



POSITION TITLE:	Family Preservation and Reunification Response (FPRR) Practitioner
POSITION NUMBER:	CS024
POSITION LOCATION:	Warrnambool
CLASSIFICATION:	SCHADS Level 5 (Level and PayPoint will be dependent on qualification and years of experience within the relevant field consistent with the SCHADS Award)
TEAM /DIVISION:	Integrated Family Services – Family & Individual Support Services Division and the Family Preservation and Reunification Response Program
EMPLOYMENT CHECKS:	Current National Police Check, Working with Children Check and NDIS Worker Screening Check

OUR ORGANISATION

Brophy Family and Youth Services (Brophy) is a not for profit organisation, with a community based Board of Directors. Our service provides a wide range of family, youth and children services across South West Victoria. We are a multi – site organisation, and employees may be required to work at any of our sites. These sites are based in Warrnambool, Portland and Hamilton.

Brophy values the safety of all children and young people and has zero tolerance for any form of child abuse or harm. We listen to and ensure the participation and empowerment of all children and young people.

The cultural safety of First Nations people is important to us. We seek to maintain a safe environment so the diverse and unique identities of First Nations people are respected and valued.

At Brophy young people will be supported to express their culture and enjoy their cultural rights.

Brophy has a zero tolerance of racism and has an expectation that staff and volunteers will act on incidents of racism.

Brophy actively values and promotes diversity in our community and affirms our commitment to be inclusive and respectful to all, regardless of gender, age, race, sex, sexual orientation, religion, level of ability, cultural or language background.

We welcome people who are LGBTIQ^A (lesbian, gay, bisexual, transgender, gender diverse, intersex, queer, plus other sexual minority identities), and are accredited under the Rainbow Tick Standards for LGBTIQ^A inclusive practice.

Our values are: Social justice, Professionalism, Empowerment, Responsiveness and Partnership.

DIVISION AND PROGRAM OVERVIEW

The Family & Individual Support Services Division incorporates the following programs: Integrated Family Services, Family Violence Programs, Housing Support and Linkages and the Orange Door. These four teams deliver 20+ programs to a diverse range of people in our community.

The Division's purpose is to build the capacity of vulnerable families and individuals to enable them to self-manage and be the best they can be. A number of key frameworks and models are used by the division's enthusiastic and skilled staff to achieve this purpose. These include but are not limited to: Best Interest Framework, Gender and Trauma Informed practice, Duluth curriculum of Men's Behaviour Change Program, Safe and Together Principles, Motivational Interviewing and task focussed interventions.

PRIMARY PURPOSE OF ROLE

Brophy has partnered with Meli, Mpower and Warrnambool City Council to deliver the Victorian Family Preservation and Reunification Response (FPRR) as an evidenced based program, working collaboratively with children and families to provide a rapid, intensive and sustained intervention - aimed at preventing at-risk children entering or re-entering care. The response will link to and build upon existing child and family services within the broader system providing an enhanced continuum of care, provide better support, and achieve measurable outcomes.

The target groups are: children subject to an unborn report to Child Protection, highly vulnerable children 0-5 years and adolescents 10-14 years who have had multiple Child Protection reports or on Child Protection Orders, where the child risk factors include reports to Child Protection under the age of two years; disability issues impacting on their care; adolescents with challenging behaviours. The parental risk factors include history of care; young parents; mental health / drug and alcohol and / or presence of family violence.

The FPRR Practitioner role is critical in implementing a wrap around, evidence informed case management approach. The Family Preservation and Reunification Response (FPRR) team will work in close partnership with the identified partner agencies. The FPR Response will be culturally safe and utilise a relational approach that is adaptable and responsive to family and individual needs and key case management frameworks including Family Decision Making and Common Elements.

The work will involve after hours work including work between the hours of 7am and 7pm. The work is also strengths based, child and family centred, integrating intensive assessment, care team planning, safety and risk planning and parenting strategies to promote resilience and self-determination. The FPRR Practitioners will report to both the FPRR Team Leader at Meli and Family Services Team Leader at Brophy.

REPORTS TO

The FPRR Practitioners will report to both the FPRR Team Leader at Meli and the Team Leader - Intergrated Family Services at Brophy.

KEY RESPONSIBILITES

- Embrace Brophy's commitment to child safety and wellbeing and demonstrate this through practice that reflects equity and inclusion, cultural safety and ensuring the safety and wellbeing of all children and young people.
- Deliver the Family Preservation and Reunification Response providing a rapid, intensive, wraparound service to meet the immediate safety and developmental needs of children and to support the needs of parents.
- Deliver intensive case management based on the FPR Response Guidelines and Best Interest Principles as defined under the Child, Youth & Families Act 2005 with an understanding of how this is integrated within evidence based programs.

- Work within a culturally safe framework in partnership with family members, specialist and universal service providers utilising principles of the Aboriginal Family Decision Making Framework.
- Work within the prescribed relational model of connecting and linking families to build safety and empower and create meaningful opportunities that build upon their strengths utilising a range of evidence informed intervention strategies including the Common Elements.
- Work intensively with children, young people and families to support family preservation and reunification in line with the Child Protection case plan and Care Team.
- Maintain effective risk assessment to regularly assess child safety concerns and engage with appropriate professionals to support the safety planning for children and family members. Provide court reports/evidence as required.
- Establish and lead care teams in line with the agreed action plans.
- Rapid engagement and use of Common Elements relevant to the individual case plan.
- Strengthen the family's connection to community by meaningful engagement with community supports that will sustain the family over time and be culturally appropriate.
- Access and utilise specialist resources and evidence informed frameworks that address the complex needs of family members including Family Violence, Drug and Alcohol, Mental Health, Disability and the impact of Trauma.
- Work collaboratively with Aboriginal Practice Lead and/or FPRR practitioners/team leader to ensure that cultural safety is embedded in practice and to achieve good outcomes for Aboriginal children and young people.
- Proactively participate in case supervision, utilising the practice framework including Communities of Practice approaches, case reviews, monitoring and evaluation.
- Work collaboratively with Child Protection.
- Provide families with practical and emotional support, advocacy, coaching, skill building and connection to social and economic resources.
- Make recommendations to effectively resolve problems or issues, by using judgment that is consistent with agency's Values, standards, practices, policies, procedures, regulation, industrial instruments or legislation.
- Support and participate in the Agency's continuous quality improvement process.
- Participate in all core training to ensure integrity of the agreed model of service delivery.
- Other duties as required.

GENERAL RESPONSIBILITIES

- Adhere to Brophy's Employee Code of Conduct, and internal policies and procedures.
- Embrace and abide by Brophy's Child Safety and Wellbeing Policy.
- Actively participate in all required supervision, annual performance management process, professional development and training activities.
- Participate in and contribute to Brophy Family and Youth Services quality improvement process and other activities to meet service and accreditation standards.
- Participate and contribute to the culture of a Learning Organisation environment.
- Maintain a healthy and safe work environment including supporting the monitoring and management of risk and WHS systems
- Participation in the development of consumer's participation activities within your program and Brophy.
- Act on any incidents of racism or discrimination
- Demonstrate and commit to Brophy's organisational values and model these on a daily basis.

This position description describes in general terms the requirements for this position to operate on a normal day to day basis. However, these duties maybe amended or varied from time to time, within the normal capacity of the role without changing the level of responsibility.

KEY SELECTION CRITERIA

Qualifications

- A tertiary qualification in social work, psychology, community services work or equivalent.
- Current full Victorian Driver's Licence.

Experience, Skills and Abilities

The successful candidate will have the following characteristics:

- Minimum of two years' experience in case management.
- Comprehensive understanding of Child and Family Services, the Child Protection system, relevant legislation and court orders.
- Experience in delivery of evidence informed risk and needs assessments with families, and managing risk.
- Demonstrated understanding of trauma and its impact on children and families, family violence and it's impacts on children and families and the impact of disability for children and families.
- Generates ideas and solutions and takes advantage of new and emerging opportunities
- Creates and sustains dynamic and productive relationships to maximise outcomes.
- Excellent communicator with strong interpersonal, advanced written and oral communication skills.
- Proven interpersonal skills and a strong ability to build relationships and partnerships to further agency objectives and improve client outcomes.
- Competent in self-management and solution focused.
- Proficient in the use of MS Office, databases and knowledge of a range of IT platforms.

AUTHORISED BY

NAME: Donna Wynters

POSITION: Executive Manager – Family & Individual Support Services

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