

Position Description

POSITION TITLE:	Family Safety Practice Lead
POSITION TYPE & TENURE:	Full Time, Permanent
CLASSIFICATION:	SCHADS 5.1
DELEGATION TIER:	
REPORTS TO:	Team Leader
DIRECT REPORTS:	N/A
LOCATION:	Melbourne CBD/Hybrid

ABOUT NO TO VIOLENCE

No to Violence is Australia's peak body for individuals and organisations that work with men that use violence. We provide training, sector development and policy advice and advocacy on behalf of members. We operate the Men's Referral Service, providing a counselling service and referral pathways directly to men who use violence. As a pro-feminist organisation, women and children are at the centre of what we do - by ending men's use of family violence, families, individuals, and communities are safer.

ABOUT SAFE STEPS

Safe Steps is the only 24/7, family violence response centre in Victoria, providing a "state-wide entry point" for victim-survivors of domestic and family violence. Safe Steps services include information and referral, crisis response, specialist family violence risk assessment, safety planning, webchat, and access to supported crisis accommodation. Safe Steps also provides specialised counselling through the 1800RESPECT national service. Safe Steps vision is safety, support, and respect for all victim-survivors of domestic and family violence. The Safe Steps practice is trauma-informed and guided by evidence. Safe Steps provides services to all victim-survivors and recognises that most of the work is dedicated to the needs of women and children, which reflects the gendered nature of domestic and family violence. Safe Steps research and advocacy is informed by practice and promotes the voices and diverse experiences of victim-survivors. Safe Steps advocates to create systemic change and effective pathways for victim survivors from crisis to safety and recovery. Safe Steps is courageous, feminist, empowering, inclusive, respectful, and reflective in all that they do. Safe Steps employs more than 100 full-time staff, part-time staff, volunteers, and students.

POSITION SUMMARY

To ensure the immediate safety and support of women and children impacted by family violence is the essential purpose of the Family Safety Practice Lead. This integrated practice role will complement the important work of both NTV and Safe Steps by integrating the service provision and practice to ensure that through family contact work, we always keep both the men from a risk perspective and victim survivors from a safety perspective, in view.

NTV and Safe Steps Family Violence Response Centre recognise that while not all perpetrators of family violence are men, the majority of family violence is gendered and perpetrated by men, against women. The role of the Family Safety Practice Lead aims to keep the men who use violence in view, monitoring and informing risk within the safety planning context for victim survivors and families.

Position Description

The Family Safety Practice Lead will operate within the Men's Accommodation and Counselling Service (MACS) (formerly PASS) provided by No to Violence. The Family Safety Practice Lead will be co located in an integrated service model between NTV and Safe Steps.

DELIVERABLES	
KEY ACCOUNTABILITY:	KEY ROLES AND ACCOUNTABILITIES
<i>Practice Leadership</i>	▪ Work collaboratively with the MACS team to support integrated risk assessment and safety planning, including participating in client case conferences and team meetings. ▪ Work collaboratively with Safe Steps and other relevant agencies to support integrated risk assessment and safety planning, including participating in client case management meetings. ▪ Promote a strong victim / survivor assessment and safety framework for a whole of family approach within MRS programs. ▪ Provide secondary case consultation to both NTV and Safe Steps practitioners where required. ▪ Build capability of practitioners to deliver a high standard of service when responding to family violence risk and keeping the accountable men in view. ▪ Contribute to the delivery of high quality and effective service responses for victim survivors through development and delivery of coaching, training, and practice tools and frameworks. ▪ Contribute to the delivery of high quality and effective service responses for men who use violence through development and delivery of coaching, training, and practice tools and frameworks. ▪ Work with relevant external stakeholders to establish referral options for service users of both NTV and Safe Steps. ▪ Ensure practice is aligned with relevant MARAM information sharing requirements. ▪ Continual Service and Quality Improvement in line with NTV Clinical Governance Framework.
<i>Risk Assessment</i>	▪ Use professional risk assessment and best practices when engaging with service users, operating in accordance with NTV and Safe Steps risk management protocols, procedures and clinical governance frameworks. ▪ Consult and or escalate the management of complex and high-risk cases ▪ Demonstrated competency and experience in risk assessment and safety planning, and organisational risk escalation practices. ▪ Contribute to risk assessment and case management, with a focus on the man using violence for victim survivors in Safe Steps emergency accommodation. ▪ Complete risk assessments ensuring adherence to NTVs risk management protocols and procedures, and Clinical Governance Framework.
<i>Policies, procedures and systems</i>	▪ Ensure all case files are accurate, up-to-date and capture relevant information via the relevant CRM data base. ▪ Ensure work is undertaken in compliance with NTV policies, procedures, frameworks and processes, applicable legislation, and clinical governance requirements.

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KEY ACCOUNTABILITY:	KEY ROLES AND ACCOUNTABILITIES
	- Keep up to date with family violence reforms. - Maintain proficiency in all data capture systems and CRM's.
Continuous Improvement	- Participate in all relevant NTV and Safe Steps team meetings, individual and group supervision/feedback sessions (including those relating to "on-call"), and supervision sessions. - Play an active role in individual and group professional development activities to support on-going knowledge/skill enhancement and practice development. - Provide feedback and insights regarding systemic issues, continuous improvement opportunities and work processes/practices.

WHAT WE ARE LOOKING FOR IN THIS ROLE
ESSENTIAL: - A social work degree or qualification in a related field or relevant experience, in line with the mandatory minimum qualification's requirements for specialist family violence practitioners. - Specialist knowledge and skills and prior experience providing family violence services, including intake and risk assessment. - Specialist knowledge and skills and prior experience providing victim/survivor family violence services, including intake, risk assessment and safety planning. - A demonstrated understanding of the social and gendered context of family violence and the impact of violence on women and children. - Ability to identify, assess and prioritise the risk and need of women, children and families using the MARAM framework, relevant practice frameworks and guidelines. - Experience in assessing and responding to clinical risk. - Working collaboratively with a team to support integrated risk assessment and safety planning, drawing on the expertise of a multi-disciplinary team. - Commit to working inclusively with Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse communities, LGBTI people and people with disabilities - Understanding of legislation, risk management and reforms pertaining to the family violence sector. - Experience in the delivery of counselling and/or case management services. - Demonstrated personal commitment to the practice and principles of non-violence, justice, social inclusion and gender equity issues. - Ability to work independently and part of a wider team. - Competent in the use of current Microsoft Office Suite products particularly Outlook, Word, Excel, PowerPoint. DESIRABLE: - An understanding of integrated family violence service systems in Victoria. - Experience of delivering training. - Experience in co-facilitating MBCP. - Proven people leadership and coaching abilities. OTHER REQUIREMENTS - Legal entitlement to work in Australia. Qualifications/Competencies/Licenses

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- Completion of a Criminal History Check and Employee Working with Children Check prior to commencement of employment and as required by legislation and policy during employment, as well as a duty to disclose relevant information that may arise after employment has commenced.

PSYCHOLOGICAL SAFETY REQUIREMENTS OF THE ROLE

- Occasional exposure to sensitive content and distressing information (e.g., family violence, complaints, incident-related material) through correspondence and meeting papers.
- Managing competing priorities and time pressures, including supporting urgent requests and shifting deadlines.
- Regular interactions with a diverse range of stakeholders, including managing challenging or escalated enquiries at times.
- Requirement to maintain confidentiality and professional boundaries, including working with discretion.

MITIGATIONS FOR PSYCHOLOGICAL SAFETY REQUIREMENTS OF THE ROLE

- Access to regular supervision/check-ins and clear task prioritisation with the line manager.
- Training and guidance on managing challenging communications, confidentiality and privacy obligations.
- Encouragement and support to use EAP and wellbeing initiatives, including debriefing where appropriate.
- Reasonable workload expectations, proactive leave planning and flexibility during peak periods where possible.

EXPECTED FOR ALL NTV STAFF

- Act in accordance with NTVs code of conduct, policies and procedures and is committed to NTVs vision, mission, values and service standards.
- Promote a 'safety first' culture and acts in accordance with NTV health and safety policies and risk management systems.
- NTV values equity, diversity and inclusion and promotes an inclusive and collaborative work environment where all staff, volunteers and service users feel welcomed, respected and valued and encouraged to fully participate, irrespective of their individual differences in background, experience and perspectives.
- Be curious, reflective and open to continuous learning and new ways of working.
- Complete all mandatory training in a timely manner, to support the delivery of high quality, safe and effective services.
- Contributes to innovation, quality activities and continuous improvement and openly share information and knowledge to enable optimal outcomes for the organisation.

Signature of Job Holder _____ Date signed _____