

Position Description

Title	Specialist Family Violence Disability Practice Leader
Employment Type	Full time, 1.0 FTE – two years fixed term
Reports to	Manager Integrated Response
Work Location	Geelong
Date of review	August 2021

About The Sexual Assault & Family Violence Centre (The SAFV Centre)

Operating across the Barwon, West Melbourne and Wimmera areas of Victoria, The SAFV Centre offers a full suite of services for people impacted by sexual assault and women and children impacted by family violence. Our services include:

- 24-hour crisis care for victims of recent sexual assault and family violence, including advocacy and access to medical care and justice services;
- Intensive case management and court support for women and children who have or are experiencing family violence;
- therapeutic counselling and group programs for women and children who have experienced family violence; and adults, young people and children who have experienced sexual assault (including support for non-offending family members and friends);
- access to high security crisis accommodation for women and their children assessed as being at high risk of further harm; and
- early intervention services for children and young people under the age of 17 years who have engaged in problematic or abusive sexualised behaviours, and young people engaging in family violence behaviours.

Our organisation also delivers professional training and community awareness activities and we participate in a range of prevention activities to promote gender equality and negate violence supportive attitudes and cultures.

Our services are informed by feminist philosophy and we provide empowering, respectful and inclusive services. Our organisation's practice approach is shaped by contemporary research and evidence that highlights what is most effective when working with people who have been impacted by the trauma of sexual assault and family violence.

Our services also exist within the broader context of the Barwon Multi-Disciplinary Centre (MDC), a highly successful model of co-location between our organisation, Victoria Police Sexual Offences and Child Abuse Investigation Team (SOCIT) and the Family Violence Police Unit and staff from the Department of Health and Human Services Child Protection practitioners. In this specialised model, partner organisations work together to support adult and child victims from first disclosure of sexual assault or family violence to investigation and criminal prosecution. As a key partner, our organisation provides a highly specialised response for people who are impacted by the trauma of sexual assault and family violence within an integrated and seamless environment.

In addition, our organisation is a partner in The Orange Door (otherwise known as Support and Safety Hub). The Orange Door includes a mix of staff employed by Family Safety Victoria and staff from Community Support Organisations in the Barwon area, including The SAFV Centre. By bringing together different workforces and practices, The Orange Door provides an integrated team and consolidated access point for:

- women, children, young people and families experiencing family violence;
- perpetrators of family violence; and
- families in need of support with the care, development and well-being of children.

About the Role

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 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. 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 sexual assault and family violence services, have an obligation to be inclusive, responsive and fully accessible to adults and children with disability. 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 sexual assault and family violence services, including The Orange Door Network, to better respond to people with disability and ensure they can access the services and supports they need.

Role Purpose and Accountability

Purpose

This position is primarily responsible to provide practice leadership and expert advice at the intersection of sexual assault, family violence and disability.

Accountabilities: *role accountabilities include, but are not limited to;*

Professional capacity and capability

- Provide practice leadership and expert advice including the provision of secondary consultation, advocacy, training and resources to sexual assault and family violence services in the Barwon 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 Sexual Assault Standards of Practice Manual*.
- Build service delivery partnerships between sexual assault and family violence services and disability services for the enhancement of client outcomes
- Consolidate and disseminate best practice guidance and resources at a local level, including those developed through the State-wide Disability Inclusion Advisor role.
- Provide knowledge and support in relation to disability services 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 Barwon area
- Create opportunities to build the capacity of local disability service providers in response to sexual assault and family violence– for example, providing Local Area Coordinators and Planners with information about sexual assault and family violence services, secondary consultation, and professional development and training opportunities and events.

Agency-level collaboration

- Identify existing networks and build relationships to strengthen referral pathways from and to sexual assault and family violence services, including The Orange Door and Barwon MDC, and disability service providers.
- Contribute to the maintenance of existing networks and/or the establishment of new cross-sector networks
- 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

- Identify and map local referral pathways between sexual assault, family violence, disability services and Disabled Persons Organisations (DPO) through tapping into state-wide 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

- Work with the State-wide Disability Inclusion Advisor to develop a state-wide approach to practice leadership and actively participate in the Family Violence and Disability Practice Leader Community of Practice, the State-wide 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 sexual assault and family violence 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 Strategic Advisors, Practice Leaders and other key stakeholders as identified by the State-wide 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 State-wide 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 State-wide Disability Inclusion Advisor.

Reporting

- Collate relevant data to satisfy reporting and evaluation requirements.
- Relevant data includes: the number of practice leader 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 State-wide Disability Inclusion Advisor.
- Provide updates to the State-wide Disability Inclusion Advisor, who will report back to the Project Advisory Group.
- Perform other relevant duties as required and requested from time to time.

Key Selection Criteria

Your application must address the following:

Essential Qualifications and Experience

- Degree or above qualification in social work, psychology, family therapy or trauma related field or at least five years' equivalent leadership experience in the specialist family violence and sexual assault sector.
- Minimum of three years' practice experience in providing services for victim survivors of sexual assault or family violence.

Essential Skills and Knowledge

- In depth understanding of the evidence on the prevalence, forms and settings of sexual assault and family violence experienced by people with disability, and the systemic barriers to identification, reporting and accessing support.
- In depth understanding of intersectionality and its application to sexual assault and family violence experienced by people with disability.
- 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.
- 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.
- An understanding of NDIS, including eligibility, referral processes and operations, (such as plan reviews and appeals), and advocacy strategies to leverage support for people who have experienced sexual assault or family violence.
- An understanding of community development practice, principles of community inclusion, participation and community planning strategies.
- Demonstrated project management skills, including project development, implementation, resource management and evaluation.
- Demonstrated ability to analyse and understand structural supports and barriers and to work effectively at an organisational level to improve practice and promote collaboration.
- Ability to work collaboratively, leverage existing networks and build productive relationships at an organisational and sector level to lead practice change.

Desirable

- Lived experience of disability
- Experience in providing tailored services to people with disability
- In-depth knowledge of the Victorian family violence and sexual assault service system and other relevant health and human services
- Experience working in a multi-disciplinary context or in collaborative partnership approaches

Other

- Commitment to the vision, values and purposes of The SAFV Centre.
- Commitment to continuous quality improvement and cultural equity in service delivery.

- Current Victorian Driver's Licence.

Referees

Applicants must provide the name and current contact details of three professional referees including the most recent or current supervisor.

Period of Appointment

This position is a fixed term two-year position, dependent on the continuation of funding to the service.

Hours of Work

- The position is full time the hours of work will be 38 hours per week (5 days);
- Location of the position is at the Geelong office or (outreach)
- Hours will usually be worked during business hours of 9.00 am to 5.06 pm. between Monday to Friday;
- The days are based on the needs of the service;
- Flexibility in working hours will be required from time to time as the need arises.

Salary and Conditions

Annual salary range is SCHADS 7 at \$100,260 - \$104,446 per annum plus superannuation (pro rata for part time).

Salary in this band will be commensurate with previous experience and skills.

Industrial Instrument: The Sexual Assault & Family Violence Centre Enterprise Agreement 2018.

Salary Packaging: Provided via Maxxia. PBI status with other expenses available to package above this cap. The Sexual Assault & Family Violence Centre is a Public Benevolent Institution.

Superannuation: The employer will also make superannuation payments on your behalf in accordance with the *Superannuation Guarantee (Administration) Act 1992*.

Probationary Period - 6 months with a review conducted during this time.

Employee Responsibility – Mandatory prior to commencement

Employee's are to provide:

- Valid Working with Children Check
- National Police Records Check – renewed every 3 years of employment at employee expense

Other

This position description is subject to review and may change in accordance with the needs of our organisation; including our operations, our clients and our stakeholders.