


	<b>Position Title:</b> Specialist Family Violence Hub Practitioner	<b>Team:</b> Northern Specialist Family Violence Service	  
	<b>Band:</b> B	<b>Salary:</b> Stream 1, Level 6	<b>Date:</b> September 2020

OUR VISION AND PURPOSE	ROLE CONTEXT
<p><b>We believe children, young people and families should be safe, thriving and hopeful.</b></p> <p><b>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</b></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><b>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</b></p>	<p>The Northern Specialist Family Violence Service (NSFVS) is the lead provider for the integrated family violence service system in the Northern Metropolitan sub-region. The NSFVS provides support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; this includes people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) through a range of specialist family violence programs. The service aims to support victim survivors 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>NSFVS provides a Specialist Family Violence team within The Support and Safety Hub (also known as The Orange Door) in the North East Metropolitan Area (NEMA) as per Recommendations 37 and 38 of the Royal Commission into Family Violence.</p> <p>NSFVS operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<p><b>We expect all staff to apply these Values in all aspects of their work.</b></p> <p><b>Courage:</b> to never give up, maintain hope and advocate for a ‘fair go’</p> <p><b>Integrity:</b> to be true to our word</p> <p><b>Respect:</b> to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p><b>Accountability:</b> 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><b>Working Together:</b> to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>The Specialist Family Violence Hub Practitioner plays a critical role in family violence risk assessment, safety planning and engagement of victim survivors and their children into any supports they need. This includes adopting an integrated approach to safety and child wellbeing. The referrals are a combination of police referred, victim survivors calling our service directly, or referrals from other services. The service can be provided by contacting victim survivors by phone, face to face at The Orange Door (NEMA), or conducting outreach appointments.</p> <p>There is expected to be a suite of training programs offered as part of the induction program by Family Safety Victoria, including:</p> <ul style="list-style-type: none"> <li>• Integrated Practice Framework.</li> <li>• Information Sharing Regime.</li> <li>• Hub site induction and worker health and safety.</li> </ul>
	REPORTING RELATIONSHIPS
	<p>This role is based at The Orange Door (NEMA), located in Heidelberg, Wurundjeri Country and reports to the Team Leader The Orange Door (NEMA) or the Senior Specialist Family Violence Hub Practitioner who will provide supervision and review.</p>

EXPECTATIONS	
<ul style="list-style-type: none"> <li>• 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.</li> <li>• Berry Street is committed to service delivery that prioritises 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.</li> <li>• 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.</li> </ul>	
KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE	
<ul style="list-style-type: none"> <li>• Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).</li> <li>• Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.</li> <li>• Demonstrated experience in working with victim survivors and their children from diverse backgrounds who have experienced family violence.</li> <li>• Demonstrated knowledge and high-level understanding of the gendered nature of family violence and the ability to articulate a feminist practice framework that incorporates trauma, attachment, David Mandel's Safe &amp; Together and the Best Interest Case Practice frameworks.</li> <li>• Demonstrated ability and experience to undertake comprehensive risk assessments (CRAF or TRAM) with a focus on perpetrator accountability, to develop safety plans, refer appropriately to other services and respond to crisis situations in consultation with the Team Leader, Program Manager or colleagues.</li> <li>• 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.</li> <li>• Demonstrated commitment to working collaboratively internally, with partners and stakeholders, and the community with the capacity to build relationships, negotiate and liaise at an individual case planning level.</li> </ul>	
QUALIFICATIONS AND OTHER REQUIREMENTS	DESIRABLE
<ul style="list-style-type: none"> <li>• A tertiary qualification (minimum Bachelor level) in Social Work, Psychology, Welfare or a related discipline.</li> <li>• A comprehensive understanding of the Integrated Family Violence Service System.</li> <li>• 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.</li> </ul>	<ul style="list-style-type: none"> <li>• Capacity to be flexible as part of a rostered triage and response team.</li> <li>• An understanding of the Child, Youth and Families Act 2007 and the Family Violence Protection Act 2008.</li> </ul>

## ABOUT THE NORTHERN SPECIALIST FAMILY VIOLENCE SERVICE

The Northern Specialist Family Violence Service (NSFVS) is the lead provider for the integrated family violence service system in the Northern Metropolitan sub-region. The NSFVS provides support services to victim survivors of family violence and their children inclusive of cis gendered heterosexual women and, their children; this includes people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) through a range of specialist family violence programs.

The service aims to support victim survivors 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.

Underpinning the service provided by NSFVS is a commitment to work within an intersectional feminist framework that recognises that gender inequality and the privileging of heterosexual, cis gendered masculinity drives violence against heterosexual, cis gendered women and their children and against people from the LGBTIQ+ communities.

The service acknowledges the social pattern of inequality in which violence and abuse is perpetrated. The service works from a framework that attempts to promote victim survivors' sense of self and encourage their own agency (empowerment). This framework incorporates an understanding of the multi factorial contributors to the experience of family violence by any individual.

This includes contextualising a person within their culture. In our work with Indigenous people we understand that colonisation and the resulting destruction of kinship networks, i.e. the targeted disruption to secure attachments through institutionalisation has resulted in significant transgenerational trauma which continues to impact on the Aboriginal community and influences the perception of the community towards services such as Berry Street.

The service also acknowledges that people from Culturally and Linguistically Diverse (CALD) communities bring experiences from their countries of origin and cultures (including political and religious status) and migration histories that require recognition.

This service acknowledges the power imbalance experienced by people with disabilities when they are dependent on others for their care. This imbalance increases vulnerability to all forms of violent and controlling behaviours.

The service has an appreciation of the negative impact of family violence on the development and well-being of children and adolescents.

The service operates within a collaborative and supportive team environment with a strong focus on partnerships with relevant external organisations.

## KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
<b>Direct Service Delivery</b>	<ul style="list-style-type: none"> <li>• Provision of timely telephone, face-to-face and/or online responses to victim survivors and their children who have experienced or are experiencing family violence and require information, support and or referral to appropriate services.</li> <li>• Work within a specialist discipline to deliver services and develop an understanding and capabilities to work safely across other areas of specialisation (with appropriate training and supervision).</li> <li>• Deliver screening and triage, assessment, crisis responses, service planning, targeted interventions, allocation and managing all family violence referrals for victim survivors and their children (including police referrals) to The Orange Door (NEMA), consistent with the Integrated Practice Framework, Operational Guidelines, Service Specifications and relevant risk assessment tools and frameworks.</li> <li>• Playing an active role in keeping perpetrators of family violence in view and holding them accountable through gathering and sharing information with key agencies.</li> <li>• Identify, assess and prioritise risk and needs of victim survivors and their children, families and perpetrators, drawing on the expertise of different practitioners in a multi-disciplinary team.</li> <li>• Develop and review comprehensive safety plans with victim survivors and their children.</li> <li>• Provision of advocacy on behalf of victim survivors and their children to promote access to required services.</li> <li>• Actively respond to referrals from a range of community and statutory organisations, prioritising victim survivors assessed at high and escalating risk of family violence.</li> </ul>
<b>Administration</b>	<ul style="list-style-type: none"> <li>• Maintain concise, accurate records, including CSNet and Client Relationship Management (CRM) systems in The Orange Door (NEMA).</li> <li>• Apply for brokerage on behalf of clients in accordance with Brokerage Guidelines for approval by the Integrated Practice Leader.</li> <li>• Handle client information in accordance with the Family Violence Information Sharing Scheme (FVISS), information security and privacy policies and requirements.</li> </ul>
<b>Program Development</b>	<ul style="list-style-type: none"> <li>• Effectively participate as part of a co-located, coordinated and collaborative multiagency team in The Orange Door (NEMA).</li> <li>• Establish effective working relationship with partner agencies providing services and support to victim survivors and their children who have experienced family violence.</li> <li>• Contribute to the review, development and implementation of systems, policies and procedures to build and enhance The Orange Door (NEMA) service model.</li> </ul>
<b>Other</b>	<ul style="list-style-type: none"> <li>• Other duties as required.</li> </ul>

## 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
<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>	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
<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
	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