

Position Description

Position	Specialist Child and Family Practitioner
Program	Child and Family, Access and Family Safety
Location	The Orange Door, Bellarine Community Health (Outpost)
Date	August 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 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.

The Orange Door, Barwon

The Orange Door, Barwon includes a mix of staff employed by Family Safety Victoria and staff from Community Service Organisations in the Barwon area, include Bethany Community Support. By bringing together different workforces and practices, The Orange Door provides an integrated team and consolidated access point for:

- Women, children, young people and families experiencing family violence
- Perpetrators of family violence, and
- Families in need of support with the care, development and wellbeing of children.

Position Objectives

The Child and Family Practitioner will work within The Orange Door multi-disciplinary team and provide an integrated and collaborative approach to intake, assessment and triaging of clients seeking support and services through The Orange Door. This position is responsible for providing a Child and Family response for the protection and safety of vulnerable children and families experiencing family vulnerability, and also working within the integrated approach to provide intake, assessment and triaging of vulnerable families, child and women victims of family violence and perpetrators of family violence. This role will provide direct service delivery in accordance with the relevant industrial instruments and regulations and agency policies and procedures ensuring alignment with Bethany's Strategic and Operation plans. The role is situated at the Bellarine Community Health as within the Barwon Orange Door.

Key Responsibilities

Overarching Responsibilities:

- Adhere to the Integrated Practice Framework and other relevant frameworks, MARAM and the Information Sharing Scheme, The Orange Door Operational Guidelines, standards, policies and procedures of The Orange Door and Bethany Community Support.

Intake, Assessment and Planning:

- Provide screening, triaging and assessment for vulnerable child and families, child and women victims of family violence and perpetrators of family violence.
- Adopt a whole of family view and use contemporary and evidence based approaches to identify family violence risk and child and family vulnerability, drawing on specialist experience of working with vulnerable families.
- Applying the Best Interests Framework (BICPM) and MARAM to promote the safety, stability, wellbeing and development of children and young people.

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- Provide a range of targeted brief service interventions to vulnerable children and families in response to identified need i.e. single session work, home visits, assertive outreach and case conferencing.
- Provide quality case consultation to The Orange Door practitioners and other professionals inclusive of working with professionals/stakeholders to identify pathways and key transition points that focus on early intervention and prevention.
- Record client information accurately on the Client Relationship Management (CRM) system and handle client information in accordance with the Information Sharing Scheme (FVISS & CISS), information security and privacy policies and requirements.
- Apply for brokerage on behalf of clients in accordance with Brokerage Guidelines.

Integrated Approach:

- Provide an integrated response to phone or walk-in self referrals for The Orange Door, Barwon located at the Bellarine Community Health outpost.
- Work within a specialist Child and Family Services discipline to deliver The Orange Door services and develop an understanding and capability to work safely across other areas of specialisation.

Case Consultation and Stakeholder Engagement:

- Participate in facilitated case conferences, led by the Integrated Practice Leader, Advanced Family Violence Practitioner and Aboriginal Practice Leader.
- Actively develop and maintain partnerships with key community stakeholders including schools, early year's networks, local service providers, the Barwon Child and Family Services Alliance partners and the Department of Human Services.

Learning, Development and Supervision:

- In conjunction with identified stakeholders, undertake joint professional development and community education activities to promote an understanding of approaches that better support vulnerable children and families earlier, and support cultural change around children's best interests.
- Provide support and mentoring to less experienced Child and Family team members and students.
- Participate in relevant professional development and training.
- Actively participate in regular informal and formal supervision and annual performance appraisals with the Team Leader Child and Family.
- Attend regular team and agency meetings.

Other Key Responsibilities:

- 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.

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- Other duties as required.

Key Selection Criteria

Essential

1. A degree in Social Work (or equivalent); or be working towards in line with 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. Knowledge of sector reforms, relevant legislation and ensures compliance in work practices.
3. Proficient in the use of MS Office, databases and knowledge of a range of IT programs.

Desirable

4. Demonstrated ability to identify, assess and prioritise risks and needs of clients in a whole of family approach.
5. Understanding of how to apply the Best Interests Case Practice model and MARAM to undertaking dynamic risk assessments and decision-making for children, young people and families.
6. Demonstrated experience in brief intervention, case conferencing, assertive outreach, safety planning and crisis intervention as they relate to victim/survivors and male perpetrators of family violence.
7. Competent in self-management and solution focused.
8. Contributes to the development of processes and systems to improve quality of service.

Organisational Relationships

Supervisor	Team Leader – Child and Family
External Liaisons	DFFH Child Protection, SAFV Centre, Integrated Family Service Agencies, Specialist Women’s, Children and Men’s Family Violence Services, Victoria Police, Corrections Victoria, Wathaurong, Colac Area Health, Family Safety Victoria, Schools, Kindergartens, Children Centres, NDIA, Centrelink, and other Community Service Organisations
Stakeholders	All staff, Barwon Support and Safety Hub staff, Family Safety Victoria, SAFV Centre, DFFH Child Protection, Integrated Family Service Agencies and Victoria Police

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
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	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 or as required ■ 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 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: