**Family violence pracitioner**

**Intergrated family services**

**southern 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**

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| **Position** | Family Violence Practitioner |
| **Program** | Integrated Family Services |
| **Classification** | SCHADS Award Level 6 (Social Worker Class 3) |
| **Hours** | Part Time |
| **Hours per week** | 30.4 |
| **Duration** | Fixed Term |
| **Fixed term end date** | 12 months |
| **Location** | Frankston Mornington Peninsula |
| **Reporting****Relationship** | Family Violence Specialist Practitioner  |
| **Effective date** | August 2022 |

**Overview of program**

This position is part of a new project within Anglicare Victoria's Family Solutions program aiming to encourage pro-active engagement strategies with parents and children who are clients. Furthermore, the project position aims to continue to enhance collaborative practice across Family Services and Family Violence Services to provide enhanced support to vulnerable families. This position will participate in ongoing informal evaluation processes and provide feedback to assist with program and policy development.

**Position Objectives**

Families engaged with Integrated Family Services often require support from a specialist Family Violence Practitioner. This may include outreach support, intensive parenting support (including a focus on safety and wellbeing of children), AOD interventions and a range of other supports to promote positive outcomes for children and their families. Anglicare Family Services work from the perspective that a whole of service wrap around approach is likely to achieve better outcomes for families in promoting the best interests and positive outcomes of children. Family Services recognises that families who have or are experiencing family violence may remain isolated from support services. This position aims to increase the engagement of families enduring family violence with specialist and community based resources available to assist.

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 | Actively engage victim survivors who may be experiencing family violence and are hard to engage in Family Services intervention; |
|  | Work within the Best Interests Case Practice model and in a way where the safety and wellbeing of children remain paramount. |
|  | Provide parenting education and support, via direct case work, groups and parents aimed at improving relationships with their children; |
|  | To promote safety and wellbeing outcomes for children and their families through the legislative framework such as FIVS, CISS and The Safe and Together Model.  |
|  | Work with Family Violence programs to link fathers with appropriate community supports re: issues relating to family violence, substance abuse, disability, social isolation, mental and/or physical health issues, whilst providing support to mothers;  |
|  | To promote active participation in activities such as ‘Beyond the Violence’ programs as well as within the broader service sector and local communities. |

**Key responsibilities**

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

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|  | Resilience to work with and support clients who have been exposed to trauma. Work within a family violence practice framework, apply skills, knowledge and experience in trauma-informed practice principles and methodologies. |
|  | Knowledge and experience in the use of current and relevant theoretical frameworks in relation to working with parents in the context of vulnerable children, youth and families. |
|  | Combined with advanced knowledge and experience in issues relating to male privilege, fatherhood, masculinity and gender related issues, preferably in the context of complex and vulnerable families; |
|  | Sound understanding of the family violence system and the impact of family violence on men, women and children. Along with the ability to provide therapeutic education around the impact family violence on each member of the family. |
|  | Experience in providing case work and support to complex individuals and families. Ability to identify needs and undertake assessment of family violence risk. To prioritise safety using the MARAM framework To engage/support clients to develop and implement safety plans. |
|  | Through advocacy promote and enhance referral pathways and responses to families affected by domestic and family violence |
|  | Demonstrated ability to work effectively and collaboratively with other services, development of strong networks to ensure that clients have a coordinated and integrated service system response |

**Key Selection Criteria**

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| C:\Users\David.Sandison\AppData\Local\Microsoft\Windows\Temporary Internet Files\Content.Outlook\GIF9U7N8\RoleSpecific_icon.jpg | 1. A relevant tertiary qualification in Social Work, Psychology, Early Childhood Specialist and/or related behavioral sciences at degree level with substantial experience; or associate diploma level with substantial experience in the relevant service stream, or less formal qualifications with specialized skills sufficient to perform at this level
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| 1. Resilience to work with and support clients who have been exposed to trauma
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| 1. Knowledge and experience in the use of current and relevant theoretical frameworks in relation to working with parents in the context of vulnerable children, youth and families. Combined with advanced knowledge and experience in issues relating to male privilege, fatherhood, masculinity and gender related issues, preferably in the context of complex and vulnerable families;
 |
| 1. Sound understanding of the family violence system and the impact of family violence on men, women and children. Along with the ability to provide therapeutic education around the impact family violence on women, children and to the whole family.
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| 1. Experience in providing case work and support to complex individuals and families, along with the capacity to assess needs and risk of children and to take steps to promote safety, and the ability to engage vulnerable women and children in developing safety plans.
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**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**

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| Name: |  |
| Signature: |  |
| Date: |  |