

# Welcome to the Pioneering Care Partnership (PCP)



## Welcome from PCP's Chief Executive

Firstly, let me thank you for your interest in the Pioneering Care Partnership and for considering a career with us.

PCP is a well-respected award-winning health and wellbeing charity with a history spanning over 25 years. Working across the North East of England we deliver a vast array of projects and services, and therefore have a range of opportunities for people to join the organisation. From administration to management, and project officers to research and development, we're always seeking the very best people to support what we do.



People are at the heart of everything PCP does; we exist to support people and communities to thrive and develop. Our mission is **'Health, Wellbeing and Learning for All'** – and we want the same for our dedicated staff team. As you read through this recruitment pack, I hope you begin to get a flavour of the way in which we help people and what it might be like to work as part of the organisation. I always think the best people to describe what it is like to work here are the current staff team, so here are a few quotes:

- “The best thing about working for PCP is the support staff get and the culture of everyone looks out for each other and supports each other.”
- “I like the flexibility and autonomy that I have in my role – being able to adapt what I do to suit the needs of the people I support.”
- “For me, the best thing about working at PCP is the genuine care towards staff wellbeing. From wellbeing time to staff activities, training and flexible working, not only does PCP encourage wellbeing it actually delivers.”
- “I love the fact that I am appreciated for doing my job well and feel that I am making a difference to other people's lives.”
- “I can honestly say I have never worked for an organisation where the senior leadership team are so visible and approachable.”

I encourage you to spend a bit of time looking at our website to see the range of programmes and activities we deliver. As a charity, we are governed by a voluntary board of trustees and we have a skilled and experienced management team tasked with supporting the overall governance and leadership of the organisation. If you want to learn a little more about us short biographies are available on our website.

Good luck with your application.

Best wishes

**Carol Gaskarth**



# Background



PCP was established in 1998 after a group of local people saw a need to bring health and care services together under one roof. They recognised those accessing services were required to travel across County Durham and service delivery was not joined up. A steering group formed and shortly afterwards charity status was granted.

Through their tenancy and skills, and in conjunction with partners at the local authority and in health, land in Newton Aycliffe was identified and funding secured. The vision of the Pioneering Care Centre became a reality in 1999 with a turf cutting ceremony. Later that year the charity took over management, the first tenants moved in, and we started our first project, 'Options' supporting adults with learning and physical disabilities to improve their independence.

In 2002 PCP began its journey to take services into communities and the outreach delivery quickly grew. Over the years numerous successful projects have been delivered in partnership including Passport to Health, the Expert Patient Programme, Older People Roadshows, Steps to Health, Positive Steps and Health Trainer services. Many of these projects were the catalyst for the current projects we deliver including Adult Wellbeing Services and Community Connect. In addition to outreach development the Centre continued to thrive, and we were running out of space. In 2010 an extension was built which increased the footprint of the building by over a third.

The focus remained on County Durham until around 2012 when PCP successfully tendered to oversee a number of local Healthwatch contracts across the North East. To this date we continue to support Healthwatch in Sunderland, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees. PCP has also grown the range of projects and services and now also delivers workplace health, cancer awareness, befriending and resilience building projects.

PCP is 'Pioneering' - we don't stand still, and continue to work successfully with people across the North East towards our mission and aim.





# Missions, Aims and Objectives



**PCP Mission**, or charitable objective is: **Health, Wellbeing and Learning for All**

To achieve this mission there are a number of overarching aims and outcomes we work towards.

**PCP Aims** to improve health and wellbeing through the development and provision of:

- Services that build capacity with individuals and communities to improve their own health and have greater choice and control;
- Projects/services that tackle health inequalities; and
- Providing locally accessible services in community settings;

The long-term **Outcomes** the PCP seeks are:

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

Every project or service that PCP delivers contributes to the above.

**To find out more about the projects or services PCP delivers and our impacts you can:**

- Visit our website [www.pcp.uk.net](http://www.pcp.uk.net)



# Core Values



## **Making a Difference:**

Our purpose is to help people and communities. By making a tangible social impact and striving for continuous improvement by learning from best practice;



## **Friendly:**

Being pleasant, kind and approachable at all times; ensuring others feel comfortable and welcome;



## **Positive:**

Taking a positive or optimistic attitude, seeing strengths and opportunities whilst challenging negative perspectives;



## **Supportive:**

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



## **Team:**

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



## Community Cancer Champion Officer 37 hours per week

**Starting Salary £25,190 per annum**

**Salary Scale £25,190 - £26,532 per annum**

Pioneering Care Partnership is proud to be part of a multi-agency partnership, delivering support for people who present with limited access to health care services.

Part of Adult Wellbeing Services, the Cancer Champions project aims to increase the general awareness of the signs and symptoms of common cancers and increase the number of people who access further advice from their GP and present at screening services. The successful applicant will be employed for a 12-month period and recruit and train a team of Community Cancer Champions with a focus on workplace, using the established Better Health at Work Award infrastructure and the teams of Health Advocates within the 90 organisations who have signed up to the programme and on community, using the established Wellbeing Hub infrastructure and Community Champion approach adopted by Adult Wellbeing Services. You will also ensure the sustainability of the project beyond the funding period by developing tech-based innovative methods for the ongoing training and development of volunteers and continued awareness of the signs and symptoms of common cancers.

We are looking to appoint a forward-thinking, enthusiastic and experienced individual to develop this project. The successful candidate must have experience of working within a health promotion setting and be qualified to foundation degree level or equivalent. We also ask that you have experience of working with and developing volunteers in the workplace or community.

If you embrace a challenge and thrive when working in partnership we'd love to hear from you.

If you would like to know more about the role please contact Bobby Hewitson, Project Development Manager at [bobby.hewitson@pcp.uk.net](mailto:bobby.hewitson@pcp.uk.net)

Closing date for applications: Sunday, 11 May 2025 at midnight.

## Community Cancer Champion Officer

<b>Responsible to:</b>	Cancer Programme Co-ordinator (CDDFT)
<b>Accountable to:</b>	PCP Chief Executive & Board of Trustees
<b>Located:</b>	PCC, Carer's Way, Newton Aycliffe, DL5 4SF Owing to the diverse nature of the post agile working is encouraged
<b>Salary:</b>	£25,190 per annum
<b>Salary scale:</b>	Band 4, Point 7
<b>Hours:</b>	37 hours per week
<b>Term:</b>	Fixed Term until 30 May 2026.
<b>Flexible Working:</b>	Given the nature of the role it is expected that the post-holder will work flexibly across County Durham. This may include working extended hours, evenings and weekends.
<b>DBS:</b>	Enhanced

### Key Role

The Community Cancer Champion Officer will contribute to tackling cancer related inequalities by supporting the development and delivery of targeted and focused workplace and community-based interventions that both improve symptom awareness and reduce barriers to cancer screening, improve uptake and support earlier diagnosis.

It will focus on the targeted delivery of cancer focused health information campaigns, workplace and community education sessions and practical support to motivate workplaces and communities to champion cancer awareness and supports individuals to take action, to limit late diagnosis and improve cancer health outcomes.

### Job Description

1. To ensure that the project meets the needs of residents/beneficiaries through applying an asset-based community development approach drawing on existing community strengths to build stronger, more sustainable communities for the future.
2. To support the allocated project and complete all necessary reporting requirements in relation to the allocated contract.
3. To successfully support project staff, volunteers and resources allocated to project delivery.
4. To work with Adult Wellbeing Services, Joining the Dots, Workplace Health, the Northern Cancer Alliance and workplaces and communities across County Durham to understand community cancer profiles and existing programmes of work to enhance capacity and avoid duplication.



# Job Description



5. To work in collaboration with other cancer services and commissioners including but not exclusive to Cancer Research UK, Macmillan Cancer Support, NHS England Screening and Immunisation Team and the Northern Cancer Alliance to assist in the development of suitable training modules/resources and campaign work.
6. Coordinate and plan a range of workplace and community facing cancer awareness campaigns and interventions focused on those topics identified as being (at a local level) most impactful on early cancer diagnosis and prevention.
7. Assist in the identification of workplace and community groups, leaders and support workers to engage in cancer awareness training and become part of a trained network of volunteers.
8. To ensure continuous improvement and develop the project in line with best practice, quality standards and local opportunities.
9. To support the Cancer Programme Co-ordinator to maintain effective links with commissioners, programme partners and related organisations.
10. To support and provide effective and efficient working practices to enable the achievement of agreed key performance indicators.
11. Enabling and empowering team members and volunteers to ensure performance targets are met and progress reported to relevant funders/commissioners in a timely manner.
12. To conduct research, gather intelligence and respond to any trends or gaps identified.
13. To ensure effective data recording and management systems are in place and adhered to at all times. This includes the effective use of MS 365 and associated applications
14. To contribute to the planning, development, management and sustainability of the project in conjunction with the Project Development Manager (PCP) and Adult Wellbeing Services Programme Manager (CDDFT).
15. To ensure that the project has an appropriate communications and marketing strategy and that PR opportunities are maximised.
16. To be an ambassador for PCP and represent the organisation at a number of different forums and events.

## **General**

1. To effectively demonstrate and carry out this role in line with PCP's core values.

2. To provide coaching support to employees, colleagues and volunteers of partner organisations, adhering to PCP's policies and procedures.
3. To be responsible for the collation of appropriate monitoring and evaluation information to support the achievement of agreed targets and outcomes within the project or service.
4. To provide accurate and timely internal and external reports as required.
5. To liaise with relevant teams to ensure that opportunities are maximised for service users/clients.
6. To adhere with financial processes and procedures and ensure that all resources purchased are within the allocated cost code budget(s).
7. To work to develop and apply appropriate monitoring, evaluation and quality tools in accordance with the monthly and quarterly performance monitoring procedures.
8. To ensure quality standards are developed and maintained.
9. To support the recruitment, training and motivation of volunteers as required.
10. To comply with PCP's policy & procedures, including safeguarding (adults and children) and other compliance procedures.
11. To monitor and maintain health and safety and security within the workplace.
12. To undertake any training and development deemed appropriate.
13. To undertake any other such duties required by your Line Manager or the Chief Executive/Deputy Chief Executive.

February 2025





	Essential	Desirable	Assessed at Interview (I) / Application (A)
<b>Education &amp; Training</b>			
NVQ Level 3 / 3 x GCSE	✓		A
AS and A Level / Advanced Diplomas or 1yr equivalent experience	✓		A
Commitment to continuous professional development	✓		A
Able to demonstrate good overall topic based training covering a range of wellbeing and lifestyle disciplines	✓		A
<b>Skills and Competencies</b>			
First class interpersonal skills, with the ability to build and leverage networks	✓		A & I
Proven ability to support projects and to meet demanding targets without compromising quality of delivery	✓		A & I
Action orientated approach to achieving targets and compliance	✓		A & I
Sound analytical skills with the ability to interpret a range of materials or multiple information sources to aid decision making	✓		A & I
Excellent verbal and written communication and presentation skills	✓		A & I
Skilled in writing clear, factual and detailed reports for both internal and external audiences	✓		A & I
<b>Experience &amp; Knowledge</b>			
Proven experience in supporting operational development, ensuring projects are delivered efficiently and a range of resource needs are met	✓		A&I
A successful operational officer, encompassing mobilisation and delivery with at least 1 year experience of working within a charity or similar environment	✓		A
An understanding and experience of applying Asset Based Community Development to influence the delivery of projects and services		✓	A&I
Well-developed people skills, with demonstrable ability to successfully motivate and support individuals, volunteers and teams	✓		A&I
Proven success in supporting partnerships and forging relationships with stakeholders	✓		A&I
Experience of managing risks and reporting health and safety concerns appropriately		✓	A
A clear understanding and appreciation of PCP's mission, aim and core values	✓		A



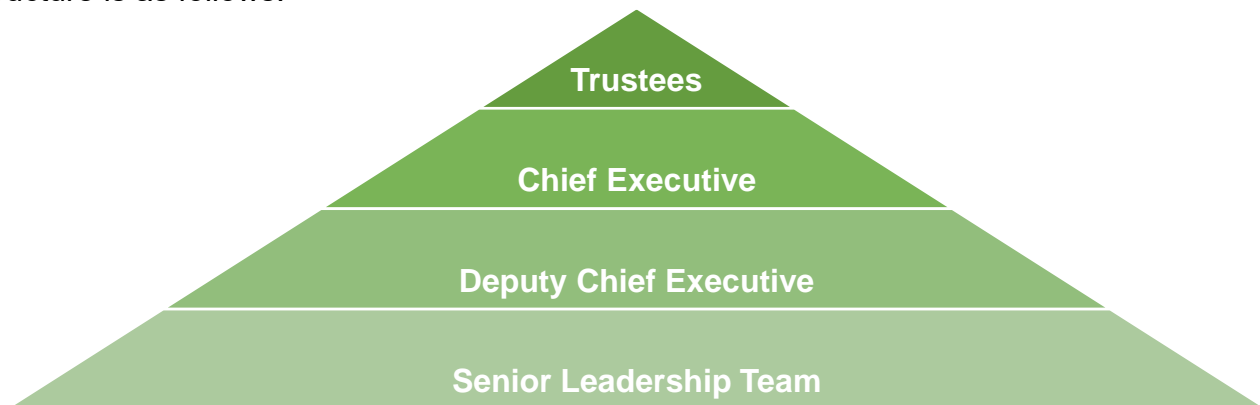
Good understanding of the Health, Social Care and Lifelong Learning environment	✓		A&I
Other/Personal Qualities			
Ability to manage own workload and work autonomously	✓		A
Personal resilience and the ability to work well under pressure	✓		A
Strong overall skills and flexible and positive attitude to work	✓		A&I

In expectational circumstances applications may be considered if you don't meet the full essential criteria, however you will need to demonstrate how you will acquire the necessary qualifications or skills within 6 months. If you are unsure whether to apply, please contact HR.

# Structure



PCP's Board of Trustees provide governance support and the leadership structure is as follows:



PCP's Chief Executive has full responsibility for the leadership, management and development of the Pioneering Care Partnership. The Chief Executive is fully accountable for organisation-wide impact and for ensuring PCP works towards its mission of Health, Wellbeing and Learning for All. Senior Leaders play a key role in supporting the Chief Executive on a day-to-day basis, ensuring that PCP delivers projects and services that embody the mission, providing a visible leadership role and strategically developing a number of key organisational areas.

In addition to the delivery structures PCP benefits from an internal infrastructure to ensure our staff and volunteers have the right support at the right time. This includes:

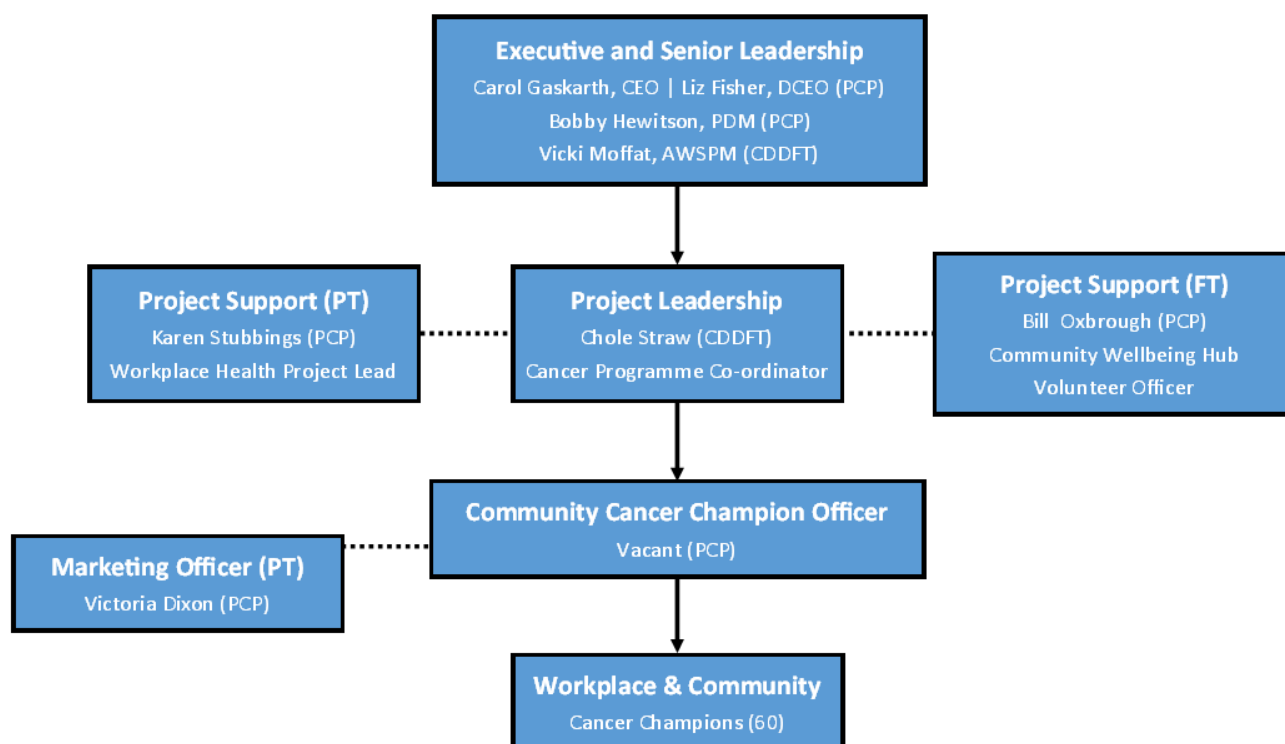
- Finance and Payroll
- HR & Volunteering support
- Health and Safety
- Information Governance
- Quality
- Marketing & Communications
- ICT
- Business Development







## Cancer Champion Delivery Structure County Durham



# Benefits of working at PCP



**Time off to do as you please!**  
27 days rising an additional day each year for five years.



**Career development**  
Learn new skills, gain qualifications, internal training and mentoring



**A helping hand to save**  
Access to the Financial Services Compensation Scheme (FSCS), to help you save money



**Work Place Health Activities**  
We arrange activities for staff to support their wellbeing as part of our commitment to work place health



**Family Friendly**  
We offer maternity, paternity, adoption and dependants leave



**Drive at ease**  
Using your car for work purposes? We will reimburse you for business mileage



**Discounts**  
Get discount vouchers for shopping and more through PCP's Reward Me Now Scheme



**Supporting your future**  
Join our pension scheme, we'll match what you pay in up to 3%



**Health and wellbeing**  
Paid weekly wellbeing time to do activities you love and improve your wellbeing



**Office equipment**  
For homeworking, you can access our online catalogue to buy desks, chairs and more



**Tech Scheme**  
Get savings on laptops, phones, smart health, white goods, gaming, photography and more!



**Guidance and support**  
Stay informed through meetings, development reviews, surveys and more



**Eye care**  
Get vouchers to go towards eye care and glasses



**Work life balance**  
You can request changes to support your work life balance



**Emotional support**  
Access to PAM Assist which provides a free and confidential Employee Assistance Programme



**Cycle to Work Scheme**  
Loan cycles and get discounts on cyclists safety equipment.

# Application Process and Timetable



PCP aims to support applicants at every stage of the process and our friendly HR staff are on hand to help with any queries you may have so please do not hesitate to contact [hr@pcp.uk.net](mailto:hr@pcp.uk.net)

Please see important key dates below. PCP will endeavour to stick to these dates but sometimes may need to reschedule or extend. If any change, we will let you know.

Recruitment Stages	Date
Closing Date for Applications	Sunday 11 <sup>th</sup> May 2025 at midnight
Shortlisting	w/c Monday 12 <sup>th</sup> May 2025
Panel Interviews	w/c Monday 26 <sup>th</sup> May 2025

PCP is an equal opportunities employer and wants to ensure that all applicants are considered solely on their merits and are not influenced by unfair or unlawful discrimination. We aim to provide genuine equality of opportunity, recognising and respecting each other's differences to empower a culture of creativity and innovation so everyone feels valued.

## How do I apply?

**Please complete an application form which can be downloaded from our website and return it by:**

Email: [hr@pcp.uk.net](mailto:hr@pcp.uk.net)

Post: HR Team, Pioneering Care Partnership, Carer's Way, Newton Aycliffe, DL5 4SF

## Shortlisting

The shortlisting process is conducted by the lead manager who will review suitability of applicants based on the essential criteria outlined in the person specification.

**We will contact you to let you know the outcome of the shortlisting.**

## Interviews

We appreciate interviews can be daunting and aim to make sure the experience enables you to tell us all about your skills and experience. We use a range of processes including informal discussions, interactive sessions, carousel/meet and greets, group interviews, presentations and panel interviews. When you are invited to interview we will tell you:

- Who the lead recruiter is;
- What process will be used; and
- If you need to prepare anything in advance.

## Probationary period

All posts at PCP are subject to a six-month probationary period



# Application Process and Timetable



## **Right to Work**

In accordance with Home Office guidance successful candidates will be required to evidence their right to work in the UK before commencement of employment.

This role is not one we would typically consider for sponsorship under the Skilled Worker route due to, for example, the relevant Home Office requirements on skills level, not being met. Candidates are therefore encouraged to consider their own right to work options without PCP sponsorship.

# And finally...



At PCP we pride ourselves being a good employer and continuously challenge ourselves to improve. We have a focus on quality and value the insights external assessments can bring, helping us to consistently consider best practices and refine the support we provide. These include:

## **Investors in People - Gold**

Investors in People (IIP) assesses how organisations perform against a set framework considering employee engagement, communication culture and work practices, PCP achieved the original IIP standard in 2002 and since then have worked our way through the ranks achieving Gold Standard in 2020.



## **North East Better Health at Work Award Ambassadors**

Better Health at Work Award recognises the efforts of employers in the North East and Cumbria in addressing health issues within the workplace. Each year PCP deliver a range of activities and challenges supporting staff wellbeing, underpinned by a Health and Wellbeing Strategy. The employee health needs assessment also helps us to target campaigns for staff.



## **Mindful Employer & Disability Confident**

Mindful Employer is a UK-wide initiative aimed at increasing awareness of mental health in the workplace. We have a number of mental health champions at PCP and we proactively challenge stigma and discrimination not only in the workplace but in communities too. We are also a 'disability confident' employer and positively encourage people with disabilities to work with us.



## **Environmental Awareness**

PCP has pledged to understand the impact the organisation has on the environment; monitor energy consumption and actively strive to reduce it. We increase awareness and encourage ideas to take positive action at work, home and in the community.

## **The Queen's Award for Voluntary Service**

The Queen's Awards for Voluntary Service is awarded to organisations recognising the outstanding difference volunteers and voluntary organisations make across the UK. It is the national benchmark for excellence, equivalent to an MBE. PCP were overwhelmed to be independently nominated and then awarded The Queen's Award for recognition of the role we've played for over 20 years' supporting communities.



**The Queen's Award  
for Voluntary Service**

**We look forward to reading your application and hearing how you would like to contribute to our ongoing work. Very best of luck!**