

# Child & Family Practitioner Restoration and Kinship Assessor

## Position

This position is within Child & Family. It is part of the Family Assessment Team within Fostering Young Lives.

- This position reports to the Team Leader
- Reporting line may vary depending on location and service size
- This position does not have any direct reports  This position may have direct reports, positions vary
- This position has the following direct reports:

This position is designated Band 7 under the *Schedule of Authorities and Delegations*

- This position is a budget holder  This position has designated revenue targets
- This position is an Aboriginal & Torres Strait Islander identified position
- This position does require a working with children related clearance
- This position requires on call duties approximately seven times a year

## Purpose

The purpose of this position is to assess and support Restoration or Kinship Care as a permanency outcome for children and young people in out of home care. Assessors complete comprehensive assessments to identify the viability of Restoration and/or to explore Kinship care options, under the legislative Permanency Principles. As the assessor, you will utilise a number of strength-based frameworks and risk assessment models to work intensively with families in identifying and meeting their support needs for the safe return of the child or young person to the family unit.

To achieve this purpose, the position holder would typically:

Focus

- Complete comprehensive viability and restoration assessments using the Fostering Young Lives (FYL) framework
- Complete Kinship Assessments of appropriate family members for children and young people within the out of home care system
- Utilise a strength based approach following the permanency principles for children and young people in out of home care
- Hold a caseload of families providing post restoration support. The number of clients will depend on factors such as phase of intervention, complexity, and geographical location.
- Be comfortable working with and supporting both victims and perpetrators of historical abuse
- Facilitate training for parents and Kinship Carers based on need
- Facilitate supported Family Time between parents and children/ young people with the aim of upskilling parents
- Work openly with your Team Leader to share and identify risk or family concerns for appropriate safety planning
- Work in partnership with Fostering Young Lives case management
- Co-ordinate multi-agency working with statutory services, Funded Service Providers, Allied Health and Educational organisations and follow through with actions in the best interests of the family
- Develop, implement, monitor and review Family Action Plans and outcomes, in line with the Department of Communities and Justice proposed actions. This includes identifying strengths as well as areas of risk and ensuring children and young people are actively engaged in the process.
- Holistically engage the family (including children and young people, birth family, foster and/or kinship carers) where appropriate, to identify, signpost and refer to necessary support services.
- Work transparently with families and support agencies.
- Engage in self-reflective practice, group and 1:1 supervision.
- Work autonomously at different office sites and geographical locations with Team Leader guidance.
- Actively participate in Alternate Dispute Resolution/ Mediation/ Family Group Conferencing sessions.
- Attend Court to support and assist families and participate in writing court documentation including affidavits where required.
- Actively engage in Fostering Young Lives training, reflective practice and additional learning for continuous development.
- Attend case review meetings, case conferences, professional and cultural consultations.
- Ensure appropriate documentation is kept and maintained in a timely manner.
- Travel (primarily) within the Sydney locality to meet the requirements of the role. Further travel on a case by case basis.
- Support Team members through the sharing of knowledge, information and emotional support.
- Be a mandatory report to the Child Protection Helpline.
- Document work hours, kilometres travelled, reimbursements and other employee records in the timeframes required.

**When things are going well we would expect to see these outcomes:**

- Outcomes
- Children are safely restored to the care of their parent/s or are cared for within the family unit
  - The way we work with families is effective and appropriate interventions aligned to a strengths based framework are utilised ensuring continuous engagement
  - Children and young people have an increased sense of safety, security, identity, wellbeing and family connection
  - The way we work with families is planned, coordinated, and well documented, with known risks identified and a safety plan in place
  - Families feel they are and are supported to actively participate in decision making
  - Improved outcomes for families are identified as a result of service delivery

**We work collaboratively with others, however this position works close closely with:**

- Relationships
- |   |  |
|---|--|
| Within The Benevolent Society:  | Outside The Benevolent Society:  |
| <ul style="list-style-type: none"><li>• Child &amp; Family Practitioners</li><li>• Senior practitioners and Leadership teams</li><li>• Practice Consultants</li><li>• Management</li><li>• Wider Child and Family Teams</li></ul> | <ul style="list-style-type: none"><li>• Birth families</li><li>• Foster and Kinship carers</li><li>• Statutory services and other funded service providers and agencies</li><li>• Court clinicians</li></ul> |

**To achieve the position purpose and outcomes the position holder will need to have:**

- Individual
- Degree qualified in Social work, Psychology or can evidence relevant experience
  - Minimum 2 years' experience working with **at risk** children, young people and/or families from a protection perspective, including experience undertaking comprehensive assessments
  - Sound knowledge of child protection, client vulnerabilities such as drug and alcohol use, domestic violence, mental health issues and the impact of trauma and the effect on child behaviour and development
  - Strong analytical skills, including the ability to openly communicate and challenge worries, concerns and identified risk
  - Experience utilising Evidence based practice models of intervention. **Full training on the model and services is provided as part of the program on boarding.**
  - Understanding complexities and needs of diverse communities including Aboriginal and Torres Strait Islander, culturally and linguistically diverse (CALD), gay, lesbian, bisexual, transgender, intersex, queer and Asexual (LGBTIQA) communities
  - Excellent written and verbal communication skills
  - Good relationship building skills with the ability to create strong working relationships with different stakeholders
  - Ability to work flexible hours, occasional evening and weekend work will be required

**This position may require some flexibility in terms of travel or hours of work:**

- Travel
- Overnight travel/stays may be required
  - Some weekend work may be required
  - Some evening work may be required
  - Travel between office locations/regions will be required
  - Travel to clients (varied locations) will be required
  - Use of own registered, insured motor vehicle for business purposes may be required
  - Use of TBS pool cars may be required
- All of us might need to travel occasionally to attend learning opportunities, meetings or other key events.

**Those with knowledge of this position say the things that might make your day are:**

- Being part of a team which reunites a child/ young people within their family
- Being able to positively influence and support vulnerable parents
- Meeting and working with new families through the positive turnover of cases
- Sitting down and working with families through their complexities
- Educating families on Child Protection systems and ensuring they are understood
- Joint working with case management teams
- Being able to advocate for the needs of a family and being heard within the system
- Feeling valued and respected to implement change
- Working within the team and sharing knowledge with a good team dynamic

Context

**Those with knowledge of this position say some key challenges you might experience are:**

- Potentially serious consequences of decision making and its impact on children, young people and families
- Ensuring self-care to prevent burn out
- Managing competing priorities and needs of stakeholders
- Home visiting when there are risk associated with the visit and ensuring strategies are in place to ensure safety
- Demotivating when parents don't have the capacity to change, at this time
- Writing to meet the purpose of your audience

Approvals

<b>Approver</b>	Director, Human Resources	Date: 23 August 2021	Position Code: CFS010
<b>Review history</b>	V1.0 Release		
<b>Advertising</b>	Community services, social work/er, youth work/er, child protection		

This Position Profile is not intended as an exhaustive description of the position, accountabilities or associated duties. The Benevolent Society may alter or adjust this Position Profile at any time.