

CHILD WELLBEING PRACTITIONER POSITION DESCRIPTION ORANGE DOOR ST LUKE'S 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

| | |
|-------------------------------|--|
| Position | Child Wellbeing Practitioner |
| Program | Orange Door [ChildFIRST] |
| Classification | SCHADS Award Level 5 (Social Worker Class 2) |
| Hours | Full Time [Part time applications will be considered] |
| Hours per week | 38 |
| Duration | Ongoing |
| Fixed term end date | N/A |
| Location | Positions in Bendigo, Maryborough and Echuca offices |
| Reporting Relationship | This position reports directly to Team Leader |
| Effective date | July 2020 |

Overview of program

The Victorian Government has committed to implementing all 227 recommendations of the Royal Commission into Family Violence and to delivering on the vision described in Roadmap for Reform: Strong families, Safe children. A key recommendation of the Royal Commission and the Roadmap for Reform was to establish a network of Support and Safety Hubs (The Orange Door). The Orange Door will deliver a fundamental change to the way we work with women, children and families, and men.

The Statewide concept identifies that the safety of victim survivors and children will be the Orange Door's first priority. It also recognises that a gendered understanding of family violence and child and family vulnerability is critical to effective service and system responses. The Orange Door will be accessible, safe and welcoming to people, providing them with the access to the support and safety they may need. The Orange Door will engage perpetrators of family violence and plan interventions to hold them to account

The Orange Door will bring together different workforces and practices from Community Service and Government agencies, as stakeholders, to create an integrated multi-disciplinary Orange Door team. This will ensure that the community has access to a consolidated intake point that will service the six Local Government Area's across that form the Loddon catchment area, creating a new way of support the Loddon community.

The pivotal function of the Orange Door will be to:

- Support women and children experiencing family violence, with a key focus on ensuring the safety of women, children and young people experiencing family violence.
- Ensure a focus on perpetrators of family violence, to keep them in view and hold them accountable for their behaviour.
- Receive referrals about vulnerable children (or an unborn) and their families where there are significant concerns about their well-being.
- Support a coordinated response to a range of different needs and connect service users with the most appropriate service.
- Conducting intake screening i.e. assessment of initial need/risk issues and prioritisation for service delivery in consultation with other stakeholders.
- To work in partnership with key stakeholders including the, North Central Victoria Family Services Alliance, VicPOL, Health providers and local Government.

Position Objectives

| | |
|----|--|
| 1. | Work collaboratively as part of an integrated practice approach to respond to family violence, children and family vulnerability concerns. |
| 2. | Prioritise the safety of victim survivors and children using a gendered understanding of family violence and an understanding of child and family vulnerability. |
| 4. | Support the implementation and development of the Orange Door in line with the reform objectives, Orange Door service model and Integrated Practice framework. |

Key responsibilities

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


| | |
|----|---|
| 1. | Receive referrals into the Orange Door program and actively engage in crisis response, intake, initial assessment and provision of a range of interventions to women, children, families and men referred to the program. |
| 2. | Undertake risk and needs assessments of women, children, young people, families and men utilising tools such as the Best Interests Framework and MARAM. |
| 3. | Work collaboratively with Aboriginal Services for all Aboriginal and Torres Strait Islander families regarding cultural connection and identity. |
| 4. | Work closely with relevant support services to provide creative, flexible intake service responses for women, children, families and men with complex issues and who may be difficult to engage. |
| 5. | Comply with relevant agency, program and legislative requirements, including case recording and data entry requirements. |
| 6. | Make an active commitment to the development of an integrated working environment and the maintenance of a cohesive multi-disciplinary team through, active participation in staff meetings, team meetings, supervision and practice discussions. |
| 8. | The ability to work with a matrix model of management and integrated work environment. Participate in continuous improvement activities. |
| | Follow legislative and policy guidelines to seek information from multiple sources to inform assessment of immediate risk and future planning. |
| | Deliver services that support overall system improvement and respond to the changing needs of the women, children, families and men that receive support. |
| 9. | Other duties as required by the Team Leader, Program Manager and/or Orange Door Manager. |

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).

| | |
|---|--|
|  <p>Role Specific</p> | <p>1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or related behavioural sciences at a degree level or associated diploma level with substantial experience in the relevant service stream.</p> |
| | <p>2. Resilience to work with and support clients who have been exposed to trauma.</p> |
| | <p>3. Demonstrated ability to conduct comprehensive safety and wellbeing assessments and work within the Best Interest Principles as outlined within the Children, Youth and Families Act 2005.</p> |
| | <p>4. Sound understanding of the Child Protection and welfare system, and experience in collaboration with a range of professionals in a care team approach.</p> |
| | <p>5. Excellent written and verbal communication, time management and organisational skills.</p> |

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 three nominated capability groups; **Personal Qualities**, **Relationship and Outcomes**, and **Leading People** (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: _____

Signature: _____

Date: _____