

To Whom It May Concern,

BoysTown is seeking a temporary exemption under the Sex Discrimination Act.

BoysTown is a not-for-profit organisation that helps disadvantaged children and young people aged to 25 years connect with the community. We provide help and reassurance to those experiencing life challenges that include: physical and emotional abuse, alcohol and drug abuse, homelessness, low literacy, long-term unemployment and mental illness.

BoysTown is seeking a temporary exemption for five years for employment in the position of Youth and Family Worker. We believe it is essential that this position be filled by a woman.

The Youth and Family Worker works collaboratively to enhance the quality of service to young people and families within the Tjurabalan region of West Australia. The main responsibilities and duties of this position are listed below.

- Assess each participant's needs and barriers, and develop individual action/case plans outlining key goals
- Maintain regular contact with participants and develop and maintain client records, data and any other relevant documentation including service evaluation material
- Identify and implement programs to enhance the well-being of parents and young people
- Monitor each participant's progress and review achievements against action/case plans.
- As a team member, assist with program development, planning and evaluation and participate in workshops and group-work activities
- Maintain Occupational Health and Safety standards within the program
- Provide practical assistance and disseminate relevant information to participants and assist with appropriate referrals and access to other services and resources
- Develop, implement and evaluate support groups for families and youth on a range of relevant issues (e.g. Social Skills, Self Esteem, etc)
- Participate in regular supervision, training and professional development
- Provide advocacy for participants with community and/or government agencies and services including but not limited to the local labour market
- Represent the program and/or BoysTown at community forums and elsewhere as may be required
- Make referrals (internal or external) to obtain specialist assistance
- Perform other duties as may be required in order to achieve the objectives of the service.

A temporary exemption of the Sex Discrimination Act is necessary as BoysTown's operations in the Tjurabalan region respects the traditions and "Lores" of the Aboriginal Peoples. Cultural protocol and practices dictate that young women are taught by older women and female "Lore" Givers.

Two groups of people will be affected by this application: applicants for the position, and the clients who use BoysTown's services. The latter will be affected in that they will come into contact with the successful applicant.

This application is in line with the exemptions allowed for by the SDA. The SDA states that it is not unlawful for a person to discriminate against another person, on the ground of the other person's sex, in connection with a position as an employee, when that position requires a genuine occupational qualification to be a person of the opposite sex to the sex of the other person.

This application is urgent as the recruitment process for this position needs to commence as soon as possible.

Please contact me if you have any questions regarding this application.

Kind Regards

Jen Mellifont
HR Administration Assistant
BoysTown