

Specialist Men’s Family Violence Intake Practitioner – Barwon Support and Safety Hub

Position	Specialist Men’s Family Violence Intake Practitioner – Barwon Orange Door
Program	Family Violence Services
Status	Full time or Part time positions available
Location	Geelong CBD
Tenure	Ongoing
Date	January 2019

About Bethany

Bethany is a vibrant community service organisation based in Victoria that provides a broad range of prevention, intervention, support and educational services to children, young people, families and individuals.

Our Vision

To be a recognised leader in providing services that work in new ways to support children, families and individuals to be the best they can, develop secure relationships and participate in their community.

Our Values

- *Courage* *We take action and stand up for what we believe*
- *Respect* *We value people and build on their strengths*
- *Integrity* *We are open, fair and just in everything we do*
- *Innovation* *We develop new ways of working to make a difference*
- *Collaboration* *We work together to improve outcomes*

Bethany’s Statement of Commitment to Child Safety

Bethany is committed to providing a child safe environment. We have zero tolerance of any abuse or maltreatment of children. We are committed to ensuring children and young people are able to actively participate in decisions that affect their lives.

We understand our legal and moral obligations to treat any child safety concerns seriously. We report any allegations and wellbeing concerns to authorities. We are committed to the cultural safety of all children including Aboriginal children, children from culturally and/or

linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

Policy Context

The Royal Commission into Family Violence (RCFV) highlighted the need for increased visibility and accountability of perpetrators of family violence, no matter which point of the service system they chose to enter. A central recommendation of the RCFV included the establishment of Support and Safety Hubs (Hubs) across Victoria. Hubs will be central to Victoria's approach to addressing both family violence and child vulnerability (which may or may not be related to family violence) and will form a critical part of the broader service system network. Family Safety Victoria will oversee the establishment of the Hub network and provide local leadership, facilitation, oversight and infrastructure management in collaboration with community service organisations and statutory services.

A fundamental vision for the establishment of the Hubs is for a simpler, more integrated service system that will be more responsive and better coordinated interventions for women, individuals and families experiencing family violence, perpetrators of family violence and families who require support for their children's care, wellbeing and development.

This government reform will bring together practitioners from specialist family violence services for women and children, perpetrator services and Child FIRST, to form a new Hub workforce in which to provide an integrated and coordinated intake and assessment response.

Family Violence Services

Bethany prioritizes working with family violence by aiming to lessen the impact of family violence and changing perpetrator behaviour. Our services operate from a structural feminist analysis that understands family violence is a gendered crime that is strongly resultant of the social construction of male identity and behaviour i.e. masculinity, power and control and reinforced by systems, ideology and behaviours within our society. We pay particular attention to the active identification and management of all risks associated with family violence. Bethany currently manages a suite of specialist family violence response services for men who choose to use violence in their intimate partner relationships and in their role as fathers.

These responses include:

Intake Screening, Triage and Assessment of all male family violence perpetrators who are referred to the Barwon Family Violence Support and Safety Hub. This is a key component of the statewide integrated family violence reforms and has been designed to ensure that men who choose to use violence have timely access to a full range of services through earlier intake and assessment. All perpetrator assessments will consider suitability for entry to Men's Behaviour Change; Case Management; Fathering Programs and/or their appropriateness and readiness for alternative services.

Men's Behaviour Change, primarily a group based intervention that seeks to engage male perpetrators of family violence in processes and practices designed to engender opportunities for the men to take responsibility for their violent behavior. This model is enhanced via the use of **Partner Contact** work, which aims to provide education and support to the current or ex-partners (and potentially children) of the men who participate in the Men's Behaviour Change model.

Men's Case Management program provides timely and responsive casework, counselling, case management and accommodation assistance to men that use violence against women and children, specifically targeting men who are removed from the family home following the use of violence.

Cross Sector Coordination, funded under an Innovation grant by the Department of Justice and Regulation, the proposed model will seek to address the following needs:

- The absence of a suite of services for male perpetrators of family violence that will meet the current and future demand across Geelong and surrounding areas;
- Limited practice base/s that understand the casual factors of a man's decision to use family violence and its relationship with re-enforcing factors;
- Inadequate research that guides policy and broader practice responses around the relationship between casual and re-enforcing factors;
- Imperfect responses from health and social service sectors in the correct identification and management of male perpetrators of family violence.

Community based Perpetrator Intervention Trial

This program will develop a tailored response to men to address his primary decisions to use violent and controlling behaviours, that incorporates his cognitive impairment. This is a highly nuanced and as yet, underdeveloped area of practice.

Position Objectives

This position is responsible for the provision of a practice response for the Specialist Men’s Family Violence Intake response at the Barwon Support and Safety Hub and access points across the Barwon area.

Position Role

The role is located within the Family Violence area, which sits within the Access, Support and Family Safety Division and is responsible for the delivery of the Specialist Men’s Family Violence Intake response. This role plays an active role in the Barwon area’s front entry point for family violence and child and family wellbeing, working closely with other program areas, particularly Child FIRST, specialist women and children’s family violence (delivered by Barwon CASA/Minerva), Aboriginal family violence response (delivered by Wathaurong) and Community Based Child Protection Service to ensure service continuity and seamless access for families requiring support.

Organisational Relationships

Supervisor	Team Leader Specialist Men’s Family Violence Intake Services
Key External Relationships	Barwon CASA/Minerva, Victoria Police, Corrections Victoria, Wathaurong, Colac Area Health, DHHS Child Protection, Family Safety Victoria and other Community Service Organisations.

Capability Framework

- Demonstrates commitment to social justice and social inclusion and advocates for clients to achieve positive change.
- Maintains a positive approach to change and adapts to new or different ways of working.
- Demonstrates appropriate interpersonal skills, actively participates in all aspects of the role, supports colleagues and values diversity in the team.
- Models and promotes organisational values including self awareness, self management and social awareness in communications, problem solving and conflict resolution and promotes Code of Conduct.
- Is aware of relevant legislation and ensures compliance in work practices.

- Openly shares information, participates and contributes to the team to improve client outcomes.
- Shows initiative and looks for ways to work more dynamically.
- Contributes to the development of processes and systems to improve quality of service.
- Utilises formal and informal networks to achieve client outcomes.
- Works with colleagues to enact team plan and understands own role in achieving organisational mission.

Personal Attributes

- Advocates and champions to achieve positive change.
- Demonstrates a strong and ethical commitment to gender equality.
- Actively participates in a culture of respectful relationships and behaviour across the organisation.
- Is truthful and ethical and leads and reinforces expected standards of behaviour at all times.
- Generates ideas and solutions and takes advantage of new and emerging opportunities
- Creates and sustains dynamic and productive relationships to maximise outcomes.

Key Responsibilities

- Respond to intake enquiries including but not limited to telephone, self and L17 Portal referrals and secondary consultations (Referrals come from a range of sources however predominantly via Victoria Police Fax Back system, Men's Case Management Support Program and self-referrals).
- Deliver screening and triage, assessment, crisis responses, service planning, targeted interventions, allocation and coordinated referral consistent with the integrated Practice Framework, Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks.
- Deliver services and support via phone and outreach at client's home or other sites
- Access (as required) information from the Central Information Point (CIP) to enable a stronger risk assessment of male perpetrators of family violence.
- Support the delivery of coordinated and integrated responses to children and families in need of support and to perpetrators of all forms of family violence, drawing on the

Integrated Practice Framework, Hub Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks.

- Participate in facilitated case discussions, led by the Integrated Practice Leader, Advanced Family Violence Practitioner and Aboriginal Practice Leader.
- Undertake consultation, planning and information sharing (as per Family Violence Information Sharing guidelines) both internally and with external agencies.
- Participate in training and development activities designed to build capabilities to work effectively in the Hub environment.
- Work within a specialist discipline to deliver Hub services and develop an understanding and capabilities to work safely across other areas of specialization.
- Make referrals to other services as needed for example, mental health, alcohol and drug services, health and employment, education and training providers.
- Work strictly within the standards and practice principles of No to Violence.
- Actively participate in regular formal supervision with Team leader – Specialist Men's Family Violence Intake services.
- Record client information accurately on the Hub Client Relationship Management (CRM) system and in line with accreditation standards.
- Attend regular team and agency meetings and participate in professional development and training.
- Share integrated service approaches and learnings with members of the Hub team and with Bethany.
- Maintain accurate and appropriate client files and in line with accreditation standards.
- Maintain and monitor required data systems.
- Participate in and contribute to management reporting and program evaluation and review as required.
- To positively and professionally promote and represent the organisation internally and externally in a range of forums and meetings across the sector and with key stakeholders.
- Provide support across Men's Services when required.
- Make recommendations to effectively resolve problems or issues, by using judgment that is consistent with Bethany Values, standards, practices, policies, procedures, regulation, industrial instruments or legislation.
- Support and participate in the Agency's continuous quality improvement process.
- Other duties as required.

Key Selection Criteria

Essential

1. Graduate Certificate of Social Science - Male Family Violence or willingness to undertake or equivalent qualification from a recognised tertiary or training institution.
2. Minimum 2 - 3 years experience in the specialist family violence field, demonstrated particularly in provision of intake, risk assessment and case planning and working with male perpetrators of family violence.

Desirable

3. Demonstrated understanding of men's accountability work.
4. Comprehensive understanding of the gendered nature of family violence and the impact for women, children and families.
5. Ability to specifically identify and work against collusion and minimisation of male family violence.
6. Demonstrated knowledge of No to Violence principles, standards and practice.
7. Ability to demonstrate culturally sensitive practice in relation to family violence, inclusive of the needs of Aboriginal and CALD communities.
8. Knowledge of family violence service system, legislation, support services and organisations.
9. Excellent communicator with strong interpersonal, advance written and oral communication.
10. Commitment to advocating for non-violence, and to living non-violently.
11. Ability to work with different working styles of others in the pursuit of team objectives, working well under pressure and meeting all set deadlines.
12. Proficient in the use of MS Office, databases and knowledge of a range of IT programs.

Mandatory

13. Current full Victorian Driver's Licence
14. A satisfactory criminal records check and Working With Children Check

Conditions and Remuneration

Salary

This position is classified as an award payment on the Social Community HomeCare and Disability Services Award 2010, Social and Community Services Employee, Level 6, Pay Point 1-3. Salary range is \$81,532 to \$85,259(pro-rata if part time). In addition, the

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	package also includes salary sacrifice as per government legislation.
Ordinary Hours	Hours of work will be between Monday and Friday, between agency hours of 8am to 7pm. After hours work may be required.
Conditions	Other conditions of employment as per the Bethany Enterprise Agreement.
Qualifying Period	This position is subject to a minimum employment period (6 months qualifying) during which time the employee's suitability for ongoing employment will be assessed.
Travel	Travel will be required to other Bethany offices and across the Barwon area.
Physical Requirements	<ul style="list-style-type: none"> ▪ Sit at a computer or in meetings for extended periods - Daily ▪ Work in an open plan office - Daily ▪ Driving - Regular ▪ Outreach home visits - Occasional
Mandatory Requirements	<ul style="list-style-type: none"> ▪ Satisfactory Police Check ▪ Current employee Working with Children Check ▪ Current Drivers Licence ▪ All employees are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process.
Right to work in Australia	You must either be an Australian citizen; or have permanent residence status; or an appropriate visa issued by the Department of Immigration and Citizenship that entitles the employee to work in Australia.

Further Information

Further Information	Lisa Robinson, Manager Family Violence Services
Phone or Email	(03) 5278 8122 or lrobinson@bethany.org.au
Applications	To apply visit our website www.bethany.org.au . Applications will need to include cover letter, resume and letter addressing the key selection criteria.
Closing Date	5pm Friday March 1 2019

Employee Declaration

I have read and understood this Position Description and in signing this document agree that I am capable of fulfilling all of the requirements of the position described in this document. Additionally I agree to notify management immediately of any change in my

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capacity to meet any of the requirements outlined in this Position Description.

Name:

Signature:

Date: