

## SUPPORT WORKER

## WESTERN KINSHIP CARE & FIRST SUPPORT

## WESTERN 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.

At Anglicare Victoria we care about our employees in the same way that we care about our clients. We support and encourage our employees with a wide range of professional and personal opportunities to strengthen their overall well-being.

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.



## Position details

<b>Position Title</b>	Support Worker
<b>Program</b>	Western Kinship Care First Support
<b>Classification</b>	SCHADS Award Level 5 (Social Worker Class 2) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
<b>Engagement</b>	Part Time
<b>Hours per week</b>	19
<b>Duration</b>	Ongoing
<b>Fixed term end date</b>	
<b>Location</b>	Western Region - Yarraville
<b>Reporting Relationship</b>	This position reports to Team Leader Kinship First Supports West
<b>Effective date</b>	June 2022

## Overview of program

Kinship care is defined as care that is provided by relatives or a member of a child's social network when a child cannot live with their parents. Anglicare Victoria has been providing Kinship Care services since 2010 when the program model was first developed and funded by the Department of Health and Human Services Victoria.

Anglicare's Kinship programs provide a range of support services including Case Management; Assessment; Case support; and Information and Advice to carers and professionals supporting Kinship arrangements.

The Kinship First Supports program provides assessment and targeted family services support to carers, children and young people in newly established kinship arrangements and aims to ensure their ongoing safety, stability and developmental needs are met.

## Position Objectives

1.	To ensure that the kinship care placements arranged for the most vulnerable children as a result of child protection involvement are effectively established, supported and monitored to ensure that they meet each child's ongoing safety, stability and developmental needs.
2.	To effectively harness the capacity of extended family networks and informal supports to provide the best possible kinship care arrangement for children, unable to live with their own parents.
3.	To provide a flexible and responsive assistance to kinship carers that includes providing education, monitoring and support.

## Key responsibilities

1.	Assessment, needs identification and support for newly established kinship care placements.
2.	Work closely with kinship carers to provide support and supervision and to resolve any issues impacting on the carer's capacity to meet the child's ongoing safety, stability and developmental needs.
3.	Work in line with Anglicare Victoria and Department of Families, Fairness and Housing Standards and program requirements including the preparation of relevant case records, statistics.
4.	Provision of information and advice services including, but not limited to, facilitation of groups, answering phone enquiries and providing information about kinship support services.
5.	To have the capacity to work flexible hours – some evening work will be required
6.	To perform other duties / tasks appropriate to the position.

## Key Selection Criteria

What you are looking for in your successful applicant in terms of nonnegotiable qualifications or experience:

 <p><b>Role Specific</b></p>	<p>1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or related behavioural sciences at degree level with substantial experience; or associate diploma level with substantial experience in the relevant service stream, or less formal qualifications with specialised skills sufficient to perform at this level.</p>
	<p>2. Highly developed communications skills and an ability to work collaboratively with internal and external stakeholders</p>
	<p>3. Resilience to work with and support clients who have been exposed to trauma.</p>
	<p>4. Demonstrated experience and skills in child centred, family focused case work practise including assessment and case management in complex family circumstances.</p>
	<p>5. Ability to work collaboratively with team members, other professionals and stakeholders to achieve positive outcomes for children and young people in kinship placements</p>
	<p>6. Experience in, or capacity to undertake the establishment and facilitation of group work activities.</p>

## Child Safety

AV is committed to protecting children and young people from all forms of harm and abuse. As an employee you are required to report any concerns raised by, or on behalf of, children and young people in accordance with mandatory reporting, reportable conduct and incident management procedures. Everyone at AV has a role to play in keeping children and young people safe.

## 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 and an Employment Working with Children Check prior to commencement.
- A current Victorian Driver's license is essential.
- In line with Anglicare Victoria's Covid 19 Vaccination Policy all staff, students and volunteers are required to provide evidence of full vaccination against Covid-19 or provide a valid medical exemption. This requirement may be amended from time to time in line with Anglicare Victoria Policy or as directed by Chief Health Officer.

## 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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