



MacIntyre
Academies



MacIntyre
Providing support...your way

**Group Director of Education
and Children's Services**
(CEO of MacIntyre Academies Trust)



Candidate Pack

Group Director of Education and Children’s Services

Job Title:	Group Director of Education and Children’s Services (CEO of MacIntyre Academies Trust)
Salary:	£105k to £115k depending on experience
Hours of Work:	Full-time 38 hours per week
Location:	Preferred base is Milton Keynes, with regular travel in Buckinghamshire, Oxfordshire and the Midlands required
Closing Date:	25 November 2024
Interview Date:	4 December 2024 Interview Stage 1 9/10 December 2024 Interview Stage 2
Start Date:	As soon as possible.

MacIntyre Academies Trust and MacIntyre Care (The MacIntyre Group) are looking for an inspirational senior leader, with a successful background in the education sector, values that match our own and proven commercial skills, to continue our track-record for excellence, deliver our growth ambitions and increase our impact.

The Group provides pre- and post-16 education and residential care to over 500 children and young people who have a learning difficulty and/or autism. We are entering an exciting period of growth across the Group with two new free special schools due open in September 2027.

About Us

MacIntyre Care was set up over 50 years ago by an ambitious father, Ken Newton Wright. Our founder opened MacIntyre’s first school to ensure that disabled children could live and learn in an ambitious, child-centred and nurturing environment. In 2012 the Trustees of MacIntyre Care set up and sponsored MacIntyre Academies Trust (MAT), enabling us to reach more children through the Academy and Free School programme. MacIntyre Care and MacIntyre Academies, under the umbrella of The MacIntyre Group, now provides education and care to over 1,500 children and adults and employs over 2,500 staff and we are proud that despite our size our founder’s ideology lies at the heart of everything we do today.

OUR CHILDREN’S SERVICES VISION

For all young people to have confidence and belief in their potential, be ready for a successful adult life and connected where they live.

“READY FOR LIFE”

OUR VALUES

- Compassion
- We are person centred
 - We are resilient
 - We are authentic
- Ambition
- We make things happen
 - We pursue excellence
- Partnership
- We work as a team
 - We pay attention – listen, observe, and respond

OUR PROVISIONS

- MacIntyre School, an independent special school in Buckinghamshire with two Ofsted registered 52-week children’s homes on site
- Two additional children’s homes in Bedfordshire and Hertfordshire
- Discovery Academy in Nuneaton
- Endeavour Academy and children’s home in Oxford
- Quest Academy in Rugby
- Venture Academy in Henley-in-Arden.
- Partnerships with four Further Education colleges in the West Midlands, Milton Keynes, and Thames Valley to deliver bespoke education to over 200 young people as they make the transition to adulthood

This is an exciting time to join the Group as we begin a significant period of growth with two new free schools being awarded to MAT as part of the recent free school wave, with new partnerships being pursued for our MacIntyre No Limits Further Education provision and with active discussions with commissioners about increasing the number of children's homes we operate.

The Role

The role of Group Director is a unique one as it straddles both organisations in the Group. This has been an intentional step to ensure that there is a singular MacIntyre ethos and approach to the delivery of education and children's care running through both organisations and to ensure that we achieve excellence across the board.

Reporting on a day-to-day basis to the Chief Executive for MacIntyre Care, and accountable to the Board of Directors of MacIntyre Academies Trust, the Group Director of Education and Children's Services will be the CEO of MAT and the Operations Director for the Children and Young People's (CYP) Division in MacIntyre Care.

You will deliver our plans for growth and ensure we achieve excellence in everything we do. Having been successful with our application for two new free schools we need to plan, and project manage their opening in September 2027 with a focus on each school achieving a rating of at least Good with Ofsted at their first inspection.

Our No Limits further education provision is growing year on year with a key focus on ensuring we deliver outcomes that matter to young people as they transition into adulthood.

There are three children homes associated with our schools and one stand-alone specialist children's home in Hertfordshire. The Group Director will also ensure that these and any future new homes deliver high quality care as set out by MacIntyre and Ofsted.

You will provide leadership and direction across all areas through the direct line management of School Principals, MAT's Head of Operations, the Head of No Limits and the Head of MacIntyre School and Children's Residential Services. In time you will, with the Group CEO, consider the leadership and support structures needed to support a growing organisation and to maintain effective and collaborative working across the Group.

You will work closely with both Boards and a few Trustee subcommittees to ensure that the strategic aims of the Group are delivered and that the MacIntyre ethos and values are always upheld. The same oversight will apply to working closely with other stakeholders such as regulators, funders, regional school commissioners and the Department for Education ensuring that we are compliant with all regulatory and contractual expectations.

You will be accountable for a £28m budget and ensuring the financial sustainability of MAT and the CYP division, ensuring that there are robust systems in place so that funds are used properly, efficiently, and effectively.

About You

We are seeking a driven senior leader from within the education sector, whether that be in schools, post-16 education or adult learning. You will be passionate about the purpose of our organisation, influential and motivational, and importantly your values will match ours. You will feel as passionately about children's social care as you do the power of education and be able to quickly learn and interpret the regulations for children's home.

You will be comfortable working in a group structure and have a clear vision for what high quality education and children social care looks like. You will be able to provide leadership and direction to our Principals, be passionate about helping young people fulfil their potential and have demonstrable experience of delivering impact through others.

With significant senior management experience, you will be commercially astute, have managed large budgets, secured funding, and overseen financial planning and reporting processes. You will be able to build and maintain positive relationships with parents, colleagues, local communities, government agencies and other key stakeholders. A skilled negotiator, you will be adept at identifying opportunities

for growth, collaboration and partnerships with other organisations which can enhance the quality and impact of our provision.

A current full driving licence and the flexibility to travel widely are required for this post.

Creating a great place to work is important for us, so in return we offer you a competitive salary of £105k, generous annual leave, a local government pension scheme, and a range of wellbeing initiatives



Letter from Sarah Burslem, CEO, MacIntyre Care

Dear Candidate

Thank you for your interest in the role of Group Director for Education and Children Services. That is quite a title but it will be quite a job!

The successful applicant will lead the next phase of growth and development for our schools, post-16 education provision and children services across MacIntyre Care and MacIntyre Academies. In addition to influencing the future of both organisations the post holder will ensure, through close operational oversight, that all our education and children's social care services are safe, nurturing, and ambitious places for children and young people to learn and live. To achieve in this role, you will need to feel comfortable with working at both a strategic and operational level and with being accountable to both MacIntyre and MacIntyre Academies Board of Trustees.



The Group turnover is £70m, of which £12.6m is attributed to MacIntyre Care's education and children services and £15m to MAT. MacIntyre Care is a national charity providing education and social care to over 1,500 children, young people, and adults. MacIntyre School is an independent special school which is currently attended by up to 40 children. Most of the children also live for some of the time at Jenkins Court and Hillside two children's homes registered with Ofsted. MacIntyre No Limits provides post-16 Education programmes of learning to over 200 students across four college partnerships. The No Limits curriculum focuses on the young person's transition to adulthood, delivering the learning in settings that make sense to each of them. Our No Limits student numbers have grown year on year, and we expect this trend to continue.

We understand that some children need to live outside the family home and for some as they leave education it is a natural progression to move to their own accommodation. Because of this we do provide children's homes, transitional support, and supported housing provision. We expect to increase the number of children's homes over the next 24 months. It is vital that our new Director feels as passionately about childcare and support services and standards as they do about education!

MacIntyre Academies is a Multi-Academy Trust sponsored by MacIntyre Care and was set up to enable us to provide excellent education to increased numbers of children under the Academy agenda. There are currently four schools: Discovery Academy (100 students) Quest (100 students) Endeavour (32 students) and Venture (50 Students). Each school has an established and effective local advisory board that takes on delegated local governing responsibilities, and the Trust has a Central Support team who work closely with Principals and school support staff. The Trust has a growing reputation with children, families, local commissioners and the Department for Education for the delivery of outstanding education. We are preparing to open to new schools in September 2027, one in Leicestershire and one in Worcestershire.

The Trustees of both boards have a shared vision for the MacIntyre approach to education and children's social care and this is clearly defined in the "MacIntyre DNA" that underpins all Group activity. The post holder will continue to ensure that the alignment between the two organisations goes from strength to strength, delivering enhanced benefits to the children, their families, the workforce, and all other stakeholders.

In summary you will be joining the MacIntyre Group at a pivotal time in our history. You will influence the future direction of both organisations at a time when the education and children's social care sectors in the UK are facing huge challenges. The role is a unique one that straddles two organisations and requires a level of confidence and capability at both a strategic and operational level. The MacIntyre group intends to influence the necessary reform, to grow and to achieve excellence in all that we do. If you would like to be part of how we achieve this please do submit an application.

A handwritten signature in dark ink that reads "S.A. Burslem". The signature is written in a cursive, slightly slanted style.

Sarah Burslem
CEO, MacIntyre

Our Vision and Ethos

We believe all children and young people, regardless of need or previous educational experience, deserve the best education and support possible. We want all children and young people to have confidence and belief in their potential, be ready for a successful adult life and connected where they live. As a result, our aim is to deliver 'outstanding' education and care with outstanding outcomes. We view families as partners and know the importance of highly personalised education and care. We provide inspirational, safe, and enjoyable environments where young people can thrive. Our main aims are:

- Good and outstanding provision with a focus on achieving academic success and building CYP's wellbeing and quality of life.
- Enriched learning which opens doors to diverse pathways and careers.
- Providing highly stimulating, engaging, and personalised learning experience.
- Being non-judgmental, holding unconditional positive regard for CYP and families and always celebrating positive progress. A team of dedicated Compassionate School Coaches in MAT are key to this approach.
- Recruiting and retaining a highly skilled workforce who are role models for each other and CYP.
- Services which are truly family centred. MAT employ dedicated Family Footings Facilitators to ensure practice and strategies are shared beyond school gates.

We are also guided by a commitment to the following values:

- Being Compassionate: we show that we care through our actions and support.
- Being Ambitious: for young people, for their families, for ourselves and each other.
- Working in Partnership: we are better when we work together.

We ensure that learning is practical, always feels 'real' and relevant and builds on young people's strengths. To achieve this, learning can happen anywhere including the local community, the school grounds and in specialist spaces. Through engaging projects young people access a broad and balanced curriculum including developing the literacy and numeracy skills which will help them to succeed in adult life.

Supporting young people to improve their own well-being, particularly their communication, social, emotional, and mental health needs, is key to the success of our children's homes. This includes learning to build positive relationships, being active, contributing positively to their school, home, and local community, broadening experiences and learning to understand and shape their own emotions.

We have a holistic and non-judgemental approach to supporting behaviour that empowers the child or young person to engage in education and in their package of support. We believe that a young person that is motivated, encouraged and made to feel worthwhile will choose to learn, and consequently behave well. We support children and young people to become socially responsible, polite, and caring young adults, who value the lives of others and the environment in which they live.

All our staff are trained to support children and young people to develop positive behaviours and develop strategies to manage their own behaviour positively. For us good behaviour and attendance are a direct outcome of positive attitudes to learning and a staff team which makes everyone feel they belong, are safe and valued, and can achieve success.

Group Director of Education and Children's Services

Job Description

Reporting to

The Chief Executive for MacIntyre Care; and accountable to the Board of Directors of the Multi-Academy Trust.

Purpose

The Group Director is responsible for leading MacIntyre Group's Children and Young People (CYP) Services. They will provide strong strategic leadership and management across all aspects of the Group's CYP activities and ensure the Group provides high quality education and care through the effective and efficient use of resources and people. The Group Director is accountable for the standards our schools and children's homes achieve and the quality of education and childcare we deliver.

The Group Director will represent the Group with a wide range of stakeholders and partners and be responsible for the growth and future sustainability of the Group's CYP services.

As the CEO and Accounting Officer for the MacIntyre Academies Trust (MAT), the Group Director is responsible for ensuring MAT meets its regulatory, financial, and legal requirements. The Accounting Officer responsibilities are set out in the Academy Trust Handbook.

Key Responsibilities and Duties

Strategic Leadership

- Establish the Group's CYP strategic objectives and uphold the Group's mission, culture, values in partnership with the MacIntyre Care and MAT Boards.
- Provide vision, direction and leadership that enables the Group to sustainably achieve its CYP objectives.
- Create a positive and supportive culture across the Group and its schools and services.
- Determine MAT's organisational design and operational systems to meet its current and future requirements and manage change effectively.
- Set high standards and challenging, but realistic, goals for our schools and services.
- Build and maintain effective external relationships, including Department of Education, Ofsted, local authorities, local communities, and other stakeholders.

Finance, Sustainability and Compliance

- Ensure that sound financial and risk management systems are in place across the Group's CYP activities.
- Prioritise and allocate financial resources appropriately ensuring efficiency, effectiveness, and probity in the use of public funds.
- Ensure the long-term sustainability of both organisations through effective financial and estates management.
- Ensure the Group's CYP services comply with all statutory and legal requirements including safeguarding, health and safety, relevant company, and charity law.

Quality of Education and Care

- Ensure the Group is delivering high quality teaching, learning and care in all its schools and children's homes.
- Ensure the Group has a robust and scalable model of school/services improvement.
- Ensure the Group is delivering high quality teaching, learning and care in all its schools and children's homes.

- Ensure that areas for improvement are identified early and appropriate action taken.
- Implement evidence-based strategies for continuous improvement and ensure their effective implementation.
- Ensure that centralised processes and back-office functions provide support to schools and children's home to focus on delivering high quality education and care.

People

- Establish an ambitious and successful culture through a people strategy that identifies talent, supports, and develops all staff and sustains a culture of high staff professionalism.
- Ensure the Group maintains high quality employment practices that promote diversity, equality, and inclusion with a focus on workforce resilience and wellbeing.
- Ensure that systems are in place for staff to access high quality professional development, aligned to organisational objectives.
- Ensure the Group's CYP staffing capability and capacity meets current need and is fit for the future.
- Focus on talent management and succession planning across the Group's CYP work.
- Promote and ensure ethical practices of recruitment and retention of staff.
- Bring about organisational change and improvement through a careful approach to engaging and involving staff.
- Manage performance in respect of strategic and business plans and budgets, taking appropriate action and reporting as required.

Governance and Accountability

- Develop and maintain effective relationships with the MacIntyre Care and MAT Boards recognising their key role in holding the Group Director and CYP Executive Teams to account.
- Ensure clear and appropriate reporting mechanisms are in place and both Boards receive quality information in the level of detail needed to enable them to make informed decisions and fulfil their functions and legal obligations.
- Maintain rigorous approaches to identifying, managing, and mitigating risk.
- Promote the Group's work and present the Group effectively when dealing with the media and key stakeholders.
- Understand the role of relevant regulatory bodies and ensure the Group and its schools and children's homes respond to their requirements.
- Keeping up to date with the relevant statutory, legislative, and good practice requirements and ensuring they are robustly applied.

Additional Duties:

- Perform your duties to the highest standards, routinely managing multifaceted projects and complex priorities, whilst ensuring tight deadlines are met.
- To safeguard and promote the welfare of all children and young people in the schools, further education, and children's homes by being familiar with and aware of the Group's Safeguarding and protection issues, procedures, and guidelines and to always adhere to them.
- To bring to the attention of a senior colleague any matter of concern over the wellbeing, safety or safeguarding of a person we support.
- To participate in the Appraisal/ Performance Management processes and undergo all relevant training and development.
- To be aware of your responsibilities in accordance with the current Health and Safety at Work Act.
- To be aware of your responsibilities in accordance with the General Data Protection Regulations (GDPR) and be familiar with the content of the Group's Data Protection Policy, Acceptable use of ICT Policy, Password Policy and any other associated policies and procedures.

- To be responsible for your own personal and professional development; undertaking learning and development activities including attending role specific training as required.
- To travel to any schools or service within the Group and to such meetings as the duties of the role require.
- To undertake any other reasonable tasks as are required at the discretion of the CEO, MacIntyre Care in line with the level of responsibility of the post of Group Director of Education and Children's Services.

**Job Description currently in draft, to be finalised with successful candidate.*



Group Director of Education and Children's Services Person Specification

	ESSENTIAL	DESIRABLE
Education and experience	<ul style="list-style-type: none"> • Degree, Diploma, or equivalent qualification. • Evidence of continuous commitment to ongoing learning and professional development. • A successful record as a senior leader in the education sector – either in schools, post-16 education or adult learning. • Demonstrable experience of building and sustaining a high performing culture and managing teams in a multi-site organisation across a wide geographic area. • Experience of successfully managing others through periods of change and growth. • Evidence of effective strategic planning, financial and budget management and managing successfully within the governance structures of a similar organisation. • Experience of overseeing successful communications and marketing strategies. • Appreciation of the educational and social care landscape including issues relating to academies and free schools. • Proven success in working collaboratively and building effective partnerships with a wide range of stakeholders. • An understanding of statutory legislation concerning the protection of Children and Young People. 	<ul style="list-style-type: none"> • Experience and in-depth knowledge of children and young people with severe and complex needs. • Experience of Children's Social Care and regulatory requirements. • Experience in working positively with and responding to the decisions of a Board of Trustees. • Experience of working within a complex group structure. • An understanding of the relevant company and charity law.

<p>Skills and Personal Attributes</p>	<ul style="list-style-type: none"> • Strong leadership skills and role model with the ability to develop leadership skills in others. • Ability to translate strategy into achievable operational plans. • Demonstrates flexibility and resilience in the face of challenges. • Inspires confidence in others and leads by example with tenacity and integrity. • Emotionally intelligent and is empathetic to the needs of others. Can work sensitively in a range of situations. • Confident, calm, comfortable in a range of settings, enthusiastic about understanding the needs of young people. • Ability to lead on Finance, sustainability, and compliance. • Proven track record in leading, motivating, inspiring, and managing staff including building successful teams. • Business acumen and proven background of growing and developing commercial ventures. • Financially literate and knowledge of project and resource management skills. • Excellent interpersonal communication and presentational skills both written and verbal. • Ability to embrace and influence change, to listen and to negotiate and influence. • Ability to progressively develop a high profile for the Group's CYP work. • Ability to manage change effectively. • Ability to take difficult decisions along with calculating and mitigating risks. • Ability to delegate effectively and hold others to account for their performance and outcomes. • Ability to effectively prioritise competing demands in a challenging work schedule. • A sharp intellect, with the desire to learn new things quickly.
<p>Other</p>	<ul style="list-style-type: none"> • Commitment to promoting best practice in safeguarding and the welfare of young people. • Current (full) driving licence and the flexibility to travel widely as required for this post. • Able to work flexible hours including evenings, bank holidays and weekends (as and required).



The MacIntyre Group is committed to safeguarding and promoting the welfare of children, young people, and vulnerable adults. All positions will require an enhanced Disclosure and Barring Service check and registration with the DBS Update Service together with all other relevant recruitment checks including obtaining references.

Referees will be asked to assess suitability of candidates to work with vulnerable adults, children or young people and will be verbally verified.

Our Safeguarding Policies can be found on our websites and candidates will be asked about safeguarding as part of the recruitment process.

The MacIntyre Group is an equal opportunities employer. Our policy on the Recruitment of Ex-Offenders is available to applicants on request and is also available on our website under 'Work for Us.'



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