

## **Bail Support Service (BOSS) Caseworker**

### **Information for Applicants**

#### **ABOUT YAC**

##### **VISION**

Young people achieve their full potential through the community accepting collective responsibility for their importance, empowerment, rights, well-being and humanity.

##### **MISSION**

To increase young people's access to legal and social justice by actively supporting and speaking out with and for young people.

##### **PHILOSOPHY**

- Unconditional commitment to the UN Convention on the Rights of the Child
- Confidential, professional and honest engagement with young people
- Respectful engagement with stakeholders and others for the benefit of young people
- Holistic responses to address the interconnected and interdependent issues in young people's lives
- Advocacy for young people collectively as well as individually
- Collective responsibility as a staff for working as a team and upholding and delivering on YAC's mission and philosophy

For more detail about YAC and its programs, please see the Annual Report at

[https://www.yac.net.au/wp-content/uploads/2019/11/YAC0026-Annual-Report-2019\\_FINAL.pdf](https://www.yac.net.au/wp-content/uploads/2019/11/YAC0026-Annual-Report-2019_FINAL.pdf)

Applicants should note:

- the role involves working with young people and families with significant and complex issues. YAC supports the wellbeing of its staff who are encouraged to access regular supervision, including external supervision if staff consider that is appropriate
- the role includes significant travel (a car is provided)
- there is an expectation that staff will be reliable and punctual, both within the office and in responding to young people and their families, and support diversity and respect in the work place and their practice.

<b>Position Description - Bail Support Service Caseworker - July 2021</b>
<b>Position overview</b>
<p><b>Classification:</b> Social, Community, Home Care and Disability Services (SCHCADS) Level 5</p> <p><b>Term:</b> Contract to 30 June 2023, 38 hours per week</p> <p><b>Purpose:</b> to support young people to be granted bail rather than being remanded in custody pending a court dealing with their matter, and support to maintain bail, through a holistic response to address the risk factors that have contributed to a young person's involvement in the youth justice system. For high risk young people, Courts and police are more likely to grant bail if a bail support service is available. These young people will often display ongoing and entrenched offending behaviour, have complex and extreme needs and significant trauma backgrounds.</p>
<p><b>The bail support team comprises:</b></p> <ul style="list-style-type: none"> <li>• Coordinator</li> <li>• Three full time caseworkers (one Identified) – two based in Brisbane and one on the Sunshine Coast</li> <li>• Two youth workers – one based in Brisbane and one on the Sunshine Coast</li> <li>• A program intake and supported exit team through Save the Children</li> </ul>

## Role and responsibilities

- Case management: needs assessment and case planning, management and review in relation to a young person's bail support needs to minimise the risk of further offending and support their capacity to take their lives in a positive direction and therefore in particular work with young people to:
  - ensure their basic needs are being met such as housing and income support
  - identify their dreams and goals and identify strategies to work towards and achieve these
  - support court attendance and engagement with their legal representative so that their legal matters can progress as quickly as possible; and that they understand court orders and outcomes
  - re-engage/remain engaged in education, training or employment
  - participate in pro-social and healthy activities to assist in structuring their time and developing pro-social peer networks
  - access tailored supports such as mental health responses, drug and alcohol services, NDIS assessment and support and relevant counselling services through warm referral
  - improve their connection to community including provision of information, advice and soft referral to relevant places, services or activities
  - improve their cultural connectedness in collaboration with relevant people and organisations
  - improve their relationships with family
- Needs assessment in relation to the young person's family and their ability to effectively support for their young person; and assist parents and carers to engage with services and responses which will address issues which are a barrier to their ability to support their young person.
- Engagement with young people and their families in a variety of modes, including assertive outreach.
- Strategic use of brokerage to purchase necessities (school uniform or books; the uniform for a sporting activity etc) or otherwise support implementation of the case plan where such costs cannot be resourced from elsewhere
- Being a strong advocate for young people, and their families where appropriate, in relation to their needs and interests and ensuring that their voices are heard.
- Completion of all administrative recording and reporting in relation to the above to ensure accountability to the funding body
- Other duties as reasonably required

## Framework and practice principles

*Client centred* – staff will be flexible in terms of meeting with young people and their families, going to where they may feel most comfortable. Staff may need to be available before and after formal office hours.

*Strengths based* – the Service will draw on the strengths and resources of the individual and community to address the challenges they face.

*Trauma informed* – the Service will be trauma informed, recognizing the impact of early year's trauma on brain development and the need to identify trauma informed behaviours.

*Culturally competent* – the Service will align with the Australian Institute of Criminology's National Crime Prevention Framework's best practice guidelines for preventing involvement in crime for Aboriginal and Torres Strait Islander people.

*Persistent* - means being visible to young people and showing that you are available to support in a non-paternalistic or patronising manner. Responses will include continuing to work collaboratively with services within the local service system and being visible to groups or at places until rapport is established. It also means being persistent in advocating for the needs of the young person where that intervention is agreed.

*Reliable* - is another fundamental: many vulnerable and disadvantaged young people feel let down by the adults around them. Building rapport with young people means showing that you are reliable in your support: staff must be where they say they will be when they say or do what they say they will do.

*Practical* - will be a key part of the case plan developed with the young person. This also means that responses must be realistic. A young person must feel that they are moving forward and effecting change in their lives and this means strategies and outcomes must be practical and achievable.

*Comprehensive* - recognised that a holistic response to young people's life challenges is the only way to effect change.