

PRACTITIONER

EARLY HELP - FAMILY SERVICES

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

Position Title	Practitioner
Program	Family Services – Early Help and Integrated Family Services
Classification	SCHADS Award Level 6 (Social Worker Class 3) (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Engagement	Full Time
Hours per week	38
Duration	Fixed Term
Fixed term end date	30 June 2023
Location	Sale
Effective date	October 2022

Overview of program

Child and Family Services provide an in-home family casework or case management service, working in partnership with families with the aim of strengthening parenting capacity and family resilience. The work involves taking steps to reduce risks to children's safety and wellbeing and that of other family members, as well as working with families to empower them to manage their life situation and to take charge of their lives, including having a positive engagement with their community.

The program may also provide earlier intervention and deliver flexible and tailored support to families of children residing voluntarily in residential care, or children at risk of requiring care due to the child's complex disability support needs

Early Help is a new program forming part of AV's wider Family Services Program.

The Early Help program provides individually tailored, effective, and evidence informed early interventions both on an individual and group basis.

The Program includes a multifaceted approach to help build the capability of carers, families and individuals, to help identify and link families to services and other supports to help address their immediate needs as well as build their capability for the future. This could also involve the identification and development of community and peer support groups to provide ongoing support.

Through consultation, the program also helps to build the capability of universal services staff to provide ongoing support to carers and families

Position Objectives

1.	Provide a child-centred family focused service to vulnerable families who are referred to the program, working in partnership with families to achieve their goals, to enhance the child/children's development and family functioning, ensuring the safety of all family members including reducing risks to children's safety and wellbeing within the Early Help and Integrated Families Services program
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2.	Provide universally targeted group work by utilising a range of evidence based models including <i>Parents Building Solutions</i> , <i>Tuning in Kids</i> , <i>Tuning into Teens</i> , <i>Circle of Security</i> and <i>Bringing Up Great Kids</i> .
3.	Identify opportunities for peer support groups and provide support for their establishment and ongoing functioning.

Key Responsibilities

1.	Provide comprehensive assessment and interventions to establish how to utilise flexible funding to address immediate needs of families being supported and connect them with services and community supports.
2.	Identify and implement support and advice for universal service staff to build capability in supporting families through consultation and information sessions.
3.	Actively build partnerships and work with relevant stakeholders (internal and external) to continuously improve the implementation of our service delivery model and AV's commitment to improving the lives of children, young people and their families
4.	When required adopt flexibility to participate in the Family Violence after hours' program, on a rostered basis, to provide after-hours crisis support.
5.	Fulfil program requirements regarding case recording, data collection and maintain up to date client records including Complete assessments, care plans and other information requirements in a timely and accurate manner that is underpinned and guided by the Children Youth and Family Act (2005) and the Best Interests Framework and Practice Model.
6.	Participate in organisational, unit, team and individual professional development in various forms including model training, supervision and self-reflection as required, including the support of junior staff.
7.	Learning and utilising evidence-informed common practice elements.

Key Selection Criteria

 <p>Role Specific</p>	<p>A relevant tertiary qualification within the social services field; such as Social work or Psychology combined with previous experience in a family services setting</p>
	<p>Highly developed communications skills and an ability to work collaboratively as part of a multidisciplinary team as well as with internal and external stakeholders</p>
	<p>Advanced case management, assessment, care-planning and risk assessment skills.</p>
	<p>Advanced knowledge and understanding of how current legislation e.g. Children, Youth and Families Act 2005 and The Child Wellbeing and Safety Act 2005 applies to this position and practice requirements.</p>
	<p>Proven capacity to work as part of an effective multi-disciplinary team and in partnership with clients and internal/external service providers</p>
	<p>Proven experience maintaining accurate records, including file notes, individualised plans and statistical reporting according to organisational standards.</p>
	<p>Excellent computer literacy and skills including the ability to use client management systems and Microsoft office suit of programs.</p>
	<p>Leadership skills and ability to support staff in their practice, including promoting a learning and supportive workplace culture</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:

Signature:

Date:
