



Outcomes First Group

FY25 Mid-Year Update





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INTRODUCTION

As part of our ongoing commitment to transparency and in line with the Walker Guidelines for Financial Reporting, we are pleased to share a summary of key developments for the first half of the financial year. This mid-year update outlines the Group's strategic progress and operational milestones, reflecting our focus on delivering high-quality, sustainable, education for more pupils.

OPERATIONAL OVERVIEW

Launching Blenheim Schools

During the first half of the year the Group has introduced a new division, Blenheim Schools – a family of non-selective, mainstream, all-ability schools delivering inclusive education to a broader cohort of pupils. As of February 2025, Blenheim Schools consists of 4 schools in the UK and one international school in Saudi Arabia.



International Operations

In support of the Group's growing international presence, we have transitioned to a new Group and UK leadership structure to better align with our Global ambitions and ensure that pupils of all abilities can access the right learning environment, both in the UK and overseas.

In addition, we have recently appointed Baroness Margaret Ford as Chair of the Board of Directors. Baroness Ford assumes responsibility for overseeing governance of the Group as we continue to develop our strategic positioning within the education sector. A full overview of the Group and UK Executive Leadership team can be viewed, [here](#).





Adult Care Update

As the Group continues to strengthen its focus on education, we have completed the sale of our adult care operations to a specialist provider whose primary focus is adult care. This has enabled us to ensure the individuals previously supported through adult care will continue to benefit from dedicated expertise and support from a provider whose sole focus is adult care.

KEY BUSINESS DEVELOPMENTS

We are actively supporting the Government's agenda to increase mainstream inclusion and ensure, where appropriate, more pupils can remain in mainstream schools with the right support in place to meet their needs. To help inform national dialogue and drive practical change, the Group has recently published its 'Early Intervention, Lifelong Impact' thought leadership report outlining our recommendations for ensuring every pupil can access the right learning environment, at the right time. [You can view the full report here.](#)

ESG UPDATES

We remain strongly committed to supporting the United Nations Sustainable Development Goals – ensuring our approach to education is both environmentally responsible and socially impactful. A summary of key highlights is outlined below:

- ▶ Launched rollout of the Green Mark Sustainability Accreditation across all UK schools, with our first school receiving official accreditation.
- ▶ In addition to sourcing 100% of our electricity from renewable sources, we are accelerating the transition to green energy with a number of sites deploying solar panels.
- ▶ Having successfully piloted electric vehicles at a number of schools, we are committing to all new vehicles being EVs, supporting the gradual reduction in emission from our fleet.
- ▶ We are installing a new electric vehicle charger to reflect our growing fleet and rolling out vehicle tracker devices to monitor usage, increase operational efficiency and enhance our sustainability reporting



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EMPLOYEE UPDATE



We recognise the value and importance of a diverse workforce and are committed to being a fair, inclusive and supportive place of work for all. We believe diversity drives innovation, strengthens teams, and reflects the communities we serve. This commitment is reflected in our policies, practices and culture, which promote equal opportunities and empower employees from every background to thrive.

Our progress is measured annually in the Great Place to Work survey where results consistently support a strong culture of inclusion and belonging, reinforcing our dedication to empowering employees from every background to thrive:

- ▶ 93% of the respondents agreed that people at Outcomes First Group are treated fairly, regardless of their race.
- ▶ 92% of the respondents agreed that people at Outcomes First Group are treated fairly, regardless of their sex.
- ▶ 95% of the respondents agreed that people at Outcomes First Group are treated fairly, regardless of their sexual orientation. The Group workforce is predominantly female, and the Group is proud to have been recognised as a Great Place to Work for Women over a number of years.