

POSITION DESCRIPTION

Youth Caseworker Creating Futures Justice Program

Position title	Youth Caseworker
Reports to	Creating Futures Program Manager
Responsible for	Developing relevant networks and providing comprehensive, holistic, intensive client-centred casework support to give Aboriginal and Torres Strait Islander offenders a genuine change at creating a future that does not involve the criminal justice system. Provision of support for young people aged 10-18 for mainly Aboriginal clients in the City of Sydney LGA who are involved in the justice system.
Location	Your position is initially based on Gadigal land at the Weave HQ in Waterloo but you will be required to work at other Weave sites during the course of your employment.
Hours	Part time - 63 hours per fortnight (9 day fortnight)
Status	Part time: All positions at Weave are dependant on continued funding and are subject to a 6 month probation period
Award	Social Community Home Care and Disability Services Industry Award 2010 (SCHADS)
Grade	SCHADS SACS Level 4 Paypoint 1-4 depending on qualifications and experience. Weave hourly rates are above the SCHCADS rates. The current Weave hourly rates for Level 4 Paypoint 1-4 are \$42.63-\$45.87 exclusive of superannuation and annual leave loading
Benefits	Superannuation @10.5% and leave loading @17.5% plus generous wage packaging/salary sacrifice available

Creating Futures Justice Program

Aboriginal young people make up at any time around 50% of the Youth Justice population in this state. Recently COAG noted that they were not supportive of raising the age of criminal responsibility as there were not any services that could pick up those clients who would end

up in the justice system. We are expanding our successful Creating Futures justice program to deal with these two issues.

The most recent Young People in Custody Health Survey found that 83.3% of young people in juvenile detention in NSW had at least one psychological disorder, and 63% had two or more disorders. Young people need help and not incarceration.

Multiple interactions with the criminal justice system (including policing, bail, the Courts and juvenile detention) involves strip searching that causes significant psychological harm to young people. We need to move away from the practices and impacts of the criminal justice system that involve or cause mental health harm - and move towards models of self-empowerment and care.

The services young people access need to be trauma-informed in order to work safely and appropriately with young people and the community. When working with Aboriginal people this includes understanding the context of colonisation, features of family/kin relationships, cultural load and cultural understandings, and appreciating the intergenerational impacts of discrimination and social exclusion.

According to the Healing Foundation: "Without adequate opportunity to overcome trauma, young people internalise their experiences and seek to find their own means to cope with the overwhelming nature of events. This often results in negative behaviours such as high rates of drug and alcohol addiction, violence directed at self and others, criminal behaviour and interaction in the justice system, gang membership, homelessness, and early school leaving ... In order to overcome the intergenerational transmission of trauma in indigenous communities, a focus on children and young people is imperative."

Weave Youth & Community Services

Weave Youth & Community Services works on the land of the Gadigal and Bidjigal people. We provide a range of services to socially and economically excluded young people, women and families who live in the City of Sydney Local Government Area as well as the Maroubra/La Perouse, Inner West and Woolloomooloo.

Weave was established in 1976. The team at Weave are dedicated, experienced and are well recognised for their engaging work with young people, women and families, community development work and pioneering new therapeutic approaches.

KEY RESPONSIBILITIES

- Provide individual casework and case management support to young people with complex trauma histories and complex needs, including support with mental health and AOD issues, legal issues, housing, family issues, relationships, domestic violence, justice, education, employment, culture etc
- Provide court support and advocacy to endeavour to divert young people from custody

- Pre-release exit planning with young people who are in custody prior to release.
- Provide comprehensive, holistic post release support for young people in the target group who are transitioning to community from custody
- Therapeutic/trauma informed case-management
- Intensive case management commences pre-release and continues post release. Client led case plan with achievable goals in relation to Housing, legal issues, health, mental health and wellbeing, education and training, relationships and family, alcohol and other drug issues, grief and loss, processing trauma, cultural connection and healing. This may include occasional crisis response and out of hours work
- Work with the Aboriginal Healing Program to assist with your clients connection to culture, family and community through involvement in existing programs or those created for the young people in the program.
- Facilitated access to the holistic suite of Weave programs and services including mental health and AOD support, employment hub , creative arts programs and opportunities to give back via our leadership and advocacy programs and community development programs and events
- Collaborating and working closely with other services – housing, social security, police, health, mental health, employment services, drug and alcohol rehabilitation services, recreational and sporting clubs
- Establish and nurture relationships with Aboriginal and/or Torres Strait Islander community organisations to ensure they are aware of support provided by those services and therefore identify opportunities for collaborative engagement, or otherwise to make appropriate onward referrals when necessary;
- Ensure that your practice is culturally safe and responsive with Aboriginal and Torres Strait Islander clients and communities.
- To understand and accept Aboriginal and Torres Strait Islander worldviews surrounding family and kinship, and utilise such as a strength and resource in developing healing outcomes for clients and their families
- Provide support with training and employment pathways by connecting young people to existing support
- Supported referral to other services
- Develop close working relationship with NSW Department of Communities and Justice
- Use Weave's data collection system, to record and manage client data and case plans
- Ensure all disputes with both staff and service users are resolved according to the Weave complaints and grievance procedure

- Promote the service and its programs to the local and wider community.
- Participate in probationary review meetings and Annual Performance Review with Program Manager and Management
- You may be required to perform other duties as directed from time to time to suit organisational requirements and which are broadly consistent with your role.

GENERAL RESPONSIBILITIES OF ALL WEAWE STAFF:

- Work as part of the wider Weave team displaying effective team membership and upholding the Weave values at all times
- Participate in Weave staff meetings, retreats, planning days, training and performance appraisals as required
- Perform all duties in accordance with the Weave Code of Conduct and Weave policies and procedures
- Maintain a commitment to EEO policy and WHS safety standards, ethical practice principles and a commitment to the principles of cultural diversity
- Take responsibility to ensure Weave is a warm, inviting and hospitable environment for everyone to enjoy; treat people like you would if they were guests in your home
- Notice when things are untidy and proactively clean up as needed
- Make sure all visitors to the centre are welcomed and looked after including offering cups of tea, coffee, water etc. and that they get the assistance they came for, or at least information and referral if Weave cannot assist directly
- Hospitality is a shared responsibility of the whole of the Weave team and is included in the Position Descriptions of all staff
- Support and maintain a healthy, inclusive, positive Weave culture and embody the Weave values
- Expectations of workers roles can change according to the needs of the community and available resources

SELECTION CRITERIA

1. Qualifications and/or currently studying in social work, community work, welfare, community management or other relevant discipline
2. Excellent skills in managing complex community dynamics
3. Complex casework and case management experience
4. Experience in youth work
5. Understanding of issues affecting Aboriginal communities, families, young people and children
6. A commitment to EEO policy OH&S safety standards, ethical practice principles and a commitment to the principles of cultural diversity
7. Able to work in a flexible and adaptable manner under stress
8. Current NSW Working With Children Check clearance and National Police Check
9. Common sense and an excellent sense of humour
10. NSW Class C drivers licence

Desirable Criteria

- Understanding of the criminal justice system and trauma-informed care
- Aboriginality