



KASBAH

# Annual Review 2021/22

A COMPANY LIMITED BY GUARANTEE

# Acknowledgements

We would like to thank the following for their help and support, without which we would not be able to provide such a high quality service.

## OUR FUNDERS/SUPPORTERS

Kent County Council	Cameron McKenna Foundation
Medway Council	Northfleet & Ebbsfleet Lions
Dartford Borough Council	SASBAH (Activity weekends)
Gravesham Borough Council	GCHA
Graham Webb (MBE)	HABINTEG
Hattie Webb	
London Road Press (Sponsor of KASBAH stationery)	

## THANK YOU TO ALL THE GENEROUS DONOR ORGANISATIONS AND INDIVIDUALS WHO HAVE GIVEN US FUNDS IN 2019/20

## VOLUNTEERS

Thank you to everyone who has contributed his or her time, support and resource to KASBAH over the last year.

## FINANCIAL SERVICES

### BANKING

Caf Bank Ltd  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent ME19 4JQ

Alliance & Leicester Plc  
Bootle  
Merseyside  
G1R 0AA

### ACCOUNTANTS (Payroll)

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11 Albion Place  
Maidstone  
Kent ME14 5DY

### AUDITORS

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# Chair's Foreword



2021/2022 has been a year of considerable changes, improvements and expansion to the KASBAH offer. The imagination, dedication of the staff and Board teams have resulted in significant improvements to the service for users and the administrative arrangements, despite the constraints of Covid-19.

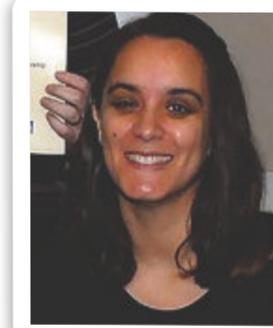
We continue to grow and progress each year by strengthening the KASBAH Supported Housing options and identifying new needs. With the new focus on more complex needs, the addition of the Shortbread House in Northfleet has enabled this vision to be accomplished, plus we can now offer respite placements and are in the process of designing a 1:1 respite provision within Princess Christian's Farm, to allow service users who need a more peaceful environment to have a place to stay and develop life skills.

The Board and staff team are looking forward to continuing to focus on being a positive source of support and guidance to all service users and members by removing barriers to independence, developing key skills and using an empowerment model. This will be provided whilst assuring good governance, judgment and responsibility. We have focussed on supporting the staff team, and they in turn have ensured KASBAH has maintained its strong reputation for excellent practice and intervention.

The KASBAH Board continue to see visible, positive and substantial changes in the personal development of our service users and members with numerous successes to applaud and celebrate. KASBAH is confidently moving forward in 2022/23, and we will continue to pursue excellence and quality support and care.

**Christine Taylor**  
Chair of Trustees.

# Chief Executive Officer's Report



This year the Covid-19 pandemic has finally eased and enabled KASBAH as a service to re-establish external activities and re-engage fully with the wider community. I am very proud of how KASBAH as an organisation has responded to the Covid-19 pandemic rather than reduce provisions, we have been creative and utilised this time to spend quality 1:1 time with our service users. We have adapted group activities to mimic regular weekday activities to ensure routine and activities which are enjoyed where not lost, but instead adapted to be provided within the KASBAH services. Even with that said we were all very happy to move outside of our support bubble as have time with our KASBAH friends once more.

“  
**What a positive year for KASBAH and with Princess Christian's Farm now in our fold, we will be able to put many years of planning and visualising into practice to make the farm a core service for every person in KASBAH.**  
”

We continue to see an increase in personal communication techniques and abilities which in turn has enabled us as a staff team to better understand each and every person we support. Sport has been crucial in both our support strategies and risk reduction strategies; we have worked closely with Mencap's Round the World Challenge over the last two years. Our weekly boxing and football sessions are often the highlight of each week. There is a willingness to try new sports and activities and we do feel that focus has benefited us all.

Winning the tender for Princess Christian's Farm has been a significant achievement. This has enabled KASBAH to start to fulfil a long-term aspiration of taking on a working farm; to increase the daily living skills development opportunities within the organisation. And also, to embed a longer-term plan in providing meaningful work-experience opportunities in a diverse setting which can accommodate a role for every person. We have been able to access a range of digital technology to enable the farm to increase hands-on opportunities and be more self-sufficient in-house to the livestock needs.

KASBAH's prides itself not only on its ethos of empowerment and promoting independence but in supporting people who want to learn and progress. This applies to the staff team as well as the service users; to get the optimum impact we also have a strong focus on dynamics. We have four new Studio 3 trainers on board as we continue to embed our Positive Behaviour Support culture throughout the organisation.

As an organisation we pride ourselves on our ability to adapt, we identify a problem and work cohesively as a team to find viable and long-term solutions; the support and understanding of our fantastic work force gives the organisation the strength and ability to adapt and manage change effectively. We regularly update KASBAH's Five Year Vision in line with new ventures and directions - this document is available to view on our website - [www.kasbah.org.uk](http://www.kasbah.org.uk).

**Emma Carver**  
Chief Executive Officer

# Financial Report

KASBAH continues to develop its robust financial management systems and is pleased to confirm that the charitable organisation has maintained its strong financial position which has been established over the last 13 years.

This year has been a year of achievement and positive feedback from key stakeholders. A new full cost recovery funding model is now in place for all the KASBAH supported living sites in Kent. We submitted a successful tender application to Kent County Council for our Supported Living Services which will increase our funding streams and secure contracted services with KCC for our projects (with a move away from the Direct payment model of funding).

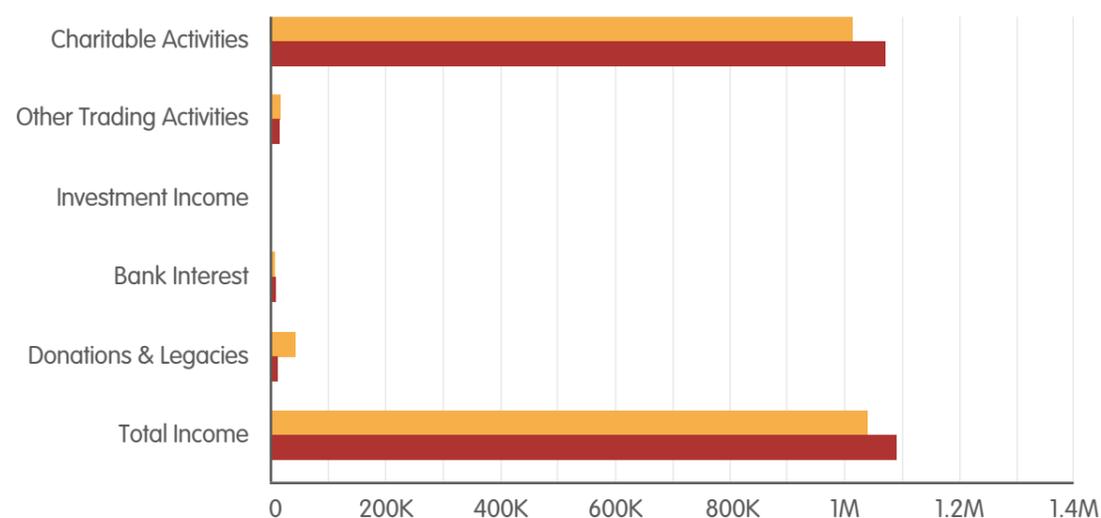
The Covid-19 pandemic has highlighted the need for increased cash reserves as the majority of KASBAH's reserves are tied up in the properties, a focus on increasing KASBAH's cash flow reserves will be a priority for the new financial year 2020-21.

Our budgeting assumptions have continued to be on the conservative side (as is appropriate in the general economic situation) and we have been able to generate a surplus. The audited accounts show a surplus of **£154,401** generated on a turnover of **£1,434,501** as a result of continuing attention to management of expenditure and maintenance of KASBAH's income streams.

If you would like to see our full Trustee Report and Accounts for this year, please call the KASBAH office on 01474 536501 or alternatively they can be viewed on the KASBAH website ([www.kasbah.org.uk](http://www.kasbah.org.uk)) or the Charity Commission website ([www.charitycommission.gov.uk](http://www.charitycommission.gov.uk)).

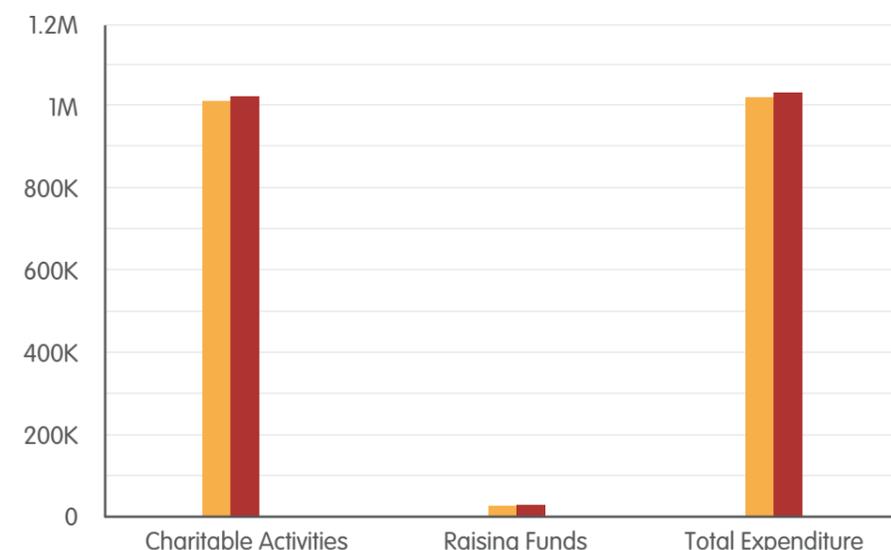
## Income Comparison 2021/2022

2021  
2022



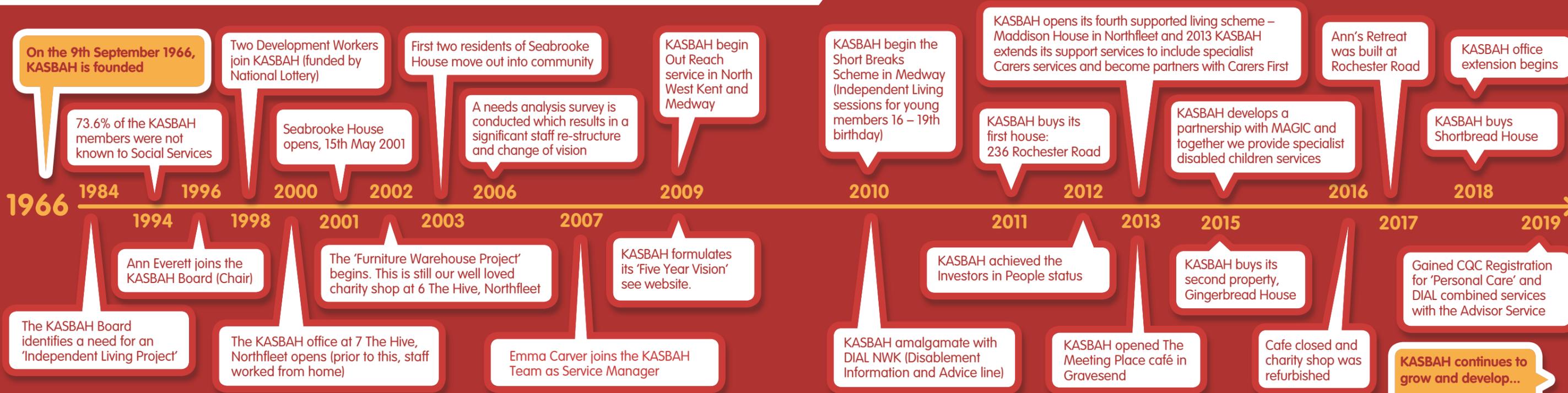
## Expenditure Comparison 2019/2020

2021  
2022



## Significant Dates

The following timeline sets out the key events and/or achievements of KASBAH's history:



# What We Do and Why We Do It

## THE VISION

To support people with disabilities towards greater independence, choice and equality.

## THE MISSION

KASBAH will respect the rights and circumstances of each person and actively encourage empowerment and inclusion into all aspects of life and living. This will be achieved with a flexible and diverse range of support services to its members.

Together we will create innovative solutions to meet new identified needs and expand the organisation.

## THE ORGANISATION'S CORE VALUES

### KASBAH will promote:

- Empowerment and a greater level of independence to the members
- Specialist training in all aspects of daily living skills
- Informed choices and decisions
- Inclusion and community participation
- A flexible range of support services to meet the member's individual needs
- Self reliance and self confidence
- Personal achievement in own goals
- Continuous improvement of the standing and reputation of KASBAH

## DEVELOPMENT

KASBAH continues to focus on development, regularly asking the members for feedback and introducing a robust customer satisfaction monitoring aid in the form of simple questionnaires. One nominated staff member within each service provision undertakes this task.

The focus has continued to be partnership - working with statutory and voluntary agencies, raising the organisation's profile and ensuring the service is meeting the membership's changing needs, as well as ensuring all services are accessible to the different needs of KASBAH members.

The KASBAH newsletter (KASBAH News) has continued to improve, with increased member involvement.

## QUALITY MANAGEMENT

“ Internal control measures are in place and are working effectively for the organisation. Steps have been taken throughout the last financial year and actioned in order to minimise risk to the organisation. ”

KASBAH Board

# Outreach

Outreach is the end product of our service users hard work. They have been through their life skills training in our KASBAH House sites and feel that they are ready to spread their wings and gain some more independence. This is where we come in. We are there to help them maintain and build on their skills when they transition into their new homes. We will always do our best to to meet their needs as individuals and respect the choices they make. It is our aim to support them to become independent, happy, healthy, fulfilled people.

We provide support and will partnership work with everyday chores such as cleaning, laundry, shopping, cooking, making and keeping appointments and of course paying the dreaded bills. We will also support them to access their, clubs, voluntary work, hobbies and fitness schedules, While encouraging them to meet their full potential. we have a social skills day every Friday where individuals, if they choose to participate, can learn new skills.

- communicate, share and have fun as a group
- each person will choose an activity or a place that they would like to visit/see in turn and if possible we will arrange this with them. Then there is our annual outreach short break.

We learnt that the thing that has the biggest negative effect on our guy's wellbeing is boredom and loneliness, not just in the pandemic but in general, once they leave their homes to move into their flats they realise that they are mostly alone which is usually a huge shock for them, as they have generally come from a lively environment with lot's of company,.

As a result of this we have taken the decision to keep our service users as busy as we can, we have more individual short breaks and days out in the community than we have before, we give them all the choice of getting what needs to be done finished so that we can find something more interesting to do, they usually get things done very quickly to enable them to meet with their friends for a ride out with staff

We are a small staff team that consists of Linda, Graham, Jayne, Brenda, Peta, Louise and Debbie and we are all enthusiastic about our jobs. We get to know our clients likes and dislikes This means that we are consistent and the service users will rarely have a member of staff supporting them that they are unfamiliar with. Everybody on outreach is very positive about, and looking forward to the coming year. With all the new adventures, achievements and possibilities that we know it will bring for us.



“Graham take's us to really good places”



“I love social skills Friday” - FK



## “Run by disabled people, for disabled people.”

DIAL and the Advisor Service are continuing to work together and are still proving to be a very successful team. This year has still had it challenges for us regarding the Covid 19 restrictions but we have overcome this with our team of dedicated volunteers supporting clients and members with general disabilities in the North West Kent area remotely.

We are now able to offer support Monday-Thursday, consultations are available between 10.30 and 4.00 pm. Our volunteers are very experienced and we are able to offer comprehensive advice and guidance, especially with issues relating to benefits such as Mandatory Reconsideration and Appeals.

To receive information and guidance from the Disablement Information Advice Line, (DIAL) you do not need to be a member of KASBAH. We are happy to offer support, guidance and empowerment to anyone with any form of disability, provided they live within the North West Kent Area. Outside of this area, our Advisor Service is still available to all of our registered members born with a physical or learning disability and living in Kent.

Enquires to the services range from needing assistance with filling out a Personal Independence Payment (PIP) form, how to get aids and equipment to assist you in and around the house or even transport to help with independence.

We are pleased to announce a new partnership with Disability Assist in the new financial year, previously known as CiLK. The coming together of the two services is a very positive step for us and we are hoping to offer a wider range of services, providing more links to service though out the county.

### Case study client - A

KASBAH have been supporting a member who has been living independently in a flat that is warden controlled for several years. This member was also supported by his mother until recently when she unfortunately passed away.

Due to the change in circumstances Social Services were made aware and our member was in agreement that he needed some support to help with things such as reading letters, paying bills and weekly budgeting. He also asked for help with planning a meal and cooking as he felt his diet could be improved since his mum passed.

The initial visit from Social Services did not have a positive outcome as our member was not able to express his needs. It was decided that he was managing just fine as he was. Unhappy with this, our member asked KASBAH to get involved an after discussing his requirements and preferences and with his permission, our Advisor was able to set up another meeting with the care manger and act as an advocate explaining our member's needs. This time we were successful and our member was awarded sufficient time with a local care company to take care of all his paperwork that had been building up and his support required in the kitchen.

We are delighted to be in regular contact with the member who keeps us updated with all the delicious food he has been cooking that includes a roast dinner from scratch.

### Case study client - B

The client has Autism, ADHD, Emotional dysregulation, anxiety and depression, Hypermobility and Dyspraxia she was supported by her mother though the migration from Disability living Allowance (DLA) to Personal independence payment (PIP)

She is on an individual personalised timetable at college due to high anxiety levels, and only attended 5 half days in 25 days. The emotional wellbeing team is working very closely to help her back into full time attendance and yesterday they experienced a full meltdown with self-harm.

Dial assisted with completing the PIP form.

Mother contacted the Dial advisor "Thank you for your call the other day. I feel very well supported by you and hope the attached form submitted for my daughter shows how much your help gave me to be able to complete this horrid form".

She subsequently contacted Dial "I have just had the letter to confirm my daughter will transfer to pip on enhanced care and low mobility.

Thank you so much for your invaluable help and support.

### Case study client - C

The client has with severe dementia and incontinence issues.

### “I CAN NOT GO ANYWHERE DAY OR NIGHT WITHOUT MY HUSBAND.”

DAIL assisted Client's husband in completing an Attendance allowance form.

The outcome was an award at the lower rate.

DIAL assisted with formulating an appeal.

Client's husband contacted DIAL to communicate that the appeal was successful and the higher rate would now be applied.

*"I can't thank Michael enough for all he has done for me."*

*From a DIAL Client*

*"Charlie has been extremely helpful and patient, thank you!"*

*From a DIAL Client*

## ACHIEVEMENTS

- Forming a new partnership with Disability Assist.
- Maintaining good working relationships with our dedicated volunteers whilst they have been working remotely in such challenging times.
- Continuing to offer comprehensive support and guidance throughout a very difficult year.
- Forming positive relationships with our new members.

## END OF YEAR STATISTICS

01 APRIL 2021 – 31 MARCH 2022

Month	No. of contacts 2020-2021	No. of contacts 2021-2022
April	148	145
May	138	180
June	165	248
July	178	208
August	181	144
September	111	116
October	213	148
November	112	108
December	135	91
January	194	120
February	186	148
March	168	190
<b>Totals</b>	<b>1,929</b>	<b>1846</b>

# Hattie Webb House

Hattie Webb House is located in the heart of Rochester town, close to all amenities and good public transport services. At this moment in time the house is occupied by four tenants, three have physical and learning disabilities and one has learning disabilities. The house is fully adapted to meet the needs of all our service users that have physical disabilities.

All four current tenants that live in the house meet the criteria for being at Hattie Webb House in terms of their disabilities and identified areas of support that is required to live an independent life within our community. As Hattie Webb House tenants have an open-ended tenancy our service users do not move on regularly therefore any potential referrals tend to find alternative accommodation due to the time scales and unpredictability of vacancies.

We have two dedicated members of staff on site, one part time House Co-ordinator, one full time Life Skills Coach and additional bank support when required. The house is staffed Monday to Friday and at weekends for meal support, there is the option for evening and weekend staff support upon request for activities outside of the usual working hours. The bank staff cover when there is sickness or holiday cover required this ensures that support is present when there is absence with regular staff. The house tenants have access to 24 hours out of hours emergency call provision; this is done on a rota system between the two HWH staff. The tenants have demonstrated recently that they are very capable of looking out for each other and supporting each other when required in the event of an emergency. Very often they contact on call for advice and guidance on what to do in an emergency situation.

Hattie Webb House provides a 1-1 day respite service provision for young adults with learning and or physical disabilities, this service is based at Hattie Webb House and staff provide independent living skills training. These sessions require booking in advance are from 10am until 2pm. At present we have 2 service users that access this service during the week. Staff are allocated responsibility for each session to ensure consistency and person centred when planning activities and timetables incorporating the main key areas of learning within the tasks that they have chosen.

At Hattie Webb House we promote independence and ensure we provide a person-centred approach with all of our service users; we aim to empower existing skills in order to achieve great outcomes. We are always happy to welcome new and previous visitors into our house and we will even provide a nice cuppa and a chat, if your very lucky there may even be a biscuit or cake on offer too.

**Dawn Varley**  
House Co-ordinator



*"Since joining the 1-1 respite day service at HWH I have gained a lot of confidence, I have learnt new things that I would be too scared to do before. I am now wanting to do more for myself and become more and more independent."*



# Gingerbread House

Gingerbread House is a large five-bedroom chalet bungalow in Northfleet. It has been extended over two floors. The entrance is spacious and welcoming, full of both light and personality and is the hub of the house. This is where our service users living within the property both dine and take part in all sorts of in-house activities.

This property offers shared living accommodation for up to four people with a sleep-in provision for those who need additional support during the night.

During and whilst gradually coming out of Covid restrictions, whereby normal activities have been resumed. The gingerbread service users continued with their Garden Gang activities twice weekly. They have been creative with their carpentry, making animals to be sold at Princes Christian Farm over the Christmas period.

We have continued to jointly look after our chickens, rabbits, and guinea pigs within a small holding in the gardens of Shortbread and Gingerbread House.

Teepan, Thomas, Sam and Sophie are still happily living at Gingerbread House supported by their staff team. Our person-centred approach has enabled everyone to flourish within this setting. Everyone's confidence and independence has grown, with our focus promoting effective two-way communication, which has been noted by outside care professionals that there has been a vast improvement for all service users living at Gingerbread House.

## OVERVIEW

- Gingerbread and Shortbread Houses are our complex needs projects. We focus on positive behaviour support approaches; our PBS coaches have all been Studio 3 stress management trained. With Studio 3 trainers working alongside our teams.
- We practice low arousal approaches with person centred support, our four young disabled people benefit from positive peer support in a shared home environment.
- We work closely with all parent carers where they continue to have active input into the support and care of our Gingerbread residents.
- We have some small animals on site to promote kindness, patience, and responsibility.

## ACHIEVEMENTS

- All service users have gained in confidence with their communication skills
- Managing all service users positively throughout lockdown and during the covid pandemic. Offering a variety of activities to maintain a meaningful and active lifestyle day to day.
- The garden gang project has been extremely successful and the service users at Gingerbread House have enjoyed the benefits of learning practical skills and animal care as well as enjoying fresh eggs every day.



*"Long walk to the park and play football."*

*"I love working with Jim doing DIY."*



# Maddison House



**Maddison House is a Supported Living project that is situated in Northfleet, Kent. The building itself boasts seven spacious bedrooms that are all en-suite, each bedroom includes fridges and work tops that could be used to prepare small snacks. Our lounge-diner area is utilised by residents for socialising, group training/ 'refresher sessions', house meetings and group meals. Residents also share a Kitchen, Laundry Room and Garden.**

Maddison House is not staffed 24/7 and we do not have sleep over staff in order to increase independence with a view to moving to live independently within the community. Maddison House staff provide support with all aspects of daily living for example budgeting, cooking, cleaning and emotional support whilst encouraging further independence. Additionally we like to keep things Fun! Residents are supported to access social skills sessions (both day time and evening) and to attend a nightclub in Gillingham once per-month where the residents have an opportunity to link up with individuals from other sites and have an enjoyable time together. Staff provide occasional weekend support for the residents to plan and cook a group meal together such as a Sunday roast dinner.

We have also enjoyed day trips to London, shows at The O2 Arena and several long weekends at Butlin's.

Maddison House is tailored for individuals whom strive to live independently but wish to maintain a high level of social activity and group involvement. Past, present and future residents have the option to treat Maddison House as a stepping stone before moving on to live independently or to treat Maddison House as a longer term option. Our Outreach has expanded this year, we now have 5 service users who have gone onto independent living, but still want to benefit from the support and community at Maddison House.

From a staff perspective, at Maddison House our promise to each resident is to support them to achieve a meaningful and fulfilling life. This includes goal planning, providing choice, pushing boundaries, self-advocating and positive risk-taking. We love Maddison House and our service users are proud to call it their home.



## ACHIEVEMENTS

- We have another service user who is ready to move into their own flat in the community
- Despite the continued challenges of COVID we have kept as socially active as possible enjoying activities such as new exercise classes and trying new sports
- Went to Butlins for the weekend for the first time since the Covid-19 Pandemic

**"Maddison has given me the confidence I need, I am ready for independent living."**

# Rochester Road



**Rochester Road is a longer-term provision with staff support 24/7, Rochester Road supports a broad range of adults with different support needs. We adapt our support to each individual needs and abilities. At Rochester Road we promote independence, we praise and celebrate individuals' achievements and empower individuals to lead a fulfilling life whilst maintaining a community presence.**

We have five bedrooms and a staff sleepover room. We currently have five residents at Rochester Road. Staff support residents to live and be as independent as possible, whilst making a house a home. Rochester Road has a lovely, homely feel and is very comfortable with lovely gardens and a resident cat. Rochester Road benefits from the bus stop being situated outside of our property and we have local shops within walking distance including a pharmacy, takeaways, convenience stores and a cash point. We are only a ten-minute bus ride to the town centre, promenade and the supermarkets. We also have an annexe in our rear garden, this is self-contained and provides living accommodation

for one resident. The support needs provided are of a lower level of need to the main house and offer a more independent accommodation to our current resident.

Rochester Road celebrate everyone's birthdays with balloons, banners, presents and cake. We are once again able to celebrate by going to restaurants of each person's choice instead of having takeaways as we come out of the pandemic. We promote group activities, social skills and enjoy the local community as much as possible. Rochester Road is committed to promoting independence, choice and person-centred approaches in everything we do.

Rochester Road residents have enjoyed getting back to normality and being able to attend their outside services. Three of our services users will be attending Princess Christian Farm for day service which is very exciting.

Rochester Road staff are committed in supporting the resident to have a holiday in 2022 they have chosen to go to Disneyland in Paris.



## ACHIEVEMENTS

Over the last year our achievements include the tennis coaching we received through Mencap funding. All residents enjoyed the coaching sessions had lots of laughs and were able to play tennis after six weeks of coaching, all had an amazing time and would like to continue with tennis. Once we were able to, in the summer months our residents managed to enjoy day trips to London including the London eye, river boat, museum's, zoo, the beach but to name a few. We have also supported a resident to find her new forever home, she has been searching for a

very long time. We are finally able to say we have now achieved this and she will be moving shortly. We will miss her very much, she has been part of Rochester Road for many years.

We are also very proud that we continue to support North fleet school for girls' community farm project and have done so since the beginning of there venture. We have seen the community farm project go from strength to strength in the knowing that we at Kasbah have been part of their growth.

# Seabrooke House

Seabrooke House is a six bedded Supported Living home in Swanscombe. It was set up as KASBAH's first supported living scheme and is geared towards bespoke training in independent living skills, this includes (but is not limited to) training in cookery, cleaning, shopping, healthy eating, finances, travel, providing skills to go out independently. We are passionate about empowerment and development.

Seabrooke is often the start of many young adult's own unique journey towards greater independence.

Seabrooke is a place where we support positive risk taking. We educate disabled people on how to effectively risk assess each situation and make informed decisions. In line with the Mental Capacity Act we minimise risks but do not remove them. Everyone has the capacity to make and learn from their own decisions. Seabrooke is a place where we promote and encourage all aspects of independence.

Seabrooke is a place where we empower every individual to lead a full, active, safe and happy life and to strive to meet their full potential. We also have 2 independent living flats next door at Janus Court for those who would like a taste of independent living with the safety net of Seabrooke close at hand. We also have a small day service provision "Life Skills Access" specialising in independent living skills.

Seabrooke is short term placement providing 24hr support. Normally individuals come to Seabrooke and aim to transition within a 2 year placement, this can possibly be extended on a case by case basis. Our aim is to signpost into other KASBAH services or other suitable services based on each individual's needs.

We have supported 2 move on's and 2 move ins in the last year.

## ACHIEVEMENTS

- We have moved on 1 individual this year
- We have filled our 2 vacancies, so have 2 new service users starting their journey to further independence
- We held a charity event raising £370 for the people of Ukraine
- Despite the continued challenges of COVID we have kept as socially active as possible enjoying activities such as new exercise classes and trying new sports
- Quote: "Seabrooke helped give me a new start" "I'm looking forward to being a part of the Kasbah family!"



"I have now moved into Janus Court, it is lovely and I am enjoying the independence"



# Shortbread House

Shortbread House is an impressive house set over three floors with five bedrooms, three bathrooms and generous social spaces for the service users to engage and socialise.

The service provided at this site has always been bespoke and as such needed a property to meet the complex needs managed positively within this site. Our service users are supported by experienced PBS coaches all studio 3 stress management; low arousal approach trained.

We are a very person-centred led organisation and set realistic goals to achieve successful outcomes with a partnership model of support. Shortbread House has continued to incorporate fun learning and partnership work to support the residents in learning new skills. As a team with Shortbread House, we manage any signs of stress and anxiety calmly and effectively using the environment to our advantage to provide re-assurance and guidance where needed.

Katy, Katie, and our new resident Georgina live alongside each other each having their own individual living space as well as accessing our communal conservatory area where life skills training and other indoor social activities take place weekly.

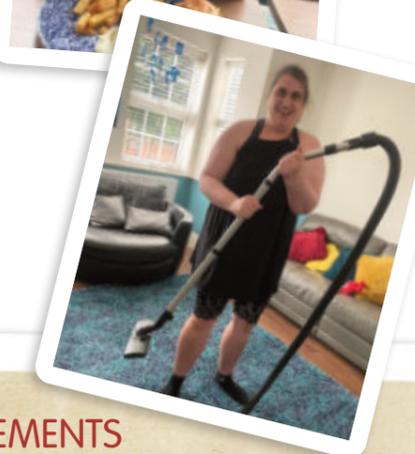
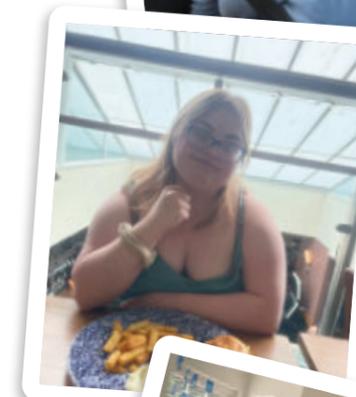
"I enjoy living here and having my own space upstairs"

## OVERVIEW

- Shortbread and Gingerbread Houses are our complex needs projects. We focus on positive behaviour support approaches; our PBS coaches have all been studio 3 stress management trained. With Studio 3 trainers working on site alongside our teams.
- We work closely with all parents where they continue to have active input into the support and care of the residents at Shortbread House.
- A bespoke respite provision has been introduced for two young men who stay with us for a full day and overnight stay once a week.

## ACHIEVEMENTS

- Staff have continued to introduce new and varied activities for our service users with a focus on social skills.
- We have continued to work on our service user's expressive language skills, sentence forming and receptive cognitive processing of language with great success in this area.
- All residents do independent living tasks, this has been achieved with constant partnership working and staff guidance.



# Princess Christian's farm

Princess Christian's farm is based in Hildenborough with over 116 acres of pasture and woodlands. It is a life skills training facility supporting people with a learning and /or physical disability. The aim is for individuals to learn new skills both on the farm and in all aspects of daily living.

Princess Christian's farm is a unique environment for service users to come and make friends, build confidence and develop employability skills in a variety of vocational areas. Service users can build their skills within Animal Care, Agriculture, Horticulture, Catering, Retail and DIY/ Woodwork.

Currently we have 73 service users attending over 143 placements. The service users have the opportunity to work in a variety of areas throughout the week to help support their skills development and interest.

When attending PCF, service users have the opportunity to engage in a variety of activities including, preparing and cooking healthy meals, caring for over 100 animals, maintaining the beautiful grounds and learning basic gardening skills, making seasonal planters and hanging baskets, building rabbit boxes, creating seasonal crafts, carrying out stock checks and purchasing produce for our onsite shop, taking part in a variety of sports activities including football, karate, pilates, basketball and table tennis, showing our pigs at agricultural shows and external work experience activities.



Princess Christian's farm has been part of KASBAH since November 1st 2021, to date the farm has seen many changes including:

- The development of a farm vehicle fleet including a vintage Massey Ferguson tractor, John Deere Tractor and a Land Rover discovery which will allow service users to attend Agricultural shows.
- A highly skilled staff team with a variety of skills and knowledge to share.
- Investment in the farm buildings to upgrade the facilities and ensure service users needs are met.
- Development of the retail facility to include farm produce and support local businesses.
- Development of the catering facility to support skills development and provide onsite catering.
- An Increase in livestock to include Kune Kune pigs, Donkeys, Turkeys, a Peacock, Pedigree Sheep and Pedigree Large Black pigs and 2 Giant Rabbits. We have also successfully hatched 1 Emu chick.
- The planning for the development of a respite facility on site.
- An increase in service users accessing the facility and re engaging in day services following Covid.
- Development of a PCF Facebook and Instagram page.
- Regular community engagement Zoom meeting to keep everyone informed of changes and upcoming events.

## ACHIEVEMENTS

- First Prize at the annual Jim Green competition for digging over a bed.
- A successful application to present a Beautiful Border at Gardeners World Live 2022.
- A successful Easter event for the local community.
- 3 new polycarbonate polytunnels.
- Creation of successful partnerships with the National Centre for Reptile Welfare and Curlys farm.
- All staff trained in Studio 3 and low arousal behaviour management.
- Five star food hygiene rating.
- A successful Pantomime visit to celebrate Christmas with the service users at PCF.
- Increased external work experience opportunities.



  
**PRINCESS  
CHRISTIAN'S  
FARM** 

# A Big Thank You for Support & Commitment goes to:

<b>TRUSTEES</b>	Brendan Walsh Christine Taylor	Chair (Resigned November 2021) Trustee /Acting Chair (Appointed January 2022)	Charissa Baldock Sara Cross Veronica Higgwe Jim Mawby Jason Owen	Trustee Trustee (Appointed September 2021) Trustee (Resigned May 2021) Trustee (Appointed March 2022) Trustee	
	Richard Chapman Trevor Sinclair Stephen Field	Vice Chair (Retired September 2021) Treasurer (Retired May 2021) Treasurer (Appointed June 2021)			
<b>STAFF</b>	Emma Carver Sophie Aiken Julie Appleby Veronika Hanley Sarah Heneghan Karen Heath Victoria Norris Stacey White Chris Yusuf Ruth Allen Bamini Logendran Nneoma Okeke Ashley Rehman Anna Saunders Dawn Varley Janine Lozada Jane Candler Jacqueline Baldwin Julie Bassett Annabelle Hulse Yvonne McCuish Linda Nyamutsahuni Chantal Robinson Lauren Sweeney Sam Williams Amanda Ball Sam Pitcher Charmaine Bultman	Chief Executive Officer HR Manager Finance Manager Finance Assistant (started November 2021) Office Manager Complex Needs / DIAL Advice Manager House Manager (SBH/MH) Senior Life Skills Coach (SBH) Senior Life Skills Coach (SBH) Life Skills Coach (SBH) Life Skills Coach (SBH) (started July 2021) Life Skills Coach (SBH) (left Life Skills Coach (SBH) Life Skills Coach (SBH) House Co-ordinator (HWH) Life Skills Coach (HWH) House Manager (RR/HWH) Life Skills Coach (RR) Life Skills Coach (RR/OR Medway) Life Skills Coach (RR) (started June 2021) Life Skills Coach (RR) Life Skills Coach (RR) Life Skills Coach (RR) Life Skills Coach (RR) Senior Life Skills Coach (MH) Life Skills Coach (MH) Life Skills Coach (MH) Senior Life Skills Coach (Maternity Leave cover) (GBH) Senior Life Skills Coach (GBH) Senior Life Skills Coach (Maternity Leave) (GBH) Life Skills Coach (GBH) (started November 2021) Life Skills Coach (GBH) (left January 2022) OT Apprentice / Life Skills Coach (GBH) Life Skills Coach (GBH) Life Skills Coach (GBH) Life Skills Coach (GBH) Life Skills Coach GBH/SHBH/PCF (started July 2021) Life Skills Coach (SHBH) Senior Life Skills Coach (SHBH) (started November 2021)	Topé Adeleye Blaze Alcindor Arron Carver Lauren Gee Sandra Hardman Shannon Heneghan Toyin Lawal Audrey Lovelidge Tayla Parris Chloe Rixon Sandra Scott Connor Vincent Beth Walker  Clare Williams Linda Shaw Pete Bridle Jayne Brown Brenda Clark Deborah Merrison Graham Shaw Linda Gilham Tina Jeffrey Barbara Rowland Diana Widdecombe Elizabeth Read Chloe Brooker Natasha Bremer Richard Carver Claire Coomber Sharon Day Chris Evenden Katie Porter  Courtney Rawson Ross Simmons Andrew Storey Kathryn Westcot	Life Skills Coach (SHBH) Life Skills Coach (SHBH) (left May 2021) Life Skills Coach (SHBH) Life Skills Coach (SHBH) Life Skills Coach (SHBH) (started November 2021) Life Skills Coach (SHBH) Life Skills Coach (SHBH) Life Skills Coach (SHBH) (left January 2022) Life Skills Coach (SHBH) Life Skills Coach (SHBH) (started January 2022) Life Skills Coach (SHBH) (started January 2022) Life Skills Coach (SHBH) (left March 2022) Life Skills Coach (GBH/SHBH) (started February 2022) Life Skills Coach ((SHBH) Outreach Co-Ordinator Life Skills Coach (OR) (started July 2021) Life Skills Coach (OR) Life Skills Coach (OR) Life Skills Coach (OR) Life Skills Coach (OR) Shorts Breaks On The Go (left April 2021) Shorts Breaks On The Go (left April 2021) Shorts Breaks On The Go (left April 2021) Short Breaks On The Go (left April 2021) Farm Manager (PCF) (started November 2021) Farm Lead (PCF) (started November 2021) Apprentice (PCF) (started December 2021) Maintenance (PCF) (started November 2021) Catering Lead (PCF) Senior Life Skills Coach (PCF) Lead Life Skills Coach (PCF) (started February 2022) Life Skills Coach (PCF) Life Skills Coach (PCF) (started November 2021) Projects Lead Coach (started November 2021) Horticulture Lead Coach (PCF) (started November 2021)	
	Kerry Devaney Kasey Shand Kerris Mace	Life Skills Coach (SHBH) (started February 2022) Life Skills Coach (GBH) (July 2021-September 2021) Life Skills Coach (SHBH) (September 2021-December 2021)	<b>VOLUNTEERS</b> Ron Tiller Les Buss Dorothy Nash Staff & Students Vanessa Frazier Carly Gadd Michael McDermott Joanne Stringer Sheila Stringer Paul Williams Sean O'Leary	Charity Shop Volunteer Charity Shop Volunteer Charity Shop Volunteer Ifield School DIAL Volunteer DIAL Volunteer DIAL Volunteer DIAL Volunteer DIAL Volunteer DIAL Volunteer ICT Digital (IT Support and Maintenance) Maintenance	
	<b>SOCIAL WORK PLACEMENTS</b>	Mia Franklin Katie Grigson Wednesday Holder Chinenye Odimgbe Nelly Bogdan	March 2021 – July 2021 March 2021 – July 2021 June 2021 – July 2021 September 2021- December 2021 January 2022 – March 2022		

SBH = Seabrooke House GBH = Gingerbread House  
 HWH = Hattie Webb House SHBH = Shortbread House  
 RR = Rochester Road OR = Outreach  
 MH = Maddison House