



youth affairs council of western australia

Family and Intimate Partner Violence (FIPV) Primary Prevention Aboriginal Peer Educator/Content Developer (50d)

Job Description Form Youth Affairs Council of Western Australia

Position title	Peer Educator/Content Developer– Family and Intimate Partner Violence (FIPV) Primary Prevention Project
Relevant award	Social, Community, Home Care and Disability Services Industry Award
Employment basis	6.5 hours per week, part time fixed-term contract– until 31 July 2026
Remuneration	Social, Community, Home Care and Disability Services Industry Award – Level 2, plus superannuation guarantee and four weeks annual leave (pro-rata)
Hours	6.5 hours per week. Additional overtime hours may be offered upon discretion of the Project Coordinator.
Office Location	Office: Level 5, 200 Adelaide Terrace, East Perth Travel to urban sites as required
Position reports to	Supervisor: FIPV Primary Prevention Project Senior Educator Line Manager: Sexuality and FIPV Project Coordinator
Direct reports	Nil
Key relationships	Internal – Other Peer Educators, Senior Educator, Coordinator, other YACWA staff External: Young people across WA, youth and community organisations, FIPV services, LGBTIQ+ services, services for culturally and linguistically diverse young people, Aboriginal and Torres Strait Islander services, disability services, schools and tertiary educational institutions.

About YACWA

The Youth Affairs Council of Western Australia (YACWA) is the peak non-government youth organisation in Western Australia. YACWA operates primarily as a human rights organisation that seeks to address the exclusion of young people in a rapidly changing society. YACWA is widely respected and has a strong and diverse membership which includes policy makers, academics, youth workers and, importantly, young people who are all passionate about achieving positive and meaningful outcomes for the children and young people of Western Australia. We represent the interests and needs of young people and the youth sector to key decision-makers in our goal to address the exclusion of young people in a rapidly changing society. We centre young people in decision-making, policy and program development and champion meaningful youth engagement and participation in WA. Our work is governed by four guiding principles of respect, equity, integrity, and the celebration of diversity.

About the FIPV Primary Prevention Project

YACWA's new FIPV Primary Prevention Project is a pilot project that aims to support young people and the professionals that support them to have increased capacity to prevent the gendered drivers of violence against women and the factors that reinforce violence against women.

The FIPV Primary Prevention Project has two main roles:

1) to build the capacity of youth workers and other professionals supporting young people to reduce the gendered drivers of violence against women and the factors that reinforce them and improve awareness and understanding of the attitudes, behaviours and social conditions that drive violence against women.

2) to provide educational information to young people through a peer-based model. We deliver our peer-based model by hiring young people and training them to deliver youth friendly FIPV content.

The FIPV Primary Prevention Project is run in partnership with Luma.

Whilst YACWA will provide project activities for all young people aged 12-25, we will particularly target at-risk young people and FIPV target populations: with content specially created by and for Aboriginal, Culturally and Linguistically Diverse (CaLD), Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, plus (LGBTQIA+) and young people with disabilities. The project will also engage with youth, community, FIPV services sector agencies and youth workers in Western Australia to increase their capacity to support their young clients.

The project will develop and pilot educational content (face to face and online), through a peer-based model. Young people and the youth sector will be actively involved in the design, planning, and running of the project. The project includes peer education, co-design, digital communication, and development of resources for young people.

This is a new project with the first year focusing on development of content, and piloting content in community in the second year.

What is Family and Intimate Partner Violence and Violence Against Women

Family and intimate partner violence (also known as family and domestic violence or FDV) is any behaviour that's violent, threatening, controlling or intended to make a person or their family feel scared and unsafe.

While there is no single definition, the central elements of FIPV include:

- acts of violence that occur between people who have, or have had, an intimate relationship;
- an ongoing pattern of behaviour aimed at controlling a partner through fear, for example by using behaviour which is violent and threatening. In most cases, the violent behaviour is part of a range of tactics to exercise power and control over women and their children, and can be both criminal and non-criminal; and;
- the presence of threatening or violent behaviour which can comprise of physical, sexual, emotional, psychological and financial abuse.

Women and young people are at higher risk of experiencing the effects of FIPV and experience larger barriers to accessing help. 59% of recorded sexual assault victims had an age at incident under 18 years old. FIPV experienced or exposed to as a child or young person can have serious, lasting effects on their health, wellbeing, education, and social and emotional development. Experience and exposure to FIPV can also increase the chance on intergenerational transmission of violence.

Violence against women is a fundamental, serious and preventable violation of human rights. Violence against women in Australia is staggeringly common and has widespread and significant effects, across all communities. Violence against women does not mean only physical violence. It is much broader and includes sexual, emotional, psychological and financial abuse. Attitudes that condone or tolerate violence are recognised as playing a central role in shaping the way individuals, organisations and communities respond to violence.

Through the National Plan to Reduce Violence against Women and Their Children 2010–2022 (the National Plan) all Australian governments made a long-term commitment to ensure that women and their children live free from violence. The first edition of [Change The Story](#) was developed as a priority

action under the National Plan's Second Action Plan 2013–16, and was adopted as Australia's national policy framework for prevention by all Australian governments under the Third Action Plan 2016–19.

What is FIPV Primary Prevention

YACWA's project shall centre on the importance of primary prevention in reducing FIPV and other forms of violence against women from happening in the first place. Primary prevention is about targeting the drivers of violence to enable social and structural change that over time will create lasting results. Primary prevention approaches address the attitudes, behaviours, social conditions, structures and practices. This includes things like community-wide campaigns, education programs, and advocacy efforts. The goal is to raise awareness, challenge cultural norms that perpetuate violence and promote healthy relationship dynamics.

Content developed by this topic will address topics such as, but not limited to:

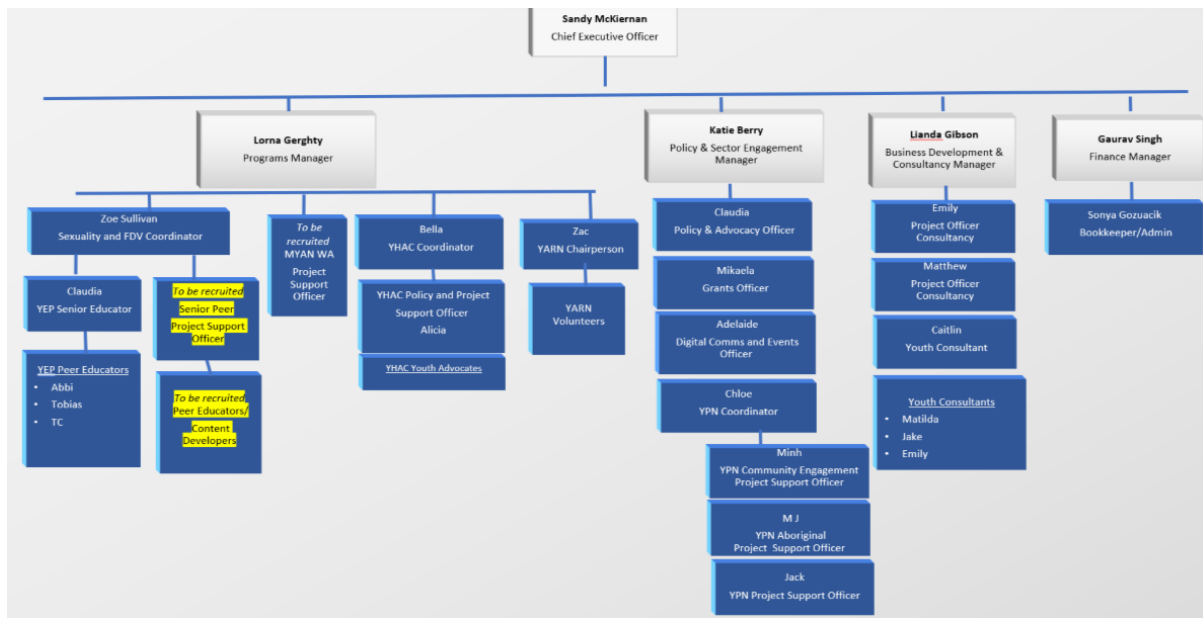
- Improved awareness and understanding of the attitudes, behaviours and social conditions that drive violence against women
- Condoning of violence
- Negotiation skills
- Masculinity
- Gender roles
- Building healthy relationships
- Communication
- Boundaries
- Managing emotions
- Consent
- Responding to challenging behaviours
- Challenging social norms
- Bystander approaches
- Values and attitudes
- Working towards equality in relationships
- Accessing support

The content will be made inclusive for all communities. Whilst resources will be created for all young people, targeted resources will be created for young people from CaLD, Aboriginal, LGBTIQ+ and disability communities. These resources will utilise media formats accessible and preferred by the target population e.g. activities, infographics, videos, etc.

Content Warning

Due to the topic of focus (FIPV and violence against women) the material discussed throughout the course of employment may contain potentially triggering content, particularly for trauma survivors or those who have witnessed or directly received violence, assault or harassment. Whilst peer employees will be supported throughout their time of employment by senior employees, **applicants should consider if this role is suitable for them and their mental health and wellbeing.**

Position context & About the Projects Peer Educators



The project will consist of four part-time staff aged 18 to 25. Under the guidance of the Project Coordinator and Senior Educator they will support and develop educational activities, resources, creative and interactive strategies and social media content on the primary prevention topics listed above. Peer Educators also receive relevant training, supervision, attend regular team meetings and participate in broader YACWA activities.

KEY TASKS

- Under guidance from the Project Coordinator and the Senior Educator ensure project key performance indicators (KPIs) are met across the program.
- Co-design educational activities, resources and engagement strategies with young people in partnership with FIPV experts, that will increase the capacity of young people and the youth sector to prevent violence against women.
- Participate in and create social media content as a youth engagement and educational strategy.
- Be an ambassador for the project, and a positive peer role model for safe, respectful and enjoyable relationships and a person who is committed to reducing and preventing violence against women.
- After the development stages of the project there will be opportunity for direct engagement with young people in person in community to pilot content, co-facilitating educational content.
- Provide support to the Project Coordinator and Senior Educator as needed on other project activities.
- Support evaluation of the project.
- Other duties as required.

SELECTION CRITERIA

Essential:

- **Aboriginal and/or Torres Strait Islander.** Aboriginality is a genuine qualification for the position under 50D of the Equal Opportunity Act 1984. To apply you must identify and be recognised within your community as being of Aboriginal or Torres Strait Islander descent.
- **Youth peer: aged 18-24**
- Comfortable and able to work in an environment where our work centers on discussions of FIPV and violence against women.
- Passion to prevent violence against women, whilst taking an inclusive approach.
- Ability to follow direction, take on feedback, work effectively as part of a team, and ability to work independently.
- Sound organisational skills, including the ability to manage your time and prioritise tasks.
- Knowledge of and/or lived experience of key youth issues in the community – especially those that are related or relevant to youth sexual health.
- Strong interpersonal skills, with the ability to engage with a variety of young people on a variety of topics related to FIPV primary prevention.
- Excellent communications skills (written and verbal) and particular skills engaging with peers in community and online.
- Committed to inclusive practice, understand intersectionality and value working with staff and young people from a range of diverse backgrounds.
- Good written communication and planning skills.
- Willing to be featured on social media.
- Demonstrated ability to work with a wide range of stakeholders.
- The ability to work autonomously and in a team.
- Have valid working rights (visa or Citizenship) for the position.
- Hold a current Working with Children Check and National Police Clearance or be willing to obtain one if successful.

Desirable but not essential

- A peer: male, LGBTIQ+ and/or disabled.
- Experience engaging with Aboriginal &/or Torres Strait Islander, LGBTIQ+, from a migrant or refugee community, disabled people.
- Qualifications in training, youth work, community services, training, social work, psychology, health promotion or a similar field.
- Demonstrated experience engaging young people in a safe, positive and engaging way.
- Experience in developing and delivering educational content, resources, training and/or group facilitation.
- Experience in developing social media campaigns and/or online content.
- Understanding of FIPV prevention issues, as they relate to young people (content topics listed above).
- Understanding of peer-educator models.
- Understanding of co-design.
- Understanding of practice philosophies and concepts such as Trauma-Informed Approach and Person-Centred Care.

What YACWA can offer

- Respectful, fun, supportive, and embracing team that values equity, fairness and mutual support.
- Additional paid time of up to 2 weeks (pro-rata) during the end of year Office Shutdown period.
- We actively encourage work-life balance!
- Links to extensive networks in the youth and community services sector.
- Access to a free and confidential Employee Assistance Program (EAP).
- Learning and development opportunities to build your skills and develop your potential, as well as opportunities to contribute across portfolio areas in the organisation.

TO APPLY

Applications should be sent via email to Zoe Sullivan, Sexuality and FIPV Coordinator on jobs@yacwa.org.au with the subject title 'FIPV Senior Peer and must include the following:

- A cover letter that specifically addresses the selection criteria, detailing examples of your relevant skills and experiences (no longer than 3 pages) Please advise your availability of work days and when you are available to commence employment.
- A copy of your resume/CV (no longer than 3 pages)

Applications close Midnight Wednesday 25 September 2024.

Enquiries about this role should be directed to: Lorna Geraghty, Programs Manager, via email on jobs@yacwa.org.au with the subject title 'FIPV Peer Educator Enquiry' or by calling the YACWA office on 08 9227 5440