

	Position Title: Specialist Family Violence Practitioner, Child Protection Partnership	Team: Northern Specialist Family Violence Service	
	Band: B	Salary: Stream 1, Level 6	Date: May 2022

OUR VISION AND PURPOSE	ROLE CONTEXT
<p>We believe children, young people and families should be safe, thriving and hopeful.</p> <p>Our Vision for 2022: Together we will courageously change lives and reimagine service systems.</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>We look forward to working with children, young people, families, carers, staff and partners to achieve this vision. Together.</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; and people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) and their children. NSFVS provides 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>The Specialist Family Violence Child Protection Partnership (FVCP) was developed out of recommendation 26 of the Royal Commission into Family Violence and implemented in 2016. The Family Violence Child Protection partnership represents the collaboration between CP and the SFV services in each of the 17 DFFH areas. The Partnership involves a Specialist Family Violence Practitioner from a SFV service co-located in the CP Office in that region to strengthen collaborative work and to build the capacity of the CP workforce.</p>
<p>OUR VALUES</p> <p>We expect all staff to apply these Values in all aspects of their work.</p> <p>Courage: to never give up, maintain hope and advocate for a ‘fair go’</p> <p>Integrity: to be true to our word</p> <p>Respect: to acknowledge each person’s culture, traditions, identity, rights, needs and aspirations</p> <p>Accountability: 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>Working Together: to work with our clients, each other and our colleagues to share knowledge, ideas, resources and skills</p>	<p>The FVCP Partnership aims to build CP workforce capacity, collaborate, network and build referral pathways with community-based services and to facilitate systemic changes that support victim survivors of family violence and make perpetrators accountable.</p> <p>In this partnership with Child Protection, the Specialist Family Violence Worker (SFVW) will use their extensive knowledge of family violence to capacity build child protection workers through consultations and information sessions.</p> <p>The SFVW works collaboratively with the Child Protection managers and practitioners to provide effective service delivery and support.</p>

PRIMARY OBJECTIVES OF THE ROLE

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:

- Strengthen and capacity build Child Protections Family Violence practice through secondary consultations in intake, investigations, case management and other phases within child protection.
- Support the implementation of the Family Violence reforms and MARAM across child protection with the aim of improving the safety and well-being of the victim/survivors and their children who are experiencing family violence, and holding perpetrators in view and accountable.
- 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;
- Assist Child Protection to navigate the family violence system and strengthen opportunities to divert children away from statutory responses

REPORTING RELATIONSHIPS

This role is based between the Child Protection office in Preston and the Berry Street Northern Region office in Eaglemont on Wurundjeri Country.

This role reports to the SFV Child Protection Partnership Practice Lead who will provide supervision and review.

EXPECTATIONS

- 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.
- Berry Street is committed to service delivery that prioritises and celebrates 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.
- 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.

KEY SELECTION CRITERIA: KNOWLEDGE, SKILLS AND ABILITIES REQUIRED TO FULFIL THE ROLE

- Excellent written and oral communication skills (including public speaking, presentations and facilitation skills).
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.
- A significant understanding of the gendered nature of family violence and the ability to articulate and apply a practice framework including engagement and assessment. This includes a demonstrated knowledge and high level understanding of the perpetrator's pattern of coercive control and its impact on children and the ability of the protective parent to safely parent.
- Demonstrated knowledge and high level understanding of the mechanisms to restore and enhance safe, child-centred parenting; and the capacity to use this knowledge to assist Child Protection achieve improved client and system outcomes.
- 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.
- Capacity and desire to support improved engagement by Child Protection with both victims and perpetrators.
- 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.
- 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.
- Demonstrated ability to flexibly manage competing priorities and stressful situations, monitoring own stress levels and practising and promoting self-care strategies.

QUALIFICATIONS AND OTHER REQUIREMENTS

- A minimum Bachelor level qualification in Social Work or recent employment in the family violence sector or equivalency met through the 7 Equivalency Principles in line with the minimum mandatory qualification requirements. Please see <https://www.vic.gov.au/mandatory-minimum-qualifications-specialist-family-violence-practitioners> for further information.
- Staff members 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.
- Berry Street is categorised as an Authorised Provider and this position is considered Authorised Work and subject to mandatory Covid-19 vaccination requirements.

DESIRABLE

- A comprehensive understanding of the Integrated Family Violence Service System.
- Knowledge of the Family Violence Protection Act 2008, the Children Youth and Families Act 2007 and the Privacy Act Victoria 2014.

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; and people from the Lesbian, Gay, Bisexual, Transgender, Intersex and Queer Community (LGBTIQ+) and their children. NSFVS provides 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.

The NSFVS program is committed to leadership that is intersectional feminist; and trauma-and-violence informed leadership.

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 acknowledges that family violence disproportionately impacts people who do not benefit from structural power. The service works from a framework that attempts to promote victim survivors' sense of self and encourage their agency (empowerment) while simultaneously working for social change to address the drivers and enablers of family violence. This service utilises a framework that incorporates an understanding of the multi factorial contributors to each individual's life experience and their experience of family violence. 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 First Nations people we understand that invasion 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.

In our work with First Nations peoples we understand that colonisation invasion 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 First Nations communities.

We resist colluding with oppressive systems and endeavour for the work with First Nations peoples to be informed by those communities and we commit to partnering with First Nations Communities and with Aboriginal Community Controlled Organisations (ACCO).

The service also acknowledges that people from Culturally and Linguistically Diverse (CALD) communities Migrant and Refugee 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 the prevalence to all forms of violent and controlling behaviours.

The service recognises 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
Direct Service Delivery	<ul style="list-style-type: none"> • Provide specialist advice to Child Protection practitioners undertaking investigations where family violence is present. • Assist Child Protection to identify and respond to family violence and develop solutions to system gaps and practice issues. • Support Child Protection to understand the dynamics of perpetrator behaviour and use this information to: • Improve engagement with perpetrators to create stronger feedback loops between men’s services and Child Protection; and • Enhance understanding and work with the non-offending parent. • Assisting Child Protection practitioners to understand and navigate the family violence system; • Maintain an in-depth knowledge of the family violence support services in the area and the eligibility requirements for such services. • Facilitate client information sharing, where appropriate and support joint work between Child Protection and family violence services to achieve better engagement with services for victims and perpetrators of family violence.
Administration	<ul style="list-style-type: none"> • Complete and maintain state-wide data spreadsheet with monthly reporting requirements of Family Safety Victoria. • Participate in local and state level working groups and committees as needed. • Maintain concise, accurate records on CSnet. • Maintain accurate statistical data as required by Berry Street and DFFH.
Program Development	<ul style="list-style-type: none"> • Collaborate well with partner agencies providing services and support to victim survivors and their children who have experienced family violence. • Support capacity building of child protection workforce through identifying knowledge gaps and themes and working collaboratively on systemic change opportunities.
Other	<ul style="list-style-type: none"> • Conduct oneself in accordance with Berry Street Covid Safe directions. • Other duties as required.

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
Work Environment	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.	Rarely
	Work in unstructured environments (e.g. outreach, working from home).	Rarely
	Work office hours with the possibility of extended hours.	Rarely
	Work on-call after hours.	Rarely
	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
People Contact	Present at court and other jurisdictions.	Occasional
	Liaise with government, non-government and community organisations.	Daily
	Work with clients who may have a physical or sensory disability.	Rarely
	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.	Occasional
	Interact with clients and members of the public who could display verbal or physically challenging behaviour.	Occasional
	Facilitate access to specialist, generic and community services.	Daily
Administrative Tasks	Undertake training and professional development activities.	Regular
	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
Transport	Use technology including photocopier, telephones including mobiles, fax, overhead projectors, televisions, videos, and electronic whiteboards.	Daily
	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Rarely
	Drive vehicles with possible distractions from client behaviour, verbal or physical.	Rarely