



Lincolnshire Partnership
NHS Foundation Trust

JOB DESCRIPTION

Children in Care Mental Health Link Worker

Reviewed
May 2022

LINCOLNSHIRE PARTNERSHIP NHS FOUNDATION TRUST

Job Description

1. Job Details

Job Title: Children in Care Mental Health Link Worker

Pay Band: 6

Reports to (Title): Team Coordinator

Accountable to (Title): Team Coordinator

Location/Site/Base: Community

2. Job Purpose

Lincolnshire Partnership NHS Foundation Trust (LPFT) and Lincolnshire County Council (LCC) are working in partnership to create an offer to care experienced children and young people and their carers and families that can be flexible and adaptable to their mental health and emotional wellbeing needs. Agencies for Children and Young People (CYP) are working collaboratively with the aim of improving outcomes for Children in Care (CIC), by providing care within Lincolnshire rather than care at a distance; by keeping CYP within their communities where they can be close to their networks and receive support from strong services delivered by Lincolnshire and its partners.

The CIC Mental Health Link Worker will be based with Lincolnshire's Children and Young People (CYP) Complex Needs Service (CNS) and will have close links with the Local Authority's Children's Services and LPFT's CYP Services. The focus for the CIC Mental Health Link Worker will be to establish good working relationships with the Lincolnshire County Council's Children's Homes, offering training and consultation to the staff working within the Children's Homes and their managers. They will also offer input and guidance to staff working with CYP placed out of county.

The CIC Mental Health Link Worker will build up good knowledge of each child resident in the Children's Homes they are focusing on and will develop a good understanding of the different dynamics within each home to assist with giving guidance and support on future planned placements within the home and suitability of identified placements for a CYP for the future.

The aims are to help LCC improve family stability for the CYP; ensure a consistent therapeutic approach across all LCC homes and ensure Lincolnshire CYP Services continue to follow the overarching ethos for all CYP of **"right service at the right time by the right person"**.

The CIC Mental Health Link Worker will work with CYP CNS and CAMHS staff to provide a developmental trauma informed approach to considering the needs of children in LCC's Children's Homes and advise on the best ways to understand and respond to the CYP's observed emotional and behavioural presentations. The CIC Mental Health Link Worker will provide direct assessments and interventions to Children in Care as appropriate and support CYP to access more specific assessments and interventions from other services as appropriate.

As well as providing training and consultation support to Children's Home staff and managers, the CIC Mental Health Link Worker will build links with the systems around these homes. They will connect with foster carers who may be providing placements before and/or after a child needs to come into one of the homes. They will guide staff and managers on the rationale for specific placement and treatment plans for those CYP identified as needing to come into a residential placement and will consider the long-term plan for these children, so they are also supported to exit the placement to a more family focused placement, or supported living environment as appropriate.

Training and consultation input to staff will assist staff to recognise the early adverse events experienced by a CYP which might be impacting on their emotional and/or behavioural presentation. The aim of training and follow on consultation offered will be to have impact on staffs' attitudes which in turn will positively influence how they interact with and support and help a CYP in their care.

Focused whole team / house / system training will be offered which will include all staff who have input to the home.

3. Nature of the Service

Currently there are approximately 680 CIC (up from 614 in March 2019) and 78% of CIC placed in the county are with foster carers. Overall Lincolnshire has lower numbers of out-of-county placements compared to other areas in England.

LCC currently has six residential homes (including one for CIC with SEND) providing a home for up to 29 CIC. The aims of the Children's Homes are to deliver trauma-based care to CYP, and support the team around the child, their family and networks to enable transition to foster/kinship setting, reunification or independent living. By doing so Lincolnshire CYP Services expect to see improved children's outcomes, children being placed closer to their communities, stable placements with unnecessary, unplanned moves being avoided as much as possible.

The CIC Mental Health Link Workers will be based with the CYP Complex Needs Service (which inputs to both the LCC's Future4Me Service and its Children's Services) and will have close links with LPFT's CAMHS and Healthy Minds Lincolnshire Service and the Mental Health Support Teams (MHST's).

The Future4Me Service works with young people aged between 13-18 years who are at risk of homelessness, criminalisation, exploitation or being accommodated by the Local Authority. The service recognises the complex lives these young people live and the challenges that adolescence can bring, so the service works to ensure that the right support is provided at the right time by the right worker, whether that be through direct one to one work, group work, case consultation or community engagement. Designed in a hub and spoke model, case-holding staff (YOS & EH Workers) are located within four quadrants across the county to promote a community focus and local relationships

The 4 quadrants are supported by specialist professionals from a central hub team and the CYP Complex Needs Service sits within this specialist central hub team. The CYP Complex Needs Service currently comprises clinical psychology, forensic psychology, speech and language therapy, assistant psychology and a Leaving Care Mental Health Practitioner. It also incorporates a service which provides assessments and interventions for CYP presenting with harmful sexual behaviour. This team works closely with 2 CAMHS Assistant Practitioners who are specifically assigned to work with young people accessing Future4Me who also have identified mental health needs.

This new CAMHS CIC Mental Health Link Worker post has been developed to expand a current consultation and training offer from CAMHS practitioners and from the CYP CNS. This expansion will mean that each Children's Home will have significantly more dedicated time from a mental health practitioner and it is anticipated that this will enable a range of approaches being used and promoted by LCC Children's Services, (Valuing Care; Trauma Recovery; Restorative Practice; Signs of Safety), to be fully understood and consistently put into practice by all staff working with CIC. There will be robust mental health support and guidance given to staff to help them understand, and cope with the challenges of some of the dynamics which can occur in the homes and enable the whole environment and ethos of each home to be therapeutic in approach,

As well as being commissioned to provide the CYP Complex Needs Service, LPFT is commissioned by LCC to provide a range of services to children and young people. These services include – CAMHS; a Crisis and Enhanced Home Treatment Team (CCETT); an "in reach" Health team within the Lincolnshire Secure Unit (LSU).

LPFT's CAMHS is a specialist service which offers assessments and interventions to children, young people and their families who have complex mental health and/or psychological needs. The community based Core CAMHS includes providing mental health and child clinical psychology assessments and interventions to vulnerable young people including looked after children; children with mild to severe learning difficulties; young offenders and to children and young people who have been victims of sexual abuse or who are presenting with sexually concerning behaviours. LPFT Community Core CAMHS is arranged into four areas (Lincoln, Grantham, Boston & Louth). Satellite clinics are offered from other areas throughout the county and home visits and school based appointments are offered when appropriate. The service is multi-disciplinary and includes Clinical Psychologists, Child Psychiatrists, Nurse Specialists, Social Workers, Art Therapist, Cognitive Behaviour Therapists, Systemic Psychotherapists and Assistant Practitioners and Assistant Psychologists, Learning Disability Teacher and Occupational Therapist.

4. Organisation Chart

Head of Child Psychological Therapies
Team Coordinator - CYP Complex Needs Service
Children in Care Mental Health Link Worker
Assistant Practitioner
Peer Support Worker

5. Duties

- To provide a high standard of clinical care ensuring safe and effective assessment, treatment and comprehensive discharge planning using highly developed clinical reasoning skills and appropriate assessment tools.
- Provide care delivery to vulnerable groups, inclusive of but not exclusively:
 - Young people leaving care
 - Mild to profound learning disability
 - Those in contact with Criminal Justice System
 - Survivors of abuse
 - Those with harmful behaviour
- Act as Care Coordinator under the CPA, as required.
- To support multi-agency teams and networks to make reasonable adjustments in care packages for children who have complex physical, neurodevelopmental and/or mental health presentations.
- To access and share complex psychological formulations in relation to children's needs.
- To support the development of a range of visual aids and alternative communication tools, sensory responses for children who have a range of different social and communication needs.
- To support in the implementation of tailored sensory informed packages of support (e.g. sensory activities incorporated into a child's daily living routines).
- To support in the implementation of Positive Behaviour Support (PBS) Plans
- Work collaboratively, and promote effective working relationships, with Childrens Home staff and managers; members of the multi-disciplinary and multi agency CYP Complex Needs Service; members of CAMHS and CCETT multi disciplinary teams; members of Healthy Minds Lincolnshire Service; members of MHST's ensuring effective clinical decision-making, internally and with external agencies.
- Attend relevant team meetings and risk management meetings held within the Childrens Homes.
- Empower service users and their families/carers to influence and use available services, information and skills and act as an advocate where appropriate.
- Provide full assessment and appropriate follow up care via care planning and clinical pathways, individual and group interventions, in partnership with young people/families/carers and the workers involved in care delivery e.g. Children's Home staff; CYP CNS staff; CAMHS and CCETT staff; Childrens Services and Future4Me staff.
- Provide therapeutic interventions as appropriate within relevant care pathways and be able to effectively adapt those therapies to meet the needs of CYP with additional needs.
- Work flexibly across the county from a designated base.
- Provide an extended hours service, as required.
- Participate in the planning and delivery of individual, group and whole staff group interventions
- Provide CAMHS support, advice, consultation and training to Children's Home staff and managers; to foster carers; to Childrens Services and Future4Me staff.
- Work in accordance with relevant childcare, health legislation and professional standards in partnership with wider children's services and to engage fully with Safeguarding, Early Help Assessment framework, Team Around the Child (TAC), Child in Need (CIN) and Child Protection (CP) as well as Looked After Child (LAC) reviews and other processes which require working together with other agencies.
- Proactively involve young people and families in service development including using service questionnaires to obtain structured feedback.
- Provide a professional, non-stigmatising service to young people and families promoting equality and diversity.
- Work closely with other colleagues within the range of services for CYP and adults to enable effective transitions to and from other services.
- Ensure best practice by incorporating NICE guidance and meeting healthcare standards.

- Have a good working knowledge of Mental Capacity Act, DOLs / LPS and Best Interest decision making as well as STOMP-STAMP agenda.
- Adhere to Trust Policies in consideration of Children in Need (CIN), CP and LAC and safeguarding issues
- Maintain accurate and effective written records and regularly update clinical risk assessments.
- Support Continuing Professional Development (CPD) in less experienced staff and provide supervision/line management as appropriate.
- Use outcome measures to evidence effectiveness of treatments provided.
- Chair both clinical and non-clinical meetings, as required.
- Propose changes and developments to service delivery and contribute to policy discussions at both team and service level.
- Participate in management and clinical supervision.
- Actively participate in the delivery of training opportunities for Children's Home staff and managers; for Childrens Services staff; for Future4Me staff; for CYP CNS staff; for CAMHS staff; for other professionals and students.
- To be able to travel independently and work flexibly across the county to support the service, from a designated base.
- Manage caseload and service delivery in accordance with, and in order to contribute towards the attainment of, the Service/Trust productivity requirements.
- Participate in all clinical governance and audit developments including post registration education, training and continuing professional development.

6. Skills Required for the Post

Communication and relationship skills

- Always act in a dignified and responsible manner with service users, families/carers and colleagues, using appropriate language and communication skills, which acknowledge barriers to understanding, cultural differences and diversity.
- To provide supportive and sensitive communication, written and verbal advice to service users, families/carers and staff, whilst demonstrating an understanding of the nature and effects of some information and of barriers to effective communication e.g., sensory or cognitive impairment and unrealistic expectations whilst being considerate of client confidentiality.
- To be able to adapt communication style to the needs of the audience ensuring both verbal and written information is delivered in an accessible format.
- Develop and maintain communication (sensitive, complex and contentious) with other teams and/or external agencies, in order to promote good care and deliver initiatives such as Care Programme Approach (CPA).
- To confidently convey complex written and verbal information on both clinical and non-clinical issues and to support the development of these skills with individuals within the team.
- Acting as an advocate, to support service users and their families/carers through their care programme both physically and psychologically to achieve expected outcomes, explaining care, treatment and associated risks (complex information)
- Provide and receive complex information where persuasive, motivational, negotiating, empathic and re-assurance skills are required to support service users through their recovery period.
- Provide and receive complex information where persuasive, motivational, negotiating, empathic and re-assurance skills are required to support children's home staff and managers and foster carers manage the different dynamics and challenges that they may encounter when working with individual and groups of vulnerable CYP and those with complex physical and mental health needs.
- Maintain strict confidentiality of complex and sensitive service user information at all times.

Analytical and judgement skills

- Develop and complete risk assessments, analysing and deciding the most appropriate approach to implementing care plans, agreeing objectives with children's home staff and managers; with CYP and their families/carers.

Planning and organisational skills

- Organise and plan a range of work tasks to cover all aspects of the role, adjusting own workload in response to prevailing circumstances.

Physical skills

- In order to manage risk – requirement to adhere to individual risk assessments.

7. Responsibilities of the Post Holder

Responsibilities for direct/indirect patient care

- Plan, implement, review and improve interventions to meet identified needs and manage their inherent risk.
- Contribute to case conferences and reviews, supporting CYP and their families/carers to engage with services and contribute to their care.
- Accept ongoing accountability for service users, hold and manage delegated caseload (moderate to severe complex cases) and provide consultation and training to Children's Home staff and managers; to foster carers; to less experienced staff and learners as required in the provision of direct/indirect CAMHS and CYP CNS care.

Responsibilities for policy and service development implementation

- Comply with and carry out safe practice in accordance with Trust policies and procedures, appropriate Codes of Conduct, the Mental Health Act (1983), Mental Capacity Act (2005) and other relevant national and local guidance commenting on policies, procedures and developments as necessary.

Responsibilities for financial and physical resources

- Use safely in accordance with manufacturers guidance clinical equipment in the performance of their work to appropriate high standards of care.
- Ensure any stock and supplies, clinical equipment or medications are ordered as required.

Responsibilities for human resources (including training)

- To provide both formal and informal training, health promotion and advice to service users and families/carers regarding their mental health needs.
- To actively participate in the delivery of training opportunities for Children's Home staff, foster carers; Future4Me staff, LCC Children's Services staff, CAMHS staff, HML & MHST staff and students, including those from other teams and disciplines.
- To provide high quality practice placement education for students as detailed in departmental guidelines acting as mentor as required.
- To promote a learning environment and culture within the clinical team and wider service
- To identify own training and development needs and those of junior staff, including the development of competencies and to attend key in-service courses and conferences as required
- To maintain own continuing professional development and use reflective practice to evaluate and update current practice.
- To participate in the recruitment and selection of staff.

Responsibilities for information resources

- Record all self-generated information within the service user's clinical notes, using the agreed relevant recording system e.g. LCC's clinical information system (MOSAIC); LPFT CAMHS recording system (RIO).

Responsibilities for research and development

- Participate in audit and research as required and contribute to quality improvement initiatives, policy review and practice development.

8. Freedom to Act

- Organise own time and prioritise service user care in accordance with need
- Manage delegated caseload (moderate to severe complex cases) and supervise other staff as required in the provision of direct/indirect care.
- Act as an autonomous practitioner making decisions about service user care as appropriate with the multi-disciplinary team.

9. Effort & Environment

Physical effort

- Travelling on a daily basis.
- In order to manage risk individuals will be Breakaway trained.

Mental effort

- Concentration required for observations and interventions as well as dealing with unpredictable behaviour. Concentration required for provision of training and supervision and consultations
- Concentration when inputting service user data onto systems.

Emotional effort

- Dealing with service users, often in crisis, being treated in home and community environments with mental health and emotional wellbeing concerns.
- “Holding” the stress of others e.g. CYP and their families and carers; Children’s Home staff; foster carers.

Working conditions

- Working in sometimes unpleasant and dirty family home conditions
- Working with CYP who present with behaviours that can be challenging; can be aggressive

10. Equality and Diversity

All staff through their behaviours and actions will ensure that our services and employment practices are respectful of individual needs and differences including those characteristics covered by the Equality Act 2010 (Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation).

11. General

You must uphold the Trust’s Purpose, Vision and Values:

Our Vision- To support people to live well in their communities.

Values**Behaviours**

Compassion- Acting with kindness

Treating people with respect, showing empathy and a desire to be helpful.
Paying attention to others and listening to them.
Responding appropriately, being mindful of the language we use to do this.

Pride- Being passionate about what we do

Challenging poor practise.
Being a patient and carer advocate.
Recognising and praising good care.

Integrity- Leading by example

Doing what I say I am going to do.
Being honest.
Taking responsibility for my actions.

Valuing everybody- Using an inclusive approach

Supporting every person however different to me to achieve their best.
Challenging discrimination and supporting others to understand why it is everybody’s business to do this.
Recognising and challenging my own assumptions.

Innovation- Aspiring for excellence in all we do

Using service improvement methodology.
Learning with people who use our services, research, best practice and evidence.
Sharing the learning internally and contributing to research where relevant.

Collaboration- Listening to each other and working together

Working in partnership to promote recovery, supporting and encouraging independence.
Working as one team.
Valuing lived experience as an equal partnership.

In addition you must:

- Highlight concerns in accordance with the Trust's Whistleblowing Policy where it is felt poor practice or general wrongdoing has not been dealt with appropriately. Staff may make such disclosures without fear of criticism or retribution.
- Maintain an awareness of information governance and information security related issues and ensure compliance with LPFT Records and Information Policies.
- Participate in performance review, supervision and undertake mandatory training and personal development as required of the post
- Take personal responsibility for your own Health and Safety at work in accordance with Trust Policies and Procedures, in particular Security, Health and Safety and Risk Management
- Be committed to safeguarding and promoting the welfare of children, young people, vulnerable adults and people experiencing domestic abuse, both as service users and visitors to Trust premises. All staff have an absolute responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the appropriate level of training relevant to their individual role and responsibilities. They must be aware of their obligation to work within and do nothing to prejudice the safeguarding policies of the Trust. This job description is not exhaustive and as a term of employment you may be required to undertake such other duties as may reasonably be required.

PERSON SPECIFICATION

		JOB REQUIREMENTS	
	ESSENTIAL	DESIRABLE	HOW ASSESSED (e.g. Application Form, Interview Test, Reference etc)
Qualifications	<ul style="list-style-type: none"> Registered with a professional body e.g. NMC, UKCP, HCPC, BACP, Social Work England Recognised Professional Qualification in Registered Nursing (RMN, RLDN), Social Worker (CQSW, DipSW), Occupational Therapy or other relevant qualification e.g. APT qualification and Counselling 	<ul style="list-style-type: none"> Mentorship or similar qualification in supporting students in practice Evidence of specialised continued professional training (degree level) in clinical practice Post registration training in supervision 	Application Form Interview
Experience	<ul style="list-style-type: none"> Relevant post-registration experience of working with people with mental health needs, including those with severe and enduring mental ill health. Post registration experience of working with children and young people and their families Relevant experience of working with care experienced children and young people including working within Childrens Home settings; working with CYP and their foster carers. Relevant experience of working with children and young people with mild to profound learning disability Relevant experience of working with CYP on the autistic spectrum Experience of managing and developing staff including providing management and/or clinical supervision. Experience of providing training and consultation to qualified and unqualified staff. Experience of using evidence based practice. 	<ul style="list-style-type: none"> Post registration experience of working within CAMHS Post registration experience of working with CYP with moderate to profound Learning Disability 	Application Form Interview
Skills & Competences	<ul style="list-style-type: none"> Sound knowledge of Child Care legislation, Safeguarding, Mental Health Act and the Care Programme Approach. Sound knowledge of current local and national strategies concerning Children in Care, Young people leaving care, CAMHS, Children's Services and mental health. 	<ul style="list-style-type: none"> Ability to adapt communication style to communicate with pre verbal CYP 	Application Form Interview

	<ul style="list-style-type: none"> • Excellent understanding of child and adolescent development and it's possible impact on emotional well-being and mental health • Excellent knowledge of clinical/risk assessment and risk management of young people in crisis • Ability to work both as a member of a team and autonomously and to manage own and other colleagues' anxieties. • Comprehensive understanding of Information Governance principles. • Highly developed communication skills • Ability to delegate whilst maintaining overall responsibility for service users care, where appropriate. • Highly motivated & able to engage with service users & carers and staff to improve outcomes. 		
Special Requirements	<ul style="list-style-type: none"> • Excellent time management skills, organisational skills, ability to work under pressure and to manage own and other workloads efficiently. • Able to travel around the county independently and in a timely manner 		Application Form Interview