



## Red Stripe



The red stripe is our widest reaching stripe and therefore represents all colleagues - our administrators, the operations team, domestics, maintenance, managers, clinical, care, education, fostering, IT, HR, finance and the CEO. This stripe emphasises our Vision, Mission and Values.

### It is the responsibility of everyone to:

- Be professional and polite to colleagues and the wider community
- Understand their own wellbeing needs, their own triggers and signs when their wellbeing is not good
- Ask for help from their line manager/supervisor

### OFG has a responsibility to:

- Ensure everyone attends comprehensive induction training
- Have a clear wellbeing strategy that includes all staff members
- Provide colleagues with access to the Clinical Support line
- Allocate you a line manager/supervisor who has regular contact with you.

## Green Stripe Summary



The green stripe is the first stripe where staff have specific training and their roles are focused on wellbeing; these are all members of the Wellbeing and Clinical Services Teams. This stripe reflects the OFG Universal Offer, so all young people across the range of services should have access to this level of wellbeing service provision.

### These people have a responsibility to:

- Attend reflective practice, be open and honest
- Deliver Group based interventions which are evidence based
- Contribute to MDT discussions
- Provide consultation

### OFG has a responsibility to:

- Facilitate reflective practice sessions
- Hold proactive and responsive meetings about children and young people who are struggling
- Provide appropriate supervision and line management.

## Orange Stripe



The orange stripe begins to focus on those colleagues who have contact with our young people because they work in our schools and homes. These include our school administrators and cooks, our maintenance staff and domestics. The focus of this stripe echoes the OFG Pledge.

### These people have a responsibility to:

- Attend and engage with all training that is offered
- Raise safeguarding concerns to your safeguarding lead
- Follow the OFG code of conduct
- Whistle blow if they feel another colleague is not following the Wellbeing Strategy

### OFG has a responsibility to:

- Ensure these staff have DBS
- Provide training on safe practice so people can whistle blow should they witness unsafe practice
- Provide a comprehensive and easy to understand code of conduct

## Blue Stripe Summary



The blue stripe contains our qualified health professionals, who are trained in clinical disciplines which focus on increasing wellbeing through communication (speech and language therapists), movement/environment (occupational therapists) and mental health (psychologists and psychotherapists). This stripe reflects the OFG Enhanced Offer.

### These people have a responsibility to:

- Understand each young person's level of need
- Maintain CPD and requirements of their professional registration
- Use evidence-based approaches and standardised assessments
- Provide consultation and supervision

### OFG has a responsibility to:

- Provide training opportunities to ensure our disciplines provide the most up to date and evidence based assessments and interventions
- Supply the wellbeing & clinical services with standardised assessment measures
- Provide appropriate supervision, line management and CPD opportunities

## Yellow Stripe Summary



The yellow stripe represents our core care, education and fostering teams. Colleagues and carers in this stripe ensure a young person's wellbeing through their nurturing and compassionate approach. Our young people spend the majority of their daily lives with these people, so it is recognised that these individuals are crucial to the successful functioning of each OFG provision.

### These people have a responsibility to:

- Consistently deliver a therapeutic parenting approach
- Be aware of neurodiversity
- To read and follow each child's behaviour support and educational plan

### OFG has a responsibility to:

- Train staff in therapeutic parenting approaches
- Train staff in understanding neurodiversity
- Hold frequent multi-disciplinary meetings, consultation and reflective practice sessions
- Provide regular supervision and line management

## Violet Stripe Summary



The violet stripe is our smallest stripe, and therefore represents the most specialised group of people whose primary job is to support the wellbeing of our most complex young people through evidence-based psycho-therapy and holistic consultation. This stripe reflects the OFG Specialised Offer.

### These people have a responsibility to:

- Maintain CPD and requirements of their professional registration
- Work systemically and communicate with all other staff and family around each child
- Provide specialist consultation and supervision
- Ensure the concept of wellbeing is understood and prioritised by all other staff across the rainbow

### OFG has a responsibility to:

- Support the ongoing development of these professionals
- Support a culture where wellbeing is understood and prioritised