

Position Description

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| Position | Graduate Family Violence Case Worker |
| Program | Family Violence Services |
| Location | Hamlyn Heights |
| Date | November 2022 |

About Bethany

Bethany Group (Bethany Community Support Inc. and Bethany Kindergarten Services Ltd.) 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

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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+.

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.

Policy Context

The Specialist Family Violence service delivery environment is currently engaged in a plethora of reform activity as a direct result of the Royal Commission into Family Violence (2015), subsequent recommendations (2016) and significant funding from government. Particular reforms relevant to this role include but are not limited to; The review of the Specialist Women and Children's Case Management service delivery model, undertaken by Urbis Consultancy in 2018. The recommendations and implementation of this review are scheduled for later 2019. The implementation of the Information Sharing Scheme (2018), developed to increase the lawful sharing of risk relevant information to ensure safety for victim survivors and accountability for perpetrators. The advent of the MARAM (Multi-Agency Risk Assessment and Management Framework) and the ensuing implementation of the Framework, scheduled for 2019.

Women and Children Services

The Specialist Women and Children Services team promotes safe, equal and just relationships by privileging the safety of women and children, by listening to the voices of children and by a commitment to culturally sensitive practice. Women and Children Services include:

Homeless Children's Specialist Support Service

Homeless Children's Specialist Support Service is funded by the Department of Human Services as part of The Road Home the National Approach to Reducing Homelessness. The HCSSS incorporates a suite of support responses to children and families including assessment and case planning support; enhanced case management and therapeutic group work.

Specialised Family Violence Support for Women & Children

Provides support services including outreach and case management and therapeutic group work to women and where appropriate their children, who are experiencing or escaping family violence.

Court Support 4 Kids

Court Support 4 Kids provides play for children while mothers go about their court business. This role will also work collaboratively with Court staff, Family Violence workers, Police and other service providers to ensure the best possible experience for women and children when attending court

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Position Objectives

Bethany prioritises working with family violence by aiming to lessen the impact of family violence and address perpetrator behaviour. Our services operate from a structural feminist framework that understands family violence is gendered and is 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.

This role is part of the 2023 Family Violence and Sexual Assault Graduate Program. The Program provides a dedicated pathway for new and recent graduates into the family violence, sexual assault and primary prevention sectors and supports graduates to gain practical skills and knowledge while also receiving additional learning and development support. In addition to state-wide learning and networking opportunities, graduates are supported by a dedicated Learning and Development Facilitator and have access to learning and development opportunities with other graduates throughout the year. This includes an induction session at the commencement of the Program and monthly community of practice sessions. Graduate's agencies also have access to a funding allocation to support ongoing learning and development needs over the course of the Program. If you are relocating for the Program, you may also be eligible for a \$1,500 contribution towards costs associated with your relocation. To meet the eligibility requirements for the 2023 Family Violence and Sexual Assault Graduate Program, graduates must have completed all course requirements (or will do so before commencing in the Program) or have completed their qualifications within the last two years. For more information on the Program, please visit: <https://www.vic.gov.au/students-and-graduates-who-want-work-family-violence>

Key Responsibilities

- Under guidance of Supervisor, conduct comprehensive safety and risk assessments in line with the MARAM to determine the current and ongoing risks and service requirements for women and children experiencing family violence.
- Under the guidance of supervisor and senior workers, provide a case management response to a caseload of lower risk family violence cases, including information and advice about service options and pathways to inform and empower clients.
- To fully consider the needs of women and children who have experienced or witnessed family violence and make appropriate referrals, including applying for brokerage on behalf of clients in accordance with Brokerage Guidelines.
- Support the Specialist Men's Services, Family Safety Contact, Barwon Orange Door to ensure an integrated service response to women and children, accountability, and ongoing service development.
- To liaise and build effective working relationships with Police, Courts and a range of family violence specific and mainstream support services.
- Support the facilitation of a range of educational or support based groups under the guidance of Specialist Case Workers.
- Undertake consultation, planning and information sharing (as per information sharing guidelines) both internally and with external agencies.

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- Actively participate in relevant supervision, training and other meetings as required.
- To maintain accurate and appropriate client files in line with appropriate standards, accreditation, maintain complete and accurate data internally and externally and to follow agency policies, procedures and program standards.
- Taking reasonable care for your own health and safety, and for that of others in the workplace by working in accordance with legislative requirements and occupational health and safety (OHS) policies and procedures.
- 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. Hold a tertiary degree in Social Work, or equivalent qualification that meets the requirements of recommendation 209 of the Royal Commission into Family Violence. Click here for more information: <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners>
2. Meet the eligibility requirements of the 2023 Family Violence and Sexual Assault Graduate Program.
3. Proficient in the use of MS Office, databases and knowledge of a range of IT programs.

Desirable

4. An understanding of the gendered nature of family violence and the impact upon women, children, and families.
5. Demonstrated understanding of assessment and risk management, and case management.
6. Ability to demonstrate culturally sensitive practice in relation to family violence, inclusive of the needs of Indigenous and CALD communities.
7. Capacity to co-facilitate therapeutic or educational support groups for women and children in relation to family violence.
8. Well-developed observational, conceptual, and analytical skills, together with highly developed interpersonal and communication skills including written mediums.
9. Excellent communicator with strong interpersonal, advance written and oral communication.

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Organisational Relationships

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| Supervisor | Team Leader – Specialist Women’s and Children’s Services |
| External Liaisons | Sexual Assault and Family Violence Centre, Victoria Police, Corrections Victoria, Wathaurong, Colac Area Health, DFFH Child Protection, Family Safety Victoria and other Community Service Organisations |
| Stakeholders | All Staff |

Conditions and Remuneration

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| Salary | This position is classified as an award payment on the Social Community Home Care and Disability Services Award 2010, Level 4, with a starting salary of \$77,844.21 (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. |
| Conditions | Other conditions of employment as per the Bethany Enterprise Agreement. |
| Travel | Travel will be required to other Bethany offices and across the Barwon South West region and other locations. |
| 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 on call or after hours - Occasional ▪ Driving - Regular ▪ Outreach home visits within Bethany COVID-19 guidelines - Regular ▪ Acknowledging the impact of Covid-19 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 | You must either be an Australian citizen; or have permanent residence status; or an appropriate visa issued by the Department |

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| | of Immigration and Citizenship that entitles the employee to work in Australia. |
| Driver Licence | A current Victorian Driver Licence is required to perform this role. |

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: