
The College is committed to safeguarding and promoting the welfare of young people, and expects all staff to share this commitment

JOB DESCRIPTION THERAPY LEAD

GRADE: SCALE 6

PERMANENT, TERM TIME ONLY, 6.5H/WEEK

RESPONSIBLE TO: DEPUTY PRINCIPAL

Main Duties and Responsibilities

To provide oversight of specialist Arts therapy assessment and treatment service to students attending Phoenix College. The arts therapist will be an integrated member of the College team and work in conjunction with all members. The post-holder will provide a reflexive service to meet the needs of the students we support, upholding the Trust values. The role will involve direct clinical care with service users.

To develop and provide an Arts Therapy assessment and treatment service to acute mental health service clients with a range of mental health needs employing the following specialist skills:

- To plan and prioritise a client caseload as defined by the service under supervision from SLT.
- To develop skills to undertake specialised Arts Therapy assessments, referrals where appropriate.
- To be responsible for maintaining, on service users' behalf, an appropriate, contained, creative therapeutic environment.
- To develop skills in managing difficult and demanding clinical situations, including exploring complex, sensitive, and challenging personal issues in both group and one-to-one context with service users with acute needs.
- To deal with conflict and resolve difficulties arising for students in clinical interventions.
- To plan and deliver recovery focused interventions in conjunction with the MDT.
- To manage the relationship between Phoenix College and supervisors for all art therapists.
- To assess client's mental state and identify any significant risk factors and to collaboratively undertake risk assessments with other professionals.
- To apply clinical knowledge and skills in one-to-one group interventions with clients with complex needs, including brief, medium, and long-term work.
- To ensure that all interventions are documented.
- To take up clinical group supervision/consultation.
- To produce clinical reports on a regular basis and disseminate other involved professionals, agencies and the student as appropriate.
- To evaluate effectiveness of interventions, in conjunction with students/College, other professionals.

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Phoenix Autism Trust (PAT) – A Pathway Towards Independence and Employment
Registered Company no. 09615159 Registered Charity no. 1172227

- Provide mentoring and training to trainee therapists, ensuring the delivery of a high-quality and consistent therapy service across the college.
- Quality assures therapeutic practice across the college, ensuring compliance with professional standards, ethical guidelines, and organisational policies.
- To promote and apply equal opportunities and anti-discriminatory interventions that respect the students' customs, values, and spiritual beliefs.
- To ensure that any service user complaints or incidents are reported accurately and investigated appropriately.
- Work as an integrated and collaborative team member, respecting others' ways of working and holding in mind other assessment, treatment and support which may be provided alongside Arts Therapies input.
- Adapt as required clinical practice to suit challenges of the environment, including the setting of aims and goals appropriate to service users' needs and environment, including working online.
- Adopt appropriate measures to maintain a safe and therapeutic environment for all.
- Awareness of diversity and cultural difference issues, and the ability to provide a service that is appropriate to a diverse range of people.

Variation Clause

1. This is a description of the job as it is constituted at the date shown. It is the practice of the college to periodically examine job descriptions, update them and ensure that they relate to the job performed, or to incorporate any proposed changes. This procedure will be conducted by the Principal in consultation with the Post Holder.
2. In these circumstances it will be the aim to reach agreement on reasonable changes, but if agreement is not possible management reserves the right to make changes to the job description following consultation.

Flexibility Clause

1. Other duties and responsibilities express and implied which arise from the nature and character of the post within Phoenix College mentioned above or in a comparable post in any of the college's other sections or departments.
2. This job description is a guide to the level and range of responsibilities the post holder will be expected to undertake. It may be changed from time to time to reflect the changing circumstances and demands of Phoenix College. As directed, the post holder will undertake additional duties and responsibilities that may arise from time to time.

Health and Safety

In carrying out the tasks in this job description you have a duty (under Health & Safety legislation) to take reasonable care for the health and safety of yourself and that of others. This implies taking positive steps to monitor and maintain a safe and secure working environment. It is expected that whilst maintaining an effective and efficient working environment you will comply with safety rules and procedures, and ensure that nothing you do, or fail to do, puts yourself or others at risk. This includes contributing to a safe and secure environment for the college community.

Data Protection

When working with computerised systems to be completely aware of responsibilities at all times under the Data protection Act 1998 for the security, accuracy, and significance of personal data held on such systems.

Whole College Duties

To play a full part in the life of the school, the College and its community and to support its mission and ethos and to be a role model for staff and students

Staff are expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
This job description is current at the date shown, but in consultation with you, may be changed to reflect or anticipate changes in the job commensurate with the job title purpose and grade.

Equal Opportunities Statement

To ensure equality of opportunity for all people in service provision and in employment, and to oppose strongly any form of discrimination

Person Specification

Experience	<ul style="list-style-type: none"> • Exceptional verbal and written communication skills, with the ability to effectively interact with a diverse range of stakeholders, including students, employers, and colleagues. • Strong interpersonal skills with the ability to build and maintain positive relationships with employers, job coaches, and program participants. • Excellent organizational and time-management skills, with the ability to manage multiple tasks and priorities effectively. • Strong problem-solving abilities, with a proactive approach to identifying and addressing challenges. • Demonstrated leadership capabilities, with experience in mentoring and supporting team members. • Ability to adapt to changing circumstances and work effectively in a dynamic environment.
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	<ul style="list-style-type: none"> • A strong commitment to the mission and values of the Project SEARCH program and Phoenix College. • Awareness of the needs of students with Autism and other learning disabilities. • Awareness of how the students learn and the various factors which affect their learning. • Awareness of the need to show respect and value students as individuals. • An understanding of commitment to inclusive education. • A sympathetic approach to parents and an understanding of the need of confidentiality. • A commitment to the Authority's Equal Opportunities Policy. • Be prepared to work throughout the College with all students. <p>An understanding of, and sympathy with, the aims of the College.</p>
<p>Knowledge</p>	<p>Essential</p> <ul style="list-style-type: none"> • Understanding and familiarity of safeguarding Young Adult with learning disability and vulnerable adults, the Equality Act, Data Protection and Health & Safety. <p>Desirable</p> <ul style="list-style-type: none"> • Identify and apply types of reasonable adjustments to support disabled young people in the workplace.
<p>Qualifications</p>	<p>Essential</p> <ul style="list-style-type: none"> • Qualification in therapy • Registered with a therapeutic body <p>Desirable</p> <p>Recognised qualification in SEN.</p>
<p>Personal Qualities & Skills</p>	<p>Essential</p> <ul style="list-style-type: none"> • Good verbal and written communication skills and an ability to use own initiative in prioritising and organising workload. • Good listening skills • Ability to build relationships with young people • Able to take initiative • Awareness of the need to show respect and value students as individuals. • An understanding of and commitment to inclusive education. • A commitment to the Authority's Equal Opportunities Policy. • An understanding of, and sympathy with, the aims of the college. • Ability to travel between host business departments • Good organisational skills • Strong negotiating skills and account management experience • Positive and professional attitude towards managers, colleagues and work. <p>Desirable</p> <ul style="list-style-type: none"> • A high degree of accuracy and attention to detail • Excellent communication and interpersonal skills with the ability to communicate at all levels

	<ul style="list-style-type: none"> • Proficient with IT, particularly Office 365 • Available to occasionally work irregular and/or extended hours, including weekends
Safeguarding	<ul style="list-style-type: none"> • Displays commitment to the protection and safeguarding of children and young people and has an up-to-date knowledge of relevant legislation and guidance in relation to working with, and the protection of, children and young people. • A sympathetic approach to parents and an understanding of the need for confidentiality
Career Development	<ul style="list-style-type: none"> • Shows a desire to further your knowledge, training and career potential. • A willingness to undertake paid training in normal contractual hours to develop job-related skills.