



**Bridgewater
Community Healthcare**
NHS Foundation Trust

Join #TeamBridgewater

LET'S BUILD YOUR FUTURE



welcome

Thank you for your interest in this post. By joining our Trust, you will be helping us in our mission to create stronger, healthier, happier communities.

When people join #TeamBridgewater, they experience the NHS at its best.

As a Community Healthcare Foundation Trust, our aim is to improve the health and wellbeing of local people in the communities we serve. Most of our services are delivered in patients' homes or close to where they live.

Our staff are at the heart of this, providing high-quality healthcare services in Warrington, Halton, St Helens and Knowsley, as well as Specialised Dental Services across

Cheshire, Merseyside and Greater Manchester.

The people who work for us make a huge difference to so many in our community, including children, older people and people living with conditions that affect their daily lives.

We care for our Bridgewater people as much as we care for our patients. With us, you'll receive a wide range of benefits, a healthy work life balance and an opportunity to enjoy and progress in your career, with a friendly, supportive team.

Compassionate and inclusive, we value, encourage and celebrate diversity, making Bridgewater a place where we all feel we belong. Regardless of your background or experience, we ensure that our

recruitment practices are inclusive and supportive and some of our roles don't even require previous experience in the NHS.

Please do speak to our fantastic recruitment team if you have any questions, they will be happy to support you through the process.

Communities matter. Why not become part of ours?



Karen Bliss,
Chair



Colin Scales,
Chief Executive

a great place to work

We want to make the experience of working for Bridgewater the best it can be for everyone. That's why we're committed to the NHS People Promise.

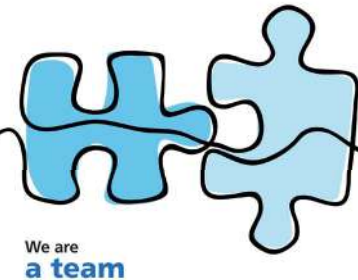
It's our promise to our people and is based on what NHS colleagues say makes the greatest difference in improving their experience in the workplace.

From reward and recognition to kindness and compassion, strong teamwork, good health and wellbeing, career development, flexible working and more, we work hard to make the People Promise a reality for all Bridgewater colleagues.

Join us and we'll make that promise to you too.

"I love working for Bridgewater. I've always been supported to develop my career and flexible working allows me to fulfil my commitments as a carer. I embed that culture in my team too, we have a great rapport."

Anita Buckley, Head of Information



our **behaviours** and **values**

We recruit people who share and understand the importance of our behaviours and values. They're not just words, they're what we are and what we do. Our behaviours all contribute to how colleagues demonstrate our PEOPLE values.



Caring



Honest



Positive



Reliable



Respectful



Supportive



Person Centred



Empowered



Open & Honest



Professional



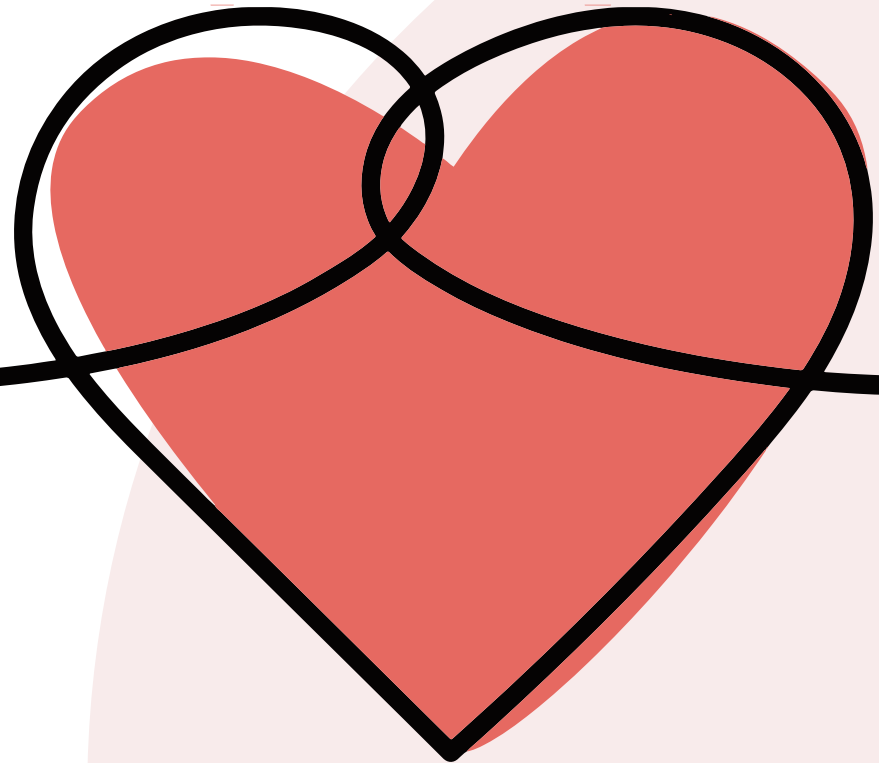
Locally Led



Efficient

As a Trust, we are kind and respectful.
We all feel the pressure at times, but we
care for each other, just like we care for
our patients. We'll care for you too.

We are
compassionate
and **inclusive**



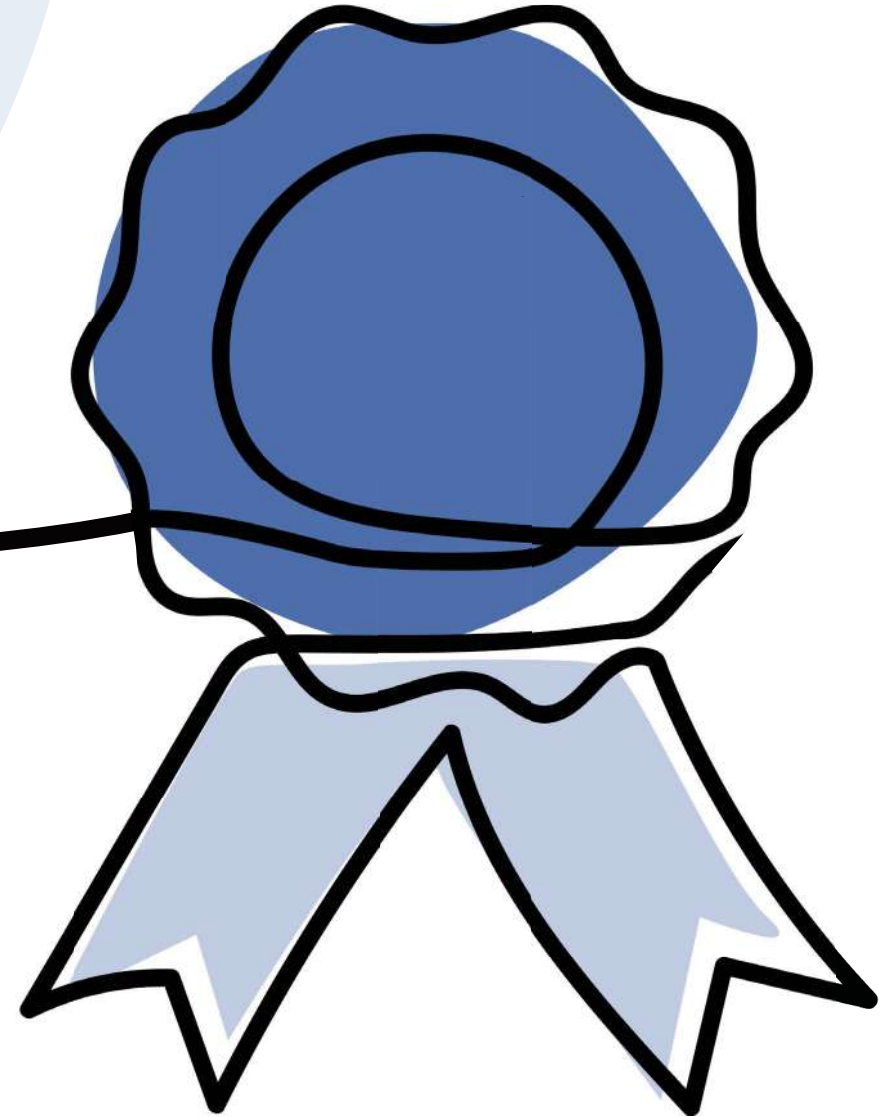
- We understand, encourage and celebrate diversity, making Bridgewater a place where we all feel we belong.
- As a Disability Confident Leader, Navajo LGBT+ Charter Mark holder, Veteran Aware and Defence Employers Recognition Scheme Bronze employer we continue to build a kind, open, compassionate, and inclusive culture.
- We promote a culture of Civility and Respect through our behaviours.
- We have embarked on a 'Just and Learning' journey, creating a safe environment for colleagues to be open and honest, with a focus on learning, without the fear of blame.
- All of our leaders and managers are trained to a high standard, with an emphasis on compassion and inclusive approaches to management and support for colleagues.
- Employee Adjustment Passports as well as Health and Wellbeing Conversations are just two ways we get to know the employee holistically.
- Our excellent special leave provision also goes over and above statutory requirements.

"I love working in such a positive, inclusive culture, where I feel really valued."

Angela Smith, Community Equipment Stores Service Manager

As a member of #TeamBridgewater, you'll be recognised and appreciated – whether that's a simple thank you for your work, or formal recognition for what you do. We provide our people with a very attractive package of benefits.

We are
recognised
and **rewarded**



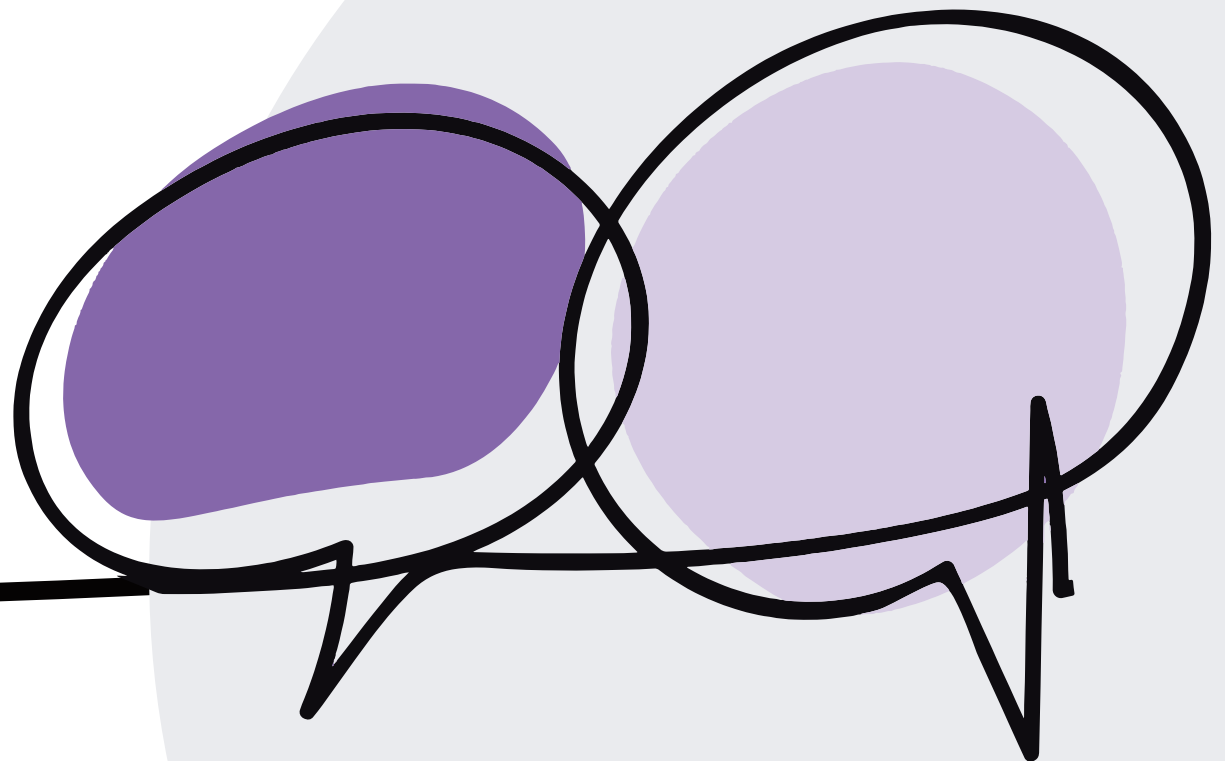
- With access to the Blue Light Card scheme and NHS Discounts, you can receive huge discounts on major brands, restaurants and retailers.
- Save money with our Salary Sacrifice scheme.
 - Get home and electronics items for less, including iPads, computers, Smart TVs, games consoles and the latest mobile phones.
 - Save on your car. Lease a brand-new vehicle and save on your tax and national insurance. You'll be fully insured, with maintenance, servicing and breakdown assistance costs covered in the price.
 - Join our Cycle to Work scheme and save on the latest bikes and accessories.
- Receive free parking at your work base.
- Join the NHS pension scheme, one of the UK's most generous, protected against inflation, guaranteed by the government.
- You'll receive up to six weeks annual leave, with the opportunity to purchase an additional two weeks, leading up to nearly eight weeks.
- We also offer enhanced maternity and adoption leave, maternity support leave and shared parental leave.
- Celebrate yours and others' achievements at our prestigious annual #TeamBridgewater Thank You Awards.
- Have your good work acknowledged with recognition in our Trust communications.

“As a child, I was inspired by seeing the difference my mum made as a Health Visitor for Bridgewater. Now, I’m a District Nursing Sister here - the opportunities the Trust has provided me with are endless...it really is an amazing Trust to work for.”

Katie Brown, District Nursing Sister and Senior Clinical Skills Trainer

We each have
a voice that counts

At Bridgewater, we want our colleagues to feel safe and confident when expressing their views. If you find a better way of doing something, we'd love you to share it! Equally, if something doesn't feel quite right, we want you to tell us. We are committed to listening and acting on your feedback.



We are
**always
learning**

When we say we're a Community Trust, we mean it.

Our strong colleague relationships mean that we're able to nurture our employees' individual skills and interests.

We want our colleagues to be able to build the best careers at Bridgewater. More than just a job, we help our people develop their own career pathways and get where they want to be.



It's important that you feel able to use your voice to shape your role, our Trust and to improve the health and care of our communities.

- Take part in the NHS Staff Survey and National Quarterly Pulse Survey and make your voice heard about your job, about Bridgewater and the NHS.
- Talk to your line manager. They are your first source of support and are trained to help you.
- We have a dedicated HR Team, who are there to support you should you need advice and guidance on any HR Policies.
- We have People Promise Champions within our services, who are there as a 'voice' for colleagues, to ensure that the Trust is doing all it can to be a great place to work.
- Chat with a member of our Executive team at one of our Time to Talk sessions. Ask questions, raise good news and anything else important to you.
- If something concerns you, you can speak up confidentially to one of our Freedom to Speak Up Guardians and Champions.

"I've been able to progress my career from clinician to Director, here at Bridgewater. I've felt listened to and supported and it feels a real privilege to be able to make a real difference to colleagues and patients in our community."

Jilly Wallis, Associate Director of Halton Adult Community Services

We're considerate of each other's feelings and individual circumstances, whether that be work or personal.

We may choose to go the extra mile to deliver exceptional care, but we still look after ourselves and each other.

Your wellbeing is our priority.

We are
safe and
healthy



- Our free services include:
 - Fast track physiotherapy.
 - 24/7 Counselling Helpline.
 - Finance support.
 - Coaching, resilience and team building initiatives.
 - Physical activity and mental health and wellbeing resources.
 - Occupational health services – including rapid access to help with work-related mental and physical injury and illness.
 - Menopause support.
- Colleagues and manager support – we help each other to be healthy teams!
- We have an Occupational Sick Leave provision that is over and above the statutory provision.
- You'll have the option of Annual Health Checks, Flu vaccines and support from our healthy lifestyle initiatives.
- We have a dedicated Health and Wellbeing Team who work to provide Health and Wellbeing interventions across the Trust based on feedback from colleagues.

“I wanted a change from my job in hospitality and joined Bridgewater as an Apprentice. I’ve earned as I learnt, had emotional support, and now I’ve finished my course, a promotion and ongoing career progression!”

Ben Hogan, Education & Professional Development – OLM Coordinator

- We have equal access to opportunities – with fair and transparent selection processes that attract, develop and retain talented people from all backgrounds.
- Not all roles require NHS experience, and we encourage new entrants into the NHS, supporting our 'grow your own' model of planning our colleagues for the future.
- Earn as you learn. Take advantage of our free training, qualifications and career development opportunities, including Apprenticeships.
- We'll help you realise your potential through regular appraisals, career conversations and personal development plans.
- Experience shadowing and secondments, coaching and mentoring.
- Contribute towards research and teaching.
- Whatever stage you're at, from Preceptorship to Accredited Leadership Programmes, we can even create learning opportunities and methods tailored to you.

“After joining Bridgewater as a Senior Health Care Support Worker Apprentice, the Trust is now supporting me to become a Registered Nurse, with a Nursing Degree Apprenticeship at university.”

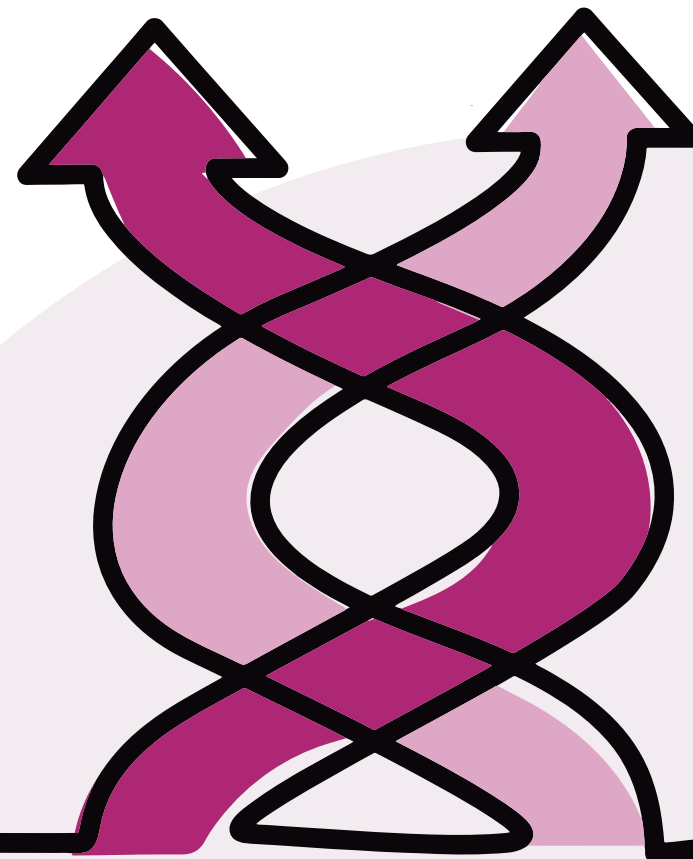
Vanessa Kumah, Pre-Registration Nursing Apprentice.

We work
flexibly

Your work shouldn't mean you have to sacrifice family, friends or interests.

We want you to have a healthy work life balance, including excellent annual leave.

Family friendly, we're determined to be the best place to work.



- We do our best to offer flexible working hours, including hybrid working, for all roles. Options include, where possible:
 - Part time working
 - Term-time only working
 - Job shares
 - Flexible retirement opportunities
 - And more!
- We encourage colleagues to talk to us about flexible working. If there is a role that you like the sound of and would like to talk to us about flexible working options, our dedicated Recruitment Team can help you.

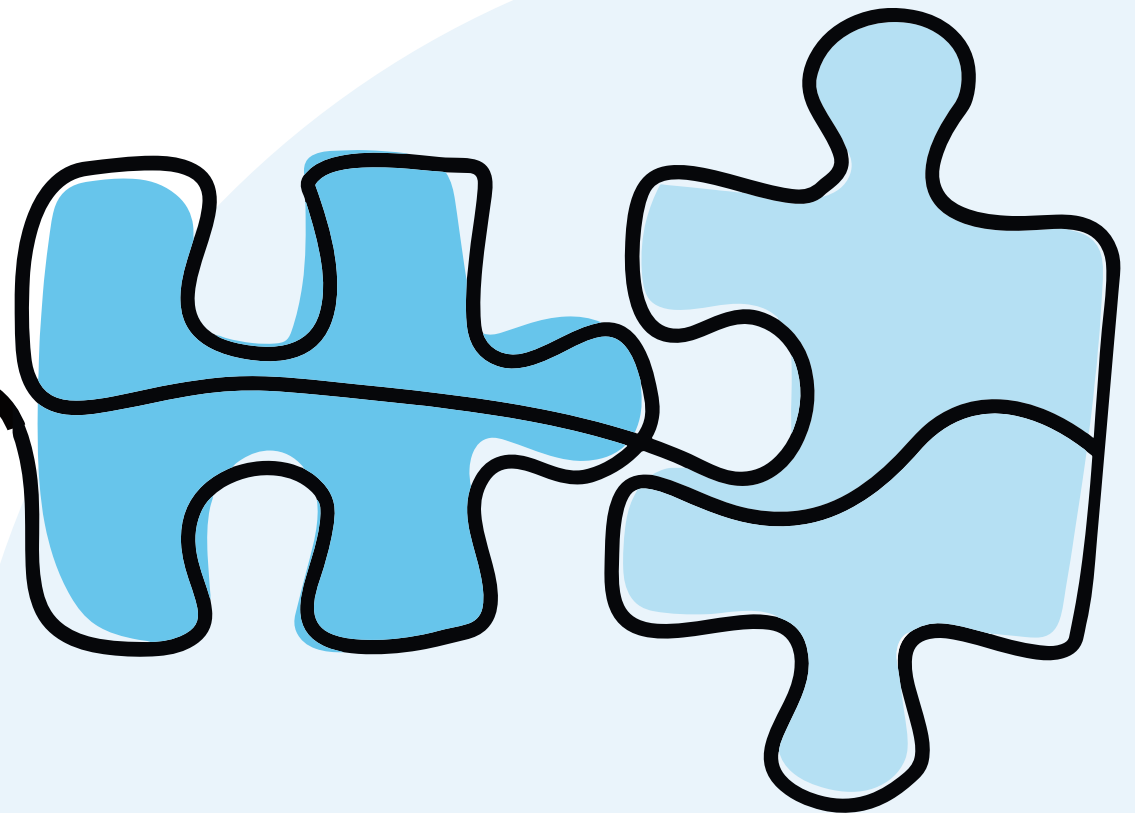
“After more than 40 years working for Bridgewater I took flexi-retirement to care for my grandchild. Now I’ve returned I can see myself working here well into my sixties, it’s very family friendly – my daughter even works here as a District Nurse, too!”

Karen Brown, Health Visitor

We are
a team

We are #TeamBridgewater people.

We are first and foremost one big team. Regardless of our role, experience or background, we are part of that team – and the wider NHS family.



- We encourage all colleagues to live by our values.
- We have no probationary period. You'll be a full member of the team right from the start.
- Your Manager will take the time to ensure that you have one to one and team meetings.
- We focus on ensuring colleagues have fun at work, offering a range of engagement activities throughout the year including NHS Games and Health and Wellbeing fortnight.
- We are united by a desire to provide the very best care and support not just to those using our services, but to each other.
- We value, encourage and celebrate diversity, learning from each other's experience, specialisms and skills, working with a shared purpose.
- We give one another the space to innovate, we support each other when times are tough, and we take time to celebrate successes, small and large.

"People really know you here, from the Chief Exec to the individual teams, it's a really friendly place to work."

Alice Featham, Business Support Accountant

Any questions?

We're here to help.

Our award-winning Recruitment Team are always happy to answer any questions you may have.

Please call Carla Smith, our Recruitment Supervisor on 01925 946036, or email bchft.bch.recruitment@nhs.net. We'll be glad to help.

If you use British Sign Language or are deaf or speech impaired, our team are trained in using the Relay UK telephone service for any of your queries.



Trust Headquarters

Spencer House
81A Dewhurst Road
Birchwood
Warrington
WA3 7PG

For more information about working for Bridgewater Community Healthcare NHS Foundation Trust, please visit bridgewater.nhs.uk/careers/