OFG Education

Candidate Information Pack

2025

WELCOME

Dear Candidate

Firstly, I would like to say a big thank you for thinking about joining Outcomes First Group. This candidate pack will support you with your application and provide you with all the information required.

OFG GROWTH & DEVELOPMENT

Outcomes First Group is the leading provider of world-class education. We believe every child will flourish in an environment intentionally crafted for their success and positive wellbeing. For us, exceptional education starts by knowing every child well enough to be able to tailor our teaching to their individual abilities and aspirations. It's part of a culture of aspiration, in which academic ambition is complemented by pastoral care and personalised support.

Through our expert-led brands – Acorn Education, Options Autism, Momenta Connect & Blenheim Schools– we deliver dedicated, specialist services that enable all pupils we educate to overcome barriers, develop and flourish, and achieve their own personal goals. Our frontline service areas cover education, care and clinical services, while our central services deliver the support that keeps our entire organisation running smoothly.

Pupil-centred, collaborative and integrated, our multidisciplinary teams work together to deliver the highest possible outcomes to ensure the children we educate can fulfil their potential and are skilled to move into society and make a meaningful contribution.

Right across our Group, our teams are dedicated to supporting our neurodivergent pupils to respond with positivity and self-belief for the best possible outcomes. Our aim is to unlock each pupil's unique potential –whatever that looks like for them – and equip them for a fulfilling future in which they can thrive.

Outcomes First Group is committed to making sure each and every pupil we educate and care for has the best possible experience with us, opportunities to be happy, and is prepared for their transition to adulthood.

OFG CLINICAL TEAMS

Our clinical team works alongside education and care teams to develop a shared understanding of the skills, resources and practices in place, ensuring we deliver provision of the highest quality and maximise each person's outcomes.

Our evidence-informed models are based on National Institute of Clinical Excellence (NICE) guidelines to ensure the effective provision of clinical services throughout the organisation.

Ultimately, we aim to improve the quality and efficiency of evidence-based care, allowing us to work towards maximising quality of life in a truly integrated manner. The frameworks ensure that we have a robust understanding of strengths and weaknesses, which are then transferred into meaningful educational and residential strategies to achieve the best possible outcomes for every individual in our care.

Due to the size of Outcomes First Group, we have split the clinical team into smaller regional localities. Each locality has a locality clinical lead that supports the clinical site leads to coordinate their multidisciplinary clinical teams that are based at our schools. All locality clinical leads report to our clinical directors and work alongside the regional directors of schools. We understand the importance of having support and guidance within a clinical role, and this ensures that you can always contact your senior team as required.

Within each locality, we offer monthly line management, clinical supervision and regional forums to support development. Continuous Professional Development (CPD) opportunities, clinical forums and training are also offered by Outcomes First Group. The clinical localities are established and growing, follow guidance from OFSTED, Health & Care Professions Council and the relevant professional bodies for each discipline. In your clinical locality, you may be required to work across a range of educational and care settings, however you will have a base from which you operate. Arrangements for travel will be confirmed with your site lead should you be successful with your application.

OUR LEAD CLINICIANS

Our clinical services are guided by our Chief Clinical Officer, Dr Freya Spicer-White, our Clinical Directors and Practice & Standards team. We believe in a collaborative approach, with a multidisciplinary clinical leadership team, to allow for the unique contribution that each discipline has to offer the level of specialist care that we deliver at Outcomes First Group. Multimodal working is key to supporting our children and young people.

Clinical Operations:

- **Dr Helen Hughes** – Clinical Director- Acorn Education
- **Dr Kieran Lord** – Clinical Director- Options Autism

Practice & Standards Team:

- **Dr Leanne Johnson** – Head of Clinical Quality Assurance & Trauma Informed Practice
- **Lucy Shortt** – Head of Speech and Language Therapy
- **Shirley Tudor** – Head of Occupational Therapy
- **Dr Katie Caddick-Eardley**- Head of Psychological Practice

Outcomes First Group continues to grow and develop as a company, learning from our members of staff and listening to them to understand how our services can move forward. Strategic development is prioritised in our growing services. I am looking for a candidate who is enthusiastic and is driven by the successes of children and young people to join our expanding team.

Thank you for your interest in Outcomes First Group and this role. I wish you every success with your application.

Yours sincerely,

Dr Freya Spicer-White

Chief Clinical Officer

ABOUT OUTCOMES FIRST GROUP

Have a look at our website to learn more about the service area you are applying for. Our clinical services work within schools, post-16 colleges and high-quality residential environments. We offer a range of specialist services to help children and young people to overcome barriers and engage in education, through professional services from Momenta Connect.

Here you can read more about OFG's schools & services, quality & impact, vision, mission and promise, as well as to view the members of our executive board.

https://www.outcomesfirstgroup.co.uk/

HOW IS OUTCOMES FIRST GROUP ORGANISED?

Through our four brands – Acorn Education, Options Autism, Blenheim Schools and Momenta Connect – we deliver dedicated, specialist services that enable all those we educate to overcome barriers, develop and flourish, and achieve their own personal goals.

OUR CLINICAL APPROACH

Our Trauma Informed Practice (TIP) model supports our Acorn Education colleagues in understanding the impact of trauma on a child's early experiences, the subsequent internal world they have developed, and how this relates to the survival skills (or behaviour) they have developed. This helps us to meet and respond thoughtfully to the underlying need, rather than respond to behaviour.

The TIP approach encourages colleagues to standardise their practice through the lens of Connect, Co-Regulate and Co-Reflect. It is a comprehensive approach based on the current evidence base, emphasising the importance of relationships that young people require in trauma recovery.

Ask, Accept, Develop (AAD) is our unique Neurodiversity strategy that supports Options Autism colleagues. It recognises that despite underlying shared traits, autistic individuals are vastly different from one another. Some autistic individuals are cognitively talented, some have a significant intellectual impairment; our strategy has been created to ensure all abilities have been considered and included, although some parts of the strategy may be more relevant to specific needs.

The main objective of our Neurodiversity Strategy is to strengthen and continually progress our approach to the provision of care, education and clinical services to autistic individuals in an environment which is conducive to their strengths and needs.

OUTCOMES FIRST GROUP VISION, MISSION & PROMISE

We're serious about our responsibility to the vulnerable children, young people and adults we educate. That's why our vision, our mission and our promise are so important to us. They're at the heart of our culture, and we live and breathe them every day.

Our Vision

Empower every child, whatever their ability, with a world-class education that nurtures potential, inspires lifelong learning, and equips them to thrive in a diverse and evolving world.

Our Mission

We commit to unlocking our pupils' potential through personalised learning, innovation, and opportunity, supporting growth and aspirations.

Our Promise ○ **WE LISTEN**. We never assume. ○ WE WORK TOGETHER. To make the remarkable happen. ○ WE ARE ACCOUNTABLE. To each other and for one another.

OUR CLINICAL OFFER

Our core team of clinicians are made up of skilled and experienced Psychologists, Speech and Language Therapists, Occupational Therapists, and Psychotherapists. Our qualified clinicians are supported by enthusiastic and dedicated Therapy Assistants and Assistant Psychologists, many of whom progress to become qualified through our apprenticeship programmes.

Working in collaboration with local community service colleagues and bringing in consultant resources as necessary, the clinical teams provide comprehensive assessments and a range of life-enhancing interventions. All our clinical approaches are neurodiversity affirmative and trauma informed.

The clinicians work seamlessly with the education team for true inter-disciplinary working. The interdisciplinary team will conduct a range of standardised assessments and observations when an individual transitions into our services, allowing us to develop a clear clinical plan. Our specialist teams will also create an individual's unique set of core clinical documents, their 'Communication Profile', 'My Sensory World' and 'Understanding Me' with coping skills.

Our clinical recommendations can also include plans for adapting the environment around the individual, specialist training for those working with that individual and supporting our staff's wellbeing through support and reflective practice.

JOB PURPOSE

You will be working as part of a multidisciplinary team to provide a specialist clinical services. You will work collaboratively with the team, the service and the wider community teams to promote the wellbeing and best interest of the young people and support them to achieve their goals, aims and objectives. You will undertake all aspects of your duties, working within ethical frameworks as per the requirements of professional conduct.

You will be expected to provide advice, information and training for staff members and others such as family, carers and Local Authorities in multiple subject areas.

Professional development of staff in your setting should be supported through dissemination of understanding, knowledge and good evidenced based practice.

BENEFITS & REWARDS

Benefits and Rewards - We offer a market-leading Flexible Benefits Platform, Vista, which enables you to adjust your benefits to suit your circumstances.

- New starter training allowance
- An extra day's holiday for 'One Moment in Time', a special day of your choice (birthday, child's first day at school etc.)
- Professional support network
- Contributory Pension
- Employee Rewards Hub – access to discounts, offers and cashback with 100's of discount options valid in the UK and abroad
- Career pathways and a dedicated learning and development team
- Cycle to Work scheme
- Free parking
- 'Your Wellbeing Matters' Programme
- Employee Assistance Programme
- Salary Finance
- A wide range of health, wellbeing, and insurance benefits
- Electric Car Purchase Scheme
- Critical illness cover
- Free meals when working at schools that have dining halls

https://careers.outcomesfirstgroup.co.uk/working-for-us/