

# FAMILY SERVICES FAMILY VIOLENCE PRACTITIONER

## NORTH EASTERN MELBOURNE INTEGRATED FAMILY SERVICES

### NORTHERN REGION

**At Anglicare Victoria our focus is on transforming the futures of children, young people, families and adults.** Our work is based on three guiding pillars: Prevent, Protect and Empower.

We strive to create an environment where employees feel valued and rewarded.

By living the Anglicare Victoria values and actively fostering fairness, equality, diversity and inclusion, our people make Anglicare Victoria a truly great place to work.

**So come and join us at Anglicare Victoria where there is a rewarding career ready for you** in a dedicated, professional team where respecting each other; leading with purpose; working together; and creating a positive difference are valued, and learning and creativity are encouraged.



## Position details

<b>Position</b>	Family Services Family Violence Practitioner
<b>Program</b>	Integrated Family Services
<b>Classification</b>	SCHADS Award Level 6 (Social Worker Class 3)
<b>Hours</b>	Part Time
<b>Hours per week</b>	22.8
<b>Duration</b>	Ongoing
<b>Location</b>	Anglicare Preston office, 42 Mary St Preston
<b>Reporting Relationship</b>	This position reports directly to the Team Leader, Family Services
<b>Effective date</b>	April 2021

## Overview of program

The Family Services Program at Anglicare Victoria is funded by the Department of Families, Fairness and Housing (DFFH) and aims to promote the social, emotional, educational, health and developmental needs of children and young people by supporting and empowering families to enhance family functioning and therefore to improve outcomes for children and young people.

Many of the families the program works with have long histories of involvement with Child Protection and community agencies and as a result, they require flexible and innovative interventions to address their needs. The service targets families with children newborn to 18 years living in the North Eastern Melbourne Area, which includes the LGAs of Banyule, Darebin, Nillumbik, Whittlesea and Yarra. Family Services is delivered in the context of the North East Metro Child and Family Services Alliance, which is an alliance of nine agencies and DFFH. Most referrals to Family Services are from The Orange Door, which is the central intake point for families needing assistance with the care and wellbeing of children in the North Eastern Melbourne Area. Family violence is a major presenting issue for referrals received by Family Services.

Family Services provides families with case management support within a managed case plan designed to improve the lives of children and young people. Individual family work is complemented by group work where appropriate and strategies to both engage families with their communities, as well as for communities to be more responsive to the needs of children and their families.

This position is a Family Violence portfolio role within the Family Services program. The role provides child-centred, family-focused case management support to families with multiple and complex needs and who are experiencing risks and vulnerabilities resulting from the impacts of family violence. Where appropriate, the role also works with fathers who use violence by holding them accountable for their behaviour and raising awareness of the impacts of family violence on their children with the aim of supporting better parenting choices. Where appropriate and within the capacity of the role, the position also provides family violence consultations to Family Services Practitioners within the program, in order to build the capacity of Practitioners regarding responses to family violence.

## Position Objectives

1.	Provide child-centred, family-focused case management to families with multiple and complex needs and who are experiencing risks and vulnerabilities resulting from the impacts of family violence.
2.	Work in partnership with families and conduct comprehensive assessments to identify and deliver interventions to improve safety and enhance children's development, parenting capacity and family functioning, and therefore improving outcomes for children, young people and parent victim-survivors. This includes connecting families with formal and informal supports.
3.	In the context of a Family Services approach, engage with fathers who use violence, holding them accountable for their behaviour and raise awareness of the impacts of family violence on their children with the aim of supporting better parenting choices.
4.	Where relevant and appropriate, provide family violence consultations to Family Services Practitioners within the program and build ongoing capacity regarding responses to family violence.

## Key responsibilities

The key responsibilities are as follows but are not limited to:


1.	Actively engage with children, young people and parent victim-survivors experiencing family violence by being flexible, responsive, strengths-focused and creative. Establish a working relationship which demonstrates respect and honest communication, particularly about protective concerns and consequences.
2.	Undertake regular risk and needs assessments using relevant and contemporary theory and frameworks, particularly using the Safe and Together Model and the MARAM framework.
3.	Provide case management interventions to children, young people and parent victim-survivors to promote their safety and wellbeing and to achieve agreed goals, including therapeutic education regarding impacts of violence. Link families to the community supports they require and promote a collaborative care team around the family.
4.	Where appropriate, provide interventions with fathers who use violence to hold them accountable for their behaviour and raise awareness of the impacts of family violence on their children with the aim of supporting better parenting choices.
5.	Work collaboratively with DFFH Child Protection, other professionals including relevant stakeholders in the family violence sector and families' broader social networks to ensure a coordinated and collaborative approach to services for children, young people and their families.
6.	Under the direction of the Team Leader and within the capacity of the role, provide family violence consultations to Family Services Practitioners within the program. Actively support capacity building regarding responses to family violence and reflective practice within the program.
7.	Make an active commitment to the development and maintenance of a cohesive multi-disciplinary team and participate in staff meetings, team meetings and staff development training. Fulfil requirements regarding case records and data recording. Participate in professional development activities appropriate to the position. Undertake other duties within capability as directed from time to time.

## Key Selection Criteria

The Key Selection Criteria are based on role specific requirements **and** the Anglicare Victoria Capability Framework. Applicants are required to provide a written response to **both** a) and b).

### a) Role specific requirements

Applicants are required to provide a written response to the role specific requirements. The five criteria are to be addressed individually (no more than 2 pages in total).

 Role Specific	1. A degree in Social Work, Psychology and/or related behavioural science, or associate diploma level with substantial experience in the relevant service stream.
	2. Demonstrated advanced level of experience and competency in using contemporary family violence theories and assessment frameworks including the Safe and Together Model and the MARAM framework in interventions with families who have experienced family violence and who have multiple and complex needs. Demonstrated experience providing interventions with fathers who use violence.
	3. Demonstrated experience in actively engaging vulnerable children, young people and families, particularly those who are reluctant to use support services, utilising a child-focused family-centred approach. Demonstrated experience in delivering a range of interventions to improve their safety and outcomes, including therapeutic education regarding impacts of violence, safety planning and developing, implementing and reviewing action plans.
	4. Demonstrated awareness and commitment to working within the 'Best Interest Principles' outlined within the <i>Child, Youth and Families Act 2005</i> and a sound understanding of the Victorian Child Protection system. Demonstrated resilience to work with and support clients who have been exposed to trauma, violence or neglect.
	5. Demonstrated ability to work collaboratively with a diverse range of stakeholders to reach the best outcomes for children, young people and families, including a demonstrated awareness of the CISS and FVISS.
	6. Demonstrated computer skills in Microsoft Office packages and other statistical databases such as IRIS. Excellent written and verbal communication, time management and organisational skills.



## Key Selection Criteria (continued)

### b) Anglicare Victoria Capability Framework

Applicants are required to provide a written response to the Anglicare Victoria Capability Framework. Applicants are to describe how they demonstrate the characteristics in each of the two capability groups; **Personal Qualities and Relationship and Outcomes** (no more than 1 page in total).

The Anglicare Victoria Capability Framework describes the capabilities required to meet the expectations of clients, colleagues and communities in today's changing environment.

These capabilities work together to provide an understanding of the knowledge, skills and abilities required of all employees.

#### Personal Qualities



##### Displays Resilience

Thrives in a changing environment. Handles ambiguity.

Maintains a positive attitude and continues to deliver exceptional results in the face of challenging situations.

##### Has a learning mindset

Shows drive and motivation and a commitment to learning. Strives for continual improvement by looking for ways to challenge and develop.

Brings an innovative approach, fresh thinking and curiosity to develop practical solutions.

##### Shows cultural awareness

Respects difference in all its forms.

Values diversity as a strength and positively utilises diversity.

#### Relationships and Outcomes



##### Puts clients first

Acts to make a real difference in their work.

Is passionate about providing exceptional service to clients, customers and end-users.

##### Works collaboratively

Collaborates with others and values their contribution. Skilled at building strong and authentic relationships.

##### Demonstrates technical and professional acumen

Creates distinctive value for clients and Anglicare Victoria by applying a range of technical and professional capabilities to deliver quality outcomes.

#### Leading People



##### Manages, coaches and develops people

Engages, motivates employees and volunteers to develop their capability and potential.

##### Inspires direction and purpose

Creates a positive and engaged team environment.

Communicates goals, priorities and vision and recognise achievements.

##### Leads change

Leads, supports, promotes and champions change, and assist others to engage with change.

## Occupational health & safety (OHS)

Anglicare Victoria is committed to ensuring the health and safety of its employees and any other individuals present in our workplaces.

In achieving and maintaining workplace health and safety, Anglicare Victoria will apply best practice in OHS in accordance with statutory obligations at all times.

All Anglicare Victoria employees, contractors and volunteers are required to:

- take reasonable care for their own health and safety and for that of others in the workplace by working in accordance with legislative requirements and the company's OHS policies and procedures
- take reasonable care their actions or omissions do not adversely affect the health and safety of themselves and others
- cooperate with any reasonable directions, policies and procedures relating to health and safety in the workplace
- report all injuries, illness or 'near misses' to their Supervisor or Manager
- participate in relevant health and safety training based on roles and responsibilities
- as required, participate in the development and implementation of specific OHS hazard and risk management strategies.

In addition to the above, positions with supervision or management responsibility are required to ensure a safe and healthy work environment for all employees, clients, contractors and visitors. This can be achieved by ensuring all people are aware of and have access to OHS policies, procedures, training and reporting systems

## Cultural Safety in the Workplace

Anglicare Victoria recognises the important and unique contribution Aboriginal and Torres Strait Islander employees make by bringing their unique skills, knowledge and experience to the workplace. They also contribute important insight into how Anglicare Victoria can provide for and engage with Indigenous clients and communities more effectively.

Our Reconciliation Action Plan (RAP) and Workforce Strategy outlines Anglicare Victoria's commitment to leading and facilitating sustainable employment, training, retention and career development opportunities for Aboriginal and Torres Strait Islanders people.



## Conditions of employment

- Salary and conditions are in accordance with the Social, Community, Home Care and Disability Services Industry Award (SCHADS) 2010. Salary packaging is offered with this position.
- All offers of employment at Anglicare Victoria are subject to a six month probationary period. The staff member will be asked to participate in an annual performance review linked to objectives set out for the position.
- All offers of employment are subject to a satisfactory Criminal History Check, a current Driver's License and an Employment Working with Children Check prior to commencement.

## Acceptance of Position Description requirements

To be signed upon appointment

### Employee

Name:

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Signature:

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Date:

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