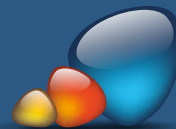


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Pebbles
Nurture. Develop. Flourish.



JULY- SEPT 2022

Welcome to the Pebbles Newsletter

Welcome to this new issue of our quarterly newsletter. We hope you enjoy reading it!



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Opening remarks



by CEO Michael Walsh

This year we were highly active throughout the summer, with charity events, summer holidays, fun activities for our young people, and new beds opening. I am pleased that the charity walks were a success, showcasing the impressive determination of our people and with no one getting injured or lost.

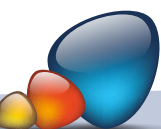
“We are going from strength to strength with our children and young people, and recently I was delighted to hear of the amazing outcomes we are achieving.”

Our programme of home improvements is ongoing, and I am pleased to share that we are now coming to the end of it with several homes.

Moreover, the therapeutic training sessions are progressing extremely well. The levels of knowledge and skills we are achieving across the business are exceptional and positively impact the people we care for.

We are now looking at our growth plan for the coming years. We may increase the number of homes and schools we offer, so that more and more young people can benefit from our bespoke therapeutic care and education. Clearly, there is much to consider before making final decisions, but we are on with this, and I look forward to announcing the plan once confirmed.

In the meantime, I'd like to thank you for your continued trust and for working alongside us to brighten the lives of children and young people in residential care.



Pebbles' Three Peaks Challenge in aid of the Rainbow Trust Children's Charity

RAINBOW TRUST
SUPPORTING FAMILIES
WITH A SERIOUSLY ILL CHILD

In July, an amazing group of Pebbles Care team members and one of our young people decided to embark on the challenge of climbing the highest peaks in the UK over the course of three days to raise money for the Rainbow Trust Children's Charity.

David Hitchen, Area Manager, took on the responsibility of organising this great initiative and recruiting brave individuals willing to participate in the Three Peaks Challenge.

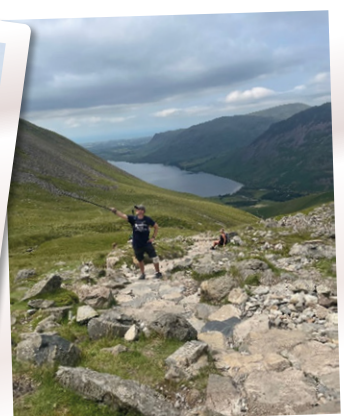
Day one began with the team taking on the 4,413ft hike of **Ben Nevis**, Scotland. The group enthusiastically completed their first peak and were lucky enough to be graced with some rare dry and sunny Scottish weather to start them off on this challenge.



Snowdon, Wales



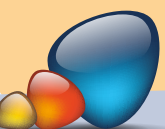
After a well-deserved overnight rest, the team woke up bright and early to face the second day and conquer the 3,209ft climb of **Scafell Pike**, England.



Despite the two very tiring hikes, on the third day of the challenge our people very admirably managed to complete their final hike of the three, the 560ft peak of **Snowdon**, Wales.

Through this fantastic initiative, our wonderful group have raised over **£2,600** in donations for the Rainbow Trust Children's Charity! The proceeds are enough to provide over 100 hours of support to families with seriously ill children.

This is a remarkable accomplishment and big thanks are due to everyone involved for pulling this off.



The amazing outcomes of Therapeutic Parenting



Words by Joy Wakenshaw, Head of Care Practice at Pebbles Care

It is really encouraging to see the extent to which everyone is pulling together to ensure that Therapeutic Parenting training takes place at Pebbles.

Moreover, the number of those who enjoy delivering the training and interacting with care teams says so much about the importance of human connection. We are now becoming more reflective, self-aware, and motivated to practice care skills in a therapeutic way.

For those in our care who did not have those strong early years relationships, we are fortunate to be implementing the **PACE Model** across our homes to help address this. Developed by leading child psychologist Dan Hughes, PACE is a way of supporting young people to recover from developmental trauma and begin to trust and connect with adults. PACE is an acronym that stands for:

Playfulness

Creating an environment that is light and relaxed where you can show interest when you communicate. Having fun together and feeling safe enough to both reflect the sense of fun.

Acceptance

Actively communicating your acceptance of the thoughts, feelings, and mixed-up emotions the young person may be experiencing.

Curiosity

Being curious without judgement. Supporting the young person in naming their emotions and describing their thoughts. Wondering without necessarily expecting an answer.

Empathy

Being emotionally available and present during challenging times. Demonstrating to the young person that they are not alone by being there for them.

PACE is a way of communicating similar to the way in which parents would connect with their own young children. We are now applying this approach to support those we care for. This will enable them to develop a secure base and feel secure enough to explore their own thoughts, feelings, and behaviour, as well as the world around them. Feeling safe allows a child to do this. It is where recovery starts and ends. By developing trust through reciprocal relationships, children and young people can learn to feel safe, share feelings and be more open. This, in turn, allows carers to help them make sense of behaviours and manage emotions in a safe and harmless way.

Feeling safe and allowing yourself to become emotionally close to someone does not come easily. It takes a consistent approach, predictable care, and consistent nurture.

Recently, a young person came to stay in one of our homes. I received an email which perfectly reflects what can happen when PACE is applied, and care teams are predictable and nurturing.

Davina Hibberd, the Deputy Manager at Cambridge House contacted me to share the amazing progress one young person has made in the relatively brief time she has been with them. In Davina's words:

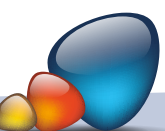
"This young lady is not long with us and is very 'closed-off' due to the significant amount of trauma she has experienced in her short life. To get her to express any feelings or emotion will take time, love, and patience, which we have plenty of. The care team at Cambridge House have introduced a lot of generic arts and crafts with her until now. However, this young person suddenly has ideas of her own and decided that she wanted to make embroidered cards.

“The idea came from a throw-away comment I made about a care team member reminding me of a flower. As a result, she decided to express how she sees staff through this activity.”



“A little help was given with the stitching due to the sharpness of the needle, however everything else, including the words she chose to express her thought and feelings, came directly from her. I just feel you would want to see the rewards of a culture you and the rest of the Pebbles team are building with the Therapeutic Parenting Model.”

If anything reflects the difference working therapeutically makes, then this does. Our care teams are using their learning to support our young people to feel safe and develop trust. So, thank you Davina, Kath, your team, and others across our homes who are now caring with therapeutic parenting in mind.





Pebbles joins RoSPA to maintain Health and Safety at the highest standards

Ensuring that we maintain Health and Safety at the highest standards is one of our top priorities.

Over the past two years, we have been actively developing our in-house Health and Safety management system to ensure all homes are aligned with a robust Health and Safety structure and documentation. Thanks to the splendid work done by our teams in the homes, we have now implemented the structure, completing our first round of audits with some fantastic outcomes, and we are rapidly moving forward.

In our commitment to continued safety improvement, Pebbles has now become a member of the **Royal Society for the**

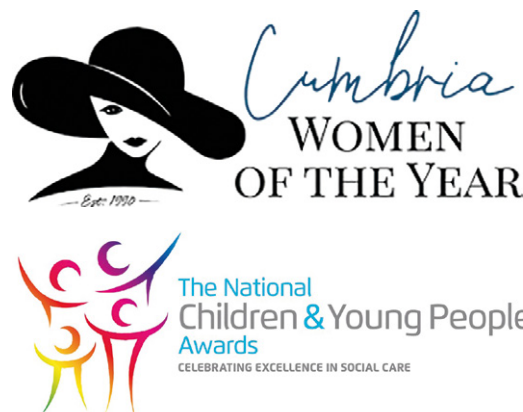
Prevention of Accidents (RoSPA). RoSPA is an internationally recognised organisation and one that will not only provide us with further guidance, but will also provide a tool to fully assess our achievements to date.

Early in 2023, we will be entering the RoSPA achievements awards with a view to receiving recognition for our continuing improvement in safety. RoSPA Awards are one of the most prestigious and recognised schemes in the world, with almost 2,000 entries every year from nearly 50 countries and reaching over 7 million employees.

To achieve this would be a feather in our cap and enable us to reflect the continued work that we do in keeping everyone safe.

Award Finalists!

We are thrilled to announce that **Krysia Watson**, Area Manager, and **Megan Campbell**, Residential Child Care Worker at Cobbledyke, were nominated for some fantastic awards and are amongst the finalists. Congratulations to both for getting this far!



Krysia was nominated for the **National Children & Young People Awards**, and Megan for the **Cumbria Women of the Year Award**. Both awards ceremonies will take place in October, and we're looking forward to sharing the outcome with you.



Ending the school term **in style**

The end of June marks the beginning of the summer holidays for pupils enrolled in our education system. To celebrate an academic year filled with lots of learning and development, the team at Muirkirk organised a prom for the class of 2022 pupils.

The prom was greatly enjoyed by our young people. It gave them a chance to celebrate in style by showing off their fancy dresses and suits. In addition, it gave them the opportunity to look back on and appreciate the most memorable moments of their education experience together.





A beautiful summer for our young people

Summer is a time for enjoying the warmer weather and longer days and having lots of fun. It is, therefore, the perfect season to create those special memories that last a lifetime.

Our care teams have once again done an exceptional job to provide all our young people with some amazing activities over the last three months, and here are just a few of the exciting highlights of the summer of 2022 at Pebbles Care.

Glen Cottage

In July, the team at Glen Cottage pulled together an American themed garden party inspired by the American 4th of July celebrations. This was organised for T., who loves all things American, as an occasion to socialise with other young people from our Pebbles homes.

The wonderful team at Glen Cottage provided a wide array of activities for everyone to get involved with, including a slip 'n slide, an obstacle course, ball games, inflatables, and a barbecue. The American-inspired decorations and food really pulled the theme together, creating a memorable party that was enjoyed by everyone.



Kyllimoons

The young people of our Kyllimoons home took part in an exciting day trip to Blair Drummond Safari and Adventure Park. On this visit, they had a great time meeting some unusual and exotic animals, trying out the amusement rides, and playing games.

Amble Cottage

Our young residents of Amble Cottage were treated to a very special trip to Fuengirola, Spain for four nights this summer. The young people and the team had a fantastic time soaking up the Spanish weather and culture.

Whispers

In August, the young people at Whispers were taken on a lovely summer holiday to Cornwall. This trip included visiting a zoo, boating, and water sports, which were lots of fun for everyone. One of the young people even said:

“It didn’t feel like I was in care.”



Tanglewood

Some of the summer activities at Tanglewood included a dress-up day and a trip to Blackpool.

The dress-up day was a fun experience for everyone to see each other dressed as some of their favourite characters. And on their trip to Blackpool, the young people got to try out the exciting rides in the Blackpool Pleasure Beach Theme Park and enjoyed the summer weather by playing in the sea and sand.

One of the young people also had a very special time away with his cadets' club during a two-week residential trip in Yorkshire. This young person expressed his appreciation to the team at Tanglewood for being able to take part in exciting external activities such as this one.

Our team members incredible achievements

Our amazing people continue to astonish us with incredible accomplishments. This year appeared to be a summer for the outdoors, with some of our team members achieving great goals in walking and running challenges.

Hazel and Clara, our colleagues from the HR and Recruitment departments, bravely took part in the Glen Coe challenge in July. They completed a walk of over 26 miles through the mixed terrain of Glen Coe until reaching the foot of Ben Nevis. Despite facing some miserable weather, the two kept a smile on their faces throughout, setting an inspiring example for everyone.



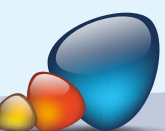
Jayne



Hazel & Clara

Jayne, one of our Registered Managers in England, successfully completed a 100k run this year. She decided to take on this impressive challenge as part of her '60 things to do before I'm 60' list. As if completing this challenge alone wasn't admirable enough, Jayne also raised money for the Macmillan Cancer Trust in memory of her beloved mother.

Very well done to Hazel, Clara, and Jayne!



Fantastic feedback for the Compliance Team

The continued dedication to delivering care at the highest standards and developing in all that we do is an integral part of our organisation. All our people play a huge role in this, but our dedicated Compliance Team has this goal at heart.

This team regularly reviews our services through monthly visits to the homes where they provide praise when high standards are being met, as well as offer helpful advice and support if anything needs improvement.

Recently, our Compliance Team has received some extremely positive feedback from our registered managers. That is testament to their efforts and commitment.

This showcases what a key role the Compliance Team plays at Pebbles and what a difference they make for us in delivering the best possible care.

"I like that our inspectors have a lot of experience from different backgrounds, which you can use to learn from and develop. I think that it's nice to be able to tap into other people's knowledge and try out different ideas."

S. Registered Manager

"It is clear that each of my inspectors has a passion for their position and a burning desire to support managers to be their best and lead successful homes."

J. Registered Manager

"I have a positive relationship with my inspector, which makes it easier for me to discuss any issues that arise during the inspection. He writes very fair reports that reflect the good work we do with our young people and is also supportive with suggestions for improvements."

K. Registered Manager



What makes our people happy

Happiness at Work Week 2022 falls at the end of September. In awareness and appreciation of this week, we asked members of our Pebbles family to share what makes them happy at work. A main source of happiness and fulfilment for our teams is the meaningful relationships and positive influences they share with the young people.

It is not a surprise then that one of our Residential Child Care Workers voiced the pride she feels when the young people share crafts, cards, and gifts to show appreciation for the trusting relationships she has developed with them.

"Our kids make me happy at work every day. They make me smile and when they write me a letter or make me a gift, my heart bursts with pride and you'll see me with the biggest smile." A. Residential Child Care Worker



An amazing development day for our Recruitment Team



At the end of August, our Recruitment Team attended an interactive and fun development day, organised by the head of the department, Eilidh Peace.

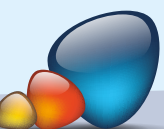
The team has grown steadily in the last two years and is now composed of five people, who together do an incredible job, bringing the best possible talent to Pebbles. This day was an occasion to explore new ways to attract candidates and manage the on-boarding processes, but also to finally meet all together in person for the first time.

The Recruitment Team plays a key role in creating our amazing family, so a huge thanks to all of them for contributing to making Pebbles such a special workplace.

Getting creative at Cobbledyke

Creativity is such an invaluable life skill, and we love supporting our children and young people to express and develop it as much as possible.

Recently, our young people at Cobbledyke have been letting their creativity and inventiveness flow by putting together their very own spa and cinema room in the home's garage. They created this purely out of existing materials and hard work. This venture from the young people was great for them to have fun together while developing their skills during the process. What an amazing idea to socialise in the home!



What the social workers think of Pebbles

For the happiness and wellbeing of the young people in our care, it is critical that we work in partnership with those assisting them outside Pebbles, such as their social workers. The collaboration amongst us is indeed key to the success of our placements.

We are delighted to share here some of the positive feedback we continually receive from social workers regarding their interactions with Pebbles, demonstrating how, together, we are positively shaping young lives.

"I cannot fault this placement; they truly understand the task and execute their work well. My young person has grown and developed into a more confident young lady due to the work put in place by all the staff."

A. Social Worker about a placement at Murraythwaite

"I have been impressed by the care and communication that is received for my young person. They reassure her and meet her needs as well as try to promote positive activities and engagement from her continually."

K. Social Worker about a placement at Ruby House

"Your staff showed compassion and skill at managing the young person, which was exceptional considering the short nature of time as such they had worked with her. They are an absolute credit to your company."

D. Social Worker about a placement at South Lodge

Thriving with CHAMS

Recently, we have received some wonderful feedback from a CHAMS worker praising the time that she had with one of our young people.

They spent the day together visiting the Story Trails Experience at the Ewart Library. During it, the two were able to take part in a story tour, and at the end of the tour there was a game. In this game the group had 20 guesses to try and figure out what was hidden in the tour guide's bag. Our young person guessed that there was a crown hidden in the bag on the group's third guess,

which was the quickest that anyone had guessed correctly on the national tour so far! He was crowned the 'community queen' because of this and stated that if he was in charge, he would campaign for mental health awareness and pride, as well as live in a castle on top of Ben Nevis while giving everyone pizza, spaghetti, and strawberry mocktails (what a dream!).

It was lovely to hear that people in the community are also able to experience such positive interactions with those in our care and can see how much they are growing and developing in themselves.

This story is just one example of what an asset many of our young people are becoming in their local communities.

It's the 'little things' that matter the most



Words by Sheena Hannigan, Registered Manager

The consideration of placing a child into one of our homes brings with it anticipation, excitement, anxiety, hope for the future, and joy.

For us at Kippsbyre Cottage, welcoming a new young person into our home requires lots of self-reflection, learning, and consideration. Thanks to our trauma-informed practice, we recognise how important it is to get it right for the child, and the long-term impact it will have on them if the placement is unsuccessful. The children we care for might often have insecure attachments, have had several broken placements, feel untrusting of the adults around them, and believe they are not lovable, further strengthening their feelings of rejection.

So, welcoming a young person is a big task for the home, also considering our organisation's core values, Accountable, Considerate, Collaborative, and Progressive, and it is important that there is a team effort behind it. The new processes in place have made this a shared organisation experience with the multi-disciplinary professional team.

Kippsbyre's team reflects and recognises their strengths and skills, considers our location, and thinks about what we have achieved before making an offer for a new placement. This is shared with our fantastic commissioning team, who spend days looking through referrals and sifting through them to get what they believe may be a perfect match for us at Kippsbyre. The home manager, the team, and the area manager then spend time reading the information and speaking with the social worker before having an information gathering session and answering all the young person's questions.

D., one of the people who joined us recently, took time to think about whether she wanted to move into the placement. The young person agreed it would be beneficial to meet with the home manager and deputy manager, which was so important. Through my many years of experience, I learned that for a placement to be successful, the young person needs to be at the heart of it and be involved in all the decisions that relate to them.

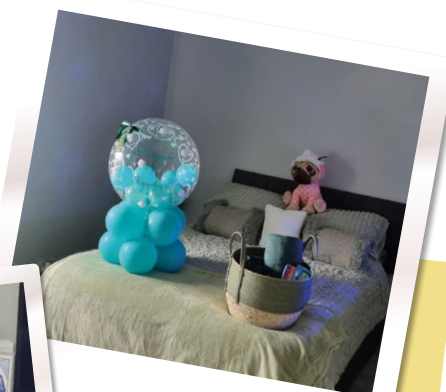
I am pleased that after travelling to meet D., there was an instant connection. We were able to answer her questions, offer reassurance, talk through what it was like to live at Kippsbyre, and explore her expectations and ours, giving her time to speak to her social worker and decide if our home was where she would have liked to live.

Very quickly, we heard the news that she wanted to come to Scotland to live with us. We jumped into action as we had agreed with her as part of the transition plan. To reduce anxiety, we arranged daily video-phone contact, where we introduced her to the team. This allowed us to get to know each other better, giving us the opportunity to discover her interests, likes, and dislikes, which was so helpful. Before she arrived, we prepared her room to be calming and welcoming, with the colours she liked, and we cared about every single detail. This included speaking with her current carers, social workers, and teachers. We committed so much to the little things because we wanted so much for her to feel welcomed and important. The young person felt strongly about her healing crystals and the need to have her hair products for her cultural needs, so as a team, we ensured all of these were ready for her. Even the food shopping was considerate of what we had learnt.

On the day of her arrival, we spent the morning preparing and cooking her favourite meal. We moved and moved her room repeatedly, filling her welcome basket, taking every detail into consideration. For others, this may not be important, but we know well how first impressions last, and we wanted her to feel immediately welcomed, important, and listened to. So far so good; she likes her room and says we were the first people ever to give her flowers, which she loved.

My hope is that more young people get to experience this level of compassion, consideration, and involvement where they live.

"It's the little things that matter the most."



Upcoming events

There are some great events coming up at Pebbles, and we hope to see you there!

More information about the events is shared on our social media and through email communications.

4th October, 1-2pm

Free Webinar on FASD with Brian Roberts

We are excited to host another webinar in October that offers the opportunity to learn more about Fetal Alcohol Spectrum Disorder (FASD) with Brian Roberts, Trainer and Consultant Specialist working in association with National FASD and for Kate Cairns Associates (KCA).

8th November, 1-2pm

Free Webinar on ADHD with Fin O'Regan

After the success of our summer webinar "ADHD: No two children are the same" with Fin O'Regan, Neurodiversity Consultant and Trainer, we have decided to run a follow-up session in autumn to hear more about the subject with this expert speaker.

Follow us on Social Media for latest news & updates

We are continually sharing happy news, inspiring stories, and heartwarming updates from across our teams and young people. Give us a like or a follow to stay up to date on our latest news.



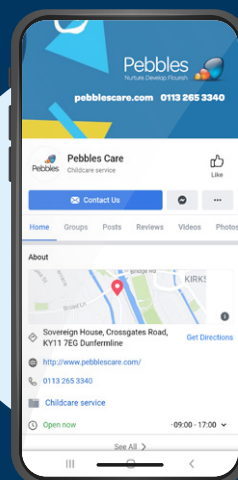
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Reflections of a Residential Child Care Worker

We always welcome feedback from our teams to see if we're on the right path to brightening young lives, and recently received some lovely comments from Emily, Residential Child Care Worker at Pebbles Care, that we're delighted to share.

"I have worked as Residential Child Care Worker for five years, of which three are with Pebbles.

The thing that stands out to me here is that everyone's core focus is ensuring young people get the best possible care. The Therapeutic Parenting training is coming into place and it's nice to see the change in people week on week using this approach. I fully believe in the company's therapeutic method and like learning more about it and putting it into practice.

I also like that there is always room for improvement and that changes can be made to better support our children and young people.

I enjoy working at Pebbles."

Emily

Our young people continue to make us proud!

Our young people impress us with all that they push themselves to achieve in their everyday lives. Their desire to further themselves in education and employment is astonishing and make us extremely proud.

J., our young person at Stormont has been offered a college placement which begins at the end of September. He is very excited about the opportunity to continue learning and meet new friends. Along with this, he has been working very hard in his part time job in a hotel.

A young person residing at Murraythwaite has made the amazing achievement of receiving a B in the notoriously difficult National 5 maths.

M., our young person at Tanglewood, has made such a positive impression in their workplace that they have been offered more hours in their part time job.



D., from Cara House, has made a fantastic achievement of passing his English GCSE and bricklaying courses. He has also been using the practical skills to help decorate the new home he will be moving into with his mum.

The young people at our Muirkirk school have also done a fantastic job by achieving many passes across different levels in their national exam qualifications.

**Very well done to everyone for
these amazing achievements!**



Big celebrations for the Kippsbyre Team

Our wonderful team at Kippsbyre took part in some well deserved celebrations recently.

Lorraine achieved a 2:1 award for her Bachelor of Science with honours degree in Psychology, and Adele achieved her HNC in Social Services. Congratulations to both!

The team decided to celebrate these accomplishments, alongside Leanne and Linda's recent birthdays. They had a lovely time decorating, dressing up, sharing snacks, and giving gifts.

We love it when our teams find the time to get together and have some fun, as this strengthens the bond that allows everyone at Pebbles to work as one, united family.



Bringing joy to the young people at Pebbles

Our teams strive to bring joy to young people in so many ways.

The care team at No.57 recently organised a trip to Euro Disney for their young people, and one of them was so grateful for this opportunity that she saved up her pocket money to buy Alison, the home manager, a beautiful orchid as a gift.

Gestures like these melt our hearts and show how much our continued efforts to bring joy and purpose are well received by the young people in our care and education.



Final thought

We hope you enjoyed this newsletter and look forward to sharing the next issue with you.

“I feel well supported at Pebbles, especially emotionally, and this is important.”

O. Young Person



pebblescare.com