

YOUNITY

CHILDREN & FAMILIES



Candidate Information Booklet

HIPPY - Tutor

Younity acknowledges the Traditional Owners of Gubbi Gubbi Country and recognises their rich history and continuing connection to learning, community, land, waters and culture. And we pay our respects to all Aboriginal and Torres Strait Islander Peoples and Elders past, present and emerging.

Younity is committed to embracing diversity and eliminating all forms of discrimination in providing our services and support. Younity welcomes all people irrespective of ethnicity, lifestyle choice, faith, sexual orientation and gender identity.

YOUNITY

Organisation Profile

We exist to support our communities to be healthy, happy and to thrive.

Younity has grown from our rich connections in Deception Bay to working with communities across the Moreton Bay region and beyond.

At Younity, we work alongside children, young people, individuals and families to provide the connections, support, access, skills, knowledge and opportunities they need to have a fair go at life.

Through our programs, services and support, we address the drivers of exclusion and disadvantage in our community—so that individuals can make the very best choices for themselves and their families.

Younity is a not-for-profit limited company with charity status. We are HSQF accredited, Child Safe organisation with an extensive history of delivering relevant, accessible services within our communities.

We're powered by a diverse team of experienced and talented people united in our mission to support our communities to be healthy, happy and to thrive.

We encourage, support and celebrate diverse voices and experiences in everything that we do. We also work to be visible and effective allies that create safe spaces where all people feel supported to bring their whole selves to our workplace and services.

Please refer to the Younity website www.younity.org.au for information about the teams and programs.



The Younity Way

We deliver our services alongside our communities.

Our programs, services and support are designed collaboratively with our communities. And we work to make meaningful connections and add value to our communities.

We see the whole person.

We recognise that all people and communities have the capacity to be healthy, happy and to thrive. We're here to provide opportunities for people to find practical solutions, and access education and support that will help them navigate their challenges and empower them to have agency in all aspects of life.

We see the whole life.

We understand that wellbeing barriers are systemic, multiple, complex, and often change as we move through life. Sustainable community growth requires a shared understanding of these barriers and collective responses that suit individuals and families—no matter what stage of the journey they're at.

We work collaboratively.

We work together with service partners to share knowledge, skills, resources and best practices. And deliver the kind of high-quality services, support and programs that work to create positive outcomes for our communities.

We work in multiple ways.

We deliver programs, services and support in our communities both onsite and online. And we draw on a variety of approaches including—

- Strengths-based community development
- Relationship-based practices
- Positive and strengths-based psychology
- Coaching
- Mentoring
- Digital, cloud-based education and training programs
- Art- and adventure-based practices

We want the best for our communities.

We source and deliver quality, relevant, evidence-based services, programs and support that we know will have a positive impact on our communities. And we make the most of digital technology to ensure lifelong learning, personal development and community engagement are accessible and available to all people—whenever and wherever they need it.

We're always looking for new and better ways to do what we do.

We collect and use data from our community to evolve our practices and contribute to research. So that we can better understand and meet our communities' needs. Through consultation with experts, collaboration with partners, and feedback from our communities we continue to improve how we deliver support.

YOUNITY

STRATEGIC PLAN 2025 - 2028

Our Culture

"At Younity, our culture is built on trust, collaboration, and purpose. We celebrate diversity as a source of strength and innovation, honouring the unique perspectives of every individual and community we serve. Guided by mutual respect, we foster meaningful connections within our teams and the broader community, and value the perspectives of Aboriginal and Torres Strait Islander communities and leaders. Our work embraces continuous learning, emotional resilience, and personal growth, empowering every individual to thrive. Together, we embrace challenges as opportunities to grow, knowing that by working with intention and joy, we enrich both our lives and those of the people around us."

Our Purpose

Supporting Choices | Enriching Lives

Our Mission

To harness the potential of people, cultures and communities, creating opportunities for growth, learning, and innovation that shape vibrant, inclusive futures.

Acknowledgement

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Our Future

By 2030, Younity will be a regional leader in driving community-led change and opportunity. Through strengths-based innovation, partnerships, and bold ideas, we aim to build thriving, inclusive communities. Our focus on education, enterprise, and wellbeing will ensure that children, young people, individuals, and families across Moreton Bay and Queensland are empowered to embrace future opportunities, respond to challenges, and achieve lasting success.

Our Pillars of Success

Strength in Community

We will engage deeply with our communities, building strong partnerships to empower individuals, families, and services across the City of Moreton Bay. With a focus on respectful relationships, including with First Nations communities, we will nurture collaborative efforts that create opportunities for all, ensuring no one is left behind as our region grows and evolves.

Innovate and Inspire

We will champion innovation and creativity, developing bold new solutions that inspire change. We will embrace new ideas, nurture a culture of learning, and deliver services that uplift, engage, and lead by example in our sector.

Lead in the Digital Age

We will embrace our role as digital champions by staying at the forefront of technology. We will optimise digital tools to enhance service delivery and empower staff, students, and communities to thrive in a connected world.

PILLARS OF SUCCESS

Sustainable Impact

We will commit to sustainability across financial, social, and environmental and cultural dimensions. We will add value to the world through local action—developing resilient programs and enterprises that deliver long-term impact for communities, ecosystems, and economies alike. We will honour the knowledge and traditions of First Nations peoples as essential to sustainable practices.

Business Acumen and Growth

We will pursue bold opportunities that align with our mission, creating relevant, high-quality services that deliver meaningful outcomes. We will take calculated risks, seize new opportunities, and develop innovative products that drive growth, self-sufficiency, and financial independence.

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Our Organisational Culture



Younity is a not-for-profit limited company with charity status. We are HSQF accredited, Child Safe organisation with an extensive history of delivering relevant, accessible, quality services within our communities.

We're powered by a diverse team of experienced and talented people united in our mission to support our communities to be healthy, happy and to thrive.

We encourage, support and celebrate diverse voices and experiences in everything we do. We also work to be visible and effective allies that create safe spaces where all people feel supported to bring their whole selves to our workplace and services.

We have high expectations of our people, our services and the outcomes we work with our communities to achieve. We hold each other accountable to achieving our collective mission. But we know that being professional doesn't mean we can't also enjoy the work and even have a little fun. We provide a supportive team environment focusing on health and wellbeing, effective relationships, emotional intelligence and resilience in the face of change. An environment where all staff are empowered to have a voice in matters of mental wellbeing, physical health and safety in our organisation.

Finally, we are committed to learning and growing our team's skills through continued professional development. And we acknowledge, reward and celebrate our team's personal and professional growth.

Work with Younity

If you have an innovative mindset, embrace challenge and change, have good digital literacy and a willingness to learn, and want to work in a supportive organisation that's making a difference at the ground level—why not work with us?

We believe workplace diversity sparks innovation and creativity. Younity is a safe, accessible and inclusive workplace for people of all backgrounds. And we encourage anyone with relevant experience to apply to work with us.

We are also proud to actively promote sustainable work-life balance practices, offer extensive professional development opportunities and provide a supportive team environment. We offer generous salary packaging arrangements and four weeks of annual leave per year for our staff.

Program Details

The GROW Program

Growing Resilient in Our World

One of Younity's key service streams is our work with children and their parents - The GROW Program .

GROW aims to see that all children and young people are safe, respected, nurtured, and reach their full potential.

The GROW Program is committed to the delivery of what works for children, young people and families, including evidenced-based and/or informed models of intervention.

GROW is here to support families and children to build relationships, skills and confidence in fun, creative and joyful environments, including parks, shopping centres, halls, schools and other local locations.

The program offers playgroups, activities, events and parenting projects that are relevant, effective and supported by evidence-based teaching and learning strategies.

Over the next four years, the Grow program will support over 1500 members of our community to be happy, healthy and to thrive.



The GROW Program - Activity Streams

SPROUT

Families with children 0-5

CARE

Supported case management for children and their parents

HIPPY

Home Based Childhood Learning Families & Children 3-5

LEARNING TOGETHER

For Parents

HEALTHY & ACTIVE

Families & children 0 - 12

PUSH!!

School Engagement Children 8 - 13

POSITIVE PARENTING

For Parents

Program Details - HIPPY

ABOUT THE HOME INTERACTION PROGRAM FOR PARENTS AND YOUNGSTERS (HIPPY)

The Home Interaction Program for Parents and Youngsters (HIPPY) is an international program operating in several different countries including the USA, Canada and New Zealand. The Brotherhood of St Laurence holds the licence to deliver HIPPY in Australia and there are currently 100 HIPPY sites across Australia.

In Australia, HIPPY is a free, two-year, home-based early learning and parenting program that:

- empowers parents and carers to be their child's first teacher
- supports children to develop a lifelong love of learning
- offers employment to some HIPPY parents/carers through the Tutor role
- connects families to people, places and services in their local community.

To be eligible for HIPPY families need to:

- have a child who is three or almost three and who can participate in two years of HIPPY before starting full time school; and
- live in an area where HIPPY is delivered.

In the first year of HIPPY families learn play-based skills including ways to play and interact with their child that helps to create a positive and fun learning environment in the home.

In the second year of HIPPY families and children learn together at home in ways that support children to be confident and engaged learners at preschool and to have a positive start to full time school the year after they finish HIPPY.

Younity Community Services Ltd has a Sublicence and Funding Agreement with the Brotherhood of St Laurence to deliver HIPPY in Caboolture.



About the Role

HIPPY Tutor

POSITION PURPOSE

Home Tutors are employed by the HIPPY provider for two years to deliver HIPPY to families.

Home Tutors are trained, coached and supervised by the HIPPY Coordinator to develop the skills, knowledge and confidence to support families to participate in HIPPY.

The Home Tutor role is a development role and does not require formal qualifications. However, Home Tutors must be parents or carers currently involved in the HIPPY program with their own child, or who have participated in HIPPY in the past 12 months.

This position has direct/indirect contact with children and/or vulnerable people. All relevant Working with Vulnerable Persons and National Police checks will be required before employment can be confirmed.

This job is for someone who...

- Is passionate about supporting parents to be their child's first teacher;
- Is looking to learn more about the HIPPY program and how it works, connect with parents, and make a difference in their community.
- Is approachable, non judgemental, creative and enthusiastic.



Terms & Conditions

- Program Team:** HIPPY Caboolture
- Reporting to:** HIPPY Coordinator
- Employment Type:** Casual or part-time
- Award Conditions:** SCHADS Level 1-2
- Working from:** Caboolture

Key Accountabilities

- Participate in weekly/fortnightly Tutor training sessions to prepare for delivery of HIPPY to families Prepare materials and resources in readiness for home visits and HIPPY Gatherings
- Organise and attend weekly/fortnightly delivery of HIPPY in the home or at Gatherings
- Role play the HIPPY activities with parents/carers so they feel confident doing the HIPPY activities with their own child
- Build and maintain relationships with families that support each parent/carer to develop new knowledge, skills and confidence as their child's first teacher Complete delivery and/or family engagement forms immediately after each delivery
- Support families to attend and participate in Gatherings
- Meet with the Coordinator weekly or fortnightly to discuss the progress of each HIPPY family and how they can be supported to participate in HIPPY
- Refer HIPPY families to the HIPPY Coordinator if they need additional support or assistance
- Support parents with resources and information as requested.

Working in the HIPPY team

- Assist with the planning and running of HIPPY Gatherings
- Undertake administration and record keeping as agreed with the Coordinator
- Assist with other duties as requested by the Coordinator
- Participate in the HIPPY Pathways to Possibilities program, including setting goals for professional development and undertaking relevant training
- Attend all training, workshops and supervision delivered by the Coordinator or organised by the HIPPY provider or HIPPY Australia.

Organisational Relationships

The HIPPY Coordinator is employed by Younity Community Services to oversee the day-to-day responsibilities in Caboolture.

HIPPY Tutors report to the HIPPY Coordinator

- Internal Liaisons: Younity Youth Services, Local Pathways to Work, PUSH, GROW
- External Liaisons: HIPPY Australia

Key Selection Criteria

- Be doing HIPPY with their child or have completed the program the previous year • Be able to work within the HIPPY program for a maximum of two years
- Be willing to deliver HIPPY to parents/carers from different backgrounds and cultures
- Feel comfortable visiting parent/carers in the family's home
- Speak and read in the language(s) in which they will be delivering HIPPY
- Be committed to attending regular training and learning opportunities
- Have some links with the local community
- Meet Working with Vulnerable People and National Police Check requirements

Conditions of Employment

- Two-year temporary position
- Home Tutor positions are <casual > with work generally undertaken for at least 30 hours per fortnight for a minimum of 34 weeks per year
- Home Tutors carry out their duties under the supervision of the Coordinator in accordance with HIPPY Program Requirements
- A clear National Police Check is required
- A clear 'Working with Children/Vulnerable People Check' or <Insert state equivalent > is essential
- Must possess a reliable and insured vehicle, as this position requires regular travel as an essential part of the job responsibilities (mileage will be reimbursed A valid driver's license is also required.

Note: This job description provides a general overview of the responsibilities and qualifications for the HIPPY Tutor. It is intended to be flexible and may be adjusted based on the specific needs and priorities of the organisation or program.