



2018/19



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Welcome to Kibble's Annual Review for 2018/19 which gives an overview of our services and the impact they have on young lives. It also sets out future plans for expanding our services and developing new provision. In particular, I'd like to highlight the changes to our early years services. We've got a brand-new school and care house located in a beautiful, calming setting. Using a range of pioneering care techniques, there is a strong focus on outdoor play and a therapeutic approach to education.

Kibble is known for having a robust Governance model and the charity's strategic direction is the responsibility of the trustees and directors. Although Kibble has seen many changes over the years,



Kibble is a specialist centre that supports at risk children and young people (aged 5-26) across the UK. Many of the young people

dedicated care and support to help them move forward.

We provide a safe, stable environment that is both nurturing and therapeutic. With a robust support network and wide range of integrated services, we offer young people opportunities and encourage them to believe in themselves, feel a sense of belonging, and realise their own self-worth.

As a charity and a leading social enterprise, we've been helping young people for 160 years. Although we have changed since inception our priority remains the same, to support the young people who need our help most. As we move forward, and develop our services, we do so with the vision of being able to further enhance our already high standards and increase existing provision. This will ultimately give us the capacity to support more young people.



Through our integrated range of services, we help build positive futures for young people with complex social, emotional, behavioural and educational needs. The services provided to each young person will vary depending on their age and requirements. Our Specialist Intervention Services team provides psychological support for all young people at Kibble, and we are currently embedding a programme of trauma-informed practice across our services.

We also offer young people (aged 15+) the opportunity to gain valuable work experience and qualifications in our social enterprises. Placements for young people include work-based learning in mechanics, painting and decorating, catering, and more. The Experience is Kibble's largest social enterprise and it's also a young workforce development centre. The five-star leisure and events venue houses Scotland's premier indoor electric go-karting arena, laser tag, licensed café, soft play, sensory room, and meetings and events space.

To find out more about our work and the services we offer visit www.kibble.org

Billy grew up in an area of Glasgow where gang culture was prevalent. By the age of ten he was involved in gang related crime and within a couple of years he'd been taken into care. This was the start of a journey

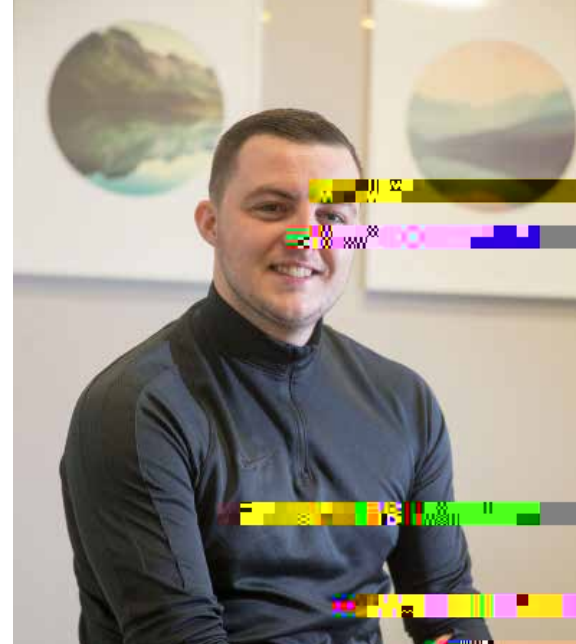
that would have been no way at the age of 12½ Billy could have predicted just how much of an impact Kibble would have on his life.

At first Billy found it difficult to settle at Kibble, but eventually he did and he began attending school regularly. Billy will be forever grateful to the staff who supported him to reach a turning point in his life.

In particular he credits the Ops Manager of Day and Outreach Services who was also his Key Worker, the Executive Director who oversaw education, and the Head Teacher at Kibble's secondary school as being instrumental at that point in his life. He explained: "Kibble saved my life. The staff never gave up on me, even though I made mistakes, they stood by me."

At the age of 16 Billy entered Kibble's Intensive Fostering Services and stayed with a foster family for a couple of years. In the beginning, he regularly ran away, but his foster family would always be there for him, no matter what. To this day, Billy keeps in regular contact and views them as his family.

After leaving school and trying his hand at various jobs Billy enrolled on one of Kibble's young workforce development programmes. He worked hard and set a great example for others which led to his appointment as Project Assistant. With an aptitude for working with young people, Billy eventually became a child and youth care worker at Kibble. He explained: "For some young people it helps if I tell them I've been through the care system. It shows them that they can achieve more than they might ever have thought was possible."



Sophie was placed in the Safe Centre under a Compulsory Supervision Order. With

access to Kibble's open campus. Initially she struggled to settle and would frequently run away. It was felt that Sophie would cope better in one of our care houses that is specially designed to accommodate young people in a smaller group setting while

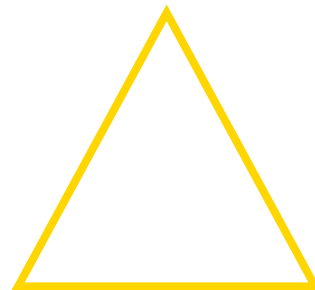
Since then Sophie has largely been doing well and has excelled in the school community in every way. She is a talented artist and her artwork is proudly displayed around the school and has also featured in Kibble's annual calendar. Sophie's love of art continues to shine through and she is currently studying for a Bronze Trinity Arts Award.

As an active contributor to school life, Sophie participates fully and enthusiastically in Kibble events, she was particularly instrumental to activities for International Women's Day. She helped to design and make a banner with her peers for the celebratory parade which poignantly recognises the strength and achievements of women.

With a keen interest in the expressive arts Sophie enjoys regularly attending amateur and professional theatre productions, writing reviews and discussing it within class. Sophie was an active contributor to the Year of Young People and along with others



- ▶ 71 young people were supported on our tertiary education programmes with all attending class to complete work on literacy, numeracy or employability.
- ▶ 32 young people have moved on to their own tenancy, back to their family or to a private address.
- ▶ We've helped young people from 28 out of the 32 Scottish local authorities and beyond.
- ▶ We supported over 200 young people.
- ▶ 109 courses were run for staff over 2018 and were completed on over 3000 occasions.
- ▶ 116 young people were supported by our education services.
- ▶ At the time of writing we have 21 foster families and plans are underway to significantly grow our intensive fostering services as we expand our reach across the central belt.



Empowering lives and fulfilling potential through care, education and opportunity.

Transforming lives, families and communities.



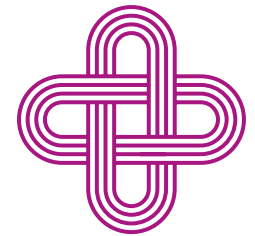
respect

Building relationships on integrity, compassion and trust.
Accountable and responsible use of resources.



ambition

Courage to keep improving and innovating.
Creating positive opportunities from everyday experiences.



belonging

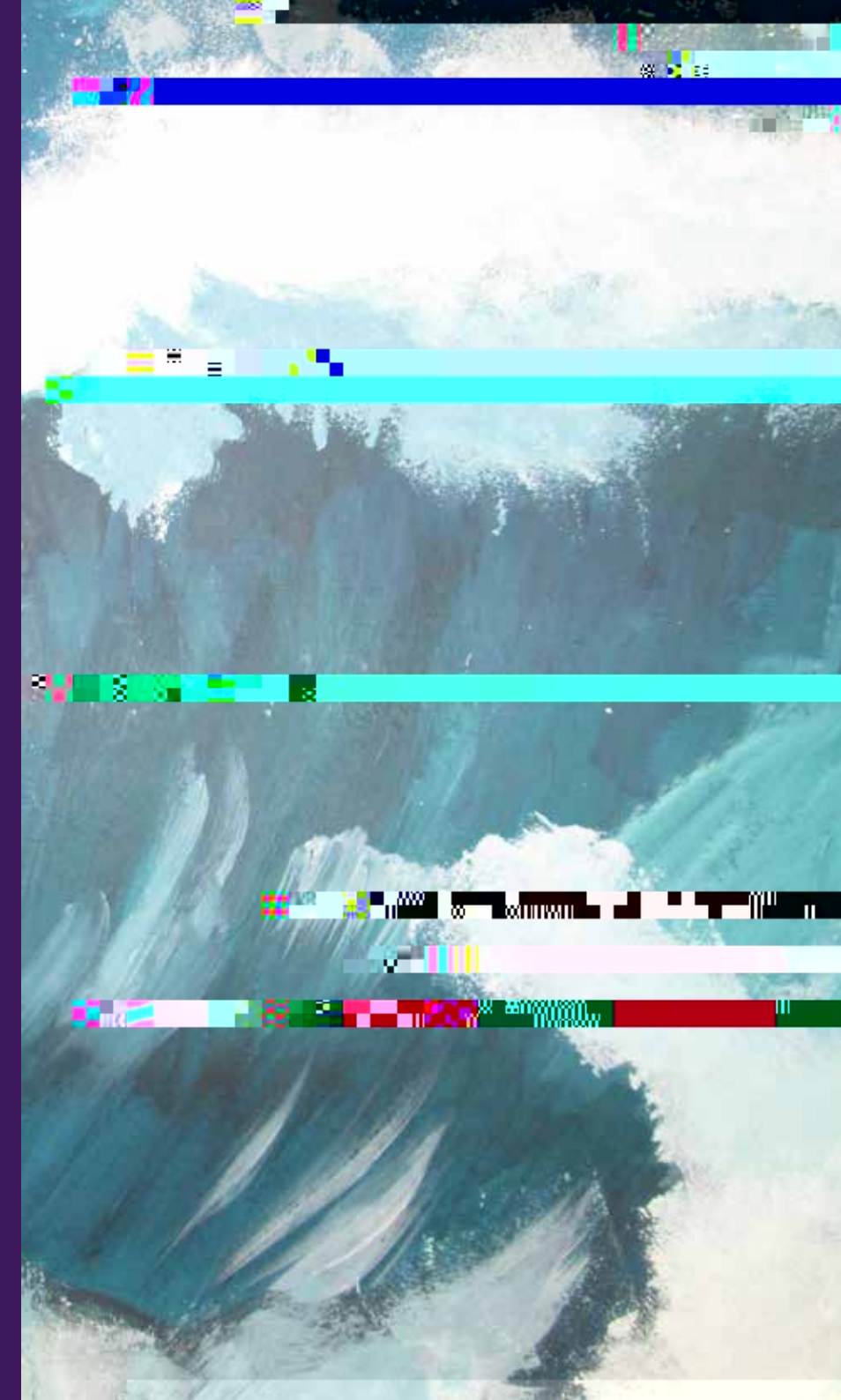
Inspired by our shared purpose, proud to be included.
Making a positive difference and creating lasting connections.

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Kibble works to support young people and it's important they have opportunities to young people and we'll act on what they tell us.




Following the breakdown of a placement at a residential school, due to regularly running
^ was transferred to Kibble Safe Centre. Although
still of an age where he should have been in full-time education, Blair had not consistently



At Kibble we pride ourselves on our high standards, however we're always looking for ways changes to our provision and we will continue to drive forward plans to develop our services, ultimately with the aim of supporting more young people.

Kibble has developed a model of therapeutic trauma-informed care which has been piloted in one of our residential care houses supporting children aged 5+. This is a long-term, fluid project which aims to optimise the integration of care and education with therapeutic services. This will be rolled out throughout our services and will be introduced to Kibble Safe Centre during 2019.

As demand for our primary services grew, we knew we had to look for a way to support more children. After



Guidance and governance remain the responsibility of Miss Elizabeth Kibble's

Josh[^] came to Kibble aged nine and lived in one of our care houses. As part of his care plan, therapists from our Specialist Intervention Services supported Josh. They helped him to manage and understand his emotional experiences, as well as provide him with the therapeutic space to explore the emotions he was feeling inside and how he displayed these to the outside world.



Josh suffered significant family bereavement in his early childhood, and had experienced neglect, emotional abuse, domestic violence and multiple house moves. His difficulties regulating his emotions and coping with his experiences resulted in previous placement breakdowns and non-attendance at school. Josh could be violent towards others and he struggled to form relationships. He would try to control situations and would often become aggressive. This resulted in behaviours such as damaging property, throwing items at staff and becoming increasingly verbally abusive.

Josh began attending therapeutic sessions twice a week. The sessions focused on understanding emotions and Josh was encouraged to express his feelings through art. His key worker was invited along to support Josh and to help him transfer what he'd learned into everyday life. After a year Josh was ready to move back home. He now stays with a close relative, attends Kibble's education provision and still has weekly therapeutic sessions.

The progress Josh has made is incredible, he now talks to people about his losses and his on-going difficulties with his emotions, without becoming overwhelmed. This is a lifelong journey of recovery for Josh as he continues to build relationships and take the support offered. These are crucial to his development and his ability to cope with the experiences he's gone through.

[^] Name changed to protect identity of the young person.

Lesley[^] had a long history of self-harming behaviour and, as the attempts to end her life escalated, she was placed in Kibble Safe Centre for her own safety. This allowed Lesley to receive the intense level of support she needed to help regulate her behaviour. Following a mental health assessment Lesley was diagnosed with

psychologist from Kibble's Specialist Intervention Services three **emotion dysregulation and supports people to learn skills and develop self-awareness on how they manage and cope with their emotional experiences.**

During Lesley's stay at the Safe Centre there was a noticeable decrease in self-harming incidents and attempts to engage in suicidal behaviour. Lesley agreed that she found the DBT sessions helpful and she was able to put the skills she learned into practice out with the sessions.

Although DBT had a positive effect, it was not the only factor that influenced the reduction in these behaviours. The other significant factor was the intense levels of support by her key team and the relationships she formed. As Lesley's mental health and wellbeing began to improve the level of support she needed decreased over time. She felt a sense of stability within the Safe Centre and was motivated to change her behaviour and look towards the future.

The support Lesley received from Kibble continued as she transitioned from the Safe Centre to her local Child and Adolescent Mental Health Service (CAHMS). Lesley continues to remain in regular contact with staff at Kibble.

[^] Name changed to protect identity of the young person.





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|--------------------------------------|-------------|--------------------------------------|-------------|
| Quality of Care and Support | 6 Excellent | | |
| Quality of Environment | N/A | Quality of Care and Support | 6 Excellent |
| Quality of Staffing | 6 Excellent | Quality of Environment | 5 Very Good |
| Quality of Management and Leadership | 5 Very Good | Quality of Staffing | 6 Excellent |
| | | Quality of Management and Leadership | 6 Excellent |
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| Quality of Care and Support | 5 Very Good | | |
| Quality of Environment | 5 Very Good | Quality of Care and Support | 5 Very Good |
| Quality of Staffing | 5 Very Good | Quality of Environment | 4 Good |
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| Quality of Care and Support | 5 Very Good | | |
| Quality of Environment | N/A | | |
| Quality of Staffing | 5 Very Good | Improvements in Performance | Very Good |
| Quality of Management and Leadership | 5 Very Good | Learners' Experiences | Very Good |
| | | Meeting Learning Needs | Excellent |
| | | The Curriculum | Excellent |
| | | Improvement Through Self-evaluation | Very Good |
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| Quality of Care and Support | 5 Very Good | | |
| Quality of Environment | N/A | | |
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We would like to express our sincere thanks to all those who have supported Kibble during 2018/19. Your generosity helps

Below are some examples of how your support could help children and young people at Kibble.

£50 – parkour class for five young people

£100 – education resources for children at Forest View

£150 – one session of animal assisted therapy to help support a young person who has experienced trauma

£500 – tools and personal protection equipment for a young person working towards a City & Guilds in mechanics

£1000 – one week of emergency respite for a foster carer

£2500 – computer and specialist software to teach video editing skills to young people preparing for further education


£5000 – six months supported work placement for a young person

£10000 – a specially designed therapeutic safe area for primary school children affected by trauma

£25000 – salary costs to help provide specialist support for young people transitioning from care to live independent lives

£50000+ – multi-purpose outdoor facility to encourage young people to stay active





When Liam[^] was 12 he was placed with Kibble's Intensive Fostering Services. A keen pupil at our secondary school, Liam enthusiastically attended classes and very rarely missed a day. With a particular interest in music and drama Liam was destined for stardom in the school panto. He could either be found centre stage or helping out behind the scenes. As a teenager Liam embarked on a programme of work-based learning at Kibble's social enterprises, gaining experience in motor vehicle mechanics, gardening and accessible karting.

Kibble

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 @electrickarting

 The Experience

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