



Bradford District Care
NHS Foundation Trust

About Us



At Bradford District Care NHS Foundation Trust (BDCT), our vision is to connect people to the best quality care, when and where they need it, and be a national role model as an employer – and this position will play a crucial role in helping us achieve this.

Bradford District is a city steeped in heritage and brimming with culture. It has one of the youngest populations of any city in Europe and is City of Culture for 2025. Bradford is a UNESCO City of Film and also home to a UNESCO World Heritage Site – Saltaire.

Our headquarters is based in Saltaire which is home to displays of world class art, the Leeds Liverpool Canal and the beginning the Dales High Way walk.

Picturesque towns and villages surround Bradford which has a modern multicultural city centre.

It is a fantastic place to live, work and bring up a family. There are some wonderful schools and travelling around the city couldn't be easier.

Food options in the Bradford district are incredibly diverse, from award-winning fine dining in Ilkley to over 200 authentic Asian restaurants throughout the area. Bradford has a fantastic reputation for curry and our Asian restaurants specialise in curries from Kashmir, Pakistan and India.

Bradford is proud of its real ale offer and is home to many **breweries**. From Timothy Taylors and Wishbone Brewery in Keighley, to the unique Saltaire Brewery and Bingley Brewery. There are many great real ale pubs, some of which are situated in the district's beautiful countryside.

Bradford is a culturally diverse city, with various places to visit such as theatres, art galleries, museums, cinemas, local events, sports venues, and music venues.

We are looking for someone who really shares our values, and someone who is committed to helping improve the lives of the people we support.

If you are driven by a passion to make a positive difference, we want to hear from you.

We know how hard our doctors work, often under challenging circumstances. At BDCT we value your hard work and dedication and have developed a package of benefits which we hope demonstrates just how much we value our staff.

Our benefits package includes generous support with relocation, the chance to get involved in research. We put the health and wellbeing of our staff first and foremost, and we are proud to offer flexible working arrangements, a work life balance that puts you first, free counselling from our in- house service and a free fast-track physiotherapy service.

Who are we?

At Bradford District Care NHS Foundation Trust we provide a wide range of mental health, learning disabilities, childrens and specialist services across Sheffield.

Every year we support around 580,000 people with their mental, physical and social care needs across a diverse district comprising of urban and rural Bradford, Airedale and Craven. We have an annual budget of around £198 million and employ more than 2,800 members of staff.

As a Foundation Trust working closely with our service users and their carers is the heart of everything we do. We are proud to work in partnership with our local community and have strong ties with local councils, voluntary, charity and community organisations, and other NHS organisations.

We have strong ties with the Universities of Leeds and Bradford. We are also committed to research and have an active network of clinicians who have a fantastic track record in research.

Our refreshed strategy, Ambition to Action, sets out our strategic priorities for 2023-2026, and it reflects the views of colleagues, people who use our services, our communities and partners.

Our plans focus on four strategic priorities:



You can find out more about our work by visiting www.bdct.nhs.uk

Who's Who

Dr Sarfaraz Shora
Deputy Medical
Director
Director of Medical
Education

Dr David Sims
Medical Director
Responsible Officer

Dr Mahmoud Khan
Associate Medical
Director
(Undergraduate
Education)

**Dr Suresh
Bhoskar**
Clinical Director
Inpatient Services

**Dr Anitha
Mukundan and Dr
Himanshu Garg**
Clinical Directors
Community
Services

**Dr Sushanth
Kamath**
Clinical Director
Older Adult
Services

Dr Nicola Dawson
Clinical Director
CAMHS

**Dr Larteque
Lawson**
Clinical Director
Specialist Services

Dr Gregor Russell
Director for
Research and
Development

**Dr Phalaksh
Walishetty**
Clinical Director for
Patient Safety

Dr Anil Pillai
CPD Lead

Dr Paul Beavan
SAS Tutor

Dr Sarojit Ganguly
Guardian of Safe
Working

Dr Jo Ostler
Undergraduate
Education Co-
ordinator

**Dr Kandeepan
Yugambaranathan**
College Tutor

**Dr Junais
Puthiyarackal**
College Tutor

Equality & Diversity

We put equality, diversity, and inclusion at the heart of everything we do and celebrate the things that make us all unique. We believe that everyone should have equal access to our services and that our staff all have equality of opportunity.

No-one should face discrimination of any kind in our organisation. The Equality Act 2010 contents outlines a series of characteristics that are protected by law:

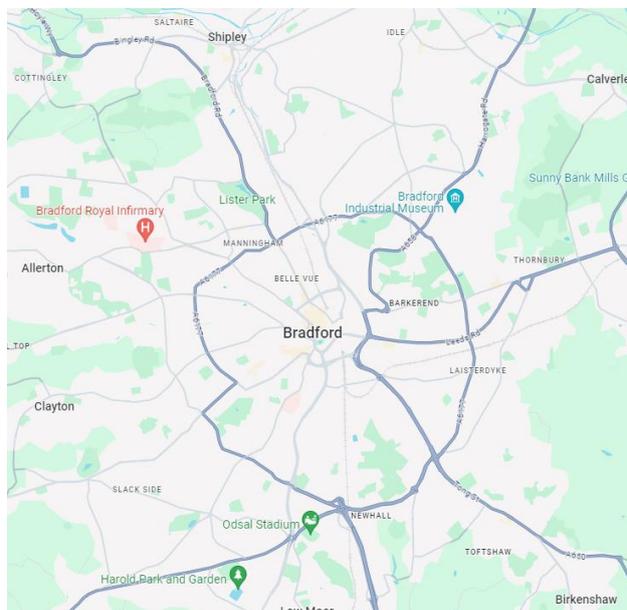
- Age
- Disability
- Gender reassignment
- Marriage or Civil Partnership
- Pregnancy or maternity
- Race
- Religion or belief (including lack of religion or belief)
- Sex
- Sexual orientation

Our commitment to equality ensures that everyone who we support, and anyone works at the Trust does not face discrimination of any kind.

The new Belonging and Inclusion Plan will support the delivery of Therese Patten's CEO pledge to Equality, Diversity and Inclusion:

- Create a culture of belonging and inclusion
- Shared organisational belonging and inclusion vision
- Recognised and understood brand
- Communicate and raise awareness
- Address inequalities affecting workforce and service users
- Meet the needs of our diverse communities
- Best in class for Equality, Diversity and Inclusion

Our Sites



The trust's mental health services provide the following services.

General Adult Community

- 5 CMHT's across Bradford and Airedale
- Intensive Outreach Team
- Early Intervention in Psychosis
- Community Perinatal services

Acute care - General adult

- Two male wards and a female ward in Bradford (Lynfield Mount Hospital) and one male and one female ward in Airedale (Airedale centre for mental Health)
- Psychiatric Intensive Care Ward
- Intensive Home treatment Team (also covering older age adults)
- Acute liaison Psychiatry Service (Core 24)

Older peoples' services.

- 4 older peoples' Community Mental Health Teams provide support for service users who are experiencing psychiatric illnesses both relating to Dementia and non-Dementia related illnesses
- Memory Assessment and Treatment Services
- Mental Health liaison team
- Care Home liaison services
- The inpatient service, delivered across two sites – The Dementia Assessment Unit at Lynfield Mount Hospital (LMH) and Bracken Ward at the Airedale Centre for Mental Health (ACMH).
- The Intensive Home Treatment Team (IHTT) support service users in their own environments as an alternative to hospital admission

Child and adult Mental Health Services (CAMHS)

CAMHS are provided in the community by a District-wide CAMHS Care Group supporting both locality-based services and District-wide specialisms. The services are currently provided from three bases: Craven base in Skipton, Hillbrook House in Keighley and Fieldhead House in Bradford.

Forensic Services

3 wards in low secure setting, supported by 2 WTE Forensic consultant Psychiatrists.

Learning disability services.

- Community Learning disability team supported by 2 WTE consultant psychiatrists and a specialty doctor.
- Inpatient services- Assessment and Treatment Unit.

Adult Autism and ADHD service

Bradford and Airedale neurodevelopment Service provides initial assessment and ongoing treatment for Adult ADHD and diagnostic assessment for Autism

Our Values

Our values are a series of behaviours that everyone at the Trust is expected to live and breathe.

We are proud to live our values each and every day.

Our Trust values (how we behave) of 'we care, we listen and deliver', will continue to support everything we do, to create 'better lives, together'.

**better lives,
together**



We Care



We Listen



We Deliver

Staff Benefits

You will have access to a range of staff benefits, including:

- **Annual leave** - offering up to 34 days annual leave plus 8 bank holidays on a pro rata basis dependent upon NHS continuous service time.
- **Access to NHS Pension Scheme** – we are members of the NHS Pension Scheme which offers generous employer contributions.
- **Flexible relocation package** – we offer up to £8,000 to support your relocation to Bradford.
- **Study leave** – we offer 10 days a year with a study leave budget of £1,000 per year.
- **Parental leave** – we offer a generous maternity, paternity and adoption leave package.
- **Annual Clinical Excellence Awards** - we reward the doctors who contribute most to the delivery of safe and high-quality care and the improvement of services.
- **Salary sacrifice scheme** – you will have access to a range of huge savings on everything from cars and bicycles, to home electronics and gym memberships.
- **Established Peer/Balint Groups** – we have a wide range of established peergroups across the Trust including time for engagement with regional specialist specific peer groups providing support in all aspects of your work.

Staff Wellbeing

- **Staff network groups** - we have a thriving network of groups established by staff to talk about issues that are important to them, including:
 - Aspiring Cultures Staff Network
 - The Beacon Network
 - Rainbow Alliance (LGBTQIA+) Staff Network Group
- **Mentoring and coaching** – we offer all staff the opportunity to receive coaching and mentoring.
- **Medical Mentorship Scheme** – all doctors who are either new to the Trust, grade or a leadership role are offered a medical mentor to help support them in their new role.
- **Flexible working** – we know how important it is to strike a balance between work and home life. We offer flexible working arrangements which take into account your personal circumstances.
- **Occupational Health** – offering advice and support to keep you healthy at work. This service is provided by Leeds and York Partnership NHS Foundation trust and South West Yorkshire NHS Foundation Trust. Appointments are held in Bradford. Your line manager can arrange a referral for you.
- **Staff Support and Therapy Service** – offering individual support and therapy including tailored sessions and workshops
- **Physiotherapy** – you will have free access to a dedicated full time physiotherapy service delivered via Physio-Med.
- **Employee Assistance Programme (EAP)** – 24/7 confidential helpline
- **Childcare Support** – help with finding and funding nurseries, school holiday care, discounted activities and support with many other areas of being a parent

Staff Development & Continuing Professional Development

- **Learning and development** – we have a strong focus on learning and development for medical staff which offers access to a range of learning.
- **CPD** – we run a comprehensive CPD programme attracting CPD point for all doctors.
- **Research** – you have the opportunity to work alongside our dedicated Research and Development Team to develop and undertake research that will deliver real benefit to patients and communities

The post holder will be expected to comply with continuing professional development and revalidation requirements set by the GMC and the Royal College of Psychiatrists and remain in good standing for CPD with the Royal College of Psychiatrists.

Research

The Trust has an active and vibrant Research and Development department. The work of the department includes supporting delivery of National Institute for Health Research (NIHR) Portfolio projects, and developing capacity for locally generated research. This work is coordinated to realise the goals of our research strategy, namely:

- To further increase our capacity and reputation for high quality research.
- To develop and undertake programmes of research that will deliver real benefit to our patients and communities.
- To be at the forefront of evidence based innovative care and services
- To maintain research management that facilitates research, and ensures safety of research participants

Working alongside local research networks, partner organisations, and with National and International University collaborations, BDCFT R&D continues to develop an excellent reputation for the delivery of both interventional and observational research.

The Trust has strong collaborations with regional academic partners including Leeds, York, and Bradford Universities. We are a member of the Yorkshire and Humber Applied Research Collaboration (ARC), and part of the Wolfson Centre for Applied Health Research based at Bradford Institute for Health Research (BIHR). The Trust acts as Sponsor for NIHR funded studies and has a number of staff who are funded by the NIHR to contribute to research. We have many consultants who are local Principal Investigators for NIHR Portfolio studies and the post holder will be strongly encouraged to take an active part in the many ongoing research projects within the Trust.

The research delivery team consists of experienced research nurses and clinical studies officers able to support all activities from assisting with feasibility and study setup, to participant facing work receiving consent and data collection. The R&D Department also contributes to non-Portfolio research, service development and to Trust wide support for Evidence Based Practice projects. The Research Director for the Trust is Dr Gregor Russell.

Medical Education and Staffing

The Trust has a strong focus on the delivery of a high standard of medical education. This department supports postgraduates and undergraduates, with consultants and support staff having dedicated roles in the delivery of education. Our successful post holder will be encouraged and supported in taking advantage of any roles available in medical education.

We currently provide psychiatry placements for over 60 fourth year medical students from the University of Leeds, for over 15 Physician associate students from University of Bradford and up to 900 students for nursing and allied health professional roles.

There has been excellent feedback and recognition from Leeds Medical School in the Trust providing high quality teaching and placements. The post holder will have regular student placements and will have ample opportunities to be involved in teaching medical students. In addition, the post holder will be encouraged to support ESREP (Extended Student Research and Evaluation Projects) projects organized by Leeds Medical School, this is an excellent opportunity to supervise medical students involved in service evaluation or small-scale research projects. In 2019-20, Dr M Khan, Associate Medical Director for Undergraduate Teaching and Training was awarded, by University of Leeds, Clinical Teaching Excellence Award (Individual) and Bradford District Care Foundation Trust Undergraduate Medical Education Team were awarded Clinical Teaching Excellence Team Award.

The Trust is part of the West Yorkshire Core Training in Psychiatry, GPVTS and Foundation programmes and also part of the North, East and West Yorkshire Higher Training in Psychiatry programme offering wide experience of general adult psychiatry and sub-specialities, older adults psychiatry, children and adolescent psychiatry, intellectual disability psychiatry, forensic psychiatry and psychotherapy. Training is provided in a variety of settings including Lynfield Mount Hospital, Airedale Centre for Mental Health and 5 community settings.

The Trust has an excellent weekly postgraduate teaching and training program and all consultants have protected time to attend. The program consists of junior doctor case presentations, journal club, consultant led serious incident/complex case presentations, audit meetings and invited external presenters.

The post-holder will be required to have recognized training for their Educational and Clinical Supervisor role. The Trusts junior doctor resource includes Foundation doctors (6 FY1 and 6 FY2), GP trainees (up to 10), Core Trainees (Bradford and Airedale Core Training Scheme - 12) and Higher Specialty Trainees (up to 10).

There is a Library at our Lynfield Mount Hospital containing resources on all aspects of health which is open to all members of staff, whether teaching or learning!

Job Planning

The post holder will be expected to actively engage with the job planning process meeting with their line manager at least once per year to review and agree a job plan in line with contractual requirements in a timely way. This includes timely job plan reviews with the line manager when there are proposed workload changes to support safe working and identify the need for any additional support (e.g., unexpected request to cover a unit/ward/service in addition to current workload)

As a Trust we are committed to ensuring all doctors have sufficient time for supporting professional activities:

7.5 PA – Direct Clinical Care

2.5 PA – Supporting Professional Activities

Appraisal and Revalidation

SHSC has a dedicated Revalidation Team which supports you with your appraisals and revalidation readiness. The Revalidation Team is led by a dedicated Responsible Officer. All appraisals are carried out by trained and appraised medical appraisers.

As part of your induction, you will meet the Revalidation Team and our Responsible Officer where you will be provided with a detailed Appraisal & Revalidation Handbook.

As a Trust we aim to minimise the administrative burden of medical appraisals so that you can reflect on your clinical practice, leadership, and career development. The Revalidation Team provides additional support with your appraisals including the below reports to cover the core supporting information required for your appraisal.:

- Significant Events Report
- Compliments & Complaints Report
- Mandatory Training Compliance Report
- Training Events Attendance Report
- Peer Group Attendance Report.
- Revalidation Tracker

The post holder will be required to maintain a good standing with the Royal College of Psychiatrists for their continuing professional development in line with national revalidation requirements evidenced through annual appraisals.

Leave & Cover Arrangements:

The Trust provides standard allowance of leave alongside any accrued annual leave. study leave entitlement is 30 days over a period of three years in relation to leave with pay and expenses in the UK, and of those, 10 days leave in any period of three years in relation to leave with pay and expenses granted for overseas study leave. In addition in lieu of on call work the post holder will get 2 compensatory rest days every 3 months which would need to be utilised within that quarter. Cover will be arranged within the team.

Local Supervision Arrangements

There are several Peer groups running successfully in the organisation. Peer Group attendance is encouraged which generally runs for an hour per month. A minimum attendance of 4 per year is in line with RCPsych guidelines.

Out of Hours Rota

Rota:	Consultant On-Call Rota, all specialities
Category:	A
Supplement:	3% plus 0.2 PA supplement
Region:	Bradford, city wide

Find Out More

All applicants are welcome to make an informal visit to the Trust.

Please contact MedicalStaffing@bdct.nhs.uk