



Our Employee Offer



City of
BRADFORD
METROPOLITAN DISTRICT COUNCIL

Here at Bradford Council, our fantastic colleagues are at the very heart of the services we deliver across the district and that is an incredibly rewarding aspect of being part of #TeamBradford.

Working for Bradford Council gives our colleagues an opportunity to build a distinguished career with us through access to our brilliant benefits such as further education, mentoring and much more. Colleagues can also access discounted shopping, around the clock access to a support helpline, as well as investment in training and overall development throughout their careers.

We aim to ensure colleagues have a happy work life balance and apply flexible working where we can support this. Coupled with other great benefits that you will discover as you read on, we believe Bradford Council truly is a wonderful place to work, and we are certain you will too.



Your work, your pathway, your career

Our promise to help you grow and reach your potential

We give our colleagues the opportunities to help develop their career in a variety of career pathways, knowledge and skills. There are many ways for colleagues to grow at Bradford Council including through a range of **Training & Development**, such as web-based learning, coaching and mentoring, Continuous Professional Development and other skills training.

Colleagues can also access **apprenticeships** and will be able to discuss their career aspirations through regular one to one's and performance appraisals.

Service Excellence Awards

At Bradford, we hold a fantastic annual event enabling us to celebrate our employee successes and recognise their achievements all year round. The event also provides the opportunity to thank our colleagues for their hard work and efforts to support the district in the work they do.



Your work life balance matters

Great flexibility, with a range of generous leave options

Flexible Working at Bradford Council

- Flexible working options are available, from part time hours, compressed hours, 9 day fortnights, term time only, and more
- We offer flexible ways to work either at home or in the office or both (subject to job role). This supports our employee's work/home lifestyle balance and their health and wellbeing.
- Standard fulltime working hours are 37 hours per week
- Flexible working hours' scheme with additional flexi leave

Leave

- A range of paid and unpaid leave types are available in our policies from Special Leave, Maternity, Paternity, Shared Parental, Adoption and Fostering Leave.
- Also, a generous annual leave entitlement is offered, which increases after 5 years of service.





Paid Time Off

As part of our commitment to your health and wellbeing we also offer colleagues paid time off for a number of activities.

Some of these activities include:

- Antenatal appointments for pregnant employees
- Exam or study leave on courses sponsored by the Council
- Trade Union Representatives, JPs, Military reservists, Council Member, School Governors, Public body and Youth offending panel members are all entitled to paid time off work to perform these duties
- Medical screening's such as cervical smears, mammograms, prostate checks, etc that can't easily be booked outside of working hours
- We also support colleagues through leave for voluntary work and election duties work




Your staff networks

**Important staff networks to make our workplace
inclusive for all**

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

Ensuring great Equality, Diversity and Inclusion are essential in creating a culture in which our colleagues can achieve their full potential, without being subject to bias, prejudice or discrimination.





Feeling included promotes happy nourishing emotions, gives us energy and a sense of being part of something together.

Our Staff networks include;

- Carers
- Disability
- LGBTQ+
- Race Equality
- BME Women's networks
- Young People's
- Women's Voice.

As well as having these networks in place, the Council allows colleagues to use 2 hours per month of their normal working time to help colleagues be actively involved in the networks, also emphasising the council's dedication to improving overall general wellbeing.

RESPECT Allyship Programme

The RESPECT Allyship Programme offers all colleagues the opportunity to learn more about diverse communities and groups. It also provides added benefits and resources to its Allies. All staff can join the programme as an Ally.



Your health and wellbeing

Caring for your mental and physical health, both in and outside of work


Committed to your Health and Wellbeing at work

Occupational health services help keep our employees healthy and safe whilst in work and manage risk in the workplace that are likely to give rise to work-related ill health.

The aims of the service are:

- Keep employees healthy and safe at work
- Manage risks in the workplace to prevent work-related ill health
- Promote and maintain employees' health and wellbeing.
- Help with physical or mental health issues.
- Assist with reasonable adjustments where required or indicated.





We offer a professional service with specially trained staff to deliver on health surveillance, fitness for work advice, reasonable adjustments, return along with return to work support, resolution/mediation support, wellbeing and health promotion initiatives.

24 hours a day and 7 days a week support

A 24 hour 7 days a week employee assistance programme (EAP) is available over the phone for all colleagues for immediate access. This provides support on a variety of topics at any time of the day or night.

Health and Fitness Membership for employees

At Bradford, all colleagues are entitled to a discounted corporate gym membership which gives unlimited access to swimming pools, gyms, and fitness classes at eight conveniently placed gyms around the city.



Cycle to work scheme

This scheme allows all colleagues to make savings on a range of bikes including electric bikes, as well as cycling accessories to a value of £5,500.

Eye Care

Eye test reimbursement (up to £25) for colleagues who use a computer to carry out their role. If spectacles are required for computer use, then a contribution of up £50 will be made.

Financially Smarter

At Bradford Council, all colleagues can access our Financially Smarter offering, which allows them access to financial tools as well as financial education.

Online wellbeing support

Our Employee discount platform also offers colleagues online wellbeing support and guidance on a range of topics including smoking cessation, weight management and healthy eating, better sleep, and many more topics.



Your lifestyle, today & tomorrow

Benefits that can help you save today and for the future

Supporting todays lifestyle

Staff lifestyle savings on a range of shopping, including supermarket shops, days out to the cinema, theme parks, fashion, meals out and a whole load more! Its a great platform which keeps on getting better meaning more savings.

Pension Scheme

We offer an excellent pension scheme which provides members a guaranteed future income following retirement, immediate benefits if you leave due to ill health (subject to medical assessment), flexible retirement between the ages of 55 to 75 as well as a death in service equal to 3 times your salary in a tax-free lump sum.



Additional voluntary contributions scheme (AVC)

Our colleagues can access the tax efficient AVC pension scheme which helps colleagues make extra savings for their pension pot without having to pay any tax or national insurance on the contribution.

Home and Electronics scheme

Accessed through our benefits platform provider Vivup, the home and electronics scheme, enables colleagues to make purchases from certain retailers which can then be paid over twelve or twenty four months direct from their salary without needing a credit check.

Discounted car parking

The Council offers a discounted rate on contract parking in several Council owned car parks including in the city centre for £360 a year (£30 a month). The monthly deduction is taken directly from your salary.



Discounts on public transport

Council colleagues can get discounted travel cards such as the MCard, K-Card Extra, First West Yorkshire MTicket and even on save on Northern Rail travel.

Access to the Bradford District Credit Union

The BDCU is one of our payroll partners and allows colleagues to make savings or repayments to the credit union directly from their salary. The credit union also has a large library on financial education as well as sign posting support.

Our extensive employee offer isn't limited to just our existing benefits package. At the Council, we aim to offer something for everyone and always welcome suggestions from colleagues on how to improve our employee offer further!

