

Position Description

Position title	Educational & Developmental Psychologist or Senior Social Worker (commencing 2023)
Program/Unit	MacKillop Education Geelong (MacKillop Specialist School)
Classification	VCEMEA – Dependent on qualifications & experience
Position reports to	Education & Wellbeing Coordinator

Organisational context

Established in 1997, MacKillop Family Services (MacKillop) strives to ensure all families are supported to provide children with a safe and permanent home, and the best possible start to their lives.

Continuing the child and family welfare programs of our three founding agencies – the Sisters of Mercy, the Sisters of St Joseph and the Christian Brothers – we provide early intervention programs to support the most vulnerable families, and provide education, disability support, home-based care and out of home care for vulnerable children and young people in Victoria, New South Wales and Western Australia.

MacKillop has almost 1,500 staff, operating out of more than 50 sites, and has forecast annual revenue for the 2022/23 financial year of over \$213 million.

Like our founders, we are deeply committed to our work, and are driven by social justice. We believe every child should be protected from abuse, neglect and exploitation, and are a child-safe organisation that is committed to protecting and advocating for the best interests of children and families across all our programs.

Our work is underpinned by our values, and by a deep understanding of the impact of trauma, informed by the Sanctuary Model. Sanctuary is a blueprint for organisational change, which supports organisations to provide a safe, non-violent environment for people affected by trauma. It also supports staff and carers to form communities that are safe and caring, and to maintain a culture that reflects these qualities at every level within the organisation. MacKillop is the only licensed provider of training in the Sanctuary Model in Australia.

MacKillop is deeply committed to promoting diversity. Our diversity encompasses differences in race or ethnicity, gender identity, gender expression, intersex status, sexual orientation, language, age, religion, socio-economic status, relationship status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity makes us more creative, flexible, accessible and productive.

Our purpose

MacKillop Family Services continues our founders' passionate commitment to social justice – to work for the rights of children, young people and families to be safe, to learn, feel nurtured and connected to culture. We provide high quality services to promote healing from trauma and loss, and to enable hopeful futures.

MacKillop Family Services will care compassionately, respond large-heartedly and advocate courageously.

Our vision

Children, young people and families are welcomed and supported by MacKillop to be empowered and thrive.

Our values

We commit to the following five foundational values which we continue to embed in the culture of our organisation and practice:

JUSTICE. We believe in the right of all people to experience respect and to have access to quality services irrespective of sex, race, ethnicity, culture, language, religion, marital status, disability, sexuality or age. We advocate for inclusiveness and social justice in the wider community and commit to these principles across our organisation and all services we provide. ***We believe in the right of all people to be treated justly and fairly.***

HOPE. We commit to creating positive and hopeful relationships where people find meaning in their experiences and relationships and are able to learn, explore their strengths and create possibilities for growth and change. ***We seek to foster hope that assists people to find meaning.***

COLLABORATION. In our work with individuals, families and other organisations and groups, we commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment. ***We commit to working in a collaborative spirit through cooperation, coordination, partnership and empowerment.***

COMPASSION. Compassion is an attitude of the heart, an expression of our shared humanity and a deep desire to alleviate another's suffering. We commit to creating an attitude of openness to others and to their circumstances. ***We seek to foster compassion, an attitude of the heart and a response to exclusion and suffering.***

RESPECT. We value ourselves and other people, the earth and all creation. We seek to listen and learn from each other and build relationships with respect, being proud of what we hold in common and with understanding and tolerance of our differences. ***We seek to act with respect with regard to each other, the earth and all creation.***

Our Sanctuary Commitment

Our values are brought to life through our commitment to the Sanctuary Model. Sanctuary is an evidence-supported, whole-of-organisation framework that guides how we practice as an agency. Sanctuary enables a shared language, knowledge, and response to the impact of trauma and loss on all of us.

Our seven Sanctuary Commitments are as follows:

- Non-Violence - Mean what you say and don't be mean when you say it
- Emotional Intelligence - Look out for yours and other people's feelings
- Social Learning - We all learn from, and teach each other
- Democracy - Everyone is heard
- Open Communication - Be honest and share information
- Social Responsibility - We all help each other ... It takes a village to raise a child
- Growth and Change - Open to new ideas and ways of thinking

Position purpose

This position is situated within MacKillop Education Geelong (MacKillop Specialist School P-12) and reports to the Education & Wellbeing Coordinator. MacKillop Education, informed by our Catholic ethos and values, is committed to equity and access to learning for all children and young people. We believe in the transformative and liberating power of education, supported by a safe community that strives for excellence, enabling every student to flourish and achieve their full potential.

In our trauma-informed setting, the Educational & Developmental Psychologist/Senior Social Worker is a part of the Wellbeing & Engagement Team, that designs and implements school-wide wellbeing initiatives and provide leadership across the school programs. The Psychologist/Social Worker provides direct support to students and families and enhances the capacity of staff to cater for the diverse learning needs of our students. Additionally, the Psychologist/Senior Social Worker collaborates with Psychologist/Senior Social Worker colleagues across our school campuses, as a part of the Positive Education committee, to enhance student wellbeing across MacKillop Education.

Primary objectives

The aim of the Psychologist/Social Worker is to enhance the wellbeing and engagement of students across all MacKillop Education Geelong programs, implementing trauma-informed interventions and programs. They will provide high-level clinical assessments (Psychologist) or oversee the appropriate referral of students (Social Worker). They develop the capacity of staff to respond effectively to students whose learning and development has been impacted by trauma and support classroom staff to develop Individual Learning Plans, Safety Plans and classroom modifications which enhance educational outcomes for students. They provide psychoeducation to students, families, and carers to enhance wellbeing and educational outcomes for students. In addition, they are part of the Incident Response Team that responds to critical incidents and provides safety through co-regulation with students.

Key result areas and responsibilities

The Position Title will:

- Provide clinical leadership, assessment and trauma-informed interventions based on sound practice, expertise, and contemporary research, that deliver positive educational outcomes for vulnerable children, adolescents, and their families
- Increase capacity of program staff, to enhance learning outcomes for students, through classroom-based support and observation, consultation, and the delivery of training
- Work collaboratively with the Wellbeing & Engagement Team, Leadership Team and other education and allied health services, to meet the educational and mental health needs of children and young people referred to MacKillop Education
- Contribute to the collection and analysis of data for the Nationally Consistent Collection of Data (NCCD) requirements
- Contribute to the development and implementation of Individual Education Plans, Safety Plans, and classroom modifications for students, in collaboration with staff
- Participate in the Local Leadership Team Meetings and Positive Education Committee and provide expert advice to staff to enhance learning outcomes for students
- Develop and maintain effective relationships with key internal and external stakeholders, to improve education, health and wellbeing outcomes for children and young people referred to MacKillop Education
- Provide consultation to parents/guardians and other professionals through Care Team and/or Professionals Meetings
- Provide professional supervision to identified staff
- Observe and support the MacKillop values and ethos, the policies and procedures of MacKillop Education including the Sanctuary Commitments, and the ReLATE Education Framework.
- Undertake duties as required by the Principal

Key selection criteria

The incumbent will have:

- A knowledge and understanding of Aboriginal culture and values and an awareness of the current issues faced by Aboriginal children, young people and their families
- Psychologist: Current registration as a psychologist with the Psychology Board of Australia (AHPRA). A degree in Psychology at Master or Doctoral level and experience in an educational setting are preferred but not essential
Social Worker: A degree in Social Work. Certificates and/or leadership experience in child and adolescent mental health and experience in an educational setting are preferred but not essential
- Practice knowledge relevant to working with students and families who have experienced complex trauma, and the ability to provide therapeutic assessments and trauma informed interventions
- A well-developed understanding of social/emotional and cognitive disabilities and an ability to assist others to understand their associated implications
- A demonstrated ability to work collaboratively within an interdisciplinary framework, including active participation in a classroom setting
- Demonstrated high-level interpersonal and communication skills, including a capacity to develop positive relationships with students, parents, caregivers, staff, and external agencies
- Evidence of personal values consistent with the values of MacKillop Family Services including a willingness to embrace the ReLATE Education Model and Sanctuary Commitments.

Other information

The incumbent is required to:

- Sign and actively abide by MacKillop's Code of Conduct.
- Observe and actively support MacKillop's P.8 People and Workplace Policy.
- Observe and fulfil health and safety responsibilities as contained within 'WHS-P-001 Responsibility Statements' document.
- Attend mandatory and other training as required.
- Actively participate in MacKillop's Bid Management process as required.
- Participate in and promote continuous quality improvement processes.
- Promote an environment that is culturally safe and strengths focussed.
- Abide by principles and commitments of the ReLATE and Sanctuary Frameworks.
- Incorporate cultural safety into your practice with Aboriginal families.

The incumbent must possess a:

- Valid and current Driver's Licence.
- Valid and current Working with Children Card.
- Valid and current NDIS Worker Check (may be applied for during recruitment but prior to commencement).
- Satisfactory criminal history check conducted by MacKillop Family Services.

Approval

Director or General Manager's full name:	Justin Roberts	Date:	5/10/22
Director or General Manager's position title:	Principal Geelong		
Incumbent's full name:			
Incumbent's signature:		Date:	



MacKillop Family Services acknowledges Aboriginal and Torres Strait Islander people as Australia's First Peoples and as the Traditional Owners and Custodians of the land on which we live, work and play. We pay our deep respects to Elders past and present and acknowledge all Aboriginal children, young people, families and staff who are a part of MacKillop Family Services.



MacKillop celebrates and draws strength from diversity and respects the dignity of all people. Every person at MacKillop has the right to be safe and to be treated justly. We value every person's cultural or linguistic background, ethnicity, sexual orientation, gender identity, gender expressions, intersex status, relationship status, religion or spiritual beliefs, socio-economic status, age, and abilities.