



INFORMATION FOR APPLICANTS

Peer Support Worker

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ABOUT FISH: Family Inclusion Strategies in the Hunter Inc. (FISH) is a small organisation that formed in 2014. Our mission is to achieve better outcomes for children and young people in child protection and out-of-home-care systems. To achieve this we advocate, support, and amplify the voices of parents and family who have come to the attention of DCJ and whose children were removed or may be at risk of being removed. Parents involved in these systems are often excluded from decisions about their children, have limited time with their children while they are in care, and their voices are often not heard. No matter where a child lives, it is critical for them to have relationships with their parents and other family when safe to do so.

Our organisation is managed by a committee which is comprised of parents with lived experience of child protection and out-of-home care as well as child protection practitioners. We currently receive limited funding and our committee is entirely volunteer. Peer support workers undertake a combination of paid and volunteer work (e.g., 4-hours phone support: 2 hrs paid, 2 hrs voluntary).

OUR PEER SUPPORT AND ADVOCACY SERVICE: At the moment, we offer, court support, phone support, and group support (morning teas, information sessions, workshops). We hope to expand into meeting and family time support. **See our service advertisement flyer [here](#).**

Read the attached position description which has the criteria to answer in the job application.

SELECTION PROCESS: We aim to provide as much information and support as possible during selection. **Applicants from all cultural communities are encouraged to apply. Aboriginal children and young people are taken from families at higher rates so peer support for their families is critical.**

Information session:	Friday 7 May 2021, 12.00-1.00 pm Conference Room, Broadmeadow Children's Court, 19-23 Lambton Rd, Broadmeadow Our peer support team will talk about the role and some of their experiences. We will talk about requirements and answer questions about the selection process.
Written application:	Due Friday 14 May 2021, 5.00 pm Written applications will be considered by a panel. To be selected for interview, you must meet all of the essential criteria (see the attached position description). Contact the project worker with questions.
Interview:	Date will be advised after written applications are checked. Applicants who meet the essential criteria will be invited to an interview. Members of the interview panel will be the project worker for our peer support and advocacy service and two other people with experience in this field (e.g., parent with lived experience and a practitioner).
Observation:	Date will be advised before or after interview. A chance to look at court support work. Applicants who meet the essential criteria will be asked to observe one session of peer support workers providing support to parents and family at the court. After the observation we will have a conversation about what you saw and how you think you might go in the role.

Applications close: 14 May 2021

Final decisions about applicants will be made after interviews and observations.

Questions/enquiries: Lou Johnston

Project Worker, Peer Support and Advocacy

M: 0416 013 823 | E: contact@finclusionh.org

POSITION DESCRIPTION

Position Title: Peer Support Worker

Supervisor: Project Worker or
Nominated FISH Committee member (if no project worker)



Purpose of Role: To provide peer support and advocacy as a parent with lived experience for parents and families involved in the child protection and out-of-home care systems. Peer support and advocacy includes court support, phone support, information resources, peer support groups, and other activities that may be developed as part of program and strategic planning.

Employment status: Casual – combination of paid and volunteer hours

Starting pay rate: SCHADS, Social and Community Services Employee, L2 PP1

1. Reporting Structure

The Project Worker will provide support and supervision for the Parent Partner.

The Project Worker role may be short term. In the event there is no Project Worker, the Peer Support Worker will report to and be supervised by a nominated FISH committee member.

2. Key Responsibilities

1. Provide brief information, emotional support, and advocacy to parents and family at court, via phone, at peer support groups, and other locations as determined.
2. Promote FISH and its services, activities, and programs to parents, families, and government and non-government providers in relevant sectors, including child protection, child and family, and permanency support programs, such as, out-of-home care and family preservation.
3. Build and sustain professional relationships with stakeholders including the Broadmeadow Children's Court, legal services, non-government organisations and NSW Department of Communities and Justice (DCJ).
4. Collect data to assist in administration and evaluation of peer support and advocacy.
5. Write brief confidential notes on interactions with parents and family in line with approved guidelines.
6. Assist in the review of practices and resources for parents and families to assist them to navigate the care and protection system, including the legal system and legal processes.
7. Engage in regular supervision – individual and group with other peer support workers – and teamwork meetings and other activities.
8. Follow directions from the Project Worker and nominated FISH Committee members.
9. Professionally represent FISH and our services at all times through professional conduct, dress and in all communications in line with relevant FISH policies, including the Code of Conduct and those related to social media, confidentiality, and conflicts of interest.

Important: During court support, with the lawyer's consent, Peer Support Workers may be present and provide emotional support at times when parents talk to their lawyers. The Peer Support Worker cannot participate in conversations or any interactions between parents, family members, and lawyers unless invited by both the parent and the lawyer, or speak or communicate in anyway on behalf of parents or family members to either the lawyer or the Court, unless invited to by the lawyer or the Court. Peer Support Workers will be required to sign a commitment to adhere to this requirement when they are appointed and to participate in training and supervision to support how they work in the role.

Selection criteria ... next page

3. Selection Criteria

(criteria for job application)

Essential

1. Previous lived experience of child removal and placement in out-of-home care (as a parent or close family member) along with personal change that led to improved safety and wellbeing for children.
2. Confidence to empathically share own learning and life change, within professional boundaries, with families who are experiencing removal of children into care or are at high risk of child removal.
3. Knowledge (based on lived experience) of the child protection and out-of-home care system in NSW, including an understanding of the law and a willingness and capacity to learn.
4. Ability to work in partnership with agencies and workers in the interests of children and young people.
5. Ability to be well organised and manage time and tasks.
6. Good verbal communication skills and ability to work well with people.
7. Ability to read and write including reading written instructions and completing forms.

Probity checks will be implemented. It is expected that the issues that contributed to past child protection involvement have been resolved for 12 months or more and there is no ongoing involvement with NSW DCJ in relation to child protection concerns. Applicants will need to give permission for this to be verified directly with NSW DCJ and potentially with other agencies.

Desirable

1. Certificate or Diploma level qualification in Community Services or related
2. Employment or volunteer work with a community organisation
3. Lived experience that includes a restoration/reunification process or sustaining a quality parenting relationship with children remaining in care
4. Awareness of resources available in the community that may help families with a child in care

For other information about FISH and its services see:

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