

NATIONAL PROFILES FOR ART THERAPISTS

CONTENTS

| Profile Title | AfC banding | Page |
|---|------------------------|-------------|
| Arts Therapist Entry Level (Art, Music, Drama, Dance Movement) | 6 | 2 |
| Arts Therapist (Art, Music, Drama, Dance Movement) | 7 | 3 |
| Arts Therapist Principal (Art, Music, Drama, Dance Movement) | 8A – 8B | 4 |
| Head of Arts Therapies (Art, Music, Drama, Dance Movement) | 8C – 8D | 5 |
| Arts Therapies Consultant (Art, Music, Drama, Dance Movement) * | 8C-8D | 6 |

* NEW July 2005

Job Title:

Arts Therapist Entry Level (Art, Music, Drama, Dance Movement)

Job Statement:

1. Assesses patients/ clients for suitability for individual or group arts therapy/psychotherapy in the relevant art form
2. Provides individual and group therapy/psychotherapy sessions, liaises with nursing or other care staff, evaluates care

| Factor | Relevant Job Information | JE Level |
|---|---|----------------------|
| 1.Communication & Relationship Skills | Communicates complex, sensitive information: requires empathy & reassurance, barriers to understanding, hostile, antagonistic or highly emotive atmosphere Communicates complex condition related information to clients, relatives; undertakes group sessions where atmosphere may be highly emotive | 5(c) |
| 2.Knowledge, Training & Experience | Highly specialist knowledge across range of procedures, underpinned by theory Professional knowledge acquired through arts or other degree, RMN, psychology, social work, OT, teaching plus experience in the relevant art form plus training in arts therapy/psychotherapy to master's level equivalent | 7 |
| 3.Analytical & Judgemental Skills | Facts or situations, requiring analysis, comparison of range of options Skills for assessing client needs for individual or group arts therapy/psychotherapy in relevant art form | 3 |
| 4.Planning & Organisational Skills | Plan and organise straightforward activities, some ongoing Plans & prioritises own patient workload, clinical review meetings, clinical supervision sessions | 2 |
| 5.Physical Skills | Developed physical skills; manipulation of objects, people; narrow margins for error Use of arts therapy/psychotherapy equipment, advanced sensory skills | 3 (a) |
| 6.Responsibility for Patient/Client Care | Develops programmes of care Assesses, develops & implements individual and group arts therapy/psychotherapy sessions in relevant art form | 5(a) |
| 7.Responsibility for Policy/Service Development | Follows policies, may comment on proposals for change Follows departmental policies, may comment on policy, service developments | 1 |
| 8.Responsibility for Financial & Physical Resources | Safe use of equipment by others; maintains stock control Ensures cleanliness and maintenance of arts equipment, instruments used by clients; orders supplies | 2(b)(c) |
| 9.Responsibility for Human Resources | Demonstrate own activities to new or less experienced employees Provides advice to less experienced staff | 1 |
| 10.Responsibility for Information Resources | Records personally generated clinical information Updates patient/client records, writes reports | 1 |
| 11.Responsibility for Research & Development | Undertakes surveys, audits as necessary to own work Participates in clinical audits | 1 |
| 12.Freedom to Act | Clearly defined occupational policies Works within codes of practice & professional guidelines, managed rather than supervised | 3 |
| 13.Physical Effort | Sitting in restricted position; occasional/ frequent moderate physical effort for several short periods Sitting in constrained position for assessment and therapy sessions; manoeuvres therapy equipment, active physical movement | 2(a) (d)- 3(c) |
| 14.Mental Effort | Frequent concentration work pattern predictable Concentration during individual and group arts therapy sessions | 2(a) |
| 15.Emotional Effort | Frequent highly distressing Child abuse, self injury, family traumas | 4(b) |
| 16.Working Conditions | Occasional/frequent exposure, unpleasant conditions Verbal abuse, aggression | 2(a)- 3(a) |
| JE Score/Band | JE Score: 438-448 | Band 6 |

Job Title:

Arts Therapist (Art, Music, Drama, Dance Movement)

Job Statement:

1. Assesses patients/ clients for suitability for individual or group arts therapy/psychotherapy in the relevant art form
2. Provides individual and group therapy/psychotherapy sessions, liaises with nursing or other care staff, evaluates care
3. Provides advice, clinical supervision for other therapists in relevant art form
4. May undertake research

| Factor | Relevant Job Information | JE Level |
|---|--|------------------------|
| 1.Communication & Relationship Skills | Communicates highly complex, sensitive information: requires empathy & reassurance, barriers to understanding, hostile, antagonistic or highly emotive atmosphere Communicates highly complex condition related information to clients, relatives; undertakes group sessions where atmosphere may be highly emotive | 6 |
| 2.Knowledge, Training & Experience | Highly specialist knowledge across range of procedures, underpinned by theory Professional knowledge acquired through arts or other degree, RMN, psychology, social work, OT, teaching plus experience in the relevant art form plus training in arts therapy/psychotherapy to master's level equivalent | 7 |
| 3.Analytical & Judgemental Skills | Complex facts or situations, requiring analysis, interpretation, comparison of range of options Skills for assessing risks and suitability of clients for individual or group arts therapy/psychotherapy in relevant art form | 4 |
| 4.Planning & Organisational Skills | Plan and organise straightforward activities, some ongoing Plans & prioritises own patient workload, clinical review meetings, clinical supervision sessions | 2 |
| 5.Physical Skills | Developed physical skills; manipulation of objects, people; narrow margins for error Use of arts therapy/psychotherapy equipment, advanced sensory skills | 3 (a) |
| 6.Responsibility for Patient/Client Care | Develops programmes of care Assesses, develops & implements individual and group arts therapy/psychotherapy sessions in relevant art form | 5(a) |
| 7.Responsibility for Policy/Service Development | Implements policies, proposes policy or service changes for own area Contributes to policy, service development, for example, through membership of working parties | 2 |
| 8.Responsibility for Financial & Physical Resources | Safe use of equipment by others; maintains stock control; authorised signatory for small payments Ensures cleanliness and maintenance of arts equipment, instruments used by clients; orders supplies; authorises client travel expenses | 2(b)(c) (d) |
| 9.Responsibility for Human Resources | Demonstrate own activities to new or less experienced employees/ day to day; clinical supervision; provides practical training provides advice to less experienced staff/ allocates work to less experienced therapists; provides clinical supervision for other therapists, nursing staff, runs staff training workshops | 1- 2(a)(b) (c) |
| 10.Responsibility for Information Resources | Records personally generated clinical information Updates patient/client records, writes reports | 1 |
| 11.Responsibility for Research & Development | Undertakes surveys, audits as necessary to own work/ regularly undertakes research Participates in clinical audits/ undertakes research | 1-2(a) |
| 12.Freedom to Act | Clearly defined occupational policies Works within codes of practice & professional guidelines, managed rather than supervised | 3 |
| 13.Physical Effort | Sitting in restricted position; occasional/ frequent moderate physical effort for several short periods Sitting in constrained position for assessment and therapy sessions; manoeuvres therapy equipment, active physical movement | 2(a) (d)- 3(c) |
| 14.Mental Effort | Frequent concentration work pattern predictable/ occasional intense concentration Concentration during individual and group arts therapy sessions/ intense concentration for assessments, arts psychotherapy sessions | 2(a), 4(b) |
| 15.Emotional Effort | Frequent highly distressing Child abuse, self injury, family traumas | 4(b) |
| 16.Working Conditions | Occasional/frequent exposure, unpleasant conditions/ some exposure to hazards Verbal abuse, aggression/ risk of physical aggression in psychiatric intensive care units | 2(a)- 3(a)- 4(a) |
| JE Score/Band | JE Score 475-516 | Band 7 |

Job Title:

Arts Therapist Principal (Art, Music, Drama, Dance Movement)

Job Statement:

1. Assesses patients/ clients with complex, high risk needs for suitability for individual or group arts therapy/psychotherapy in the relevant art form
2. Provides specialist individual and group arts therapy/psychotherapy sessions, liaises with nursing or other care staff, evaluates care
3. May provide specialist advice, clinical supervision for other therapists in relevant art form; may lead a team of arts therapists/ psychotherapists
4. Undertakes research in specialist field

| Factor | Relevant Job Information | JE Level |
|---|--|------------------------------------|
| 1.Communication & Relationship Skills | Communicates highly complex, sensitive information: requires empathy & reassurance, barriers to understanding, hostile, antagonistic or highly emotive atmosphere Communicates highly complex condition related information to clients, relatives; undertakes group sessions where atmosphere may be highly emotive | 6 |
| 2.Knowledge, Training & Experience | Highly specialist knowledge across range of procedures, underpinned by theory and practice Specialist professional knowledge acquired through arts or other degree, RMN, psychology, social work, OT, teaching plus experience in the relevant art form plus training in arts therapy/psychotherapy to master's level equivalent plus experience | 7 |
| 3.Analytical & Judgemental Skills | Complex facts or situations, requiring analysis, interpretation, comparison of range of options Skills for assessing risks and suitability of clients for individual or group arts therapy/psychotherapy in relevant art form, recommends alternative therapies | 4 |
| 4.Planning & Organisational Skills | Plan and organise complex activities, requiring adjustments Plans specialist workload and service provision, including co-ordination with other disciplines, education and training | 3 |
| 5.Physical Skills | Developed physical skills; manipulation of objects, people; narrow margins for error Use of arts therapy equipment, advanced sensory skills | 3 (a) |
| 6.Responsibility for Patient/Client Care | Develops specialist programmes of care; provides highly specialised advice Assesses, develops & implements specialist individual and group arts therapy/ psychotherapy sessions in relevant art form; provides specialised advice | 6(a) (c) |
| 7.Responsibility for Policy/Service Development | Implements policies, proposes policy or service changes, impact beyond own area Contributes to policy, service development with impact beyond own area | 3 |
| 8.Responsibility for Financial & Physical Resources | Safe use of equipment by others; maintains stock control; authorised signatory for small payments/ purchase of physical assets; holds delegated budget Ensures cleanliness and maintenance of arts equipment, instruments used by clients; orders supplies; authorises client travel expenses/ purchases supplies & equipment; holds delegated budget | 2(b)(c) (d)- 3(a) (b) (d) |
| 9.Responsibility for Human Resources | Day to day management; provides specialist training Manages arts therapy/psychotherapy team; provides specialist training to other disciplines | 3(a)(c) |
| 10.Responsibility for Information Resources | Records personally generated clinical information Updates patient/client records, writes reports | 1 |
| 11.Responsibility for Research & Development | Regularly undertakes research/ major job requirement/ co-ordinates research Undertakes e.g. complex audits, research/ major job requirement/ co-ordinates specialist research | 2(a) – 3-4 |
| 12.Freedom to Act | Broad occupational policies Works within codes of practice & professional guidelines, managed rather than supervised; leads in specialist field, interprets policies for team | 4 |
| 13.Physical Effort | Sitting in restricted position; occasional/ frequent moderate physical effort for several short periods Sitting in constrained position for assessment and therapy sessions; manoeuvres therapy equipment, active physical movement | 2(a) (d)- 3(c) |
| 14.Mental Effort | Frequent concentration, pattern unpredictable/occasional intense concentration Concentration for assessments, interruptions/ intense concentration for arts psychotherapy sessions | 3(a)- 4(b) |
| 15.Emotional Effort | Frequent highly distressing Child abuse, self injury, family traumas, patients; clients with challenging behaviour | 4(b) |
| 16.Working Conditions | Occasional/frequent exposure, unpleasant conditions/ some exposure to hazards Verbal abuse, aggression/ risk of physical aggression in psychiatric intensive care units | 2(a)- 3(a)- 4(a) |
| JE Score/Band | JE Level: 544-595 | Band 8a-b |

Job Title:

Head of Arts Therapies (Arts, Music, Drama, Dance Movement)

Job Statement:

1. Assesses patients/ clients referred to postholder for suitability for individual or group arts therapy/psychotherapy in the relevant art form or for any of the range of arts therapies/psychotherapies provided; may be lead specialist in own field
2. Provides individual and group arts therapy/psychotherapy sessions, liaises with nursing or other care staff, evaluates care
3. Manages arts therapies service, including service and policy development, staff management, resource management

| Factor | Relevant Job Information | JE Level |
|---|---|---------------|
| 1.Communication & Relationship Skills | Communicates highly complex/ sensitive information, hostile, antagonistic or highly emotive atmosphere Communicates highly complex condition related information where atmosphere may be highly emotive | 6 |
| 2.Knowledge, Training & Experience | Advanced knowledge across range of procedures, underpinned by theory and practice Professional knowledge acquired through arts or other degree, RMN, psychology, social work, OT, teaching plus experience in the relevant art form plus training in arts therapy/psychotherapy to master's level equivalent plus further specialist training and experience, management, HR knowledge | 8(a) |
| 3.Analytical & Judgemental Skills | Complex/highly complex facts or situations, requiring analysis, interpretation, comparison of range of options Skills for assessing risks and suitability of patients/ clients for individual or group arts therapy/psychotherapy in own art form/ skills for analysis of service, client, organisational, staffing issues | 4 |
| 4.Planning & Organisational Skills | Plans and organises broad range of complex activities Plans and organises arts therapy/psychotherapy service, annual business plan | 4 |
| 5.Physical Skills | Developed physical skills; manipulation of objects, people; narrow margins for error Use of arts therapy equipment, advanced sensory skills | 3(a) |
| 6.Responsibility for Patient/Client Care | Accountable for delivery of a sub-division of a clinical service Accountable for delivery of arts therapies/psychotherapies service | 6(d) |
| 7.Responsibility for Policy/Service Development | Responsible for policy implementation, development for service Implements trust policies for arts therapies/psychotherapies service; develops and implements policy, services | 4 |
| 8.Responsibility for Financial & Physical Resources | Holds budget Budget holder for arts therapies/psychotherapies service | 4(a) |
| 9.Responsibility for Human Resources | Line manager Line manager for arts therapies/psychotherapies department staff | 4(a) |
| 10.Responsibility for Information Resources | Records personally generated information Updates patient/client records; writes reports | 1 |
| 11.Responsibility for Research & Development | Undertakes R&D activities/ major job requirement/ co-ordinates R&D Undertakes e.g. complex audits/ carries out research/co-ordinates research projects | 2(a)- 3-4 |
| 12.Freedom to Act | Occupational, trust policies Autonomous practitioner; works within codes of practice & professional guidelines, interprets policies for arts therapies/psychotherapies service | 5 |
| 13.Physical Effort | Sitting, standing, walking/ sitting in restricted position Light physical effort/ sitting in constrained position for assessment and therapy sessions | 1-2(a) |
| 14.Mental Effort | Frequent concentration work pattern unpredictable/ occasional intense concentration Concentration during individual and group arts therapy sessions, meetings, documents, budgets; interruptions for service issues/ intense concentration for assessments, psychotherapy | 3(a)- 4(b) |
| 15.Emotional Effort | Occasional/ frequent highly distressing Child abuse, self injury, family traumas, patients/clients with challenging behaviour | 3(b)- 4(b) |
| 16.Working Conditions | Occasional/ frequent exposure, unpleasant conditions Verbal abuse, aggression | 2(a)- 3(a) |
| JE Score/Band | JE Score: 647-689 | Band 8c-d |

Profile Label:
Job Statement:
specialist area,

Arts Therapies Consultant (Art, Music, Drama, Dance Movement)

1. Provides professional leadership and consultancy, lead clinician for own responsible for clinical governance
2. Provides expert opinion /second opinions to Arts Therapists and those from other professions
3. Undertakes teaching in specialist area for qualified Arts Therapists and other professionals
4. Carries out research into specialist area; expert in own field
5. Provides individual and group arts therapy/psychotherapy sessions

| Factor | Relevant Job Information | JE level |
|---|--|------------------------------|
| 1. Communication & Relationship Skills | Communicates highly complex/ sensitive information, hostile, antagonistic or highly emotive atmosphere Communicates highly complex condition related information where atmosphere may be highly emotive | 6 |
| 2. Knowledge, Training & Experience | Advanced knowledge across range of procedures, underpinned by theory and practice Professional knowledge acquired through arts or other degree, RMN, psychology, social work, OT, teaching plus experience in the relevant art form plus training in arts therapy/psychotherapy to master's level equivalent plus further specialist training and experience | 8(a) |
| 3. Analytical & Judgemental Skills | Highly complex facts or situations, requiring analysis, interpretation, comparison of range of options Skills for assessing clients in specialist caseload and deciding on appropriate therapy, including referrals requiring expert opinion; skills for analysis & interpretation of research findings | 5 |
| 4. Planning & Organisational Skills | Plan and organise complex activities or programmes, requiring formulation, adjustment/ plans and organises broad range of complex activities Plans specialist work load and specialist provision, including co-ordination with other disciplines, research project/prepares strategic plan for specialist arts therapy/psychotherapy service, plans & co-ordinates long term research programmes | 3- 4 |
| 5. Physical Skills | Developed physical skills; manipulation of objects, people; narrow margins for error Use of arts therapy equipment, advanced sensory skills | 3(a) |
| 6. Responsibility for Patient/Client Care | Develops specialist programmes of care; Provides highly specialised advice concerning care Assesses, develops & implements specialist arts therapies/psychotherapies service; Provides advice to arts therapists concerning specialist area | 6(a), (c) |
| 7. Responsibility for Policy/Service Development | Propose policy or service changes, impact beyond own area; Responsible for policy implementation, development for service Develops policies, procedures for own specialist area, impact on other areas; develops policies for arts therapies/psychotherapies service; develops and implements policy for arts therapies/psychotherapies service | 3-4 |
| 8. Responsibility for Financial & Physical Resources | Safe use of equipment by others; maintains stock control; authorised signatory for small payments/ Authorised signatory; purchase of physical assets; holds delegated budget Ensures cleanliness and maintenance of arts equipment, instruments used by clients; orders supplies; authorises client travel expenses/ purchases supplies & equipment; holds delegated budget | 2(b)(c) (d)- 3(a) (b) (d) |
| 9. Responsibility for Human Resources | Day to day management; provides specialist training Manages arts therapy/psychotherapy team; provides specialist training to other disciplines | 3(a)(c) |
| 10. Responsibility for Information Resources | Records personally generated information Updates patient/client records; writes reports | 1 |
| 11. Responsibility for Research & Development | Co-ordinate, implement R&D as job requirement/ Initiate, develop R&D activities Co-ordinates research projects in specialist area / initiates local or national research in specialist field | 4-5 |
| 12. Freedom to Act | Occupational, trust policies Accountable for own professional actions; establishes policies for new /developing areas | 5 |
| 13. Physical Effort | Frequent sitting or standing in a restricted position; occasional moderate effort for several short periods Sitting in constrained position for assessment and therapy sessions; manoeuvres therapy equipment | 2(a) (d) |
| 14. Mental Effort | Frequent concentration work pattern unpredictable/ occasional intense concentration Concentration during individual and group arts therapy sessions, meetings, documents, budgets; interruptions for service issues/ intense concentration for assessments, psychotherapy | 3(a)-4(b) |
| 15. Emotional Effort | Occasional/ frequent highly distressing Child abuse, self injury, family traumas, patients/clients with challenging behaviour | 3(b)-4(b) |
| 16. Working Conditions | Occasional/ frequent exposure, unpleasant conditions/ some exposure to hazards Verbal abuse, aggression/ risk of physical aggression in psychiatric intensive care units | 2(a)-3(a)- 4(a) |
| JE Score/Band | JE Score 632 – 704 | Band 8c-d |