



## The Elfrida Society

### Recruitment Pack

**Role:** Senior Specialist Advocate - Supporting parents with learning disabilities and or neurodivergent needs.

**Location:** London (with travel across London and surrounding boroughs)

**Hours:** Flexible - 15 to 35 hours per week (subject to service demand)

**Salary:** £31,044 pro rata

**Contract:** Permanent

**Responsible to:** Head of Services

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#### About The Elfrida Society

The Elfrida Society is a respected, user-led charity with over 100 years of history supporting adults, parents and families with learning disabilities and neurodiverse needs (LDND).

We champion rights, inclusion and equality. Our work ensures that people who face systemic barriers are heard, respected and able to influence decisions affecting their lives.

Our advocacy services are central to our mission. We provide high-quality, independent, rights-based advocacy that empowers individuals and families to navigate complex systems including social care, health, education and legal processes.

We are now seeking a **Senior Specialist Advocate** to strengthen and develop this vital service.

#### About the Role

This is a senior, practice-focused advocacy role.

You will:

- Lead complex and sensitive parents' advocacy cases
- Support individuals and families with learning disabilities and neurodiverse needs
- Influence multi-agency decision-making.
- Contribute to service development and quality assurance.

This role is ideal for an experienced advocate who is confident working autonomously, able to manage complex professional relationships, and passionate about achieving meaningful outcomes for people who are often unheard.

You will also contribute to strengthening internal practice standards and supporting less experienced colleagues through reflective discussion and informal mentoring.

## **Key Responsibilities**

### **Advocacy Practice**

- Provide independent, person-centred advocacy to adults and parents with LDND.
- Lead on complex cases including safeguarding, care planning, housing, health and legal processes.
- Ensure accessible communication and supported decision-making.
- Empower clients to understand their rights and express their views.
- Prepare for and attend multi-agency meetings, case conferences and reviews.

### **Professional Practice**

- Maintain accurate, timely and high-quality case records.
- Ensure compliance with advocacy principles and relevant legislation.
- Work within safeguarding frameworks and organisational policies
- Engage in clinical supervision and reflective practice.

### **Service Development**

- Contribute to quality monitoring and service improvement.
- Support best practice development within the advocacy team.
- Represent The Elfrida Society in external forums when required.

## **Person Specification**

### **Essential**

- Level 4 Qualification in Advocacy (or equivalent recognised qualification)
- Minimum 1 years' experience working as an advocate.

- Strong experience supporting people with learning disabilities and neurodiverse needs.
- Sound understanding of relevant legislation (Care Act, Mental Capacity Act, Equality Act, safeguarding frameworks).
- Ability to manage a complex caseload independently.
- Excellent communication skills, including adapting information into accessible formats.
- Strong professional boundaries and ethical practice.
- Commitment to empowerment, inclusion and anti-oppressive practice.

### **Desirable**

- Experience in safeguarding or complex risk environments
- Experience working with parents with learning disabilities.
- Experience mentoring or informally supporting colleagues.
- Knowledge of local authority and NHS systems in London.

### **What We Offer**

We value our staff and recognise the emotional and professional demands of advocacy work.

We are proud to offer:

- 30 days annual leave plus 8 public bank holidays (pro rata)
- Generous occupational sick pay scheme
- Access to independent and confidential Employee Assistance Programme
- Regular clinical supervision and reflective practice support
- Ongoing professional development and training
- Flexible working arrangements where possible
- Travel expenses reimbursed.
- A supportive, collaborative, and values-driven culture

This is a rare opportunity to join a well-established, community-rooted organisation where your expertise will directly shape and strengthen a growing specialist advocacy service.

### **Our Values**

We are:

- Inclusive
- Rights-based
- User-led
- Community-focused
- Committed to social justice.

We actively welcome applications from people with lived experience of disability, neurodiversity and social disadvantage.

## **Safeguarding**

The Elfrida Society is committed to safeguarding and promoting the welfare of adults and children. The successful candidate will be subject to:

- Enhanced DBS check
- Satisfactory references
- Right to work verification

## **How to Apply**

Please submit:

1. Your CV
2. A supporting statement (maximum 2 pages) outlining:
  - Your advocacy experience.
  - Your Level 4 qualification.
  - Your experience supporting people with LDND.
  - Why you are applying for this senior role.

**Send to:** [Advocacy@elfrida.com](mailto:Advocacy@elfrida.com)

**Subject line: Senior Specialist Advocate Application**

**Applications will be reviewed on a rolling basis, so early application is recommended.**