

## Position Description

### DETAILS

<b>Position Title</b>	Family Preservation and Reunification Practitioner
<b>Directorate / Service / Program</b>	Practice Development and Family Connections
<b>Reports to</b>	Team Leader - Family Preservation and Reunification
<b>Location</b>	Geelong West
<b>Classification</b>	Social, Community, Home Care and Disability Services Industry Award Level 6
<b>Date Revised</b>	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

### Context

Bethany with Cultura and Colac Area Health have partnered to deliver the Victorian Family Preservation and Reunification Response (FPRR) 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. Bethany is the lead facilitator and provides the individual supervision to the FPRR team.

This position will be employed by BCYF-Bethany Ltd as the new entity.

The response will build on existing child and family services, in collaboration 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 Family Preservation and Reunification Practitioner role is critical in implementing a wrap around, evidence informed case management approach. 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 FPRR Practitioner is a senior role and is expected to have a high level of expertise and experience in complex case management and be competent in a range of relevant frameworks and approaches including strengths based, child and person centred, integrating intensive assessment, care team planning, safety and risk planning, MARAM Assessment, Common elements, parenting strategies, to promote resilience and self-determination. The FPR Practitioners report to the Team Leader who will be responsible to manage the FPR practitioners across Bethany, Colac Area Health, and Cultura.

## KEY ACCOUNTABILITIES

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

- Delivering high quality expertise providing a rapid, intensive wrap around approach 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, including use of the Common Elements framework

- Work within in a culturally safe framework in partnership with family members, specialist and universal service providers to achieve good outcomes for Aboriginal and CALD children and young people
- 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
- 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
- Undertake high level 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
- Ensure collaborative engagement with key stakeholders including family members, Child Protection and relevant specialist and universal services to meet the individual needs of the child and family
- Establish and have responsibility to lead care team in line with the agreed action plan engaging specialist and universal resources and evidence informed frameworks that address the complex needs of family members including FV, AOD, disability and impact of trauma on child safety
- Proactively participate in case supervision, developing the practice framework including Communities of Practice approaches, case reviews, monitoring and evaluation
- Provide families with high level support and intervention in relation to practical and emotional support, advocacy, coaching, skill building and connection to social and economic resources
- Other 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**

- A tertiary qualification in social work, psychology or equivalent.
- Minimum of two years' experience in complex case management
- Comprehensive understanding of Child and Family Services, the Child Protection system, relevant legislation and court orders
- Experience in delivering a community based service using evidence-informed frameworks, practices and models to complete strengths based risk and needs assessments with families.
- Proven interpersonal skills and a strong ability to build relationships and partnerships to further agency objectives and improve client outcomes

### **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

- Bethany Group Staff
- BCYF Staff
- 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.

## 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 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.

Required activities / working environment	Frequency
<b>Computer based tasks, sedentary position, office based</b>	Often
<b>Repetitive manual tasks</b>	Rarely
<b>Working in buildings which may have stairs</b> <i>(Reasonable adjustments can be made)</i>	Often
<b>Driving, in &amp; out of vehicles</b> <i>(If driving is required, must hold current Victorian Driver Licence)</i>	Often
<b>Bending, lifting, pushing, pulling</b>	Sometimes
<b>Working alone or at a co-located site</b>	Sometimes
<b>Confrontational/confronting situations</b> <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
<b>Working outside in differing weather conditions</b>	N/A
<b>Working after hours</b>	Sometimes
<b>Attending external locations including client homes</b>	Often

## 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.

<b>Name:</b>	<b>Signature:</b>	<b>Date:</b>
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