

Family Violence & Disability Practice Leader Position Description

1.0 POSITION TITLE

Family Violence & Disability Practice Leader

2.0 HOURS

1 FTE (38 hours per week)

3.0 SALARY

This position is located within Level 7 of the SCHADS Award, pay point dependent on skills and experience. In addition, employer superannuation guarantee and salary packaging as per WHG policies will apply, including an additional 2% employer superannuation contribution. Annual leave variations can be purchased up to a total of 8 weeks annual leave per year [48/52]. Generous professional development opportunities are available.

4.0 LOCATION

The position is based in Ballarat, with an expectation of in-reach to relevant organisations across Central Highlands, necessitating travel. A vehicle is available for work related travel.

5.0 TERM OF EMPLOYMENT

This is a fixed term position to June 2025, subject to successful completion of 3-month probationary period. Contract may be renewed annually pending ongoing funding and a successful performance review.

6.0 PERFORMANCE REVIEW

Performance Appraisal and Development as per the WHG policy.
Satisfactory Criminal Record and Working with Children's Checks are required.

7.0 BACKGROUND

Women's Health Grampians (WHG) provides women's health and wellbeing leadership, advice and support to policy makers and service providers. Priority areas include the prevention of violence against women, gendered advocacy and sexual and reproductive health. WHG auspices the funding for the Central Highlands Integrated Family Violence Committee (CHIFVC).

The Central Highlands Integrated Family Violence Committee (CHIFVC) is one of a network of regional committees, whose role is to identify and prioritise local and regional issues within the statewide reform network, focusing on and leading regional work to achieve its priorities and drive greater integration of family violence services. The CHIFVC employs a Principal Strategic Advisor (PSA) who leads the work for the Committee.

8.0 ROLE CONTEXT

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 Victorian Government is committed to implementing all 227 recommendations.

The Royal Commission identified the need for family violence and sexual assault services to provide improved

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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. Acknowledging the lack of prevalence data, 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 family violence and sexual assault services, have an obligation to be inclusive, responsive and fully accessible to adults and children with disability. This obligation is heightened with the transition of disability services to the National Disability Insurance Scheme (NDIS).

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 family violence and sexual assault services, including The Orange Door Network, to better respond to people with disability and ensure they can access the services and supports they need to be safe and recover from violence.

9.0 KEY RESPONSIBILITIES

9.1 Professional capacity and capability

- Provide practice leadership and expert advice on best practice service provision at the intersection of family violence, sexual assault and disability. This includes the provision of secondary consultation, advocacy, training and resources to family violence and sexual assault services in the entire DFFH 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 Standards of Practice Manual - CASA Forum*, as well as Our Watch's *Changing the Landscape*.
- Consolidate and disseminate best practice guidance and resources at a local level, including those developed through the Statewide Disability Inclusion Advisor role
- Provide knowledge and support in relation to NDIS 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 DFFH area
- Leverage existing networks and develop new relationships to identify opportunities to build the capacity of local disability service providers in response to family violence and sexual assault – for example, providing Local Area Coordinators and Planners with information about family violence and sexual assault services, secondary consultation, and professional development and training opportunities and events

9.2 Agency-level collaboration

- Identify existing networks and build relationships to strengthen referral pathways from and to family violence and sexual assault services, including The Orange Door, 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

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advice within an Aboriginal cultural safety framework and the *Nargneit Birrang Framework Aboriginal Holistic Healing Framework*.

9.3 System coordination

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

9.4 System development

- Work with the Statewide Disability Inclusion Advisor to develop a statewide approach to practice leadership and actively participate in the Family Violence and Disability Practice Leader Community of Practice, the Statewide 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 family violence and sexual assault 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 Family Violence Regional Integration Coordinators/Principal Strategic Advisors, the Disability Family Violence Crisis Response Initiative Coordinator and other key stakeholders as identified by the Statewide 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 Statewide 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 Statewide Disability Inclusion Advisor

9.5 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 Statewide Disability Inclusion Advisor
- Provide updates to the Statewide Disability Inclusion Advisor, who will report back to the Project Advisory Group

9.6 Other duties

- Perform other relevant duties as required and requested from time to time

10.0 ORGANISATIONAL RELATIONSHIPS

Day to day management will be provided by the CHIFVC PSA. The position will be co-supervised by the CHIFVC PSA and a Specialist Family Violence Services practitioner. Probation and performance reviews will be managed by the PSA, in conjunction with WHG CEO or her delegate. The employment policies and procedures

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of WHG apply to all aspects of this position

11.0 KEY SELECTION CRITERIA

- A relevant tertiary degree such as Social Work **or** at least five years equivalent experience in the specialist family violence and sexual assault sector.
- Minimum of three years' practice experience in providing services for victim survivors of family violence, including sexual assault.
- In depth understanding of the evidence on the prevalence, forms and settings of family and sexual 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 family violence and sexual assault 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 family and sexual violence victim survivors.
- 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 to change 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 in Victoria
- Experience working in a multi-disciplinary context

12.0 FURTHER INFORMATION

For further information, or to discuss the role, please feel free to contact Jess Cadwallader on 0417 641 088 or email jess@chifvc.org.au

Visit the websites at:

<http://www.chifvc.org.au>

<http://www.whg.org.au>

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13.0 APPLICATION

Forward your application **including cover letter and a separate document addressing the key selection criteria along with a recent CV (i.e., 3 documents)** to jess@chifvc.org.au.

Applications close 4th June at 11.59pm

CHIFVC and WHG is committed to providing a diverse and inclusive workforce. We encourage applications from Aboriginal and Torres Strait Islander people, people with disability, people from culturally and linguistically diverse backgrounds, mature age workers and lesbian, gay, bisexual, transgender and intersex (LGBTI) people. Our workplace policies allow for flexible work, encourage work-life balance and centre staff wellbeing to support a diverse workforce. Reasonable work adjustments will be considered with successful applicants.