



Independent Advocate

Job title	Independent Advocate
Reporting to	Head of Service Delivery
Contract	Zero hours contract (6 months fixed term)
Hours	Varied hours
Salary	£25,679 per annum
Location	Inner London ((Travel required)
Closing date	12 noon, 06 May 2025

We welcome applications from people with transferrable skills and qualities, and people with diverse employment histories and personal backgrounds.

Hybrid working: we deliver in-person services, and hybrid working must prioritise the needs of those receiving our services. The amount of time working from home / offices / face-to-face services will be dependent on the role.

About The Advocacy Project

We help people speak up and make decisions about their health, wellbeing and social care. We're here to make sure people who are vulnerable because of their circumstance can understand their rights, make effective choices about their lives and voice their concerns.

Some of the ways we do this include:

- advocacy services that make sure people can express their wishes when decisions are being made about their care or wellbeing
- user involvement projects that help organisations improve what they offer by listening to people who use their services
- local Healthwatch services, which act as health and social care champions for the areas they serve and give people a direct channel to share their feedback
- innovative Personal Health Budget projects that allow people to access items and services to improve their wellbeing.

Our vision

A world in which every person has a voice

Our mission

To enable every person to have their voice heard, uphold their rights and make choices

Our services are independent, confidential, and free to those receiving them. Together, our teams are standing up for essential rights and supporting people to have a say on the issues that matter to them.

About the role

We are seeking a dedicated and compassionate Independent Advocate to join our team on a zero-hours contract. This role involves providing high-quality advocacy support across various disciplines, ensuring individuals have a voice in decisions that affect their lives.

You will work with people in hospitals, care homes, their own homes, and within the community, supporting them to understand their rights and choices. The role requires travel across London.

Under the Health and Social Care Act 2008, the post holder will be required to visit CQC registered care homes and would be subject to government requirements.

Key responsibilities

- Provide independent advocacy under the Care Act 2014, supporting individuals to understand and exercise their rights.
- Act as an Independent Mental Capacity Advocate (IMCA), representing individuals who lack capacity to make specific decisions.
- Undertake the role of a Relevant Person's Representative (RPR) under the Deprivation of Liberty Safeguards (DoLS).
- Support individuals through Rule 1.2 advocacy, ensuring their views are represented in court proceedings.
- Provide Independent Mental Health Advocacy (IMHA) for individuals detained under the Mental Health Act.
- Work directly with clients, ensuring their wishes and needs are heard and respected.
- Maintain accurate records and adhere to relevant policies, procedures, and legislation.

General responsibilities

- Participate in team meetings and training.
- Participate in personal, team and organisational development.
- Contribute to monitoring reports.
- Keep to our policies, including health & safety, and risk regulations.
- Work to our mission, vision, and values.
- Carry out other projects and tasks as needed.

Person specification

We welcome applications from people with transferrable skills and qualities, and people with diverse employment histories and personal backgrounds.

Essential qualities and attributes:

- Willingness to travel across London for client visits
- Ability to work independently and manage a varied caseload
- Strong commitment to upholding individuals' rights
- Understanding of the role and responsibilities of an advocate.
- Understanding of issues faced by people with mental health conditions, physical health conditions and learning disabilities.

- Ability to listen and build trust, to encourage people to express their own views and to represent clients' self-defined interests.
- Excellent interpersonal and communication skills (written and verbal). Good at working with a wide variety of people including commissioners, service users and colleagues.
- IT literate, including working knowledge of Microsoft packages (Excel, Word, Outlook).
- Commitment to working within The Advocacy Project code of conduct, equality and safeguarding policies.
- Ability to work as part of a team and on your own initiative, to plan and prioritise your own workload.
- Willingness to promote The Advocacy Project and its services in line with our mission, vision and values.
- Commitment to ongoing professional development.

Desirable knowledge, experience and qualifications:

- Experience of delivering different forms of advocacy (instructed and non-instructed; IMHA, ICAA, IMCA, IHCA,) within a statutory advocacy service.
- Knowledge of the Mental Health Act / Mental Capacity Act / Care Act/Dols and other statutory legislation as it applies to advocacy.
- Knowledge of mental health sections and social care services, including current issues in policy and practice.
- Experience working with vulnerable individuals in a health or social care setting
- Understanding of the Accessible Information Standard.

Benefits of working for us

We're committed to providing an empowering, flexible and supportive working environment for all our staff.

Our employee benefits include 30 days annual leave (including up to 3 days between Christmas and New Year), participation in a pension scheme with 6% employer contribution, access to a free confidential counselling service, and an interest-free travel/bike loan.

All our staff are supported to learn and develop in a variety of ways, including a monthly lecture series where we invite sector experts to talk to our staff on topical issues.

We are a Disability Confident and Mindful Employer.

How to apply

Upload your application via our website on www.advocacyproject.org.uk/work-for-us

Include your CV and a supporting statement explaining why you think you're the person we're looking for and how your experience meets each point in the person specification. You can use examples from paid or voluntary work, and life experiences. We only accept applications from candidates who upload both a supporting statement and CV.

It's a legal requirement that you are eligible to work in the UK for all our posts.

If you have any questions please get in touch on HR@advocacyproject.org.uk / 07939533863.

The Advocacy Project is fully committed to equality of opportunity and diversity and we warmly welcome applications from all suitably qualified candidates. We welcome applications regardless of race, colour, nationality, ethnic or national origins, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partner status, pregnancy or maternity, disability, or age. All applications will be considered solely on merit.

The Advocacy project is committed to safeguarding and promoting the welfare of the children young people and adults we work with. All successful candidates will be subject to an Enhanced DBS check and safer recruitment checks.

An external review concluded that:

"...advocates have excellent support and training to undertake their roles" and advocates find the "lectures, internal training, team meetings and case review meetings extremely helpful"

The review also stated "managers are always accessible and there was a great deal of knowledge and experience across the teams".

**Winner of the
National Advocacy Award for Equality & Diversity**