

Pioneering Care Partnership

Background Information

Mission, Aims and Objectives

The Pioneering Care Partnership (PCP) is a leading health and wellbeing charity, working across the North East.

PCP's mission is
'Health, Wellbeing and Learning for All'

The organisation's purpose is **to improve health, wellbeing and quality of life for people disadvantaged by disability, age, ill health and/or caring responsibilities, and reduce inequalities in health.**

PCP aims to improve health and wellbeing through development and provision of:

- Services that build capacity with individuals and communities to improve their own health and wellbeing, and to have greater choice and control;
- Services that tackle health inequalities; and
- Locally accessible services in community settings.

PCP long term outcomes are:

- To improve access to services for disadvantaged communities and groups
- To improve confidence, self esteem and wellbeing
- To promote independence, choice and control
- To improve lifestyle
- To increase knowledge and skills
- To improve physical health
- To improve economic wellbeing
- To build community capacity
- To promote social inclusion



Governance & Leadership

PCP has an elected a Board of Trustees to oversee the governance of the organisation and work towards its charitable aims. The Board of Trustees is primarily made up of local people, some of whom have experienced ill health, disability or are carers. This enables PCP to better understand the needs of service users. There are also a number of Trustees who bring specialist expertise in business, management, finance and marketing which assists PCP to remain competitive, innovative and strategically focused.

Strong and effective leadership helps PCP to adopt an appropriate strategy for effectively delivering its aims. It also sets the tone for the charity, including its vision, values and reputation. PCP has benefitted from consistent and clear leadership and a Chief Executive with sound knowledge of the sector, strong external reputation and a philosophy of partnership which has led to a welcomed period of sustained organisational growth and development.

Strategic Leadership

Carol Gaskarth Chief Executive

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Executive Leaders

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Pioneering Care Centre

PCP manages a purpose-built multi-agency healthy living centre, the Pioneering Care Centre and delivers over 30 projects in the North East, engaging with over 50,000 people each year.

The Pioneering Care Centre was opened in 1999 as a result of a tripartite agreement between the local authority, primary care trust and PCP, a newly established charity. The project was held in high esteem with over £2m invested services together for the community to promote independence and improve health.

Fast-forward 20 years and the Centre is as popular as ever with over 380,000 visits per year.

Pioneering Care Centre services and activities include:

- Community Garden & Allotments
- Community Learning Courses
- Conference and Meeting Rooms
- Exercise Classes
- Garden Kitchen Coffee Shop
- Hydrotherapy Pool
- Memory Café
- Natural Therapy Suite
- Options & Options Social Club
- Together 21



Tenants of the centre include:

- County Durham Community Drug & Alcohol Service
- Great Aycliffe and Middridge Area Action Partnership
- House of Eden Nursery
- Jubilee Medical Practice
- Margaret Wright Psychotherapy
- NHS Community Health Services Clinics
- Pain Management Clinics
- Talking Changes, IAPT services
- Village Pharmacy



Projects in the Community

In 2017, we were thrilled to receive The Queen's Awards for Voluntary Service the national benchmark for excellence, equivalent to an MBE in recognition for the work we do with people in communities. PCP also celebrated a double win at the Royal Society for Public Health (RSPH) Awards achieving the National Workplace Health and Wellbeing Award 2017 and one of only two converted National Public Health England (PHE) Commendations for efforts to Reduce Inequalities at a Community Level.

Further details of PCP activities can be found at: www.pcp.uk.net.



PCP Values

During 2019 PCP values were developed by staff and trustees, they describe how we choose to work. We aim to demonstrate our values in all we do. **PCP Values are:**

Making a Difference

Having a purpose to helping people and communities.
Making a tangible social impact and striving for continuous improvement and best practice.

Friendly

Being pleasant, kind and approachable at all times.
Ensuring others feel comfortable and welcome.

Positivity

Taking a positive or optimistic attitude, seeing strengths and opportunities. Challenging negative perspectives.

Team

Engaging with people in open, mutually-beneficial ways, being inspiring and uplifting when working with others.

Supportive

Providing encouragement and practical assistance to solve problems or overcome obstacles.



Employment Information Summary

Holiday Entitlement

In the first and second years of service you will be entitled to 27 days annual leave, or pro rata for part-time staff in addition to statutory public holidays. Holidays will be paid, at your normal salary rate or pro rata for part-time staff.

In year 3 of completed service, the annual holiday entitlement increases to 32 days, or pro rata for part time staff. The leave year runs from 1st of April to 31st March.

Probationary Period

All posts are subject to a six-month probationary period, with regular supervisions with your line manager.

Pension

PCP offers a Personal Pension Plan which is delivered through AEGON, this is an Auto-Enrolment Scheme meaning all new eligible employees will automatically be enrolled into the scheme unless they state otherwise.

Training & Development

PCP holds the 'Gold Investors in People' award and is therefore committed to staff training and development. We encourage appropriate staff development and training which is supported by an organisational wide training and development plan.

Work Life Balance

PCP recognises that 'Work Life Balance' is a way of working that enables people to meet the demands of work and their responsibilities and interests outside of work. PCP has a Health & Wellbeing Strategy that seeks to support staff in maintaining a healthy work-life balance and offers 30 minutes of wellbeing time each week to employees.

PCP Cycle Scheme

PCP supports a Cycle to Work Scheme, a tax exemption scheme introduced by the government to promote healthier journeys to work and reduce environmental pollution.



PCP Savings Scheme

PCP offers all employees access to a free Savings Scheme, which is covered by the Financial Services Compensation Scheme (FSCS) delivered by NEFirst Credit Union. It gives employees the opportunity to save tax free on a monthly basis as little or as much as you wish.

Expenses

Where your car is used for business purposes reasonable travelling expenses are paid at the rate of 45p per mile. Staff who are required to use their own vehicles must ensure that their insurance policy covers 'the use by the policy holder in person, in connection with his or her business or profession'.

Personal Accident Insurance

We offer all employees and volunteers Personal Accident Insurance if you suffer an injury during the period of insurance arising out of and in the course of your employment, up to the amount of £10,000

Childcare Voucher Scheme

PCP offers a Government Approved Childcare Voucher Scheme to allow employees to make Tax free payments towards childcare costs.

Eye Care

PCP employees who use Display Screen Equipment can access free eye examinations through our preferred Opticians along with vouchers to be used towards the cost of glasses or contact lenses.

Paternity Leave

PCP standard paternity leave is a period of two **paid** consecutive weeks (which is greater than the statutory paternity pay) that employees can take off from work to care for their baby or child.

Police Check – Disclosure Barring Service

PCP requires some staff to undertake a DBS check based on the activity of the post.

The organisation operates a no-smoking policy and all sites are smoke free.

