Position Description

Title: Family Safety Practitioner

Business Unit: Child, Youth and Family

Location: 25-31 Tasman Highway, Waverley

Employment type: Fulltime, Ongoing

Reports to: Family Services Team Leaders

1. About Uniting

Uniting Vic. Tas is the community services organisation of the Uniting Church. We've been supporting people and families for over 100 years. We work alongside people of all ages in local communities in Victoria and Tasmania. Our services reach to Albury-Wodonga in the north, Mallacoota in East Gippsland, the Wimmera region in the west, and across Tasmania.

We empower children, young people and families to learn and thrive. We're there for people experiencing homelessness, drug and alcohol addiction or mental illness. We support people with disability to live the life they choose. We assist older people to maintain their independence and enjoy life. We provide opportunities to access training and meaningful employment. We're proud to welcome and support asylum seekers to our community. We work to empower people with the information, skills and tools they need to live a healthy, happy life.

As an organisation, we celebrate our diversity and welcome all people regardless of ethnicity, faith, age, disability, culture, language, gender identity or sexual orientation. We acknowledge Aboriginal and Torres Strait Islanders as Australia’s First Peoples and as the traditional owners and custodians of the land on which we work. We welcome lesbian, gay, bisexual, trans, gender diverse, intersex and queer (LGBTIQ+) people at our services. We pledge to provide inclusive and non-discriminatory services.

Our purpose: To inspire people, enliven communities and confront injustice

Our values: We are imaginative, respectful, compassionate and bold

2. Position purpose

The role supports the promotion of the safety of young parents and their children by providing timely support services and interventions to young parents and children experiencing or at risk of experiencing family violence across the North and North West of Tasmania. The role will include safety planning, advocacy, education referral and ongoing support to participating clients.

3. Scope

Budget: nil

People: nil

4. Relationships

Internal:
- Family Support Team Leaders
- Family Services Manager

External
- Child Safety Services, and the associated Safe Kids Advice and Referral Service
- Tasmania Police
- Community members
- Local counselling and health services

Approved by: (position [see delegations of authority policy])

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Division: People and Culture

Date Approved: <Date>

Printed copies of this document are not controlled.

Next Review Date: <Date>
5. **Key responsibility areas**

**Service delivery**
- For adult survivors of family violence to be provided with high quality evidence and trauma-informed therapeutic services that will enhance safety, build confidence, independence and life skills.
- Prioritise risk assessment and safety of women and children.
- Education of survivors on the different types of family violence and patterns of coercive control which perpetrators implement.
- Advocate on behalf of survivors to assist in accessing support services and/or obtaining outcomes from them.
- Build the empowerment of survivors to develop their own self determination.

**Administration and reporting**
- Ensure client records, care plans and safety assessments are up to date and meet quality standards, statutory, organisational and funding body requirements.
- Complete requests for statistical and other information in a timely and accurate manner.

**Quality and risk**
- Carry out all responsibilities in relation to the Agency’s Quality and Risk Management, Compliance and Workplace, Health and Safety frameworks, policies and procedures.
- Assist with and support internal and external audit processes as required.
- Attend core and other safety-related training including Induction.

**People and teams**
- Provide support, guidance, coaching, leadership and empowerment to the team including feedback through consultation and educative activities where Family Violence specialist skills and knowledge are transferred.
- Undertake regular supervision and performance review with line manager, proving feedback to promote collaborative working relationships.
- Promote and maintain a positive, respectful and enthusiastic work environment.
- Provide authentic service delivery and work practices, and the highest level of professional conduct in alignment with Uniting’s values.

**Personal accountability**
- Compliance with Uniting’s values, code of conduct, policies and procedures and relevant government legislation and standards where relevant.
- Cooperate with strategies to actively ensure the safety, protection and well-being of children who come into association with us.
- Ensure appropriate use of resources.
- Work collaboratively with Uniting (Victoria Tasmania) employees and external stakeholders in accordance with Uniting’s values and professional standards of behaviour.
- Actively participate in initiatives to maintain, build upon and promote a positive and collaborative workplace.
- Identify opportunities to integrate and work collaboratively across teams.
- Take reasonable care for your own health and safety, and health and safety of others (to the extent required).
- Promote a positive safety culture by contributing to health and safety consultation and communication.
- Promptly respond to and report health and safety hazards, incidents and near misses to line management.
- Attend mandatory training sessions (i.e. equal employment opportunity, health and safety) and mandatory training specific to position.
6. **Person specification**

**Qualifications**
- Tertiary qualifications in Psychology, Social Work, Counselling or related community services discipline.
- A current Drivers Licence is essential, (a Manual Drivers Licence is preferred.)

**Experience**
- Knowledge of, and experience using multiple therapeutic frameworks relevant to working with adults, young people and children impacted by family violence.
- Strong understanding of trauma-informed practice.
- Relevant experience in working with people who have experienced family violence.
- Knowledge and experience of safe practices of work, when working in a remote and/or outreach capacity, as a solo worker.

**Core selection criteria**
- Values alignment: ability to demonstrate and authentically promote Uniting’s values.
- Statutory knowledge: an understanding of the relevant legislation and current policy relating to the care of children and families.
- Time management: Excellent time management and organisation skills and evidence of ability to prioritise competing demands.
- Self-Care: robust strategies to manage self-care and personal wellbeing.

7. **We are a child safe organisation**

Uniting is a child safe organisation and is committed in everyday practice to ensure the safety and wellbeing of all children, at all times. As a child safe organisation, employment with Uniting is subject to a satisfactory national (and international where relevant) police check and Working With Children Check (in Victoria) and/or Working With Vulnerable People Check (in Tasmania) prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

This position description is subject to review and may change in accordance with Uniting’s operational, service and consumer requirements.

8. **Acknowledgement**

I have read, understood and accepted the above Position Description

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