

North Somerset Music Service
Job Description & Person Specification

Version date: 210621

Pay range/hours:	JM2, hourly paid, variable hours
Reports to:	Music Therapy and Wellbeing Lead

Summary of post

To improve the wellbeing and mental health of clients by using the psychological clinical intervention that is music therapy by supporting their psychological, emotional, cognitive, physical, communicative and social needs.

Working towards agreed goals and outcomes through the delivery of creative Music Therapy sessions on a 1:1 basis and in small groups for people with complex learning needs, dealing with emotional challenges and physical or mental disabilities (including dementia).

To facilitate group mental health and wellbeing sessions as appropriate.

Job Context

North Somerset Music Service and South Gloucestershire a local authority music service, sitting in the Children’s Service directorate of North Somerset Council. We offer children and young people, families and schools a wide range of services to support musical engagement, delivering our role as Lead Organisation of the North Somerset Music Education Hub.

For young people, these services include tuition in schools, bands and ensembles at our music centres, singing and curriculum enrichment activities, access to performances and large-scale events, programmes for vulnerable children and those in challenging circumstances. These are delivered by our team of 40 instrumental teachers, visiting professionals and through our network of regional and national partners.

Our Music Therapy team works in schools and community settings to provide therapeutic interventions for the most vulnerable young people and adults. Our team of 8 therapists also support the wider mental health and wellbeing agenda in, and outside, school.

We support school pupils and staff through a range of CPD and delivered programmes, including singing, world music workshops, networking and training for school staff and collaborative events.

Our vision is driven by innovation and creativity, ensuring we meet the needs and aspirations of every young person, their school and community. We have a focus on inclusion, making sure everyone can access music to support their pathway through music and make life-changing contributions to their development. Our aspiration is that every child, young person and adult in North Somerset should be able to access broad, stimulating and rewarding musical interventions which transform their life aspirations.

Main Duties

Delivery

To assess, plan, implement and evaluate therapy interventions to ensure clients ongoing health and wellbeing are looked after and agreed outcomes achieved.

To meet the needs of clients with complex learning, mental or physical challenges, communicating effectively with clients, carers and colleagues

To be responsible for the ongoing management of your own caseload and quality assurance practice.

To ensure that clients and/or their families or carers have an understanding of what is happening in therapy and what is agreed in the Assessment report before starting therapy e.g length of therapy, agreed therapeutic goals.

To record all therapeutic interventions, meeting organisational and professional standards, protocols and guidelines.

To contribute to client specific meetings and reviews, prepare reports and documentation to high standards.

To be responsive to the unpredictable demands of the post, undertaking other duties that may be within the scope of the role.

Professional

To demonstrate professional knowledge underpinned by current evidence-based practice within your developing area of specialism.

To maintain client confidentiality.

To comply with all North Somerset Music Service and Council policies and procedures, and the professional Codes of Practice as defined by the HCPC.

After discussion with line manager to refer clients to other agencies, as appropriate.

To promote a professional image and raise the profile of the Music Service's Therapy offer.

Quality Assurances and Standards

To undertake clinical supervision in accordance with professional standards and engage in peer supervision with colleagues.

Where appropriate to engage in peer supervision with colleagues.

To undertake relevant training to maintain and develop best practice, meeting professional registration and client needs.

Travel

This post involves travelling between venues to deliver therapy or workshops. The post holder is expected to transport such equipment as will be needed to deliver each session as required.

Generic items

To be aware of and understand the Council's Equality Scheme and ensure at all times that the duties of the post are carried out in accordance with the policy.

To undertake any other duties commensurate with the grade of the post.

To ensure compliance with all Health and Safety legislation and associated codes of practice and authority policies.

To be aware of and comply with GDPR legislation.

To comply with all Music Service policies.

Allocation of Work:

Work is allocated to the employee by Therapy/Wellbeing Lead. The therapist will then undertake the Referral and Assessment processes with Referrer and client and when agreed by all, will set out a therapy schedule for the client. This schedule once accepted must be delivered but can be amended at a mid-term review.

Delivery of Sessions:

Sessions should be planned, delivered and recorded in accordance with HCPC and North Somerset policies.

Supervision:

The quality of delivery and effectiveness is monitored by the Music Therapy and Wellbeing Lead or other nominated senior staff. Music Therapists should arrange their own supervisor, which can be in or outside the Music Service.

Other Professional Requirements

Operate at all times within the stated policies and practices of the Council and setting where delivery is taking place

Establish effective working relationships and set a good example through presentation and personal and professional conduct

Endeavour to give every client the opportunity to reach or exceed the agreed outcomes;
Contribute to the corporate life of the Music Service through effective participation in meetings

Take responsibility for their own professional development and duties in relation to Music Service policies and practices

Liaise effectively with families, carers and other health professionals

Take on any additional responsibilities which might from time to time be determined.

Person Specification

Essential, unless marked D (Desirable)

Qualifications:

- Masters level degree or equivalent qualification in Music Therapy
- Registration with the Health Care Professions Council
- Diploma standard or equivalent in at least one musical instrument
- Degree in music or education (D)

Knowledge and Experience:

- 2+ years' experience working in an adult or child therapy setting
- Experience of group therapy/wellbeing work
- Personal psychotherapy/therapy and music performance
- Experience working in an education setting (D)

Skills and Competencies

- Ability to contain, hold and work with the stress and anxiety of others.
- Ability to work with trauma and emotional impact through supervision and team support
- Highly developed interpersonal skills enabling therapeutic alliances to be developed and maintained with clients of potentially diverse and extreme physical and mental health needs, including end of life care and their carers/family members who have complex needs.
- Ability to apply specialist skills in individual and group-based music therapy assessments and interventions.
- Ability to work both independently and as part of a team and resolving conflicts that can arise within a team.
- Ability to assess and manage frequent distressing clinical interactions with patients
- Ability to plan and prioritise own workload
- Excellent organisational and time management skills
- Excellent verbal and written skills. Ability to write professional music therapy reports
- Ability to working with diversity both in therapy and professional relationships
- Plan, organise and implement community programmes. (D)
- Ability to explain and promote your professional skills to other professional colleagues.
- Ability to use clinical and management supervision effectively.
- Ability to adapt practice to acutely ill client group.

Other qualities

Professional and approachable

Tactful and diplomatic

Ability to work on own initiative and as part of a team

Sound IT skills

Flexibility in approaching work situations

Able to work confidentially