

## POSITION DESCRIPTION

<b>Position</b>	<b>Family and Education Support Worker</b>
<b>Reports to</b>	<b>Team Leader</b>
<b>Direct Reports</b>	<b>NA</b>
<b>Status</b>	<b>Part time (0.6), 12 month contract</b>
<b>Location</b>	<b>Preston</b>

## BACKGROUND

The Victorian Aboriginal Child Care Agency (VACCA) is the largest organization of its kind in Australia. VACCA is an Aboriginal community-controlled organization that supports and advocates for the Aboriginal community. Our strength lies with our people. Our team is committed to the organisation's vision and values; advocates for our children and other vulnerable community members; and shows respect for, observance and compliance with Aboriginal cultural protocols, practice and ceremony. Our Aboriginality is what distinguishes us from mainstream services and what enables us to deliver the positive outcomes we achieve for our people.

VACCA employs over 600 staff and delivers more than 70 programs across the state. VACCA's experience and expertise in the delivery of therapeutic interventions are underpinned by culture, connection, and healing. VACCA designs, develops and delivers programs with self-determination and an understanding that the intergenerational trauma experienced by our community requires intergenerational and community healing.

Central to VACCA's work is the importance of connection to family, community and culture as essential to Aboriginal children's safety, stability and ensuring that they have an ongoing sense of belonging. As Victoria's largest Aboriginal child welfare agency, VACCA will play a key role in the process of transitioning the care and case management of Aboriginal children from government and non-Aboriginal organisations to Aboriginal community-controlled organisations following the recent decision of the Victorian Government.

VACCA is implementing cultural therapeutic ways which is an agency wide framework that underpins our work with the community, our clients and staff

## OUR VISION

Aboriginal self-determination - Live, Experience and Be.

## OUR PURPOSE

Supporting culturally strong, safe and thriving Aboriginal communities.

## PROGRAM AREA

Side by Side is a new program run by Berry Street as the lead agency and Victorian Aboriginal Child Care Agency (VACCA) as subcontractor as part of the Victorian Government's Partnerships Addressing Disadvantage initiative. Side by Side is an outcomes-based contract and aims to improve engagement, attendance and learning outcomes for some of Victoria's most vulnerable and disadvantaged children.

The objective of the Side by Side Program is to support students in early primary school (Years 1 to 4) who are low attenders to close the gap on their attendance and learning. The Program will prioritise Aboriginal and Torres Strait Islander students. Side by Side is based on and leverages the success of VACCA's Koorie Kids Stay at School Program and the Berry Street Education Model. The Side by Side program will offer whole of school training that is trauma-aware and culturally responsive for school staff, one to one student and family support and tutoring support to students who are behind academically.

## POSITION SUMMARY

The Family and Education Support worker will work alongside Berry Street's Side by Side team, to engage with Aboriginal students and families in three identified primary schools in Northern Melbourne.

## KEY RELATIONSHIPS

*Internal:* Koorie Children and Youth Programs; Client services;

*External:* Thomastown West Primary; Reservoir East Primary; Preston North East; KESO's; DET; Berry Street

## KEY SELECTION CRITERIA

- Demonstrated understanding of, and commitment to, the values that underpin VACCA's vision and purpose and the capacity to champion these internally and externally
- Demonstrated awareness and appreciation of Aboriginal societies and cultures, and commitment to continually build knowledge of such, along with a high level of awareness of the key issues which impact upon Aboriginal communities
- Demonstrated experience of working with Aboriginal children and families.
- Demonstrated understanding of child development, and the impact trauma can have on a child's development.
- Demonstrated ability to work in a team and with key stakeholders particularly within school communities
- Demonstrated ability to maintain records compliant with legislation and standards and data systems for reporting and planning

- Demonstrates effective and culturally appropriate interpersonal skills e.g. active listening, empathy in all verbal and non-verbal communications

## QUALIFICATIONS & EXPERIENCE

- A tertiary qualification in Education, Social Work, Welfare or other related discipline and/or experience working with Schools and the Education sector will be highly desirable

## REQUIREMENTS

- You must have and continue to hold a full Victorian Driver's Licence and a current employment working with children check card.

## POSITION ACCOUNTABILITIES

- Hold a caseload and provide education case management and family support to Aboriginal children and their families to increase the student's connection to school.
- Assist Aboriginal families to strengthen their parenting capacity to foster positive routines and connection with school
- Advocate and support Aboriginal families to access services and resources
- Establish clear goals with Aboriginal children and families using a trauma aware, culturally sensitive approach
- Fulfil responsibilities associated with program by completing all case management tasks and reporting requirements
- Participate in supervision, training and meetings as requested

## HEALTH, SAFETY & WELLBEING

- Ensure compliance with the OH&S Act and VACCA policies.
- Contribute positively and proactively to team and organisation wide OH&S activities.

## QUALITY & CONTINUOUS IMPROVEMENT

- Ensure compliance with legislation, contract and policy requirements in your day to day work in order to meet the organisation's audit, contract and registration obligations.
- Proactively apply your specialist knowledge in the review and maintenance of policies, systems and processes.
- Continue the development of a culturally strong and positive working environment using a continuous improvement approach.

## OTHER

- Participate proactively in team project initiatives

- Support other team members in periods of high demand and during periods of absence.
- Participate in project groups and attend events
- Undertake other duties as directed

#### ADDITIONAL INFORMATION

We are committed to Aboriginal self-determination and supporting strong, safe, thriving Aboriginal communities and aim to ensure every individual is treated with dignity, honouring all cultural backgrounds, abilities, ethnicities, sexual orientations, gender identities and spiritual beliefs.

VACCA is a child-safe organisation and is committed to ensuring the safety and wellbeing of children and young people with zero tolerance for child abuse. All successful applicants will be required to undertake a National Police Record Check and Working with Children Check prior to commencement of employment and periodically following commencement.

VACCA is an equal opportunity employer and has a smoke-free workplace policy.