

EXTRACT: PURPOSES OF GRANT AND DESCRIPTION OF IVY PROJECT

2. Purposes of the Grant

- 2.1 The Grant is made to enable the Grantee to carry out the Project.
- 2.2 The Grant shall only be used for the purposes of the Project and for no other purpose whatsoever.
- 2.3 No part of the Grant shall be used to fund any activity or material which is party political in intention, use, or presentation or appears to be designed to affect support for a political party.
- 2.4 The main objectives/expected outcomes of the Grant are:
 - Provide a multi-disciplinary, tiered approach to risk assessment and management for high risk young people (aged 12 to 18) who present with complex psychological needs and a high risk of violent conduct. A 3 tiered service will deliver consultation clinics, assessments and interventions to young people with the highest concern and difficulties.
 - Develop a sustainable funding model for the future.
 - Provide an evaluation of the effectiveness of the IVY project.
 - Provide articles and reports that share learning from the project with national projects looking at improving services for young people with the highest concern and difficulties.
- 2.5 The targets/milestones against which progress in achieving objectives/expected outcomes shall be monitored are:
 - Provide at least two level 1 consultation clinics per week (minimum 50 per year).
 - Provide level 2 (comprehensive assessment) and level 3 (direct psychological intervention) for up to 15 young people supporting transitions to other services wherever possible.
 - Document the learning from IVY in at least 2 articles/reports
 - Complete robust and rigorous evaluation of the project that includes both qualitative narratives from young people and quantitative outcomes.
 - Develop and implement a plan to deliver IVY sustainability with additional funding sources from April 2020.

SCHEDULE 1

PART 1: THE PROJECT

The IVY project will offer a specialist psychological service, providing risk assessment, formulation and management for young people (aged 12 to 18) with complex social, emotional and behavioural difficulties, and who pose a risk to others. It is founded on the basis that a significant number of young people with severe conduct and offending behaviour problems do not have access to services capable of meeting their level of need. It is a national service which is free for professionals to refer to. It focuses on children and young people around the country and does not provide services to children already in Kibble.

By providing specialist, therapeutic support, the IVY project will ensure young people and the professionals supporting them have access to the best advice, practice assessment and interventions addressing mental health, psychological and forensic risk and needs.

The project will provide the only dedicated team of its kind in the UK.

From April 2020 to the end of March 2021 the IVY service based at Kibble will provide at least two level 1 consultation clinics per week (a minimum of 50 per year), level 2 (comprehensive assessment and level 3 (direct psychological intervention) for up to 15 young people, supporting transitions to other services wherever possible. They will also provide an evaluation and develop a sustainable funding model. A broad range of expertise and capacity will be used to deliver the project.

Liz Murdoch| Youth Justice Team Leader
Youth Justice Team | Care, Protection and Justice | Children and Families Directorate |
Scottish Government
0131 244 6552 | 07825 011552 | Area 2A South Victoria Quay, Edinburgh EH6 6QQ

Please note I do not work Fridays



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From: McNamara T (Tom) <Tom.McNamara@gov.scot>
Sent: 01 November 2019 14:23
To: Murdoch L (Liz) <Liz.Murdoch@gov.scot>
Cc: Sorrell L (Lauren) <Lauren.Sorrell@gov.scot>; Leite L (Luiza) <Luiza.Leite@gov.scot>
Subject: Re: IVY

Yes yes yes. Thanks chaps

Sent from my BlackBerry 10 smartphone.

From: Murdoch L (Liz)
Sent: Friday, 1 November 2019 12:18
To: McNamara T (Tom)
Cc: Sorrell L (Lauren); Leite L (Luiza)
Subject: Re: IVY

Further update strath have spoken to Kibble and as long as we are happy to delay the transfer to 29 November then they will do this. They want an email from me confirming we are okay.

Ultimately the service will still be provided to the YP over that period which is the main thing as CYCJ will continue with this and apparently it was going to be a soft transfer anyway as kibbles accommodation/room isn't available until later in the month.

We will need to amend CYCJs grant letter to include an extra 28 days and Fiona will provide the figures - Luiza when this comes in can you revise the grant letter.

Tom are you happy with this approach?

Thanks

Liz

Sent from my BlackBerry 10 smartphone.

From: Murdoch L (Liz)
Sent: Friday, 1 November 2019 11:02

To: McNamara T (Tom)
Cc: Sorrell L (Lauren)
Subject: IVY

Just to let you know there's a bit of a delay with IVY transferring to Kibble. For one we still haven't received anything from them about the service from now until March and so we haven't issued a grant letter, but I spoke to Kibble about this last week and they will get something to us asap but the issue they have is that Lorraine is apparently employed by Strathclyde Uni, which no one knew about until last week. CYCJ didn't know and HR or Lorraine hadn't mentioned it and so strath want to delay for 28 days due to a legal notification of transfer which is required but Kibble aren't keen but strath HR will work this out with Kibble today, it may just mean that their lawyers need to do a letter. The other issue Kibble have is how much Lorraine gets paid, but that is for them to work out.

Kibble want to meet with Fiona and I next week so I'll keep you posted but wanted to let you know the current situation.

Sent from my BlackBerry 10 smartphone.

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From: Mark MacMillan <Mark.MacMillan@kibble.org>
Sent: 01 November 2019 15:06
To: Murdoch L (Liz) <Liz.Murdoch@gov.scot>; Dan Johnson <dan.johnson@kibble.org>; James Gillespie <james.gillespie@kibble.org>
Cc: Fiona.dyer@strath.ac.uk; McNamara T (Tom) <Tom.McNamara@gov.scot>
Subject: RE: IVY

Liz,

Thanks for your email regarding IVY transferring to Kibble and the current TUPE process.

Kibble would like to make clear that we have neither asked for nor need this delay to TUPE process. We recognise that there have been problems that have been created by poor communications and detail not being provided in a timely manner by Strathclyde University. However, we have never sought a delay as we don't want this TUPE process to have any negative effects on the IVY staff and we are keen to start to develop the IVY project along the lines that have been discussed.

Thanks

MM

Kind Regards

Mark MacMillan
Head of Corporate Services



Tel: 0141 889 0044 | Web: <http://www.kibble.org> | Working with Young People since 1859

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From: Liz.Murdoch@gov.scot <Liz.Murdoch@gov.scot>
Sent: 01 November 2019 14:42
To: Dan Johnson <dan.johnson@kibble.org>; James Gillespie <james.gillespie@kibble.org>; Mark MacMillan <Mark.MacMillan@kibble.org>
Cc: Fiona.dyer@strath.ac.uk; Tom.McNamara@gov.scot
Subject: IVY

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Hi

I understand from a phone conversation earlier today with Fiona Dyer that there is a proposed delay to IVY service transferring to Kibble in order to allow for the appropriate legal timescales for notification and transfer of staff (28 days). This delay was due to all parties only understanding very recently that Dr Lorraine Johnstone is actually employed by Strathclyde University and therefore entitled to the appropriate notifications.

Fiona has explained that a soft transition had been due to take place and that the main psychologist involved in the service is on annual leave for 3 weeks and therefore the service would not have taken full effect at Kibble for a few weeks anyway.

We are therefore content for the service to continue to be delivered through CYCJ in the meantime with no disruption to the service and that staff will transfer on 26 November with the service formally starting from 29 November as suggested between Strathclyde University and Kibble.

Many thanks
Liz

Sent from my BlackBerry 10 smartphone.

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Grant Application Form 2019-20

Please read the guidance notes at the end of this application before commencing. All sections are mandatory, incomplete forms cannot be processed.

Section A: Applicant

(note 1)

Name of your group or organisation

Kibble Education and Care Centre

Your name

Daniel Johnson

Your position in the group

Clinical Director

Email address

dan.johnson@kibble.org

Telephone number

07790775735

Contact address for your organisation

Goudie Street, Paisley PA3 2LG

Alternative contact name

James Gillespie

Their position in the group

CEO

Email address

james.gillespie@kibble.org

Telephone number

01418890044

What is the status of your organisation?

Registered Charity

Local Authority

Limited Company

Other – please specify

Your charity number or company registration number if applicable

SC026917; Registration No 158220

Tell us about your organisation, what are your broader aims and objectives

Kibble is one of Scotland's oldest charities and a leading social enterprise, providing specialist services to young people (aged 5 to 26) from chaotic and traumatic backgrounds. Our mission is to empower young lives and fulfil potential through care, education and opportunity, and our vision is to transform lives, families and communities.

We do this through our robust support network and range of integrated services which include: residential care; secure care; education; young workforce development; intensive fostering services; community housing; housing support; and day placement and outreach services. Kibble's in-house Specialist Intervention Services (SIS) team provides psychological support and therapeutic input to all children and young people at Kibble.

The young people we support have had negative experiences within their own families, substitute families, schools, communities or other residential facilities. Our research suggests that at least 68% have experienced emotional abuse, 36% have experienced physical abuse and 73% have experienced physical neglect. The majority display traits indicative of mental health concerns including conduct disorder, attachment disorder, self-harm, trauma, depression and/or anxiety.

These young people are likely to have a history of offending, experience of mental health or substance abuse issues and have severe social, emotional, educational and behavioural needs. We place Positive Youth Development at the centre of our services. Kibble's model of trauma-informed care emphasises physical, psychological and emotional safety and healing, ensuring young people have the support they need to move forward with their lives.

(Note 2)

How are equal opportunities / diversity promoted and embedded within your organisation?

Kibble aims to be an equal opportunity employer, and we have a policy which sets out ways to achieve that purpose. We recognise our legal obligations under the Equality Act 2010, the Rehabilitation of Offenders Act 1974, and the Employment Rights Act 1996. This policy covers all employees, volunteers and service users at Kibble.

Equal opportunities practice is constantly developing as social attitudes and legislation change. Kibble does review and implement changes where these could improve equality. This commitment applies to all the Centre's employment policies and procedures, not just those specifically connected with equal opportunity. We are committed to offering opportunities to all persons based solely on competence and individual merit, and not on any irrelevant factor such as age, sex, sexual orientation, race, creed, colour, nationality, disability, background or social status.

Please provide a summary of the project, what you will do and how the project will be delivered.

The IVY project has been delivering specialist psychological and social work service for over 6 years. It has provided risk assessment, formulation and management for young people (aged 12 to 18) with complex social, emotional and behavioural difficulties, and who pose a risk to others. It was founded on the basis that a significant number of young people with severe conduct and offending behaviour problems do not have access to services capable of meeting their level of need. It is a national service which is free for professionals to refer to. It focuses on children and young people around the country and does not provide services to children already in Kibble.

By providing specialist, therapeutic support, the IVY project has ensured young people and the professionals supporting them have access to the best advice, practice assessment and interventions addressing mental health, psychological and forensic risk and needs.

The project has the only dedicated team of its kind in the UK who have provided support for over 220 children and young people referred by 31 Scottish local authorities during its six years of existence.

Kibble has taken over the hosting of the project and have increased expertise, infrastructure and support to the project. 2020 provides a valuable opportunity to improve the IVY service in three key ways; by serving more young people, increasing evaluation and developing a sustainable funding model. The new IVY will have a broader range of expertise and increased capacity that can be used to deliver these improvements.

The service will benefit from additional time from the Clinical Director, two additional psychologist posts and significantly reduced consultancy fees. The team would consist of

Clinical Director	1 day per week
Administrator	3 days per week
Consultant Clinical Psychologist	1 day per week
Clinical Psychologist 8b	Full-time
Clinical Psychologist 7	Full-time
CYCJ Social Work support	1 Full-time equivalent

IVY's place within Kibble provides an important chance to improve and develop IVY into a sustainable and high output service. The new IVY will access more young people, families and agencies in a model that increases access and choice.

What are the specific objectives / expected outcomes of the project

- Provide a multi-disciplinary, tiered approach to risk assessment and management for high risk young people (aged 12 to 18) who present with complex psychological needs and a high risk of violent conduct. A 3-tiered service will deliver consultation clinics, assessments and interventions to young people with the highest concern and difficulties.
- Develop a sustainable funding model that may include charging fees for services.
- Provide an evaluation of the effectiveness of the IVY project.
- Provide articles and reports that share learning from the project with national projects looking at improving services for young people with the highest concern and difficulties.

What are your targets / milestones and how will these be monitored?

- Provide at least two level 1 consultation clinics per week (minimum 50 per year)
- Provide level 2 (comprehensive assessment) and level 3 (direct psychological intervention) for up to 15 young people, supporting transitions to other services wherever possible.
- Document the learning from IVY in at least two articles/reports.
- Complete robust and rigorous evaluation of the project that includes both qualitative narratives from young people and quantitative outcomes.
- Develop and implement a plan to deliver IVY sustainably with additional funding sources from April 2020.

How will the project be managed? Please provide details of staffing, key roles, decision making and reporting

The project will sit under Kibble's Clinical Director, Dan Johnson.

He will line manage the psychologists in the team. Administration managers will line manage and supervise the administrator. The social work support provided by the CYCJ will be supervised by the CYCJ manager under a service level agreement that is overseen by the Clinical Director.

Decision making will be multi-disciplinary and occur through the clinics, weekly team meeting and through regular supervision. There will be high governance structures in place with clinicians receiving minimum 6-weekly supervision and also able to access peer supports. Reporting regarding cases will be overseen by the Senior Consultant Clinician who in turn is supervised by the Clinical Director.

Will you work in partnership with any other organisation if so please provide details.

IVY will be provided through a partnership between Kibble, the Centre for Youth and Criminal Justice and the existing IVY staff. IVY will provide services to partners from social work services, schools and other agencies from local authorities across the whole country.

Who will benefit from your work, how will you identify people and what selection or referral criteria will you use?

The service aims to help young people first and foremost. However, many others will benefit including those that care for the young person e.g. families, care providers and CAMH services. Given the nature of the young people's needs, there is also a public protection benefit where families and communities will be safer.

Anyone will be able to refer a young person to the service. We will use different media to raise awareness of the service (eg contacting local authorities, conferences, advocacy groups, etc) and encourage referrals for those most in need.

We will consider referrals regarding any children where there are concerns about violence risk. Each referral will be discussed by the team before a decision.

What are the age ranges of the people who will benefit from the project?

Any child as defined by The United Nations Convention on the Rights of the Child (UNCRC) can benefit from the service. Most likely this will be those in their mid to late adolescence. Once we work with a young person we aim to provide support for as long as is needed.

What are the expected outcome of your work for those who will benefit? Including long term benefits lasting beyond the period of funding?

The overall outcome is to prevent and reduce violence. We help those around the child to provide care and support that prevents violence by meeting the needs that violence has previously fulfilled. Direct psychological intervention and support with the child can be an important part of this along with robust risk management plans around the child.

The ultimate outcome of all this is the prevention of potentially profound effects on victims, the child themselves and those caring for them. We hope to improve lives by preventing violence and the many consequences of it.

How will this work contribute to the priorities identified in the Scottish Government's Youth Justice Strategy – [Preventing Offending: Getting it right for children and young people?](#)

This project has been designed to meet the identified priorities. By delivering the tiered approaches described above, it will

- Intervene early to prevent violence and keep children out of the Criminal Justice System.
- Assess and manage risk for the small number of young people who pose the greatest risk.
- Provide an alternative to more intrusive and costly interventions such as secure care.
- Improve sustainability and re-integration in the community.

Section C: Funding

See Note 4

Amount applied for 2020-2022

Core Funding	Project Funding	Total
	£616,100	£616,100

Please provide a breakdown of how you will spend against the headings below

Year one 2020/21

Staff Costs	£260,596
Premises Costs	£13,500
Young Persons Costs	£4,800
Administration Costs	£27,270

Year One Total Costs £306,166

Year two 2021/22

Staff Costs	£266,614
Premises Costs	£13,500
Young Persons Costs	£4,800
Administration Costs	£25,020

Year Two Total Costs £309,934

If yes, have you factored all relevant staff costs including on-costs in your proposal?

Will the funding be used to recruit new staff?

If yes, have you received authorisation to recruit and had sign off of job descriptions from your HR team – if required?

Please provide twelve month spending profile indicating approximately how much will be spent in each month. NB please profile spend accurately, do **not** simply divide evenly across each month.

Note 5

Year One 2020-2021						
Apr-20	May-20	Jun-20	Jul-20	Aug-20	Sep-20	
29993	25743	24743	24743	24743	24743	
Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Total
24743	24743	24743	24743	24743	27743	306166
Year Two 2021-2022						
Apr-21	May-21	Jun-21	Jul-21	Aug-21	Sep-21	
27245	27245	25245	25245	25245	25245	
Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Total
25245	25245	25245	25245	25245	28239	309934

Have you applied for any other funding for this work from other Scottish Government Departments or external sources over the same period of the application? If yes, provide details below.

Source	When did you apply	Amount applied for	Outcome of application

Please give details of all other funding received by your organisation including the source of funding, the amounts received, the period covered and the purpose for which it was used.

Kibble receives many different sources of funding across many different services. However, this is the sole source of funding for the IVY project.

Section D: If you are successful

When will you need grant instalments to be made? We normally pay grants quarterly in arrears, but variations can be made if appropriate.

Quarterly in arrears.

How will you monitor and evaluate the work you will do?

There will be two discrete research projects in partnership with an academic institution (most likely University of Strathclyde). This will review the level of risk of young people involved in the service at different time points in order to help evaluate change. It will also seek qualitative narratives from young people, their families and professionals involved about how the service worked for them.

How will you identify and monitor and manage risks to expected outcomes / objectives?

Weekly team meetings and regular supervision will focus on delivery of outcomes and objectives. Any risk to this will be responded to quickly and effectively.

How will you fund this work when Scottish Government funding comes to an end?

We are working on creating a sustainable fee-for-service model that combines funding and referrers paying for subsidised services.

Section E: Declaration

I apply on behalf of the organisation named above for a grant as proposed in this application in respect of expenditure to be incurred over the proposed funding period on the activities described above.

I certify that, to the best of my knowledge and belief, the statements made by me in this application are true and information provided is correct.

Completed by: Dan Johnson Clinical Director Kibble Education and Care centre

Date: 19 12 2019

Section F: Notes

How to complete your application form

General

- Please complete the form electronically and return it to the person identified on the grants guide as the contact for the grant scheme from which you seek funding.
- Please answer each question on the application form as fully as possible.
- Incomplete applications will be returned and this may delay consideration of your application.
- If you require a copy of this application form in another language please contact the grant-giving unit.

Section A: Applicant

This section tells us who you are and how we can contact you.

Note 1

The contact for your application should be someone who is able to discuss the work of your organisation and the application in detail.

Please let us know what type of organisation you are, for example if you are a charity please say so here. If you are a charity you should provide the charity number.

Note 2

We expect all organisations which receive Scottish Government funding to operate inclusively and it is for this reason that we ask you to demonstrate how you promote equal opportunities/diversity. This should cover volunteers, if you engage with them, as well as paid staff. In this section please tell us about your equal opportunities/diversity policies, any equal opportunities training for your staff and volunteers, equal opportunities/diversity recruitment practice and anything else you do to operate inclusively.

Section B: The Project

This section tells us about how your project will operate, your aims and objectives and expected outcomes.

Note 3

Provide an overview of the project and how it will run, what work will you carry out in order to work towards your objectives and what staff will be required. You may wish to include:

- What type of work you plan to do
- Why it is needed
- Why your organisation should be doing it
- An outline of the timescales involved

Section C: Funding

Note 4

You can apply for different types of funding:

- **Core:** To assist with the running costs of an organisation. This might include staffing costs, rent, electricity and gas, telephone costs, postage, etc.
- **Project:** To undertake a specific piece of work or project. This may include some of the above but also other costs related to the work to be done.

You should include full details of the costs to be incurred. These should be actual costs, not rounded amounts. Please do not forget to include any costs related to employing staff, such as National Insurance contributions, pension contributions, etc. As the Scottish Government is committed to the principle of full cost recovery, please include the proportion of overhead costs relevant to delivering this project in your calculation.

Grants will be paid on the basis of the actual amounts spent, and all claims must be submitted with evidence of the spend.

Note 5

Provide a monthly profile of how the funding will be spend, different elements of the project may require different levels of funding from month to month: such as equipment or licencing costs, recruitment or staff costs - you may struggle to recruit new staff at the outset of your project and therefore their salaries costs will not accrue in month one etc.

You must do this as accurately as you can, it is not acceptable to divide the costs across 12 months equally.

HOW WE CHOOSE SUCCESSFUL APPLICATIONS

We cannot give grant to all applicants. Factors we take into account include:

- How your objectives match Scottish Government objectives.
- The quality of your objectives and performance measures; how you show that costs are linked to outputs and outcomes, and how you will monitor the process.
- Partnership working; community and/or business involvement and support, and effectively managed volunteer input.

- How far the work avoids duplicating that of other bodies.

GRANT CONDITIONS

Full details of the conditions that will apply will be included in the grant offer letter should your application be successful.

Conditions include the following:

- We will ask you to return grant not used for the approved purpose, or not used within the financial year.
- We pay grant only on what you actually spend. We will ask you to return any overpayment.
- The grant is not to be used for party political advocacy or activity.
- The Scottish Government must be acknowledged in any publicity about the work assisted by our grant.

FREEDOM OF INFORMATION (SCOTLAND) ACT 2002

In accordance with the Freedom of Information (Scotland) Act 2002 that comes into force on 1 January 2005, the Scottish Government may be required to make any application for grant available for public scrutiny. In submitting a grant application, please let us know if there are any elements of it which would prejudice substantially your commercial or other interests if they were made public. Please note there may nevertheless be a public interest in publishing the material submitted.

FEEDBACK

We aim to improve our procedures continuously. If you have any comments on this form or on our process generally, we should be glad to hear them. You may write your comments below or enclose a separate letter if you would prefer.

Where can I get further information?

If you need help with filling in your application, or if you have any questions about the application process, please contact the person for the scheme to which you are applying.

IVY – Meeting with Kibble

IVY will submit a proposal for 2 year's funding leading to sustainability from then onwards. Feeling from others (not Kibble) is that SG would provide 4-5 year strategy.

Service will move in November – admin 0.5 plus Kate will go to 2 days a week and Lorraine will retain her case work 1 day a month. Funding will include costs for CYCJ a few days for the social work support.

Meeting on 11th so will provide a summary between November and March.