

	Position Title: Senior Family Violence Practitioner	Team: Western Family Violence Service		Region: Western Office: Mt Helen
	Supervisor: Program Manager Restoring Childhood and High Risk Programs	Delegations and Authorities: In Line with Delegations Policy	Band: B Rem: SCHCADS Lv 6	Date Completed: August 2019

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>Berry Street’s Western Family Violence Program is a provider and access point for integrated family violence services in the Central Highlands sub-region. The service provides a range of support services to families who have experienced family violence. The service aims to assist people 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. Historically services have been focused on victim/survivors and their children but more recently, Berry Street has developed services for people who use force.</p> <p>Berry Street provides a crisis response, including an afterhours service, as well as a range of ongoing voluntary services including case management, group programs refuge options and therapeutic services. In conjunction with other local stakeholders, Berry Street triage police referrals covering the Central Highlands Region, which includes: Ararat, Ballarat, Golden Plains, Hepburn, Moorabool and Pyrenees.</p> <p>Services offered to people who use force currently include but not limited to case management, child protection case support and group programs for both men and women.</p>
OUR VALUES	PRIMARY OBJECTIVES OF THE ROLE
<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 primary objective of the role is to support perpetrators to be accountable for keeping their family and broader community safe, including:</p> <ul style="list-style-type: none"> • Conduct intakes meetings and risk assessments for people who use force • Provide support and case management to people who use force • Attend the family violence court to support people who use force • Coordinate and participate in a range group programs that includes Caring Dads • Networking with other agencies who engage with people who use force e.g. Victoria Police, Child Protection and Men’s Behaviour Change • Advocate and support clients to attend meetings and programs • Play a leading role in understanding the unique needs of people who use force and innovating change to meet these needs • Providing support/education for the wider Berry Street team in relation to people who use force. <p>REPORTING RELATIONSHIPS</p> <p>This role is based at our Mt Helen Office.</p> <p>This role reports to the Program Manager Restoring Childhood and High Risk Programs who will provide supervision and review.</p> <p>This role may be required to provide supervision and review to other staff.</p>

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 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 supports White Ribbon, Australia's campaign to stop violence against women. There is an expectation that staff never commit, excuse or remain silent about violence against women.
- 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.
- Proven experience in working with families in crisis and, in particular, people who use force.
- A range of assessment, intervention and case management skills, preferably within the Family Violence sector.
- A good understanding of feminist practice and how this is used as a platform to understand and respond to the gendered nature of violence against women.
- Capacity to meaningfully engage people who have perpetrated family violence to gain positive outcomes for both the perpetrator and those in their community.
- An understanding of the current legislative frameworks regarding family violence.
- Capacity to understand the service system to identify opportunities to support people who use force.
- Experience providing supervision and review to other staff.

QUALIFICATIONS AND OTHER REQUIREMENTS

- A tertiary qualification in Social Work, Human Services (Welfare) or a related discipline.
- 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.

DESIRABLE

- Experience working in the Family Violence sector.
- An understanding of the Family Violence service sector and a knowledge of the Central Highlands Regional service system.
- Knowledge of the Family Violence Protection Act 2008 and the Common Risk Assessment Framework (CRAF).
- Knowledge and understanding of the application of the Child, Youth and Family Act 2007.
- Group work experience.

KEY ACCOUNTABILITIES AND RESPONSIBILITIES

ACCOUNTABILITY	SPECIFIC RESPONSIBILITIES
Direct Service Delivery	<ul style="list-style-type: none">• Work directly with people who use force to assist them to identify their own needs and strengths and, where appropriate, to function as an advocate for them.• Provide support and understanding for people perpetrating family violence and the breakdown of their relationship.• Encourage participation in the development of a case plan and to encourage and assist service users to develop the use of wider community groups and activities.• Maintain adequate data file records and adhere to DHHS standards.• Undertake case work as allocated.• Provide information and support to clients re-establishing themselves in the community with particular regard to legal processes, financial and personal security, health needs, housing options, education and child care.• Facilitate relocating clients and their belongings.• Attend and contribute to staff team meetings, work as a member of a team and maintain a high standard of skill development.• Work outside business hours when required.
Other	<ul style="list-style-type: none">• Participate and/or contribute to staff development and training.• Assist in the orientation of new staff.• Work in accordance with all agreements established between Berry Street and DHHS.• Carry out duties in such a way as to enhance the image of the program and agency.• Participate in supervision in a productive manner.• Cooperate with other Berry Street programs in their service delivery.• 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.	Daily
	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
People Contact	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
Administrative Tasks	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
Transport	Drive vehicles possibly over long distances and in all traffic and weather conditions.	Regular