



# Candidate Information Pack

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## WELCOME

### Dear Candidate

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

### OFG Growth & Development

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

As the UK's leading education, care and fostering provider, we're able to demonstrate the tangible impact that our services have on the people we support.

Everyone who works in and with our Outcomes First Group family has a role to play in building incredible futures.

We judge our success on the positive change we inspire and the lives we improve, and by focusing on this aim above everything, we make a real difference each day.

Striving for 'incredible' means analysing our impact, being open and honest at every turn, and innovating so that we continually improve. When change needs to happen, we work together to bring everyone with us, and when we achieve our goals, we celebrate what we've achieved.

### OFG Future Plans

Due to the size of Outcomes First Group, we have split the clinical team into smaller 'hubs'. 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 hub, 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 the Outcomes First Group.

As a company, we recognise the importance of having clinical teams within schools to aid development and achievement. Using strategies which are underpinned by evidence-based practice, such as the Wellbeing strategy, the Options Autism strategy and Trauma Informed Practice strategy, we can continuously offer the best

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environment and support for our children and young people. The clinical hubs are established and follow guidance from OFSTED.

In your clinical hub, you will work across a range of settings including a number of schools and care homes.

The 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. I am looking for a candidate who is enthusiastic and is driven by the successes of 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,

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**Dr Carly Pointon**

## ABOUT THE OUTCOMES FIRST GROUP

Have a look at our website to learn more about the area you are applying for, whether that is **Acorn Education and Care** or **Options Autism**.

Here you can read more about our success stories, what OFG's vision, mission, promise and strategies are, as well as to view the members of our executive board.



[www.outcomesfirstgroup.co.uk](http://www.outcomesfirstgroup.co.uk)

## HOW IS THE OUTCOMES FIRST GROUP ORGANISED?

Outcomes First Group is one family split into two brands: **Acorn Education and Care** and **Options Autism**.

### Acorn Education And Care

At Acorn Education and Care, we support children and young people to take those early steps. We support children and young people who have complex needs. These could be behavioural, emotional, social, learning or physical needs, or a combination.

Through our schools, residential homes and other services, we tailor our care to each individual, empowering them and their families to enjoy fulfilling, rewarding lives.

### OptionsAutism

At Options Autism, we are specialists in autism, supporting children, young people and adults to achieve their own personal success. From the moment we meet them, everything we do is tailored to them. We empower them to flourish and live happy lives with all the support and encouragement they need.

We offer a pathway of services carried out by highly trained specialist staff across our education, care and therapeutic teams. We believe in a person-centred approach to education and care, looking at the full needs of each individual and adapting our support approach accordingly.



Options Autism has recently launched an innovative new Autism Strategy. The main objective is to continually progress in our approach to education provision in an environment conducive to the strengths and needs of autistic young people within our schools.

The strategy emphasises the importance of genuine engagement and empathic relationships to increase every individual's experiences of meaningful achievements and positive emotions. It has been created and refined, through a review of current autism literature and consultation from the Lived Experience Expert Panel, made up of autistic adults and parents of autistic young people, a clinical multi-disciplinary team and the OFG Advisory Board. The foundations of the strategy are three core principles: Ask, Accept and Develop.

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## OUTCOMES FIRST GROUP VISION, MISSION AND PROMISE



### OUR VISION

This is our aspirational statement – a rallying call that declares what we want to be. It's what we want everyone in the Outcomes First Group family to feel when they get out of bed each morning.

**We will build incredible futures by empowering vulnerable children, young people and adults in the UK to be happy and make their way in the world.**

Our vision emphasises how we try to help all vulnerable children, young people and adults – those in our care and others too – through our influence, size and scale.

Most importantly, it's about helping each individual to be happy, encouraging them to understand their place in society and empowering them to work out how they're going to make their way in the world. While we can't physically do this for them, we can and do act as guides to their futures.



### OUR MISSION

In line with our vision, our mission outlines how we aim to turn our statement of intent into reality. It embodies who we are and what we do.

**We exist to improve the lives of those we educate and look after, their families and communities through a relentless focus on learning and caring.**

Our mission makes clear that we don't only support children, young people and adults by assisting with their education and care, but also their families and the communities in which they live

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## OUR PROMISE



We are kind to ourselves and each other



We work together



We make things happen.

## Our Vision



We will build incredible futures by empowering vulnerable children and adults in the UK to be happy and make their way in the world.

## Our Mission

Every day we improve the lives of those we educate and look after, their families and communities through a relentless focus on learning and caring.



## Our Promise

We are kind to ourselves  
and each other...

we work together...

and we make things happen.

Outcomes  
First  
Group.

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## THE WELLBEING STRATEGY

The Wellbeing Strategy embeds a culture of positive wellbeing for all staff throughout Outcomes First Group care and education. The strategy uses the image of a rainbow to highlight the different wellbeing responsibilities throughout all the OFG job roles and specifically defines clinical input into universal, enhanced and specialist domains.



The Wellbeing Rainbow ensures that the needs of the children and young people who live and learn with OFG are met, whilst supporting the staff teams and foster carers with clinical advice, training and reflective practice. The Wellbeing Rainbow recognises the strength of inter-disciplinary working and our robust system of clinical governance ensures that all clinical assessments and interventions are informed by the most current research theory and evidence base.

## 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.

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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.**

- An extra day's holiday for 'One Moment in Time', a special day of your choice (birthday, child's first day at school etc.)
- 4 day working week\* terms and conditions apply and non-contractual
- 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



## FREQUENTLY ASKED QUESTIONS

### Do Outcomes First Group offer sick pay?

Yes – initially five days if in full time employment.

### When will I find out if I have been successful?

We will contact you if your application has been successful to arrange an interview. We will give you details on when you will find out if you have been successful during your interview.

### Am I buddied up with anyone when I first come to Outcomes First Group?

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Yes, you will be buddied up with someone who will support you through your first few weeks at Outcomes First Group. Ongoing support will be provided by your Wellbeing Coordinator and Clinical Lead.

## **Will pre booked holidays be honoured?**

Yes – please mention these at the interview stage.