

Kinship Care Practitioner

Department for Child Protection

*Nurturing happy, healthy kids so they
can grow up safe and reach their full potential.*

CLASSIFICATION:**AHP2/PO2****DIRECTORATE:****Carer Services****REPORTS TO:****Supervisor, Kinship Care****FTE:****1.0****ROLES REPORTING TO THIS ROLE:****Nil****ABOUT THIS ROLE:**

The Kinship Care Practitioner is a role within the Department for Child protection (DCP) and is accountable to the Supervisor, Kinship Care for enhancing Kinship Care Workers capacity of Kinship Care service provision that is aligned to the DCP Practice Approach by providing support and practice expertise on kinship care practice and fostering good working relationships whilst providing consultation, professional advice and training to Kinship Care Workers. The role is responsible for developing and maintaining systems that enable reporting and recording of key Kinship Care priorities and themes identified by the Kinship Leadership team to not only enable best outcomes for children and young people in kinship care placements but to also identify service gaps; and targeted strategies to respond to these service gaps.

YOU WILL BE ADDING VALUE BY:

1. Assist in leading culturally appropriate best practice and provide high quality advice to Kinship Care Workers when responding to the needs of Aboriginal carers and non-Aboriginal carers of Aboriginal children and young people in kinship care.
2. Provide professional and specialist guidance and advice to Kinship Care Workers, relating to best practice and appropriate application of child protection and other related legislation requirements.
3. Monitor compliance with workplace and other related legislative requirements.
4. Provide professional advice, mentoring and support to Kinship Care Workers to ensure responsive and accountable support services to Kinship carers.
5. Facilitate a transparent service delivery model in liaison with Kinship Care Supervisors, workers and DCP Office case managers.
6. Provide expert and practice advice to support the development, implementation and evaluation of procedures and policies that relate to kinship care service delivery.
7. Provide operational data on kinship carer households including carer agreements, carer reviews, temporary placements, referrals and Working with Children Checks and potential service gaps.
8. Monitor and contribute to the progress of carer reviews, carer agreements and other case / actions plans and make recommendations to amend the plan as necessary in light of changed knowledge and circumstances.
9. Lead the development, implementation and evaluation of Kinship Care service model reform to support kinship care service delivery.
10. Contribute to the development of competence of Kinship Care Workers.
11. Prepare high quality written documents, including briefings and reports to a range of stakeholders within the required timeframes.
12. Contribute to the development and delivery of workplace learning and development opportunities.
13. Support the child's Care Team to identify and recruit relatives/kin of children and young people to undertake a kinship carer role.
14. Research new techniques and methodologies which support kinship care and culturally appropriate service provision and suggest changes to service provision.
15. Build, manage and maintain positive and collaborative working relationships with peers, staff and relevant stakeholders.
16. Establish and maintain sound communications and effective liaison and coordination with DCP leadership and staff, and all internal and external stakeholders.
17. Contribute to maintaining a safe and healthy work environment by taking personal accountability by identifying and reporting incidents, hazards and injuries in accordance with DCP policy & procedure, and cooperating and complying with reasonable instructions of DCP line management and WHS Officers.



WHO YOU WILL WORK WITH:**Internal**

- Supervisor, Kinship Care (line manager)
- Management and staff within the office and across DCP
- Community representatives, particularly of Aboriginal Communities

External

- Other government and non-government organisations, including schools, providing services to the children and young people requiring care and protection

QUALIFICATIONS**For those employees classified at AHP**

Essential: A degree level qualification in Social Work which gives eligibility for full membership of the Australian Association of Social Workers.

Persons of Australian Aboriginal or Torres Strait Islander descent, who have the appropriate background and skills but do not have the essential qualification, may apply for and be engaged/assigned to the role of Social Worker and will be entitled to apply for any Allied Health Professional roles requiring a qualification in Social Work within the Department for Child Protection (DCP).

For those employees classified at PO

- **Essential:** Appropriate degree qualification in Community Services, Social Sciences, Human Services, Health or related field.

YOUR CAPABILITIES:

- Demonstrated ability to develop and maintain strong working relationships with people both within government, non-government sector and community.
- High level interpersonal skills and the ability to communicate both verbally and in writing to a range of stakeholders, and adapt communication style and identify strategies to improve communication effectiveness.
- Demonstrated knowledge and understanding of the issues impacting on Aboriginal children and families and their effects on service delivery.
- Sound knowledge and understanding of trauma informed best practice and support in the care of children and young people.
- Demonstrated knowledge of Children and Young People (Safety Act) Act, Aboriginal Child Placement Principle, relevant child protection legislation and high-level awareness of topics specific to Kinship Care service provision.
- Demonstrated high level skills in problem solving, analysing complex information, negotiating diverse perspectives, and developing practical solutions.
- Ability to develop workers' skills and competencies in supporting kinship carers, to facilitate critical thinking and reflective practice.
- Experience providing sound and practical advice on kinship care service provision matters and training, support and guidance to team members in order to develop and improve team performance and communication.
- Demonstrated knowledge and commitment to promoting and creating a safe and inclusive work environment.



OUR COLLECTIVE RESPONSIBILITIES

- Maintain accurate and complete records in accordance with the *State Records Act 1997* and departmental policies, procedures and practice guidance.
- Understand and follow the requirements of confidentiality within the *Children and Young People (Safety) Act 2017*, and whole of government and DCP policies, procedures and practice guidance to facilitate appropriate standards of confidentiality and information sharing practice.
- Actively participate in performance development processes.
- Comply with reporting obligations arising from legislation, professional conduct standards including the Code of Ethics for the South Australian Public Sector, and departmental policies, procedures and practice guidance.
- Undertake mandatory training activities as specified with the DCP Mandatory Training Procedure.
- Actively contribute to Reconciliation, and to the aims and objectives of the Aboriginal & Torres Strait Islander Child Placement Principle.
- Demonstrate a commitment to preventing gendered violence against women consistent with DCP's status as a White Ribbon Accredited Workplace.
- Maintain the Program Standards of White Ribbon Reaccreditation.
- Actively support DCP's commitment to ensuring a workplace culture that is respectful, safe and inclusive where our employees are free from discrimination and are recognised for the individual and collective skills and perspectives that they bring by virtue of culture, race, gender, disability, age, sexual orientation, gender identity, intersex status and other differences.
- Act at all times in accordance with the Code of Ethics for the South Australian Public Sector and legislative requirements including (but not limited to) the *Public Sector Act 2009* and *Work Health and Safety Act 2012*.

SPECIAL CONDITIONS

- You must have, or gain, a current Department of Human Services working with children check prior to being employed and renew this every five years before expiry.
- You must be an Australian resident or provide evidence that you have a current work permit.
- You will need to undertake training in Child Safe Environments – Reporting Child Abuse and Neglect and other mandatory training as required.
- The incumbent will be required to achieve performance targets as negotiated and mutually agreed with the [Line Manager title].
- You may be required to perform duties in other locations/divisions/units dependent upon Departmental requirements.



YOU WILL CONTRIBUTE TO



OUR VISION is for all children and young people to grow up safe, healthy, connected and feeling loved so they reach their full potential.



OUR PURPOSE: The Department for Child Protection protects, cares for and empowers children and young people at risk and in care. We do this by working together with our key partners to respond to abuse and neglect, keep children and young people safe from further harm, help them heal from trauma and reach their full potential.



Leaders in practice excellence

Staff in all parts of child protection develop and use best practice in their work to deliver improved outcomes for children, young people, carers, and families.



Closing the Gap

We commit to a transformed child protection system that makes active efforts and where Aboriginal people and communities are empowered to lead decision making about the care and wellbeing of Aboriginal children and young people.



A child protection system that meets the needs of children and young people

We commission and deliver services based on a deep understanding of the needs of children and young people in care and our aspirations for them to heal from trauma and reach their full potential.



A thriving workforce

We are future focused in our workforce strategy, supporting and valuing our staff, proactively recruiting, and establishing sustainable systems, processes and workplaces that enable us to be highly effective.



Active and collaborative partnerships

We work together with our service partners and alongside the community to improve outcomes for children, young people, carers, and families.



Working alongside carers

We respect and value carers as vital partners in keeping children and young people safe and well.



Quality services and safeguarding

We are accountable and transparent, and pursue continuous improvements to promote the safety and wellbeing of children and young people throughout the services we fund and provide.

CERTIFIED CORRECT



Government of South Australia
Department for Child Protection