

Art Therapist (Various Contracts) Information Pack

Thank you for your interest in applying to work with Impact Arts.

This pack outlines:

- Summary of Job Information
- The application process
- Who we are
- Further detailed information about the role of Art Therapist
- The benefits of working with Impact Arts

Summary of Job Information

Job Title	Art Therapist
Salary	£32,500 per annum pro rata (we have various contracts available, example £6,500 pro rata for 1 day per week)
Location	Secondary Schools in Edinburgh
Travel	May be required between Impact Arts projects. Travel expenses will be paid if travelling between schools on the same day.
Reporting to	Project Coordinator
Responsible for	n/a
Duration of contract	Initial contract period to 30 th June 2027.
Working Hours	We are seeking to recruit a number of positions with various working days. Our standard working hours are between 9am and 5pm. Please see below for more information on our flexible working policy. This role operates within the academic year and as such we encourage staff to take annual leave during school holidays.
Closing Date	9am on Monday 19 th October
Interview Dates	Expected to be w/c 19 th October
Expected Start Date	ASAP

Impact Arts are happy to discuss any flexible working requests.



Glasgow & The West

Impact Arts
105 Brunswick Street,
Glasgow G1 1TF

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60 Bank Street
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The Application Process

Please click this link to download an application form: [Impact Arts application form](#)

An equality and diversity monitoring form is also available on our website. Completion of this is encouraged but is voluntary. All data collected is confidential and will only be used for monitoring purposes.

Please be as specific as possible in your answers, as shortlisting will be based on the information you supply. CVs will not be considered.

The deadline for applications is **Monday 19th October at 9am**. Please submit completed applications to jobs@impactarts.co.uk by this deadline.

If you are invited to interview, we will liaise with you to arrange a time that suits and endeavour to accommodate any other work or caring responsibilities you may have.

We will share interview questions in advance and confirm who will be interviewing you.

If you have any queries or would like to discuss the role in more detail, please contact jobs@impactarts.co.uk or call 0141 575 3001.

Reasonable Adjustments

In all of 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, and welcome 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 recruitment processes are not barriers for applicants, so if you have any accessibility needs in regards to any parts of this process (or want to discuss alternative ways to share your skills and relevant experience), please get in touch with jobs@impactarts.co.uk or 0141 575 3001.

If you are successful and offered a job, we will also discuss ongoing reasonable adjustments before you start work.

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Who we are

Established in 1994, Impact Arts is an innovative Scottish arts charity tackling inequalities in a diverse range of communities through unique creative engagement techniques, including painting, drawing, printmaking, sculpture, photography, filmmaking, animation, and music.

Impact Arts specialises in using creative engagement to address the challenges of poverty, improve health and as a way to excite, involve and deliver meaningful impacts for each member of the communities we work in. The common challenge faced by all is that of poverty and its side effects, particularly poor mental health and life chances.

It is our mission to tackle inequalities in Scotland through creative engagement and we envisage a Scotland where everybody believes in the power of creativity to transform lives.

In 2025/26, 5102 people actively engaged with Impact Arts in creative activity through 142 projects and 46 exhibitions. You can learn more about [Our Impact](#) here.

To achieve our aim of tackling inequalities through creative engagement, Impact Arts offers a number of services, including those working with young people, children, older people and communities. For further information on [What We Do](#) please visit our website.

Impact Arts aim to attract and retain the best possible people to work with us to realise our vision for a Scotland where everyone values and benefits from the power of creativity to transform lives and our mission to tackle inequalities in Scotland through creative engagement.

We have over 60 staff and 60 sessional artists working on services across Central Scotland with our Head Office in Glasgow City Centre as well as a permanent base in North Ayrshire, and services currently offered in Edinburgh, North Lanarkshire, Renfrewshire, Falkirk and West Lothian.

As a compassionate organisation we care about our staff and have a range of employee benefits that make Impact Arts a great place to work. More information about the [benefits of working with us](#) can be found on our website.

We work with multiple partners and funders all with a strong shared ethos that #artchangeslives. We are supported on an annual basis by over 40 funders including Scottish Government, CashBack for Communities, Creative Scotland, National Lottery Community Fund, multiple local authorities, as well as a range of other foundations and trusts such as the Corra Foundation and Robertson Trust.

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Our Values



Detailed information about the Role of Art Therapist

Background to the position

Impact Arts is currently increasing our pool of Art Therapists in order to meet demand for delivery of children's Art Therapy across Edinburgh City.

Our Art Therapy services in Edinburgh are delivered in group settings within secondary schools, namely; Gracemount, Portobello, Liberton and Holyrood High Schools.

Our Therapeutic group work is delivered where common themes amongst groups of children are identified. A crucial element of this work is to make sure this is a fun, positive and supportive experience and not a stigmatised 'therapy' group.

The purpose of the Art Therapist post is to provide Art Therapy for children identified and referred through the Art Therapy Programme, to assess children for suitability for individual therapy/group therapy and to provide therapy and psychotherapy interventions for children in a small group setting.

Caseload numbers will be discussed with the Programme Manager.

We require skilled art therapists who are experienced in working with this client group, of working closely with statutory services to provide holistic care and for whom following robust safeguarding procedures is of utmost priority. In return we offer a supportive and professional working environment with regular supervision from our Art Therapy Supervisor, peer support sessions and support & supervision from the Programme Manager.

Your Role

Purpose

To provide one to one and group art therapy to children in secondary schools across Edinburgh.

To work in partnership with our Programme Manager to deliver and develop the service, ensuring that the desired outcomes for the individuals and project.

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Main Responsibilities:

Clinical Responsibilities

Draw on professional clinical expertise and practice to support current art therapy delivery arrangements

Assess, develop and implement group and individual therapy / psychotherapy sessions in relevant art forms.

Make psychological formulations, clinical judgements including risk assessments and provide recommendations for participant care.

Encourage participants to explore their art and think about what it means to them

Identify with Impact Arts the potential developments for each participant through the process of art therapy

Effective and sensitive communication with participants, parents/ carers, professionals, co-workers and project management

Monitor the development of participants over the course of art therapy sessions and record the impact of the work on the child/families.

Proactively engage with Impact Arts' Safeguarding Procedures, sharing information with Impact Arts about the participant and any disclosed information that may put the safety of the child, or anyone else involved in the case at risk.

Provide paperwork outlining plans, process and developments of the child and to plan an exit strategy

Keep records to a high standard regarding engagements, progress and outcomes for each child

Attend case review/ team meetings as required

Service Development

Make the process of art therapy as transparent as possible to Impact Arts whilst remaining within the confidentiality of the art therapy framework

Support with the sharing of artworks and documentation of art therapy (as appropriate) to enhance how Impact Arts tells the story of our impact

Joint working with the team of art therapists and other professionals through peer support sessions

Promote and develop positive and productive/ effective working relationships with partners, referral agencies and statutory services.

Administrative Responsibilities

Liaise with Art Therapy Co-ordinator as to art materials requirements

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Ensure all session notes and records are maintained efficiently and that confidentiality is protected in line with organisational policies

Participate in and contribute to clinical audit and service evaluation with colleagues within the art therapy service, to help evaluate and improve service provision and develop appropriate reports as required

Provide reports communicated in a skilled and sensitive manner with respect to assessment, formulation and treatment planning

Produce statistical data, monitoring and evaluation data to support reporting

Ensure Impact Arts' CRM is updated with key information

Education & Training

Engage in regular supervision and appraisals with Art Therapy Supervisors and Programme Manager

Attend and engage with Impact Arts' peer to peer support groups

Maintain and develop the highest standards of practice, through active participation in continuing professional development and maintaining an active engagement with current developments in art therapy/art psychotherapy in areas related to the post.

Person Specification:

Impact Arts is looking for people with the following qualities, experience, knowledge and competencies.

Qualifications and Experience

Essential:

Professional qualification in Art Psychotherapy

Minimum 1 year experience of delivering group therapy

Registration with the Health and Care Professions Council (HCPC)

Desirable:

Membership of the British Association of Art Therapists (BAAT) and knowledge of BAAT Code of Ethics

Experience in delivering creative activity in diverse community settings

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Technical Skills and Knowledge

- Excellent technical skills in your art form.
- Competent IT skills.
- Good time management skills and ability to meet deadlines.

Personal Skills and Qualities

- Approachable and empathetic manner.
- Energy and commitment.
- Imaginative.
- Excellent communication skills with people of all ages.
- Good self-management, organisational and planning skills.
- Good time management skills and ability to meet deadlines.
- Strong team player, allowing everyone to play to strengths.

Disclosure Scotland

Successful candidates will be required to join the PVG scheme or to apply for a PVG update / undergo a Basic Disclosure check.

The cost of this will be covered by Impact Arts.

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