



# Careers in Child & Youth Care



## Career Pack

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Begin a rewarding career with Kibble



## Foreword

**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.**

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.

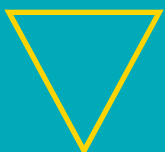
**Jim Gillespie, CEO**



# Contents

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Foreword	2
About Kibble	4
Our Mission, Vision and Values	5
The Promise	5
Kibble Employee Benefits	6
Testimonials	7
Additional Information	8



# 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.

## Career in Child and Youth Care

There is an opportunity for you to build a career with Kibble, Child and Youth Care job roles include: Child and Youth Care Worker, Senior Practitioner, Service Manager, Operations Manager, Director of a Service and more.

### 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
- Community-Based Services
- Kibble Fostering
- Housing Support
- Adult Placement Services
- Specialist Intervention Services
- Interventions for Vulnerable Youth (IVY)
- SAFE Service
- Partnership with St Mirren Football Club
- Puddle Lane Early Learning and Childcare Centre



One of our residential homes



Forest View Primary School



Main campus

# 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



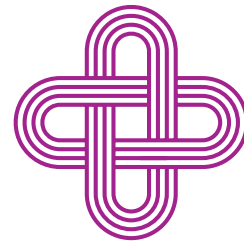
### respect

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
- Exclusive retail and event discounts including access to Blue Light Membership, Concerts for Carers, The Company Shop and more
- Access to St Mirren FC free match day tickets for staff and young people
- Access to a credit union
- Generous holidays

## Child and Youth Care Worker Testimonials

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**“At Kibble, we’re fully prepared to help young people grow in the right direction and guide them to keep up a positive attitude and make plans for their future.”** - Child and Youth Care Worker, Mark Barrowman

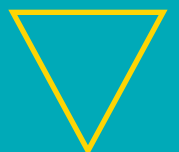
**“We are in-search of people with an ambition to make others feel seen and listened to, people who have a drive to give young people a chance at life. The care that Child and Youth Care workers give to young people can truly change lives.**

**The role offers incredible job variety as we help young people aged 5-26 years old through residential care, education as well as therapeutic supports. Kibble tailors the care plan completely to the individual child’s needs.”**

- CEO, Jim Gillespie

**“Through a strong friendship I have built with a quiet, introverted young person, I have since encouraged them to enjoy swimming, exercise in the outdoor football pitches and get involved in the regular cook nights.”**

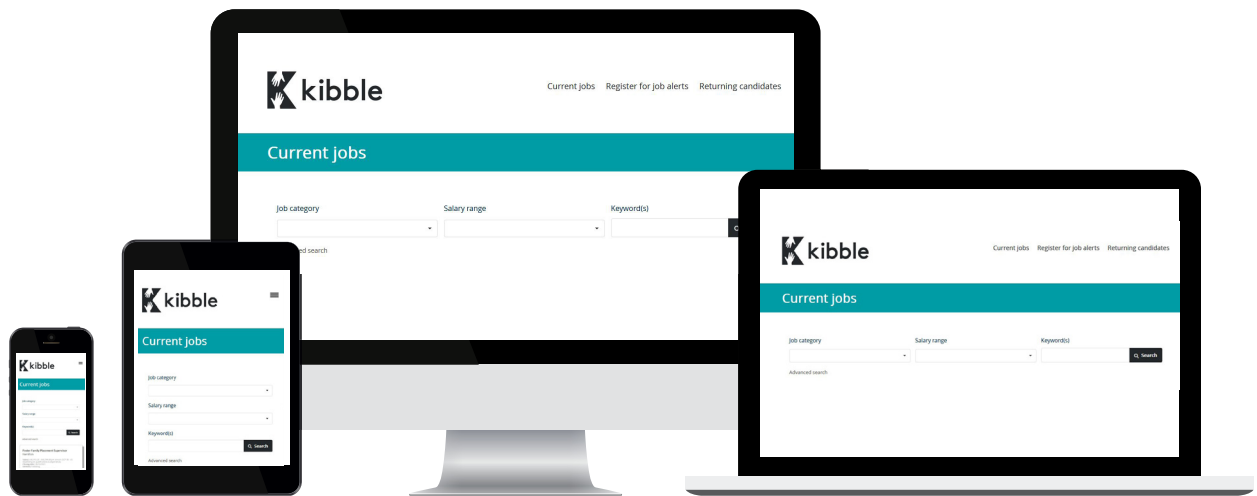
- Child and Youth Care Worker, Emma McGarroch





## Additional Information

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



Kibble Education and Care Centre  
Goudie Street Paisley PA3 2LG  
t:0141 889 0044 w:[www.kibble.org](http://www.kibble.org) @KibbleCharity  
Kibble Scottish Charity No. SC026917 Registered in Scotland No. 158220  
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