

## Kibble's Adult Placement Services Adult Placement Service

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Announced (short notice)

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**Service provided by:**  
Kibble Education and Care Centre

**Service provider number:**  
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CS2013317686

## About the service

Kibble's Adult Placement Service is provided by Kibble, a charitable organisation based in Renfrewshire. The service is part of Kibble's Intensive Fostering Services (IFS) and provides an adult placement service to young people who remain living with their fostering family on a continuing care basis after turning 18.

The service consists of a team of staff, operating out of hubs in west and central Scotland, who provide intensive support to both caregivers and young people to achieve identified outcomes. Young people also have access to support from specialist Kibble services including Kibble education and schools, Kibble Skills Academy, and Specialist Intervention Services.

The fostering service and adult placement service are interlinked and were inspected at the same time, with a separate report available for each. The reports should be read in conjunction with each other.

At the time of our inspection, 18 young people were using the fostering service and 7 young people were using the continuing care service.

## About the inspection

This was an announced (short notice) inspection which took place between 21 November 2023 and 13 December 2023. Two inspectors carried out the inspection. To prepare for the inspection we reviewed information about this service. This included previous inspection findings, registration and complaints information, information submitted by the service and intelligence gathered throughout the inspection year. To inform our evaluation we:

- met with 13 caregivers working with the service
- met with two young people
- spoke to 14 members of staff and management
- spoke to two professionals with panel responsibilities
- spoke to three external professionals
- attended a caregiver team meeting
- reviewed questionnaire responses from caregivers, staff, and external professionals.

## Key messages

- Young people benefitted from enduring and compassionate relationships with highly skilled and supported caregivers.
- A trauma model of care had been embedded across all parts of the service, and was contributing to positive outcomes for young people.
- Support provided to caregivers and young people was highly individualised, responsive and flexible.
- The service was excellent at developing innovative solutions to ensure young people could learn and achieve to their fullest potential.
- There was a strong focus on celebrating success which helped to ensure outcomes-focused planning.
- Young people were fully engaged in planning their own care and support and robust processes and documentation supported this.
- Continuing care with committed caregivers enabled young people to develop key life skills for their future.
- Leaders effectively drove improvements in the service.

## From this inspection we evaluated this service as:

In evaluating quality, we use a six point scale where 1 is unsatisfactory and 6 is excellent

How well do we support people's wellbeing?	5 - Very Good
How well is our care and support planned?	6 - Excellent

Further details on the particular areas inspected are provided at the end of this report.

## How well do we support people's wellbeing?

**5 - Very Good**

We evaluated this key question as very good where there were significant strengths in the care provided which promoted positive outcomes for young people.

Young people consistently had affectionate and secure relationships within their continuing care placements. Young people using the adult placement service had benefitted from many years of stability with their caregiver families. They were treated as individuals and experienced love, fun and predictability. Young people were thriving and achieving in life.

Caregivers benefitted from an exceptionally high level of support from the service. Support was responsive and there when required, including out of hours. The feedback provided by caregivers was very positive, one caregiver role us, 'Kibble provides me with support, professionalism to the role, understanding of both our needs. There when we need them. Excellent guidance...'. Trusting and enduring relationships with staff enabled caregivers to better meet the needs of young people.

Caregivers were valued as vital members of the team and were invested in to promote their ongoing learning and development. Many caregivers had benefitted from completing further education to support them in their role and all caregivers were trained in Safe Crisis Management and trauma. One member of staff told us, "As a service we recognise and value the importance of supporting those who care for our young people". The service had been aspirational in their approach towards trauma, embedding a model that promoted a whole service response. A shared understanding of young people's needs helped to strengthen relationships and ensure stable care experiences.

The service was committed to the benefits of continuing care for young people and tailored support from key workers ensured a good balance for young people as they entered adulthood. We saw examples of caregivers going above and beyond to ensure stability for the young people in their care. A pragmatic and solution-focused approach by caregivers helped young people feel respected as adults within their family. A Local Authority social worker told us a young person receiving care was, "Learning great life skills through their carers...they help them, prepare them, include them".

Young people were supported to develop skills to maintain important relationships with family and friends. We saw many examples where caregivers and staff made significant efforts to prioritise relationships for young people and help them to keep in touch in a way that was meaningful for them. This enabled young people to feel respected and ensured important relationships were promoted.

Young people were provided with excellent support to meet their potential in relation to learning and education. The service worked creatively and innovatively with other services to champion young people's right to a high quality and inclusive education. We saw examples of innovative practice, where the service navigated barriers to ensure positive outcomes. The successes of young people were celebrated routinely within their records and within team meetings. Young people's future prospects were enhanced through the high aspirations held by the service.

Young people were kept safe through a robust approach to protection matters. All caregivers and staff had regular adult protection training. Risk assessments were individualised, took account of young people's increasing independence and autonomy, and were regularly reviewed and updated. A consistent approach to risk management enabled many young people with complex needs to stay safe within the love and security of their continuing care placement.

Comprehensive assessments of caregivers ensured they had the capacity to meet the needs of young people. We discussed during inspection the need for development work to ensure review reports and written carer approvals are clear and fully reflect the changing roles and responsibilities within continuing care placements. We were pleased a plan was quickly made to address this. The service ensured a seamless transition to the adult placement service for young people as they approached 18. This eased anxiety and helped young people to feel safe and secure.

## How well is our care and support planned?

**6 - Excellent**

We evaluated this key question as excellent where performance was sector leading with outstandingly high outcomes for young people.

Young people benefitted from careful, individualised personal planning. Risk assessment and management plans, the 'My Kibble Journey' progress record, and personal support plans worked well together to support

and evidence positive outcomes. Plans were SMART (Specific, Measurable, Achievable, Relevant, Time-bound) and were updated on a regular basis in partnership with young people wherever possible. Documents were formatted to help promote engagement with young people. Excellent quality assurance practices ensured quality, rigor, and a focus on outcomes for young people.

The service worked well with other agencies to ensure assessment and care planning was focused on promoting outcomes. Staff contributed to young people's overall care plans as part of statutory reviews, and facilitated regular multi-agency reviews to discuss progress and ensure plans were updated. This ensured young people got the support that was right for them.

The use of regular progress meetings, group supervision and specialist risk assessment meetings contributed to robust, safe, and meaningful planning. We saw examples of young people being actively engaged in regular meetings to discuss and review risk. This inclusive approach had led to significantly improved outcomes for many young people.

The approach to planning for young people in continuing care was highly individualised. The service was innovative in amending processes to reflect the particular needs and wishes of young people. Safer caring plans and safeguarding plans were developed specifically to take into account the changing responsibilities for young adults and their right to have proportionate records kept.

The service was exceptional in ensuring young people were as fully involved in driving their own care and support as possible. Staff and caregivers were skilled in supporting young people to make their own choices and decisions. Young people's views were sought and recorded in all planning meetings and carers' reviews, and this included the views of caregivers' birth children. Young people felt valued and respected through being continually listened to during their care experience.

Caregivers and the wider service were strong advocates for young people, and the use of independent advocacy strengthened young people's rights when required. The service had a system in place to ensure independent advocacy was considered for every young person. Within the adult placement service there were many examples where the service had successfully advocated for young people's right to continuing care, creating bespoke packages of support to ensure stability for young people. Advocacy could be strengthened by making more explicit reference to the need for continuing care welfare assessments or pathways plans from Local Authorities within the services' processes. We considered young people to be empowered through the service's approach to planning.

## Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at [www.careinspectorate.com](http://www.careinspectorate.com).

## Detailed evaluations

How well do we support people's wellbeing?	5 - Very Good
1.1 Children, young people, adults and their caregiver families experience compassion, dignity and respect	6 - Excellent
1.2 Children, young people and adults get the most out of life	6 - Excellent
1.3 Children, young people and adults' health and wellbeing benefits from the care and support they experience	6 - Excellent
1.4 Children, young people, adults and their caregiver families get the service that is right for them	5 - Very Good
How well is our care and support planned?	6 - Excellent
5.1 Assessment and care planning reflects the outcomes and wishes of children, young people and adults	6 - Excellent

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