

Position Description

Position	Family Preservation and Reunification Practitioner – Barwon
Program	Practice Development and Family Connections
Location	Geelong West
Date	July 2022

About Bethany

Bethany Community Support Inc. 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 Purpose

Working together to meet the changing needs and aspirations of people in their communities.

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 Diversity Statement

At Bethany, we celebrate diversity and innovation. We embrace creating a connected organisation, which enables all service users, employees, students, contractors, and volunteers to feel safe from discrimination. We support an inclusive environment where people of all genders and ages, people living with a disability. First Nations people and people from LGBTI and CALD communities feel empowered to contribute their experiences and ideas; knowing that these will be valued.

Bethany’s Statement of Commitment to Child Safety

Bethany Group is committed to child safety in every aspect of the organisation. We take deliberate steps to protect children from physical, sexual, emotional, and psychological abuse and neglect. Our organisation fosters openness to create a culture in which everyone – staff, parents, carers, and children – feel confident, enabled, and supported to safely disclose child safety or wellbeing concerns.

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 and young people. This includes providing a safe environment for children and young people with a disability, who are Aboriginal and Torres Strait Islander, from culturally and/or linguistically diverse backgrounds or who identify as LGBTI+.

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Bethany's policies and practices promote the safety and wellbeing of children and establish an effective, consistent approach to prevent, respond to and encourage the reporting of allegations of child abuse and harm.

All children, their families and carers should feel welcome at Bethany, including feeling able to express their identity and raise concerns about their own or others' safety.

Context

Bethany with Cultura and Colac Area Health have partnered to deliver the Victorian Family Preservation and Reunification Response as an evidenced based response working collaboratively with children and families to provide a rapid, intensive, and sustained intervention aimed at preventing at risk children entering or re-entering care. The response will link to, build on existing child and family services with the broader system providing an enhanced continuum of care, provide better support, and achieve measurable outcomes. The target groups are: children subject to an unborn report to Child Protection, highly vulnerable children and adolescents who are identified as being at risk of entering Out of Home care or who have recently entered Out of Home care. The parental risk factors include history of care; young parents; mental health / drug and alcohol and / or presence of family violence.

The FPR Practitioner role is critical in implementing a wrap around, evidence informed case management approach. The Family Preservation and Reunification (FPR) team will work closely with partnership agencies including Cultura, Colac Area Health, Barwon Health, and Gateways Support Services. The Response will be culturally safe and utilise the relational approach that is adaptable and responsive to family and individual needs and key case management frameworks including Family Decision Making and Common Elements.

The work is strengths based, child and family centred, integrating intensive assessment, care team planning, safety and risk planning, parenting strategies, to promote resilience and self-determination. The FPR Practitioners will report to a Team Leader who will be responsible to manage the FPR practitioners across Bethany, Colac Area Health, and Cultura.

Key Responsibilities

- Delivering the Family Preservation and Reunification Response providing a rapid, intensive wraparound response to meet the immediate safety and developmental needs of children and support the parenting needs of parents.
- Delivery of intensive case management based on the FPR Response Guidelines and Best Interest Principles as defined under the Child, Youth & Families Act 2005 and understand how this is integrated within evidence based programs.
- Work within in a culturally safe framework in partnership with family members, specialist and universal service providers utilising principles of Aboriginal Family Decision Making Framework.
- Work within the prescribed relational model of connecting and linking families to build safety and empower and create meaningful opportunities that build upon their strengths utilising a range of evidenced informed intervention strategies including the Common Elements.

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- Work intensively with children young people and families to support family preservation and reunification in line with the Child Protection case plan and Care Team.
- Maintain effective risk assessment to regularly assess child safety concerns and engage with appropriate professionals to support the safety planning for children and family members. Provide court reports/evidence as required.
- Establish and lead care team in line with the agreed action plan.
- Rapid engagement and use of Common Elements relevant to the individual case plan.
- Strengthen the family's connection to community by meaningful engagement with community supports that will sustain the family over time and be culturally appropriate.
- Access and utilise specialist resources and evidence informed frameworks that address the complex needs of family members including FV, AOD, disability and impact of trauma on child safety.
- Ensure that cultural safety is embedded in practice and to achieve good outcomes for Aboriginal and CALD children and young people.
- Proactively participate in case supervision, developing the practice framework including Communities of Practice approaches, case reviews, monitoring and evaluation.
- Work collaboratively with Child Protection.
- Provide families with practical and emotional support, advocacy, coaching, skill building and connection to social and economic resources
- Make recommendations to effectively resolve problems or issues, by using judgment that is consistent with agency's values, standards, practices, policies, procedures, regulations, industrial instruments and legislation.
- Support and participate in the Agency's continuous quality improvement process.
- Other duties as required.

Key Selection Criteria

Essential

1. A tertiary qualification in social work, psychology or equivalent.
2. Minimum of two years experience in case management.
3. Comprehensive understanding of Child and Family Services, the Child Protection system, relevant legislation and court orders.
4. Experience in delivering strengths based risk and needs assessments with families and managing risk.
5. Excellent communicator with strong interpersonal skills, and advanced written and oral communication.
6. Proficient in the use of MS Office, databases and knowledge of a range of IT.
7. Competent in self-management and solution focused.
8. Contributes to the development of processes and systems to improve quality of service.

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9. Proven interpersonal skills and a strong ability to build relationships and partnerships to further agency objectives and improve client outcomes.

Desirable

1. Understanding of trauma and its impact on children and families
2. Understanding of family violence and its impacts on children and families
3. Understanding of the impact of disability for children and families

Capabilities and Personal Attributes

- Advocates and champions to achieve positive change
- Demonstrates commitment to social justice and social inclusion.
- Leads a culture of respectful relationships and behaviour across the organisation.
- Is truthful, ethical, 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.

Organisational Relationships

Supervisor	Practice Team Lead FPR
External Liaisons	Child Protection, Child and Family Alliance Partners, Colac Area Health, Gateways Support Services; Barwon Health; Specialist Family violence Services; other relevant specialist and universal services within the community; schools; early learning services.
Stakeholders	All Staff

Conditions and Remuneration

Salary	This position is classified as an award payment on the Social Community Home Care and Disability Services Award 2010, Level 6, Pay Point 1-3, with a salary range of \$97,295.35 - \$101,598.00 (pro-rata if part time). In addition, the package also includes salary sacrifice as per government legislation.
Ordinary Hours	Ordinary hours of work will be worked between agency hours of 8am to 7pm. Work outside of ordinary hours and days may be required with the appropriate penalty rates.
Conditions	Other conditions of employment as per the Bethany Enterprise Agreement.
Travel	Travel will be required to outreach visits, other Bethany offices and across the Area and other locations.

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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 ▪ Work after hours - Occasional ▪ Driving - Regular ▪ Outreach home visits within Bethany COVID-19 guidelines – Regular ▪ Acknowledging impact of Covid restrictions, work may include remote access and Working From Home arrangements as required by the organisation.
Mandatory Requirements	<ul style="list-style-type: none"> ▪ Satisfactory Police Check ▪ Current Employee Working with Children’s Check <p>All employees are subject to child safety screening and assessment against child safety standards as part of our thorough recruitment process.</p>
Right to work in Australia	<p>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.</p>
Driver Licence	<p>A current full Victorian Driver Licence is required to perform this role.</p>

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

Name:	Signature:	Date: