

# Advocacy Focus Work With Us!



## Work with us!

Advocacy Focus places our people at the heart of all we do. We work towards a diverse, inclusive and flexible workplace, which starts at recruitment. Our team is full of great people who work hard to deliver a quality service to the people we support. We also want a team that has direct experience, and understands the needs of the communities we work in.

### Making our charity a great place to work

We are working hard to employ a diverse team. If you are keen to work with us, we will treat you with respect, support and with equity, from the get-go and until you join our team. To get the best out of potential team members, we offer transparent interviewing. Which means you will be given your interview questions 24 hours before your interview takes place. Taking away some of those interview worries and helping you to perform at your best.

## About Advocacy Focus

Our charity's vision is that advocacy is available to all who may need it in our community. We want every person we support to know that they have power and control over every decision in their lives. Our team, which includes employees, volunteers and trustees, are all dedicated to supporting the well-being of people in our local communities.

Well-being starts with our people and Advocacy Focus have, for the third year running, won GOLD award status and the coveted 'Top Employer' award in MIND's Workplace Wellbeing Index. The health and wellbeing of our people is our key focus. A positive workplace experience for our team, will lead to a positive advocacy journey for the people we support.

## Working and Thriving

We may be a small charity, but our benefits are not! We want to be your employer of choice, so we have worked hard to give our people the kind of things that help them feel and do their best - in and out of work. We offer a wide range of benefits, resources and expert help so you can be at your best mentally and physically. Wellbeing is at the heart of our people offer, just take a look below:

- Remote/ agile and hybrid working models
- Fully flexible working (4 day working weeks are possible for full time roles)
- Comprehensive Employee Assistance Programme (EAP)
- Unlimited Annual Leave!
- Paid Bank Holidays off work
- Weekly wellbeing hour off work, paid for by AF so you can do something nice for your wellbeing
- Monthly planned wellbeing walks in work's time
- Annual team away day
- Birthday day off work if it falls in the week
- Receive a card and voucher for special birthdays
- Long service awards & peer nominated awards
- Enhanced Maternity & Paternity Leave
- Dedicated Wellbeing Champions

## Accreditations

**MIND Wellbeing Index** – Wellbeing starts with our people and Advocacy Focus have, for the third year running, won the coveted GOLD award in MIND's Workplace Wellbeing Index. We also re-secured 'Top Scoring Small Organisation' and achieved 'Top Scoring Organisation Overall'. The health and wellbeing of our people is our key focus as we believe that a positive workplace experience for our team will lead to a positive advocacy journey for the people we support.

**Armed Forces covenant** - Advocacy Focus is committed to assisting forces family members in their search of meaningful employment. Having veterans in our team, we recognise the unique challenges forces families may face and are dedicated to offering resources and support to help their entry or re-entry back into work.

**Disability Confident Employer** – We are proud to be a Disability Confident employer, showing our promise to creating an inclusive and accessible workplace for people with disabilities.

**LGBTQ+ Queer Box** – As an LGBTQ+ Queer Box approved employer, we make sure to promote a diverse and inclusive workplace for all sexual orientations and gender identities.

**Pride in Veterans** – Advocacy Focus are committed to being an inclusive and welcoming employer to LGBTQ+ Veterans, serving workers and their families.

**MHFA England** – We hold certificates from MHFA England, showing our commitment to promoting mental health awareness and well-being at work. This shows our investment in training and resources to help our people and create a mentally healthy and supportive place to work.

## Our Values

Our team are passionate about what they do. They work within a set of shared values, which is ever present in their work and with anyone that they come into contact with.

Our values inform our thoughts, words and actions. Which is so important, because that helps us to learn, grow and develop the services and support we offer for people.

We are a values driven charity working towards the shared purpose of Advocacy For All.



Quality: We have over 20 years' experience of providing high quality, person-led advocacy.



People: People are at the heart of everything we do. Which enables them to make positive change in their lives.



Respectful: We are a respectful team. We treat everyone equally and make sure that everyone feels valued, respected and listened to.



Trust: You can trust us to keep your information confidential and safe.



Independent: We are separate from councils, health and social care services. We are on your side.



Learning: We never stop learning. We learn from the people we support, our partners and each other.