

Position Description

DETAILS

Position Title	Specialist Men’s Family Violence Practitioner
Directorate / Service / Program	Family Violence Services
Reports to	Team Leader – Specialist Men’s Services
Location	South Geelong
Classification	Social, Community, Home Care and Disability Services Industry Award, Level 6
Date Revised	March 2023

ABOUT US

Bethany Group and Barwon Child, Youth & Family (BCYF), are two of Geelong’s oldest and well-regarded community support and early childhood education providers in the Barwon and Southwest regions in Victoria.

In March 2022, BCYF and Bethany Group (Bethany Community Support Inc. and Bethany Kindergarten Services Ltd.) agreed to a merger of the two organisations into a single legal entity known as BCYF – Bethany Limited. This decision followed a 12-month exploration and due diligence project and is seen as a collaborative merger of two equal partners with common objectives. The merger completion date, that is the transition to a new entity, is planned to be on 31 March 2023.

After extensive consultation and collaboration with our existing workforce and key stakeholders, the Purpose, Vision and Values for the new organisation have been developed. These will set the foundation for the formation of our new combined entity:

Our Purpose: Supporting people, strengthening communities.

Our Vision: A fair, safe and inclusive community where everyone can thrive.

Our Values: Build Connection, Show Courage, Inspire Action, Celebrate Difference, Be Dynamic.

INCLUSION STATEMENT

BCYF – Bethany Limited are committed to being a place where everyone has a sense of belonging.

We embrace the unique perspectives and experience of our people and our community, and their voice is at the heart of our values and decision making.

We aim to be courageous as we learn, grow, and evolve as an accessible, inclusive and safe organisation for people of all identities.

We are working to create a team of people who reflect the diverse community we support. Aboriginal and Torres Strait Islander, LGBTQIA+, culturally diverse people, those living with a disability, and those looking to return to the workforce following a break in their career, are encouraged to apply for our roles.

CHILD SAFETY STATEMENT

BCYF – Bethany Limited are committed to child safety in every aspect of the organisations. 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+.

BCYF – Bethany Limited 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 BCYF – Bethany Limited, including feeling able to express their identity and raise concerns about their own or others' safety.

POSITION OVERVIEW

The Royal Commission into Family Violence (RCFV) highlighter the need for increased visibility and accountability of perpetrators of family violence, no matter which point of the service system they choose to enter (Recommendation 86,87,88 and 89). Central to these recommendation included the development of strong and capable perpetrator accountability practice, increasing the understanding the complex interplay between the primary reason me choose to use violence and any contributing factors, such as Alcohol and Drug Use and Mental Health and improving the outcomes for perpetrators who attend men's Behaviour Change programs.

In March 2018, Bethany established the Men's Family Violence Intervention Centre. This Centre provides a coordinated response, designed to increase accountability and visibility of men who choose to use violence in their family relationships. The service is informed by cutting edge research and emerging practice and will ultimately provide men access to services including:

Intake Screening, Triage, Assessment of all male family violence perpetrators, All perpetrator assessments will consider suitability for entry to Men's behaviour Change; Case Management; and/or their appropriateness for alternate programs.

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 men to take responsibility for their violence behaviour.

Perpetrator Intervention Trial, providing an adapted Men's Behaviour Change and case Management response for men who have a cognitive impairment. The program assists me in taking responsibility for their use of family violence, with a focus on ensuring safety of women and children.

Men's Case Management program provides timely and responsive short or long term case work and case management assistance to men that use violence against women and children, specifically targeting men who have been removed from the family home following the use of violence. The model enables the men to establish stronger links to specialist health and welfare services to address the often complex contributing factors to their use of violence.

Family Safety Contact, provides a primarily phone based response to current and/or ex partners of men who are current participants in service at the Bethany Men's Family Violence Intervention Centre. The contact ensures a contemporary account of risk/s associated with the men and is crucial in assisting the current and ex partners to develop safety structures and plans.

Post Participation Group, Group and individual support for men who have completed a Men's behaviour Change program and want to continue on their change journey.

Family Violence Flexible Packages, provides flexible government funding to people impacted by family violence. Packages are allocated via a network of case managers supporting individuals and children's experience of family violence.

Personal Safety Initiative, Providing technology and home safety measures to assist family violence victim/ survivors to remain safety in their homes.

Court Support 4 Kids, Play base engagement 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

BCYF – Bethany Limited prioritizes 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 identify 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.

KEY ACCOUNTABILITIES

Duties of this position may include, but are not limited to the following:

- Undertake comprehensive risk assessments and risk management in accordance with MARAM and the framework for comprehensive assessment in men's Behaviour change and case management
- Provide case management response to men who identified as needing a case management response as requested.
- Assist with preparation, coordination and completion of group work programs.
- Provide group readiness sessions as appropriate for men who are experiencing issues beyond the scope of the group or not ready to enter group.
- Facilitate a group work programs for men who perpetrate violence.
- Undertake consultation, planning and information sharing (as per information sharing guidelines) both internally and with external agencies
- To maintain client documentation in accordance with appropriate standards and professional requirements and comply with the accurate collection of statistical information
- Actively participate in regular supervision with Team Leader – Specialist Men's Services
- To maintain accurate and appropriate client files in line with accreditation standards, and maintain complete and accurate data internally and externally
- Other reasonable duties as directed

Organisational Accountabilities:

- Apply BCYF – Bethany Limited quality and risk management frameworks.
- Understand and comply with the standards of a child safe organisation in both practice and culture.
- Active involvement in professional development to build knowledge and skills.
- Make decisions following the values, and the relevant standards, practices, policies, procedures, regulations, industrial instruments and legislation.

QUALIFICATIONS, SKILLS AND EXPERIENCE

- Holds a relevant degree or post graduate qualification in Social Work, Psychology or related behavioral science, Criminology, or a related discipline and is willing to undertake further training to achieve Mandatory Minimum Qualifications. Or meets the Mandatory Minimum Qualifications for Family Violence Practitioners by meeting one of the below:
 - Holds a Bachelor of Social Work or equivalent qualification, or
 - Have been employed in the specialist family violence workforce before 1 July 2021 with continuous services (has not had a break from this work for more than 4 years), or
 - Brings significant cultural knowledge or lived experience and is working towards a Bachelor of Social Work or equivalent qualification, or
 - Holds at least 5 years of relevant professional experience or hold a related qualification and is working towards a Bachelor of Social Work or equivalent qualification
- A graduate diploma or graduate certificate qualification in Client Assessment and Case Management (Men's Family Violence) or willingness to undertake this course.
- 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.
- An understanding of the gendered nature of family violence and the impact upon women, children, and families
- Ability to specifically identify and work against collusion and minimisation of male family violence
- Well-developed observational, conceptual and analytical skills, together with highly developed interpersonal and communication skills including written mediums

OTHER REQUIREMENTS OF THE ROLE

All employees must undergo and maintain a range of satisfactory checks as a condition of employment. These include:

- Working with Children Check
- National Police Check
- International Police Check (if required)
- Have the right to work in Australia

KEY STAKEHOLDERS

- BCYF - Bethany Limited Staff
- Sexual Assault and Family Violence Centre
- Victoria Police, Corrections Victoria
- Wathaurong
- Colac Area Health
- DFFH Child Protection
- Family Safety Victoria
- Other Community Service Organisations

PHYSICAL REQUIREMENTS & ENVIRONMENTAL CONDITIONS OF THE ROLE

BCYF – Bethany Limited are committed to creating inclusive spaces that are accessible for everyone by reducing and/or removing barriers through reasonable adjustments.

The following table shows the physical and psychological work environment characteristics that have

Required activities / working environment	Frequency
Computer based tasks, sedentary position, office based	Often
Repetitive manual tasks	Often
Working in buildings which may have stairs <i>(Reasonable adjustments can be made)</i>	Sometimes
Driving, in & out of vehicles <i>(If driving is required, must hold current Victorian Driver Licence)</i>	Sometimes
Bending, lifting, pushing, pulling	Sometimes
Working alone or at a co-located site	Sometimes
Confrontational/confronting situations <i>(Due to the nature of our work, there may be times when staff are exposed to behaviour, language and/or situations that can be confronting)</i>	Sometimes
Working outside in differing weather conditions	Rarely
Working oncall and/or after hours	Often
Attending external locations including client homes	Sometimes

been identified as part of this role. Where possible, BCYF – Bethany Limited will make reasonable adjustments to support individuals to succeed in their roles.

Note: The intention of the position description is to provide an outline of scope and responsibilities, at a point in time. Please note, responsibilities may evolve in accordance with organisational needs.

EMPLOYEE DECLARATION

I have read and understood this Position Description and in signing this document agree that I can fulfill all 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: