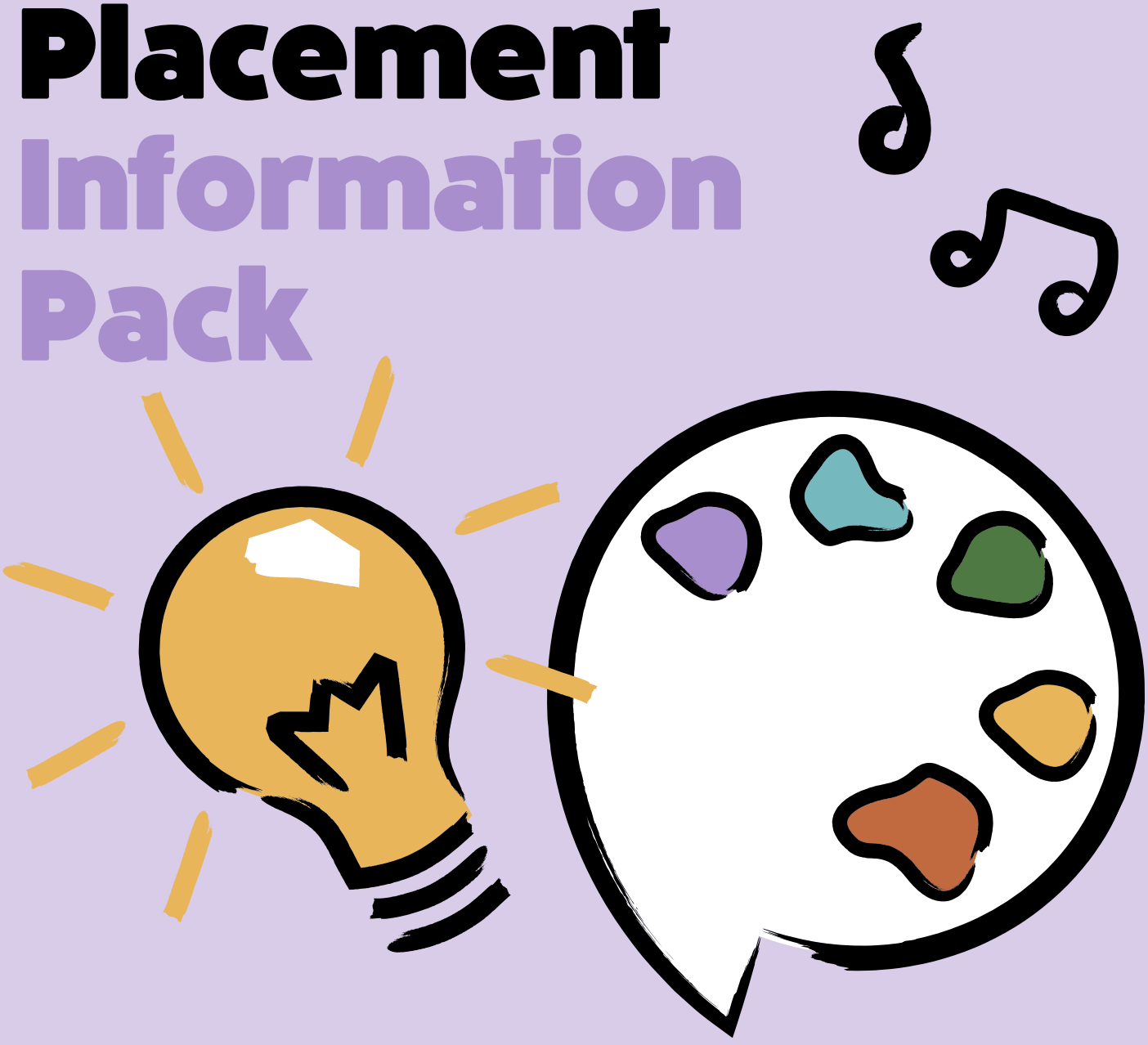
Likewise

Creative Therapies Placement Information Pack



About Likewise

Likewise is an innovative charity working at the heart of the Camden community to create social inclusion and wellbeing support. Our culture is all about being human together.

At Likewise, we imagine a vibrant, welcoming community where everyone feels at home. A place where people from all walks of life come together building real connections, sharing support, and growing alongside one another. We support often isolated or excluded people by building authentic relationships and community together.

Through these connections, we nurture wellbeing and inspire systemic change toward a more human, empathetic, and inclusive health and social care system with people at the heart.

Together, we rediscover what it means to belong, connect and be there for each other.

CORNERSTONES OF OUR WORK

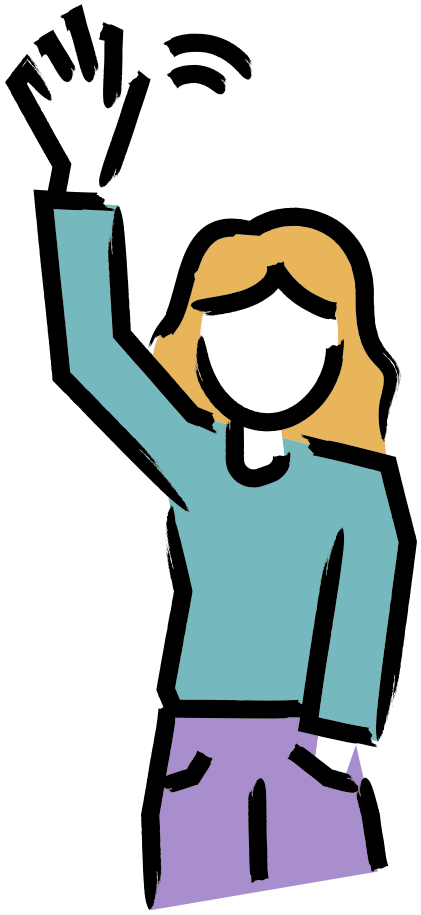


- Providing one-to-one support through human centred relationships where we're alongside people as they navigate life, cultivate wellbeing and learn.
- Evolving and building community spaces, places and relationships, focussed on belonging, learning together and wellbeing.
- Collaborating and working in partnerships where we learn, act together and model human centred services for greater impact, influence and sustainable change.
- Being a human, relationship centred organisation where we take good care of each other. We're adaptable, responsive, dynamic and always learning.

About our placements

At Likewise, we see ourselves as a learning organisation - always exploring, reflecting, and sharing what we discover. We feel strongly about creating change in the world for better collective wellbeing - becoming more accepting, more human, and 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 picture of wellbeing:** What that means, how it looks for different people, and ways we can paint even the smallest picture of wellbeing in each other's lives. This is most present through the client and community work, but we also hope you can better encourage collective wellbeing for yourself, your personal network, and people you're yet to meet.

- **A story of community:** Who you are, who we are, and who the people you'll meet are will all tell a story about community. We think community is important, and people contribute to their community by simply being there, so it's crucial to us that there is space for everyone to contribute or be heard. We know that can look anything from warm and welcoming, to chaotic and uncertain. So, we'd like you to leave us with the tools to navigate these complexities, and to foster belonging in your own communities now or in the future.

- **A vision of change:** We want the work you do and relationships you build to feel meaningful and empowering - for others, each other and yourself. Empowerment inspires growth through reflection and/or action, so it helps us as individuals better steward the effort towards people-centred systems change. We hope your learnings can help you experience and create positive visions of change wherever you go next.

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.

Our hope is that you can allow individuals:

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



Key information

PLACEMENT TYPE
This is an unpaid, voluntary placement in the third sector.

WHEN
1 or 2 days per week, depending on your course requirements and availability.

START/END DATES
We welcome trainee therapists to join our team throughout the year.

PLACEMENT DURATION
Our placements typically run part-time for a minimum of 6 months but we are very happy to offer longer placements. We aim to be flexible and will work with you to agree a duration that supports both your learning goals and the needs of the organisation.

LOCATION
Your placement will take place at our Hub in Swiss Cottage:
8 Fairhazel Gardens, NW6 3SG.

LEAVE
You will receive a pro-rata leave entitlement, inclusive of Bank Holidays, in line with Likewise's standard leave allowance for staff. Please note that any sickness or additional leave may affect the total hours completed toward your placement requirement.

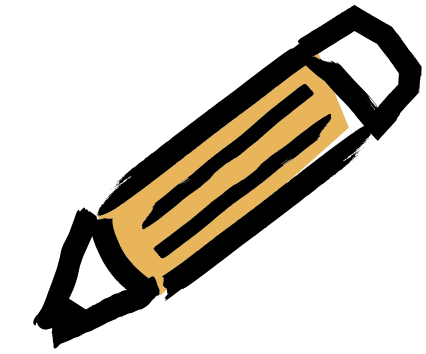
What will your placement look like day-to-day?

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 offering support individually and/or in groups while developing your own therapeutic practice and completing the clinical hours required for your placement. Alongside this, you'll also have opportunities to get involved in the wider, non-therapeutic work of Likewise. This will give you the chance to engage with the community in different ways and gain a broader understanding of what community-based, non-clinical approaches to mental health can look like.

In the first few weeks of your placement, you'll have the opportunity to design and develop your own therapeutic offer, supported by the Likewise team. This process will help you strengthen your leadership, planning and project management skills as you take ownership of shaping and promoting your work.

You'll create a clear therapeutic offer outlining what it involves, how it's delivered, the number of sessions available, and how to get involved or make a referral. Working within the Likewise branding, you'll also design materials to present your offer and help share it across the organisation and with partner organisations.



Alongside this, you'll have time to settle in, connecting with the team, joining our regular community activities, learning about our values, approach, and the different services we provide, and becoming familiar with the space and the people at the heart of our community.

As your placement progresses, and in line with your university's placement requirements, your day might involve:

- **Facilitating one-to-one creative therapy sessions:** you'll provide individual creative therapy to adults, typically over 12 sessions per client, with flexibility to extend where appropriate

- **Leading or co-leading group therapeutic sessions:** you'll facilitate group creative therapy spaces for adults as part of the array of wellbeing activities on offer at Likewise. Depending on your experience, the number of students, and scheduling, you may co-lead sessions with another creative therapy student either from your own modality or a different one. These sessions offer valuable opportunities to learn from different approaches, develop teamwork skills, and support each other's learning and practice.

- **Engaging in non-therapeutic work:** you'll also get involved in other day-to-day work at Likewise that is non-therapeutic, holistic and person-centred. This might include supporting our Front Office, supporting ongoing community activities, or helping to set up and deliver a piece of research.

- **Working within the team:** while you will hold the therapeutic relationship with your clients, they are accessing the service through Likewise, which means we share responsibility for their care. You won't be working alone - you can seek guidance and support from your supervisor, the creative therapies team, safeguarding leads, or any staff member, and share relevant information and pass on any concerns to ensure clients' needs are met safely and effectively.

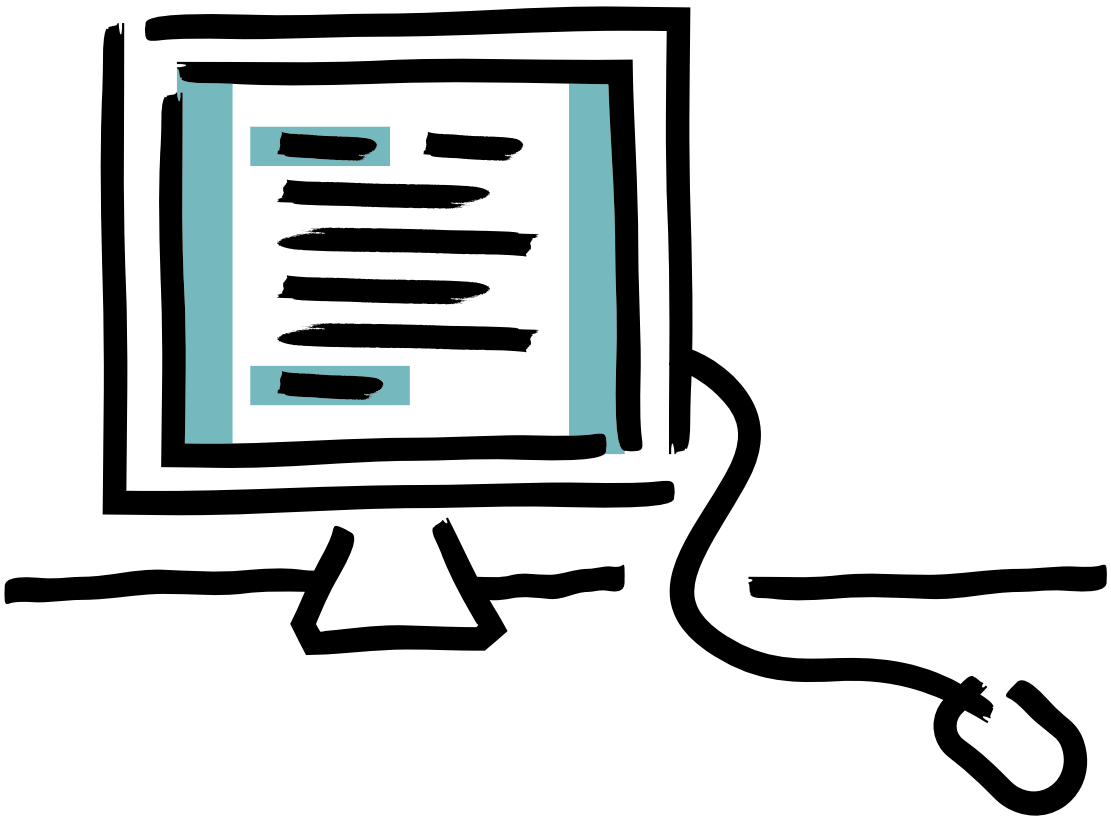


Some clients may also be supported by other professionals outside of Likewise, and you'll work alongside them when needed. We will support you in navigating the complexities of safeguarding, risk, consent, and person-centred care, and you will be expected to work with us to manage these responsibilities effectively.

- **Record keeping and administration:** Keeping accurate records and communicating effectively is a key part of our work, and you'll play a role in this too. Throughout your placement, you'll manage communications within the community and team and you'll record client sessions on our secure database, with full training provided. You'll also carry out administrative tasks that support your role.

- **Taking part in regular supervision:** your Likewise supervisor (alongside your external clinical supervisor) will support, guide and challenge you throughout your journey with us.

- **Leading and sharing learning:** there are opportunities during your placement to create and deliver training, presentations, and taster sessions, and share insights and things you've learned with other placement students and staff at Likewise. In group spaces with creative therapy students from all modalities, you may choose to exchange knowledge, ask questions, and share experiences, fostering collaborative learning and supporting each other's professional development.



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 wide range of support structures you can tap into.

THE LIKEWISE CULTURE

Our culture at Likewise is rooted in how we show up with one another. Here are the qualities and ways of being we practice together and encourage in one another:



Honest
It's important that we are straightforward and honest with each other, our clients and funders. We don't gossip, denigrate or exclude.

Authentic
We bring our humanity to work, we try to be open and truly see each other beyond our roles, professional identity or labels. We're inclusive, accepting of difference and do our best to listen with presence and communicate in straightforward ways.

Optimistic
We see opportunity in challenge, trust each other and know that we will learn from our mistakes.

Supportive
We recognise that we impact each other and seek to create an environment that energises. We're conscious that maintaining energy requires good self-care and regenerative practices as part of our culture.

Playful
We take our work seriously, but we don't take ourselves too seriously. Lightness, humour and humanity mean we enjoy our work and stay grounded.

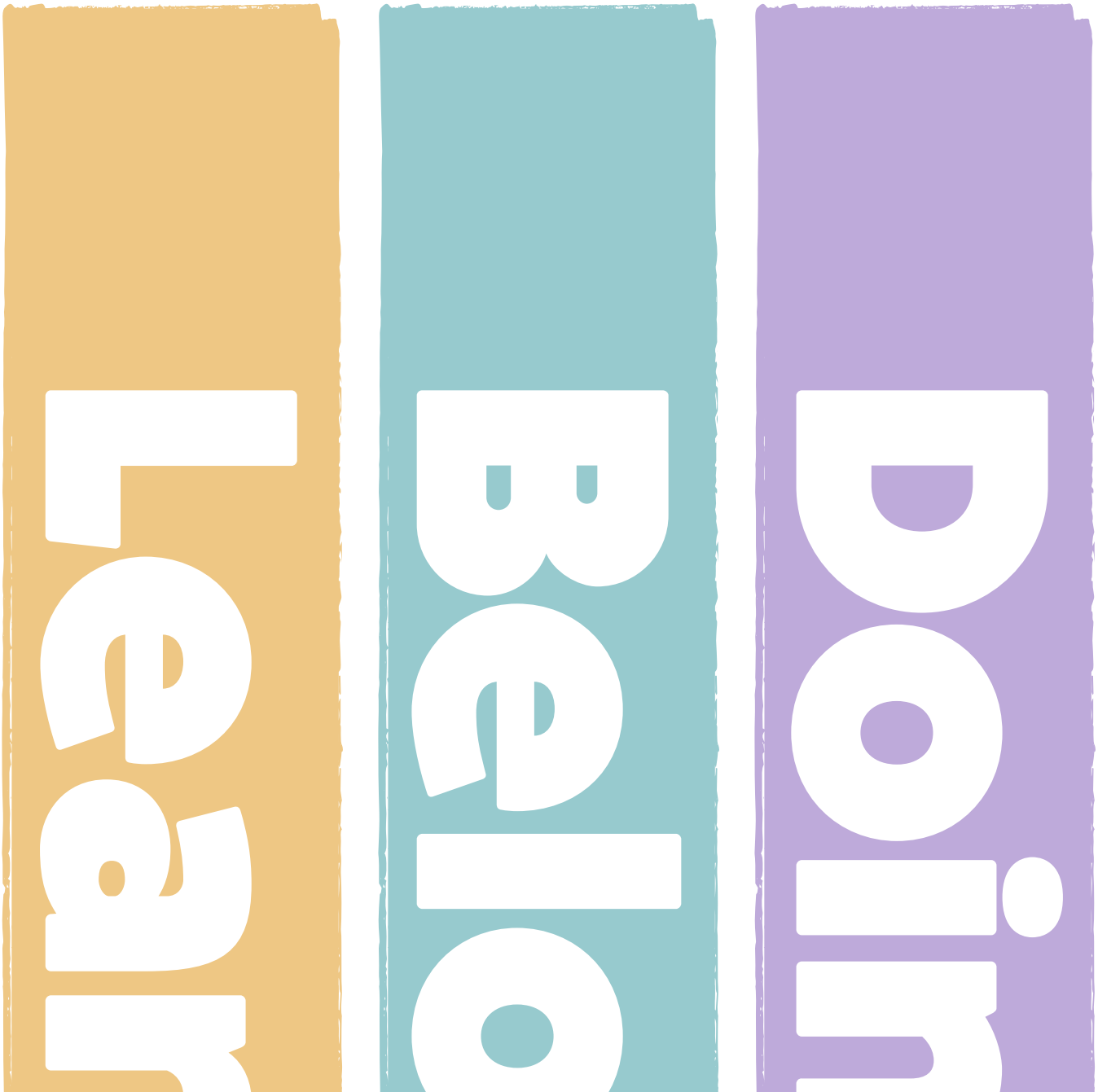
Open
We don't bury thoughts and feelings about each other or our work. We seek to be non-judgemental and accepting of ourselves and each other, listening and responding in service of an open culture. We love supporting each other's enquiries, helping to dig deeper, see and understand more.

PILLARS OF THE LIKEWISE APPROACH

To keep us grounded and oriented in the work we do, we keep coming back to the pillars of the Likewise approach:

Learning

Learning summarises our entire approach to the work. We believe everyone - staff and clients alike – are engaged in a constant process of learning. The learning frame of mind is an open one – for staff, it means we are always open to our clients and community members rather than fitting them into our pre–conceived notions. It also means we can be open about mistakes – a learner is not tied to the expectation of expertise, and is more inclined to accept and build on their mistakes rather than hide or dismiss them.



Belonging
At Likewise, we aim to create a real sense of belonging: people feeling genuinely valued as they are so that they can better and more sustainably engage with learning, discovery, and opportunity. We practice acceptance of ourselves and others, making space for difference, noticing when we are judging or excluding.

Doing
Doing refers to the active role our clients and community members play – not as passive recipients, but as doers themselves. We recognise our community and clients for what they can do rather than framing them by their problems. This doing is vital for change – we only learn and discover our capacity to feel and act differently through doing.

INDUCTION

On your first day, you'll join an in-depth group induction covering everything you need to know about your placement.

SUPERVISION

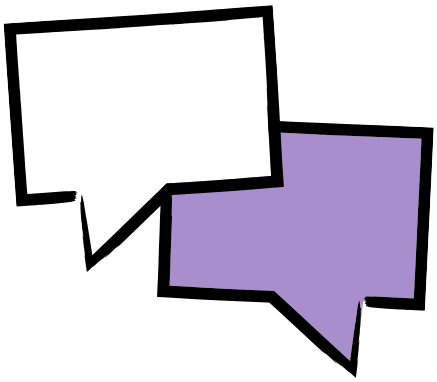
Likewise offers non-clinical supervision during your placement, but we do require trainee therapists to also receive clinical supervision outside of their placement, and often this will be offered to you by your course provider. To compliment your clinical supervisions, Likewise supervisions function as a landing space for your professional well-being, personal development, for connecting to the Likewise values and approach, and for reflecting on the work you'll be doing.



TRAINING OPPORTUNITIES

Depending on your availability, you may also be able to take part in several formal training opportunities offered free of cost alongside your placement commitment.

Learning spaces at Likewise are designed to equip you with the values, tools, and relational ways of working that embody our approach, as well as a practical understanding of the work as you'll encounter it in your day to day.



REFERENCES

Once you complete your placement with us, we'll be able to provide you with a personalised reference for future opportunities. If you're unable to complete your placement as originally agreed, we may not be able to offer a reference; this will be considered on a case-by-case basis.

BEYOND YOUR PLACEMENT

Once you complete a placement with us, you'll have the opportunity to join our newly developing Graduate Network. This is a great way to stay connected, share your future learning with us, and access ongoing Likewise support as you take your next steps. You'll also be among the first to hear about any new roles or opportunities that arise within the organisation.

SKILLS DEVELOPMENT

Our placement students have told us that their time with us helped them develop 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

> 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

> '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.'

Who are we looking for?

This is 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 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": commitment, 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 Drama Therapy, 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 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 based on 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 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. 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

If successful after the written application, 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 questions you have. Our aim for these interviews is to find out more about you, your values and motivations, your approach, and how ready you are to take on the challenges of our placement. Remember: we want to see the authentic you. Furthermore, this is a 2-way process, so this is also an opportunity for you to decide if Likewise is a good fit for you!

What's our selection process for?

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

Firstly, we want to give you enough information so that you can make an informed decision to choose us, or not - 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 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!



Likewise

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