



## JOB DESCRIPTION: LIAISON AND DIVERSION PRACTITIONER

### **Our vision**

The vision of Lincolnshire Action Trust is that all individuals in contact with the criminal justice system are treated with respect, have equality of opportunity and are empowered to achieve their full potential.

### **Our values**

Achievement: To achieve the best outcome for others and myself

Inspiration: To positively motivate and influence others

Quality: To work to the highest standards at all times

Respect: To be respectful and considerate to others

Empowerment: To give power to individuals and encourage them to increase their confidence

## **Liaison and Diversion Practitioner**

### **Reports to:**

Liaison and Diversion Senior Practitioner

### **Job overview**

The Liaison and Diversion Practitioner works with people who have been arrested or who may be charged with criminal offences.

The purpose of the Liaison and Diversion Service is:

- To support people who are vulnerable and to improve their access to healthcare and support services.
- To provide information to improve decisions about vulnerable people in the criminal justice system.

## **Responsibilities and duties**

- To receiving referrals from the police or any other source about people who have been arrested or who may be charged with criminal offences.
- To screen the person concerned to determine whether they are vulnerable and need support to access health or other services.
- To escalate, where appropriate, the outcome of screening to a health clinician or other service specialist for further assessment.
- To support, when required, the person accessing the service when they access health or other services.
- To record the screen and support on an appropriate clinical case management IT system.

## **Qualifications**

Qualified in, or willing to work towards, NVQ Level 4 Advice and Guidance.

## **Vetting**

The Liaison and Diversion Practitioner works in secure environments. The post requires a high level of vetting clearance: that is, the post holder must meet the requirements of non-Police personnel level 2 full vetting, as well as undertake an Enhanced DBS.

## **Experience and knowledge**

The post requires comprehensive, specialised, factual and theoretical knowledge of the field of work and an awareness of the boundaries of that knowledge to solve problems creatively, make judgements which require analysis and interpretation, and actively contribute to the service and self-development.

Previous experience of working alongside vulnerable individuals will be valuable in this role.

## **Specific skills**

The specific skills required are:

- Communicate effectively with people who are troubled, distressed and/or vulnerable.
- Manage hostility and risks with non-cooperative individuals, families and carers.
- Promote peoples' rights and encourage them to recognise their responsibilities.
- Screen individuals' health and well-being on reception into a custodial setting.
- Assess individuals for risk factors and levels of risk associated with their behaviour.

- Assess individuals' needs and plan agreed activities.
- Obtain valid consent for healthcare investigations in a custodial setting.
- Support people with mental health needs in crisis.
- Support individuals to access and utilise services and facilities.
- Provide advice and information to individuals on how to manage their own condition
- Advocate with and on behalf of individuals
- Plan, monitor and review integrated packages of interventions and support to address individuals' offending behavior.
- Participate in inter-disciplinary team working
- Develop and maintain professional networks
- Collect and validate data and information in a health context.
- Participate in inter-disciplinary team working to support individuals.
- Flexible to meet evolving service needs

### **Personal characteristics**

The Liaison and Diversion Practitioner must:

- Uphold the vision and values of Lincolnshire Action Trust.
- Support the objectives of the Liaison and Diversion Service.
- Work collaboratively with Lincolnshire Partnership NHS Foundation Trust, the police and all other agencies.

### **Location**

The Liaison and Diversion Service is based in Police Custody Suites throughout Lincolnshire.