

Gold standard employer Outcomes First Group successfully achieves a place in UK's Best Workplaces for Women 2021 Awards



Gold standard employer Outcomes First Group (OFG), innovators in education and care and the UK's leading provider of children's services, is proud to announce that it has successfully achieved a place in the **Super Large Category** for **the 2021 Best Workplaces™ for Women ranking**¹. Suzanne Robson, Group HR Director at Outcomes First Group is thrilled, "It was only last year OFG was for the second year running ranked *Great Place to Work certified*™ Nov 2020 - Nov 2021."

Employees were invited to take part in the Great Place to Work nationwide survey of workplace cultures and people practices – and give their opinion on what it is like to work for Outcomes First Group. The Group met the award specifications required to be considered for the 2021 Best Workplaces for Women ranking - a minimum of 25% women in the workforce and a minimum of 25% women in higher positions such as Supervisors, Managers and Executive/Senior Managers. Most importantly it exceeded the Trust Index thresholds for its female population and 80%+ confidence levels for data from its female workforce.

Last year, in the Great Place to Work Awards survey of its male and female employees:

- 95% agreed people – are treated fairly regardless of their race
- 92% agreed people are treated fairly regardless of their gender
- 88% said their work has special meaning and that it is not "just a job"
- 87% agreed that when they joined the company, they were made to feel welcome.

Commenting on the award Suzanne Robson, said, "We are really proud of everyone in our team and like a lot of businesses in this sector we rely on female employees in all areas of the organisation. Approximately 70% of our employees are female and this is replicated in our management population with women taking up a similar number of management roles across all disciplines throughout the business. We are working hard on building a strong

female talent pipeline to secure our future for those we care for and educate and to continue to make Outcomes First Group a fully inclusive workplace.”

Outcomes First Group is passionate about employing dedicated caring individuals and is always looking for new people to join its exemplary team - in care, education, clinical professional support, social work and a whole range of support function roles - all of whom play a vital part in the success of the Group. To learn more about Outcomes First Group or to apply to join the team please visit www.outcomesfirstgroup.co.uk/join-our-family.

1. Super Large Category - 1001+ employees

Notes to editors

About Outcomes First Group

Since first achieving this accolade in 2019, NFA Group acquired Outcomes First Group and rebranded the group as Outcomes First Group, creating the UK's leading provider of outcomes-led learning, life skills, and therapeutic care for children, young people and adults with complex needs, Social Emotional and Mental Health and autism. The newly formed Outcomes First Group now employs more than 5,000 people, and is committed to maintaining and improving its reputation as a 'great place to work' by continuing to provide a supportive and inclusive working environment for all.

It is passionate about making a difference to those it supports, educates and cares for with expert teams across the country providing individually tailored support plans for each child and young adult in its care. This creates a safe and nurturing environment in which these individuals can learn, grow and succeed.

Throughout its journey, Outcomes First Group has joined forces with other established fostering agencies, specialist schools and residential care homes to create an inclusive world, committed to equality and diversity for all.

Outcomes First Group's vision is simple yet powerful; to build incredible futures for vulnerable children and young adults in the UK by empowering them to be happy and make their way in the world.

The Group operates a national network of award-winning, DfE registered specialist schools and therapeutic care homes. These services are delivered under the brands Acorn Education and Care and Options Autism as well as the National Fostering Group, the largest independent fostering provider in the UK.

About Great Place to Work®

Great Place to Work® UK is a consultancy specialising in workplace culture, helping organisations to create exceptional, high performing workplaces where employees feel trusted and valued. It helps employers improve recruitment, retention and productivity by putting employees at the heart of the organisation, analysing what they think and feel and identifying the real issues that need to be addressed.

Part of a global organisation, it applies data and insights from approximately 10,000 organisations across the world to benchmark individual performance and advise employers on how to continuously improve employee engagement and wellbeing and so help build and sustain business performance. It runs the Best Workplaces™ awards to enable the organisations it works with celebrate their achievements, build their employer brand and inspire others to take action.