

## Position Description

<b>Position</b>	<b>Specialist Men’s Family Violence Practitioner</b>
<b>Program</b>	Family Violence Services
<b>Location</b>	South Geelong
<b>Date</b>	February 2020

### About Bethany

Bethany Community Support Inc. is a vibrant community service organisation based in Victoria that provides a broad range of prevention, intervention, support and educational services to children, young people, families and individuals.

### Our Vision

To be a recognised leader in providing services that work in new ways to support children, families and individuals to be the best they can, develop secure relationships and participate in their community.

### Our Values

- **Courage**            We take action and stand up for what we believe
- **Respect**            We value people and build on their strengths
- **Integrity**           We are open, fair and just in everything we do
- **Innovation**        We develop new ways of working to make a difference
- **Collaboration**    We work together to improve outcomes

### Bethany’s Diversity Statement

At Bethany we celebrate diversity and innovation. We embrace creating a connected organisation which enables all service users, employees, students, contractors, and volunteers to feel safe from discrimination. We support an inclusive environment where people of all genders and ages, people living with a disability. First Nations people and people from LGBTI and CALD communities feel empowered to contribute their experiences and ideas; knowing that these will be valued.

### Bethany’s statement of commitment to child safety

Bethany Community Support is committed to providing a child safe environment. 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 including Aboriginal children, children from culturally and/or linguistically diverse backgrounds, and to providing a safe environment for children with a disability.

### Policy Context

The Victorian Government has committed to implementing all 227 recommendations of the Royal Commission into Family Violence.

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The Royal Commission into Family Violence (RCFV) highlighted the need for increased visibility and accountability of perpetrators of family violence, no matter which point of the service system they chose to enter (Recommendations 86, 87, 88 and 89). Central to these recommendations included the development of strong and capable perpetrator accountability practice, increasing the understanding the complex interplay between the primary reason men choose to use violence and any contributing factors, such as Alcohol and Drug Use and Mental Health and improving the outcomes for perpetrators who attend Men's Behaviour Change programs.

In March 2018, Bethany established the **Men's Family Violence Intervention Centre**. This Centre provides a coordinated response, designed to increase accountability and visibility of men who choose to use violence in their family relationships. The service is informed by cutting-edge research and emerging practice and will ultimately provide men access to services including:

- Cross Sector Coordination to male perpetrators of family violence
- Individual assessment and treatment to male perpetrators of family violence
- Men's case management for male perpetrators of family violence
- Men's Behaviour Change programs
- Fathering programs
- Drug and alcohol counselling
- Forensic Assessment
- Financial counselling
- Housing and homelessness response

As the model develops, additional treatment services will be provided, including: Primary Health Care, mental health assessment and treatment and other counselling.

The Centre will also host a well-appointed training facility with a capability of hosting 75 people, thereby providing an incredible opportunity for local workers to build their capacity to work confidently with perpetrators of family violence.

### **Current responses include:**

**Intake Screening, Triage and Assessment** of all male family violence perpetrators who are referred to the Barwon Family Violence Support and Safety Hub. This is a key component of the statewide integrated family violence reforms and has been designed to ensure that men who choose to use violence have timely access to a full range of services through earlier intake and assessment. All perpetrator assessments will consider suitability for entry to Men's Behaviour Change; Case Management; Fathering Programs; Cross Sector Coordination and/or their appropriateness and readiness for alternative services.

**Men's Behaviour Change**, primarily a group based intervention that seeks to engage male perpetrators of family violence in processes and practices designed to engender opportunities for the men to take responsibility for their violent behavior. This model is enhanced via the use of **Family Safety Contact Worker** work, which aims to provide education and support to the current or ex-partners (and potentially children) of the men who participate in the Men's Behaviour Change model.

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**Men's Case Management** program provides timely and responsive casework, counselling, case management and accommodation assistance to men that use violence against women and children, specifically targeting men who are removed from the family home following the use of violence.

**Cross Sector Coordination**, funded under an Innovation Grant by the Department of Justice and Regulation, the proposed model will seek to address the following needs:

- the absence of a suite of services for male perpetrators of family violence that will meet the current and future demand across Geelong and surrounding areas;
- limited practice base/s that understand the causal factors of a man's decision to use family violence and its relationship with re-enforcing factors;
- inadequate research that guides policy and broader practice responses around the relationship between causal and re-enforcing factors;
- imperfect responses from health and social service sectors in the correct identification and management of male perpetrators of family violence.

### **Community based Perpetrator Intervention Trial**

This program will develop a tailored response to men to address his primary decisions to use violent and controlling behaviors that incorporates a man's cognitive impairment. This is a highly nuanced and as yet, underdeveloped area of practice.

### **Position Objectives**

This position is responsible for working with men who perpetrate family violence by aiming to lessen the impact of family violence and changing perpetrator behaviour. Our services operate from a structural feminist analysis that understands family violence is a gendered crime that is strongly resultant of the social construction of male identity and behaviour i.e. masculinity, power and control and re-enforced by systems, ideology and behaviours within our society. We pay particular attention to the active identification and management of all risks associated with family violence. Bethany currently manages a suite of specialist family violence response services for men who choose to use violence in their intimate partner relationships and in their role as fathers and will look to strengthen their responses with the development of the Men's Family Violence Intervention Centre.

### **Key Responsibilities**

- Facilitate a minimum of 3 Group work programs per week for Men who perpetrate Family Violence. After hours group work required.
- Assist with preparation, coordination and completion of group work programs.
- Provide group readiness sessions as appropriate for men who are experiencing issues beyond the scope of the group or not ready to enter group.
- Respond to intake enquiries including but not limited to telephone, self-referrals and secondary consultations
- Deliver services and support via phone and outreach at client's home or other sites

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- Undertake comprehensive risk assessments and risk management in accordance with MARAM and the Framework for Comprehensive Assessment in Men's Behaviour Change Programs and Men's Case Management.
- Support the delivery of coordinated and integrated responses to children and families in need of support and to perpetrators of all forms of family violence liaising with partner contact and specialist women's service using relevant risk assessment tools and frameworks.
- Undertake consultation, planning and information sharing (as per Family Violence Information Sharing guidelines) both internally and with external agencies.
- Provide a case management response to men who are identified as needing a case management response as requested.
- Participate in training and development activities designed to build capabilities
- Work within a specialist discipline to deliver Men's services and develop an understanding and capabilities to work safely across other areas of specialization.
- Make referrals to other services as needed for example, mental health, alcohol and drug services, health and employment, education and training providers.
- Work strictly within the standards and practice principles of No to Violence.
- Actively participate in regular formal supervision with Team leader – Specialist Men's Family Violence Service.
- Record client information accurately on relevant Data bases.
- Attend regular team and agency meetings and participate in professional development and training.
- Share integrated service approaches and learnings with members of the Hub team and with Bethany.
- Maintain accurate and appropriate client files and in line with accreditation standards.
- Maintain and monitor required data systems.
- Participate in and contribute to management reporting and program evaluation and review as required.
- To positively and professionally promote and represent the organisation internally and externally in a range of forums and meetings across the sector and with key stakeholders.
- Provide support to Support and Safety Hub when required.
- Make recommendations to effectively resolve problems or issues, by using judgment that is consistent with Bethany Values, standards, practices, policies, procedures, regulation, industrial instruments or legislation.
- Support and participate in the Agency's continuous quality improvement process.
- Other duties as required.

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### Key Selection Criteria

#### *Essential*

1. Relevant tertiary undergraduate degree in social work, psychology, counselling or a related subject.
2. A graduate diploma or graduate certificate qualification in Client Assessment and Case Management (Men's Family Violence) or willingness to undertake this course.
3. Experience in the specialist family violence field, demonstrated particularly in provision of group facilitation, risk assessment, assessment and working with male perpetrators of family violence.
4. Current full Victorian Driver's Licence
5. A satisfactory criminal records check and Working with Children Check
6. Knowledge of relevant legislation and ensures compliance in work practices.
7. Proficient in the use of MS Office, databases and knowledge of a range of IT programs.

#### *Desirable*

8. Demonstrated understanding of men's accountability work.
9. Comprehensive understanding of the gendered nature of family violence and the impact for women, children and families.
10. Ability to specifically identify and work against collusion and minimisation of male family violence.
11. Experience in working within a case management framework with complex client cohorts.
12. Ability to demonstrate culturally sensitive practice in relation to family violence, inclusive of the needs of Aboriginal and CALD communities.
13. Excellent communicator with strong interpersonal, advance written and oral communication.
14. Competent in self-management and solution focused.

### Capabilities and Personal Attributes

- Demonstrates commitment to social justice and social inclusion and advocates for clients to achieve positive change.
- Maintains a positive approach to change and adapts to new or different ways of working.
- Demonstrates appropriate interpersonal skills, actively participates in all aspects of the role, supports colleagues and values diversity in the team.
- Models and promotes organisational values including self awareness, self management and social awareness in communications, problem solving and conflict resolution and promotes Code of Conduct.
- Openly shares information, participates and contributes to the team to improve client outcomes.
- Shows initiative and looks for ways to work more dynamically.
- Contributes to the development of processes and systems to improve quality of service.

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- Utilises formal and informal networks to achieve client outcomes.
- Works with colleagues to enact team plan and understands own role in achieving organisational mission.
- Demonstrates a strong and ethical commitment to gender equality.
- Leads a culture of respectful relationships and behaviour across the organisation.
- Is truthful and ethical and leads and reinforces expected standards of behaviour at all times.
- Creates and sustains dynamic and productive relationships to maximise outcomes.

### Organisational Relationships

<b>Supervisor</b>	<b>Team Leader – Specialist Men’s Service</b>
<b>External Liaisons</b>	Sexual Assault and Family Violence Centre, Victoria Police, Corrections Victoria, Wathaurong, Colac Area Health, DHHS Child Protection, Family Safety Victoria and other Community Service Organisations
<b>Stakeholders</b>	All Staff

### Conditions and Remuneration

<b>Salary</b>	This position is classified as an award payment on the Social Community Home Care and Disability Services Award 2010, Social and Community Services Employee, Level 6, Pay Point 1-3. Salary range is \$86,588.30 to \$90,474.56 (pro-rata if part time). In addition, the package also includes salary sacrifice as per government legislation.
<b>Ordinary Hours</b>	Ordinary hours of work will be worked between agency hours of 8am to 7pm. Work outside of ordinary hours and days will be required with the appropriate penalty rates.
<b>Conditions</b>	Other conditions of employment as per the Bethany Enterprise Agreement.
<b>Travel</b>	Travel will be required to other Bethany offices and across the Barwon South West region and other locations.
<b>Physical Requirements</b>	<ul style="list-style-type: none"> <li>▪ Sit at a computer or in meetings for extended periods - Daily</li> <li>▪ Work in an open plan office – Daily</li> <li>▪ Work on call or after hours -Regular</li> <li>▪ Driving - Regular</li> <li>▪ Outreach home visits - Regular</li> </ul>
<b>Right to work in Australia</b>	You must either be an Australian citizen; or have permanent residence status; or an appropriate visa issued by the Department of Immigration and Citizenship that entitles the employee to work in Australia.

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### Employee Declaration

I have read and understood this Position Description and in signing this document agree that I am capable of fulfilling all of 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.

Name:

Signature:

Date: