

Likewise

6-8

Placement Student

Information Pack



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 graduate students to partake in a 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 is an unpaid, voluntary third-care sector placement. We do offer a travel reimbursement policy which students can claim for work-related costs (for example, travel to and between visits), but does not cover first travels into work and last travels home.

Hours- Flexible, ideally 2-3 days a week for 4, 6 or 9 months, this can be adjusted depending on University requirements.

Finishing the Placement- For you to complete your placement you will have closed with all of your clients and finished their sessions unless there has been clear and transparent communication regarding a handover. We expect the only reason you would not be able to complete a clients sessions is due to disengagement.

We want to be able to give you an annual leave allocation and account for any unexpected time off, while still making sure you meet your university requirements for number of days/hours spend on placement.

We recognise that as an unpaid placement, many of our students balance this opportunity with part time work alongside, so we offer part-time hours over a longer time period to facilitate this.

Although we don't have specific date blocks for this placement type we expect that you will be starting in either January or March as a small cohort. However our applications are open all year round.

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 Support Workers, you will also receive support from the Learning Programme Lead and Programme Administrator

Leave- 28 days + bank holidays (pro-rata) e.g. over a 9 month placement working 4 days a week = 17 days leave + bank holidays.

**Bear in mind any sickness/leave may affect the hours you have completed for your placement requirement.*

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! This year, as our placement offer has grown, we are changing the structure of our placements a little, so we are really tapping into our own learning and the feedback of previous students. The work of staff, current and past students has gone into making our placement what it is today, and we are excited to see it develop further with a new intake of students.

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, 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.





CARRYING OUT ONE-TO-ONE VISITS WITH OUR 6-8 SERVICE CLIENTS

You will manage your own caseload of clients who have been referred for our 6-8 Session Service. This is our short-term service in which you will support your clients emotionally, socially & practically. It is important to note that you will be lone working, so you need to be comfortable working with people 1 on 1 in either their home, a community setting or at the Hub.

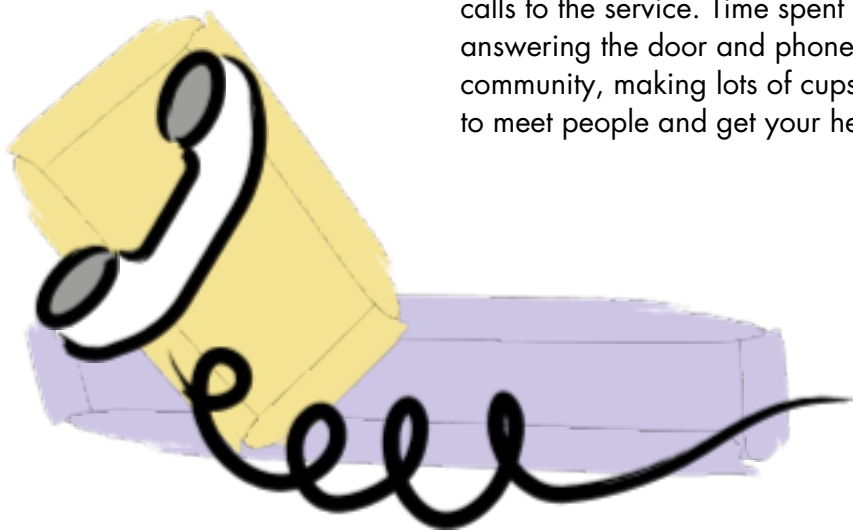
SUPPORTING ALREADY ESTABLISHED AND ONGOING COMMUNITY ACTIVITIES



We are lucky enough to have an already running set of lovely 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, making lots of cups of tea and chatting! It's a great way to meet people and get your head around the feel of Likewise.



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.

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 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 with your Pod Leader. There's a few purposes to supervision:

- To check in on the clients – you'll pass on lots of information about how your clients are and what you've been doing with them, make plans for future actions with your Pod Leader and ensure you've passed on any worries if they exist.
- For your learning – it's a space to ask questions, reflect, think critically about your own practice, think about your career, receive guidance and feedback.
- For your wellbeing – a space for you to check in and ensure that you're feeling supported in your work.

Whilst this is a dedicated time to do all this, we believe that curiosity, questioning and open reflection are some of the markers of a great practitioner. This means you're always encouraged to ask questions, do some reflection in the office between visits or share what's on your mind with whomever is nearby.

FORMAL TRAINING COURSES

You will complete three nationally recognised training programmes with us:

✓ 6-8 Support Training and Induction – This is a tailored training and induction programme which we have designed to include Safeguarding, Equity, Diversity and Inclusion, Confidentiality, Person-centred care, and other fundamental modules condensed from our Care Certificate training offer. This will also mainly focus on inducting students into our 6-8 session service, how we work with clients in the short-term, how to manage referrals independently, making initial contacts, initial and ending DIALOG forms, lone-working policies, or more.

OTHER TRAINING OPPORTUNITIES

We are also hoping to deliver some additional bespoke training workshops for students next academic year, and that as a placement student you will have a voice in asking for the kind of topics you would like to cover.



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 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?).

Who are we looking for?

We're much more interested in what you have yet to learn and unlearn than what you might have already learned. 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?

Resilience, and 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 a course that will include your placement – e.g. a university degree where the placement year is included as a module.

✓ 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. Please note our sandwich year placements are non-clinical.

✓ 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 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/sandwich-year-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: THE INTERVIEW

You'll be asked to attend an individual interview, which you'll be given the details to book into. This is your chance to impress us and ask any outstanding questions you've got. Remember: this is a non-traditional interview process. We're really clear on what we're looking for in candidates so don't be tempted to go into traditional, robot 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 massive commitment to a placement experience; you're investing a lot of time into one place, for many, 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 make an informed decision – if that means you're not going to go for it, that's absolutely fine, but 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.

Applications are now open. Good Luck!

