

JOB DESCRIPTION

JOB TITLE:	Senior Arts Therapist (Art, Drama, Music or Dance Movement Psychotherapy)
BAND:	7
DEPARTMENT:	Either Inpatient or Locality Psychology
DIRECTORATE:	Tower Hamlets
REPORTING TO:	Either Inpatient or Locality Lead Psychologist
ACCOUNTABLE TO:	TH Art Therapy Professional Lead

JOB SUMMARY

To provide a specialist Arts therapy assessment and treatment service to clients within Tower Hamlets Adult Mental Health inpatient or community services. The arts therapist will be an integrated member of either the inpatient or locality psychology team, and work in conjunction with all members of the multi-disciplinary teams.

The senior arts therapist will line manage and clinically supervise junior members of staff. In line with the NHS Long Term Plan, the post holder will provide a reflexive service to meet the needs of the people we serve, upholding the Trust values.

50% of the role will be involved in direct clinical care with service users.

KEY RESPONSIBILITIES

1. To plan, provide and develop specialist patient-centred Arts Therapies including assessment, treatment and evaluation of individual and group work using own Arts Therapies modality.
2. Evaluate work on an ongoing basis with an emphasis on using appropriate service user reported experience and outcome measures to measure and demonstrate effectiveness.
3. Manage and supervise allocated staff, including trainees
4. Regularly undertake Quality Improvement, Research and Audit
5. Provide a range of teaching and training to multi-professional staff, service users and carers as required
6. Take a designated role in local service leadership and development, including partnership working with other organisations, as determined by population and service needs
7. Maintain registration with HCPC and relevant professional bodies (eg BAAT, Badth)
8. Maintain own self care and ability to practice.

MAIN DUTIES AND RESPONSIBILITIES

Patient Care	<ul style="list-style-type: none"> • Develop and provide Arts Therapies to service users with a range of mental/health needs in a range of settings as required, employing the following specialist skills: • Plan and develop specialist Arts Therapies with a particular focus on group work in liaison with the Lead Arts Therapist and
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	<p>Multi-disciplinary colleagues</p> <ul style="list-style-type: none"> Assess referred service users, plan and deliver Arts Therapies interventions including in-patient service user/out-patient service user follow-up as required, taking into account risk factors, and complexity of presentation, service user's need, and service priorities. Offer specialist treatment for those who would benefit from psychological therapy but find primarily verbal therapy difficult to access e.g. due to thought disorder, cognitive difficulties, emotional withdrawal, language barriers, risk etc.
Clinical	<ul style="list-style-type: none"> Use own clinical skills to contribute to the overall treatment and personal recovery goals for the service user during and beyond Arts Therapies input. Where required by the Multi-disciplinary team, facilitate reflective practice, joint assessments and joint working. Contribute own specialist knowledge from assessment and treatment to the overall care plan for each service user through contribution to clinical meetings e.g. ward rounds, CPAs, tribunals, via written reports, as well as verbal feedback to teams Responsible for communicating complex clinical information, such as assessment, formulation, progress/outcome of treatment, in a skilled and sensitive manner to a variety of recipients including service users, family or carers, other professionals, formal panels, statutory and voluntary organisations, in a format appropriate to the recipient, verbally, in writing, or electronically. Refer on other appropriate services after assessment and make recommendations on discharge Work as an integrated and collaborative team member, respecting others' ways of working and holding in mind other assessment, treatment and support which may be being provided alongside Arts Therapies input Adapt as required clinical practice to suit particular challenges of the environment including the setting of aims and goals appropriate to service users' needs and environment including working online. To conduct community outreach work, in collaboration with local organisations and services Assess risk and adopt appropriate measures to maintain a safe and therapeutically sensitive environment for all Awareness of diversity and cultural difference issues, and ability to provide a service that is appropriate to a diverse range of people
Administration	<ul style="list-style-type: none"> To be responsible for your own progress notes and formal clinical reports and supervise others you manage to do the same. Organise time and resources to provide safe, effective high quality care. Frequent use of IT systems to produce reports and presentations that involve complex data.

	<ul style="list-style-type: none"> • Use of online platforms (MS Teams/Zoom) for meetings and clinical sessions where required. • Enhanced DBS certificate on automatic update system.
Management	<ul style="list-style-type: none"> • To provide line management, supervision and appraisals for junior members of the team in accordance with relevant Trust HR policies and procedures. • To provide placement management and clinical supervision to trainees on yearly placement where applicable • To collaborate with Trust wide Arts Therapies to support development and share ideas in regards to the service model, policies and procedures to promote effective functioning of the team and care of service users
Human Resources	<ul style="list-style-type: none"> • To contribute as required to the recruitment and induction of new staff and trainees on placement within the department. • To always conduct oneself in a professional manner while at work, and adhere to relevant Trust policies in this respect. • To abide by all Trust and local policies and procedures.
Performance and Quality	<ul style="list-style-type: none"> • To actively participate in research and lead on local service evaluation and audit. • To keep up-to-date with evidence based practice ensuring this is embedded in daily practice. • To keep abreast of specialist Arts Psychotherapy knowledge and skills through Continuous Professional Development as required for professional registration and maintain a personal CPD portfolio. • To actively contribute to reviewing and improving the Arts Therapy service using QI, evaluation, research, case studies and reflective practices. • To implement and contribute to systems and procedures that contributes to the continuity and reliable running of the service. • To lead on quality improvement projects to enhance service user care and service-delivery. • To provide qualitative and quantitative information as directed by the Professional Lead and Service Leads.
Financial and Physical Resources	<ul style="list-style-type: none"> • To identify any resource needs or financial pressures to Lead Arts Therapist/Senior Management in a timely manner. • To oversee the management of therapeutic resources to meet the daily needs of the service. • To be responsible for keeping updated in Breakaway techniques and any relevant training and to be able to cope with a physically and emotionally challenging environment, ensuring at all times to the best of your abilities, your own, other staff and service user safety within Trust policy and guidelines. • To have the capacity to engage with and contain emotionally charged, often traumatic, clinical material in the course of

	<p>performing the clinical duties of the role.</p> <ul style="list-style-type: none">• Undertake intense concentration for clinical interventions on both a one-to-one and group basis• Exert physical effort in the setting up, execution and safe transportation of your arts therapies work where required.• To maintain your own self-care
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JOB DESCRIPTION AGREEMENT

This job description is intended as a guide to the main duties of the post and is not intended to be a prescriptive document. Duties and base of work may change to meet the needs of the service or because of the introduction of new technology. This job description may be reviewed from time to time and changed, after consultation with the postholder..



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Statement on Employment Policies	
In addition to the requirement of all employees to co-operate in the implementation of Employment related policies, your attention is drawn to the following individual employee responsibilities:-	
Health and Safety	Under the Health & Safety at Work Act 1974 it is the responsibility of individual employees at every level to take care of their own health and safety at work and that of others who may be affected by their acts at work, and to co-operate with management in complying with health and safety obligations, particularly by reporting promptly any defects, risks or potential hazards.
Equal Opportunities	<p>ELFT is committed to equality of opportunity for all employees, job applicants and service users. We are committed to ensuring that no one will be discriminated against on the grounds of race, colour, creed, ethnic or national origin, disability, religion, age, sex, sexual orientation or marital status. The Trust commits itself to promote equal opportunities and value diversity and will keep under review its policies, procedures and practices to ensure that all employees, users and providers of its services are treated according to their needs.</p> <p>For management posts, to ensure that within their service area fair employment practice and equality of opportunity are delivered.</p>
Dealing With Harassment/ Bullying In The Workplace	<p>The Trust believes employees have the right to be treated with respect and to work in a harmonious and supportive working environment free from any form of harassment and / or bullying.</p> <p>The Trust has taken positive steps to ensure that bullying and harassment does not occur in the workplace and that procedures exist to resolve complaints as well as to provide support to staff. It is your responsibility as an employee to abide by and support these steps so all employees can work in a harmonious, friendly and supportive working environment free of any harassment or intimidation based on individual differences.</p> <p>Disciplinary action will be taken against any member of staff found to be transgressing the Dignity at Work Policy.</p>
No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area. 'East London Foundation Trust is a Smokefree Trust – this means that staff must be smokefree when on duty or otherwise in uniform, wearing a badge or identifiable as ELFT staff or undertaking trust business.'
Alcohol	To recognise that even small amounts of alcohol can impair work performance and affect ones ability to deal with patients and the public in a proper and acceptable manner. Consumption of alcohol during work hours in not permitted.
Confidentiality	<p>As an employee of the Trust the post-holder may have access to confidential information. The postholder must safeguard at all times, the confidentiality of information relating to patients/clients and staff and under no circumstances should they disclose this information to an unauthorised person within or outside the Trust. The post-holder must ensure compliance with the requirements of the Data Protection Act 1998, Caldicott requirements and the Trust's Information and IM&T Security Policy.</p> <p>To safeguard at all times, the confidentiality of information relating to patients/clients and staff.</p>
	To maintain the confidentiality of all personal data processed by the



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General Data Protection Regulation (GDPR)	<p>organisation in line with the provisions of the GDPR.</p> <p>As part of your employment with East London Foundation Trust, we will need to maintain your personal information in relation to work on your personal file. You have a right to request access to your personal file via the People & Culture Department.</p>
Safeguarding	<p>All employees must carry out their responsibilities in such a way as to minimise risk of harm to children, young people and adults and to safeguard and promote their welfare in accordance with current legislation, statutory guidance and Trust policies and procedures. Employees should undertake safeguarding training and receive safeguarding supervision appropriate to their role.</p>
Service User and Carer Involvement	<p>ELFT is committed to developing effective user and carer involvement at all stages in the delivery of care. All employees are required to make positive efforts to support and promote successful user and carer participation as part of their day to day work.</p>
Personal Development	<p>Each employee's development will be assessed using the Trust's Personal Development Review (PDR) process. You will have the opportunity to discuss your development needs with your Manager on an annual basis, with regular reviews.</p>
Quality Improvement	<p>The Trust encourages staff at all levels to engage in the Trust's approach to quality through quality improvement projects and quality assurance.</p>
Professional Standards	<p>To maintain standards as set by professional regulatory bodies as appropriate.</p>
Conflict of Interests	<p>You are not precluded from accepting employment outside your position with the Trust. However such other employment must not in any way hinder or conflict with the interests of your work for the Trust and must be with the knowledge of your line manager.</p>
Risk Management	<p>Risk Management involves the culture, processes and structures that are directed towards the effective management of potential opportunities and adverse effects. Every employee must co-operate with the Trust to enable all statutory duties to be applied and work to standards set out in the Risk Management Strategy.</p>
Personal and Professional Development/Investors in People	<p>The Trust is accredited as an Investor in People employer and is consequently committed to developing its staff. You will have access to appropriate development opportunities from the Trust's training programme as identified within your knowledge and skills appraisal/personal development plan.</p>
Infection Control	<p>Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of all Healthcare Associated Infections including MRSA. In particular, all staff have the following key responsibilities: Staff must observe stringent hand hygiene. Alcohol rub should be used on entry to and exit from all clinical areas. Hands should be washed before and after following all patient contact. Alcohol hand rub before and after patient contact may be used instead of hand washing in some clinical situations.</p> <p>Staff members have a duty to attend infection control training provided for them by the Trust as set in the infection control policy. Staff members who develop an infection that may be transmissible to patients have a duty to contact Occupational Health.</p>

PERSON SPECIFICATION

JOB TITLE:	Art Therapist Dance Movement Psychotherapist Dramatherapist Music Therapist
BAND:	7
DEPARTMENT:	Arts Therapies
DIRECTORATE:	
REPORTING TO:	Lead Arts Therapist/ Designated Local manager
ACCOUNTABLE TO:	Lead Arts Therapist/ Designated Local manager

ATTRIBUTES	CRITERIA	ESSENTIAL/ DESIRABLE	SELECTON METHOD (S/I/T)
Education/ Qualification/ Training	<ul style="list-style-type: none"> • Degree in relevant area • MA (or equivalent) in post title Arts Therapies modality • For Art Therapist/Psychotherapist, Music Therapist and Dramatherapist : registration with HCPC • For Dance Movement Psychotherapists registration with UKCP • Membership of Arts Therapies professional Body • Clinical Supervision Training • Further training in an area of psychological practice relevant to the post's clinical area. 	<ul style="list-style-type: none"> • E • E • E • D • D • D • D 	<ul style="list-style-type: none"> • S • S • S • S • S • S
Experience	<ul style="list-style-type: none"> • Post qualification experience as an Arts Therapist working with this client group in both group and individual work. • Working with service users with challenging and/or unpredictable behavior. • Clinical supervision of a trainee Arts Therapist • Assessing Service Users and making recommendations to a Multi-disciplinary team • Providing Arts Therapy teaching/training to a variety of audiences. • Working as an Arts Therapist in a Multi-Disciplinary team • Providing Arts therapies as part of research or clinical trial 	<ul style="list-style-type: none"> • E • E • E • E • D • D • D 	<ul style="list-style-type: none"> • S • S • S • S • S/I • S/I • S/I



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	<ul style="list-style-type: none"> • Providing Arts Therapies in both Acute and Community settings • Project management and evaluation supporting service development • Supervision and support of Arts in Health projects • Facilitation of reflective practice sessions for other disciplines eg: Nursing or Occupational therapy. 	<ul style="list-style-type: none"> • D • D • D • D 	<ul style="list-style-type: none"> • S/I • S/I • S/I • S/I
Knowledge and Skills	<ul style="list-style-type: none"> • Excellent written and verbal communication skills. • Developed interpersonal skills enabling therapeutic alliances to be developed and maintained. • Ability to adapt and use a range of specialist skills in individual and group based arts therapies assessments and interventions. • Ability to treat service users with respect and dignity at all times using a culturally competent holistic approach. • Ability to work both independently and as part of MDT. • Ability to assess and manage frequent distressing clinical interactions with clients who have serious mental health problems. • Ability to assess and manage exposure to potential hazards including frequent verbal aggression and risk of physical aggression while maintaining own, client and general public safety. • Good organizational and time management Skills. • Line management of more junior staff. • Ability to work with trauma and contain emotional impact through clinical supervision and team support systems. • Ability to assess risk and to work face to face with acutely unwell service users. • Ability to contain and work with organisational stress and 'hold' the stress of other • Awareness of needs and rights of service users 	<ul style="list-style-type: none"> • E • E • E • E • E • E • E • E • E • E • E • E • E • E • E • E • E 	<ul style="list-style-type: none"> • S/I • S/I • S/I • S/I • S/I • S/I • S/I • S/I • S/I • S/I • S/I • S/I • S/I • S/I • S/I • S/I • S/I
Other	<ul style="list-style-type: none"> • Ability to adapt to physical environment 		

	<p>when dedicated therapy rooms are not available e.g. transporting materials, equipment etc and willingness to move furniture to set up a room (within Health and Safety parameters)</p> <ul style="list-style-type: none"> • Ability to assess and manage frequently distressing clinical material with clients with serious mental health problems, some of whom have committed violent and/or sexual offences. • Mental and emotional effort required to undertake intense concentration for clinical interventions on both a one-to-one and group basis. • Active involvement in ongoing professional and team development and a commitment to developing other team members • Active involvement in ongoing professional and team development and a commitment to developing other team members. • Record of having published in either peer reviewed or academic professional journals and/or books • Ability to support the development of the profession through participation in professional bodies and activities 	<ul style="list-style-type: none"> • E • E • E • E • E • D • D 	<ul style="list-style-type: none"> • S/I • S/I • S/I • S/I • S/I • S/I • S/I
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Lorna Downing Professional Lead for Adult Arts therapies - November 2021

