

KASBAH Annual Review 2024/25

A COMPANY LIMITED BY GUARANTEE



Supporting people with
disabilities towards independence

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	GCHA
Medway Council	HABINTEG
Dartford Borough Council	Valero Benefit Day (for PCF)
Gravesham Borough Council	EM Forster Theatre
Graham Webb (MBE)	Tonbridge School
Hattie Webb	St John’s Church, Hildenborough
London Road Press (Sponsor of KASBAH stationery)	
Cameron McKenna Foundation	
Northfleet & Ebbsfleet Lions	

THANK YOU TO ALL THE GENEROUS DONOR ORGANISATIONS AND INDIVIDUALS WHO HAVE GIVEN US FUNDS IN 2024/25

VOLUNTEERS

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

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Contents

Chair’s Foreword	Page 4
Chief Executive Officer’s Report	Page 5
Financial Report	Page 6-7
Significant Dates	Page 6-7
What we do and Why we do it	Page 8
Outreach	Page 9
Advice Service	Page 10-11
Hattie Webb House	Page 12
Gingerbread House	Page 13
Maddison House	Page 14
Rochester Road	Page 15
Seabrooke House	Page 16
Shortbread House	Page 17
Princess Christian’s Farm	Page 18-19
Acknowledgements	Page 20



Chair's Foreword

2024/25 has been another positive year of growth and consolidation; with key plans being firmly embedded into the KASBAH structure. We are seeing the positive outcomes of extensive planning and time to ensure KASBAH continues to meet the emerging needs and flourish. The key moves and site swaps put in place in 2023 have improved individual site dynamics as we saw a 13% reduction in recorded incidents across the organisation.

KASBAH continues to develop as a charity year on year, and the implementation of new initiatives has further increased the KASBAH offer; the free-range unit has brought business skills and new opportunities to the farm. The HMO licence and planning permission to use the garden flat for overnight support has enhanced the ability to meet the complex needs on-site at Shortbread House and also enable KASBAH to provide emergency respite when needed. The sensory garden on this same site is a positive addition and is being well-utilised.

The Board approved an internal CQC inspection process to improve upon existing paper trials and systems; each site benefited from this audit perspective and as a direct result the induction process has been expanded upon and a new monthly progress and achievement report is now in place. We hope to make this an annual event and are continually updating the staff team on regulatory developments and changes.

We have continued to build on our team's knowledge, skills, and training in a Positive Behaviour Support approach to ensure that we provide consistent, high-quality, person-centred support to every person that accesses a KASBAH service. We welcome constructive feedback and will continue to strive to continue being a leading provider in supporting living and the promotion of daily living skills.

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.

I would like to say a heart-felt thank you to the whole KASBAH team, to our dedicated managers, our phenomenal volunteers, as well as each of the KASBAH trustees for another successful year. I am confident we will continue to overcome each challenge together and with the best interests of the KASBAH members always at the centre of every decision. I am hugely proud of the work that the charity undertakes and the experience of those who access our service, and I look forward to continuing success in the future.



Dr. Jim Mawby
Chair of Trustees

Chief Executive Officer's Report

2024-2025 has been a productive yet challenging year; we have seen steady growth in the farm provisions and within the skillset of each team. Two recent moves have changed the dynamics in two of our supported living sites and one young man has needed a lot of additional time and support to manage his growing anxieties, therefore positive behaviour support remains a high priority to gain a deeper understanding of the cause.

This year the staff team has continued to grow and respond to emerging needs:

- We have maintained two very challenging placements this year in very different ways; one has been supported to move on to greater independence, and the other, we have been able to move off of a controlled medication to manage behaviours of concern predominantly with the skills and positive mindset of the team in place.
- There is a new management model in place at Shortbread/Gingerbread House which is working well and supporting the Registered Manager's role effectively.
- We have seen a positive increase in high calibre recruitment and have made great additions to the established teams in place.
- The staff team has grown by 5%.
- We have conducted a thorough pay review based on value and retention and are making a 17% increase to support worker salaries from 01 April 2025.
- Daily capacity at the farm has increased by 10% this year.
- The farm's relationship with local schools has strengthened with an extra education day and opportunities being increased.
- Farm events are now streamlined and well-attended.
- Shortbread and Gingerbread finally had their sensory garden come to fruition this year, it is a great addition and in use on a regular basis.
- Environmental impact has remained high on the agenda with 75% of all fruit and vegetables needed for animal feed being produced on-site and 25% of the kitchen ingredients also.
- 100% of the animal manure was re-used and as a farm we remain 100% free from pesticides and chemicals.
- Shortbread gained its HMO licence this year and we were able to gain full planning permission for the

garden flat on 24 December 2024, just in time to be able to offer much needed respite to one of our Outreach service users.

- Seabrooke House has experienced extensive maintenance issues, and the house has risen to the challenge, working around the daily works with a smile and positive can-do attitude all round.
- We have finally received a full cost recovery funding model from Medway Council in February 2025 and the last Outreach person will be moving over to a fair rate at his next review.
- KASBAH has maintained a strong focus on PBS and are consistently adopting a low arousal approach; all PBS plans were reviewed this year and new plans put in place for two additional service users.
- We have an on-going focus on mental well-being throughout the staff team.
- This year's Investors in People report was very complementary and considered what KASBAH uniquely has to offer its team; it was a real pleasure to read.

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 workforce gives the organisation the ability to adapt and manage change effectively.



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. The farm is now self-sufficient. As an organisation we have worked hard to be in a strong financial position at year end.

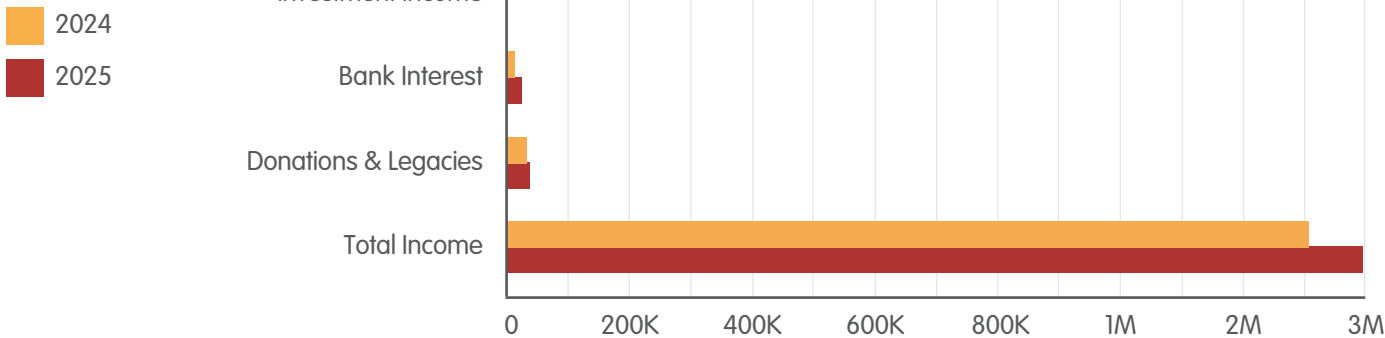
2024/25 has been a great year for KASBAH, effective historical debt recovery has positively impacted core reserves, this can be seen in the increase in 'cash in bank'. There has been a strong focus on how we continue to improve and further develop our financial systems particularly our petty cash systems. We have conducted a thorough pay review and on April 1st 2025, a 17% salary increase will be awarded to all support workers. Capacity at the farm has increased by 10% this year, with farm events continuing to be well attended. The farm day service has struggled to reach a full cost recovery model, but after extensive discussions, on April 1st 2025, day service will see a 24% uplift. Overall, this has been a successful financial year for the charity.

KASBAH is actively working towards its evolving Five-Year Vision, the organisation's focus remains true to its ethos; promoting independence, developing everyday skills, and supporting transitions, alongside its core provision of free information, advice, and guidance to any person with a disability in Kent (aged 0+).

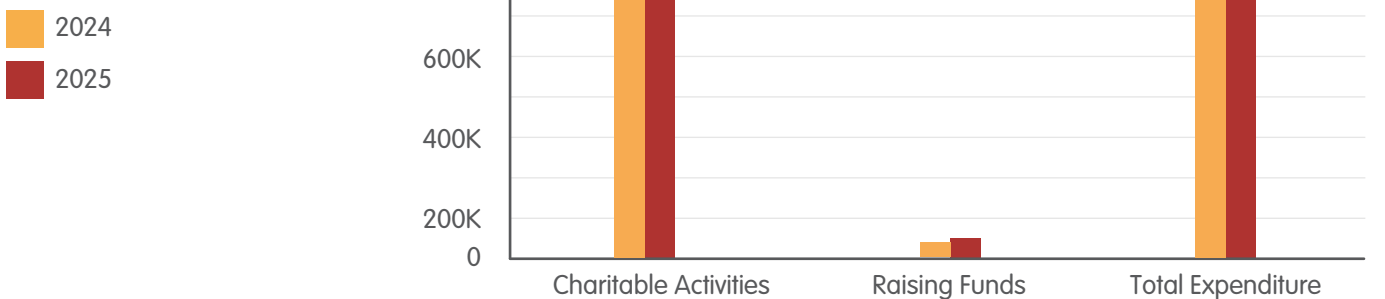
Our budgeting assumptions have continued to be on the conservative side (as is appropriate in the general economic situation) and we have been able to generate a surplus. The audited accounts show **£354,471** generated on a turnover of **£2,929,472** as a result of continuing attention to the management 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) or the Charity Commission website (www.charitycommission.gov.uk).

Income Comparison 2024/2025

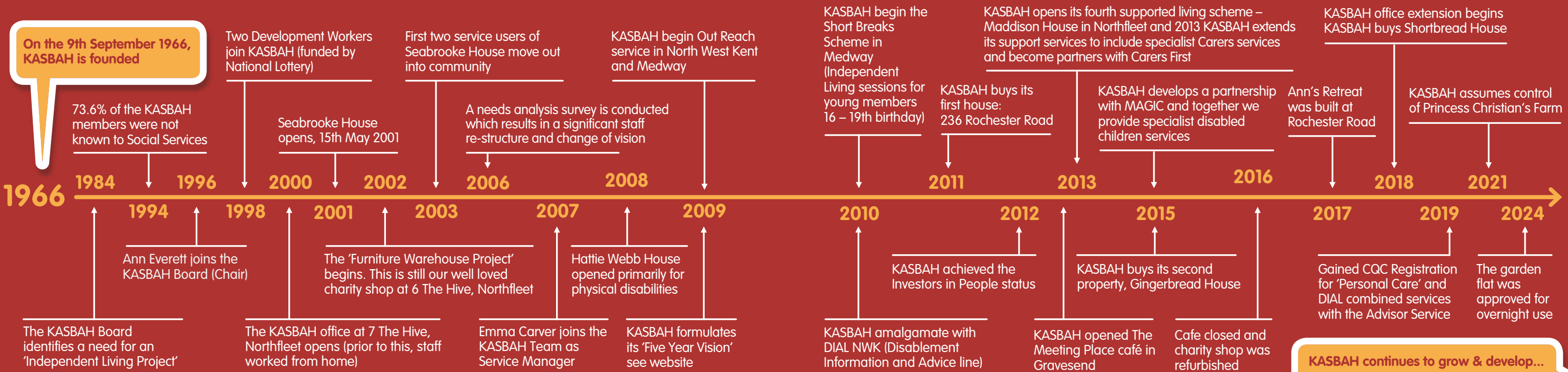


Expenditure Comparison 2024/2025



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 key stakeholders for feedback in the form of a care survey and within the advice and guidance service in the form of a customer satisfaction survey. This information is collated and reviewed each quarter and fed into the Management Review process to agree actions and outcomes when needed.

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

KASBAH provides specialist support to service users who have been through the KASBAH supported living schemes within North-West Kent and Medway. Support is provided in key areas of daily living with a strong focus on social skills and group activities to reduce isolation and promote meaningful relationships.

Supporting everyone to live as independently as possible is one of KASBAH's main goals. All individuals accessing our outreach service have reached their goals of living on their own in the community however, we recognise that living on your own can be daunting and at times isolating and so the need for additional support is required to ensure personal goals are met.

The Outreach in the community service provision was officially closed on the 31st of December 2024; this was a difficult decision for the charity but it was also the right choice. There was a dependency on the team to fulfil these service users' social needs and a clear shift away from developing and maintaining independent living skills. Prior to the closure of the community

outreach provision, the shift from independent skills development to social needs was implemented, and suitable alternative providers were sourced and are now in place ensuring the individuals needs and wishes are being met. To ensure the transition for the community outreach service users was positive, every service user received extensive support and time whilst transitioning to new providers. As we enter 2025/26 we are still supporting three service users who are awaiting moves to more supported environments and will continue to do so. Although the community outreach service was closed, informal support will always remain in place from the wider organisation and the members are still very much part of KASBAH.



ACHIEVEMENTS

- The Community Outreach service users had a party to celebrate their achievements and the next steps in their lives. They celebrated with their families and with the wider KASBAH staff team & service users.
- The Community Outreach service users visited many amazing places as part of their social skills development including: beaches, areas of natural beauty, museums, Christmas Markets, Chatham Dockyard and bowling.

- The Community Outreach service users lead the way with their transition to a new provider, their needs and wishes were voiced and extensive person centred transition plans for all were put in place. The service users adapted to these changes well with the support of the Outreach staff and KASBAH continues to check in and support all members when the need arises.
- Every Outreach service user has developed and been supported to meet their personal goals. Friendship and contact will still be supported, this is not the end but a new beginning.

Advice Service

"Thank you for your support and knowledge when completing my PIP claim"

From April 2023, KASBAH have provided their own in-house Advice Service supported by a dedicated volunteer with the support of office staff, we have not received any external funding for this provision.

We have been able to provide Face-to-Face appointments (booked through the Office) for 2 days per week with further telephone support being provided Monday-Friday.

We have provided a range of support in a number of areas including benefits advice & form filling, housing support, employment advice, advocacy and accessing Care services.

KASBAH also continued to provide its information and advice service to the wider KASBAH membership across Kent and Medway.

"Would recommend this service to others. Thank you for your support"

"Thank you for your support filling out my Work Capability form, I wouldn't have been able to do it without you"

"Thank you to Julie and Carly for everything that they help me with as I do not have anyone else supporting me and I have had a lot of issues that I need help with"

Case Study Client S

Mr S came to the advice line in July last year for support with his PIP review. Due to the back log at the DWP his award was extended for a year with no changes to his enhanced rate Daily Living. Since then, he has been a regular returning client. We have supported him with several other issues including; mental health support, housing, legal matters, appointment organisation, dealing with benefit paperwork. This client has been one of the more complex to assist and find the right help, while also considering his mental health. Making sure he fully understands and is comfortable with the actions we took.

Case Study Client A

Mr A has been a KASBAH service user for many years both within our independent living houses scheme and receiving support from our outreach team in his own home. At the end of last year, the outreach service was closed, and another support provider was found to replace it. Mr A has struggled to accept and understand the changes due to his learning disability. As a result, he reached back out to us for emotional support. Most of this was over the phone with some in person visits when concerns for mental health were raised. With support he is finding ways to deal with his emotions and voice his worries constructively with people he is familiar with. He also now feels he is being heard regarding the support he feels he would like to go forward.

Case Study Client E

Mrs E came to the advice service for support with PIP review in April 2024, we supported her to complete the PIP review form. She was awarded enhanced rate for both components of PIP until 2028 and given backdated pay of £2327. Annually she will now receive £8846.40 in PIP benefit to support with daily living expenses and costs related to her conditions/disabilities.

Case Study Client F

Miss F came to the advice service following her PIP claim not being awarded. We assisted her to appeal the decision in September 2024, she received her outcome in December 2024. The decision was overturned, and she was awarded standard rate daily living and mobility until 2028 with backdated pay of £1800. She now receives £4864.80 annually in PIP benefit.

Case Study Client W

Client W is a returning client who we have helped with PIP. We have helped her from the start of her journey with PIP a few years ago. She came back to us in September 2024 for support with a review of her PIP claim as she is familiar with volunteers and staff now, we also know her health history and how things have changed for her over the years.

She received her decision in March 2025 that her award had been kept the same which was welcome news. They, along with a lot of our returning clients are very anxious about the planned changes to the points system. They are scared this will change their rates or they will lose their claim altogether and this is a very difficult time for many people.

"I want to say thank you to Carly for all the help given, I have never claimed benefits before and wouldn't have been able to do it without her" Ms S

ACHIEVEMENTS

- 138 Face-face appointments completed in the Office.
- Over £205,000 of benefits have been received by clients assisted by the Advice Service (including back dated awards). There has been a noticeable delay in the processing of claims, resulting in a delay in payments to clients and we have not been able to update the financial results for the last quarter pending these results.
- Increased presence in local community and returning clients account for the majority of our appointments, referrals to our service are generally from clients we have assisted previously advising friends and family to contact us.
- Continued telephone support to long standing KASBAH members.

END OF YEAR STATISTICS

01 APRIL 2024 – 31 MARCH 2025

Month	No. of contacts 2023-2024	No. of contacts 2024-2025
April	114	310
May	88	246
June	135	362
July	81	263
August	139	225
September	229	295
October	183	306
November	129	275
December	138	296
January	187	343
February	184	341
March	215	386
Totals	1822	3648

Hattie Webb House

Hattie Webb House is located in Rochester, just a short distance from the historic High Street, castle, cathedral, and other local amenities. The area is well-served by public transport, offering convenient access for service users and visitors alike.



The house is currently at full capacity, accommodating four service users. Among the service users, two have physical disabilities, including one full-time wheelchair user. The other two service users are neurodivergent, with diagnoses including ASD, ADHD, and ODD. All service users present with varying levels of learning disabilities, and the home is equipped to meet their diverse needs.

Hattie Webb House is staffed by a House Co-ordinator and a small, dedicated staff team. Hattie Webb House is staffed Monday to Saturday with a sleepover provision Monday to Thursday to meet the needs of one service user. Support can be arranged outside of usual working hours and all service users at HWH have access to 24hrs emergency on-call.

Hattie Webb House offers a one-to-one day respite provision for young adults with learning and/or physical disabilities. The service focuses on promoting independence by providing tailored support in developing independent living skills, alongside a variety of engaging activities. Sessions run from 10am until 2pm and are currently accessed by two service users—one attending every other Monday, and the other attending each Thursday.

This year, Hattie Webb House has undergone and continues to make improvements to enhance the comfort and quality of the living environment. Upgrades included new flooring, fresh painting, and kitchen renovations. In addition, service users have been encouraged and supported to personalise their living spaces, allowing them to put their own unique stamp on their home and fostering a greater sense of ownership and belonging.

At Hattie Webb House, we are committed to promoting independence and delivering a person-centred approach for all our service users. Our aim is to empower individuals by building on their existing strengths and skills, helping them to achieve positive and meaningful outcomes.

We always enjoy welcoming both new and returning visitors into our home. You can count on a warm atmosphere, a friendly chat, and of course, a good cuppa—and if you're lucky, there might even be a biscuit or a slice of cake waiting for you!

"HWH is in a nice peaceful area, I get the space I need as well as the support."

"I like living at HWH been here for 2 years now, get on with everyone and have a good laugh."



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 dine and take part in all sorts of in-house activities.

This property offers shared living accommodation for up to four people with sleep-in support each night. Over the last year our service users have accessed a variety of activities within the community, for example dance exercise classes, sports, football sessions, New Yorker's club, disability discos and pub nights. This house likes to be active. Gingerbread service users all access Princess Christian's Farm once or twice a week, thoroughly enjoying the opportunity to work in a working farm setting with a menagerie of different animals and tasks to take part in.

Theopan, Thomas, Sam and Sophie are great friends and thoroughly enjoy living at Gingerbread House. Our person-centred approach enables each person to flourish within this setting. Everyone's confidence and independence continues to grow, we continue to focus on promoting effective two-way communication and increased life skills development, there is noticeable improvement year on year for each service users living at Gingerbread House.

ACHIEVEMENTS

- We have welcomed new staff members into Gingerbread who have brought fun and creative approaches to the house.
- Gingerbread have enjoyed a range of fun activities and events this last year such as Chessington, trips to the seaside, attending the Summertime Ball and the holiday to Allhallows and Center Parcs in the summer.
- The guys chose to redecorate the downstairs bathroom and enjoyed being involved in the design down to the sparkle in the shower wall!
- Gingerbread House as a whole has been on a health kick and promoting healthy living in a fun and active way, such as trying new sports and recipes to help improve overall health and wellbeing. This has also included meditating and finding fun new ways to support and help to enhance overall wellbeing.



Maddison House

Maddison House is a supported housing provision project 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 service users for socialising, group training/ 'refresher sessions', house meetings and group meals. Service users 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. 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! Service users are supported to access social skills sessions during the day and in the evenings including visits to the comedy club, theatre trips and their regular visit to a nightclub in Gillingham once a month where the service users have an opportunity to link up with individuals from other sites and have an enjoyable time together. We have also enjoyed day trips to the seaside, TV show recordings, panic rooms and laser tag.

Maddison House is tailored for individuals who strive to live independently but wish to maintain a high level of social activity and group involvement. Past, present and future service users have the option to treat Maddison House as a stepping stone before moving on to live independently or as a longer term option.

From a staff perspective, at Maddison House our promise to each service user 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

- Maddison have been on some amazing trips this year including a Woburn Safari Park, Chessington, shows including Romesh Ranganathan, Nish Kumar and a Taylor Swift Tribute along with the recording of TV shows. Some of our service users also went on a trip to York where they visited the Jorvik Viking Centre and watched the UK snooker championship at the Barbican.
- We have spent lots of time looking for jobs as we all feel this is vital to independence, we now have another two service users with volunteer positions and a service user who had a Christmas temp job at Card Factory.
- Maintaining a healthy lifestyle is important to us at Maddison, this year we have embraced the outdoors and been on many long walks averaging 9 miles per trip!
- Maddison joined SASBAH for their Breakaway vacation, this was a lovely weekend catching up with old friends, trying new sports such as archery and having a blast at the disco.

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 everyone's need and abilities. All service users attend day service provisions on some of the days and all have varied day activities which they enjoy. Some attend Princess Christian's Farm, Spadework, Haig Gardens and Pathways. At Rochester Road we promote independence, we praise and celebrate individual achievements and empower individuals to lead a fulfilling life whilst maintaining a community presence.

Rochester Road has a lovely family feel; this is a large house providing both great comfort and lots of space. We have five bedrooms with two large bathrooms and a downstairs' toilet and a staff sleepover room. We currently have four service users living here with room for a fifth person. We also have spacious gardens to enjoy, and a resident cat called Alice.

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 machine. 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 service user. The support needs provided are of a lower level of need to the main house and offer a more independent accommodation to our current service users.

Rochester Road loves to celebrate everyone's birthdays, success and achievements. We promote group activities and have a social skills day on a Wednesday as everyone is home on Wednesday's. We enjoy being out in 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 are hoping to have a holiday this year and staff are busy planning with the service users.



ACHIEVEMENTS

- All our service users have enjoyed a variety of social activities which include cooking and baking, arts and crafts, going to the 02 to Toca social, bowling, Cyclopark, Putt Shack at Lakeside and the cinema. We have also visited country parks, zoos, and beach days when the weather allows. Christmas activities included the Polar Express, Pantomime and a lovely Christmas dinner.
- We are also very proud that we have supported a service user to achieve his goal to move on to another provider, this young man wanted to live in the same provision as his brother. We also had a new referral move in during September, she attends college currently five days a week.
- Our service users are always busy leading active and fulfilled lives they all have a very caring and strong bond with each other.



Seabrooke House

Seabrooke House is a six bedded supported housing provision home in Swanscombe. It was set up as KASBAH's first Independent Living Project back in 2002, we now provide supported living tailored for capable individuals who strive to live independently but wish to maintain a high level of social activity and group involvement.

We continue to encourage individuals to strive for further independence by promoting independent living skills, this includes (but is not limited to) development in cooking, cleaning, shopping, healthy eating, finances, travel, providing skills to go out independently. Seabrooke's staff team are passionate about empowerment and development. Seabrooke is often the start of many young adult's own unique journey towards greater independence and will continue to do so.

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.

In addition to the main house, we 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 currently provides 24hr support. Service users will have the option to treat Seabrooke House as a stepping stone before moving on to live independently or to treat Seabrooke House as a longer-term option. Seabrooke House is a special place, there's nowhere quite like it.

ACHIEVEMENTS

- Seabrooke has had two successful move on's this year. One has gone into a new placement with another provider, the other has furthered their independence and moved into their own home in the community.
- Jake has moved over from Maddison House and is enjoying having staff around for support at the weekends
- Seabrooke has made the transition into more supported living style placements
- Luke and Dan were supported to attend the UK snooker championships in York
- We hosted a successful charity race night!
- We also participated in this years SASBAH weekend to represent KASBAH
- Seabrooke continues to provide our service users with the opportunity to work at the Farm shop in partnership with Maddison House



"Seabrooke is a place I rely on, I know KASBAH actually care"



Shortbread House

Shortbread House is an impressive house set over three floors plus a garden room enabling the house to accommodate five bedrooms, three bathrooms, two lounges and a conservatory which is the service users' communal area for dining and doing in-house activities.

Shortbread and Gingerbread House are situated side by side and often work together in joint up activities, support, and learning. This has enabled us to create a large garden area with outside lounges and a space to eat.

This service meets a host of complex needs well on a large site with an experienced and committed team. Our service users are supported by experienced PBS coaches all Studio 3 and 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

OVERVIEW

- We have this year been accepted for HMO status.
- The council have approved a change of use, so that the offices are a living space for Abi, and offer her that sense of independence.
- The conservatory roof was replaced and tiled, so that it is cooler in the summer, as we all know heat can be a trigger and it was like a greenhouse.
- All service users now have their own lounge whether in the house or over in the spaces in the rear buildings, this use of space has given everyone a dedicated area to be able to spend time alone in (or with staff support) without going to their bedroom.

ACHIEVEMENTS

- We worked in partnership with Gravesham Borough Council to create an amazing sensory garden, what a wonderful place to relax.
- Our holiday this year was Centre Parcs and Allhallows. Service users across both sites mixed and enjoyed the best environment for them. Katy spent one night away from Shortbread in a caravan, a great achievement!
- We continue to practise our social skills and two-way conversations. We are seeing genuine friendships blooming.
- There were a lot of special birthdays with staff in the summer, so we held a BBQ and African food spectacular, for all and families, it was a huge success.



Princess Christian's Farm

Princess Christian's Farm is based in Hildenborough, Kent 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 life 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 build skills within Animal Care, Agriculture, Horticulture, Catering, Retail, DIY/ Woodwork/Crafts and Sport.

We currently have 92 service users attending the farm and continue to offer new activities and opportunities. The service users have the opportunity to work in a variety of areas throughout the week to help support their skills development and interest and make firm, long-lasting friendships.

The farm supports three school/college groups to build on their farm-based and life skills each week and continue to offer off site experiences where appropriate. We have continued to offer regular events throughout the year and have increased the variety of animal experiences to include Emus and creepy crawlies.

Princess Christian's Farm has had another busy year of development:

- The exotic animal portfolio continues to grow with new animals including a Shield Mantis, Tailless Whip Scorpion, Katydid and Red footed Tortoises.
- The farm has developed links with local businesses to sell our fresh free range eggs.
- Horticulture now has an outside classroom space thanks to Tonbridge Calling who donated their large events marquee.
- Volunteer days at the farm have developed this year with Axa and Morrisons water.
- There have had many new births including emus, lambs, kids and naked neck chicks.
- The site has been made more accessible with the laying of mud matting around the site thanks to a generous charity donation.
- The animal unit feedroom has had a long overdue revamp with new work surfaces and flooring.
- The reptile area has a new aquatic themed mural.
- Dolly the PCF therapy dog joined the team in August and has already helped 2 attendees overcome their fear of dogs.
- PCF now attend a "pop up" shop in the village hall once a week to continue to develop retail skills and engage with the local community.
- The farm held its first open evening to provide information on the provision at PCF for new applicants.



ACHIEVEMENTS

- First Prize at the annual Jim Green competition for the best dried flowers display, digging a border and Food to Fork identification task.
- Showcased on Kent online as one of six farms to visit in Kent.
- Maintained our five-star food hygiene rating.
- Continue to work collaboratively with Tonbridge School.
- Success at the Kent County Show showing our sheep – 2nd prize for Ram Lamb, 2nd prize for Aged Ewe, 2nd Prize for Ewe lamb, 2nd prize for best group of 3, 1st prize for Sweepstakes and 1st in the Champion class.
- A successful Edenbridge and Oxted show showing sheep and pigs. In the sheep classes PCF won- 1st in the ram lamb class, 3rd in the shearing ewe class, 6th in the ewe lamb class, 4th in the group of 3 class. Within the pig classes, PCF won 2nd in the pedigree class and breed championship, 1st in the cutter class and overall champion in the commercial classes, 2nd in the bacon class and 3rd in the heavy hog class.
- Charity of the year for B&Q Tunbridge Wells receiving a £1,000 donation and a volunteer day from the staff team.
- The farm introduced a new event this year bringing local farmers together to showcase new and old machinery, the Tractor Day at PCF was a very successful event.
- The attendees attended their first Easter service at St Johns Church in Hildenborough.
- The attendees at PCF are now confident to lead animal experiences with the support from staff.
- The animal show team had another successful Heathfield show bringing home breed championship.



PRINCESS CHRISTIAN'S FARM

A Big Thank You for Support & Commitment goes to:

TRUSTEES	Jim Mawby Stephen Field Charissa Baldock	Chair Treasurer Trustee – Resigned 30 September 2024	Sara Cross Abbi Caliendo Karen Richardson	Trustee Trustee Trustee
STAFF	Emma Carver Elizabeth Read Sophie Aiken Julie Appleby Donna Stockton Carly Gadd Samantha Ewen Lauren Hine Sarah Heneghan Victoria Norris Stacey White Chris Yusuf Sharon Day Bamini Logendran Jodie Murray Louise Philpott Ashley Rehman Janine Lozada Ella Budd Jane Candler Shannon Heneghan Yvonne McCuish Jacqueline Baldwin Julie Bassett Jacqueline Chiwere Wayne Donaghy Maxine Gobbett Annabelle Hulse Maria Hutton Linda Nyamutsahuni Chantal Robinson Holly Taylor Sam Williams Amanda Ball Ria Grant Kathrine Sandhu Phoebe Carver Emma Young Lucie Heath Charmaine Bultman Debbie Cogger Georgia Griffiths Amos Isibor Charlie Packer Wendy Smith Lucia Vata Beth Walker Keeley White	Chief Executive Officer Farm Manager (PCF)/Deputy CEO HR Manager Office Manager Finance Manager Office Assistant Finance Administrator (started Feb 25) Finance Administrator (started Apr 24/left Jan 25) PCF Office Manager House Manager (SBH/MH/HWH) Senior PBS Coach (SBH) Senior PBS Coach (SBH) PBS Coach (SBH) PBS Coach (SBH) PBS Coach (SBH) PBS Coach (SBH) House Co-ordinator (HWH) PBS Coach (HWH)/Social Work Apprentice House Manager (RR/HWH) Senior PBS Coach (RR) Senior PBS Coach (RR/HWH) PBS Coach (RR) (left October 24) PBS Coach (RR) PBS Coach (RR) PBS Coach (RR) (started April 24) PBS Coach (RR) (started Sept 24) PBS Coach (RR) PBS Coach (RR) PBS Coach (RR) PBS Coach (RR) (left Oct 24) House Co-ordinator (MH) PBS Coach (MH) PBS Coach (MH) (started Feb 25) PBS Coach (MH) House Co-ordinator GBH/Occupational Therapist Senior PBS Coach (GBH) (left Feb 25) Senior PBS Coach (GBH) (started maternity leave Jun 24) PBS Coach (GBH) (returned Sept 24) PBS Coach (GBH) (started Feb 25) PBS Coach (GBH)/Social Work Apprentice PBS Coach (GBH) PBS Coach (GBH) (returned from maternity leave Apr 2024) PBS Coach GBH/SHBH) PBS Coach GBH/SHBH) PBS Coach (GBH) (left Dec 24) PBS Coach (GBH) (started June 24)	Maria Worrell Deborah Goldsmith Toyin Lawal Sandra Hardman Shola Abdul Tope Adeleye Bobbie Bains Lloyd Borewe Charlie Budd Scott Curtis Chris Evenden Rebecca Glibbery Rosie Leech Collins Moore Elijah Moore Christian Ndirika Steven Odole Mary Owoeye Susan Scott Preston Stephens Rachel Taylor Sarah Williams Courtney Rawson Anna Saunders Peta Bridle Jayne Brown Brenda Clark Deborah Merrison Shannon Wood Chloe Knowles Kathryn Westcott Andrew Storey Laura Allen Natasha Bremer Arron Carver Richard Carver Charlotte Cashman Claire Coomber Barry Goldsmith Alex Griffiths Sarah Haggerty Shafia Philpot Terry Revell Chloe Rixon Ross Simmons Jade Wells Pam Worrall	PBS Coach (GBH) House Co-ordinator/Nominated Individual (SHBH) Senior PBS Coach (SHBH) Senior PBS Coach (SHBH) PBS Coach (SHBH) (started Mar 25) PBS Coach (SHBH) PBS Coach (SHBH) PBS Coach (SHBH) (started Jan 25) PBS Coach (SHBH) (started maternity leave Sept 24) PBS Coach (SHBH) PBS Coach (SHBH) PBS Coach (SHBH) PBS Coach (SHBH) (started Jan 25) PBS Coach (SHBH) (started Feb 25) PBS Coach (SHBH) (started Jun 24) PBS Coach (SHBH) (started Sept 24 / left Mar 25) PBS Coach (SHBH) (left Feb 25) PBS Coach (SHBH) (started Apr 24) PBS Coach (SHBH) PBS Coach (SHBH) (started Feb 25) PBS Coach (SHBH) (started Apr 24) PBS Coach (SHBH) Outreach Co-Ordinator (left Dec 24) Outreach Co-Ordinator/Social Work Apprentice (left Dec 24) PBS Coach (OR/SBH) PBS Coach (OR/HWH) PBS Coach (OR) (left Sept 24) PBS Coach (OR) (left Dec 24) PBS Coach (OR/HWH) Farm Lead (PCF) Senior (PCF) Projects Lead Coach (PCF) (left Dec 24) PBS Coach (PCF) PBS Coach (PCF) PBS Coach (PCF) Maintenance (PCF) PBS Coach (PCF) (started Dec 24) Farm Support (PCF) (left June 24) Maintenance (PCF) PBS Coach (PCF) PBS Coach (PCF) PBS Coach (PCF) PBS Coach (PCF) (started March 25) PBS Coach (SHBH/PCF) PBS Coach (PCF) PBS Coach (PCF) (started March 25) Hort (PCF)
VOLUNTEERS	Ron Tiller Dorothy Nash Staff & Students Carly Gadd Michael McDermott Christopher Barnett Mary Bartlett	Charity Shop Volunteer Charity Shop Volunteer Ifield School DIAL Volunteer DIAL Volunteer PCF Volunteer PCF Volunteer	David Bremer Angela Read Lesley Ruffin Jessica Watson Jeremy Watson Paul Williams	PCF Volunteer PCF Volunteer PCF Volunteer PCF Volunteer PCF Volunteer ICT Digital
BANK STAFF				Bridget McGowan Caroline Cowan

SBH = Seabrooke House
HWH = Hattie Webb House
RR = Rochester Road

MH = Maddison House
GBH = Gingerbread House
SHBH = Shortbread House

OR = Outreach
PCF = Princess Christian's Farm