

Likewise

**Creative Therapies
Placement Student
Information
Pack**



Creative Therapies Placement Student Information Pack

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Who are we?

Likewise is a small charity in Camden with a long history of supporting people across the community and promoting social inclusion. We work with people from all backgrounds and circumstances to support wellbeing, community and independent living. We run:

- A Community Wellbeing Centre where any adult can come and be themselves, socialise, seek some emotional or practical support and engage in an array of wellbeing activities like walking, colouring-in, art therapy or baking.
- 1-to-1 floating support, where we work with adults on a 1-to-1 basis to flexibly meet their needs. This can take place in people's homes, in the community or at our centre.

Our work is all about building mutual, authentic relationships – where we seek to understand a person in all of their wholeness and complexity, work alongside them to find out what support they might need or want, and work flexibly and holistically to make that happen.

We see ourselves as fundamentally being a learning organisation. People are complicated, mental health is complicated and that means our work is complicated. We don't think we have all the answers (in fact we know we don't have all the answers) but we do think we've learnt a lot about how we can work with the complicated, the messy, and the chaotic.

We understand that every individual is unique and therefore, as workers, we're constantly evolving and adding the necessary skills to our toolkit that mean we can work with difference, but also that we fundamentally see everyone as having far more in common than what makes them different.



Where do you fit in?

SHARING OUR LEARNING

As a learning organisation we're keen to share our learning. We feel strongly about the people we work with, about broad, inclusive communities, promotion of wellbeing, and about what good care looks like – and this is something we want to share with the Health and Social Care sector and beyond. This is where you come in...

Our hope is that for each and every person that joins the Likewise team as part of our placement programme, you'll leave our organisation:

- With a better understanding of how to look after your own wellbeing
- Better positioned to support the wellbeing of others in your personal networks and community
- Equipped with the front-line experience, emotional intelligence and the skills needed to deliver high quality care, which can be taken into your careers in the Social Care, Health or Social Justice sectors.

We think the best way to learn is by doing – by being hands-on, front-line and experiencing the work for yourself. Whilst on a placement with us this is exactly what you'll be doing.

This is an opportunity to experience real-life working in the sector, and that means it's not an easy placement. Remember: people are complicated, mental health is complicated and that means what we do is complicated, so you'll need to be ready to step outside your comfort zone, to be open to learning, to be curious, prepared to work hard and be inquisitive. If you can bring all of that, we're ready to give you the experience and skills necessary to kick start your career.

VALUING YOUR CONTRIBUTION

At Likewise, we're not a therapeutic service ourselves. However we absolutely recognise the importance and value of therapeutic support, and we know that this is something that can be largely inaccessible and unaffordable – especially when it comes to the provision of creative therapies. Therefore what you have to offer is really valuable.

You will be providing much needed accessible and affordable creative therapies to adults across the Camden community; that is clients and community members involved with Likewise, as well as the clients of our partner organisations such as Mind in Camden. Our hope is that you can allow individuals:

- To try something new
- To experience a different way of engaging in their wellbeing
- To explore what value a therapeutic relationship may hold for them

....and that through you being part of the Likewise team, individuals are supported to access this within a service, space and community that is familiar and safe, and therefore hopefully makes the transition into something new that little bit easier



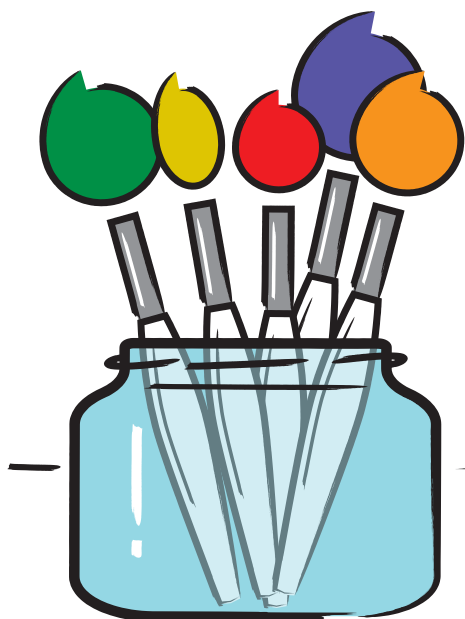
What will your placement look like day-to-day?

Your placement will be just as varied and diverse as the people you'll be working with.

You'll be working in a therapeutic capacity (individually and/or in groups) where you'll develop your therapeutic practice, and you'll be working in a non-therapeutic capacity where you'll have the opportunity to develop a range of transferable skills including relationship building, communication, understanding of mental health, whilst also experiencing first hand what other mental health supports look and feel like and therefore what the support network of your future clients might look and feel like.

In the initial few weeks of your placement, you can expect to be involved in the planning, design and marketing of your therapeutic offer. With the support of staff this will enable you to develop your leadership and project management skills, whilst taking ownership over your offer. You'll:

- Create a clear therapeutic offer that describes to clients and referrer's what your creative therapy is, the format (individual/group – face-to-face or remote), the number of sessions available, how to get involved or make a referral.
- Work with our designer to brand your offer (design it up within the Likewise branding)
- Be supported to advertise the offer: within Likewise, on the Likewise website, locally to the community, and with our partner organisations such as Mind in Camden.



Once the placement is up and running, depending on your university requirements for placement, you might:

- **Lead one-to-one therapeutic sessions:** You'll offer one-to-one creative therapy to adults, for up to 16 sessions per person, with flexibility to extend to 20 sessions if there are changes within the final weeks of the offer (for example bereavement or crisis).
- **Lead or co-lead group therapeutic sessions:** You'll facilitate open, group creative therapy spaces for adults as apart of the array of wellbeing activities on offer at Likewise. Depending on how many students are with us and on what days, you may find that you're co-leading this space with another creative therapy student. This might be someone from the same creative therapy as you, or someone from another creative therapy – these are great opportunities to learn from a different approach. In either instance, this will allow you to develop your team-working skills and to provide mutual support and facilitation of one another's learning and practice.
- **Leading non-therapeutic support:** As mentioned above, you'll engage in the day-to-day work of Likewise, which is non-therapeutic, holistic, emotional and practical support. This could be involvement in:

- **1-to-1 floating support:** Ongoing, individual support. This will look different for every individual but it might involve providing companionship and practical support in the home, support to engage with activity or clinical supports within the community, or remote support to provide emotional support and mental health management.
- **Lighter touch wellbeing support:** In response to Covid-19 we've been increasingly providing friendly, light touch phone calls to clients to check in on their wellbeing, ensure their physical needs are being met and combat isolation. Despite being light touch, many of these clients will also have substantial or long-term mental ill-health conditions.
- **Group Activity:** You might be involved in running an activity group, such as art, singing, or a general drop-in and chat group. This might be run by Likewise or by Mind in Camden and it might be small, socially distanced groups or it may be run remotely via video conference.



- **Partnership Working:** Most individuals you work with will have a Pod Leader or Key Worker within Likewise or Mind who is directly responsible for the coordination and provision of care. This means you'll be working as part of an inter-disciplinary team, working collaboratively and cohesively to support that individual.

This will enable you to seek support and advice from staff and key workers, and to seamlessly pass on information to ensure the duty of care to the client is met by the organisation.

It's worth noting at this stage that both duty of care and confidentiality sit with the organisation, not any individual worker and this expectation is set with the client from the very start.

Whilst this obviously doesn't mean you need to pass on every bit of information that arises, it does mean that concerns, changes in wellbeing/circumstances, safeguarding and safety matters must be passed on.

- **Record keeping and administration:** Throughout the placement you'll record your client sessions on our secure client database VIEWS (you'll receive training in this). You'll also be undertaking administration tasks that support your role – organising your workload and scheduling sessions with clients directly, planning group activities, involvement in team meetings etc.
- **Supervision:** Alongside your clinical supervision, you'll have regular group or individual supervision within Likewise. Your supervisor will support, guide and challenge you to get the most out of your learning journey, and point you back to your clinical supervisor where necessary.



Naming the elephant in the room: Covid-19

Coronavirus has had and is continuing to have a massive impact on our work. In ordinary times you'd be based in our office and community wellbeing centre, but this is unfortunately closed until we're able to re-open again and so a large amount of your work may be occurring from home.

Of course when we are able to work in the centre again, face-to-face we will do so, but the reality is that we don't yet know when it will be safe to do so.

This means that your therapeutic support is likely to be remote (phone or Zoom), especially initially, and that groups or other support you're involved in may also be remote.

We are doing some face-to-face work outside the centre (e.g. in people's homes, outside) and so it may be that you're involved in some face-to-face work, particularly in the non-therapeutic aspect of your work. We are of course taking every measure to ensure your work is safe; we have strict policy and procedures in place taking account of all relevant national and sector guidelines and are providing you with the training and materials (e.g. PPE) necessary to ensure you're confident in safe working practice.



Supporting you to transition into your career

We're conscious that for most of you we're going to be a stepping stone in your career. This ties in perfectly with our desire to share learning with the sector by creating graduates who are equipped with the front-line experience, emotional intelligence and the skills needed to deliver high quality care, which can

be taken into your careers in the Social Care, Health or Social Justice sectors. Our hope is that, after your time with us, you'll be ready to hit the ground running in whatever career you choose.

This means giving you the experiences and learning necessary. It also means making your CV look great. Through our formal training offers, we hit both these birds with one stone.

Whilst you're with us, you'll have access to several formal training offers, recognised across the sector – free of cost.

Given you'll likely only be with us 1-2 days per week, these opportunities are likely to be on top of your placement commitment. They're run in a two hour fortnightly format to make this as accessible as possible, as where you're able to, we really recommend your participation.

The Training offer includes:

- ✓ **Mental Health First Aid** – In this course you will learn to recognise early signs of mental health problems and signs of worsening, existing, mental health problems, as well as how to respond appropriately to assist people in your community, family or workplace.

Like traditional first aid, Mental Health First Aid does not teach people to treat or diagnose mental health or substance use conditions. Instead, you will gain practical skills to offer initial support to someone experiencing a mental health problem, until appropriate professional help is received or the crisis resolves, while keeping yourself and the individual safe.

- ✓ **Red Cross First Aid** – Traditional first aid, run by the Red Cross, which will prepare you to respond to an array of different physical health emergencies to keep both the person and yourself safe.
- ✓ **The Care Certificate** – The nationalised induction for workers in the Social Care sector, which ensures your practise meets the national standards for high quality and safe care in the UK. Covering 15 modules and delivered with a Likewise spin, this course will teach a wide array of skills and knowledge that will be essential to your work in the sector and leave you with nationally recognised certificate.

So slap that on your CV!

Of course, it goes without saying that as staff we're also here to answer any questions you have about working in the sector, provide advice and guidance where we can – and at the end of your placement, provide you with a reference outlining your work with us.



Feedback from **previous students**

Here's some more feedback from previous students:



I think, because we are immersed in such a diverse community here, we sort of have the upper-hand in our learning just because, I think, a lot of people when they think of mental health, they think of it in a very textbook kind of way.



My placement was a 'petri dish for learning' – about emotions, about the sector, about myself, about EQ.



At the start if there was something that I was uncomfortable with I would be like okay and then step away, but now I find myself digging deeper and I feel more inquisitive and I feel more curious about where they have been. Mentally I feel stronger, more built up.



I do like that from the beginning you guys made it so open, like it's ok if you make mistakes because I think if you guys didn't make that prominent people will be a lot more afraid to do anything.



I now have more knowledge about mental health and how it varies between each individual. I am more aware of the way in which I can help others not only those I know but others in the community.



I now work with people with emotional difficulties and my placement definitely helped me to better understand the personal side of these sorts of problems rather than the clinical or scientific side – this definitely has helped me when working and interacting with sufferers of psychiatric illness. It has also helped me to build resilience and learn to maintain the appropriate boundaries between myself and clients.



My supervision... it's kind of transformed the way I see people. And being a good listener, it has really helped to stepping back and thinking wow you wouldn't have realized how much someone has gone through and where they started and ended. It's a huge eye opener just to life in general.



Certain things just got me really anxious. So there was one visit in particular, her house was just in really bad condition. And the first shadow visit I went on with my Pod Leader, even she could tell that I was just like, it was like I was frozen – I didn't know what to do cause it was just like my worst nightmare. But, now I'm doing the visits and I'm completely fine. I think that's because of, number one it's the supervision and two, the support that you have alongside it.

Your application

Okay, so you know our placements are awesome – how do you get one?

There are 3 steps to your application, which are outlined below. We have a monthly rolling recruitment process so you can apply at any time, there are no deadlines as such. However that doesn't mean you should apply in August for a September start for example, that's probably not going to happen.

Ideally you should complete all of these stages at least 3 months before your intended start date, but the early bird gets the worm so if you can get organised sooner, that's even better.



1. APPLICATION

The first step is to apply on our website:

www.likewise.org.uk/learning-and-opportunities

You'll be asked to answer a series of questions about you, your placement requirements and why you'd like to undertake a placement with us. You'll also need to select a Selection Workshop (see step 3) date in your initial application.

Make sure you read all the questions carefully and provide as much information as possible where required. Communication and ability to follow instructions are some of the basics we'll look for in your application so I'll be honest, it's not a great look if you mess up at this point – not totally irredeemable – but better to double-check your application before you send it off.

2. INTERVIEW

You'll be asked to attend an interview, which has a few purposes:

- We'll want to know exactly what your placement requirements are, to make sure we can meet them. So it's super-important that you're clear on what exactly your university is asking of you.
- We'll want to get to know you a little bit – what you're like as a person, what your motivations are for undertaking a placement with Likewise, what you're hoping to learn and generally, what your communication and inter-personal skills are like.
- You'll also have the opportunity to ask any questions you've got, because that's important too. And remember, we love curiosity.

You need to book this via the Eventbrite link on the website, and your interview date must be before the Selection Workshop date you choose in your application. Therefore it's worth checking there are still interview dates available, before you submit our application.

3. THE SELECTION WORKSHOP

This is kind of like a group interview – but hopefully wayyyy less scary. The workshop itself will involve a few different activities designed to get you thinking, applying our values to real-life scenarios, having some fun and discovering more about us along the way. There's a couple of purposes to the selection process.

Firstly, we want you to choose us (or not choose us, that's fine too). You're all looking to make massive commitments to a placement experience – you're investing a lot of time into one place (for many of you this'll mean extending your degree by a year), you're not getting paid and you'll be investing a whole lot of physical and emotional energy into your placement. This means you've got to know what you're in for and choose that – if that's not us, that's absolutely fine, but we want you to be able to make a fully informed choice.

Secondly, we want to make sure you're the right fit for us. Now this isn't about what kind of previous experience or knowledge you have – in our work, we're people working with people, so we don't expect anyone to be an expert. We also see this as fundamentally being a learning experience, so you definitely don't need to be perfect.

You are working front-line with people though, and this means we have a responsibility to ensure that they're receiving high quality care. So, what we will be looking for is:

- ✓ **Openness to learning** – are you curious, inquisitive, hungry to learn more, willing to unlearn?
- ✓ **Are you willing to step outside your comfort zone?** We've said so already but let's say it again, this is a hard placement. Being able to challenge yourself and step outside your comfort zone is a must.
- ✓ **People skills** – are your communication and inter-personal skills at a good starting level? How do you interact with other participants, how do you interact with us, how do you communicate things?
- ✓ **Authenticity** – can you show us a bit of you? We're not expecting you to be anyone else. Authenticity is really important in the work for us, so we want to see a bit of your personality and who you really are.
- ✓ **Alignment with our values** – do our values resonate with you? Do they seem like an approach that you want to be part of?

Preparing for the workshop

Our workshop is going to be absolutely jam-packed. We're squeezing what's usually a whole day into a few hours, so there's a few things we want you to think about ahead of time.

Have a read through the rest of this document and follow any of the links provided – you by no means need to be an expert in all the information we give you, but you do need to understand it enough to share your thoughts on it and think about how it might apply to the work in practice.

And, if you're really keen, you can also check out our website.

- For information on the 1-to-1 support: www.likewise.org.uk/support
- For information on our community space, wellbeing activities and events: www.likewise.org.uk/whats-on
- For reports and evaluation about our work: www.likewise.org.uk/literature



1. OUR VALUES

Our values are much more than something we paint on the wall and occasionally look at. Instead our values inform our whole approach to our work and way of being with people. Learning, Doing and Belonging our three core values, and we'll be looking at these in more depth during the Selection Workshop.

Have a read, make some time for contemplation and we'll see what you think when we join the workshop.

Learning

We see everyone in our community as a learner. Volunteers, staff, clients and placement students alike – we are all engaged in a constant process of learning. We believe that traditional models of care whereby knowledge is transferred in one direction only (from an 'expert' to a 'service user') are not only ineffective, but create relationships of inequality. In contrast, we believe every individual is an expert in their own story. The challenge is therefore for us as staff and volunteers to be open, curious and genuine in our interactions so that we can learn from individuals as to how we can best support them.

Good social care rests on our capacity to create an environment where knowledge and understanding can be shared between everyone – where we learn from the complex realities of our clients, we learn about ourselves and we learn from the relationships we create.

Doing

We believe that the best learning happens through doing. That's why when it comes to your experience with us, you're working hands-on, front-line. It's also why we focus on doing things with clients, rather than for them. We believe that doing is vital for change – it's only through the act of doing that we can learn and discover our capacity to feel and behave differently. Therefore we aim to work alongside our clients, to do things together, so that they play an active part in the doing.

We're pragmatic about what we can do together too. If we can do something, we will. We want to support people to take advantage of opportunity in all its diversity, so we try to avoid

the rules, bureaucracy or tightly-defined practice that tend to limit our roles and instead just get in and do it. If that means changing a lightbulb, attending a choir or stopping by an unexpected art show, we do what we can to let it happen.

Belonging

We want Likewise to be a community in which everyone can belong. For us this means being much more than a space that is inclusive and safe – it means creating a space where people can, firstly, be genuinely accepted for who they are and, secondly, be valued as a person who can actively contribute to our community, rather than being a passive recipient of a service.

In order to truly value people for who they are, we need to accept them – just as they are. It sounds simple right? But so often services fail to see someone as anything more than their problems and then in getting straight to the business of changing that problem, infer that the client is starting at a deficit – that there's something wrong with them that needs changing. We want to take the approach that every individual is okay just as they are. This does not contradict the fact that people often join our service in the search for change.

Acceptance allows for both ourselves and for clients to see and come to terms with things as they are, and from there make decisions. It allows us to focus on the person and relationship first, and the outcome or change second. It's also worth noting that accepting a person does not mean accepting everything they do or say – we can separate someone's behaviors and actions from them as a person.



2. THE PARABLE OF THE BLOBS AND SQUARES

A long, long time ago – we made a video called 'The Parable of the Blobs and Squares'. Check it out: www.vimeo.com/42332617



Consider the following:

- What you think the main lessons are from the Parable of the Blobs and Squares?
- How does it link in with the values of Learning, Doing and Belonging?

3. REFLECTION AND WELLBEING

Lastly, have a think about:

- What reflection is, and why it might be important to us in the work.
- What wellbeing means to you.

What happens after the workshop?

After the selection workshop Indi will be in touch within the week to let you know whether or not you've been selected. Remember this is just as much a selection for you as it is us, so really think about whether you think we're the right placement opportunity for you.

If you're selected, we'll move on to organising the practicalities of your placement. Based on the information you provided to us on your application, we'll confirm:

- Your start date and end date
- How many days per week you'll be doing
- What days of the week you're available and whether you're available evenings

Remember, it's important to think about what's financially sustainable for you, so consider what this means for you.

We'll also arrange for you to have a DBS check and ask for any documents we need to sign with your university to confirm things.

Once we have everything confirmed it'll be a case of sitting tight and waiting until we get closer to your start date. When that date is getting close, you'll likely be asked to attend an induction with other students starting around the same time as you – this is a great opportunity to meet staff and peers alike and get some light training on the fundamentals.

Final note

If you have any questions, please don't hesitate to get in contact with me – indi.angel-auld@likewise.org.uk – I'm here to help. Otherwise, if you apply there'll be plenty of opportunities to ask questions in your interview or at the Selection Workshop.

Good luck with your application and we look forward to meeting some of the newest members of the Likewise Team!

