

# Community Participation Position Description



<b>Community Participation Position Title</b>	Gender Equality Implementation Group member
<b>Duration</b>	April 2021 – April 2022 (with the chance to reapply if interested)
<b>Position reports to</b>	Chair of group
<b>Ordinary location(s)</b>	Meetings usually held at Star Health South Melbourne site or online via Teams
<b>Contact</b>	Email: <a href="mailto:fnoble@Starhealth.org.au">fnoble@Starhealth.org.au</a>

## Purpose of Position

Family Violence is a serious and widespread problem in Australia. Family violence can be prevented as it is primarily driven by gender inequality. Gender inequality is a situation in which women and men do not have equal power, resources or opportunities, and that their voices, ideas and work are not valued equally by society.

Workplaces and health organisations can play a role in creating an Australia free of violence against women.

The Gender Equality Implementation Group has been formed to lead the gender equality actions at Star Health.

The role of Group is to support Star Health to:

- Raise awareness about the link between family violence and gender inequality in the community
- Develop workplace conditions that support gender equality, such as our processes to recruit, pay and promote flexible work options
- Call out sexist and discriminatory attitudes at work and in the community
- Support staff and community members who have experienced family violence to access help and
- Consider gender when we plan and deliver our services.

## Key Responsibilities

- Attend and participate in meetings
  - Read the agenda and meeting papers before the meeting
  - Work in partnership with staff and other community members
- Follow Star Health's Code of Conduct/Confidentiality agreement which talks about mutual respect and declaring any conflicts of interest

## Experience

- Knowledge and understanding of Star Health programs and services
- Experience on committees or with community groups

## Key selection criteria – Essential

- Interested in preventing violence against women and promoting gender equality
- Have used our services
- Desire to assist Star Health to co design actions to make improvements
- Can work in a team
- Has an interest in providing and hearing consumer opinions and experiences
- Strong interpersonal and communication skills.
- Commit to approximately two hours every month and additional preparation time
- Ability to use computer and email programs to receive agenda, minutes and other related information

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## About Star Health

### Star Health

Star Health provides a wide range of healthcare and welfare services in Victoria. We have six main and five smaller locations. We employ over 300 staff who work in multi-disciplinary teams to deliver services.

Our services cater for all ages and include specialist childhood, youth and aged care services. Our guiding vision is **health and wellbeing for all**. We aim to achieve this by:

- working with people and communities to achieve their health goals,
- understanding the context in which people live their lives,
- providing friendly, affordable, and accessible services.

## Protecting babies, children and young people from child abuse and neglect is integral to the work at STAR

### Protecting Children Policy Information

- Star Health has zero tolerance of child abuse. Protecting babies, children and young people from child abuse and neglect is integral to the provision of health services to this group and their families and is a core responsibility for all Star Health staff.

## Organisational Responsibilities

### Personal qualities

- **Resilience** – Can persist when doing any task and can cope with setbacks and problems.
- **Initiative & Accountability** – Understands the requirements of the committee process but can also make decisions and do things without being told
- **Empathy and Cultural Awareness** – Can appreciate different values, cultures and lifestyles and seeks to understand, respect and consider different view points in decision making
- **Continuous Quality Improvement** – Always try to identify ways Star Health can be better at everything it does.

## Important information

- Star Health's Community Participation Reimbursement Procedure aims to support and recognize the specialized and expert contributions that clients, carers and the wider community make to Star Health. It ensures that participation is reimbursed in a fair and consistent manner and that we value participants' knowledge, input and experience. In line with this policy committee members are provided with an honorarium, a monetary reimbursement for meetings attended. Under the current policy this honorarium is \$25 hour.
- Star Health is committed to providing and maintaining a working environment which is safe and without risk to the health of its workforce. The organisation is a smoke-free workplace.
- Successful applicants are contingent upon:
  - A successful reference check;
  - Criminal Record check; (People with a criminal record will not be excluded from this role and will be considered on a case by case basis)
  - Holding and maintaining a valid 'Working with Children Check'
  - Willing to work under the Star Health Code of Conduct and confidentiality
- Star Health is an equal opportunity employer and encourages individuals of diverse backgrounds including those from the Aboriginal and Torres Strait Islander, Culturally and Linguistically Diverse and LGBTI+ community to apply.

## AUTHORISATION

Person who completed and authorises this Position Description	Position Title:	Community Engagement Officer
	Program / Division:	AOD/ Health Promotion

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