



## **UNLOCK YOUR POTENTIAL WORKING FOR P3**

### **OUR VISION**

*“To be the best and to seek excellence by supporting people when and where they need it most”.*

### **OUR MISSION**

*“To tackle social exclusion by creating opportunities for vulnerable and disadvantaged people”.*

## **ABOUT P3**

P3 operates services across the West Midlands, East Midlands, Milton Keynes, London and Middlesex. With over 30 years of experience, and over 250 staff, P3 provide a wide range of award winning and life changing services including, Supported Housing, Child Support Services, Hostels and move on accommodation for Homeless People, Outreach Teams, Link Worker Schemes, Jobshops, Youth Services and Community Support Projects for people recovering from mental ill health.

We support hundreds of people every day, to take control of their own lives and move from social exclusion to inclusion, at all times encouraging the involvement of clients, carers, staff and volunteers in all aspects of our work, from initial planning through to day-to-day management.

## **P3's EMPLOYEES**

P3 have a real desire to help make a difference and we strive at all times to find the most innovative and effective ways of delivering our services.

This approach means that we need the best from the people we employ, particularly in the challenging environment in which our staff work. We believe that our workforce should be skilled, resourced and valued for the work they do and have a right to work in an environment which is welcoming and safe.

### **Benefits**

- Annual leave entitlement of 27 days for full time staff, plus Public Holidays
- Contributory Pension Scheme and Group Life Assurance Scheme (Death in Service scheme)
- Child Care Vouchers (available to all staff who have a child under the age of 16)
- Paycare Health Plan
- Comprehensive learning and development programme

## **Training, learning and development**

- Corporate Induction programme
- P3's Development Pathways – a mandatory modular training programme covering core skills
- A commitment to professional development and lifelong learning
- Funding for additional vocational and professional qualifications relevant to role
- Funding for external training courses relevant to role
- Regular Support and Supervision meetings
- Annual Appraisal system
- Opportunities for career progression

## **P3's ACHIEVEMENTS AND COMMITMENTS**

- P3 are proud to have been consistently placed in the top '100 Best Small Companies to Work For' listings since 2005.
- We are proud to be recognised with Investor in People status and are fully committed to providing training and development opportunities for all staff and promoting a culture of lifelong learning.
- We are committed to improving the work life balance of our staff and our achievements in this area for making the world a better workplace have been recognised with a Best Companies 'Best Well Being' award.
- We believe that all people should be accepted as equal citizens and all staff are recruited, promoted and developed based on their abilities and the requirements to do the job. P3 are committed to providing equality of opportunity for all staff regardless of sex, race, colour, nationality, ethnic or national origin, disability, marital status, sexual orientation, age, religious beliefs, income level or criminal record.
- P3's commitment to addressing Equality and Diversity issues is reinforced by the award of the Positive about Disabled People symbol by Jobcentre Plus in recognition of our commitment to meet standards regarding the employment, retention, training and career development of our disabled colleagues.
- Furthermore, P3 is a Stonewall Diversity Champion, recognising our commitment to being a top employer for Lesbian, Gay and Bisexual people.
- P3 strive to develop a sense of belonging within our work force and we encourage staff to become involved in the strategic direction and development of the organisation through participation in meetings and working groups and taking part in initiatives such as the Staff Attitude Survey and the Staff Suggestion Scheme.
- We do not permit smoking by Staff and Clients in work. P3 will protect staff, Clients and Volunteers from passive smoking.

## **HOW ARE P3 SERVICES FUNDED?**

Most of P3s income comes from statutory funders such as local authorities, for example, the Supporting People Programme established in 2003, which is administered by Local Authorities on behalf of Communities and Local Government.

However, we welcome support from sources that also share our vision and truly want to make a positive impact on people's lives such as;

- Central Government Departments
- Trusts and other grant giving groups
- Corporate businesses
- Individuals

We also bid for awards from the national lottery and other grant generating organisations.

**To find out more about P3, please visit our website at [www.p3charity.com](http://www.p3charity.com).**