

# Aboriginal Family Practitioner

## Department for Child Protection

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

**CLASSIFICATION:**
**AHP1**
**DIRECTORATE:**
**Multiple**
**REPORTS TO:**
**Supervisor**
**FTE:**
**1.0**
**ROLES REPORTING TO THIS ROLE:**
**Nil**
**ABOUT THIS ROLE:**

The Aboriginal Family Practitioner is a role within the Department for Child Protection (DCP) and is accountable to the Supervisor for case management and co-working on child protection assessments involving Aboriginal families. This includes making and supporting referrals for culturally appropriate interventions that foster strengthening of families and the safety and well-being of Aboriginal children and young people. The role is responsible for assisting in the development and implementation of a holistic culturally based service that provides specialised and innovative services and achieving a high-quality service in the engagement of Aboriginal families.

**YOU WILL BE ADDING VALUE BY:**

1. Respond to notifications of child abuse and outcomes of investigations involving Aboriginal families, and where necessary review and reassess and be open to a change of view in responding to new evidence.
2. Contribute to the protection of Aboriginal children, evaluate the risk of abuse, failure to protect and harm to self and other people and ensure that all matters regarding the care and management of Aboriginal children are reported in line with departmental policies and procedures.
3. Co-work in child protection assessments involving Aboriginal families.
4. Use a culturally accountable model of practice to identify problems and concerns, together with strengths and resources which enables families to mobilise their own resources and those from elsewhere, reviewing their progress and personal difficulties to promote and achieve independence.
5. Monitor the problem solving and coping capacities of individuals and assist in ensuring that Aboriginal families are enhanced through the provision of respectful consultation processes.
6. Identify, collect and share information and observe clients and their situations in a manner which promotes dignity and allows them to assess and determine strategies that contribute to their well-being.
7. Support families to connect with community-based services which can address their needs and which can support them to make sustainable changes which will enhance the well-being and safety of them and their children.
8. Develop and maintain effective working relationships with the Aboriginal community and other key stakeholders in order to achieve quality outcomes for Aboriginal families and their children.
9. Contribute to the provision and coordination of culturally appropriate service delivery.
10. Provide culturally appropriate advice, information and assistance in relation to Aboriginal people to departmental staff which is comprehensive and contributes to the goals for intervention.
11. Take action and provide services that are inclusive of Aboriginal people and people from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services.
12. 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 (direct line manager)
- Management and staff within the office and across Department for Child Protection

**External**

- Aboriginal Community
- Other government departments
- Relevant Non-Government organisations

**QUALIFICATIONS**

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

**Desirable:** Nil

*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).*

**YOUR CAPABILITIES:**

- Ability to managed workloads, organise and plan work activities taking in to account the need to prioritise tasks and responsibilities.
- Ability to develop and maintain strong working relationships with people both within government, non-government sector and community to promote positive outcomes for Aboriginal children and families.
- Ability to establish, lead and maintain formal and informal networks and partnerships with Aboriginal people through their kinship systems.
- Demonstrate knowledge of child development, counselling, crisis intervention, and working in a statutory environment or community.
- Demonstrated experience in problem solving and developing workable solutions.
- Ability to provide services that are inclusive of Aboriginal people and community from culturally and linguistically diverse backgrounds as well as engaging in learning about other cultures to better establish relationships and improve services.
- Demonstrated ability to apply culturally sensitive child protection practice for Aboriginal and Torres Strait Islander people, and community from culturally and linguistically diverse backgrounds.
- 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

- Pursuant to Section 56(2) of the Equal Opportunity Act, 1984 only people of Aboriginal and Torres Strait Island Descent may apply for this role.
- 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 Supervisor.
- 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