

## Job Description

**Our vision: To support our local communities by excelling in everything we do together.**

<b>Job Title:</b>	Risk Support Liaison Worker - CAMHS
<b>Band:</b>	7
<b>Locality:</b>	Specialist Network
<b>Service:</b>	Children and Young Peoples Mental Health Service
<b>Base:</b>	CAMHS Network Wide
<b>AfC Ref:</b>	
<b>Hours of work:</b>	37.5 hours per week

### **Reporting Arrangements:**

**Managerially accountable to:** Lscft CYPMH Service Manager

**Professionally accountable to:** Risk Support Strategic Lead

### **Job Summary**

The post holder will be instrumental in the delivery of the Risk Support Model across the ICP (Integrated Care Partnership), the post holder will be co-located within the local Children's Social Care Team and spend the other time within the core CAMHS Team.

The post holder will provide advice, consultation & expertise to partner agencies in regard to the case management process of young people engaged in CAMHS services and in these instances facilitate & support links between the local CAMHS team and partner agencies working with the Young Person.

The post holder will provide advice, consultation & expertise to partner agencies in regard to Young People whom there are concerns about risk, yet not involved with CAMHS. This could include partner agencies such as Childrens Social Care, Voluntary sector, private residential, etc.

Participate in multi-agency panels regarding Risk Support. Participate in the production of joint risk support plans, provide education, information advice and support to partner agencies and the risk support panel around joint risk support plans.

Facilitate relationship building between the wider CAMHS team, other Emotional Wellbeing and Mental Health services, CSC and other partners.

Work closely with Primary Mental Health Workers and Mental Health Support Teams to ensure that schools and other educational settings are supported through the risk support approach.

Ensure there is support for families who are involved in the risk support approach, including supporting any relevant groups or other family support groups.

Bring an understanding of what is available/possible in wider emotional wellbeing and mental health services (EWBMH) system eg VCFS provision, MHST, SCAYT+ and LAC psychologists, and ensure that these services are informed about and involved in the risk support approach.

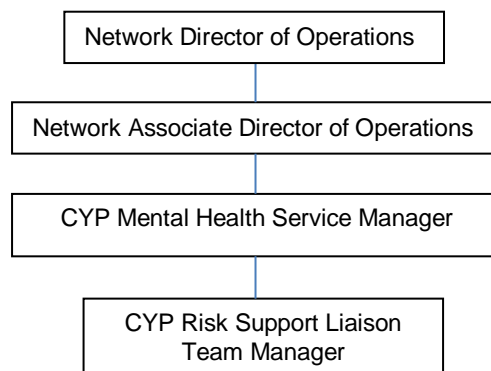
Provide education, information, advice and support to all EWBMH services regarding Risk Support and AMBIT and provide advice and supervision as required to partner agencies around Risk Support and the model.

Participate in the roll-out and coordinate the delivery of AMBIT training within local system and ensure that records and feedback of AMBIT training are shared with the strategic lead for KPI purposes.

### **Key Relationships**

- CYP Service Manager and members of the Network Senior Management Team
- Network Professional Leads
- Children and Young People's Community Mental Health Teams
- Social Services
- Educational Services
- Voluntary & Independent Sector Services
- Criminal Justice Agencies
- Substance Misuse Services
- Inpatient units in both mental health and acute hospitals
- Learning disabilities teams

### **Department Chart**



## **Key Responsibilities**

### **AMBIT**

Risk Support Liaison Worker (RSLW) to be responsible for coordinating and monitoring training roll out within the designated Integrated Care Partnership (ICP)

Support implementing and capturing KPI's on how AMBIT principles are embedded within the workforce within the designated ICP

### **Risk Support**

#### **At an individual case level**

RSLW to participate & contribute to the dynamic risk register, managed by a multi-disciplinary panel comprising relevant multi-agency professionals such as CSC, CAMHS, police, education etc

RSLW will participate in risk support panel within the designated ICP as the CAMHS professional and support/model reciprocal challenge about what assessments and interventions have been tried & what more is possible, as well as model/encourage person-centred and trauma informed ways of thinking.

The RSLW will support decisions in cases where the panel agrees that everything possible has been done and that a risk support approach should be applied, the panel will acknowledge risk and agree to scale back intervention but ensure there continues to be a lead worker and continue to provide advice, consultation and support to them.

The RSLW will support partner organisations to:- Provide the lead professional where the young person chooses this person as the person they trust and have confidence in to support them. This is most likely to be someone the young person has regular contact with, for example in a school or college setting, but may also be from a VCFS partner or from other teams.

The RSLW will provide evidence-based advice, knowledge, consultation and support to the panel and lead worker around children & young people's mental health and risk management.

The RSLW will offer specialist support, guidance and consultation in regard to jointly agreed risk management plans, offering specialised local CAMHS knowledge and sharing the risk management plan with local CAMHS services and any other relevant health agency.

The RSLW will encourage partner agencies to consider bespoke approaches to support the child/family/setting, these may need to be flexible and creative and accessed quickly, the partner agencies will need to follow their own systems and protocols around implementation and any potential funding requests.

The RSLW will continue to support the risk support panel in keeping cases under review and be available to offer support, advice, consultation to any revised plans as needs/circumstances change.

When appropriate the young people will be facilitated to move out of risk support and access evidence-based interventions. The RSLW will support partner agencies around this transition, which may need to be carefully planned by the multiagency team to support the young person around gradual re-engagement with their educational setting and other core provision.

### **At a local team level**

For the RSLW there will be joint working at local team level within each local authority footprint to improve the way that the most risky cases are managed, where emotional and mental health are a key part of their presentation.

The RSLW as required will support partner agencies in establishing a risk support panel process, a dynamic risk support register and joint risk assessments & plans (although these will be tested during the initial implementation and may vary in different areas).

The RSLW will support efforts to improve the joint working with other multi-agency partners to improve support for young people in risk support and their families. This includes providing advice, consultation and expertise regarding young people not directly known to your service and who may not meet criteria for involvement from your service.

The RSLW will cultivate and support practitioners within the organisations to improve their understanding of each other's organisations and to offer supportive and reciprocal challenge.

The RSLW will work to develop a local culture where multi-agency professionals provide advice and consultation and support between CAMHS, CSC, police and schools/other educational settings, including in cases where agencies are not directly involved.

In recognising the importance of co-location in the development of joint working. Initially the RSLW will be co-located for at least part of the week within each CSC team. As opportunities arise in local areas the RSLW may need to be flexible around co-location within other agencies to support fidelity to the risk support model in the local ICP (Integrated Care Partnership).

The RSLW will identify gaps in provision both in terms of individual cases and gaps that emerge for the whole cohort and work with the Risk Support Strategic Lead to feedback information on gaps to commissioners/others.

The RSLW will continue to review and improve local processes as we learn how to do risk support, this may include developing resources for their designated ICP, such as relevant risk support templates and resources that can translate across multi-agencies and wider ICS as required.

The RSLW will provide training, leadership and supervision at a local level to professionals supporting young people & their families/carers in Risk Support – both individually and in group supervision, taking opportunities to model person-centred, trauma informed ways of working & thinking across all agencies involved.

The RSLW will participate in capturing relevant data on the Risk Support Model in their designated ICP, this may include setting up systems to monitor risk support activity and outcomes.

### **At a Macro (system) level**

Work alongside the Risk Support Strategic Lead to embed cultural change to improve understanding, honesty & trust in relationships at all levels between health, social care, educational settings, police and VCFS partners regarding the management of these complex and risky young people and enable a shared approach to risk including appropriate plans for when we can't resolve the risk.

Work with the Risk Support Strategic Lead to ensure consistency and fidelity to the model whilst recognising local differences/approaches and enabling local teams and systems to develop ways of working that are innovative or appropriate locally.

Along with the Risk Support Strategic Lead be part of the roll out of AMBIT training & approach across the system to embed this way of working.

Support the Risk Support Strategic Lead with the on-going review of Risk Support & iterative development of the model via offering feedback and being part of change systems.

### **Integrated Working**

To act as an ambassador for improved joint working between health, social care, police, YOT teams, VCFS, educational establishments and other partners.

To represent CAMHS services to other partners, to offer advice and consultation and work collaboratively on cases that are not in receipt of CAMHS interventions.

As part of integrated working the Risk Support Liaison Worker (RLSW) will ideally be co-located within CSC spending part of the working week within the CSC team. However it is expected that the joint working will expand to include other partners.

Whilst the RLSW will work more closely with partner agencies, they will remain employed by and managed by their own organisations. (RSLW) in each local CAMHS team who will be co-located for part of their week in the local CSC team. The RSLW spends the rest of their time embedded within the local CAMHS team.

The RSLW by spending some of their time with the rest of the local CAMHS team, the RSLW will help to embed risk support approaches within the wider CAMHS team.

The RSLW will offer expert advice training and supervision to other members of the CAMHS team but will not personally take on all the cases, ensuring that the expertise is not restricted to a single individual.

### **Additional information**

#### **Interaction with other quadrants of THRIVE**

Within the risk support model and for this role, there is the potential for considerable overlap with the urgent response provision as many young people who need Risk Support may first be identified or may continue to present in crisis. In these instances the urgent response provision will provide the initial response and assessment. Young people who are already known to be in risk support will have an agreed plan that will include how to respond in an urgent response situation.

Other young people may be identified after assessment and initial support from the urgent response team as unable to benefit from an evidence-based intervention and would therefore be referred to the Risk Support panel for consideration.

The risk support panel will consider the case and may challenge back that there is more that could be done, potentially by working more flexibly with the young person and family. In these cases the Risk Support panel might ask for further consideration of the young person's needs or might work with the young person to help them to be ready to access core provision as soon as possible. It is important that the Risk Support Panel does not "reject" cases, in order to not set up another threshold that young people are measured against and might fail to meet the criteria.

### **Analytical and Judgmental Skills**

To undertake specialist assessments related to children and young people's complex mental health presentations and interpret and collate the information available to develop a formulation and a robust collaborative care plan.

Collate complex information from the clinical records to develop clinical reports to present at multidisciplinary reviews or other multi-agency clinical meetings as required.

To provide safe and effective care based upon the appropriate use, interpretation and integration of complex data from a variety of sources, including psychological assessments, self-report measures, rating scales, direct and indirect observations as well as conversations with young people, family members and others involved in the young person's care.

### **Planning and Organisational Skills**

To prioritise your own workload and caseload to effectively meet the demand, whilst raising any concerns with your line manager in a timely manner.

To organise and manage your diary efficiently and effectively to ensure an appropriate balance between clinical and non-clinical time.

To manage and support junior workforce within the team.

### **Patient/Client Care**

To be responsible for the delivery of effective care and safe practices within the service by ensuring that relevant Trust procedures and national guidance are embedded within the service and monitored regularly.

To use evidence based strategies and interventions to provide high quality care and support for young people with mental health issues and their families.

To work in partnership with the young person and their family/carers to assess current needs and produce a safety and management plan for the immediate period of intensive intervention which will support the achievement of positive outcomes in the longer term.

To support families to offer containment and care during periods of high expressed emotion.

To have a working knowledge of the key elements the Mental Health Act and Mental Capacity Act to underpin the care and support that is delivered to young people and families.

### **Responsibilities for Policy and Service Development**

To take a lead role in the development of services to improve the mental health of young people in the community by leading and attending relevant meetings (e.g. Team meetings, Governance meetings, Service development meetings etc.)

To ensure safeguarding procedures and safe practices are embedded in the delivery of the service and that action is taken in respect of Child and Vulnerable Adult Safeguarding incidents in line with the LSCFT and multi-agency procedures.

To contribute to the development, evaluation and monitoring of the service's strategic objectives, through the use of professional skills in research, service evaluation and audit.

To lead on policy development, clinical governance and effective risk management in the service.

In conjunction with senior clinicians and network management, to regularly monitor the quality and effectiveness of service provision and support its ongoing development.

To comply with all current Trust policies and relevant local procedures.

To be accountable for your own professional conduct and development, seeking advice and supervision from line manager/clinical supervisor where necessary in relation to clinical, ethical, professional or policy issues.

To initiate and develop new approaches to service delivery and interventions, in conjunction with Network clinical and professional leads.

To actively contribute and where appropriate lead on the development and review of policies, procedures and service standards, based on best practice.

To implement LSCFT and multi-agency policies for safeguarding of children and vulnerable adults.

To disseminate learning gained from attending training courses to the wider professional team.

To actively seek feedback from young people, families and other stakeholders and ensure that feedback is used to enhance and develop the service provided.

### **Responsibilities for Finance**

To ensure that all resources and equipment are maintained and used appropriately to ensure both effective and efficient use,

To ensure that the team are up to date with the requirements of information governance; undertake mandatory training and following Trust policies and procedures to ensure that Trust and service user information is managed legally, securely, efficiently and effectively.

To provide appropriate statistical returns as required.

To contribute to the provision of data for the service's outcome measures and collate as required.

To provide monthly clinical activity data.

To maintain the highest standards of clinical record keeping including electronic data entry and recording, report writing and the responsible exercise of professional self-governance in accordance with professional codes of practice and Trust policies and procedures.

To ensure that all personally generated information is accurate, recorded in a timely manner and shared appropriately where required and in line with the LSCft record keeping and information governance policies.

To maintain the confidentiality of information pertaining to service users, staff and organisational business in accordance with the Data Protection Act 1998 and Caldicott principles.

## **Research and Development**

To participate, as a senior clinician/supervisor, in the evaluation, monitoring and development of team/service line, through the deployment of professional skills in research and service evaluation.

To lead or contribute to appropriate research and audit activity as required by the service.

To actively participate in the Trust appraisal process and ensure that your own knowledge and skills are constantly updated.

To identify own training needs and seek to find ways to meet these in consultation with clinical supervisor.

To keep up to date with national research regarding Young People with mental health needs.

## **Freedom to Act**

To demonstrate a level of autonomy to act in a management and clinical leadership role within the service, providing advice, support and supervision to other team members.

To take responsibility for providing safe and effective care to young people and families for whom you are the allocated worker.

## Person Specification

Our vision: high quality care, in the right place, at the right time, every time.

Description	Essential	Desirable	Assessment
<b>Education/ Qualifications</b>  Core profession (HCPC, Social Care, Nursing) or recognised degree level broad based health & social care qualification OR IAPT qualification  Supervision qualification  Post qualification training and qualifications in research methodology, staff training and/or other fields of child and adolescent mental health.	✓   ✓	   ✓	Application  Certificate(s)  Interview
<b>Knowledge</b>  Evidence of knowledge of legislation in relation to the client group and mental health.  Evidence of knowledge of the evidence base in their practice.  Evidence of understanding of child development and psychosocial influences.  Evidence of working understanding of systemic, psychodynamic, and cognitive theories along with recognition of when each approach is appropriate.  Knowledge of ACE's – Adverse Childhood Experiences and evidence of working within a trauma informed approach.  Evidence of knowledge of audit and evaluation methodology.  Evidence of strong organizational skills.  Evidence of an understanding of current government initiatives underpinning service developments.  Evidence of using ROMS (routine outcome measures) relevant to child and adolescent mental health.	✓  ✓ ✓ ✓ ✓ ✓ ✓ ✓	       ✓	Application  Interview

<p>Evidence to be able to demonstrate the ability to manage aspects of service development in-line with government initiatives.</p> <p>Level of knowledge of research methodology, research design and complex data analysis as practiced within the clinical fields of child and adolescent mental health.</p>	✓	✓	
<p><b>Experience</b></p> <p>Evidence of specialist mental health assessment and therapeutic interventions with children and young people with mental health problems and their families.</p> <p>Evidence of working collaboratively in a multi-disciplinary team</p> <p>Evidence of experience of working with a wide variety of child mental health problems, across the whole age range, reflecting all levels of clinical severity including maintaining a high degree of professionalism in the face of highly emotive and distressing problems and verbal and physical abuse.</p> <p>Evidence of experience in providing risk assessment of self-harming behaviour.</p> <p>Evidence of experience in analysing presenting problems and able to demonstrate ability to work autonomously utilising a range of therapeutic perspectives and modalities, depending on the needs of the client.</p> <p>Experience of teaching, training and or supervision.</p> <p>Evidence of experience in and able to demonstrate ability to provide case management supervision for lower banded CAMHS Workers, students and other service group/team professionals as required.</p> <p>Evidence of ability to be self-reflective and to organize own supervision appropriately.</p> <p>Evidence to demonstrate ability to develop and evaluate consultation and training to other professionals and staff groups.</p> <p>Evidence of working collaboratively in a multi-disciplinary team.</p> <p>Evidence of working collaboratively with other agencies in a variety of venues.</p> <p>Experience of working with children and young people in a range of settings.</p>	<p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p> <p>✓</p>		<p>Application Interview</p>

Experience of the management of safeguarding concerns within the client group.			
<b>Personal</b>			Application Interview
Able to demonstrate a commitment to the overall vision of the Risk Support Model and act as an ambassador for improved joint working between health, social care, police, YOT teams, VCFS, educational establishments and other partners.	✓		
	✓		
Able to demonstrate utilisation of professional development planning in own career progression.	✓		
Able to demonstrate enthusiasm and appreciation for multi-disciplinary and multi-agency working.	✓		
Able to demonstrate a professional manner.	✓		
Able to demonstrate a high level of communication skills commensurate with the nature of clinical and professional contacts required of the post.	✓		
Able to demonstrate being accountable for own professional actions	✓		
Able to demonstrate working within professional ethics and Trust policies	✓		
IT proficient including a range of software.	✓		
Ability to travel to meet the demands of the role.	✓		
Skills in the use of complex methods of mental health assessment, intervention and management frequently requiring sustained and intense concentration.	✓		
Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS.	✓		
Skills in providing consultation to other professional and non-professional groups.	✓		
Must demonstrate ability to autonomously managed own workload balance.	✓		
Aptitude and confidence for working in a rapidly changing environment.	✓		
Skills in co-ordinating and facilitating multi-agency groups and meetings.			

Problem solving skills and ability to respond to sudden unexpected demands.	✓		
<b>Other</b> This post is subject to an Enhanced Criminal Records Bureau Disclosure'.	✓		

## **EFFORT FACTORS**

<b>PHYSICAL EFFORT</b> What physical effort is required for the job?	How often?	For how long?	What weight is involved?	Any mechanical aids?
Frequent requirement to drive	2 to 3 times a week	Up to 1 hour at a time	N/A	N/A

Is the job holders expected to sit / stand in a restricted position?	How often?	For how long?	What activity is involved?
Sitting in a car	2 to 3 times a week	1 hour at a time	Driving is a part of the role

<b>MENTAL EFFORT</b> Are there any duties requiring particular concentration? – Please detail.	How often?	For how long?
Yes – undertaking sessions and interventions with young people with complex presentation and families.  High levels of concentration required during assessments and completing accurate records	2 to 3 times a week	Up to 2 hours at a time
Are there any duties of an unpredictable nature? – Please detail.	How often?	For how long?
Yes working with young people and families with mental health issues who are under significant stress at times could result in unpredictable behaviour, which could at times be high risk or aggressive.	Daily sessions but unpredictable behaviours less frequent.  Possibly weekly/fortnightly	Up to 1 hour at a time

<b>EMOTIONAL EFFORT</b> Does the job involve dealing with any distressing or emotional circumstances? – Please detail.	Direct / Indirect exposure	How often?
Yes due to the nature of the client group, young people are likely to become distressed, engage in self-harming behaviours and often have stressed	Both	Maximum daily

family relationships, which may be discussed during sessions.		
<b>WORKING CONDITIONS</b> Does the job involve exposure to unpleasant working conditions? – Please detail.	How often?	
Working in YP homes which could be poor working conditions due to being dirty, having pets or smoking	2 to 3 times a week	

### **Our Values & Behaviours**

The values and behaviours represent what we as an organisation, and the individuals who make up that organisation, are about. It is our aim that everything we do fits in with, and reinforces, these values:

<b>Values</b>	<b>Behaviors we expect</b>
<b><i>We are always learning</i></b>	<ul style="list-style-type: none"> <li>✓ We seek our opportunities to learn so we are supported to reach our potential</li> <li>✓ We set high standards and are open to change and improvement</li> <li>✓ We value appraisals, supervision and learning opportunities</li> <li>✓ We speak up if we are concerned about safety and focus on opportunities to improve</li> </ul>
<b><i>We are respectful</i></b>	<ul style="list-style-type: none"> <li>✓ We are open and honest, ensuring people receive information in ways they can understand</li> <li>✓ We seek, value and support diverse perspectives, views and experiences</li> <li>✓ We put service users and carers at the heart of everything we do, proactively seeking feedback</li> <li>✓ We take pride in our work and take responsibility for our actions</li> </ul>
<b><i>We are kind</i></b>	<ul style="list-style-type: none"> <li>✓ We are approachable and show compassion</li> <li>✓ We actively listen to what people need and proactively offer our support</li> <li>✓ We pay attention to our own wellbeing and the wellbeing of others</li> <li>✓ We celebrate success and provide feedback that is sincere and genuine</li> </ul>
<b><i>We are a team</i></b>	<ul style="list-style-type: none"> <li>✓ We take personal and team accountability to deliver the highest standards of care</li> <li>✓ We work in active partnership with service users and carers</li> <li>✓ We actively build trusting relationships and take time to celebrate success</li> <li>✓ We work in collaboration with our partners to enable joined up care</li> </ul>

### **Special Conditions:**

As a member of staff you have:

- Legal duties and responsibilities under Health & Safety legislation, plus a general duty to work safely and not to put others at risk i.e. colleagues, service users, visitors, as a result of any activity or omission at work.
- A duty to report any practice that you consider compromises standards of risk and health & safety. The Whistle-blowing Policy gives effect to the Public Interest Disclosure Act under which an individual who raises such concerns for unfair treatment is protected.

All Lancashire & South Cumbria NHS Foundation Trust staff employed within all Environments that have contact with service users, their families or systems to support them have a responsibility to safeguard and promote the welfare of children, adults and vulnerable families.

As a member of staff you must:

- All Lancashire & South Cumbria NHS Foundation Trust staff employed within Clinical Environments have contact with children, vulnerable adults, service users and their families must familiarise themselves and be aware of their responsibilities and adhere to Local Safeguarding

Children's Board, Local Safeguarding Adult Board and LSCFT Procedures for Safeguarding and Protecting Children.

- The Trust places great emphasis on the need for the strictest confidentiality in respect of personal data - both that of service users and staff. All information about people will be treated in the strictest confidence at all times. Breaches of confidentiality will be investigated and may lead to Disciplinary action being taken.
- The Trust view its responsibility under the Data Protection Act and the Caldicott Principles as central to all activities that are carried out in its name. Staff are therefore expected to acquaint themselves with the principles of Information Governance, and to complete the mandated training modules that have been agreed."
- The Trust places great importance on sustainable development, reducing their carbon footprint and maximising the positive social, economic and environmental outcomes of Trust actions and activities. As an employee it will be your responsibility to minimise your environmental impact, use resources efficiently, saving energy by switching off unnecessary equipment, reducing waste generation, using recycling / redistribution facilities, minimising travel and saving water when possible. If your role involves purchasing / ordering supplies you must consider the environmental / sustainable impacts and purchase optimal environmental / sustainable products / services.

Promoting Equality and Reducing Inequalities

- To understand and uphold organisational policies and principles on the everyday promotion of equality, diversity and inclusion.
- To create an inclusive working environment which values a variety of ideas, experiences and practice, where differences are respected and celebrated for the benefit of ourselves, the Trust and the communities we serve.
- To uphold the Trust's commitment to health and wellbeing



**We are  
Kind**



**We are  
Respectful**



**We are  
Always  
Learning**



**We are a  
Team**