

Position Purpose

A key recommendation of the Royal Commission and the Roadmap for Reform was to establish a network of Support and Safety Hubs across Victoria.

The Orange Door Support and Safety Hubs will help women and children experiencing family violence and support vulnerable families who need help with the wellbeing and development of their children. They will help connect people directly to services and provide a coordinated response to a range of different needs,

The Orange Door will have a whole of family approach with a focus on perpetrators of family violence, to keep them in view and hold them accountable for their behaviour.

The Orange Door will deliver a fundamental change to the way we work with women, children and families, and men by providing a more visible contact point so that people know where to go for specialist support.

The Orange Door will be accessible, safe and welcoming to people, providing quick and simple access to the support and safety they need.

Position Objectives:

- Provide support for women, children, young people and families experiencing family violence; perpetrators of family violence; and families in need of support with the care, development and wellbeing of children.
- Prioritise the safety and wellbeing of children young people and families and victims of family violence using a gendered understanding of family violence and an understanding of child and family vulnerability.
- Provide an initial contact point for people and a source of information and advice with a focus on risk assessment, engagement, and provision of an initial response to people referred to the Orange Door where required.
- Work collaboratively as part of an integrated practice approach to respond to family violence and children and family vulnerability concerns.
- Following legislative and policy guidelines, seek information from multiple sources to inform assessment of risk and planning
- Support implementation and development of the model in an evolving process of design. The Inner Gippsland Orange Door will evolve to meet the needs of the community in line with the reform objectives and inform a Statewide roll out of service delivery.
- Ensure that the service is operated in accordance with DHHS service agreements, organisational policies, and accepted standards of practice.

Organisational Context

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.

Anglicare Victoria is committed to ensuring diversity and inclusivity are embedded throughout our organisation for the benefit of our clients, volunteers and employees. Welcoming, supporting and celebrating diverse talents, knowledge, perspectives and experiences strengthens our workforce and our relationships with the communities we work with.

Our focus is to create a more just society which means eliminating discrimination in the services we deliver and the workplace we provide. We strive to be an inclusive, safe and responsive organisation which promotes diversity and actively supports inclusion for Aboriginal and Torres Strait Islander peoples, people from LGBTIQ+ communities, people with disabilities, people from diverse cultural and linguistic backgrounds, people of all ages, people with caring responsibilities and people with diverse religious beliefs or affiliations.

Being a diverse and inclusive organisation goes to the very heart of our work, and supports our strategic intent to transform the future of vulnerable children and their families.

Position specifications

Position	Practitioner, Orange Door Support and Safety Hub
Reports to:	Team Leader, Support and Safety Hubs
Direct reports:	As applicable
Internal stakeholders:	Program Managers all internal staff and support staff.
External stakeholders:	DHHS and other Government bodies, Strategic networks and partners, External Auditors
Classification	SCHADS Award Level 6 (Classification will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
Hours	Full time (38 hours per week)
Duration	12 month Fixed Term with option of ongoing in future
Location	Inner Gippsland

Key responsibilities

Leadership

- Ability to liaise within a standalone team and gather critical agency information to inform risk assessment, analysis and case direction with a view to provide future case planning.
- Exercise a high level of interpersonal skills when undertaking a case load as a senior practitioner aligned with the Integrated Practice Framework and work collaboratively with the Orange Door team to support integrated risk assessment and planning, including participating in case conferences, meetings and the resolution of stakeholder issues.
- Carry a level of responsibility for decision making to identify, assess and prioritise risk and needs of women and children, families and perpetrators, drawing on the expertise of different practitioners in a multi-disciplinary team, including consultations with Team Leaders and Practice Leaders where required.
- Provide mentoring and support to less experienced staff and participate in training and development, formal supervision and performance development as per Anglicare Victoria Policies.

Operational activities

- Work within an Integrated Practice Framework to deliver Orange Door services.
- Demonstrate initiative and exercise judgement to support the delivering of screening and triage, assessment, crisis responses, service planning, targeted interventions, allocation and coordinated referrals consistent with the Integrated Practice Framework, Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks.
- Ability to apply specific state-wide priority indicator framework to assist in decision making, safety planning and case allocation.
- Ability to assess risk and wellbeing needs and make informed recommendations for cases to progress through the Orange Door or to exit to other universal services or community supports.
- Attendance in daily triage meetings, allocation cases, and, any other triage related tasks.
- Record client information accurately on the Orange Door Client Relationship Management (CRM) system and handle client information in accordance with the Family Violence Information Sharing Scheme (FVISS), information security and privacy policies and requirements.
- Apply for brokerage on behalf of clients in accordance with Brokerage Guidelines for approval by the Integrated Practice Leader.
- Meet compliance with agency and program specific policies, procedures and audit requirements

Strategic partnering activities

- Build and maintain effective relationships including liaison, negotiation and consultation with key stakeholders.

Workplace Health & Safety activities	Inclusivity
<ul style="list-style-type: none"> Take reasonable care for your 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 that your 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 your Supervisor or Manager Participate in relevant health and safety training based on roles and responsibilities 	<ul style="list-style-type: none"> Ensure an engaged, positive and professional workplace culture in line with the expectations and policies of Anglicare Victoria. Ensure an inclusive environment for all to support the maturing of our workforce in respect to Diversity & Inclusion across all groups including LGBTIQ and Indigenous and Torres Strait Islanders. Promote and role model positive behaviours and an open, inclusive and collaborative approach to working always behaving ethically and with integrity

Selection Criteria

Training and Qualifications	
<ul style="list-style-type: none"> 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. 	
Essential experience and skills	Capabilities required
<ul style="list-style-type: none"> Experience working with children and families experiencing significant and complex needs and risk issues in any of the following service areas: Family Services, Child Protection, Family Violence, Disability, Housing, Mental Health and/or Alcohol and Other Drugs. Expert knowledge and experience working in social services roles: has demonstrated experience in risk assessment and risk management; has demonstrated cross-sectoral expertise in relevant disciplines, including but not limited to a knowledge of the drivers/causes of family violence, child 	<ul style="list-style-type: none"> Displays resilience Has a learning mindset Shows cultural awareness Puts clients first Works collaboratively Demonstrates technical and professional acumen Manages, coaches and develops people Inspires direction and purpose Leads change

<p>development, and attachment and trauma theories.</p> <ul style="list-style-type: none"> • Demonstrated ability to identify, assess and prioritise risks and needs of clients in a whole of family approach. • Demonstrates strong problem solving skills and extensive experience in the development of effective team work skills along with the ability to recognise and identify limits of own expertise and to seek advice of other specialists when required. 	
<p>Essential requirements</p>	
<ul style="list-style-type: none"> • All Anglicare Victoria team members must provide evidence of their valid working rights through an Australian/New Zealand birth certificate or passport, Citizenship certificate or Permanent residency certificate or an International passport with evidence of a valid working visa, which is subject to a Visa Entitlement Verification Online (VEVO) check. • All Anglicare Victoria team members' offers of employment are subject to a satisfactory Criminal History Check and possession of a current Working with Children Check prior to commencement. 	