

Head of Service – Art Therapy Clinical Lead

Job Information

Job title: Head of Service – Art Therapy Clinical Lead

Salary: £36,000 - £40,000 per annum

Based at: Impact Arts, The Boardwalk, 105 Brunswick Street, Glasgow, G1 1TF

Travel: Travel will be required to Impact Arts' Ayrshire office and may also be required across the local authorities that we operate in

Reporting to: Caroline McGhee, Head of Operations

Duration of contract: Permanent

Working Hours: 37.5 hours per week over 5 days, Monday – Friday. Staff are required to work their core hours between 10am – 4pm.

Qualifications & Experience:

- HCPC State Registered Art Therapist
- MA or PG Dip training in Art Therapy or equivalent
- Professional body membership e.g BAAT
- Evidence of Continuing Professional Development relevant to this role
- Minimum of 5 years post qualifying experience of delivering evidence based art therapy to vulnerable children, young people or families at least 2 of which should be within schools
- 2 years minimum experience of working in a supervisory capacity with evidence of CPD in leadership and supervision

Other Essentials: Subject to PVG | Disclosure Scotland check

Closing date: 12 noon on Wednesday 20th July 2022

Interviews: w/c 25th July 2022 (TBC) **Expected Start Date:** August 2022

In all our work, Impact Arts aims to tackle the inequalities that exist in Scotland and to ensure everyone has equal opportunity. We encourage all applications for this post, particularly from those who are currently under-represented in the creative and arts sectors. Impact Arts welcomes all people no matter their age, race, gender, sex, sexual orientation, religion or belief, class, cultural background, disability, marital status, pregnancy or maternity status.

We want to make sure that process barriers do not get in the way of applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to show your skills and relevant experience), please get in touch.

Company Values

As a team of people we share the following values:

Our values

CREATIVITY

We always place creativity at the centre of all that we do.

INTEGRITY

We are always honest and truthful and act with transparency.

EQUALITY

We value people's right to be different and ensure everyone has equal opportunity.

KINDNESS

We always treat everyone with care and respect.

AMBITION

We are always ambitious in what we want to achieve for our partners, participants and colleagues.

What We Do

Established in 1994, Impact Arts is a national arts organisation which tackles inequalities in Scotland through creative engagement. We envisage a Scotland where everyone values and benefits from the power of creativity to transform lives.

Our strategic objectives are:

- We will transform **Children and Young People's** lives through impactful arts and creativity.
- We will grow **Communities** to become stronger and empowered through creative engagement.
- We will support **Older People** the opportunity to take part in life enriching arts and creativity.

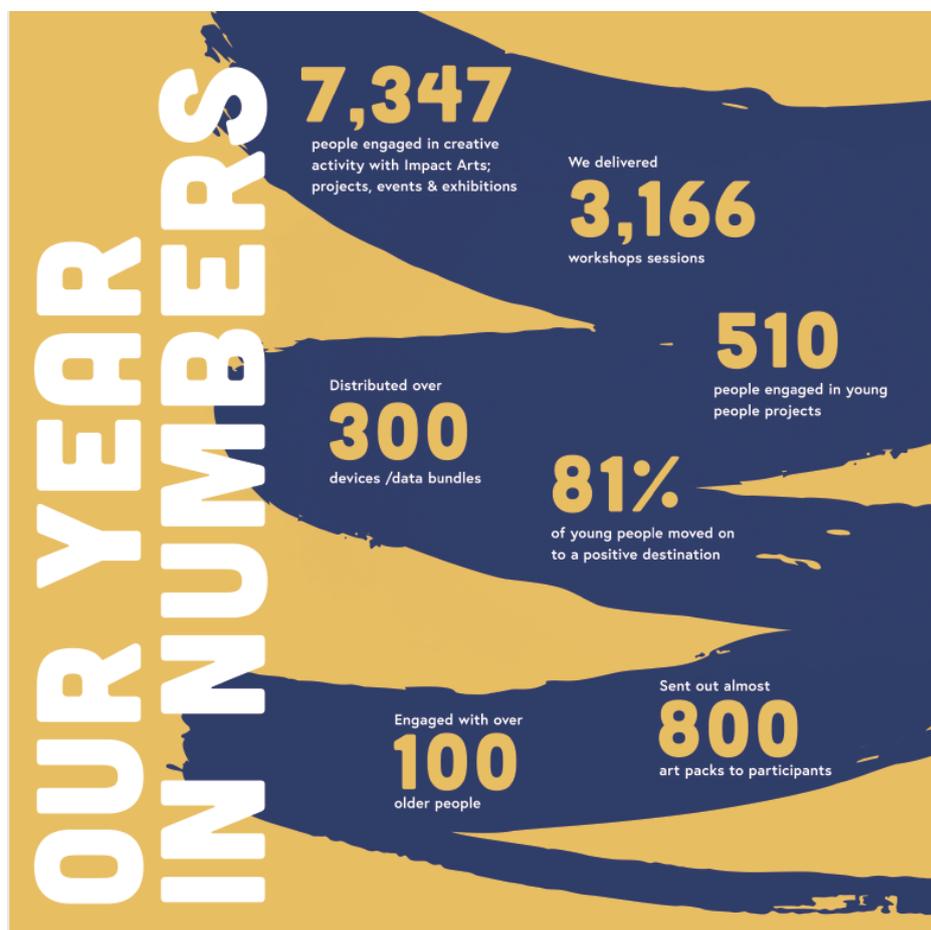
We place innovation, enterprise and creativity alongside outstanding delivery, sound management and a strong ethos of partnership to tackle society's big issues. Our talented in-house and freelance artists across Scotland and beyond ensure that our artistic

programmes, exhibitions, performances and events are of the highest quality. We exist to inspire creativity in people and regenerate our communities through a deep and rewarding relationship with the arts.

We have over 50 staff and 100 sessional artists working on services across Central Scotland with our Head Office in Glasgow. We work with multiple partners and funders all with a strong ethos #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Skills Development Scotland, National Lottery Community Fund, Corra Foundation and a range of other foundations and trusts.

Our Impact

Our 2020/21 figures:



Background

Impact Arts is a leading provider of school-based emotional and mental health Art Therapy services in Scotland. Established in 1994 its mission is to tackle inequalities in Scotland through creative engagement. It offers a flexible menu of school-based mental health services, available to children, their families and/or carers as well as CPD to teachers and staff of Glasgow's schools and in a community setting within North Ayrshire. The opportunity has arisen for us to appoint this Head of Service post which will allow us to effectively and safely deliver the art therapy service while looking to grow the reach of our art therapy work nationally.

Purpose

To lead and manage all aspects of the Art Therapy service, currently in Glasgow and North Ayrshire, in line with the delivery targets and quality standards set by the organisation.

To play an active role as a key member of Service Management Operational team

Main Responsibilities:

Managerial

- Take clinical responsibility for the work with children and families through direct line management and effective supervision of the locally based Art Therapists
- Take on the role of Designated Safeguarding Lead across Impact Arts, ensuring that all staff are clear about their duties and responsibilities
- Implement training and initial training review to ensure that staff are up to date with the latest safeguarding legislation
- Review all relevant Policies and Procedures ensuring that they are fit for purpose and that clear protocols are in place
- Build and develop the Art Therapy service – employees and volunteers - ensuring appropriate training, succession and cover plans are in place and that resources are available to meet service commitments
- Monitor quality of service being provided and ensure standards are met or exceeded through active management and monitoring of individual and team performances
- Confidently and credibly represent Impact Arts at appropriate meetings e.g. Head Teachers, Steering Groups and meetings with key funders and stakeholders
- Ensure that staff are recruited, trained and monitored in line with the organisation's quality standards for safeguarding.
- Work with the Head of Operations, Finance and the Development team in building capacity and onboarding new services in line with the business plan

- Supply accurate and timely information for funding applications and bids and confidently and articulately engage with and report to funders
- Work with the Head of Operations and the Finance team in managing spend against budget for internal and external reporting
- To work with Leadership Team to identify new business and funding opportunities
- Oversee the Art Therapy team's adherence to data & record confidentiality and GDPR in all aspects of the service including monitoring and evaluation and upkeep of Impact Arts CRM (Salesforce)

Clinical

- To oversee the clinical work of the team ensuring that the highest standard of intervention is being consistently delivered
- Provide goal oriented reflective case management supervision, recording clear and time bound actions
- Ensure interventions delivered by the team are culturally sensitive, inclusive and actively address issues of diversity
- Make skilled clinical decisions and communicate the rationale for Art Therapy intervention clearly to parents, professional network and other stakeholders.
- Ensure that all interventions are carried out within the GIRFEC guidance on safeguarding
- Ensure that accurate pre and post outcome data to evidence the effectiveness of interventions is collected to strengthen the overall project aims
- Ensure that all interventions are regularly and systematically evaluated against expected outcomes
- Ensure that all staff keep accurate and up to date clinical records in line with service protocols
- Develop strong inter-agency working relationships in order to raise awareness and provide a seamless service for children, young people and their families who are accessing Art Therapy
- Keep abreast of developments in children and young people's legislation and deliver intervention informed by a sound understanding of attachment, child development and trauma informed practice
- Work with highly complex, sensitive or contentious information from families and address distressing and emotional needs of families in an exemplary manner.
- Abide by the Health and Care Professions Council (HCPC) Code of Ethics and Professional Conduct and to complete relevant Continued Professional Development in line with their requirements

General

- Keep up to date with developments in the sector and key government initiatives in our field of operation

- Input widely across all areas of the organisation as a senior member of the Operations team
- Support and nurture the Impact Arts values of Integrity, Equality, Kindness, Creativity and Ambition
- Work as a team member of the organisation as a whole sharing information and best practice openly and productively

Flexibility

This job description is a general outline of the duties and responsibilities which may be subject to amendment as Impact Arts itself develops.

- The post holder may be required to undertake other duties as may reasonably be required from time to time.

Qualifications and Experience

Qualifications

- HCPC State Registered Art Therapist
- MA or PG Dip training in Art Therapy or equivalent
- Professional body membership e.g BAAT
- Evidence of Continuing Professional Development relevant to this role

Skills & Experience

Essential

- A Senior Art Therapist and experienced clinical supervisor highly experienced in people and project management
- Brings successful record of clinical service delivery to children in a variety of settings
- Has successfully managed implementation projects involving multiple stakeholders and rigorous deadlines
- Has a track record of delivering exceptional performance and quality through leading or working within high performing teams
- Is fluent in finance and management of budgets
- Has strong entrepreneurial skills and experience of sales / business development - demonstrates a flexible, 'can-do' approach
- Minimum of 5 years post qualifying experience of delivering evidence based art therapy to vulnerable children, young people or families at least 2 of which should be within schools

- 2 years minimum experience of working in a supervisory capacity with evidence of CPD in leadership and supervision
- Exceptional interpersonal skills including the ability to build effective partnerships
- Experience of implementing a variety of outcome measures and of collating data in a meaningful way in order to contribute to the evidence base for Art Therapy interventions
- Experience of working effectively with and where necessary escalating safeguarding issues following local protocols and legislation
- Brings the credibility to represent Impact Arts at the highest level to stakeholders whilst managing prospective client expectations and keeping promises
- Uses own initiative and pays close attention to detail whilst keeping hands on problem-solving approach to generate ideas and solutions
- An understanding and awareness of Impact Arts equal opportunities policy and a personal commitment to equality of opportunity and anti – discriminatory practice in service delivery
- Ability to work outside office hours and travel within Scotland - own transport required

Personal Skills and Qualities

- Commitment to Impact Arts' values
- Demonstrable leadership skills
- Ability to inspire and motivate a team effectively
- Knowledge and a commitment and passion for the power of the arts to transform lives
- Ability to build and maintain rapport internally and with existing and new partners
- Strong positive and resilient attitude and an ability to find creative and flexible solutions.
- Resilience when faced with a high workload, deadlines or changing situations
- Ability to think strategically and imaginatively
- Effective time management and ability to meet deadlines
- Ability to prioritise and delegate tasks
- Self motivated and able to act on own initiative, solving problems
- Approachable and empathetic able to act as ambassador for Impact Arts, at ease with people from a wide variety of backgrounds

PVG Scheme- Successful candidates will be required to join the PVG scheme or to apply for a PVG update.

To apply:

Please visit www.impactarts.co.uk to download an application form.

All completed applications should be sent to jobs@impactarts.co.uk by 12 noon on Wednesday 20th July 2022