

Position Description

Title	Community Family Violence Therapeutic Practitioner
Business Unit	Child Youth and families
Location	185 Baillie Street Horsham
Employment type	Ongoing – Part Time (45.6 per fortnight)
Reports to	Team Leader Family Services

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 work in solidarity with Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the traditional owners and custodians of this land. We celebrate diversity and value the lived experience of people of every ethnicity, faith, age, disability, culture, language, gender identity, sex and sexual orientation. We welcome lesbian, gay, bisexual, transgender, gender diverse and non-binary, 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

1. Position Purpose

The Community Therapeutic Family Violence Practitioner will work alongside Grampians Community Health team members to provide timely and appropriate therapeutic interventions and support services to women and children experiencing or at risk of experiencing Family Violence in highly rural and remote, isolated farming communities and small towns across the Wimmera.

The aim of this project is to provide a holistic support framework for the victims and children from start of intake through to exiting services, therefore minimizing or ceasing the effects of family violence on women and children living in rural and remote locations.

The project will take the service to the women, children and families at generic venues, not specific to family violence in which they are comfortable to meet. This is to ensure confidentiality and anonymity within the community regarding accessing the service. The intake procedures will be flexible ensuring a minimum of 7 working days between phone contact and face to face contact. Staff will also link clients in to key support services and peripheral services across both organizations. (Uniting Vic. Tas. and Grampians Community Health) and further afield in a seamless manner, making it simple and easy for the client so they are not having to tell their story more than once.

The project will run three days per week, each day each week dedicated to a specific highway and region. The range of highways covered by this project extends to localities bounded by the Wimmera Highway from Horsham to Apsley, to Serviceton which is 445 km from Melbourne on the Western Highway and Speed/ Tempy on the Sunraysia Highway and localities in between

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2. Scope

Budget: Nil

People: Nil

3. Relationships

Internal

- Manager Support for Families and Community
- Team Leader Family Services
- Support for Families and Community team members.

External

- Grampians Community Health Family Violence Therapeutic Practitioner
 - Victoria Police
 - Community Members
 - Department of Health and Human Services
 - Local Counselling and Health Services
 - Schools
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4. Key Responsibility Areas

Service Delivery

- For adult victim survivors to be provided with high quality evidence and trauma informed therapeutic services that will enhance safety, build confidence and independence, life skills and reduce social isolation.
- For children and young people to be provided with therapeutic services that enhance coping skills and self-esteem and facilitate improved health and attachment relationship with parents/ carers whilst developing non-violent life strategies.
- To assist the repair of the parent and child bond damaged by the impact of family violence.
- To strengthen an integrated and flexible service system that can identify and respond to the therapeutic needs of victim survivors.
- To establish and maintain a strong partnership with Grampians Community Health staff members and with them travelling and supporting clients together.
- Maintaining clear communication between services, through risk assessments and safety planning that encompasses the professional judgement of two practitioners and the client's own assessment, wide and extensive knowledge of programs and interventions that will support the women and their children, access to intake for all services offered by Uniting and GCH.
- Undertake comprehensive risk assessment and risk management with adult, children and young people.
- Encourage survivors of family violence to make empowered culturally appropriate decisions about their future.
- Ensure access and advocacy for service users to relevant services such as cultural support, family violence related services, housing, income security, legal assistance, financial management, parenting support, children's support services and health issues, providing some of these services when necessary.
- Travel through the sub region attending appropriate meetings and developing strong links and protocols with relevant agencies to ensure accessibility to service users.

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Administration and Reporting

- Ensure allocated clients have records and care plans that are up to date and meet quality standards, statutory, organisational, and funding requirements.
- Complete requests for statistical and other information in a timely and accurate manner.
- Under the guidance of the Team Leader provide other aspects of record management.
- Ensure accurate, timely and effective communication and reporting processes are followed to meet statutory, organizational and funding body requirements

Quality and Risk

- Carry out all responsibilities assigned to staff in relation to the agency's Quality, Risk Management, Compliance and OH&S frameworks, policies and procedures
- Assist with and support internal and external audit processes.
- Identify, manage and report risks, hazards, incidents or other concerns affecting day to day activities within the agency or program.
- Attend core and other safety related training including induction

People and Teams

- Undertake regular supervision and performance review with line manager, providing feedback to promote collaborative working relationships.

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.
- Declare anything that you become aware of through the course of your engagement which may impede your suitability to work with children and/or young people.

5. Person specification

Qualifications

- Tertiary qualifications in Psychology, Social Work, Counselling or related community services discipline
- Membership or eligibility for membership with ACA, APS or AASW

Experience

- Knowledge of and experience using multiple therapeutic frameworks relevant to working with adults, children and young people impacted by family violence.

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- Knowledge and understanding of various therapeutic interventions, skills and experience relevant to working with victim survivors of family violence to enhance the safety, confidence, life skills and independence of victim survivors.
- Knowledge of and/ or experience using the Common Risk Assessment Framework (CRAF) and Multi-Agency Risk Assessment and Management Framework (MARAM) or experience in undertaking risk assessment and risk management.
- Strong understanding of trauma informed practice.
- Relevant expertise in working with people who have experienced Family Violence
- Experience in the delivery of services that aim to break the cycle of violence for adults, children and young people experiencing or recovering from family violence by enhancing coping skills and self-esteem and facilitating the development of non-violent life strategies.

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.
- Competent computer skills
- Excellent time management and organizational skills and evidence of prioritizing competing demands.
- Excellent oral and written communication skills, including experience in the preparation of case noting, reporting and client records.
- Excellent communication skills and interpersonal skills demonstrated through examples of working successfully to gain the co-operation of colleagues and clients.
- Sound judgement and problem-solving skills to contribute to the planning and development of the service.
- Demonstrated commitment to professional development, employee orientation and training.
- Sound understanding of confidentiality and privacy rights and ability to maintain these at all times.
- Certificates, licenses and registrations: current eligible motor vehicle licence to drive in Australia, current National Police Record Check and working with Children Check

6. 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 relevant Working With Children Check to your State prior to commencement of any paid or unpaid work and/or participation in any service or undertaking.

7. Acknowledgement

I have read, understood, and accepted the above Position Description

Employee

Name:

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Signature:

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Date:

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