HERTFORDSHIRE PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST

JOB DESCRIPTION FORMAT

Job Title: Specialist Dramatherapist

Grade/Band: 7

Department: Adult Acute and Crisis Division

Responsible to: Head of Allied Health Professionals

Accountable to: Professional Lead for Arts Therapies

Base: Kingfisher Court, Radlett, WD7 9HQ

Hertfordshire Partnerships University NHS Foundation Trust

- Hertfordshire Partnership University NHS Foundation Trust (HPFT) is an exceptional organisation with big ambitions. Our aim is to provide high quality care and achieve great outcomes with and for the people and communities we serve, and in doing so demonstrate we are the leading provider of mental health and specialist learning disability services in the country.

- With a workforce of over 4,000 people and an annual income of some £380 million, the Trust provides integrated health and social care services through a network of community and inpatient settings, serving diverse communities across Buckinghamshire, Essex, Hertfordshire and Norfolk.

- As a University NHS Foundation Trust, HPFT continues to develop strong links with the University of Hertfordshire, providing excellent learning and development opportunities, as well as strengthening our clinical research capability.

- There has never been a more exciting time to join HPFT; we are proud to be rated as Outstanding by the CQC and that our staff would recommend us as a place to work and be happy with the standard of our care if a loved one needed it.

Our Services

We provide mental health and social care services – including Adults of Working Age, Older Adults, Children and Adolescents and Specialist Learning Disabilities services. The Trust works in close partnership with Hertfordshire County Council and with other NHS organisations to advocate for and support people with mental ill health and learning disability. We also provide specialist learning disability services in Norfolk and across Essex.

The Trust provides:

- Community Services including local teams for mental health and into schools and primary care.
- Acute and Rehabilitation Services including inpatient services and crisis teams.
- Specialist Services such as mental health services for older people, eating disorders, and our mother and baby unit.
- Learning Disability and Forensic Services.

Our Mission

"We support people to live their lives to their full potential by enabling them to keep mentally and physically well."

Everything we do is aimed at providing consistently high quality, joined up care, support and treatment that:

- Empowers individuals to manage their mental and physical wellbeing.
- Keeps people safe from avoidable harm.
- Is effective and ensures the very best clinical and individual recovery outcomes.
- Provides the best possible experience.

Our Vision

Our conversations with service users, carers, staff, commissioners and the wider communities we serve have informed a simple but ambitious vision:

"Delivering great care, achieving great outcomes - together".

We will achieve our vision by:

- Putting the people who need our care, support, and treatment at the heart of everything we do – always.
- Consistently achieving the outcomes that matter to the individuals who use our services, and their families and carers, by working in partnership with them and others who support them.
- Providing the very best experience of joined-up care in line with what service users and carers have told us makes 'Great Care'.

Great Together

Great Together**,** our Trust strategy for 2023 – 2028, has been developed and co-produced with our service users, carers, staff, partners and local communities and gives us a clear roadmap to achieve our vision of great care and great outcomes.



Great Together places service users and carers at the centre of what we do; commits us to addressing inequalities and achieving equity; focuses on developing our people and creating a vibrant learning organisation whilst working in strong partnerships to deliver high quality care.

Values and Behaviours

Our values and behaviours have been developed by over 800 service users, carers and members of staff. They describe how we aim to be with service users, carers and each other. By living our values, we will deliver our ambition to be a leading provider for everyone we work with.



Our values set the tone for:

• The way we plan and make decisions.
• The way we behave with service users and each other.
• The kind of colleagues we recruit.
• The way we induct, appraise, and develop our staff.

Job Summary

- Provide clinical assessment and intervention to service users who are experiencing acute mental health issues, in an inpatient unit.
- Provide expert opinion and assessment as part of the multi-disciplinary team
- Provide clinical supervision to arts therapists and other staff where required
- Lead on service innovation for acute in agreement with manager and professional lead.

All staff should comply with the Trust's Anti-Discriminatory Statement, Employee Charter, Trust Policies and Procedures, Code of Conduct and Equality and Diversity.

Key Relationships

- Service users and carers.
- Works with other arts therapists, occupational therapists, clinical psychologists and nursing and medical staff within the unit and trust wide, sometimes leading specific delegated projects
- Represents arts therapists within the SBU at the request of the lead arts therapist so has working relationship across and within teams
- Post holder is expected to build relationships with arts therapists in other trusts and within their professional body

Duties and Responsibilities

Clinical Responsibility

- As a clinician, the post holder provides and evaluates assessment and treatment services with adults referred for acute and severe mental health problems including personality disorder and psychoses. They ascertain risk, needs and suitability for individual, group, other psychological therapies as a

whole and specialist arts therapy, communicating with the whole range of other professionals involved.

- As a senior specialist clinician the post holder works jointly with professionals to deliver assessment and care consultation for the range of psychological therapies, provides individual and group arts therapy assessments and treatment; and care consultancy in complex cases.
- Analyse and clarifies factors or risk e.g. self-harm, level of functioning, capacity to engage in therapeutic work, unmet needs and support systems to determine the patient's complex need and capacities to undertake the treatment mode.
- To provide specialised assessment of service users referred for the range of therapies jointly with Psychology and Occupational Therapy to determine which service will meet their therapeutic needs.
- To make decisions and recommendations regarding the treatment of service user with complex mental illnesses through investigative assessment processes and to use interpretive skills to understand complex behaviours and psychological function.
- To plan, monitor and deliver specialised programmes of care for the treatment of service users experiencing acute and severe mental illness.
- To provide arts therapies interventions, group or individual as appropriate, through sensitive and expert application of arts psychotherapeutic techniques to service users assessed as able to engage in therapeutic work. Standardised outcome measures and evidence based practice interpretation is part of this.
- To use skills to continually tailor and adapt interventions to the needs of the service users at any one time with the safety and wellbeing of the service users in mind.
- To work to agreed activity standards including duration of intervention
- To contain at time highly emotive and distressing clinical material (i.e. sexual abuse and other trauma). To enable the service user to disclose painful material to progress the course of treatment where appropriate and to help them manage the material at times when it may not be helpful to explore it at that time. To use specialist skills and experience to judge this.
- To risk assess and manage challenging behaviour and distress and call on available support.
- To use highly specialised skills and understanding to help service user in group and individual treatment, either brief or longer term, to disclose, process and resolve conflicts within themselves and with others.
- To make referrals to/recommendations for arts or psychological therapy in the community or rehabilitation services where the service user would find this helpful, and support a smooth transition.
- To protect and respect the confidentiality of all service users at all times in-line with information governance.
- To attend clinical supervision on a regular basis for reflection of clinical practice and professional development.
- To attend managerial and professional supervision.

Leadership and Staff Management Responsibility

- Provide a high level of clinical leadership; specialist clinical skills for assessment for arts therapy and in liaison with other psychological therapies; and for treatment programmes.

- Provide a high level of expertise, clinical knowledge and skills for supervision, training, consultation, advice and teaching.
- Oversee the local coordination and allocation of formal clinical placements for trainee arts therapists, MA level, and for the provision of training to other health professionals [including medics].
- Leads on delegated development of standards of service delivery in accordance with national, professional and Trust sector and directorate policies. Responsible for the interpretation and implementation of these policies in the service.
- To provide expert and specialist clinical supervision to arts therapists within the trust, and to specialists in other directorates and localities, by arrangement, including those from other professions.

Financial Responsibility

Responsible for the ordering, maintenance, stock control and safe storage of equipment for arts therapies provision.

Service Development and Improvement

- To lead delegated tasks concerned with the development and implementation of local protocols and procedures to support delivery of arts therapies including operational issues.
- To carry out an annual audit of referrals to arts therapies and other audit and evaluation as required.
- To use recognised outcome measures, appropriate to the setting and feedback forms to evaluate/audit the effectiveness of therapy for service users.
- To be responsible for the development and implementation of local arts therapies policies and procedures within the unit, in liaison with the lead.
- Contribute to the development of trust wide policies and procedures, e.g. trust induction, supervision.
- Interpret policies in areas of specialism for the staff team and facilitate their implementation.
- To be responsible for the organisation of student placements and induction in acute services.
- To attend meetings as delegated by the lead arts therapist to represent arts therapies e.g. practice governance meetings.
- To undertake delegated professional lead responsibilities as agreed with the professional lead.
- To undertake pilot projects and research in new areas of clinical work.
- To actively engage in individual performance reviews and undertake training as identified.

Communications

- To communicate often delicate information with service users on individual or group treatment that requires high levels of tact and skill to enable service users to engage and progress in treatment. Need for working with highly developed communication skills to process highly charged emotions and enable service users to work through and complete treatment.

- To provide written/electronic records, reports, letters and reviews of assessment, treatment to professionals and service users, as needed.
- To complete and update paperwork for CPA, Risk Assessment and Case Review, throughout the course of arts therapy service provision, for each patient, as relevant to the role and setting.

Planning and Organisational Skills

- Excellent planning and organisational skills required to fulfil requirements described in:
    - Working relationships
    - Communication requirements
    - Clinical responsibilities
    - Leadership and Staff management
    - Service development and improvement
- Advanced skills required to balance priorities

Physical Working Conditions and Environment

- To ensure that the practice environment is suitably maintained (equipment and rooms) for the services provided and that responsible officers are kept informed of unmet needs, risks and development.
- To move furniture and specialised equipment as necessary to create safe and clinically effective environments for assessment and treatment.

Information Resources

- Regularly inputs data and statistics into central information systems, and regularly operates computers and software, responding to e-mail communication, compiling reports and documents including therapy schedules and programmes.

Other Additional Information

The following statement forms part of all job descriptions: -

Health and Safety

The post holder has a duty of care to themselves and to others with whom they come into contact in the course of their work as laid down in the Health and Safety at Work Act 1974 and any subsequent amendment or legislation.

Infection Control

All Trust staff will:

Act as a role model and champion for the highest standard of all aspects of infection prevention and control and implementation of all Infection Prevention and Control Trust polices and guidelines.

Demonstrate respect for the roles and endeavours of others, in implementing good standards of hand hygiene.

Value and recognise the ideas and contributions of colleagues in their endeavours to reduce the incidence of healthcare associated infection.

Equality and Diversity

Hertfordshire Partnership University NHS Foundation Trust is committed to providing an environment where all staff, service users and carers enjoy equality of access, provision, opportunity and outcomes.

The Trust works to eliminate all forms of discrimination and recognise that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

Providing equality of opportunity means understanding and appreciating the diversity of our staff, service users & carers and ensuring a supportive environment free from harassment. As a result, Hertfordshire Partnership University NHS Foundation Trust actively encourages its staff to challenge discrimination and promote equality of opportunity for all.

Confidentiality

Employees must maintain confidentiality of staff, patients and Trust business and have a responsibility to comply with the General Data Protection Regulations (GDPR) 2018 and be aware of the Caldicott principles. If you are required to process information, you should do so in a fair and lawful way, ensuring accuracy is maintained. You should hold information only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose. You should disclose information only to authorised persons or organisations as instructed. Breaches of confidentiality in relation to information will result in disciplinary action, which may include dismissal. Employees are expected to comply with all Trust policies and procedures and to work in accordance of the General Data Protection Regulations (GDPR) 2018. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training.

Standards of Business Conduct and Conflicts of Interest

The Trust has adopted a Standards of Conduct Policy, which reflects NHS Management Executive Guidelines. It is the responsibility of all staff to ensure that they act as a role model, by upholding the principle of a leading mental Trust. Staff should inform their line manager if they are working for any other organisation to ensure that this Trust complies with the Working Time Regulations.

Information and Records Management

The post holder must be competent in using IT and have the relevant skills to carry out the activities required for the post.

To comply with the Data Protection Act 1998, Freedom of Information Act 2000 and Department of Health Code of Confidentiality in line with Trust procedures.

To adhere to the Trust's policies on records management including creation, use, storing and retention and disposal of records.

Adhere to the Trust's Corporate Identity (using the standard templates – available on the Trust intranet 'HIVE').

Safeguarding Adults and Children

The Trust is committed to ensuring adults and children are protected and come to no harm from abuse. All employees have a responsibility to be aware of national and local policies, their individual responsibilities with regards to the protection and safeguarding of both adults and children and must adhere to them at all times.

Organisational Change

As services develop and change, the post holder may be required to undertake other responsibilities within the Trust.

Flexible Working

The Trust believes that its staff members are its most valuable asset and is committed to attracting and retaining the very best and utilising all the talent and experience available. The Trust recognises the importance of helping its employees balance their work and home life by offering flexible working arrangements that enable them to balance their working life with other priorities, including parental and other caring responsibilities, life-long learning, charity work, leisure activities and other interests.

Health and Safety

Health and Safety at Work In accordance with the Management of Health and Safety at Work Regulations 1992 (as amended) and other relevant Health and Safety legislation, staff have a duty to take responsible care to avoid injury to themselves and others by their work activities, to maintain a safe working environment for patients, visitors and employees and to co-operate in meeting statutory requirements

Review

This job description is an outline, which reflects the present requirements of the post and is not intended to be an inflexible or finite list of duties and responsibilities. As these duties and responsibilities change and develop the job description will be amended from time to time in consultation with the post holder.

PERSON SPECIFICATION

The person specification must detail the level at which a person should have reached before you recruit them. You should use the dimensions and levels for the second gateway subset of the relevant KSF outline to assist with developing the person specification.

Successful candidates MUST have the potential to achieve the knowledge and skills requirements of their second gateway.

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Department: Adult Acute and Crisis

Date last reviewed: 14th October 2026

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS/EDUCATION/TRAINING	**A/I/T**	**A/I/T**
M.A. (or equivalent) in either dramatherapy or music therapy	A/I	
Registered with Health and Care Professions Council (HCPC) as an Arts Therapist (dramatherapist)	A/I	
Good Honours degree in relevant subject	A/I	
Training in clinical supervision		A/I
Member of Professional Body (BADth)		A/I
PREVIOUS EXPERIENCE	**A/I/T**	**A/I/T**
Relevant post qualifying professional experience	A/I	
Experience of working in an inpatient setting	A/I	
Experience of working with people with a range of mental health problems including personality disorder, psychosis	A/I	
Experience of working as an autonomous professional and developing a service	A/I	
Experience of providing a range of therapeutic interventions including assessment, inpatient and outpatient work, individual and group work, exploratory and supportive.	A/I	

SKILLS/KNOWLEDGE/ABILITY	A/I/T	A/I/T
As per KSF outline		
COMMUNICATION SKILLS		
Ability to communicate effectively in a highly emotive atmosphere, to overcome patients' psychological resistance to personal disclosure and potentially threatening information, e.g. child protection and self-harm.	A/I	
Good verbal & written communication skills, including giving presentations	A/I	
Computer competency, including knowledge of electronic care records, email, word processing and audit tools.	A/I	
Good organisational skills including management of systems and personnel.	A/I	
ANALYTICAL SKILLS		
Highly developed knowledge of and skills in assessing clients for arts psychotherapies and/or other treatment interventions, including risk assessment and contributing to diagnosis	A/I	
Highly developed skills in the application of psychodynamic formulations and theory to work with individuals, groups and teams	A/I	
Developed skills in clinical supervision of arts therapists and other professionals	A/I	
A demonstrable knowledge of and commitment to best practice and evidence-based practice.		A/I
PHYSICAL SKILLS		
Ability to organise and move physical resources required for delivering therapy	A/I	
Car driver (unless you have a disability as defined by the Equality Act 2010 which prevents you from driving)	A/I	
PHYSICAL EFFORT		
Moving, transporting and storing therapy equipment in setting up and clearing therapy spaces.	A/I	
Travel to and working in different locations		

across Hertfordshire, sometimes in one day. **MENTAL EFFORT** Ability to concentrate in an environment where interruptions and disruptions may occur, and where behaviour may sometimes be challenging. Ability to manage own work load and priorities Ability to reflect and critically appraise own performance **EMOTIONAL EFFORT** Regular requirement to deal with distressing or emotionally charged situations. To be able to contain at time highly emotive and distressing clinical material	A/I A/I A/I A/I A/I	
ADDITIONAL INFORMATION **Values/Motivational/Personal Qualities/Diversity** • Welcoming • Kind • Positive • Respectful Knowledge of and skill in considering differences and equalities in both therapy and professional relationships with reference to age, disability, culture, race and religion, sexual orientation and gender. •	A/**I**/**T** A/I A/I	A/**I**/**T**

A- Application Form **I – Interview** **T – Test**

Template: July 2023