

Contents

Profile Title	Band	Page
Arts Therapist Entry Level (Art, Music, Drama, Dance Movement)	6	2
Arts Therapist (Art, Music, Drama, Dance Movement)	7	4
Arts Therapist Principal (Art, Music, Drama, Dance Movement)	8A – 8B	6
Head of Arts Therapies (Art, Music, Drama, Dance Movement)	8C – 8D	8
Arts Therapies Consultant (Art, Music, Drama, Dance Movement)*	8C-8D	10

Version history and amendments

	Date	Notes
Rebranding	Nov 2023	Profile suite has been transferred onto new template. No changes to wording, scores or levels.
New Profiles	July 2005	All profiles marked with an Astrix (*) (Arts Therapies Consultant)





Profile Suite and Label	Arts Therapist Entry Level (Art, Music, Drama, Dance Movement)
Job Statement	<ol style="list-style-type: none"> 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		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Communicates complex, sensitive information: requires empathy & reassurance, barriers to understanding, hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates complex condition related information to clients, relatives; undertakes group sessions where atmosphere may be highly emotive</p>	5(c)	45
2.	Knowledge, Training & Experience	<p>Highly specialist knowledge across range of procedures, underpinned by theory.</p> <p>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</p>	7	196
3.	Analytical & Judgemental Skills	<p>Facts or situations, requiring analysis, comparison of range of options</p> <p>Skills for assessing client needs for individual or group arts therapy/psychotherapy in relevant art form</p>	3	27
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing</p> <p>Plans & prioritises own patient workload, clinical review meetings, clinical supervision sessions</p>	2	15
5.	Physical Skills	<p>Developed physical skills; manipulation of objects, people; narrow margins for error</p> <p>Use of arts therapy/psychotherapy equipment, advanced sensory skills</p>	3(a)	27
6.	Patient/Client Care	<p>Develops programmes of care</p> <p>Assesses, develops & implements individual and group arts therapy/psychotherapy sessions in relevant art form</p>	5(a)	30
7.	Policy/Service Development	<p>Follows policies, may comment on proposals for change</p> <p>Follows departmental policies, may comment on policy, service developments</p>	1	5
8.	Financial & Physical Resources	<p>Safe use of equipment by others; maintains stock control</p> <p>Ensures cleanliness and maintenance of arts equipment, instruments used by clients; orders supplies</p>	2(b)(c)	12
9.	Human Resources	<p>Demonstrates own activities to new or less experienced employees</p> <p>Provides advice to less experienced staff</p>	1	5
10.	Information Resources	<p>Records personally generated clinical information</p> <p>Updates patient/client records, writes reports</p>	1	4
11.	Research & Development	<p>Undertake surveys, audits as necessary to own work</p> <p>Participates in clinical audits</p>	1	5



12.	Freedom to Act	Clearly defined occupational policies Works within codes of practice & professional guidelines, managed rather than supervised	3	21
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)	7-12
14.	Mental Effort	Frequent concentration, work pattern predictable Concentration during individual and group arts therapy sessions	2(a)	7
15.	Emotional Effort	Frequent highly distressing Child abuse, self-injury, family traumas	4(b)	25
16.	Working Conditions	Occasional/frequent exposure, unpleasant conditions Verbal abuse, aggression	2(a)– 3(a)	7-12
JE Score 438-448			Band 6	



Profile Suite and Label	Arts Therapist (Art, Music, Drama, Dance Movement)
Job Statement	<ol style="list-style-type: none"> 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		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Communicates highly complex, sensitive information: requires empathy & reassurance, barriers to understanding, hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates highly complex condition related information to clients, relatives; undertakes group sessions where atmosphere may be highly emotive</p>	6	60
2.	Knowledge, Training & Experience	<p>Highly specialist knowledge across range of procedures, underpinned by theory</p> <p>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</p>	7	196
3.	Analytical & Judgemental Skills	<p>Complex facts or situations, requiring analysis, interpretation, comparison of range of options</p> <p>Skills for assessing risks and suitability of clients for individual or group arts therapy/psychotherapy in relevant art form</p>	4	42
4.	Planning & Organisational Skills	<p>Plan and organise straightforward activities, some ongoing</p> <p>Plans & prioritises own patient workload, clinical review meetings, clinical supervision sessions</p>	2	15
5.	Physical Skills	<p>Developed physical skills; manipulation of objects, people; narrow margins for error</p> <p>Use of arts therapy/psychotherapy equipment, advanced sensory skills</p>	3(a)	27
6.	Patient/Client Care	<p>Develops programmes of care</p> <p>Assesses, develops & implements individual and group arts therapy/psychotherapy sessions in relevant art form</p>	5(a)	30
7.	Policy/Service Development	<p>Follows policies, proposes policy or service changes for own area</p> <p>Contributes to policy, service development, for example, through membership of working parties</p>	2	12
8.	Financial & Physical Resources	<p>Safe use of equipment by others; maintains stock control; authorised signatory for small payments</p> <p>Ensures cleanliness and maintenance of arts equipment, instruments used by clients; orders supplies; authorises client travel expenses</p>	2(b)(c)(d)	12
9.	Human Resources	<p>Demonstrates own activities to new or less experienced employees/day-to-day clinical supervision; provides practical training</p> <p>Provides advice to less experienced staff/allocates work to less experienced therapists; provides clinical supervision for other therapists, nursing staff, runs staff training workshops</p>	1-2(a) (b)(c)	5-12



10.	Information Resources	Records personally generated clinical information Updates patient/client records, writes reports	1	4
11.	Research & Development	Undertake surveys, audits as necessary to own work/regularly undertakes research Participates in clinical audits/undertakes research	1-2(a)	5-12
12.	Freedom to Act	Clearly defined occupational policies Works within codes of practice & professional guidelines, managed rather than supervised	3	21
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)	7-12
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)	7-18
15.	Emotional Effort	Frequent highly distressing Child abuse, self injury, family traumas	4(b)	25
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)	7-12-18
JE Score 475-516			Band 7	



Profile Suite and Label	Arts Therapist Principal (Art, Music, Drama, Dance Movement)
Job Statement	<ol style="list-style-type: none"> 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		Level descriptor and example job information	JE Level	JE Score
1.	Communication & Relationship Skills	<p>Communicates highly complex, sensitive information: requires empathy & reassurance, barriers to understanding, hostile, antagonistic or highly emotive atmosphere</p> <p>Communicates highly complex condition related information to clients, relatives; undertakes group sessions where atmosphere may be highly emotive</p>	6	60
2.	Knowledge, Training & Experience	<p>Highly specialist knowledge across range of procedures, underpinned by theory and practice</p> <p>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</p>	7	156
3.	Analytical & Judgemental Skills	<p>Complex facts or situations, requiring analysis, interpretation, comparison of range of options</p> <p>Skills for assessing risks and suitability of clients for individual or group arts therapy/psychotherapy in relevant art form, recommends alternative therapies</p>	4	42
4.	Planning & Organisational Skills	<p>Plan and organise complex activities, requiring adjustments</p> <p>Plans specialist workload and service provision, including co-ordination with other disciplines, education and training</p>	3	27
5.	Physical Skills	<p>Developed physical skills; manipulation of objects, people; narrow margins for error</p> <p>Use of arts therapy equipment, advanced sensory skills</p>	3(a)	27
6.	Patient/Client Care	<p>Develops specialist programmes of care; provides highly specialised advice</p> <p>Assesses, develops & implements individual and group arts therapy/psychotherapy sessions in relevant art form; provides specialised advice</p>	6(a)(c)	39
7.	Policy/Service Development	<p>Implements policies, proposes policy or service changes, impact beyond own area</p> <p>Contributes to policy, service development with impact beyond own area</p>	3	21
8.	Financial & Physical Resources	<p>Safe use of equipment by others; maintains stock control; authorised signatory for small payments/purchase of physical assets; holds delegated budget</p> <p>Ensures cleanliness and maintenance of arts equipment, instruments used by clients; orders supplies; authorises client travel expenses/purchases supplies & equipment; holds delegated budget</p>	2(b)(c)(d) – 3(a) (b) (d)	12-21



9.	Human Resources	Day to day management; provides specialist training Manages art therapy/psychotherapy team, provides specialist training to other disciplines	3(a)(c)	21
10.	Information Resources	Records personally generated clinical information Updates patient/client records, writes reports	1	4
11.	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	12-21-32
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	32
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)	7-12
14.	Mental Effort	Frequent concentration, pattern unpredictable/occasional intense concentration Concentration for assessments, interruptions/ intense concentration for arts psychotherapy sessions	3(a)–4(b)	12-18
15.	Emotional Effort	Frequent highly distressing Child abuse, self-injury, family traumas, patients; clients with challenging behaviour	4(b)	25
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)	7-12-18
JE Score 544-595			Band 8a-b	



Profile Suite and Label	Head of Arts Therapies (Art, Music, Drama, Dance Movement)
Job Statement	<ol style="list-style-type: none"> 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		Level descriptor and example job information	JE Level	JE Score
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	60
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)	240
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 relevant art form/skills for analysis of service, client, organisational, staffing issues	4	42
4.	Planning & Organisational Skills	Plans and organises broad range of complex activities Plans and organises arts therapy/psychotherapy service, annual business plan	4	42
5.	Physical Skills	Developed physical skills; manipulation of objects, people; narrow margins for error Use of arts therapy equipment, advanced sensory skills	3(a)	27
6.	Patient/Client Care	Accountable for delivery of a sub-division of a clinical service Accountable for delivery of arts therapies/psychotherapies service	6(d)	39
7.	Policy/Service Development	Responsible for policy implementation, development for service Implements trust policies for arts therapies/psychotherapies service; develops and implements policy, services	4	32
8.	Financial & Physical Resources	Holds budget Budget holder for arts therapies/psychotherapies service	4(a)	32
9.	Human Resources	Line manager Line manager for arts therapies/psychotherapies department staff	4(a)	32
10.	Information Resources	Records personally generated information Updates patient/client records, writes reports	1	4
11.	Research & Development	Undertakes R&D activities/ major job requirement/co-ordinates R&D	2(a)–3–4	12-21-32



		Undertakes e.g. complex audits/carries out research/ co-ordinates research projects		
12.	Freedom to Act	Occupational trust policies Autonomous practitioner; works within codes of practice & professional guidelines, interprets policies for arts therapies/psychotherapies service	5	45
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)	3-7
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)	12-18
15.	Emotional Effort	Occasional/frequent highly distressing Child abuse, self-injury, family traumas, patients/clients with challenging behaviour	3(b)– 4(b)	18-25
16.	Working Conditions	Occasional/frequent exposure, unpleasant conditions Verbal abuse, aggression	2(a)– 3(a)	7-12
JE Score 647-689			Band 8c-d	



Profile Suite and Label	Arts Therapies Consultant (Art, Music, Drama, Dance Movement)
Job Statement	<ol style="list-style-type: none"> 1. Provides professional leadership and consultancy, lead clinician for own specialist area, 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		Level descriptor and example job information	JE Level	JE Score
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	60
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)	240
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	60
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	27-42
5.	Physical Skills	Developed physical skills; manipulation of objects, people; narrow margins for error Use of arts therapy equipment, advanced sensory skills	3(a)	27
6.	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)	39
7.	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	21-32
8.	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	2(b)(c) (d)- 3(a) (b) (d)	12-21



		Ensures cleanliness and maintenance of arts equipment, instruments used by clients; orders supplies; authorises client travel expenses/ purchases supplies & equipment; holds delegated budget		
9.	Human Resources	Day to day management; provides specialist training Manages arts therapy/psychotherapy team; provides specialist training to other disciplines	3(a)(c)	21
10.	Information Resources	Records personally generated information Updates patient/client records, writes reports	1	4
11.	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	32-45
12.	Freedom to Act	Occupational, trust policies Accountable for own professional actions; establishes policies for new /developing areas.	5	45
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)	7
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)	12-18
15.	Emotional Effort	Occasional/frequent highly distressing Child abuse, self-injury, family traumas, patients/clients with challenging behaviour	3(b)- 4(b)	18-25
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)	7-12- 18
JE Score 632-704			Band 8c-d	