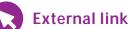


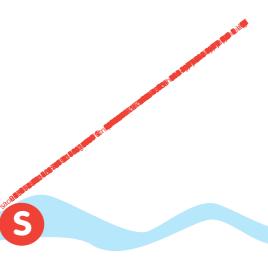
The Kibble Experience 2012

The interactive PDF version!









L L $_{\rm s}$ f / SHANARRL d ca, $_{\rm c}$ c $_{\rm s}$ ed $_{\rm s}$ / $_{\rm s}$ $_{\rm s}$ $_{\rm c}$ d c $_{\rm s}$ $_{\rm m}$

CONTENTS

- 3 Wece
- 4 W. We A⁄e ... A d H **v** We O e⁄a, e
- 5 W. We He ... A d H V We K V L W L
- 6 Re_de _ a Se/_ce,
- 7 Sec / e Se/_ ce,
- 8 Da, Se, ce,
- 9 Ed ca_g
- 10 lse e F es Sector
- 11 C _____ Se/__ ce,
- 12 E \sim e_s a d T/a_ Se/_ce,
- 13 Secays I ser e s Ser ce.
- 14 2012 H 🗻 😽
- 15 Wat News
- 16 CEOA a Re 👍
- 18 S cce, f Lea/ e/.!
- 19 C fde s I d_d a .!
- 20 Re. _beC__e.!
- 21 Effec e C چړ b چ نه!
- 22 T. a L Y
- 23 £ a ce,

Community Services

Day Services

Education

Governance

Independent Living

Intensive Fostering Services

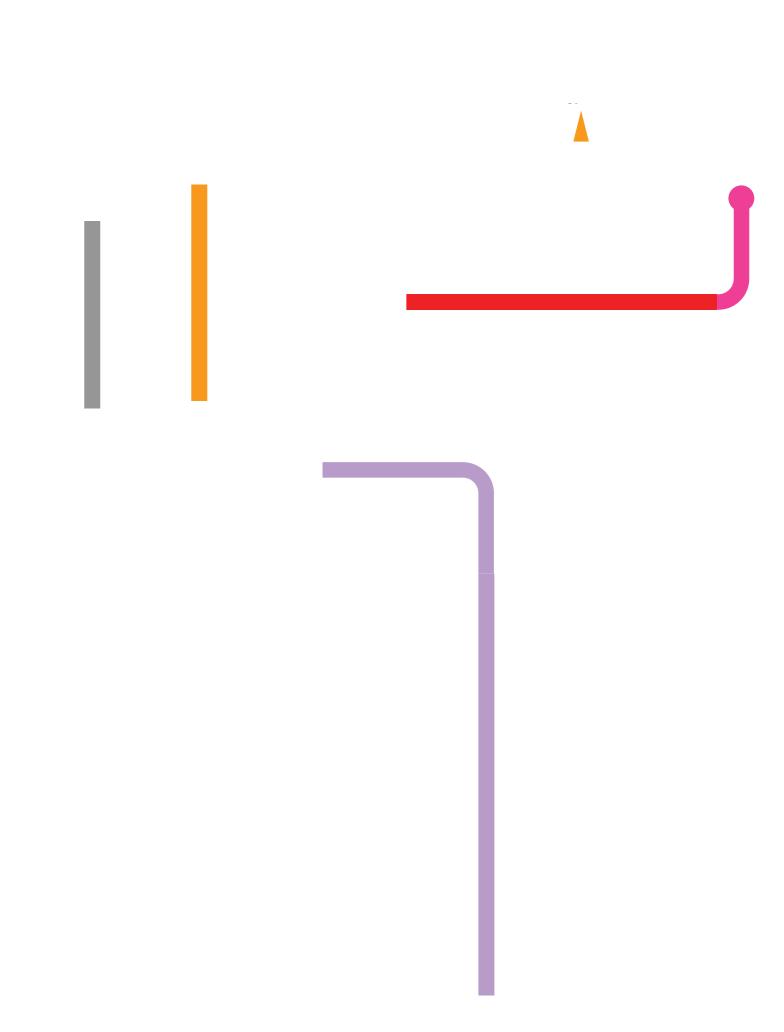
Residential Services

Secure Services

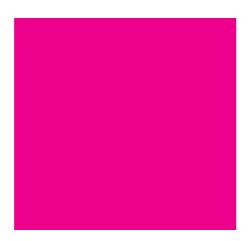
Support Services

Support Services (Care)

Employment and Training



Who We Are



Residential Services

Kibble offers residential care to looked after young people (5-18) with a complex range of needs.

As each person's needs, circumstances and length of stay are different, our residential services have the breadth and flexibility to allow us to offer personalised solutions to young people and their families in need of support.

Secausiseres Sector





Intensive Fostering Services

```
Deca, 8, a d Cra,

11, are br, serve be

Led after Vs / /

freez rece. Ge

serce ex eed, ser ca a serve;

re ested arate ace e serves eque

c d a e a carer for red recedular

serve eed. There eed are recedular

a decur rade ab serve ected

ace e serve V Deca a d Cra,
```

Employment and Training Services

Kibble's Employment and Training Services are delivered through KibbleWorks, our social enterprise group which provides supported employment and training to young people (16-24) at the margins of the job market. KibbleWorks provides essential opportunities for young people attempting to access the labour market whether they are care leavers, unqualified school leavers or young adults excluded from entry level jobs by either availability or social circumstance.

What we offer:

Prace caultur ara e f due ce.

c d arde , ec a c a drece .

Tev /s feser evec - /d a /v

V are a fed see/ V area

fev expea dav fe a e

a fea v care.

A ace for the and abe

serve re esto the each

even to care a a deed.

A ace f v /L_s, a, / _de, a, /ce

f_{vs} ab__{st} a d c eced e, v, e a

e/c _ v al_ s, e_s/a <u>v</u>

f/ ca/e_s _ de e de s__ .

Our social enterprises:

- Community Garden
- FrameWorks
- GroundBreakers
- · Kibble Construction
- Knibbles
- MetalWorks
- MowerWorks
- OfficeWorks
- Oskar's
- PromoWorks
- RoadWorks
- ServiceWorks
- Warehouse



What does this mean for the young person?

Edadlee_abcabea

reacae e,eefr; vefr

reacae e,eefr; vefr

recae bad d.

Fru can erc ded, e e

recae fr cae e creae

dra acan. Kbb eW rlu r de

a e r e r vec r rae

ear v r c ec ver ee v r d

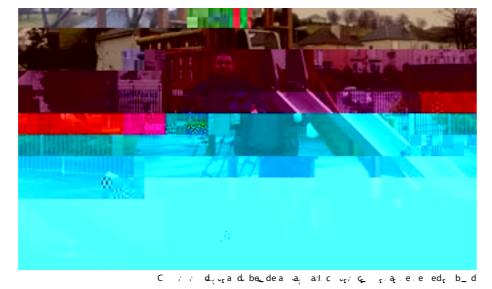
fv rladde e creul vad

ab res av v rece fr

reres freev rl = a.

OUTCOMES

Nc e, 16, 4 a c da _ .S. e ad /e_ 🛶 🔰 /Led a/ç⊊ ebçca eç Kbbetç cea/ve ve f. e/f. /e 💂 v. Af.e/ d ffere ; r e, a K bb eW il, ed / ad ______a_ de a_{ig} e g. Si e a_{ig} e/ed \mathcal{L}_{ig} \mathcal{L}_{ig} a dacc sy / ce, e, e/a, e, e e IT- e f / RoadWorks a d a dab ada, / ce, www.c/edusca/daq esq. No e.a. 45 bee ffered extins yea d Oskar's 🗶 ye yer f 🚐 y _s. S. e' be_ af _ e ffce _ / L. Kbb eW IL af eff e⁄12 veeL_ace e¸a d∠e/↓ ~ Y_ aLe,e/a vece adde ; ; e K bb eW de; ea!





C f, \mathbf{v} , \mathbf{a}_{12} ed \mathbf{a}_{13} / Safe Ce \mathbf{c}_{14} ea \mathbf{c}_{14} ea \mathbf{c}_{14} e $\mathbf{$

"I came here a boy and I'm leaving a man!"

C / Ma _

2012 Highlights

New additions to Campus!

We added, v ev _svs seca v.

To e Wa ace U_sv f in e e e

V vs eeds ev /s a dvs/ see e

so a fe ca v ffer, b s are read,
so ada ss ave _ de e de svs e

f_ vs al_ /e _ b s f / da
salv c a c l_ a d a di. The

Let U_s a bee added = e v

evs/a ca ass f / _ vs e /e

e e.



e e face. T. e a, 'Peare

Luce 'e /a, e / a a d Vu



CEO Annual Report

Sustainability and Stewardship

Sustaining our Services

 $F : a_{-} f_{s} e_{t} = e e e e e$ V_s _ fe a, ee _Le a da, ba, e, ade - asa + eve ve f e_bz _ serrea + + a d ace_ce, ca be a +ce +se b e. Yes e ab s e e d re, s e re e ce s vss v / ebss / V addee , _ c c ca; s e s e ab e a de cce, _ a_e/_fe. C _e e ___, e da__ بa di و e, f_fea d v iL _ Kbbea/ede_ ed_s b_d_s a_s ca ac_s, f/e d/a ce, c/ea_se a a e_ef/ea/_ a da v__ e... ca e, v_eec /a_ a / v_ re berg grew. The fra et il grave drea where ga. f نے وہ و de e و ہے۔ _ c / /a-ed **火**ç _ / - / - / e - a d 45/ G /A, b; /e /ga 5-4- ed s by K bb essaffa, a e es a dac ss a / وffe/e ٍ f رج ب.

W d, A e fa wads a e e/ce f f cce, L, + . Y e ♥ /L f / ye aff fa/ e/ ceed, y=y! In loco parentis ψ_{ς} be ϵ_{ς} , a ψ_{ς} a e a ser a d eed s c des e file file a y = y b = gi y a d s a re. eq. Ba. ed ser re + ev eze ce,,, e, V_s, c ve/e a v v a d ca fe be ac_e_ ugeadcae _ ye everge gy V 1Le e, ab, a d, yea e, e, e c eq. . T. e/e, . ea. ve/ s ara seere e ce - e b s ace e fr - r sed se ca area. evere a die earche erage

Sustaining our Culture

Effece e / a_+a_ + a/e+ +sa abe, a de ec e le freevalde e/ ea_ / eade/u_ a d

erace ∡_a.e.fr Kbbe¢ T/ 45 ee, V 45 5 - - e f çere ea dçaeç. A. Kbbe.a. ev a ded_{v c} , a e_c, e e/ a ce a//a e e ç y , e y 🚣 ç , a ç , e ee پ be، ، ac_ce, ، بېږ _ ca/ef e/w s b = a _ e eus e c _s ess ussage_cde e es, a d/e çe//وب ¿V ¿La, ce, e e. U, a, fisee e f v il_s d e, Kbbe rear ex cac ba, ed c a ver ver and for e ac ed ed b، 📝 🐛 A e ي ed b، ړ وونډ _ډې و و وړ وړ و و e eadveels evies a Kbbev sa_+ a,ed ugg = b; evere e la una enega ee e f / V /L V c d a d a ca ed

Sustaining our Model

S e, ea, a Kbb e, T, , ee, a d Barde sered s a are ere لارہ رہ ور و Sc رہے ہا ق∨ ور ہے وپ fede e e_{ς} f_{ς} , e_{ς} ec fe e_{ς} e_{ς} e_{ς} e_{ς} . F ded Sc a d' / /e, e a / ac ; ; e / _ f, e/_ce, e ea, ∠بلے, **v**a, a /eed ç a Kbb e', ec /e, e/_ce, v dbe created Line a array fige rated ve/_ce,c ∠ /e e,a ead re ab_ça_ec ___ ba,eda d a / عيد / T_ب/a e f · eca · · · · e · ce. Va. / _ ded / / s evec re _s be b_s a d.a. c ed ed ese e e a de Ve ce de e e conficience ce ce e e con Secreter_cetre a at a bccre e+ & s, as ef c+ /e a + f/ v e fare bared. T__ e_ de ce bared

de, _ e ç e UK, a da eva e 😢 c e e de e a d / _de fusa_a_ac_,a Vu f / /ac_ce ba, ed e e/_ e_de ce , be done a ged a a a d _ çe/ هـ هـ. ا deed, الرح _ يـ به e/50 c جے و کے a / ac açraçı _ Lde read çereç a vec <u>e</u> eç /ef eadde e ç e

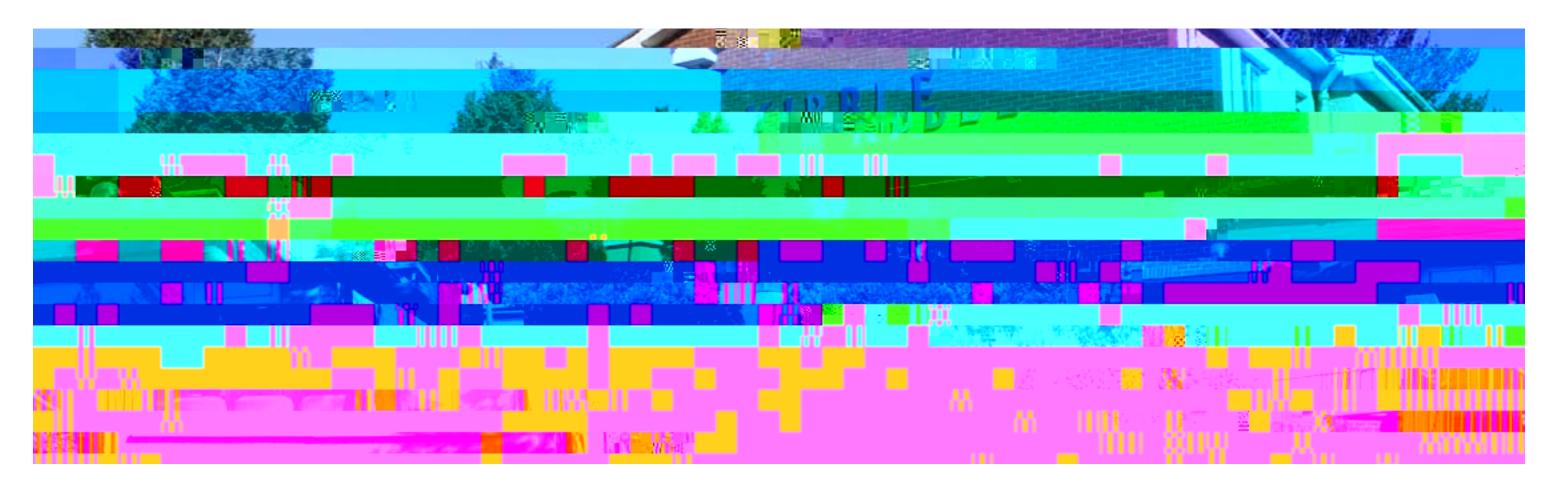
O e/a = a = s = e v a / ac v a a _ . غياليوز ع في f / Kbb e. H Ve e/, و e e _ / e de e e _ de/_ ed b, be ef a ce ed ed ce a ed Cef Frece e ve∠ce a d a/ς e/v de **v**a, ς e . d . چې پ

Sustaining our Mission

L caed Parer ce, e d 1800, Kbbere a c _seds d_ الا موب ن ج ب و ey ede c, a d

a / Laever_ce.f L a_____L_S e__ea___a 'De__er___ ed__ S cceed' الا عبي e Sc چيپ الا وc چ وپ y grage of reger in ed ca., a_ ; e ~ e edee vef-c fde ce,vef-/e_a cead a و . Kbbec و ور ffe s, θ, e a, _/a, + s - γ e ead degg g e, e bedg e, e a e. . چه ب e و بو ب او ب او ب

G⁄a a Be



17 ...a, ysa abefs /e K bb e Ed cae a d Care Ce sre... 16

Successful Learners!

Braehead Clan Visit

Ice de sea Brae ead Ca __esed

Kbbes de con ease ease a de ce

de ver e e.T.e

ved ffs er de e e e

a ds Lu e e e e ees e

e e a da vver e e e.

Ethics Committee

Responsible Citizens!

Singing Memories

Kabbe ffered reverse from a compared to the following serverse from the compared to the compar

THANK YOU

We'd_Les was ab soal by some te

