

JOB DESCRIPTION AND PERSON SPECIFICATION

Job Title: Drama Psychotherapist
Band: Band 7
Hours: 22.5 hours
Base: Fromeside, Secure Services
Reports to: Rowan Armes, Lead for Arts Psychotherapies
**Professionally
Accountable to:**

Job Summary

To work with clinical teams and as an autonomous clinical practitioner, planning and providing a drama psychotherapy service within own area of practice, providing highly specialist treatment and ongoing evaluation. To offer clinical supervision and consultation.

To support and engage in research and audits for service development.

Description of the duties

Clinical

1. To provide a specialist drama psychotherapy service including assessment and treatment, using advanced levels of skill, for individual and group shorter and longer-term drama psychotherapy and to advise teams in relation to service users complex needs and the range of interventions available.
2. To carry out assessments and consultation to inform and enable comprehensive information gathering to establish diagnosis, re service users who present with unclear symptoms and complex mental health difficulties.
3. Regularly review and evaluate the therapy including levels of risk as part of the CPA process.
4. Communicate with empathy and sensitivity with service users and carers with an awareness and understanding of their problems and often complex issues.
5. To be responsible for own specialist caseload working within Trust policies, protocols and guidelines.
6. To record service user's progress in RIO patient records, write reports and input statistical data.
7. To engage in reflective practice and clinical supervision and to offer clinical supervision to arts psychotherapy staff and other colleagues, as required. To arrange and attend professional, team and specialist clinical supervision as appropriate to caseload.

Professional

8. Communicate effectively with members of clinical teams, managers and other professional colleagues both representing and providing a drama psychotherapy perspective and bringing psychological thinking to different forums.
9. Work with Managers and Locality leads to ensure that all new, current or adapted drama psychotherapy space/rooms conform to professional associations standards and Standards for Better Health, and provide an adequate, appropriate and safe therapeutic environment in which to practice.
10. To be responsible for ensuring that all arts works, and digital images and recordings are appropriately stored in line with HCPC, professional associations guidelines and Trust policy.
11. To work within professional codes of practice and to Health and Care Professions Council (HCPC) standards. To work using the best and evidence based practice.
12. To work effectively as a team member

Training and Staff Development

13. To maintain high standards of practice, demonstrate ongoing personal development through active participation in internal and external development and training opportunities, recording learning outcomes in a CPD portfolio to fulfil HCPC standards.
14. To engage in the appraisal process and own CPD and appraisal and CPD of junior/unqualified staff where appropriate. To ensure continuous engagement in one's own art process in line with HCPC standards.
15. To be responsible for the planning and organisation of placements for students including visits to other departments and evaluation of their progress. To supervise, support and mentor students on placement where appropriate. To be responsible for providing both verbal and written reports for universities and training establishments regarding students suitability to qualify.
16. To educate other professionals and their students about drama psychotherapy and provide specialist advice. This may include presentations.
17. To engage in ongoing statutory and mandatory training

Service and Policy Development

18. To keep Lead Arts Psychotherapist informed about local service developments, requirements, shortfalls and gaps in the service and input into team service development plans. Trust wide strategy and audit. To be responsible for contributing to relevant policy and procedures.
19. To input and make proposals for the development of protocols and guidelines and input into the development of arts psychotherapy strategy. To input into the Trust policy and procedures within the work area with particular reference to therapeutic issues.

Health and Safety

20. To be responsible for ensuring safe use of materials and equipment and work within health and safety policies and guidelines. Identify training needs for self and junior/unqualified staff where applicable.

21. To undertake specific training, keep records and be responsible for monitoring and maintaining health and safety and security of self and others in own work area. Ensure regular health and safety training and updating for self and any junior/unqualified staff for which responsible.
22. To be responsible for and manage delegated drama psychotherapy equipment and materials budget, as appropriate. To order and maintain equipment in line with COSHH requirements.

Research and Development

23. To carry out or participate in research and clinical outcomes assessment to ensure best and evidenced based practice; to evaluate relevant current research, integrate into practice and disseminate to others.
24. To carry out or participate in audits and surveys to inform planning and ensure safe practice in line with clinical governance.

Other Duties

The post holder may be required to perform duties other than those given in the job description for the post. The particular duties and responsibilities attached to posts may vary from time to time without changing the general character of the duties or the level of responsibilities entailed. Such variations are a common occurrence and would not of themselves justify the re-evaluation of a post. In cases, however, where a permanent and substantial change in the duties and responsibilities of a post occurs, consistent with a higher level of responsibility, then the post would be eligible for re-evaluation.

Communications and Working Relationships

Manager/Head/Lead Arts Psychotherapist

Arts Psychotherapy colleagues

Psychological Therapies Service

Clinical Teams

Other Statutory Organisations

Student Training Establishments

Most challenging part of this role

The post holder will work as an autonomous practitioner, relating to and working with colleagues across clinical teams. There will be a need to be flexible and adaptable with an ability to respond creatively to ongoing challenges and changes.

The post is emotionally challenging as service users that meet the criteria for accessing services within the Trust will have diverse and complex mental health problems and/or severe and enduring mental illness and/or trauma.

General information for all employees

Below is the section of the Job Description with general information for all employees and the requirements on all employees to behave in accordance with AWP values and to support and comply with Policy and Legislation. Some policies are highlighted and must be read by all employees – all AWP

policies are available on the intranet to employees or you can ask your manager for the policy. Anyone who has any difficulty understanding these requirements please highlight this to your line manager.

Values and behaviours

AWP has a set of values. Your behaviours should reflect AWP **PRIDE** values:

Passion: Doing my best all of the time

Everything I do is in the interests of everyone who uses our services

I am positive and enthusiastic in my work

I am receptive to new ideas and service improvements

I actively seek opportunities to learn and develop

Respect: Listening, understanding and valuing what you tell me

I show compassion and kindness at all times

I am a team player and support my colleagues

I listen carefully and communicate clearly

I respond positively to differences of opinion

Integrity: Being open, honest, straightforward and reliable

I encourage and value feedback from others to help me develop

I try to always do what I say I will do

I am open and honest about when things have not gone well

I raise concerns and report incidents that arise

Diversity: Relating to everyone as an individual

I try to listen without judging

I respect other people's culture, beliefs and abilities

I actively take account of the needs and views of others

I understand and support the benefits that diversity brings to my team

Excellence: Striving to provide the highest quality support

I set high standards for my work and personal conduct

I plan my workload and deliver on my commitments

I make best use of available resources

I put forward ideas to improve the quality of services

Service User Experience Statement

In all service user and carer contact, your attitude, actions and ambitions should reflect wholeheartedly AWP's motto of 'You matter, we care'. Your goal must be to provide for each individual the quality of care, support and involvement that you would personally expect from a leading mental health trust. 'You matter, we care' should shape your approach to all those who have contact with AWP.

Other Information

CONFIDENTIALITY

The post holder must ensure that personal information for patients, members of staff and all other individuals is accurate, up-to-date, kept secure and confidential at all times in compliance with relevant legislation, the Caldicott principles and the common law duty of confidentiality. The post holder must follow record-keeping guidelines to ensure compliance with the Freedom of Information Act.

VALUING DIVERSITY & HUMAN RIGHTS

No person should receive less favourable treatment on the grounds of sex, sexual orientation, marital/partnership status, race, religion, age, creed, colour, ethnic origin, disability, part time working status and real or suspected HIV/AIDS status and must not be placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. AWP has an **Equality Policy** and it is for each employee to contribute to its success.

INFECTION CONTROL AND HEALTH AND SAFETY

The prevention and control of infection is the responsibility of all employees. Employees must be aware of **Infection Control Policies**, procedures and the importance of protecting themselves and their clients in maintaining a clean and health environment. All staff must comply with all **Health & Safety Policies and Procedures**. Staff must be aware of the responsibilities placed on them under Health and Safety legislation and to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

NO SMOKING

There is a **Smoke Free Policy** in operation. In accordance with this policy smoking is positively discouraged and is not permitted anywhere within the buildings, on the premises or grounds.

DATA PROTECTION

If you have contact with computerised data systems you are required to obtain, process, and/or use information held on a computer or word processor in a fair and lawful way, to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose. To disclose data only to authorised persons or organisations as instructed. All staff who contribute to patients' care records are expected to be familiar with, and adhere to the **Information Governance Policy**. Staff should be aware that patients' care records will be subject to regular audit.

RISK MANAGEMENT

All AWP employees are accountable, through the terms and conditions of their employment, professional regulations, clinical governance and statutory health and safety regulations, and are responsible for reporting incidents, being aware of the **Risk Management Policy** and emergency procedures and attendance at training as required.

SAFEGUARDING & DUTY OF CANDOUR

AWP is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff are expected to implement the **Safeguarding Policy** and Procedures, act promptly on concern, communicate effectively and share information appropriately. All staff must be familiar with and adhere to AWP's safeguarding procedures and guidelines. All staff have a Duty

of Candour to inform their line manager/supervisor as soon as practicable, when they believe or suspect that treatment or care it provided has caused death or serious injury to a patient.

STANDARDS OF BUSINESS CONDUCT AND 'BOUNDARIES'

You are required to adhere to all corporate policies, including AWP **Standing Orders and Standing Financial Instructions**. This includes not accepting gifts or hospitality in the course of your duties, not acting fraudulently and maintaining appropriate behavioural 'boundaries' regarding your interactions with service users, staff and stakeholders.

Sustainability is integral to the Trust achieving the NHS Net Zero target. All staff are therefore actively encouraged and supported to implement new ways of working within their field of expertise.

This job description is intended as an outline indicator of general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder on a regular basis. You may be required to work at other locations within AWP as determined by the duties of your post. You may be required to undertake any other duties at the request of the line manager, which are commensurate with the role, including project work, internal job rotation and absence cover. This job description describes responsibilities, as they are currently required. It is anticipated duties will change over time and the job description may need to be reviewed in the future.

PERSON SPECIFICATION

JOB TITLE

Requirements	Essential	Desirable
Education and Qualification	<p>Post graduate qualification in Drama Psychotherapy at MA/MSc level, or equivalent.</p> <p>Registered with the Health Care Professions Council (HCPC), the UK Council for Counselling Psychotherapy (UKCP) or equivalent</p> <p>Registered and working within the Code of Practice for your Professional body.</p>	<p>Further relevant post graduate training</p>
Experience and Knowledge	<p>Knowledge and experience of working with people with serious and complex Mental Health difficulties</p> <p>Knowledge and Experience of working as part of a team</p> <p>Good organisational, administrative and IT skills</p>	<p>Experience of working in the NHS</p>

Skills and Abilities	<p>Able to work as an autonomous practitioner responsible for own specialist caseload within a team</p> <p>Able to form professional relationships and working partnerships with managers and other staff</p> <p>Will have a high level of communication and interpersonal skills to carry out assessments and therapy sessions</p> <p>Able to engage with clients' non-verbal communication using the modality integral to the therapy</p> <p>Able to work with empathy and understanding in an emotionally demanding atmosphere with service users who have a history of psychosis</p> <p>Able to supervise qualified, unqualified staff trainees and staff from different disciplines</p> <p>Able to act sensitively and professionally to unforeseen clinical and non-clinical situations</p>	<p>Knowledge and awareness of trauma-informed practice</p>
Other Requirements	<p>Empathy for individuals who have experienced mental health problems and ability to cope with behavior, which may be challenging at times.</p>	

Date Job Description and Person Specification agreed: [Click or tap to enter a date.](#)