

VisAble is a disabled person-led organisation that aims to build capacity and capability across disability, health, police, family violence and sexual violence organisations and sectors in the prevention and response to abuse against **people** and Adults at Risk. VisAble enables safe lives, free from violence, abuse and neglect, to ensure people are heard and the people, community and systems are aware and responsive.

When we say **people** in this document, we mean **tāngata and whānau whaikaha Māori, d/Deaf, disabled people, Adults at Risk (across the lifespan), tagata sa'ilimalo and their āiga-tele, neurodivergent people and their families.**

<b>Position</b>	SAFA Practice Lead	<b>Hours</b>	0.5FTE
<b>Reports to</b>	Chief Executive (CE)	<b>Direct Reports</b>	SAFA Coordinator/s Triage Coordinator

## Purpose

The SAFA Practice Lead is responsible for safe and effective delivery of the Safeguarding Adults from Abuse (SAFA) Multi-Agency Response provided by VisAble. They are responsible for ensuring safe and ethical practice of SAFA Coordinators and delivery of the SAFA Response in line with VisAble policies and processes.

The SAFA Practice Lead will lead the day-to-day delivery of excellent practice for the SAFA response. As the SAFA Practice Lead, they are also responsible for maintaining a small caseload for responding to Adults at Risk (who are referred for a SAFA response). They will work collaboratively with the Services Lead and wider team to influence direction in order to maintain and enhance the SAFA team's level of practice excellence and capability; and provide leadership and guidance to the SAFA team responding to referrals to ensure the response creates better outcomes that promote people's rights, culture, identity, safety, and hauora, and enable people to live the life they choose free from harm and abuse.

The SAFA Practice Lead will ensure culturally responsive, inclusive and accessible practice in partnership with the Growing Capacity and Capability staff to enhance connections in relation to the Safeguarding and violence prevention mahi.

This position is a new role in a newly established disabled person-led organisation and therefore may involve changes as part of our 'try, learn and adjust' approach. Adaptability to change in the workplace and being flexible in their approach is crucial.

VisAble is dedicated to fostering a diverse and inclusive workplace. We encourage applications from people who, in addition to the skills and experience required for the role, also have:

- personal experience of disability and/or identifies as a disabled person.
- understanding of and commitment to a disability rights approach.
- knowledge and understanding of Te Tiriti o Waitangi and the United Nations Convention on the Right of Persons with Disability.

### **Accountabilities**

The SAFA Practice Lead will:

- Support VisAble to achieve the strategic goals,
- Oversee the practice of the SAFA team, ensuring to embed Te Tiriti, and rights-based approach and are ethical, and person and whānau-centred,
- Represent VisAble in a professional manner.
- Align practice and behaviour with VisAble values,
- Deliver quality services within the practice area:
  - In accordance with VisAble policy, procedures and all other relevant procedures.
  - That ensures culturally safe supports by honouring the three Articles of Te Tiriti O Waitangi; Kāwanatanga, Tino Rangatiratanga, and Ōritetanga.

- In accordance with the appropriate registration boards code of conduct and code of ethics.
- That ensures the safety of people as a priority.
- Within the financial parameters set by the CE.

## **Whanaungatanga**

The SAFA Practice Lead will:

- Develop and maintain effective relationships and work alongside all VisAble staff in line with the organisational values and approaches,
- Develop and maintain effective relationships with associated agencies, networks, professionals and the wider community for collaboration that promotes people's safety and rights, (e.g. disability support providers, NASCs, FVSV services, Kaupapa Māori organisations, Police, Health, relevant Ministries, and other relevant stakeholders).

## **Responsibilities**

The SAFA Practice Lead will:

- Lead and supervise the work of the SAFA team and their responsibilities (including financial, as per delegation policy), ensuring they undertake the appropriate training, supervision, and professional development.
- Oversee the SAFA team to ensure the recording and filing of all appropriate data and reporting as required,
- Be involved in the employment processes for all SAFA staff and support the implementation of an orientation programme for new staff,
- Authorise leave and training requests for SAFA staff and arrange the appropriate cover as needed,
- Empower, coach, and develop SAFA staff,
- Ensure SAFA staff performance is reviewed and managed, and training/development needs are identified and responded to,

- Identify and report unmet need of disabled people along with potential solutions to address these.
- Ensure all reporting is completed and accurate in line with reporting deadlines and keep their line manager informed of issues and recommendations,
- Establish and maintain best practices that honour Tikanga Māori, Te Tiriti and EGL principles as laid out in policies and professional guidelines.
- Apply clinical reasoning and evidence-based practice in all situations of concern to ensure there is no 'one size fits all' approach,
- Work within organisational guidelines to ensure VisAble is fully compliant to a high standard for all external audits,
- Support Māori oversight and ownership of decision-making processes necessary to achieve Māori health and well-being equity,
- Support the expression of hauora Māori models of care and mātauranga Māori,
- Promote the VisAble referral pathways to meet the needs of disability communities in relation to violence, abuse, and neglect,
- Meet clinical competencies, specific to practice and position, and work under a social work lens,
- Supervise implementation of response related policies, procedures and systems,
- Support and guide SAFA staff through any safeguarding concerns/incidents, including disclosures and breaches of confidentiality,
- Ensure VisAble maintains a person-directed and whānau-centered focus,
- Participate and contribute to VisAble hui,
- Maintain a positive reputation for VisAble and role model best practice to others,
- Understand and adhere to relevant legislative requirements, including, but not limited to, The Human Rights Act, The Privacy Act, Family Violence Act, Health and Safety at Work Act,
- Contribute to an empowering, safe and healthy workplace,
- Identify, promote and lead practice and solutions that achieves organisational equity and leads to health and well-being improvements/outcomes for those populations where inequities exist,

- Engage in data collection that supports relevant measures related to prioritisation of equitable service delivery.

### **Skills Specification**

- Actively commits to Te Tiriti O Waitangi principles and practices,
- Social Work qualification with current annual practicing certificate,
- Social Work supervision
- Self-driven professional development in Māori models of care, Pasifika and other non-western models of care,
- Connected and engaged with the disabled community and disability sector,
- Strong leadership skills to build on strengths of the team,
- Excellent critical thinker who actively engages in self-reflective and reflexive practices,
- Understands and demonstrates professional boundaries,
- A collaborative leader who is capable of navigating complex issues,
- Flexible in their approach
- Excellent communication skills,
- Effective time management, organisational skills, and IT proficiency for an online working environment.
- Able to create and maintain trust and rapport and show respect for diversity in communication with all people.

### **Experience and knowledge**

- Experienced clinical leadership with strong relational and mana-enhancing skills,
- Extensive knowledge and experience in care and protection and disability
- Understanding of the gendered dynamics of violence
- Understanding of disability from a rights and Enabling Good Lives perspective

- Connected and engaged with tāngata and whānau whaikaha Māori and/or tangata sa'ilimalo and their āiga-tele,
- Experienced in family violence and sexual violence (FVSV) with a comprehensive understanding of the way in which FVSV occurs for disabled people and whānau,
- Understanding and experience working in care and protection, disability and Adult Safeguarding
- Experienced navigating complex and high-risk situations in a collaborative and trauma-informed way,
- Acknowledges differences by respecting different races, cultures, spiritual beliefs, cultural practices, disabled people, sexualities, political views, and other ways in which people are themselves, and live their lives and express themselves.

There may be some travel involved with this role.

During the employee's employment with VisAble, the employee shall carry out all tasks diligently, responsibly and in the best interests of VisAble.

The job description outlined, while specific, is not exhaustive. The employee shall observe the direction and instruction given by the CE.