

POSITION DESCRIPTION



Position Title:	Family Violence Disability Practice Leader
Location:	Quantum Morwell Office or other Quantum location as required.
Reports To:	Manager Family Violence
Hours of Duty:	As per the Employment Agreement
Salary Classification:	SCHADS Award Level 7
PD number:	FVR059

About Quantum

Quantum Support Services has been operating in the Gippsland region since 1987. During this time, the organisation has built a strong reputation in achieving outcomes for the local community. We are a not-for-profit support service, which means that all funds are used to support the community. We offer services to clients at our five sites (Bairnsdale, Sale, Morwell, Warragul and the East Bairnsdale Community Hub) and outreach to clients living across Gippsland. The range of services we provide include:

- Homelessness including youth crisis accommodation
- Tenancy advocacy and support
- Connecting people with the community such as assisting people experiencing vulnerability with health services and other support providers
- Family violence support for women and children
- Youth programs
- Out of Home Care including Foster Care

Quantum believes the celebration of diversity makes us and the community stronger. We are committed to embracing everyone's individual differences so that we can help create a strong workplace and community that is empowered to reach its potential. We celebrate diversity of gender, sexuality and spiritual or religious belief along with all cultural backgrounds including Aboriginal and Torres Strait Islander people. Quantum recognises that we all have diverse life experiences that may be influenced by age, ability, social and financial status. Quantum supports everyone's right to feel respected, safe, welcome and valued.

In undertaking this role with Quantum, you are expected fulfil the obligations set out in this document and any other reasonable direction given to you by your Line Manager. Most importantly, the way in which you undertake your work and your behaviour towards you colleagues, clients and the wider community must align to the values set out below.

Vision:	Our Vision is to enrich the wellbeing of Gippslanders
Values:	Respect, Integrity, Empowerment
Our Core Values:	<ul style="list-style-type: none"> • we are inclusive • we are accountable • we strive for sustainable outcomes • we are proactive • we show care • we are agile and adaptive
Our Goals	<ul style="list-style-type: none"> • Provide the right services and programs in the right places. • Increase access to early intervention and prevention services. • Attract, engage and invest in our people. • Build the profile of Quantum. • Achieve a sustainable business model

Background

In 2016 the Royal Commission into Family Violence (the Royal Commission) made 227 recommendations to transform the way government, systems and services prevent and respond to family violence. The Victorian Government is committed to implementing all 227 recommendations. The Royal Commission identified the need for family violence and sexual assault services to provide improved responses to people from diverse communities. It highlighted that people with disability can face multiple and intersecting barriers to identification and reporting family and sexual violence and accessing support. This in turn can compound the risk and severity of family and sexual violence for people with disability. Acknowledging the lack of prevalence data, the Royal Commission noted that available evidence suggests a disproportionately high level of violence against people with disability, particularly women, and that for some victim-survivors family violence is the direct cause of their disability.

All Victorian services, including family violence and sexual assault services, have an obligation to be inclusive, responsive and fully accessible to adults and children with disability. This obligation is heightened with the transition of disability services to the National Disability Insurance Scheme (NDIS).

In April 2019, the Victorian Government launched the Everybody Matters: Inclusion and Equity Statement. The Statement outlines a 10-year commitment to building a more inclusive, safe, responsive and accountable family violence system with the capacity and capability to meet the diverse and complex needs of all Victorians. The Family Violence and Disability Practice Leader initiative will support specialist family violence and sexual assault services, including The Orange Door Network, to better respond to people with disability and ensure they can access the services and supports they need to be safe and recover from violence.

Primary Position Objective

To provide practice leadership and expert advice on best practice service provision at the intersection of family violence, sexual assault and disability to meet the diverse and complex needs of all Victorians.

Duties and Responsibilities

Professional capacity and capability	<ul style="list-style-type: none">• Provide practice leadership and expert advice on best practice service provision at the intersection of family violence, sexual assault and disability. This includes the provision of secondary consultation, advocacy, training and resources to family violence and sexual assault services in the entire DFFH area using an intersectional approach underpinned by the MARAM Framework, Domestic Violence Victoria's Code of Practice: Principles and Standards for Specialist Family Violence Services for Victim-Survivors and The Standards of Practice Manual - CASA Forum.• Consolidate and disseminate best practice guidance and resources at a local level, including those developed through the Statewide Disability Inclusion Advisor role.• Provide knowledge and support in relation to NDIS literacy including eligibility, referral processes and operations (such as plan reviews and appeals) and key contacts to family violence and sexual assault staff within the host agency and family violence and sexual assault services in the wider DFFH area• Leverage existing networks and develop new relationships to identify opportunities to build the capacity of local disability service providers in response to family violence and sexual assault – for example, providing Local Area Coordinators and Planners with information about family violence and sexual assault services, secondary consultation, and professional development and training opportunities and events.
Agency-level collaboration	<ul style="list-style-type: none">• Identify existing networks and build relationships to strengthen referral pathways from and to family violence and sexual assault services, including The Orange Door, and disability service providers.• Contribute to the maintenance of existing networks and/or the establishment of new cross-sector networks.

	<ul style="list-style-type: none"> • Work with the nominated Aboriginal organisation, once determined, to support delivery of practice advice within an Aboriginal cultural safety framework and the Nargneit Birrang Framework Aboriginal Holistic Healing Framework.
System coordination	<ul style="list-style-type: none"> • Identify and map local referral pathways between family violence, sexual assault, disability services and Disabled Persons Organisations (DPO) through tapping into statewide and local subject matter expertise, available catchment planning and/or desk-top research. • Through consultation: validate pathways; identify key relationships, resources, programs, and joint working approaches; and highlight emerging trends, gaps, barriers and/or opportunities for service improvement. • Identify opportunities to strengthen existing pathways and protocols, and where appropriate, establish new pathways and protocols between agencies.
System development	<ul style="list-style-type: none"> • Work with the Statewide Disability Inclusion Advisor to develop a statewide approach to practice leadership and actively participate in the Family Violence and Disability Practice Leader Community of Practice, the Statewide Disability Inclusion Community of Practice and other forums to further a coordinated approach to the program across local areas. • Contribute to the development and review of practice guidance for the family violence and sexual assault sector in line with key project priorities and timelines. Maintain awareness of information sharing reforms (Family Violence Information Sharing Scheme and Child Information Sharing Scheme). • Work collaboratively with local Family Violence Regional Integration Coordinators/Principal Strategic Advisors, the Disability Family Violence Crisis Response Initiative Coordinator and other key stakeholders as identified by the Statewide Disability Inclusion Advisor. • Collect data and information on service supports, gaps in service provision (including in relation to the NDIS), challenges and opportunities in relation to the project. Provide this information to the Statewide Disability Inclusion Advisor to contribute to identification and analysis of systemic issues and promote program consistency and coordination. • Support continuous improvement through feedback to the Statewide Disability Inclusion Advisor.
Reporting	<ul style="list-style-type: none"> • Collate relevant data to satisfy reporting and evaluation requirements. · Relevant data includes: the number of support interventions, the number of local sector capacity building activities, preparation of case studies that highlight structural and systemic barriers for people with disability, capturing of issues and local practice learning through regular reports to the Statewide Disability Inclusion Advisor. • Provide updates to the Statewide Disability Inclusion Advisor, who will report back to the Project Advisory Group.
Agency Participation	<ul style="list-style-type: none"> • Participate in regular supervision, review and individual planning, including the identification of training needs, provided by the Line Manager. • Participate and operate effectively within a team environment and attend and contribute to team meetings and Agency staff meetings. • Commitment to continuous improvement including involvement in the ongoing evaluation and monitoring of both the program's and the agency's service delivery and contribute to future planning. • Contribute to Quantum's policy processes in response to local, State and Commonwealth Government policy changes and reviews. • Maintain requirements for the release of information between services and keep accurate records as required by the Information Privacy Act and other acts relating to information sharing. Maintain requirements in line with Legislation relating to information sharing for the FVISS & CISS as related to the MARAM framework.
Administration	<ul style="list-style-type: none"> • Complete, in an accurate and timely manner, all necessary administrative tasks, including correlation of relevant forms, assessments and evaluations of participants • Maintaining accurate records. • Maintain case files for all program participants.

	<ul style="list-style-type: none"> • Reporting on a weekly, monthly basis or as requested.
General	<ul style="list-style-type: none"> • Perform other duties relevant to Quantum Support Services' daily operations as directed by the Supervisor and Quantum Support Services Line Management. • Work with minimal direction and supervision; demonstrate proficiency in literacy, computer skills and time management; and present emotional intelligence, good communication and interpersonal skills.
Health and Safety	<ul style="list-style-type: none"> • Promote a safe workplace for colleagues and clients in accordance with OH&S legislation and Equal Opportunity Practices in accordance with Quantum policies and procedures. • Give consideration to and recommend reasonable wellbeing initiatives that could benefit Quantum Staff.

Key Selection Criteria	
	<p><u>Essential</u></p> <ol style="list-style-type: none"> 1. Minimum of three years' practice experience in providing services for victim survivors of family violence, including sexual assault. 2. In depth understanding of the evidence on the prevalence, forms and settings of family and sexual violence experienced by people with disability, and the systemic barriers to identification, reporting and accessing support. 3. In depth understanding of intersectionality and its application to family violence and sexual assault experienced by people with disability. 4. In depth understanding of the social model of disability and demonstrated knowledge of disability rights and relevant legislation such as the Disability Discrimination Act, Equal Opportunity Act and the Convention on the Rights of Persons with Disabilities. 5. The ability to articulate and apply a practice framework focused on engagement and assessment, including extensive knowledge and experience of MARAM, and Family Violence Information Sharing and Child Information Sharing Schemes. 6. An understanding of NDIS, including eligibility, referral processes and operations, (such as plan reviews and appeals), and advocacy strategies to leverage support for family and sexual violence victim survivors. 7. An understanding of community development practice, principles of community inclusion, participation and community planning strategies. 8. Demonstrated project management skills, including project development, implementation, resource management and evaluation. 9. Demonstrated ability to analyse and understand structural supports and barriers to change and to work effectively at an organisational level to improve practice and promote collaboration. 10. Ability to work collaboratively, leverage existing networks and build productive relationships at an organisational and sector level to lead practice change. <p><u>Desirable</u></p> <ol style="list-style-type: none"> 11. Lived experience of disability 12. Experience in providing tailored services to people with disability 13. In-depth knowledge of the Victorian family violence and sexual assault service system and other relevant health and human services in Victoria 14. Experience working in a multi-disciplinary context
Mandatory Qualifications	
	<ul style="list-style-type: none"> • Appropriate tertiary qualifications with a minimum Bachelor degree (Social Work, Psychology, Family Therapy or Trauma Related Fields) or at least five years equivalent experience in the specialist family violence and sexual assault sector.

