Kibble Adoption
Adoption Service

Kibble Community Services
1 Station Road
Paisley
PA1 2SB

Telephone: 01418890044

Type of inspection:
Announced (short notice)

Completed on:
7 October 2026

Service provided by:
Kibble Education and Care Centre

Service provider number:
SP2004007042

Service no:
CS2024000225

About the service

Kibble Adoption is an independent adoption agency, which was registered with the Care Inspectorate in June 2024. The service recruits and supports adoptive parents to provide a family for children who cannot live within their birth families.

The service provides a range of post adoption support to families and there are future plans to expand the offer of support to other services. The service is delivered by a team which includes an operations manager, family placement supervisors, independent assessors, and a child development specialist.

About the inspection

This was a short notice announced inspection which took place between 21 September 2026 and 7 October 2026. The inspection was carried out by two inspectors from the Care Inspectorate.

To prepare for the inspection we reviewed information about this service. This included previous inspection findings, registration information, information submitted by the service, and intelligence gathered since the last inspection.

In making our evaluations of the service we:

- spoke to eight members of staff and management
- spoke to 13 adoptive or prospective adoptive parents
- spoke to three external professionals
- spoke to the Agency Decision Maker and Panel Chair
- reviewed survey responses from ten members of staff, ten adoptive parents, and ten external professionals.

Key messages

- Children were thriving and living fulfilling lives within loving adoptive families.
- Trauma-informed care was embedded throughout the service; this enabled adoptive parents to provide high quality, therapeutic care.
- Children received individualised support to access education, which helped to overcome barriers and promote inclusive learning.
- Adoptive parents were highly prepared and supported through training, peer support, supervision and therapeutic resources.
- Robust assessment, matching and transition processes helped ensure children were placed with families who could meet their life-long needs.
- There was exceptionally positive feedback received from adoptive parents, staff and external professionals.
- Leadership and quality assurance were sector-leading, with strong co-production, innovation and a culture of continuous improvement.
- While the service was relatively new and some longer-term outcomes were still emerging, there was clear evidence of the service aspiring to expand and become a centre of excellence for adoption practice nationwide.

From this inspection we evaluated this service as:

In evaluating quality, we use a six point scale where 1 is unsatisfactory and 6 is excellent

How well do we support people's wellbeing?	5 - Very Good
How good is our leadership?	6 - Excellent

Further details on the particular areas inspected are provided at the end of this report.

How well do we support people's wellbeing? 5 - Very Good

We evaluated this key question as very good because there were significant strengths that supported positive outcomes for people using the service.

Children living in adoptive households experienced a high degree of choice in their daily lives. Adoptive parents demonstrated a strong understanding of therapeutic parenting, enabling them to provide highly individualised, responsive and flexible care. Children had developed strong connections within their

communities and felt valued within their extended family networks. We saw examples of brothers and sisters being brought together through adoption, strengthening important family relationships. The service demonstrated a trauma-informed approach to birth family relationships and supported meaningful arrangements for keeping in touch. As a result, children were able to thrive through the love, care and stability provided by their adoptive families.

Children were supported to have positive learning experiences and achieve their full potential. Individualised planning promoted successful transitions into nursery and school, while training provided to educational establishments encouraged consistent, trauma-informed approaches. The service's therapeutic playgroup provided opportunities for children to learn and develop in a nurturing, well-designed environment. There was a clear commitment to lifelong post-adoption support, recognising that educational needs and challenges evolve over time. Alongside adoptive parents, the service actively championed children's right to high-quality, inclusive education.

Adoptive parents were well supported to develop the knowledge and skills required to provide therapeutic care. High-quality preparation groups, learning opportunities and tailored peer support strengthened their confidence. Access to therapeutic services, regular supervision and highly responsive support helped adoptive parents feel valued and well prepared for their role. One adoptive parent reflected, "Their support, guidance, compassion and encouragement have been unwavering, and I have felt genuinely supported every step of the way." The service was further enhancing support through the development of a digital platform providing accessible resources and guidance. As a result, children benefited from care provided by skilled and confident adoptive parents who were equipped to respond to their changing needs.

Children were kept emotionally and physically safe within their adoptive families. Staff and adoptive parents received child protection training, and children had access to therapeutic services through Kibble to support recovery from trauma. Adoption support plans and safer care plans clearly identified potential risks and were regularly reviewed. Consequently, children were making positive progress because they felt safe and secure within their families.

Prospective adoptive parents were comprehensively assessed to ensure they had the capacity and skills to meet children's needs. The process was streamlined, responsive, and thorough, which led to robust recommendations regarding approval. Adoptive parents were dual-approved as foster carers, helping to minimise delays and support positive care journeys. People's views and choices were central to assessments, including meaningful engagement with adoptive parents' birth children. Staff, including independent assessors, were highly skilled and experienced in adoption practice. As a result, adoptive parents began their adoption journey with a strong understanding of children's needs and confidence in their ability to meet them.

There was a robust approach to matching children's needs with the skills, strengths and capacity of adoptive families. Adoptive parents had confidence in staff's ability to identify appropriate matches, and the service worked collaboratively with local authorities to progress linking and matching arrangements. Transitions were carefully planned and paced to reflect each child's individual needs, informed by research and best practice guidance. Responsive support throughout this period helped adoptive parents build strong relationships with children from the outset.

People were fully involved in reviews of care arrangements and future planning. The service worked collaboratively with families and partner agencies, and adoption support plans were comprehensive and regularly reviewed. The service planned to proactively offer lifelong reviews to adoptive families, recognising the importance of sustaining relationships and identifying support needs early. Staff were passionate,

proactive and committed to building trusting relationships, giving adoptive parents confidence that support would remain available throughout their adoption journey.

How good is our leadership? 6 - Excellent

We evaluated this key question as excellent, reflecting sector-leading practice that delivered outstandingly positive outcomes for people using the service.

Quality assurance and improvement systems were exemplary and firmly focused on improving outcomes for children and adoptive families. The service was exceptionally well resourced, with clear leadership and dedicated quality assurance roles supporting robust oversight. Innovative approaches, including the use of 'impact on the child evaluations', demonstrated a strong commitment to understanding and measuring children's experiences. Leaders at all levels were incredibly driven to raise the standard of adoption practice in Scotland, and to meet the commitments of the promise. Leaders recognised they had an exciting opportunity to co-produce the development of the service through the meaningful involvement of adoptive families, staff and ambassadors with lived experience of adoption actively influencing service development. Evaluation activities were purposeful and evidence based, with a clear link between feedback, learning and service improvement.

Staff were empowered to contribute to quality assurance, service development and innovation. This culture of shared ownership had led to ambitious plans, including extending the reach of the digital platform beyond the service and developing a professional accreditation in adoption practice. Regular reflective discussions and team meetings promoted learning, creativity and continuous improvement. One staff member told us, "As a service in its infancy, we work collaboratively to evaluate and continually develop in line with our shared vision". Service development was guided by a clear strategic vision, supported by evidence, research and best practice. Staff demonstrated significant expertise in adoption and maintained strong connections across the wider sector, ensuring practice remained innovative and informed. Staff were dedicated, united and wholly focused on delivering exceptional care and support.

Approval processes for prospective adoptive parents were highly effective, balancing robust scrutiny with a supportive and responsive experience. Processes were transparent, well organised and clearly communicated. The service benefited from a highly skilled and experienced adoption panel, including members with lived experience, whose contributions enhanced the quality of decision-making. Panel members were actively involved in improvement activity and had access to a wide range of learning and development opportunities. Strong communication between the panel and service supported ongoing reflection and continuous improvement of practice. The panel were incredibly well placed to provide advice, guidance and challenge to the service.

Leadership was inspirational and highly effective in creating an inclusive, values-driven culture. Staff, adoptive parents, and external professionals consistently expressed high levels of confidence in the leadership team and described leaders as visible, approachable and deeply committed. One adoptive parent told us, "The manager has been invested in our family since the beginning and has clearly shown a huge level of commitment to Kibble Adoption being the best it can be". A staff member told us, "Kibble have been fantastic at supporting me in my role in adoption and encouraging the best outcomes for the child placed with my adopters". The leadership team's focus on achieving the best possible outcomes for children inspired a culture of excellence and innovation throughout the service.

Complaints

There have been no complaints upheld since the last inspection. Details of any older upheld complaints are published at www.careinspectorate.scot.

Detailed evaluations

How well do we support people's wellbeing?	5 - Very Good
1.1 Children, young people. adults and their caregiver families experience compassion, dignity and respect	5 - Very Good
1.2 Children, young people and adults get the most out of life	5 - Very Good
1.4 Children, young people, adults and their caregiver families get the service that is right for them	5 - Very Good

How good is our leadership?	6 - Excellent
2.2 Quality assurance and improvement are led well	6 - Excellent

To find out more

This inspection report is published by the Care Inspectorate. You can download this report and others from our website.

Care services in Scotland cannot operate unless they are registered with the Care Inspectorate. We inspect, award grades and help services to improve. We also investigate complaints about care services and can take action when things aren't good enough.

Please get in touch with us if you would like more information or have any concerns about a care service.

You can also read more about our work online at www.careinspectorate.scot

Contact us

Care Inspectorate
Compass House
11 Riverside Drive
Dundee
DD1 4NY

enquiries@careinspectorate.gov.scot

0345 600 9527

Find us on Facebook

Twitter: @careinspect

Other languages and formats

This report is available in other languages and formats on request.

Tha am foillseachadh seo ri fhaighinn ann an cruthannan is cànain eile ma nithear iarrtas.

অনুরোধসাপেক্ষে এই প্রকাশনাটি অন্য ফরম্যাট এবং অন্যান্য ভাষায় পাওয়া যায়।

یہ اشاعت درخواست کرنے پر دیگر شکلوں اور دیگر زبانوں میں فراہم کی جاسکتی ہے۔

ਬੇਨਤੀ 'ਤੇ ਇਹ ਪ੍ਰਕਾਸ਼ਨ ਹੋਰ ਰੂਪਾਂ ਅਤੇ ਹੋਰਨਾਂ ਭਾਸ਼ਾਵਾਂ ਵਿਚ ਉਪਲਬਧ ਹੈ।

هذه الوثيقة متوفرة بلغات ونماذج أخرى عند الطلب

本出版品有其他格式和其他語言備索。

Na życzenie niniejsza publikacja dostępna jest także w innych formatach oraz językach.