

	Position Title: Specialist Family Violence Response Worker – Child Protection	Team: Western Family & Domestic Violence Service		Region: Western Office: Ballarat
	Supervisor: Team Leader Case Management	Delegations and Authorities: In Line with Delegations Policy	Band: A Salary: SCHCADS Lv 6 \$10,500pa Motor Vehicle Allowance	Date Completed: September 2019

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</p> <p>For over 140 years, Berry Street has adapted to a changing world, and we will continue to adapt to achieve our purpose.</p> <p>Berry Street will continue to be a strong and independent voice for the children, young people and families with whom we work. In collaboration with others, we will advocate for investment in early intervention and prevention services that enable families to be safe and stay together. We will use approaches that are culturally safe and informed by the best evidence available. We will measure and learn from the impact of our work, and we will continually contemporise our models of practice.</p> <p>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</p>	<p>The Western Family & Domestic Violence Service is an entry point for Police Referrals covering the Victoria Police Western Division 3 areas, which includes: Ballarat, Moorabool, Pyrenees, Ararat, Golden Plains and Hepburn. The service provides a range of support services to women and their children who have experienced family violence, including an After-Hours Crisis service across the Western Region.</p> <p>This position was a recommendation which came from the Royal Commission into Family Violence where it was highlighted that family violence is present in a significant proportion of Child Protection cases.</p> <p>The fundamental function of the Specialist Family Violence Response Worker is to:</p> <ul style="list-style-type: none"> • Aims to strengthen Child Protection practice. • Enable joint assessments. • Assist Child Protection to navigate the family violence system and divert children away from statutory responses. • Offer advice based on contemporary risk assessment tools and guidance. • Provide specialist support and tailored advice for victims, families and children, and perpetrators. • Connection and coordination of access to support.
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p>We expect all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a ‘fair go’</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: to constantly look at how we can improve, using knowledge and experience of what works, and ensure that all our resources and assets are used in the best possible way</p> <p>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>The primary objectives of the role include;</p> <ul style="list-style-type: none"> • Enhance Child Protection workforce knowledge and capacity in identifying and responding to family violence to keep victim survivors safe and perpetrators accountable. • Strengthen collaborative practice by building networks and Child Protection specific referral pathways. • Facilitate systemic changes that enable effective and sustainable service integration and responses for family violence.
	REPORTING RELATIONSHIPS
	<p>This role is based at the Child Protection office in Ballarat.</p> <p>This role reports to the Team Leader Case Management who will provide supervision and review.</p>

EXPECTATIONS	
<ul style="list-style-type: none"> • Conduct oneself in accordance with the Berry Street Code of Conduct which is underpinned by the values of accountability, courage, integrity, respect and working together within the principles of continuous improvement and occupational health and safety. • Berry Street is committed to diversity and inclusion. We aim to ensure every individual is treated with dignity and respect regardless of their cultural background, ability, ethnicity, gender identity, sexual orientation, spirituality or religion. • Berry Street is committed to being a child safe, child friendly and child empowering organisation. In everything we do we seek to protect children. We are committed to the cultural safety of Aboriginal and Torres Strait Islander children; children from culturally and/or linguistically diverse backgrounds; children with a disability; children who identify with a sexual and or gender minority identity. 	
KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE	
<ul style="list-style-type: none"> • Highly developed written and oral communication abilities including: a demonstrated high level of skill in accurately recording data, correspondence and reporting; and, preparing documentation and presenting information to the Children’s Court of Victoria and other relevant courts and tribunal processes on advice provided in the exercise of this role. • Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies. • Proven experience in working with families in crisis and community-based support e.g. Centrelink, Family Violence Court, Child Protection, Victims Assistance. • High level understanding of the perpetrator’s pattern of coercive control and its impact on children and the protective parent and capacity to use this knowledge to assist Child Protection to achieve improved client and system outcomes. • Capacity to support improved engagement by Child Protection with both victims and perpetrators. • 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. • A good understanding of feminist practice and how this is used as a framework to understand and respond to the gendered nature of violence against women. • An awareness of religious, cultural and language issues that compound the experience of family violence. 	
QUALIFICATIONS AND OTHER REQUIREMENTS	DESIRABLE
<ul style="list-style-type: none"> • A tertiary qualification (minimum Bachelor level) in Social Work, Human Services, Welfare or a related discipline. • Staff must hold a valid WWCC, current drivers licence at all times and undergo a Criminal Records Check prior to employment. Subsequently, staff must report any criminal charges or court appearances. 	<ul style="list-style-type: none"> • An understanding of the Family Violence services sector and a knowledge of the Central Highlands Regional service system. • Knowledge of the Family Violence Protection Act 2008 and the Common Risk Assessment Framework (CRAF). • Knowledge and understanding of the application of the Child, Youth and Family Act 2007. • Experience in or knowledge of the Child Protection system.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Direct Service Delivery	<p>Short-term Outcomes</p> <ul style="list-style-type: none"> • Ensure Child Protection has increased knowledge, skills and confidence; <i>In early identification of family violence</i> <i>In understanding family violence risk assessment and in developing safety plans</i> <i>In identifying and engaging with the adult victim survivor as the protective parent</i> <i>In working with child(ren) as victim survivors in their own rights</i> <i>In non-collusive engagement with perpetrators, in strengthen referrals to address their behaviour and improve their child-centred parenting capacity</i> <i>In practice that is culturally sensitive and acknowledges intersectionality</i> <i>In working with adolescents who use family violence at home.</i> • Family violence risk assessment and safety plans are completed for all families with Child Protection where family violence is identified. • Services for adults and child victim survivors and perpetrators in the local areas are identified and referral pathways are established. • Engagement of victim-survivors and perpetrators with support services and strengths. • Contribute to improved engagement with perpetrators to facilitate changes in perpetrator behaviour and improved child-centred parenting capacity. • Victim survivors are supported to restore and enhance safe, violence free, child-centred parenting. • Pathways for collaborate practice between family violence services and for effective information sharing is established. <p>Long-term Outcomes</p> <ul style="list-style-type: none"> • The Child Protection workforce has an increased capacity, confidence and understanding of the family violence responses and the service system. • Joint family violence risk assessments, information sharing pathways to strengthen risk assessments, risk management plans and pathways for active referrals are embedded in Child Protection practice. • Reforms such as MARAM, SAFER and Information Sharing and the Child Protection specific practice “Tilting Practice” are embedded in the Child Protection system. • Systems for collaborative practice between Child Protection and specialist family violence services to improve safety outcomes for adult and child victim survivors are established. • Perpetrators are visible in the system and are held to account. • Child protection documentation is reflective of family violence competent practice. • The risk of harm to children and the impact of trauma is reduced. • The safety and stability for families is increased. • Children remain safely in the home with the protective parent. • Provision of consultation and advise to Child Protection practitioners with focus on: <ul style="list-style-type: none"> ○ Perpetrator behavior and impact upon the protective parent. ○ Supporting engagement with the broader family violence service system.

	<ul style="list-style-type: none"> • To support Child Protection in identifying and documenting issues in response to family violence and develop solutions to system gaps and practice. • Provide specialist advice to Child Protection practitioners undertaking investigations where family violence is present. • Where permitted, facilitate client information sharing, and where appropriate, support joint work between Child Protection and family violence services for victim survivors and perpetrators of family violence. • Where permitted, provide information about the client's history from the Specialist Family Violence men's and women's services operating in the local area. • Participate in secondary consultation with Child Protection to enable more informed assessments of safety and risk to victims and perpetrator behaviour. • Assisting Child Protection practitioners to understand and navigate the family violence system. • Maintain an in-depth knowledge of family violence support services in the area and the eligibility requirements for such services. • Building the capacity of Child Protection. • Playing an active role in keeping perpetrators of family violence in view and holding them accountable through gathering and sharing information with key agencies. • Identify, assess and prioritise risk and needs of women and children, families and perpetrators. • Develop and review comprehensive safety plans with women and their children. • Provision of advocacy on behalf of women and their children to promote access to required services. • Work directly with women and children, assisting them to identify their own needs and strengths and, where appropriate, to function as an advocate. • Maintain adequate data file records and adhere to DHHS standards.
Primary Strategic Role	<ul style="list-style-type: none"> • 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 the systems and approaches. • Facilitating engagement between and promoting joint work by Child Protection and family violence services in the local area. • Improving the quality and consistency of family violence related information, assessment and interventions in case notes. • Identifying the need for, participate in, and/or deliver Child Protection training and professional development activities. • At the local level, supporting the implementation of the government's responses to recommendations from the Royal Commission into Family Violence.
Program Development	<ul style="list-style-type: none"> • Identify the need for, participating in, and/or deliver Child Protection training and professional development activities. • Contribute to the review, development and implementation of systems, policies and procedures to build and enhance the co-location relationship.
Other	<ul style="list-style-type: none"> • Maintain concise, accurate records, including CS Net. • Handle client information in accordance with the Family Violence Information Sharing Scheme (FVISS), information security and privacy policies and requirements. • Other duties as required.

INHERENT REQUIREMENTS OF WORK ACTIVITIES / ENVIRONMENT

Following is a table that outlines the main physical and psychological requirements of the position.

Element	Key Activity	Frequency
Work Environment	Manage demanding and changing workloads and competing priorities.	Daily
	Work in a team environment.	Daily
	Work in different geographic locations.	Daily
	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
People Contact	Liaise with government, non-government and community organisations.	Daily
	Work with clients who may have a physical or sensory disability.	Regular
	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
Administrative Tasks	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
	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
Transport	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