

# **FAMILY WORKER**

## **POSITION DESCRIPTION**

### **FAMILY SERVICES**

### **SOUTHERN MORNINGTON PENINSULA**

**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 Worker
<b>Program</b>	Family Services
<b>Classification</b>	SCHADS Award Level 5 (Social Worker Class 2)
<b>Hours</b>	Part Time
<b>Hours per week</b>	30.4
<b>Duration</b>	Fixed Term
<b>Fixed term end date</b>	September 2022
<b>Location</b>	Southern Mornington Peninsula
<b>Reporting Relationship</b>	This position reports directly to Team Leader Family Services
<b>Effective date</b>	September 2021

## Overview of program

Family Services provides families with support and counselling, within a managed case plan, designed to improve the lives of children. Individual family work is complemented by group work, 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. Qualified paid staff and trained volunteers work collaboratively and respectfully with children and families to build upon their existing strengths, and to enhance and develop skills and coping strategies.

The Family Worker in Schools provides a no wrong door model of support to families. The Family Worker is accessible by all the families at the school and works in collaboration with the local community to add value to the school's wellbeing resources. The Family Worker provides a targeted response to improve family wellbeing, increase engagement with school and improve the wellbeing of children and families.

The Family Worker seeks to work intensively with Schools on the Mornington Peninsula to enhance family connections to the school and community thereby increasing protective factors for vulnerable children. The Family Worker will engage parents, teachers, students and community to foster learning skills, develop innovative actions that enable families to value education and connect with schools and increase wellbeing.

## Position Objectives


1.	Improve engagement and motivation of the most at risk families to connect with early intervention supports. This would include services such as family violence, alcohol and other drugs, financial wellbeing etc.
2.	Proactively connect families to our local universal services for at-risk children and families. Increase family wellbeing through services being delivered within the school setting.
3.	Increase the schools capacity and understanding of trauma-informed practice and strategies for responding to children with complex behaviours.
4.	Increase parent volunteering and engagement within the school and provide opportunities and pathways to adult education, training and employment.
5.	Provide targeted support to overall school attendance & support the most vulnerable children and their families in high school that are disengaging or struggling with school.

## Key responsibilities

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

1.	Engage with families where children may be at risk through parenting issues, family violence, mental health issues, and school attendance, provide targeted support and make appropriate referrals to Orange Door or other services.
2.	Provide training and secondary consultation supports to education staff understanding the effects of trauma and developing positive behaviour plans for children with complex behaviours
3.	Work with the school, parents, students and local services to understand the needs of families at the school and design and deliver activities to address these. Examples may include parent volunteering opportunities, group work programs for students, links to adult education pathways, enhanced referral pathways for families and/or service co-location at the school.
4.	Collaborate with school staff, parents and children within the school environment to build the school's capacity to engage parents, parent and school relationships and foster a connection between families and schools
5.	Contribute to program planning and development, ongoing project evaluation including the collection, organization and analysis of data.
6.	Fulfil the program requirements regarding case records, data recording, evaluation and reporting requirements
7.	Consult regularly with Team Leader Family Solutions, particularly around issues of risk for children and youth.
8.	Participate in team meetings, supervision, professional development and annual performance reviews

## Key Selection Criteria

 <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. Extensive experience of working in child centred, family focused and strength based parent engagement to increase educational outcomes for vulnerable children</p>
	<p>3. Capacity to undertake strengths based risk and needs assessment of families, school and community with a particular focus on identifying potential connections and pathways Good understanding of child development, group process and facilitation skills</p>
	<p>4. Ability to engage with teachers, students, families, volunteers, young people and community members</p>
	<p>5. Ability to establish working relationships with key stakeholders that demonstrate respect and honest communication, particularly around building partnerships and collaboration. An understanding and working knowledge of the practices and principles of community development</p>

### **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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