

Art Therapist

Job specification pack



Welcome to Big Creative Academy

Big Creative Academy (BCA) is a specialist creative arts college for 16-19 year olds based in Walthamstow, E17.

Our intent is to provide young creatives from diverse backgrounds with the entrepreneurial skills and academic knowledge to have a powerful impact in the creative industries.

Through access to higher education and the development of cultural capital we will provide students with the attitude and resilience to succeed.



As an organisation we provide a supportive, developmental environment with a creative and innovative approach to education. Choosing to work for BCA will enable you to be part of a successful organisation that offer a good work-life balance to all employees, which includes a flexible working approach, a friendly, positive and purposeful working environment, and plenty of opportunities for social interaction between colleagues

We are a values-led organisation, award-winning in equality, diversity, and inclusion and a best practice college for LGBTQ+. We work with integrity and passion, and are fiercely committed to creating a truly meaningful work environment, where individuals are empowered with the

tools, technology, and training to unleash their full potential.

This is an exciting time to join BCA. We moved into our £21m new building in January 2021 with all new industry-standard studios and equipment. We are expanding to launch the new Fashion Futures Studio in September 2023.

We have 440 young people per year enrolled onto our Level 3 vocational programmes, and learners take qualifications in maths and English if needed. We have a job centre on site for learners and a sister organisation, Big Creative Training, offering apprenticeships. Progression outcomes for students are filling local skills needs for a growing creative arts sector.

The majority of our staff are dual practitioners, teaching their professional craft. This makes BCA an innovative environment in which to work. Together with our industry ambassadors and patron, Emeli Sande, all of our programmes are industry led and forward thinking.

Benefits of working for BCA

- Flexible Fridays, half day, to provide work-life balance
- Employee assistance programme
- Research-based professional development
- Supportive, caring and developmental environment with full staff wellbeing programme
- Excellent career development opportunities and performance recognition
- Staff social events
- Gym facilities for staff use
- Cycle to work scheme



Sacha Corcoran, MBE (Principal)

I'm really proud of the team at Big Creative Academy all working together to provide the best education possible for our learners. Our values are incredibly important to us and we look forward to welcoming you into the Big Creative family.

– Kindness – Respect – Inclusivity – Authenticity – Inclusivity –

What our learners and graduates say...

96% of learners at BCA say their overall experience is good. Here's what they had to say...

"The teachers always find time to help."

"I love the small class sizes, and the fun environment created."

"I get to do something I love with other people who have the same interests as me."



Not only did the college give us the tools and knowledge to succeed, they prepared us for life as creatives of the future.

Georgia



If it wasn't for BCA there's no way I would have become the person I am today. Thanks for helping me find myself!"

Amani

Job Description & Person Specification

- **Post Title: Art Therapist**

- Salary: £19,996 to £23,679 per annum (£38,000 to £45,000 FTE)
- Part-time: 3 days per week (21 hours)
- Duration: Term time only (38 weeks)
- Start Date: September 2025
- Reporting to: Deputy Director and Mental Health Lead
- Location: Big Creative Academy, Clifton Avenue, E17 6HL

Purpose of the role:

The Art Therapist will have responsibility for providing individual creative therapy to students, to maintain confidential records and collaborate with the Senior Mental Health Lead, Deputy Director of Student Services, Director of Student Services, SENCO, student services team, curriculum/support team and other professionals as required.

The Art Therapist will combine therapeutic counselling techniques with an understanding of the creative process to provide a unique form of therapy to students aiming to assist students in expressing themselves, dealing with stress, improve self-esteem and awareness and managing behavioural and emotional problems. They may also implement group support sessions for students as required, in liaison with those staff listed above. The Art Therapist will play an important role in facilitating emotional expression for students who are experiencing difficulties and in communicating and liaising with relevant school staff in the best interest of the student.

Job Description

Principal Accountabilities:

- Working closely with tutors, parents/carers and college staff to identify students who may benefit from art therapy
- Developing individualised treatment plans that utilise art as a form of therapeutic expression
- Guiding students through various art projects and activities to encourage self-expression and emotional exploration
- Assessing student progress through observation and discussion and adjusting therapy plans as necessary
- Providing a safe, supportive, and positive environment for students to express themselves through art
- Documenting and maintaining detailed records of each student's therapeutic journey
- Consulting with other professionals, such as psychologists, Social Workers, CAMHS and any other professionals to ensure that the therapy is in line with other treatments the student may be receiving
- Conducting group therapy sessions to facilitate social skills and peer relationships.
- Providing education and resources to tutors and parents/carers to better support the student's therapeutic goals outside the art therapy sessions.
- Staying informed about current trends and research in the field of art therapy
- Keep appropriate case records in a secure place

continued...

Key Tasks:

- To plan, implement and review Arts Therapy sessions individual and group sessions.
- To provide individual creative arts therapy sessions, supporting students where there are concerns about their emotional wellbeing. Group interventions may also be delivered.
- To ensure the welfare of the students whilst in the care of the Arts Therapist and at all times to maintain good standards of client care and personal professionalism to assist in the promotion of an effective therapeutic environment
- To demonstrate a range of therapeutic skills/techniques in order to work creatively and effectively with students at BCA.
- To maintain an up-to-date knowledge of safeguarding legislation and guidance and put this into practice.
- To maintain an up-to-date knowledge of child protection issues and put this into practice, attending training as required.
- To plan, implement and evaluate treatment in liaison with management and key professionals; to share relevant and useful information with external professionals working with the students as appropriate.
- To liaise with parents and carers regarding supporting students and to communicate any known risks that relate to mental health and/or safeguarding.
- To work within professional boundaries and code of conduct
- To maintain positive relationships with national Arts Therapy organisations and other members of the education and health care sectors as appropriate.
- To read and understand all BCA policies, and abide by them.

Key Organisational Objectives

- Following Health and Safety requirements and initiatives as directed
- Ensuring compliance with Data Protection legislation and confidentiality
- The post holder to be committed to safeguarding and promoting the welfare of all students at all times
- At all times operating within the colleges' Equalities policies.
- Commitment and contribution to improving standards for students as appropriate
- Adopting Customer Care and Quality initiatives
- Fulfilling the role of Student Personal Adviser and/or mentor if required
- Contributing to the maintenance of a caring and stimulating environment for young people
- At all times the post holder must adhere to professional business standards of dress, courtesy and efficiency in line with the ethos of the organisation and specialism of the area of study.

NOTE: This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once each year and it may be subject to modification or amendment at any time after consultation with the holder of the post.

1. All new employee at Big creative Academy, will receive a 3 to 6 months' probation period.
2. The post holder will be expected to carry out all duties in the context of and in compliance with the Academy's Equal Opportunities Policies.

Person Specification

A – Application I – Interview

ATTRIBUTES	REQUIRED	DESIRABLE	METHOD OF ASSESSMENT
Education and Qualifications			
Undergraduate Degree in an Arts subject	X		A and I
A postgraduate degree (e.g., MA) in art therapy or art psychotherapy that is approved by the HCPC	X		A and I
Registration with the HCPC is a legal requirement for practicing as an art therapist in the UK	X		A and I
Knowledge and Skills			
Experience of working with young students and their families in a multicultural environment		X	A
Relevant work experience including providing therapeutic interventions and mental health support to young people	X		A
Must have strong communication skills both orally and in writing	X		A and I
Knowledge of issues affecting young people as creatives		X	A
Must have experience working in Safeguarding within Education, as well as having clear knowledge on the referral process to Early help, multi agency safeguarding hubs and the police	X		A and I
Have experience in report writing, providing reviews of data for the Director of Student Services		X	A
Experience			
Experience of using, setting up, maintaining and developing administrative systems.	X		A
Must have experience supporting students with a range of complex needs including Autism/ADHD	X		A and I
Commitment			
The ability to work effectively with colleagues to achieve service aims	X		A
Attention to detail in communication and planning.	X		A
Ability to problem solve and show initiative in role		X	A and I

How to apply

You must be eligible to work in the UK and possess a UK work permit if you need one. For an informal conversation about the role please call reception on 0208 498 3300 and ask for the person whom the post reports to.

To apply you must complete the application form found at www.bigcreative.education/bca-jobs by 15th of June 2025.

Interviews: w/c 30th June 2025

Safeguarding

BCA operates safer recruitment practice in accordance with Keeping Children Safe in Education regulations. Please expect the highest level of scrutiny and background checks. Appointments are subject to satisfactory references being obtained, and an enhanced disclosure and barring service (DBS) check. New members of staff cannot start their positions until these documents are in place.

Warner Interviews

As a values led organisation we conduct Warner interviews as part of our recruitment process. These are designed to help us understand your own values and motivation for working with the specific cohort of young people we serve. We recommend that you research this interview technique should you be invited to attend an interview.



What our staff say...



I like the progressive nature of the college and how we are always looking to expand and offer a more rounded experience for the learners.

The best part of my role is being able to make a positive difference to the lives of many, supporting our young people in seeing their potential.

There is fantastic communication between members of staff and the management team.

I feel supported and encouraged in my role, inspired to continue working to deliver high quality and engaging material.

The staff get on well with each other and work together positively to benefit the organisation.

Lovely working environment with a supportive team and great students.

What we do, individually, and overall, makes a huge impact on the lives of these young people and empowers them.

I like the collaborative culture and genuine care for staff, with time and energy invested.

BCA is a small organisation with a big heart and a great mission to develop learners from disadvantaged communities.

I am trusted by my manager to use initiative and develop my area as I see fit. I feel trusted and valued in my ideas and opinions.

The environment at BCA is a huge stand out to me. The staff are diverse so it makes me feel very comfortable at work.

The absolutely fantastic team of staff that I work with – we all come from different walks of life yet share the same creative interests and goals in improving learner's experience and their lives in general.

The community feel to our college is second to none.



To find out more about BCA and our approach to education please visit <http://www.bigcreative.education/>

Big Creative Academy was rated “outstanding” by Ofsted at our last inspection.

[Read the full report >](#)

Useful links

[BCE promo video >](#)

Socials

[Insta @we.are.bce](#)

[Twitter: @we.are.bce](#)



BCA is an equal opportunities employer and positively welcomes applications from all sections of the community. We are committed to safeguarding all learners enrolled on our programmes and appointment of successful applicants will be subject to satisfactory references being obtained, and an enhanced disclosure and barring service (DBS) check.

bigcreative.education

