Join our fostering family...
and help change young lives

GET IN TOUCH  Call us on 0141 840 6269  Visit us at www.kibble.org/fostering
Welcome to Kibble’s Intensive Fostering Services. Thank you for taking the very first step towards fostering with us! In this booklet, you’ll find information that will help support you in your decision to become a foster carer. Fostering is undoubtedly a very special role. As a foster carer, you have the potential to support a young person to overcome past traumas in their lives and help them realise their potential. This is not a role for everyone; it takes a unique combination of commitment, motivation and skills to realise such significant changes. Ultimately, this is a lifestyle choice that will not only enhance your life, but that of your family, friends, neighbours and those within your community.

Why choose our service as opposed to any other?
We have strived since 2004 to develop a family and community ethos that not only gives young people a sense of belonging, but also an invaluable support network for our foster carers. We have been successful in this regard, and this is reflected in our high retention rates and positive outcomes for young people.

Help us make a difference
We need Foster Carers to provide stable, loving homes for care-experienced young people. If you can be a friendly face to provide care and support, welcome a young person into your family home, and be patient and caring even at the toughest of times, we’d love to hear from you.

We can’t change their past, but with your help, we can change their future!

“It takes a village to raise a child.”
- African Proverb
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Here every step of the way

Kibble’s Fostering Services
Kibble’s fostering team work alongside our invaluable foster carers to provide safety, structure and stability to children and young adults who’ve had a difficult start in life. Together, we help bring positive changes to the lives of young people.

Our fostering services include: Intensive Fostering Services (IFS) which works with children aged 5-21, Adult Placement Services (APS), working with young adults aged 16-25, and Arran Villa, a residential children’s care home for ages 5+.

Our fostering services are strengthened by Kibble’s range of integrated services including: education, residential and secure care, specialist intervention services, employability training, and community services.

We work hand-in-hand with foster carers every step of the way, providing 24/7 support, full training, generous fees and allowances, and respite care. By fostering with Kibble, you become part of our ‘fostering family’ and will always have a great support network around you.

“Seeing a young person come on and overcome their difficulties, it gives you such a good feeling.”
Isobel, Foster Carer
What is fostering?

Fostering provides a safe, stable home for young people who are unable to live with their birth parents. As well as welcoming a young person into their home and family, foster carers play an invaluable role in supporting young people, and helping them feel safe, valued and cared for.

Young people at Kibble have experienced difficult or damaging circumstances in their lives. In many cases, they have experienced neglect, or some form of physical or mental abuse. As a result, they may have complex social, emotional or behavioural difficulties that can be challenging at times. The rewards however are far greater than the challenges, and as a foster carer you have the ability to change lives, providing care and support to young people when they need it most.

The length of time a young person stays with a foster carer depends on individual circumstances. A placement may range from a weekend to a number of years, until the young person is ready to move on.

What types of placements are there?

**Full time foster carer**
This is when you have a young person placed on a full time basis. For this type of placement, we would not expect you to have any additional job.

**Adult placement carer**
Adult placement carers offer placements to young people aged 18–25, helping them prepare for independent living.

**Full time planned respite carer**
This is when you offer flexible respite care to any of the young people within the service. You would not have young people all of the time, and would be paid a monthly professional fee.

**Pro rata respite carer**
This is ideal for people who only want to do occasional respite work. You would only be paid when you work.

**Emergency respite carer**
This role is usually carried out by very experienced carers who have a history of either planned respite care, or full time care.

“It hasn’t always been easy and there have been difficult times but it’s rewarding to see a young person grow and flourish.”
Norma, Foster Carer
Who can foster?

To foster, you need to be dedicated to working with young people.

Lots of people are able to foster! It doesn’t matter about your cultural or ethnic background, religion, age, or relationship status. We want foster carers from all walks of life, who reflect the diversity of our communities. We ask that all foster carers are physically fit so they are able to meet the demands of the role. If you have previous criminal convictions, we will discuss this with you but it will not necessarily be a barrier to fostering.

If you’re in doubt about whether you can foster, speak to us!

“The kids call me “granny”. It’s easier for them when they introduce me at the school gates. I was 55 when I began fostering and fast forward 11 years and I’m still going strong.”

Isobel, Foster Carer
Do I have what it takes?

Fostering is an incredibly rewarding career; however it can also be a challenge. If you can deal patiently and consistently with difficult behaviour, understand the needs of young people who have disrupted family situations, and can persevere when things are tough then this is a role for you.

To foster with us, we ask that you have previous experience of looking after young people, either in paid employment, on a voluntary basis, or within your family and friends circle.

To foster with Kibble, we ask that you:
- Live within 25 miles of Paisley, Renfrewshire
- Live in a household with no children under 16 years old
- Have experience with children and adolescents
- Are able to bring the child to school every day
- Live alone, or with a live-in partner of at least two years

“People have these preconceived ideas about who these children are, but I’ve long since learned that children in care are just ordinary boys and girls that need a bit of extra help and support.”
Norma, Foster Carer
What support will I receive?

Kibble is recognised for providing a high-level of support to young people in our care, and our foster carers. We will work with you every step of the way to ensure you receive the support, training and advice you need.

We recognise that fostering a child or young adult can be a challenge, and that’s why we’re always on hand to help, day or night.

As a foster carer with Kibble you can expect:

24/7 Support
We offer round the clock support to young people and foster carers.

Outreach Support
Every young person is allocated a key worker, who will work alongside you to support both you and the young person. Young people spend time regularly with their key worker, which will include some weekend activities to give you a break.

Health and Wellbeing
All of our young people are supported by our Specialist Intervention Services (SIS). This team provides: psychological consultation, assessment, family support and interventions for the young people.

Supervision
Regular supervision will be given to foster carers from social work qualified managers.

Carer Team Meetings
At these weekly meetings, foster carers have the opportunity to discuss the needs of the young people with service managers. It is also gives carers the chance to discuss and share approaches they have found to be successful.

Carer Support Group
Regular Carer Support Group meetings allow for mutual support and sharing of experiences for all carers.

Training
We provide a comprehensive training programme which includes: HNC in Child Care, SVQ in Social Care, Safe Crisis Management, Child Protection, and other relevant training. We also provide annual refresher training in Safe Crisis Management.

“The level of support I get from Kibble - I can’t fault it. They’re only ever a phone call away if I need them, and the staff are very approachable. They really help to give you confidence in yourself as a foster carer.”
Norma, Foster Carer
Your Fostering Journey

Our recruitment process can take between four to six months depending on individual circumstances.

**Step 1**
Register your interest by calling us on 0141 840 6269 or enquire online at www.kibble.org/fostering

**Step 2**
Attend one of our information evenings.

**Step 3**
One of our Service Managers will explain more about the role, and complete an initial assessment.

**Step 4**
Attend a four day preparation course to gain a deeper understanding of the fostering role, and what’s involved.

**Step 5**
You will be allocated a Social Worker who will complete your assessment by visiting you at home between eight and ten times to get to know you and your family. We will undertake a range of checks including Disclosure Scotland and Local Authority checks. As part of the assessment we will also require you to attend a medical examination to establish your fitness to foster.

**Step 6**
Go to a fostering panel, where your completed assessment (Form F) will be presented and a final decision made about your approval.

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Fees and allowances

We pride ourselves in our commitment to offering generous fees and allowances to foster carers.

Fees and allowances can vary depending on the type of foster care you provide (full time, respite, or adult placement) and your level of experience and qualifications.

It is important to understand that as a foster carer you are self-employed and will have to complete your own tax returns. You will receive informal help with this via other carers, and The Fostering Network run free workshops on self-employment tax returns. Foster carers are given generous allowances when it comes to tax.

For further information on fees and allowances, please refer to the FAQs contained in this pack.

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“... there are always Kibble staff on hand if we need them, and other foster carers available to offer advice and support.”

Annette, Foster Carer
If you have read over the booklet and are ready to find out more, it would be great to chat to you.

**Come along to an info session**
Join us at one of our monthly info sessions and have an informal chat with us. We can tell you all there is to know about fostering and answer any questions you may have. Visit our website to find upcoming dates:
www.kibble.org/fostering

**Make an enquiry**
Fill out the short enquiry form on our website and a member of the fostering team will be in touch. Alternatively, call us on 0141 840 6269.
www.kibble.org/fostering

“Kibble is a great place to foster, they provide support and training to help you do the job to the best of your ability.”
Carolanne, Foster Carer
Our fostering team is located at:
The Experience
Montrose Avenue
Hillington Park
Glasgow
G52 4JR

Our main campus address:
Kibble Education and Care Centre
Goudie Street
Paisley
PA3 2LG

Tel: 0141 840 6269
www.kibble.org/fostering