

JOB DESCRIPTION

Arts Therapist (Adult Mental Health)

JOB TITLE:	Arts Therapist (Art, Drama, Music or Dance Movement Psychotherapy)
BAND:	6
DEPARTMENT:	Either Inpatient or Locality Psychology
DIRECTORATE:	Tower Hamlets
REPORTING TO:	Either Inpatient or Locality Senior Art Therapist
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.

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.

70% of the role will be involved in direct clinical care with service users.

MAIN DUTIES AND RESPONSIBILITIES

Patient Care	<p>To develop and provide an Arts Therapy assessment and treatment service to acute mental health service clients with a range of mental health needs employing the following specialist skills:</p> <ul style="list-style-type: none"> • To plan and prioritise a client caseload as defined by the service under supervision from a senior Arts Therapist. • To develop skills to undertake specialised Arts Therapy assessments referring on to where appropriate. • To be responsible for maintaining, on service users' behalf, an appropriate, contained, creative therapeutic environment • To develop skills in managing difficult and demanding clinical situations including exploring complex, sensitive and disturbing personal issues in both group and one to one contexts with service users with acute needs • To deal with conflict and resolve difficulties arising for service users in clinical interventions
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	<ul style="list-style-type: none"> • To plan and deliver recovery focused interventions in conjunction with the MDT ensuring regular evaluation of service user care plans • To assess client's mental state and identify any significant risk factors and to collaboratively undertake risk assessments with other professionals • To attend clinical meetings/ CPA meetings, contribute clinical information on clients' progress and arrange clinical review meetings when necessary • To apply clinical knowledge and skills in one to one and group interventions with clients with complex needs, including brief, medium and long-term work • To ensure that all interventions are documented in the service users clinical record • To take up clinical group supervision/consultation • To produce clinical reports on a regular basis and disseminate to other involved professionals, agencies and the service user as appropriate • To evaluate effectiveness of interventions, in conjunction with clients/carers, other professionals • To apply evidence based practice • To promote and apply equal opportunities and anti-discriminatory interventions that respect the service users' customs, values and spiritual beliefs at all times • To ensure that any service user complaints or incidents are reported accurately and investigated appropriately, making clinical team members aware. • To take a lead on designated projects with senior support •
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.



	<ul style="list-style-type: none"> • 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
<p>Policy, service development and implementation</p>	<p><u>Policy/Service Development/Implementation</u></p> <ol style="list-style-type: none"> 1. Adhere to Trust procedures and policies 2. To develop and maintain links with relevant statutory and non-statutory agencies throughout Tower Hamlets, including Psychological Therapies services, day care services, user-led initiatives, voluntary bodies and work, training and education services 3. To follow Trust and Arts Therapies Service policies and procedures and HCPC/UKCP professional standards 4. To contribute to an area of service development in line with local service policy and in consultation with relevant managers 5. To offer professional advice to other professionals and care groups within either the inpatient or locality psychology provision 6. To ensure the service provided to clients is culturally sensitive and responsive to the ethnic diversity within the locality 7. To actively encourage service user involvement in recovery focused service development including arts in health partnerships 8. To participate in and contribute to service level discussions/plans on maintaining the treatment environment and services for clients. 9. To actively participate in audits and quality improvement in relation to service evaluation and review 10. To attend relevant professional and service development meetings, e.g arts therapies meetings, clinical meetings, handovers, Trust-wide Arts Therapies meetings. 11. To maintain registration with the HCPC/UKCP/UKCP and be aware of and comply with policy and requirements of registration



	and professional bodies
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 to the training and development of Arts Therapists in own and other modalities and use expertise to provide advice and information to health professionals in other disciplines To ensure own continued personal and professional development is met through training and educational opportunities, with support from senior Arts therapists Participate in yearly appraisals To engage in management & clinical supervision
Financial and Physical Resources	<ul style="list-style-type: none"> To monitor the levels of stock and equipment for the delivery of arts therapies To implement policies and procedures for the safe use & secure storage of stock and equipment in line with health and safety requirements To be responsible for accurately completing petty cash vouchers related to purchases made for individual client service provision Maintain own self-care
Information resources	<ul style="list-style-type: none"> To collect data as per service requirements To carry out administrative tasks as required for the smooth running of the service To ensure that accurate and current service information is available to users and carers and to provide as necessary to allocated caseload To ensure that client's clinical material e.g. audio/video is securely stored and safely managed To use video and audio equipment
Research and Development	<ul style="list-style-type: none"> To promote and apply evidenced based practice to service delivery To keep abreast of new developments and research in Arts Therapies and mental health To participate in activities related to clinical effectiveness via audit, quality improvement, research and evidence based practice To participate in regular Trust-wide Clinical Interest groups undertaking delegated tasks as appropriate



	<ul style="list-style-type: none"> To participate in planned Continuing Professional Development (CPD) and maintain a personal CPD portfolio To ensure own development through regular participation in supervision/consultation process and participation in other training opportunities within the Trust
Freedom to act	<ul style="list-style-type: none"> To manage a client caseload in response to clients needs and the remit of the service with senior support To exercise professional and clinical judgement in complex clinical cases and refer to senior staff when necessary To make decisions in terms of day-to-day management of own time, in collaboration with the MDT and line manager support
Physical and Mental Demands of the Job	<ul style="list-style-type: none"> To exert physical effort in moving equipment and furniture, e.g. when setting up a room for group work To undertake intense concentration for clinical interventions on both a one-to-one and group basis.

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..

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

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.

No Smoking	To refrain from smoking in any of the organisations premises not designated as a smoking area.
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	To safeguard at all times, the confidentiality of information relating to patients/clients and staff.
Data Protection Act	To maintain the confidentiality of all electronically stored personal data in line with the provision of the Data Protection Act.
Safeguarding children	To carry out as per Data Protection Act responsibilities with regard to the access and Health Records Act 1990. To carry out responsibilities in such a way as to minimise risk of harm to children or young people and promote their welfare in accordance with the Children Act 2004 and Working Together to Safeguard Children, HM Government 2006.
Service User and Carer Involvement	ELCMHT 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.
Personal Development	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 in line with the NHS Knowledge & Skills Framework.
Infection Control	All staff should demonstrate good infection control and hygiene practice. And have a duty to adhere to policies and protocols applicable to infection prevention and control Staff should ensure they attend prevention and control training. Clothing worn by staff when carrying out their duties is clean and fit for purpose. All staff has a responsibility to ensure their recommended immunisations are up to date.



Person Specification

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<p>E = Essential</p> <p>(A) = Tested by application form</p>	<p>D = Desirable</p> <p>(I) = Tested by interview</p>
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<u>Education, training and qualifications</u>	<ul style="list-style-type: none"> Degree in relevant area MA or equivalent qualification in Arts Therapy Modality¹ Registration with the Health and Care Professions Council (Art, Music, Drama) or UKCP for Dance Movement Therapist Membership of Professional Body 		
<u>Previous experience</u>	<ul style="list-style-type: none"> Pre-music therapy qualification experience of working in adult mental health Experience of providing individual and group music therapy in an adult mental health setting Experience of working as part of a Multi-disciplinary team Experience of working as an Arts Therapist in an NHS mental health setting 		
<u>Skills and abilities</u>	<ul style="list-style-type: none"> Excellent written and verbal communication skills Developed interpersonal skills enabling therapeutic relationships to be developed and maintained with clients who have complex needs Ability to apply specialist skills in individual and group based assessments and interventions. 		

¹ Art Therapy, Music Therapy, Dramatherapy or Dance & Movement Therapy



**To have
Knowledge of:**

- Ability to work both independently and a part of a MDT team E (A/I)
- Ability to assess and manage frequent distressing clinical interactions with client's who have complex mental health problems E (A/I)
- Ability to assess and manage exposure to potential hazards including frequent verbal aggression and risk of physical aggression in hospital setting whilst ensuring safety of self, client and members of the public E (A/I)
- Excellent organisational and time management skills E (A/I)
- the needs and rights of service users and / or carers in planning and service development E (A/I)
- The mental health support needs of Adults in Acute and community settings E (A/I)
- Ethics, Standards of Practice and of the Mental Health Act E (A/I)
- The theory and practice of recovery focused therapy input E (A/I)
- Policies related to the Service including risk assessment and management E (A/I)
- How mental health difficulties impact upon an individual's and carer's functioning E (A/I)
- Governance and its application E (A/I)
- Mental health research, diagnosis and treatment and approaches in related fields i.e. psychiatry, psychology, sociology, family therapy E (A/I)
- Knowledge of music therapy research literature E (A/I)
- Equal Opportunities related to staff and clients E (A/I)
- Physical skills including specialist use of the body as required to facilitate a wide range of activities both on a one-to-one and group basis, including using equipment as required. E (A/I)
- Mental and emotional effort required to undertake intense concentration for clinical interventions on both a one-to-one and group basis. E (A/I)
- Active involvement in ongoing professional and team development. E (A/I)

**Other requirements
relevant to the
post:**

