

# Likewise

# Summer Placement Information Pack

Placement Support Worker  
Opportunity - 3 months



## Summary

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 take on a summer voluntary placement with us, gaining experience on the frontline 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



## Key information

**Placement type** – This placement is a voluntary, third-sector placement and offers some travel expenses (commute not included)

**Hours** – 22.5 – 37.5 hours per week (3-5 days)

**Start/end dates** – 19th June 2023 – 18th Sept 2023

**Location** – A mixture of being based at our Hub in Swiss Cottage – 8 Fairhazel Gardens, and travelling around the local area

**Supervision** – Your supervisor for this placement will be one of our staff members, and you will also receive support from the Learning Programme Lead and Programme Administrator as well as other peers on placement

**Leave** – 2 weeks (6-10 days depending on your days per week) of leave allowance for breaks & holidays, we also have a person-centred and wellbeing focused approach to sickness & other required leave

## 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.



## About our placements

Likewise has been offering placements to students for years now, and we are very proud of our programme! It's been shaped by the work of staff, current and past students and we're excited to see it continue developing.

We think the best way to learn is by doing – by being hands-on, front-line and experiencing the work for yourself. This means a Likewise placement is an opportunity to experience real-life working in the sector, and that means **it's not an easy placement**.

Remember: people are complicated, and that means what we do is complicated, so you'll need to be ready to step right outside your comfort zone, to be open to learning, to be curious, to work hard and to 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.

## The Role

Your placement will be just as varied and diverse as the people you'll be working with. In developing your timetable, we try to make sure that you get to experience all of the services we have on offer – so that you can be developing as many skills as possible. Your responsibilities will change as you go through the placement and build your skills and confidence, and every placement will look different.

Some of the roles you might take on are listed over the next few pages.

**Please note: aspects of our placement programme are constantly evolving depending on the work we are doing and how we can fit your time with us around this. This means no element of the placement is 100% guaranteed.**



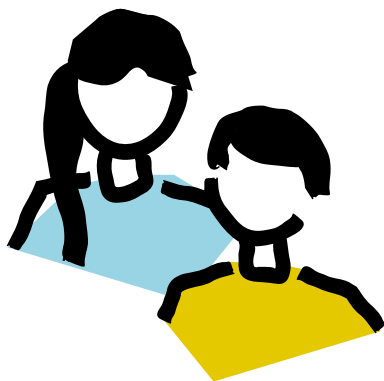


## SUPPORTING ALREADY ESTABLISHED AND ONGOING COMMUNITY ACTIVITIES

We are lucky enough to have some regular longstanding community activities, which may have regular attendees from our community and an existing loose structure. One of the first things you might do on placement is take on co-hosting one of these spaces with other members of the community and be responsible for facilitating the activity. Examples include our Community Café, Walking Group, and Garden Guardians.

## SUPPORTING IN OUR FRONT OFFICE SPACE

Our front office is a lively and organic space – it's the first point that people meet us at Likewise, and also where we answer incoming calls to the service. Time spent supporting in the front office involves answering the door and phone, being the friendly face of the community and chatting! It's a great way to meet people and get your head around the feel of Likewise.



## LEADING ONE-TO-ONE VISITS WITH CLIENTS

You may work with a client keyworker to support their Likewise clients. These sessions are one-to-one (so you will hold them on your own), held at home or in the community and can provide emotional and practical support, combat isolation and/or provide a holistic listening ear.

## RECORD-KEEPING AND ADMINISTRATION

We have a responsibility in our work to keep records and communicate well, and you will do your bit for this too. Examples of admin work you will get stuck into include: keeping up with communications from others in the community & team, recording notes from any client or community work, auditing records, researching other support options and planning/reviewing sessions. You may also be asked to support staff with ad-hoc admin tasks if you have time.



## **Feedback from previous students**



*I really love Likewise's sense of inclusivity and positivity. A really warm and welcoming environment to work in.*



*I'm just a lot more comfortable with myself now which I find pleasant but also surprising considering my role was to explore the dimensions of personalities of my clients. However, that led me to find more about myself/check in on myself.*



*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.*



*Something I've really picked up on is the idea that it's okay to make mistakes, as well as to not know (or even seem like you know) exactly where you went wrong or how to fix it, and definitely not straight away. That just opening up that conversation in itself is extremely useful and encourages progress in all aspects of your work life (even personal life?).*

## 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.

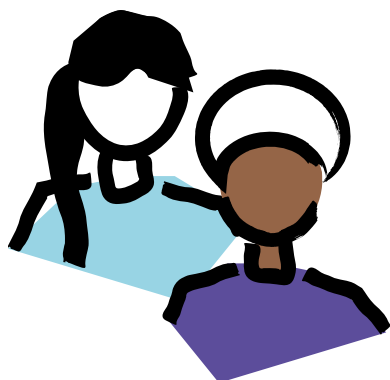
### THE LIKEWISE CULTURE

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.

### SUPERVISION

You will have one-to-one supervision once a week (or fortnightly if you're on a 3 day week). Supervision is a space for **YOU**, and you decide what's on the agenda each week. Your supervisor is just there to guide you and bring the lens of our organisational values. Some things you might use supervision for include:

- Checking in on your wellbeing, inside and outside of work
- Chatting about your work – how things are going and how you are doing
- Exploring challenges together
- Development and learning – both personal and professional
- Celebrating your achievements
- Sharing wider organisational changes/focuses/etc
- Feedback about the placement – how you are finding it, suggestions, ideas, etc



Whilst this is a dedicated time to do all this, you're always encouraged to ask questions and seek support on the go, whenever you need. Someone will always make time to chat.



## LIKELEARNING

LikeLearning is a weekly learning and development space, consisting of two halves:

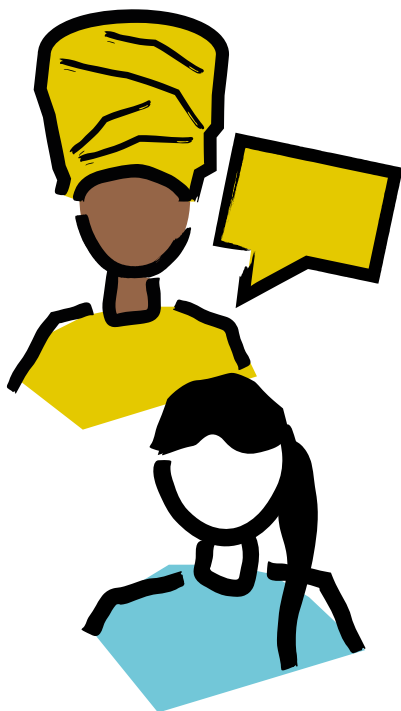
The Peer Space - where students can work together to learn and grapple with things that have come up. This space is facilitated by placement students, for placement students.

The Guest Space - with a “guest” staff/community member who brings something to the placement team (e.g. a training workshop, group supervision, or organisational updates).

## FORMAL TRAINING COURSES

During your Monday training days we offer recognised learning and development courses. These change a bit depending on which facilitators are available and what we think the needs are, but examples include:

- ✓ **Mental Health First Aid (Adult)** – 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.
- ✓ **Red Cross First Aid** – Traditional 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 your 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



## 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 or knowledge**. We look for the following in applications:

### 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

What can you bring to our community that's unique to 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.

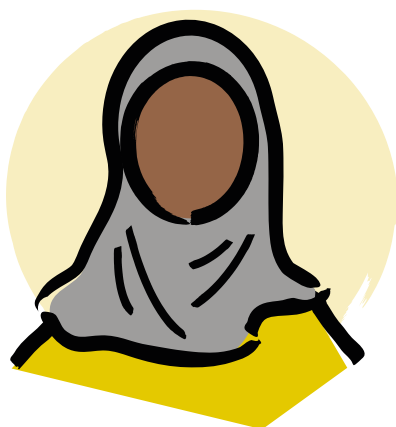
### Interest in and curiosity about our values

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"

People will rely on you in this placement, so we look for some 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.

If there are things you find challenging e.g. due to a disability, that's ok! We are interested in how you manage this and how we could support you.



## Things to check before applying for this placement:

✓ **Can you commit to this placement and the responsibility of supporting people over your summer?**

Although this is a voluntary placement, it holds a large responsibility in supporting some of our clients and community members. Ending a placement early can cause real impact on the people we support, so we do our best to avoid this. You'll need to be committed (obviously barring unexpected changes of circumstances!) to seeing this placement through to the end of the summer.

✓ **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. The role will involve travelling into our Hub in Swiss Cottage (NW6 3SG) and travelling to client visits around the local area, often on public transport, so it is important you're realistic about whether you can financially sustain this.

✓ **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, this may mean you feel the placement isn't right for you. 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 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

## STEP 1: WRITTEN APPLICATION

The first stage involves submitting your written application on our website - <https://likewise.org.uk/learning-and-opportunities/placement-opportunities/summer-placement/>. You'll be asked to answer a series of questions about you 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**.

## STEP 2: SELECTION WORKSHOP

This 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. \*Note - sometimes if the timing doesn't line up for a group we skip this step

## STEP 3: THE INTERVIEW

This is a chance for us to meet you in a more personal 1-1 chat, and for you to ask us any questions you have remaining about the placement. At Likewise we primarily see ourselves as learners rather than experts, so we are not expecting you to have all the answers, or present only your "polished" self. We are really checking that there is a good enough starting place and no big values clashes.

We hire on a rolling basis and only have a limited number of places, so we do recommend applying early. Good luck!

