

	<b>Position Title: Specialist Family Violence Worker; Family Violence Child Protection Partnership</b>		<b>Team: Northern Family &amp; Domestic Violence Service</b>	<b>Region: Northern</b>
	<b>Supervisor: Team Leader Collaborative Triage</b>	<b>Delegations and Authorities:</b> In Line with Delegations Policy	<b>Band: (A-F) B</b>	<b>Date Completed:</b> <b>02/08/2016</b>

## ORGANISATIONAL INFORMATION

OUR VISION AND FOCUS	ROLE CONTEXT
<p><b>All children should have a good childhood, growing up feeling safe, nurtured and with hope for the future.</b></p> <p>Berry Street chooses to work with children, young people and families with the most challenging and complex issues arising from their experience of abuse, neglect or violence.</p> <p>To achieve our Vision, Berry Street delivers a wide range of services across metropolitan, regional and rural Victoria - from strengthening families and communities to those that focus on helping children, young people and adults recover from the trauma of violence, abuse and neglect.</p> <p>We also engage government, other community organisations and the general public in child-focussed advocacy and knowledge sharing.</p>	<p><b>Broad Context</b></p> <p>The 2015-16 State Budget committed \$17.57 million in funding over five years to the <i>Child Protection Flexible Responses Initiative</i>. The initiative, now known as <i>Family Violence Child Protection Partnership</i>, co-locates 17 Specialist Family Violence Workers (SFVW) in Child Protection offices across the State and aims to strengthen Child Protection practice, enable joint assessments, assist Child Protection to navigate the family violence system and strengthen opportunities to divert children away from statutory responses.</p> <p><b>Organisational Environment</b></p> <p>Berry Street's, Northern Family &amp; Domestic Violence Service is the lead provider and access point for the integrated family violence service system in the Northern Metropolitan sub-region, providing a range of support services to women and their children who have experienced family violence. The service aims to assist women and their children to remain safely within their community and maintain a life free of violence while also addressing the emotional and practical needs and issues arising from the violence.</p> <p>Underpinning the service is a commitment to work within a feminist framework that acknowledges the gendered nature of violence against women and the social pattern of inequality in which violence and abuse is perpetrated.</p> <p>The service operates within a collaborative &amp; supportive team environment with a strong focus on partnerships with relevant external organisations.</p> <p><b>Family Violence Child Protection Partnership</b></p> <p>In this partnership the SFVW position will be a senior practitioner with extensive knowledge of family violence and will be responsible for providing operational and strategic advice to Child Protection practitioners and their managers who undertake investigations of families where a child is or may be in need of protection due to family violence. The SFVW will assist Child Protection in the planning and conduct of investigations and support the development of plans that aim to ensure the safety and wellbeing of children and young people. The SFVW works collaboratively with the Child Protection senior managers and practitioners to provide effective service delivery and support.</p> <p>Through co-location at a Child Protection office, the position aims to strengthen and improve responses to families subject to a Child Protection investigation. The aim of the Family Violence Child Protection Partnership is to:</p> <ul style="list-style-type: none"> <li>• Support and promote improved understanding of the perpetrator's pattern of coercive control and its impact on children and the ability of the protective parent to safely parent;</li> <li>• Restore and enhance safe, child-centred parenting; and</li> <li>• Use this knowledge to assist Child Protection achieve the following improved outcomes for the service system and for the families reported to Child Protection.</li> </ul>
OUR VALUES	
<p><b>Berry Street expects all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> To be the best we can be and to never give up</p> <p><b>Integrity:</b> Expect a personal and organisation commitment to honesty</p> <p><b>Respect:</b> Acknowledge the importance of each person's heritage, traditions, identity, needs and aspirations</p> <p><b>Accountability:</b> Be responsible for our own actions</p> <p><b>Working Together:</b> Work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	

	PRIMARY OBJECTIVES OF THE ROLE
	<p>The Specialist Family Violence Worker's client is Child Protection. This reflects the intention of the Partnership to promote Child Protection's improved understanding of the dynamics of family violence, including perpetrator's pattern of coercive control and behaviours.</p> <p>To achieve this outcome the Specialist Family Violence worker will work with Child Protection to:</p> <ul style="list-style-type: none"> <li>• Contribute to an integrated and collaborative child-centred, family-focused service system</li> <li>• Recognise the protective parent as a victim/survivor</li> <li>• Recognise and respond appropriately to perpetrator behaviour and perpetrator-driven risk</li> <li>• Identify and address systemic barriers to joint practice by family violence and Child Protection</li> <li>• Strengthen referral pathways between Child Protection and specialist family violence services</li> <li>• Encourage joint family violence risk assessments (CRAF assessments) and safety plans and enhanced information sharing</li> <li>• Create a better understanding of each organisation's processes</li> <li>• Identify, consistently document and respond to the risk from perpetrators to each child</li> <li>• Support cultural safety - keeping Aboriginal people and other groups connected to their culture</li> <li>• Improve the quality and depth of information sharing and documentation, including material that may be relevant for legal processes.</li> </ul>
	REPORTING RELATIONSHIPS
	<p>This role is based at the Department of Health and Human Services office in Preston and the Berry Street, Northern region office in Eaglemont. The worker is part of the broader Northern Family &amp; Domestic Violence Service.</p> <p>This role reports to the Program Manager; Multi Agency Risk Assessment and Response, who will provide supervision and review. This role has no direct reports and works in conjunction with the broader team and the Child Protection partnership.</p> <p>This is a permanent position. 1.0EFT.</p>

KEY SELECTION CRITERIA	
KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE	
<ul style="list-style-type: none"> <li>• A minimum of three years' experience working in the family violence service system, preferably with supervisory experience.</li> <li>• Extensive knowledge and experience of risk assessment frameworks including the Common Risk Assessment Framework (CRAF) and the Best Interests Case Practice Model, in the context of family violence.</li> <li>• A significant understanding of the gendered nature of family violence and the ability to articulate and apply a practice framework including engagement and assessment.</li> <li>• Demonstrated knowledge and high level understanding of:</li> </ul>	<ul style="list-style-type: none"> <li>• Extensive experience and knowledge of working with women, infants, children, adolescents and men from culturally diverse communities.</li> <li>• Capacity and desire to support improved engagement by Child Protection with both victims and perpetrators.</li> <li>• Willingness and ability to engage directly with perpetrators or with services working with perpetrators of family violence for the purpose of service linkage and referral.</li> <li>• Demonstrated experience in developing and maintaining relationships with other stakeholders in a multi-disciplinary environment including capacity to problem solve and negotiate with other professionals.</li> </ul>

- the perpetrator's pattern of coercive control and its impact on children and the ability of the protective parent to safely parent;
- mechanisms to restore and enhance safe, child-centred parenting; and the capacity to use this knowledge to assist Child Protection achieve improved client and system outcomes.
- Demonstrate a sound understanding of child development, family systems and ecological theory.
- Demonstrate a sound understanding of historical and contemporary issues that affect Aboriginal and Torres Strait Islander people in Australian society, as well as values and protocols, and demonstrated capacity to work in culturally informed and respectful manner.
- High level understanding of the Family Violence Protection Act 2008, the Children, Youth and Families Act 2005, Privacy and Data Protection Act 2014, the Health Records Act 2001, the CRAF and Victoria Police Code of Practice.

- Demonstrate expert knowledge of local family violence support services and approaches in the local area.
- Demonstrated ability to manage confidential information, to keep accurate and complete records of your work activities in accordance with organisational requirements, information security and privacy policies and requirements.
- Highly developed written and oral communication skills including; accurately recording data, correspondence, reporting and providing written and oral evidence to the Children's Court of Victoria, the Magistrates' Court of Victoria and other relevant courts and tribunals.
- Demonstrated understanding of and commitment to the principles of equity, diversity, continual improvement, risk management and occupational health and safety.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practicing and promoting self-care strategies.

#### Personal qualities

- Good interpersonal, team and networking skills and capacity to work independently.
- Ability to identify and influence systemic change.
- Capacity to adapt to the evolving nature of the role, with enthusiasm for and willingness to lead change
- Ability to lead professional development activities with Child Protection and the home family violence agency
- Demonstrates initiative.

#### QUALIFICATIONS AND OTHER REQUIREMENTS

- A tertiary qualification in a relevant or related community services discipline is required.
- A valid Driver's license is mandatory.
- A current Working With Children Check (WWCC) card is required and will need to be provided prior to commencement by the applicant. Currency will need to be maintained by the employee for the period of employment.
- All competitive applicants are subject to a National Police History Check as part of the recruitment process.
- Subsequently, staff must report any criminal charges or court appearances.

#### • DESIRABLE

- An established strong working relationship with Child Protection is desirable.
- A comprehensive understanding of the Integrated Family Violence Service System.
- Knowledge of the *Family Violence Protection Act 2008*, the *Children Youth and Families Act 2007* and the *Privacy Act Victoria 2014*.
- Ability to speak a relevant community language.

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITY
<b>Operational Focus</b>	<p>Direct engagement with activities and tasks associated with Child Protection investigations:</p> <ul style="list-style-type: none"> <li>• To jointly identify and document, with Child Protection, issues in responses to family violence and develop solutions to system gaps and practice issues.</li> <li>• Provide specialist advice to Child Protection practitioners undertaking investigations where family violence is present.</li> </ul> <p>Facilitate client information sharing, where appropriate and support joint work between Child Protection and family violence services to achieve better engagement with services for victims and perpetrators of family violence.</p> <p>Provide information, where appropriate, about the client's history from the Specialist Family Violence Agency and other family violence men's and women's services operating in the local area.</p> <p>Support Child Protection to understand the dynamics of perpetrator behaviour and use this information to:</p> <ul style="list-style-type: none"> <li>• Improve engagement with perpetrators and to create stronger feedback loops between men's services and Child Protection; and</li> <li>• Enhance understanding and work with the non-offending parent.</li> </ul> <p>Initiate exceptions conferences, contribute to the rationale for substantiation, and participate in secondary consultation with Child Protection to enable more informed assessments of safety and risk to victims and perpetrator behaviour.</p> <p>Assisting Child Protection practitioners to understand and navigate the family violence system;</p> <ul style="list-style-type: none"> <li>• Making outward referrals (where possible warm referrals) in collaboration with Child Protection to specialist family violence services and expediting referrals.</li> <li>• Maintain an in-depth knowledge of the family violence support services in the area and the eligibility requirements for such services.</li> <li>• Keeping up to date information on waitlists and alternatives for family violence support services in the area.</li> <li>• Assisting Child Protection to secure placement for clients in refuge or crisis accommodation.</li> </ul> <p>Coordinating other family violence workers in the area to attend joint home visits with Child Protection.</p> <p>Targeting the use of funding and resources in responding to clients that experience and/or use family violence; and building the capacity of Child Protection.</p>
<b>Strategic Focus</b>	<p>The strategic focus involves supporting the development of more integrated service response by Child Protection and family violence services through:</p> <ul style="list-style-type: none"> <li>• Identifying emerging trends, needs and gaps in service delivery and practice issues, particularly in the investigation phase, and to use this knowledge to generate changes in systems and approaches.</li> <li>• Facilitating engagement between and promoting joint work by Child Protection and family violence services in the local area.</li> <li>• Improving the quality and consistency of family violence related information, assessment and interventions in case notes.</li> <li>• Identifying the need for, participate in, and/or deliver Child Protection training and professional development activities.</li> <li>• At the local level, supporting the implementation of the government's responses to recommendations from the Royal Commission into Family Violence.</li> </ul>
<b>Other</b>	<p>Berry Street supports White Ribbon, Australia's campaign to stop violence against women. There is an expectation that staff never commit, excuse or remain silent about violence against women.</p>



### **CONDITIONS OF EMPLOYMENT**

1. This position is for 76 hours per fortnight. There may be some after hours and weekend work required and this will be remunerated with a combination of leave and on-call allowances. There is no paid overtime, but any extra hours worked will be accrued as Time-in-Lieu according to the Berry Street Victoria Enterprise Agreement.
2. You will initially be employed at our Eaglemont office and you will be required to work from the Child Protection Preston office as directed, up to four days per week.
3. Terms and conditions of employment are in accordance with the Berry Street Victoria Enterprise Agreement, which includes above Award payments and eligibility for remuneration packaging. Salary packaging is available to full-time and 0.8 staff to a maximum value of \$15,899 and a maximum value of \$12,000 to all other permanent part-time staff, in line with our Salary Packaging policy.
4. The base salary for this position is SCHADSD 6, PP1 which is \$68,942.64 under the Berry Street Victoria Enterprise Agreement. The value of the salary can be increased through salary packaging.
5. Superannuation will be paid according to Superannuation Guarantee into a compliant fund of your choice or into HESTA Superannuation Fund.
6. The successful applicant will be required to undergo satisfactory pre-employment checks, including two professional referees, a pre-existing injury/disease declaration, a criminal records check and proof of identify, driver's licence and qualifications.
7. The successful applicant will initially be employed for a probationary period of three months. During this period, either party can terminate employment with one week's notice. A probationary review before three months will be undertaken.
8. Under Victorian WorkCover legislation, it is the applicant's duty to advise Berry Street of any pre-existing medical condition, which could be aggravated by the type of employment for which they are applying. The existence of a medical condition will not preclude you from employment, unless you are unable to perform the inherent requirements of the position. However failure to disclose any relevant injury or disease will jeopardise any entitlement you may otherwise have for a work-related aggravation of that non-disclosed pre-existing condition.
9. Berry Street has a smoke-free workplace policy.

### INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position, for assessment by you and/or your medical practitioner.

Element	Key Activity	Frequency
<b>Work Environment</b>	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Regular
	Be exposed to all outdoor weather conditions.	Regular
	Work in unstructured environments (e.g. outreach).	Regular
	Work office hours with the possibility of extended hours.	Regular
	Work on-call after hours.	Regular
	Work in an open plan office.	Daily
	Work in buildings which may be two-storey	Regular
	Sit at a computer or in meetings for extended periods	Daily
	Work in an environment with competing demands.	Daily
	Present at court and other jurisdictions.	Occasional
<b>People Contact</b>	Work with clients who may have a physical or sensory disability	Regular
	Liaise with government, non-government and community organisations	Daily
	Interact with members of the public who may display the full range of emotional expressions, including parents, partners, significant others, family members, advocates, doctors, police.	Regular
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Regular
	Facilitate access to specialist, generic and community services	Daily
	Undertake training and professional development activities.	Regular
<b>Administrative Tasks</b>	Undertake administrative tasks which may include the following: computer work, filing, writing reports, case notes/plans and client records, participating in meetings, concentrating for long periods of time, managing resources and budget and researching and analysing information and data.	Daily
	Undertake intensive administrative tasks, which include computer work, report writing (e.g. financial reports), participating in meetings and concentrating for long periods of time.	Daily
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
<b>Transport</b>	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Occasional