

# Likewise

2022-23

# Creative Therapies Placement Information Pack



## **About us**

Likewise is an innovative charity working at the heart of the Camden community to support people to flourish.

At Likewise our culture is all about being human together. More human organisations do more human work. We put a lot into creating authentic relationships, work hard to support each other's sense of belonging and love learning together through the work we do.

At Likewise we have two main aims:

- To help people finding life difficult (emotionally and practically) to better navigate it, feeling a sense of acceptance and belonging.
- To influence change in the health and care system so that organisations and services become more human, adaptable, and responsive to people's lives.

We work towards this through three main strands of work:

- **One-to-One** – providing flexible, person-centred support to meet the complexity a person experiences in their day-to-day life, whether at home or out in the community
- **Community** - building safe spaces for people to be themselves, and feel a sense of belonging, connectedness and acceptance
- **Learning Programme** - facilitating experiential learning and formal training opportunities that support personal wellbeing and skills development



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 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?**

Likewise is a learning organisation, so we're keen to share what we discover. We feel strongly about creating change in the world for better collective wellbeing - becoming more accepting, more human, more there for each other.

One of the ways we do this is by inviting students to work with us on placement, gaining experience working directly with a very real, diverse, human community.

This placement is for you if you want to build your understanding of a human-centred approach to working with people, take a dual approach of learning and leading, and challenge yourself to get right out of your comfort zone.

Our hope is that each and every person that joins the Likewise team as part of our placement programme will leave our organisation:

- With a better understanding of how to look after your own wellbeing - improving collective wellbeing starts from within!
- Better positioned to be with people and support them in a personal capacity - so collective wellbeing in your personal community increases
- Equipped to be with people and support them in a professional capacity – so when you step into your careers you can improve collective wellbeing in your professional networks, and in the professional systems you inhabit



## VALUING YOUR CONTRIBUTION

Likewise isn't a therapeutic service itself - our usual work is non-specialist, mutual human support. However we absolutely recognise the importance and value of therapeutic spaces, and we know that this is something that can be largely inaccessible and unaffordable. Therefore what you have to offer within our community is really valuable.

You will be providing much needed accessible and affordable creative therapies to adults across the Camden community. 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 community that is friendly and safe, and therefore hopefully makes the transition into something new that little bit easier



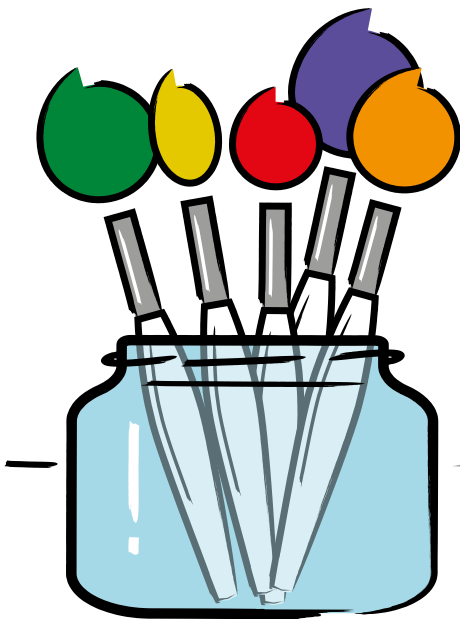
## **What will your placement look like day-to-day?**

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 meet the clinical hours required of your placement. We'll also get you involved in the wider, non-therapeutic work of Likewise in some way, so you really land and integrate into the space and get an understanding of what non-therapeutic, community-based work with mental health might look 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 referrers 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.
- Design your offer 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 around 12 sessions per person, with flexibility to extend 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 work:** You'll also engage in the other day-to-day work of Likewise, which is non-therapeutic, holistic, emotional and practical support. This could be involvement in:

- **1-to-1 support:** Ongoing, individual emotional and practical 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.
- **Community activities:** You might be involved in co-hosting a community activity, such as our walking group, culture trips, garden guardians or a community cafe drop-in space.
- **Research projects:** You might work with us to decide on a research question you want to investigate while you're on placement.

You can expect to engage in about 2 hours of non-therapeutic client work per day of placement.



- **Working within the team:** While the therapeutic relationship will be yours to hold with a client, they are engaging with the service through Likewise, and this means we hold the responsibility for that client's care along with you. 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.

Some clients may also have professionals in their network (from Likewise or elsewhere) who are jointly responsible for the coordination and provision of their care. This means you'll often be part of an inter-disciplinary team, working collaboratively and cohesively to support that individual.

We'll support you in the complexities of this - managing our responsibilities around safeguarding, risk, consent, and truly person-centred care. You will always be expected to pass these things on to us and work with us to hold these often tricky balances.

- **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 supervision within Likewise. Your supervisor will support, guide and challenge you to get the most out of your learning journey, engage with our values and approaches, and point you back to your clinical supervisor where necessary.





## **Support & benefits**

We recognise that a voluntary placement year is a big commitment, so here are some of the benefits of our placement programme and a whole host of support structures you can tap into:

### INDUCTION

You will have a full group induction on the first day of your placement where we will talk you through all the basics you need to get started.

### THE LIKewise CULTURE

At Likewise we encourage bringing your **WHOLE** self to work – that means when you take on a placement with us we are all committing to support you through it in a holistic way. Any staff member is always happy to help, answer questions, chat things through, or listen.

### FORMAL TRAINING COURSES

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 offered on top of your placement commitment. Where you're able, we really recommend your participation.

- ✓ **Mental Health First Aid (Adult)** – 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** – Physical first aid, as designed 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 their practice meets the national standards for high quality and safe care in the UK.

## REFERENCES

Once you complete a placement with us, we will be able to provide you with a personalised reference for future opportunities you take on

## BEYOND YOUR PLACEMENT

Once you complete a placement with us, you will have the opportunity to join our newly developing graduate network – this is a great way to keep in touch, share your future learning with us, and access further Likewise support as you step into the next bit of your journey.

## YOUR SKILLS DEVELOPMENT

When we surveyed students who were with us last year, they told us that during their time with us they'd developed their skills in:

- ✓ Understanding of mental health
- ✓ Communication
- ✓ Reflection
- ✓ Emotional Intelligence
- ✓ Self-awareness
- ✓ Understanding of physical health
- ✓ Teamwork
- ✓ Ability to support those with mental health needs
- ✓ Project management and planning
- ✓ Leadership
- ✓ Relationship building skills
- ✓ Managing challenging behaviour
- ✓ Understanding of safeguarding and professional boundaries
- ✓ Dealing with conflict
- ✓ Ability to support those with physical health needs

## **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,*



*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.*



*When I started, although I had seen clients before, they had very complex, entrenched needs and histories and I wasn't sure how it would be to see clients who weren't able, for example, to keep their own appointments, function outside institutions, articulate themselves. I also wasn't sure about what therapy could achieve, given the complexity of the clients I was already seeing. I feel my experience at Likewise has broadened my range and helped flesh out my thinking around different diagnoses/issues. I feel I have a more rounded experience now. It's just the beginning but I am extremely grateful to have had the opportunity to work at Likewise at this stage in my career.*

## **Who are we looking for?**

This is a fundamentally a learning opportunity – so we do not expect you to have any kind of previous experience. We're much more interested in what you have yet to learn and unlearn than what you might have already know. So in your application, as tempting as it may be, resist the urge to put on what you think is a 'professional façade' because we're much more interested in the real, authentic you and your potential to learn whilst with us.

### **Openness to learning**

Are you curious, inquisitive, hungry to learn more, willing to unlearn? This is often uncomfortable so can you resist the urge to armour up or shut down when you're challenged?

### **Willingness 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 right outside your comfort zone is a must.



### **People skills**

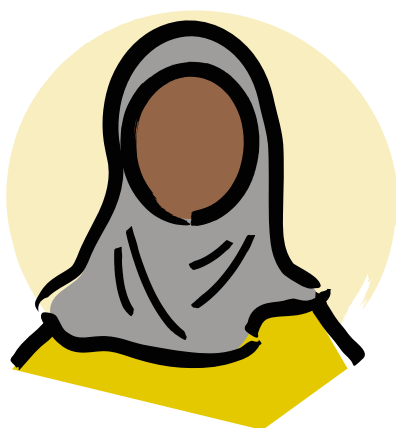
Are your communication and inter-personal skills at a good starting level? How will you interact with clients/ other students/staff? How do you communicate things?

### **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.

### **Interest in and curiosity about our values**

Do our values resonate with you? Do they seem like an approach that you want to be part of? Can you engage critically with them and what they mean to you?



### **The basics**

We're also looking for a certain level of basic "work skills" - think organisation, being on time, self-motivation, reliability, planning, enthusiasm, etc. We're not expecting you to have everything 100%, but we want to know what your strengths are and for you to be up front about where you need to develop.

## **Things to check before applying for this placement**

✓ **Are you eligible for the placement you're applying for?**

You must be studying for an accredited creative therapeutic course that will include your placement. Examples include Dramatherapy, Arts Therapy, Dance Movement Psychotherapy, and Music Therapy courses. Psychology students are not eligible for this placement as it involves direct therapeutic practice.

✓ **Does it meet your university or course requirements/expectations?**

This is for you to determine through looking at the information available and in communication with your course providers. Ask us any questions you need to to check this!

✓ **Is this placement financially sustainable for you?**

This placement is unpaid and unfortunately as a small charity, we can't afford to pay travel expenses for the commute. The role will involve travelling into our Hub in Swiss Cottage (NW6 3SG), and you will need to be able to fund your own clinical supervision.

✓ **Have you thought about your commute time/distance from home?**

Is this going to be an okay time/distance or is it too far?

✓ **Have you considered that this is a front-line role?**

This role involves front-line working as we are classed as essential workers – this has been the case even in the national lockdowns. If you or anyone you live with has any health concerns that make them particularly vulnerable, please get in touch with us so we can decide together whether this is manageable. It is worth noting that you will have access to relevant PPE and training in the use of PPE.

✓ **Are there any elements of the work that you could not fulfil on the basis of your protected characteristics e.g. disability or religion?**

We're committed to this role being as inclusive as possible, so please let us know if this applies to you in your application. We will discuss with you to understand what reasonable adjustments can be made.



# **Your application**

Our recruitment happens on a rolling basis, so there is no deadline as such, but it is worth noting that our placements are very popular and we have a limited number of places we can offer, so it's worth getting in there early! The competitive nature of this placement also means you will only move onto the next stage if you have been successful in the preceding stage – but we'll always let you know if you will not be moving onto the next stage.

## STEP 1: WRITTEN APPLICATION

The first stage involves submitting your written application on our website - <https://likewise.org.uk/learning-and-opportunities/placement-opportunities/creative-therapies-placement/>. You'll be asked to answer a series of questions about you, your placement requirements and to provide a personal statement about why you'd like to undertake a placement with us.

We want to see as much of you through your personal statement as possible, so give it the **same attention and thought you would a cover letter**. A page (ish) is usually a good guide.

## STEP 2: 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.

## STEP 3: THE INTERVIEW

If successful after the Selection Workshop (or if we don't have a selection workshop running for a little while), you'll be asked to attend an individual interview, which you'll be given the details to book into. This is your final chance to impress us and ask any outstanding questions you've got. Remember: this is a non-traditional interview process. We want to see the authentic you, so don't be tempted to go into "interview mode".

## **What's our selection process for?**

There's a couple of purposes to our selection process:

Firstly, we want to give you enough information that you can choose us – or not choose us, that's fine too. You're looking to make a big commitment to a placement experience; you're investing a lot of time into one place 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 – we want you to have all the information up front.

Secondly, we want to make sure you're the right fit for us, and this is where our interview process might differ from other interview processes. At Likewise we primarily see ourselves as Learners and actively try to dismantle a dynamic of expert and client, so we are not expecting you to have all the answers, or present only your "polished" self. There is a reality that this placement is extremely hands-on and does involve some client-facing work, so we need to check there is a good enough starting place, but this is in relation to **how you can embody our values**, rather than checking any knowledge or specific skills.

We look forward to seeing your application - good luck!

