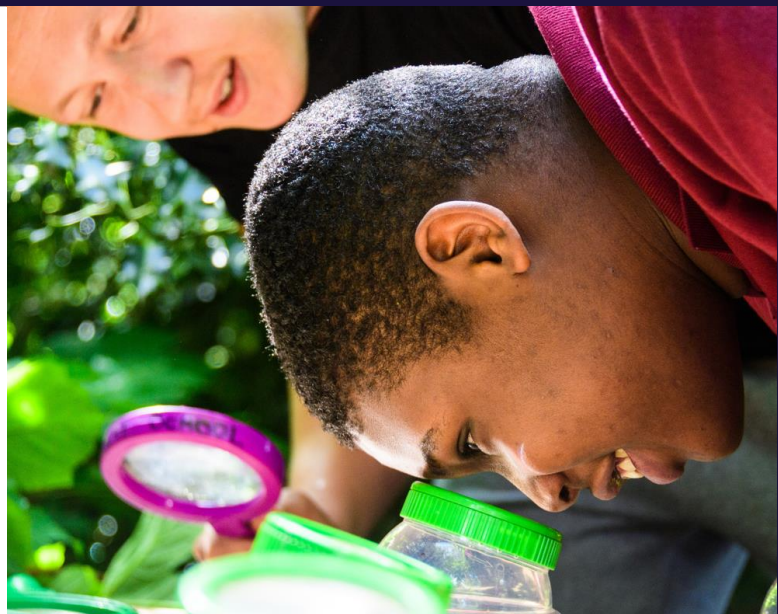


**Outcomes  
First  
Group.**



**Candidate Information Pack**

## 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

We are the UK's leading provider of specialist care. We exist to give neurodivergent children and young people access to a great education that caters to their specific needs, abilities and aspirations.

Through our three expert-led brands – **Acorn Education**, **Options Autism**, 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.

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 individual'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 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.

### OFG Clinical Teams

Our clinical team works alongside our care and education 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.

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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 heads of clinical operations. 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 me, **Dr Freya Spicer-White**, Chief Clinical Officer, with valuable input from the Chair of our Clinical Governance Board - **Professor Dame Robina Shah**.

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.

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**Clinical Operations:**

- **Dr Helen Hughes** – Head of Clinical Operations (South)
- **Dr Kieran Lord** – Head of Clinical Operations (North)

**Practice & Standards Team:**

- **Dr Leanne Johnson** – Head of 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 area you are applying for, whether that is **Acorn Education & Care, Options Autism or Momenta Connect.**

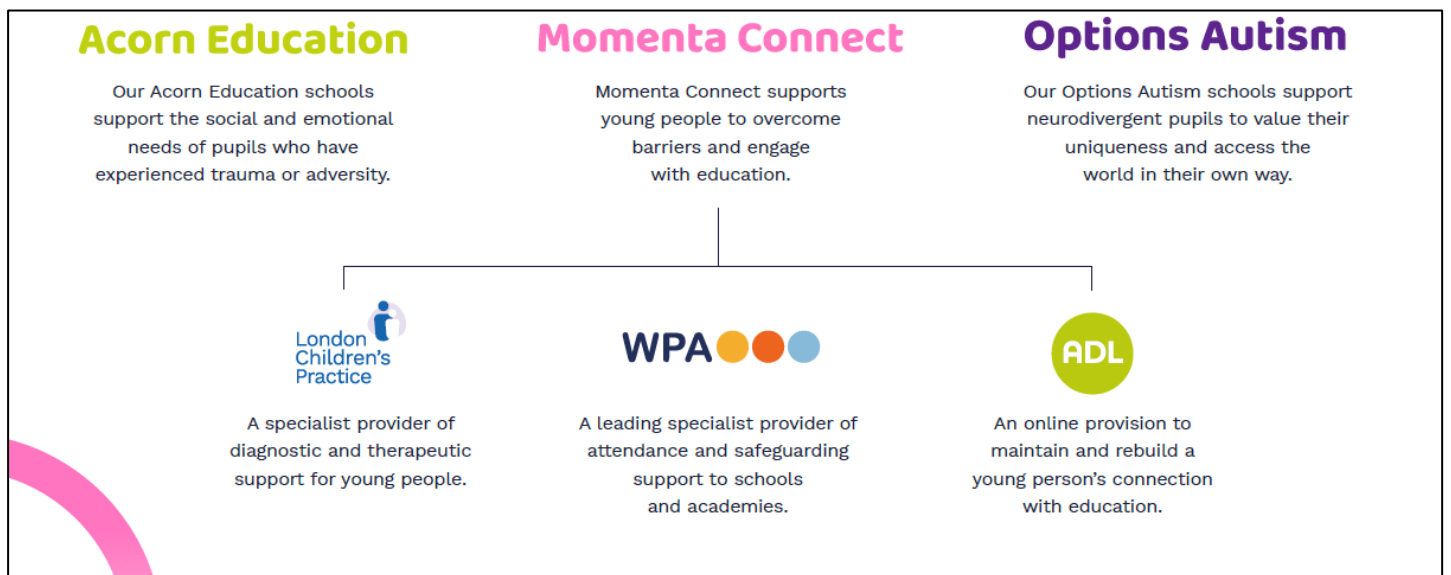
Here you can read more about our success stories, what OFG's vision, mission, promise and strategies are, as well as to view the members of our executive board.



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

## HOW IS OUTCOMES FIRST GROUP ORGANISED?

Outcomes First Group consists of three expert-led brands – Acorn Education, Options Autism, and Momenta Connect. Our Options Autism schools support neurodivergent pupils to value their uniqueness and access the world in their own way. Our Acorn Education schools support the social and emotional needs of pupils who have experienced trauma or adversity. Momenta Connect supports young people in mainstream education to overcome barriers and engage with education.



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## OUR CLINICAL APPROACHES

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.



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## **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**

**We believe that with a great education, every neurodivergent pupil can thrive and make their way in the world.**

### **Our Mission**

**Every day we improve the lives of our pupils, their families, and local communities through a relentless focus on wellbeing and learning.**

### **Our Promise**



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## OUR WELLBEING STRATEGY

Our Wellbeing Strategy embeds a culture of positive wellbeing throughout Outcomes First Group and our wider community. It's a strategy for delivering care, education and clinical provisions that meet the needs of children, young people and adults. It prioritises successful outcomes and is underpinned and informed by current wellbeing research theory and evidence.



Our Wellbeing Strategy ensures that all the children, young people and adults we educate and care for are nurtured, their physical and mental health is prioritised, and they're given opportunities leading to outcomes that match their strengths and abilities. It aims to ensure that every individual living and learning in one of our settings reaches their optimum level of wellbeing as defined and measured by placement stability, academic achievement and recognised quality of life outcome assessments.

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## 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

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An incredible career

**starts  
here.**

Because everyone  
deserves the best  
opportunities.

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