

Job Title:	Justice Worker
Service:	Bail Support (Pilot)
Responsible To:	Service Manager/Service Team Leader
Sacro's Vision:	<i>Scotland will be a place of safety, inclusiveness, and wellbeing for everyone.</i>
Sacro's Mission:	<i>To deliver life changing services that empower people, give hope and protection, and help to build safe communities.</i>

Purpose of Role

This role supports the delivery of Sacro's Community Justice Services by providing direct support to people in the justice system who are assessed by Justice Social Work as suitable for supervised bail but instead are granted bail that does not include supervision. You will support individuals to understand the conditions of their bail, identify barriers affecting bail compliance or court attendance, help address them and wider associated needs early and reduce the likelihood of re-offending. You will work collaboratively with Justice Social Work and other partner services to deliver longer-term positive change.

Main Duties and Responsibilities:

- Deliver Bail Support services to individuals involved in the justice system, supporting compliance with bail conditions, court appearances, and mandatory appointments.
- Build positive working relationships with individuals who may present with multiple and complex needs, providing person-centred support and guidance.
- Identify barriers that may affect compliance with bail conditions or attendance at court and implement practical interventions to address these at the earliest opportunity.
- Ensure individuals understand their bail conditions, legal obligations, and expectations, while supporting longer-term positive change and stability.
- Manage and coordinate referrals, including assessing suitability for the service and maintaining effective referral pathways.
- Liaise with Justice Social Work and other relevant agencies regarding referrals, case management, information sharing, and support planning.
- Attend court as required and provide practical and emotional support to individuals to facilitate attendance and engagement with the justice process.
- Deliver day-to-day case management, including taking allocated cases, engaging with service users, arranging and facilitating meetings, and maintaining regular contact.
- Conduct assessments of needs, risks, strengths and responsivity factors to inform support planning and intervention delivery.

- Develop tailored intervention and action plans to support positive outcomes across a range of person-centred needs including accommodation, education, employment, life skills, wellbeing, health, relationships and substance misuse
- Monitor and review service user progress, adapting support plans where required and reporting outcomes to managers and partner agencies as appropriate.
- Respond proactively to emerging risks and needs, prioritising interventions effectively alongside competing demands and service priorities.
- Ensure appropriate follow-up is undertaken where service users fail to attend or respond to appointments, taking action to re-engage individuals and address barriers to participation.
- Support people to attend appointments, services and court appearances to promote engagement and reduce barriers to access.
- Liaise and work collaboratively with partner agencies and stakeholders to ensure coordinated support and positive outcomes for service users.
- Conform to established protocols for assessment, risk management, information sharing and multi-agency working.
- Maintain accurate and up-to-date case records, referral information, reports and other documentation in accordance with organisational and statutory requirements.
- Adhere to confidentiality requirements at all times in line with Sacro policies, procedures and relevant data protection legislation.
- Prepare reports, correspondence and other written material as required.
- Establish and maintain effective referral, information management and record-keeping systems.
- Contribute to the development, promotion and continuous improvement of Sacro and its services.
- Participate in training, supervision and other professional development activities as required.
- Promote equality, diversity, inclusion, rights and responsibilities in all aspects of service delivery.
- Contribute positively to the development, effectiveness and collaborative working of the wider team.
- Undertake any other duties commensurate with the role and responsibilities of the post as reasonably required by Sacro.

Other

Sacro is fully committed to the active promotion of equal opportunity in its capacity as an employer and in the provision of all its services, both to those harmed by and those responsible for crime and to the community as a whole. It is the individual responsibility of every member of staff to seek to ensure the practical application of this policy.

All staff are required to adhere to Sacro's Health & Safety policy and to implement it in their working environment and practices.

Teamwork is a vital aspect of Sacro's work and staff are expected to co-operate and liaise with colleagues and other professionals. They are also required to provide cover for colleagues if necessary.

Criteria	Essential	Desirable
Qualifications		
Relevant qualification (e.g. counselling, care/support work volunteer qualification from support agency). HND or SVQ in Social Care, or equivalent.		X
Experience		
Experience of partnership working.	X	
Experience of working with people with offending behavior or people who have a history of substance misuse in a paid or voluntary capacity.	X	
Experience working in the criminal justice system/ substance misuse.		X
Experience of working with people in a supporting role.	X	
Experience of working in drug or alcohol field.		X
Understanding of risk management and safe working practices with chaotic individuals.	X	
Knowledge of risk assessment tools.		X
Skills & Knowledge		
Understanding of social inclusion.	X	
Knowledge of Justice System.	X	
Knowledge of local agencies and services in the local area		X
Knowledge of range of community services (drugs, alcohol, employment, etc.)		X
Knowledge of health and safety issues.		X
Good communication skills (verbal and written).	X	
Ability to use initiative but operate within agreed level of authority.		X
Relevant IT skills (Microsoft Word, Outlook).	X	
Ability to develop effective working relationships.	X	
Ability to work as a member of a team.	X	
Values/Attitudes		
An understanding of the support needs of people in the justice system.	X	
A commitment to working within the ethos, values and principles of Sacro.	X	
Other		
A valid driving licence and access to a car.	X	