include:

- Provide safe and efficient way for employees to identify, discuss, and manage health issues that may be preventing them from carrying out their everyday tasks.
- Offer a proactive approach to identifying potential issues before they become severe enough to cause long-term sickness absence.
- Pre-employment Health Screening.
- Support with absence management and expert advice including understanding of reasonable and proportionate actions, phased returns to work and how best to implement recommendations.
- Advice on ill-health retirement to feed into applications.

## Sovereign Healthcare

Looking after your health is important but also can be expensive. With Sovereign Healthcare cash plan offer available to Trust Colleagues via payroll deduction, you can claim money back on everyday health costs. Whether it's a routine dental check-up, new glasses, or a physiotherapy session, the Good All-Round plan helps cover the cost.



## Employee Assistance Programme (EAP)

All BCFT colleagues can obtain instant, free and fully confidential access to clinical support via phone, WhatsApp, SMS and live chat. The line is available 24 hours a day, 365 days a year.





## Health and Wellbeing Hub

Our Health and Wellbeing Hub is a one-stop space where you can explore all wellbeing initiatives designed to support our colleagues physical, mental, and emotional health.

Through the hub, you can discover support available, join session such as mindfulness and access helpful tools to maintain a healthy work-life balance and boost overall wellbeing.



## Flu Vaccination Vouchers

As part of our commitment to supporting your health and wellbeing of our colleagues, we're pleased to offer flu vaccination vouchers to our colleagues who are not eligible for free flu vaccination through the NHS scheme





# Learning and Development

## Where can your career take you?

Within the Bradford Children and Families Trust we understand the importance of keeping up to date with the most recent research, knowledge and theory. We are working with some of the most vulnerable children and families within our society and these families deserve the best service from skilled and knowledgeable staff no matter where you work within the organisation.

With this in mind, we are able to offer a wide variety of career pathways for our colleagues and wealth of opportunity for career development progression. The variety of roles we offer can create many different pathways for your career.





# Management and Leadership Training

At Bradford Children and Families Trust we believe that great leaders are made, not born. That's why we invest in our own management and leadership training to support current and aspiring managers and leaders.

Whether you're stepping into your first leadership or management role or looking to refine your people management skills, our programme is designed to help you grow with confidence





## 1 day a month L&D day

We are deeply committed to supporting our colleagues in their continuous learning and professional growth. As part of this commitment, all staff are entitled to 1 Learning and Development (L&D) day per month. This dedicated time can be used to pursue personal development goals, enhance professional skills, or complete essential training. We believe that investing in our people not only strengthens individual capabilities but also enriches the quality of care and service we provide.



## TrustEd

We're committed to creating a culture of continuous learning at Bradford Children and Families Trust. That's why we provide all employees with access to TrustEd. Whether you want to build new skills, explore a different area of the business, or simply stay up to date with industry trends, TrustEd is here to support your growth.





# Coaching and Mentoring

We're passionate about helping our people grow. Whether you're just starting out or looking to take the next step in your career, our coaching and mentoring programmes are here to support your journey with us.

We offer access to experienced mentors and coaches who can provide guidance, share insights, and help you build the confidence and skills to reach your goals.

These opportunities are open to all our Trust colleagues—no matter your role or level—because we believe in unlocking potential at every stage of your career with us.







# Work and Life Balance

We know that life doesn't stop when the workday begins. At Bradford Children and Families Trust we're committed to helping you find a healthy balance between your professional responsibilities and personal priorities. We offer range of benefits designed to give you greater control over how and where you work.

This section outlines range of benefits available to you, so you can take full advantage of the resources designed with work and life balance in mind.





# Annual Leave Entitlement

We know how important it is to balance your work and home life. This is why we offer generous Annual Leave entitlement as well as public or bank holidays. The holiday years runs from 1st April until 31st March. You will get extra holiday entitlement after 5 years of service.

**We also have “floating day” in addition to basic annual leave entitlement for the year, that Trust colleagues can book it whenever it suits them.**



Grade	Basic Entitlement		Entitlement after 5 yrs Continuous Service	
	Days	Equiv. in Hours	Days	Equiv. in Hours
SCP 11 or below	27	199.9	32	236.9
SCP 11 to 12	29	214.4	32	236.9
SCP 22 to 43	31	229.4	34	251.6
Special Grades	31	229.4	34	251.6



# Annual Leave Purchase Scheme

We are excited to announce that we will be introducing an Annual Leave Purchase Scheme next year. This scheme will give colleagues the flexibility to purchase additional annual leave, helping you achieve a better work-life balance.

Further details, including how to apply and payment arrangements, will be shared closer to the launch date.





## Flexible Working

We offer flexible ways of working subject to the role to support our colleagues with their work and life balance and well-being.

What Flexible Working Means for You:

- Greater work-life balance
- Enhanced wellbeing



## Flexi scheme

Depending on your role and needs of the service, we operate Flexi Time Scheme. This scheme offers greater flexibility in how you manage your working hours and allows eligible colleagues to fix their own working hours within certain limits and to accumulate credit hours which can be taken as flexi leave subject to the needs of the service. Part time employees are included on a pro rata basis (where the equivalent full time role is in the scheme)





# Support Activity Networks

At Bradford Children and Families Trust, we're proud to foster an inclusive and supportive workplace where everyone feels seen, heard, and valued. Our staff networks play a vital role in building community, offering peer support, and creating spaces where colleagues can connect over shared experiences, interests, and identities.

These groups are open to all Trust colleagues and are a great way to get involved, share ideas, and help shape a positive and empowering workplace culture.





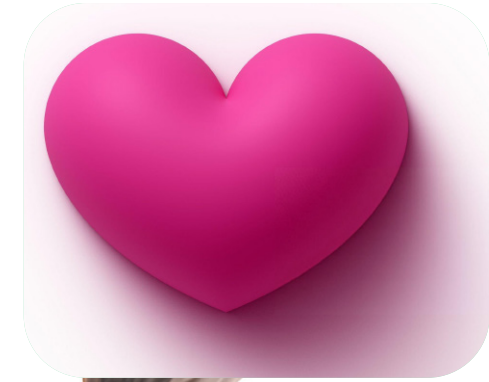
## Staff Networks

Our staff networks are an essential element of our approach in improving Equality, Diversity and Inclusion in the Trust. Staff Networks build a community of support for our colleagues to amplify their voices, which leads to ensuring equal access to opportunities and people.

We have following Staff Networks:

- **BME Women**
- **Carers**
- **Disability Staff Network**
- **LGBTQ+**
- **Race Equality Staff Network**
- **Women's Voice**
- **Young Persons' Staff Network**

As well as having these networks in place, Trust allows colleagues to use up to 2 hours per month of their normal working time to help colleagues be actively involved in the networks.





# Staff Awards and Recognition

At Bradford Children and Families Trust, we believe in celebrating the people who make a difference every day. Our staff awards and recognition programme is designed to highlight the incredible contributions, achievements, and dedication of our team members in line with our Trust behaviours and values.

We're proud to recognise and reward the efforts that help us grow and succeed together. Because when we take the time to appreciate one another, we build a stronger, more connected workplace.





# Inspire Awards

The Inspire Awards recognise and celebrate behaviour of our BCFT colleagues that reflects our INSPIRE values. There is no limit to how many people can be nominate, and you can nominate the same person for different values, there are seven different certificates to collect based on the seven values:

Integrity

Nurture

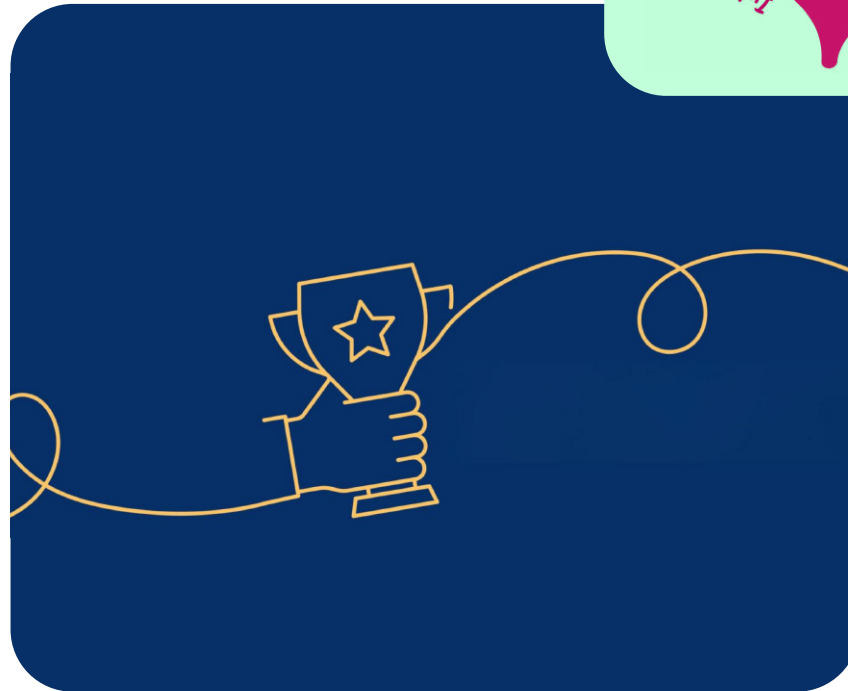
Safety

Pride

Inclusive

Respectful

Excellence







# Family Friendly Policies

At Bradford Children and Families Trust, we understand that balancing work and family life is essential to your wellbeing. That's why we're proud to offer a range of family-friendly policies designed to support you through life's important moments.

Whether you're welcoming a new child, caring for a loved one, or facing a difficult time, we're here for you





## Enhanced Maternity, Paternity and Adoption Pay



## Paid leave for foster carers and kinship foster carers



## Paid parental bereavement Leave



## Statutory Neonatal Care Leave





# Social Work Offer

In the Trust we are committed to supporting our social workers throughout their careers, starting with our Assessed and Supported Year in Employment (ASYE) Academy, which provides a structured and nurturing environment for our newly qualified practitioners. Beyond ASYE, we offer a clear pathway for career progression, including opportunities to develop into advanced practitioner roles, leadership positions, and specialist areas.

Our investment in continuous professional development ensures access to high-quality training, mentoring, and learning resources, enabling you to grow your skills and make a lasting impact. We believe in recognising talent and creating opportunities that empower our social workers to thrive and deliver the best outcomes for the communities we serve.





## Reimbursement of Social Work England registration fees

As part of our commitment to supporting professional development, we cover the cost of annual registration fees with Social Work England for all qualified social workers.

This benefit ensures our staff remain fully registered and compliant, while allowing them to focus on delivering high-quality service.



## ASYE Academy

As a Newly Qualified Social Worker on the ASYE programme, you will attend the Academy for 3 months. The academy is a mix of training, reflection and spending time with your teams. As a ASYE you will also have monthly reflections with your cohort and the ASYE team, as well as being supported by the ASYE team and ASYE assessor throughout their first year in practice.





# Progression Opportunities

**Second Supported Year ( 12 months)** –We are aiming to continue supporting our ASYE’s to progress to level 2 social workers. Within this time there will be reviews with the Team Managers and L&D Team, monthly reflections and learning.

**Level 3 progression**- After 2.5 years as a Qualified Social Worker, you will be supported and eligible to progress to their level 3.

**Bespoke Trainings** – we are aiming to support our Social Workers developing their skills focusing on Family Proceedings, Private Law, Adoption Law and Practice. We also offer Practice Educator Trainings and support for Social Workers to become Practice Educators as part of their role and development.

