



# Therapeutic Supports Recruitment Pack

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Begin a rewarding career with Kibble

## Foreword

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**For 160 years Kibble has provided unwavering support to young people who have faced trauma and adversity. Through our commitment to put young people first at all times, Kibble has evolved to meet their ever changing needs and as a result, has led the way in providing the highest standard of care.**

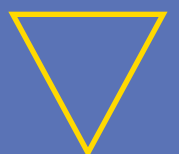
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The range of services and expertise Kibble possesses has only been made possible through an incredible, skilful and knowledgeable workforce. All employees have the same ambition – to innovate, learn and help as many young people as possible – and Kibble’s continued progress reflects that shared drive and common goal. The staff are the backbone of Kibble, and we are in-search of likeminded and enthusiastic individuals to join us in our mission.

It is an exciting time to begin a rewarding career with Kibble as we set out to grow and expand our services further; contributing to the enhancement of our already high standards and increasing the existing provision while applying trauma-informed practice. As a thank you to staff, there are exceptional employee benefits. Our inspiring learning culture offers many training and professional development opportunities. Also, we place great emphasise on supporting employee health and wellbeing.

The future direction of Kibble is aligned to three strategic priorities: to help more young people; to improve processes; and to introduce new services. With a loyal, dedicated workforce we will achieve all we set out to do. Working for Kibble means belonging and being part of a team that helps bring positive life experiences to young people, no matter what service you work in.

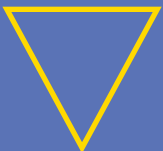
**Jim Gillespie, CEO**



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# About Kibble

Kibble is a leading children's charity and social enterprise, which empowers young people through education, care and therapeutic support. By providing stability and love to young people who have faced trauma and adversity, we encourage them to believe in themselves, feel a sense of belonging and realise their own self-worth. It is our mission to help young people move forward, fulfil potential and build positive futures.

Kibble supports children and young people across the UK, with the majority of services centred around our main campus in Paisley. We also have a number of services located across the West of Scotland.

## Our Services

Kibble provides a range of integrated services to offer tailored support to children and young people.

- Residential Care
- Secure Care
- Education
  - o Forest View Primary School
  - o Mirin Academy, the Safe Centre School
  - o Goudie Academy, the Open Campus School
  - o The Skills Academy
- Intensive Fostering Services
- Housing Support
- Adult Services
- Specialist Intervention Services (SIS)
- Interventions for Vulnerable Youth (IVY) Project
- St Mirren Football Club Partnership
- Puddle Lane Early Learning and Childcare Centre

**“Within Kibble, we have care, education and the therapy teams working very closely, and we focus on cultivating a shared understanding that’s rooted in the trauma-attachment of those children and each child has a therapeutic plan based on that understanding.”**

- Clinical Director, Dan Johnson

# Our Mission, Vision and Values

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## Mission

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

## Vision

Transforming lives, families and communities.

## Values



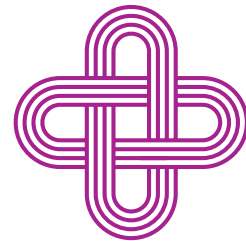
### respect

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.

## The Promise

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We across Kibble pledged to #KeepThePromise and play an integral role in making Scotland the best 'place in the world for children to grow up' so that children are 'loved, safe and respected and realise their full potential'. Following the Independent Care Review (February 2020) and subsequent reports, we continually strive to provide trauma-informed care to our children and young people in a loving setting, giving them happy experiences, good memories and feel a sense of belonging.

As a charity that has placed young people at its heart for over 160 years, we understand we must work alongside young people to help shape and co-produce service delivery in the years ahead.

# Kibble Employee Benefits

Kibble are committed to the professional development of staff as well as supporting employee health and wellbeing.

## Professional Development

- Kibble has a dedicated Learning and Development team to ensure all training needs are met including first aid, safety crisis management and more.
- Opportunities for further education to gain qualifications relevant to the area of work with financial support and mentorship from Kibble. We invest in our staff as they are the backbone of our organisation and as a result, we have created an inspiring learning culture with many development opportunities. This is part of the organisation's overall succession planning strategy.
- Attend relevant events and network to enhance learning that can be used across multiple disciplines.

## Safe Crisis Management

Safe Crisis Management (SCM) training equips employees with the skills to safely and confidently manage challenging behaviour through non-physical intervention techniques.

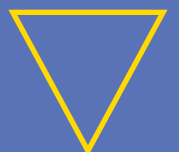
Sometimes people act and behave in a way that puts themselves and/or others at risk. SCM training shows how these instances can be avoided, and the ways to manage and de-escalate unwanted behaviour. It demonstrates techniques for encouraging positive behaviour choices and offers training on what needs to happen once the occurrence is over.

Employees are required to undertake and pass SCM as the training is mandatory for care and education roles.

**“Through Kibble’s Staff-in-Training programme, I became a fully qualified Child and Youth Care worker gaining a HNC in Social Care. The investment in my progress continued and four years later I am now studying for a Master’s degree, funded by Kibble.”** – Child and Youth Care Worker, Lola Devine

## Employee Health and Wellbeing

- Free membership to Prolife gym in Paisley
- 20% saving on childcare through our outstanding Puddle Lane children’s nursery
- Access to vaccinations
- Health plan with support towards healthcare costs
- Counselling services available
- Physiotherapist appointments
- A meal for every member of staff on shift
- Free onsite parking
- Partnership with Leven Car Company with exclusive offers
- Access to a credit union
- Generous holidays



## Meet The Team

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**“We see progress in the kids from a “measurable” point of view but for me, how you identify those achievements is by looking at the kids and seeing how much they enjoy the outdoor space, the education and all that is there for them. It is fantastic to see.”** - Operations Manager- Specialist Intervention Services, Claire McCartney

**“Trauma-informed care – I could talk for hours about it. What it essentially comes down to is we’re asking those people who are looking after the children to think repeatedly and regularly ‘what have these children experienced?’ How is that affecting them in the here and now? How is that explaining the behaviour we are concerned about? What does that mean “we” as those carers, as their teachers, as their psychologists, as their care workers need to do as best as we can.**

**We do not just do that at the start, we do that throughout all the time we look after them.”** - Clinical Director, Dan Johnson



# Visit Our Vacancies

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Visit our recruitment website: [www.jobtrain.co.uk/Kibble](http://www.jobtrain.co.uk/Kibble)

Sign up for job alerts: <https://www.jobtrain.co.uk/Kibble/RegisterOptions.aspx>



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Kibble Scottish Charity No. SC026917 Registered in Scotland No. 158220  
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