



Annual Review

2018/19

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Welcome

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. It's an exciting development for Kibble and will offer numerous benefits to the children that attend.



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, its primary responsibility remains the same – to ensure we're offering young people the best support possible and equipping them with the skills they need to move forward and seek out opportunities in life.

Research is an important part of our work as we strive to develop innovative approaches to the services we offer. The Board, trustees and sub-committees are key to the successful implementation of changes to Kibble's provision and I would like to extend my thanks for the expertise they contribute and their continued support.

A career in the child and youth care sector offers many rewards but it's not without its challenges. Our service provision is outstanding, and it's fair to say that part of its success can be attributed to the staff who show unwavering commitment to making life better for young people. I'd like to take this opportunity to thank staff for their hard work throughout the year.

It's a privilege to sit on the Board of Kibble and to be part of an organisation that really does change lives.

Marion Jackson
Chair of Board

Welcome From Our Chief Executive

The Kibble Group has an exciting future ahead of it. We have seen significant developments over the past twelve months and this will continue in the years ahead as we work towards achieving our three strategic priorities: helping more young people; introducing new services; and improving processes.



It is our vision to create a future of hope and opportunity. We exist to provide a stable, purposeful, safe and happy environment for young people who need our support. As you read through the annual review, you'll see we've implemented some major changes including a programme to increase trauma-informed practice, which will be rolled out across all Kibble services. The programme started in one of our residential care houses that supports younger children and so far, it has proven to be a great success.

We've also expanded our early years care provision with a focus on therapeutic learning. Set in the rural countryside, Forest View is our new primary school and residential care house. The primary school opened its doors to welcome children at the start of the new school year in August 2019, with the care house set to open in the winter. Children can experience the benefits of outdoor learning alongside national curriculum classroom teaching.

Kibble also has a new look and, although the ethos of the organisation remains the same, our branding has changed. As our provision has grown over the years, we've become more than an 'education and care centre' and the change in our brand is designed to reflect the future direction of the charity.

We are proud of our work and the difference it can make to young lives. Although we know the services we provide are of a high standard, one of our greatest assets is our staff. We are privileged to have a dedicated workforce. Each person, no matter what their role, plays a part in making the difference to a young person. However, it's by working together that we'll be able to achieve changes on a larger scale for the future. Kibble is also committed to ensuring equality of opportunity in the workplace, and our most recent Gender Pay Gap Report suggests that we can be proud of the progress we have made in moving towards gender equality – both our mean and median figures sit significantly lower than the national average.

By truly believing in our values – respect, ambition, belonging – we can and will make positive changes happen.

Jim Gillespie
Chief Executive



“I like showing up each day, it passes quickly because you are busy and you go home feeling like you’ve done some real stuff.”

About Kibble

Kibble is a specialist centre that supports at risk children and young people (aged 5-26) across the UK. Many of the young people we care for have experienced significant trauma in their lives and Kibble offers 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.



Our Services

Residential Care

Secure Care

Primary Education

Secondary Education

Tertiary Education

Intensive Fostering Services

Day Placement and Outreach Services

Community Housing and Housing Support

Specialist Intervention Services

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 Penders

Child and Youth Care Worker, Kibble

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 see Billy placed in different residential care houses and being excluded from over ten schools before finally arriving at Kibble. There 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."



"Kibble saved my life. The staff never gave up on me, even though I made mistakes, they stood by me."

Sophie's Story

Sophie[^] was placed in the Safe Centre under a Compulsory Supervision Order. With the support of staff, she really flourished and eventually she made the transition 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 offering high levels of support.

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.



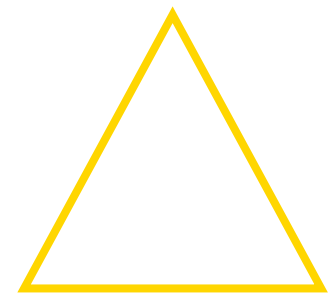
With a keen interest in the expressive arts Sophie enjoys regularly attending amateur and professional theatre productions, writing reviews and discussing it within class. Sophie was an active contributor to the Year of Young People and along with others in her peer group she was awarded a Year of the Young People certificate. We are extremely proud of Sophie, her strength of character and everything she has achieved.

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

Changing Lives



- 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.



Our Mission, Vision and Values

Mission

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

Vision

Transforming lives, families and communities.

Values



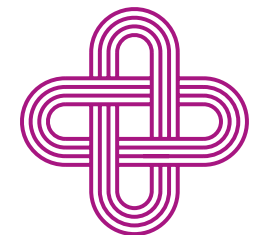
respect

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.



Introducing Kibble's New Look

Supporting children and young people who need our help most is, and always will be, at the core of our work. However, as we've evolved over the years, and our range of services continues to expand and diversify it was time to refresh our brand.

As we look to the future, we do so with the vision of further enhancing our already high standards and increasing existing provision, ultimately giving us the capacity to support even more young people. Our brand is significant in strengthening our identity and aligns with the breadth of services we offer and the expertise of our staff.

Research was undertaken during the process of rebranding, closely linked with the Kibble values of respect, ambition and belonging. Our brand is more than simply a logo, it embodies the spirit of Kibble. However, the new logo is a significant change and it represents helping hands and the importance of relationships at Kibble with young people, staff and external stakeholders.

Our new identity will help us to let others know about our work in the UK and further afield. Updating and aligning our brand with our service provision allows us to continue to innovate and ultimately care for future generations.



Express Yourself

Kibble works to support young people and it's important they have opportunities to have their say, give feedback and input into decisions that affect them. We listen to young people and we'll act on what they tell us.

There are various ways young people can let us know their thoughts and opinions. This could be key time with a key worker, which offers a relaxed space to chat through anything that might be on their mind. Regular care house meetings are also a great way to discuss the day-to-day issues, ask questions or pass on information. In addition, every care house has a comments/suggestion box where young people can give their feedback anonymously. Likewise, this can be done online.

Who Cares? Scotland facilitates fortnightly participation groups with young people, giving them an opportunity to have their say on issues that affect them. We were delighted to welcome Bruce Adamson, Children and Young People's Commissioner in Scotland, in March 2019, as he joined one of our participation groups to hear what young people had to say. Who Cares? Scotland also chair monthly school council meetings where young people meet with members of the senior leadership team to discuss any issues they are experiencing. They also hold consultations with young people independently and will feedback, on behalf of the young people, any comments or concerns they may have.

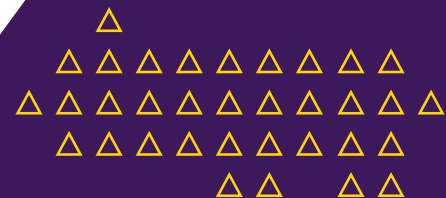
Furthermore, two Who Cares? Scotland advocacy workers are on-hand to resolve any issues young people may be facing. Alternatively, feedback can be given via local authority advocates, again this can be anonymous.

COMMUNITY SPIRIT

We encourage young people to participate and be part of community life and we're very proud of the enthusiasm they've shown and the difference they've made. For example:

Intergenerational Learning

In the week leading up to Remembrance Sunday, Kibble's Gannochy Trust Centre for Expressive Arts was transformed into a scene reminiscent of the 1940s. Residents from local care homes were invited to a high tea hosted by young people.



A Spooktacular Halloween Extravaganza

The 2018 Paisley Halloween Festival was a platform for 25 Kibble pupils to display their hugely creative talents. After months of hard work and dedication young people showcased a sensational 'Greatest Showman' circus themed float.

A Helping Hand

Throughout the year, young people have actively raised money for local charities and causes close to their hearts. Recent examples include sleeping out in the cold winter to raise vital funds for the homeless charity Social Bite; filling bags with warm clothing and food for the Soldiers Off The Street charity who support army veterans struggling to find shelter; and making up hampers with food and toiletries for local food banks. Young people have also raised funds for Save The Children and ME Action Scotland. These are just a few examples of the charities young people have supported over the last year, and we thank them for their caring, dedication and amazing effort.

INSPIRING CREATIVITY

There are some extremely talented young artists at Kibble. Many young people are very creative and we offer a platform to develop their skills and interests, whether it's performing on stage at our Gannochy Trust Centre for Expressive Arts, playing in the Kibble Band, enjoying a trip to the theatre, or encouraging expression through artwork.



Annette

Foster Carer

Annette has been fostering full-time with Kibble for just under three years and is looking after a teenage girl called Lucy[^].

Fostering with Kibble has been a rewarding experience for us. My husband and I have been looking after Lucy for just under a year now, and we've seen first-hand how she has developed into a much more secure, settled and happy young girl. It's great to see how we can make such a positive difference.

We have a great relationship with Lucy; we love to go swimming, bake up a storm in the kitchen, or just enjoy family nights in together. Our lives have changed a lot since becoming foster carers, and I feel that it's been really important for my family to realise the value of helping others.

My husband and I felt we had a lot to offer children going through care; he attended Kibble as a teenager so we knew about the charity already. The level of support and training available to us as foster carers has been excellent. We have found that with Kibble there are always staff on hand if we need them, and other foster carers available to offer advice and support.

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

Blair's Story

Following the breakdown of a placement at a residential school, due to regularly running away and multiple assaults on staff, Blair[^] was transferred to Kibble Safe Centre. Although still of an age where he should have been in full-time education, Blair had not consistently attended school for several years. Attempts had been made to encourage him to re-engage with learning, but this always resulted in aggressive behaviour and damage to school property.

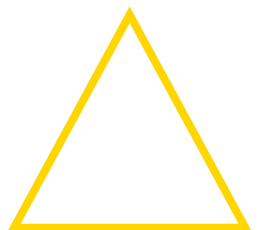
It became apparent that Blair had very low self-esteem and this was a contributing factor to his behaviour and his resistance to attend school. Lacking basic literacy skills, he often referred to himself using derogatory language. The structured environment within the Safe Centre worked well for Blair and with the support of staff he was encouraged to attend school each day. Over time, Blair began to appreciate the importance of qualifications and with an intensive level of support in class, he started working towards a National 3 English and Mathematics.

To further build Blair's confidence he was encouraged to participate in activities which he enjoyed and where he excelled. As he began to feel more settled and comfortable at Kibble it was clear that the only thing that had been holding Blair back was his lack of confidence.

On turning 16, and with the support of staff, Blair began to explore the options available through Kibble's tertiary education programmes. By this point his level of risk had reduced significantly and with plans in place Blair began a work placement and started working towards a National 4 qualification.

After demonstrating his enthusiasm to attend work regularly and proving that he could access the community without cause for concern, he successfully made the transition to one of Kibble's community houses. Blair is thriving as he continues to receive the support he needs to learn the skills that will eventually help him to enjoy living independently when he's ready.

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



Welcome to Forest View

We are delighted to introduce Forest View, our new primary school and residential care house set in the scenic countryside. The school opened in August 2019 with plans to welcome children to the care house later in the year.

Demand for our primary provision has grown over the years and we knew we had to look for a way to support more children. Forest View is a therapeutic primary education and residential setting for up to 30 children who have been affected by adversity in their early years.

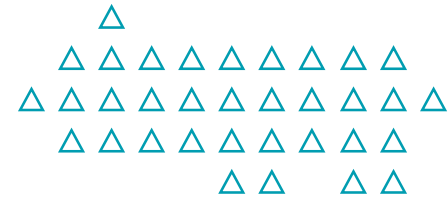
We have created a safe and supportive space where children can gain both an education and a warm welcoming home. But of course, Forest View is much more than that, it's a place where happy childhood memories will be made, where boys and girls can splash in muddy puddles, go on adventures, and explore the abundant wildlife. For the children, this is more than a school and place to live, it's somewhere they can feel joy and experience stability, love and happiness.

We have drawn elements of the incredible, rugged landscape into the buildings to create a therapeutic and stimulating environment. It's long been recognised there's a strong, unique bond between humans and animals. As such, lambs will roam the grass and hens will offer a friendly, sensory stimulus for the children. Plants, trees and shrubs will not only provide colourful bloom, they'll also attract butterflies, bees and wildlife, and stimulating fragrances.

The interior is designed to empower children to achieve their best. It's bold and confident, as well as inviting and safe. The building will house classrooms, sensory rooms and breakout areas giving children time and their own space.

Learning is not limited to the classrooms; the grounds will also be a place to learn, play and have fun. Children will be encouraged to enjoy exploring and playing in the outdoor environment. Therapeutic support including art, play and animal therapies will complement education provision.





Planning For The Future – What's New?

At Kibble we pride ourselves on our high standards, however we're always looking for ways to make these even better. Over the past year we've introduced a number of significant 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.

Therapeutic Trauma-Informed Practice

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.

Therapeutic Learning

As demand for our primary services grew, we knew we had to look for a way to support more children. After extensive research, we found a rural location that would allow us to expand our provision and offer a safe, supportive space where children can gain both an education and a warm welcoming home. Forest View primary opened in August 2019 and offers a therapeutic, stimulating environment which brings elements of the incredible outdoor environment into the children's everyday learning. (Please see pages 18 – 19 for more details).

Transforming Lives Through Learning

We're also finalising plans to expand our tertiary education provision as we introduce new opportunities for work-based learning. We want to ensure the skills and experience young people learn are not only applicable to today's job market, but will equip them for the future. We look forward to introducing new programmes during 2019/2020.

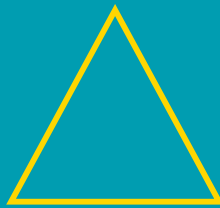
Introducing Shared Living

After considerable research we launched our Shared Living initiative in December 2018 within our Intensive Fostering Services. In recognition that some children, whom have experienced a high number of adverse childhood experiences require additional support to settle within a family environment, we have developed a service that combines experienced foster carers and intensive support from a professional support team. The foster carers work closely with the support team to increase their capacity to provide a secure base for children with complex trauma. In recognition this further support is provided from Kibbles Specialist Intervention Services, through systemic formulation and reviews, training, consultation and individual therapy for foster carers, staff and young people.

Looking To The Future

Kibble is planning to develop a Wellbeing Centre to support young people with complex mental health needs who are falling through the gaps in existing provision. We believe that a purpose-built service is required to meet the needs of those who are a risk to themselves. The Centre will combine a high-quality of care and education with the latest technology and design for good principles.





Our Governance Model

Guidance and governance remain the responsibility of Miss Elizabeth Kibble's trustees and their successors in office as set out in our original Trust Deed of 1841. Kibble is a legally constituted company which brings obligations to operate in a financially sustainable way. As a non-profit organisation any surpluses are reinvested for the social good.

We have a very strong and active governance, with monthly Board meetings and trustees meeting quarterly. This is further enhanced by regular subcommittee meetings which allows for independent observation and scrutiny of operations.

Our directors are de facto trustees, with the obligations of stewardship of purpose and resources that this brings. Many of the trustees of the Miss Elizabeth Trust sit as non-executive directors on the Board of Kibble. The company secretary has administrative responsibility for the Board. All of our directors, executive and non-executive, fulfil their directorial responsibilities for no remuneration.

Kibble's quality improvement department and audit committee report to our Board, and a full external audit is conducted annually. Our internal quality controls are mapped and assessed against the EFQM Excellence Framework and our Business Continuity procedures are aligned to ISO22301: Societal Security Business Continuity Management Systems Requirement. We are committed to:

- Protecting our people, systems and infrastructure
- Identifying and mitigating the risks to Kibble's services to an acceptable level
- Managing any disruption to minimise its impact
- Ensuring our customers receive our services as intended

These robust systems and procedures allow Kibble to continue to provide high quality services while seeking out ways to develop provision in order to support more young people.

Our Board and Trustees[^]

Trustees and Non-Executive Directors

- Marion Jackson, Chair of Board
- James Cochrane, Chair of Trustees
- Paul Allen
- Russell Chambers
- Dr Graham Connelly
- Edith Forrest
- Mary Hackett
- Brendan Harris
- Ronnie McGinlay
- Duncan Sloan

Chief Executive

Jim Gillespie

Chief Operating Officer

John McIntosh

Executive Directors

- Audrey Baird
- Jim Crawford
- Sinclair Soutar

Trustees

- Rev Gordon Armstrong
- Rev Alan Birss
- Provost Lorraine Cameron
- Iain Robertson
- Sheriff Principal Duncan Murray
- Sheriff James Spy

Secretary

David Nairn



[^] Details correct at the time of writing

Josh's Story

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's Story

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 Post-traumatic Stress Disorder (PTSD). It was agreed she would start a programme of Dialectical Behaviour Therapy (DBT), with a psychologist from Kibble's Specialist Intervention Services three times a week. DBT is an evidence-based therapy which targets 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.



Inspection Reports – Current Gradings

Adult Placement Services

Quality of Care and Support	6 Excellent
Quality of Environment	N/A
Quality of Staffing	6 Excellent
Quality of Management and Leadership	5 Very Good

Arran Villa Care Home Service

Quality of Care and Support	5 Very Good
Quality of Environment	5 Very Good
Quality of Staffing	5 Very Good
Quality of Management and Leadership	5 Very Good

Housing Support Services

Quality of Care and Support	5 Very Good
Quality of Environment	N/A
Quality of Staffing	5 Very Good
Quality of Management and Leadership	5 Very Good

Intensive Fostering Services

Quality of Care and Support	5 Very Good
Quality of Environment	N/A
Quality of Staffing	5 Very Good
Quality of Management and Leadership	5 Very Good

Safe Centre Secure Accommodation Service

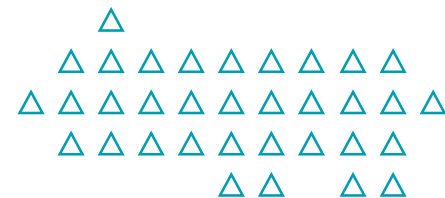
Quality of Care and Support	6 Excellent
Quality of Environment	5 Very Good
Quality of Staffing	6 Excellent
Quality of Management and Leadership	6 Excellent

School Care Accommodation Service

Quality of Care and Support	5 Very Good
Quality of Environment	4 Good
Quality of Staffing	5 Very Good
Quality of Management and Leadership	5 Very Good

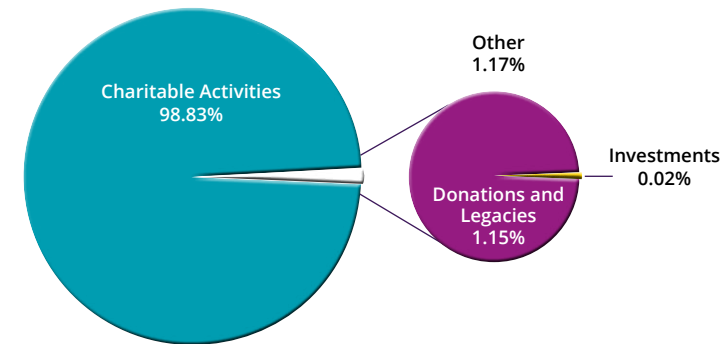
Education Scotland And Care Inspectorate Joint Inspection Report

Improvements in Performance	Very Good
Learners' Experiences	Very Good
Meeting Learning Needs	Excellent
The Curriculum	Excellent
Improvement Through Self-evaluation	Very Good

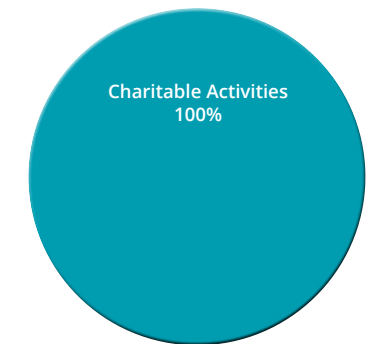


Finance

2017-18 Income



2017-18 Expenditure



Extract Taken from the Miss Elizabeth Kibble Trust Consolidated Statement of Financial Activities for the year ended 31 March 2018. A copy of the full report is available on request.

Awards



Thank You

We would like to express our sincere thanks to all those who have supported Kibble during 2018/19. Your generosity helps us to enhance and develop our services, ultimately helping the young people in our care.

AMW Trust

Cala Homes

CashBack YouthLink Scotland

Creative Scotland

Life Changes Trust

Renfrewshire Early Action System Change

Scottish Children's Lottery

Scottish Enterprise

Social Economy Growth Fund

Social Innovation Fund

The Gannochy Trust

The James and Patricia Hamilton Trust

The National Lottery Community Fund – Young Start

Youth Music Initiative

Your Support

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



Liam's Story

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.

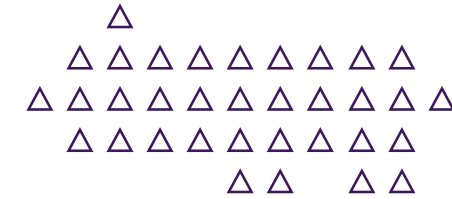
Liam is very community spirited and has volunteered at local events; offering his services to support the British Pipe Band Championships in Paisley where he was a car parking attendant. He's also helped to raise funds for the armed forces and is currently volunteering with the elderly.

Now 23, Liam has his own tenancy through Kibble's Housing Support Services. As Liam explains: "The team are not just staff, they are like my family. I love them, and I know they love and care about me. The care, love, support and guidance they provide me with is why I am in such a good place in my life right now. I have my own flat and I am learning to drive. Without the Housing Support team, I believe I would be on the streets."

"No one thought I had a chance at being successful, they all believed I would be in care for the rest of my life. I now have my own flat, pay my rent, my internet bill, I have a 50" TV and license. None of this I feel would have been possible without the help and guidance of the staff at Housing Support."

"I feel so lucky that I wasn't forced to grow up quickly because I was in care and I turned 16. I learned what I needed to know from people who know me best at my own pace. This is what suited me and has helped me to accomplish what I have today."

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



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 The Experience

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