



Specialist Family Violence Worker - Inner Gippsland
Position Description
Children, Youth and Family Services

Stage: Issued
Version: 2.005030
Issued: 2/03/2017
Next Review: 1/03/2020

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| Position Title: | Specialist Family Violence Worker - Inner Gippsland |
| Location: | The position is based at DHHS Morwell office for at least four days per week and half-to-one day per week at Quantum Support Service's Morwell Office. |
| Hours of Duty: | As per Employment Agreement. |
| Duration: | The period of employment is dependent upon ongoing funding. |
| Position Funding: | Funding is provided through the Department of Health and Human Services. |
| Salary: | Salary & conditions are as per the QSS Enterprise Agreement 2015 and based on the Social, Community, Home Care and Disability Services Award (SCHADS). Salary packaging is available. |
| Classification: | Level 6 |
| Reports to: | |

Our Vision, Mission & Values:

Quantum is committed to providing accessible high quality, advocacy and support services that meet the needs of our community.

Our Vision

Quantum Support Services vision is to improve lives.

Our Mission

To improve lives by empowering people, particularly the vulnerable to reach their full potential.

Our Values

Quantum recognises that values driven activities and relationships are essential to the successful achievement of our Vision and Mission and a vibrant organisation. These values guide our behaviours, planning, service delivery and relationships.

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| Respect: Quantum values the worth and contribution of others and embraces treating people fairly and without discrimination | Integrity: Quantum values being ethical and professional in our conduct | Empowerment: Quantum values sharing our knowledge to promote the choices and decision-making capacity of others |
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Program Background:

The 2015-16 State Budget committed \$17.57 million in funding over five years to the *Child Protection Flexible Responses Initiative*. The initiative, now known as *Family Violence Child Protection Partnership*, co-locates 17 Specialist Family Violence Workers 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.

Primary Job Purpose:

Position Summary

The Specialist Family Violence Worker is a senior practitioner with extensive knowledge of family violence. The position is 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 position 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 Specialist Family Violence Worker works collaboratively with the Child Protection senior managers and practitioners to provide effective service delivery and support.

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:

- 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;
- restore and enhance safe, child-centred parenting; and
- use this knowledge to assist Child Protection achieve the following improved outcomes for the service system and for the families reported to Child Protection.

Child Protection Client Outcomes

To improve assessment, planning and intervention in Child Protection investigations where family violence is, or is suspected to be, present in order to:

- Increase safety and stability for families;
- Reduce the risk of harm to children;
- Safely reduce the incidence of re-reports to Child Protection and the number of children placed in out of home care;
- Strengthen the engagement of victims and perpetrators with support services; and
- Contribute to improved engagement with perpetrators towards changes in perpetrator behaviour and improved child-centred parenting capacity.

Service System outcomes

To contribute to an integrated and collaborative child-centred, family-focused service system.

To achieve this outcome the Specialist Family Violence worker will work with Child Protection to:

- Contribute to an integrated and collaborative child-centred, family-focused service system
- Recognise the protective parent as a victim/survivor
- Recognise and respond appropriately to perpetrator behaviour and perpetrator-driven risk
- Identify and address systemic barriers to joint practice by family violence and Child Protection
- Strengthen referral pathways between Child Protection and specialist family violence services
- Encourage joint family violence risk assessments (CRAF assessments) and safety plans and enhanced information sharing
- Create a better understanding of each organisation's processes
- Identify, consistently document and respond to the risk from perpetrators to each child
- Support cultural safety - keeping Aboriginal people and other groups connected to their culture
- Improve the quality and depth of information sharing and documentation, including material that may be relevant for legal processes.

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.

Accountability:

The position will operate at both strategic and operational levels.

Strategic Focus

The strategic focus involves supporting the development of more integrated service response by Child Protection and family violence services through:

- 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.
- 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.

Operational Focus

The operational focus will occur through direct engagement with activities and tasks associated with child Protection investigations:

- To jointly identify and document, with Child Protection, issues in responses to family violence and develop solutions to system gaps and practice issues.
- 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 to achieve better engagement with services for victims and perpetrators of family violence.
- Where permitted, provide information 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.
- Support Child Protection to understand the dynamics of perpetrator behaviour and use this information to:
 - improve engagement and perpetrators and to create stronger feedback loops between men's services and Child Protection; and
 - enhance understanding and work with the non-offending parent.
- Initiate exceptions conference (1), 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.
- Assisting Child Protection practitioners to understand and navigate the family violence system.
- Making outward referrals (where possible warm referrals) in collaboration with Child Protection to specialist family violence services and expediting referrals.
- Maintain and in-depth knowledge of the family violence support services in the area and the eligibility requirements for such services.
- Keeping up to date information on waitlists and alternatives for family violence support services in the area.
- Assisting Child Protection to secure placement for clients in refuge or crisis accommodation.
- Co-ordinating other family violence workers in the area to attend joint home visits with Child Protection.

- 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.

(1) Also referred to as case reviews or reflective practice reviews. Usually convened by involved professionals to strategically examine and draw themes and learning from 'exceptional' cases and case outcomes.

Key Selection Criteria:

Knowledge and skills

1. Expert knowledge of local family violence support services and approaches in the local area.
2. A minimum of three years experience working in the family violence service system, preferably with supervisory experience.
3. Demonstrated knowledge and high level understanding of:
 - a. the perpetrator's pattern of coercive control and its impact on children and the ability of the protective parent to safely parent;
 - b. mechanisms to restore and enhance safe, child-centred parenting; and
 - c. the capacity to use this knowledge to assist Child Protection achieve improved client and system outcomes.
4. An established strong working relationship with Child Protection is desirable.
5. Capacity and desire to support improved engagement by Child Protection with both victims and perpetrators.
6. Demonstrated 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.
7. 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.
8. 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.
9. Highly developed written and oral communication skills including:
 - a. a demonstrated high level of skill in accurately recording data, correspondence and reporting; and
 - b. providing written and oral evidence to the Children's Court of Victoria, the Magistrates' Court of Victoria and other relevant courts and tribunals.
10. Use a range of IT/web-based applications to manage workflow in accordance with organisational guidelines and privacy principles.
11. Keep accurate and complete records of your work activities in accordance with organisational requirements, information security and privacy policies and requirements.

Personal Qualities

1. Good interpersonal, team and networking skills and capacity to work independently.
2. Capacity to adapt to the evolving nature of the role.
3. Enthusiasm for and willingness to lead change.
4. Ability to lead professional development activities with Child Protection and the home family violence agency.
5. Demonstrates initiative.
6. Able to identify and influence systemic change.

Mandatory Requirements:

- A degree or diploma in a relevant or related community services discipline is preferred.
- Completed application must address the key selection criteria, include a current resume that contains or has attached, the name, address and telephone number(s) of three referees.

Conditions of Employment:

- The successful applicant must confirm in writing their acceptance of the Offer of Employment from Quantum Support Services, complete a successful Police Check and Referee Check prior to commencing employment, and provide confirmation of a Working With Children Check.
- The successful applicant is required to comply with the policies of Quantum Support Services Inc.
- A current Victorian driver's license is required, that is not at risk of being cancelled.
- This position description is subject to an annual review.

Internal Files/Links:

[Eziway Salary Packaging](#)

other - human resources

Revision History:

Newly created position August 2016.

Acknowledgement:

Please sign and date to acknowledge you have read and understood this position description.

Employee:

Name: _____

Signature: _____

Date: ____/____/____

Manager

Name: _____

Signature: _____

Date: ____/____/____