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Academies



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## Group Director of Education and Children's Services



## Application Pack

# Recruitment Advertisement

## Group Director of Education and Children's Services

**Job Title:** Group Director of Education and Children's Services

**Reference No:** 0000000034

**Salary:** £95,000 per annum

**Hours of Work:** Full-time 38 hours per week

**Location:** Regular travel to Buckinghamshire, Oxfordshire and Warwickshire required

**Closing Date:** 4 January 2021, 5pm

**Interview Date:** w/c 11 January 2021

**Start Date:** as soon as possible

**MacIntyre Academies and MacIntyre Care (The MacIntyre Group) are looking for an ambitious leader who will influence the future direction of both organisations. We provide school education, further education and children's residential services to 500 children and young people who have a learning difficulty and/or autism. You will be ambitious for every child and young person, for the workforce and for yourself. This in turn will ensure that as a Group we thrive, and our reputation as a leader in both specialist education and Children's Social Care goes from strength to strength.**

### 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, a Multi-Academy Trust enabling us to reach more children through the Academy and Free School agendas. MacIntyre Care and MacIntyre Academies, under the umbrella of The MacIntyre Group, now provides education and care to over 1500 children and adults and employs over 2500 staff and we are proud that despite our size our founder's ideology lies at the heart of everything we do today. The primary purpose of both organisations that make up the MacIntyre Group is to make a positive contribution to the lives of children, young people and their families.

The education and children's care provision across the Group includes MacIntyre School, an independent special school in Buckinghamshire, Discovery Academy in Nuneaton, Endeavour Academy in Oxford, Quest Academy in Rugby and Venture Academy in Henley-in-Arden. We have 12 education partnerships across England that delivers alternative further education to over 200 young people as they make the transition to adulthood. Finally, we provide specialist residential care to up to 38 children across three children's homes and one short break property linked to Endeavour Academy.

### The Role

The role of Group Director is a unique one as it straddles two organisations. 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 to the Chief Executive for MacIntyre Care and accountable to the Board of Directors of MacIntyre Academies Trust (Trust Board) the Group Director of Education and Children's Services will provide strong and effective strategic leadership across both organisations.

As the Group's senior executive lead for education and children services you will oversee our plans for growth and development and ensure that operationally we achieve excellence. Having acquired our fourth Academy school, Venture in September 2020 we aim for modest future growth in MacIntyre Academies 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 on a trajectory for 20% year on year growth and our key focus is to ensure that we achieve a standard of teaching and learning that is consistently excellent. There are three children homes associated with our schools and one stand-alone specialist children's home in St Albans. The Group Director will lead a senior specialist team to ensure that these homes and the two new homes planned deliver high quality care as set out by MacIntyre and the regulator.

You will provide strategic and operational leadership through the direct line management of School Principals, the Operational Head of No Limits and the Operational Head of Children's Residential Services. Each school

has a significant support structure available at school level and both organisations have a substantive central support infrastructure.

There will be the requirement to work closely with both Boards and a number of Trustee subcommittees to ensure that the strategic aims of the Group are delivered effectively and that the MacIntyre ethos and values are upheld at all times. The same oversight will apply to working closely with other stakeholders such as regulators, funders, regional school commissioners and the DfE ensuring that we are compliant with all regulatory and contractual expectations. You will be accountable for the education and children's services income for the Group (£20m) and ensure that each service manages their budget effectively. As the Accounting Officer for MacIntyre Academies you will ensure that there are robust systems in place so that funds available to the MAT are used properly, efficiently and effectively.

### **About You**

The education and social care sectors will see significant reform over the next few years. The MacIntyre Group is excited about the future and the role that we will play in shaping and influencing this reform at national and local levels. It is important therefore that you feel confident in the contribution that you can make to this vision and in navigating great outcomes for children young people and for the Group during turbulent times.

This is a unique role and you will need to be comfortable working in a complex group structure and have a clear view as to how you will bring an efficiency and effectiveness to the structure.

You will hold a degree level qualification or equivalent and be highly respected within the Educational sector and/or charity sector. With significant senior management experience, you will be commercially astute with a thorough understanding of business planning and development processes and an ability to identify strategic and operational priorities.

You will have an appreciation of the current educational and children's social care landscape including issues relating to academies and free schools. Knowledge of statutory legislation concerning the protection of children and young people, experience of Children's social care and the regulatory requirements and experience of residential care is desirable.

An excellent communicator, you will have high levels of resilience and determination and be organised and calm under pressure; inspiring this in others. You will also have strong interpersonal skills establishing relationships quickly across The Group and influencing stakeholders and partners.

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

### **Benefits**

In return, we can offer you a competitive salary, generous annual leave entitlement and local government pension scheme, as well as an Employee Assistance Programme to support your health and wellbeing and access to our cycle to work scheme once you've completed your probation.

\*Salaries are Full-Time Equivalent and are dependent on skills and experience.

*Please attach a copy of your CV when you apply on our website*

### **No Recruitment Agencies**

*"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 this as part of the recruitment process."*

## Letter from Sarah Burslem, CEO, MacIntyre

Dear Applicant

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

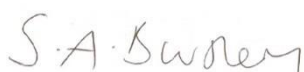
The Group turnover is £62m of which 10m is attributed to MacIntyre Care's education and children services and 10m to MAT. MacIntyre Care is a national charity providing education and social care to over 1500 children, young people and adults. MacIntyre School is an independent special school which is currently attended by 33 children. Most of the children also live for some of the time at Jenkins Court and Hillside two children's homes registered with OFSTED. No Limits provides alternative Further Education programmes of learning to 205 students across 12 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 and partnership numbers have grown year on year and we expect this trend to escalate further over the next few years.

We understand that some children need to live outside of the family home and for some as they leave school and FE learning 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 the candidate feels as passionately about child care 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 (94 students) Quest (98 students) Endeavour (32 students) and Venture (31 Students). Each school has an established and effective local advisory board (LAB) that take on delegated local governing responsibilities and the Trust has a Central Support team who work closely with Principals and school support staff. The Trust is still relatively young but we are extremely proud of the growing reputation that we have with children, families, local commissioners, regional schools' commissioners and the DfE for the delivery of outstanding education. We have modest expectations to increase the number of schools over the next five years and understand the importance of maintaining this outstanding reputation.

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 and 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.



**Sarah Burslem**  
CEO, MacIntyre



## Our Vision and Ethos

We believe all children and young people, regardless of disability or difficulty, deserve the best education and care possible. We want all children and young people to be ambitious for themselves and we need to be ambitious on their behalf. Therefore, our aim is to deliver 'outstanding' education and care with outstanding outcomes. We welcome the involvement of families, keeping education and care individualised to each child/young person. We provide healthy, safe and enjoyable environments, with excellent teaching and learning, with a focus on high quality personalised education and care.

Our main aims are:

- Improve outcomes and life chances for children and young people;
- raise aspirations of both children and young people and staff aspirations for the children and young people;
- support children and young people back into mainstream schools and colleges where appropriate;
- ensure better transitions, destinations and opportunities after school and college;
- Accelerate progress in literacy, numeracy as well as a broad and balanced curriculum;
- Provide safe, nurturing and ambitious places for children and young people to live if they are unable to live at the family home.
- Operate services which is environmentally sustainable and financially secure;
- strengthen community cohesion by being a keystone within the local community;

With curricula that focus on developing academic potential, social, vocational and life skills, we want every learner to achieve his or her full potential. The school and No Limits curricula are motivational and make connections. Learning is practical, always feels 'real' and relevant and builds on young people's strengths. To achieve this, learning happens in a wide variety of spaces including the local community, the school grounds and in specialist technology 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 central to all curricula and to the objectives of the 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 as a consequence 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 staff are trained to support children and young people to develop positive behaviours and develop strategies to manage their own behaviour positively. Good behaviour and attendance are a direct outcome of positive attitudes to learning - importantly, our vision is for all children and young people to enjoy attending MacIntyre's Educational Provision and to feel safe in the place where they live.

Key to our success is the recruitment and development of a highly skilled, flexible workforce that delivers outstanding education and support, and benefits from MacIntyre's in-depth understanding and experience of how to design bespoke education and care solutions to children who requires specialist support strategies to achieve excellent outcomes.



# Group Director of Education and Children's Services

## Job Description (in draft, to be finalised with successful candidate)

### Reporting to

Reporting to the Chief Executive for MacIntyre Care; and accountable to the Board of Directors of the Multi-Academy Trust (Trust Board) the Group Director of Education and Children's Services will provide strong and effective strategic leadership across both organisations.

### Purpose

To provide strong and effective strategic and operational leadership to MacIntyre Care and MacIntyre Academies (The MacIntyre Group). You will ensure that all education and children's services across the Group reflect the MacIntyre DNA and are seen as outstanding by our many stakeholders. As the senior executive lead for the MAT and MacIntyre Care you will be responsible for the growth and future sustainability of The Group's education and children's services.

### MacIntyre Academies

- To support MacIntyre Academies Trust Board in the efficient and effective delivery of the Trust's strategic aims and objectives, to uphold the Trust's values, and to provide visible leadership across the organisation. Leading on the formulation of the Trust's strategy.
- To oversee the MAT income (approximately £10m) and ensure each school and the Central MAT team manage their budgets effectively.
- Ensuring that appropriate performance management and wider administrative and governance arrangements are in place to ensure the effective implementation of the Trust's Strategic Plan.
- Providing strong and effective leadership, vision and strategic direction to Trust staff to achieve the highest levels of performance and ensure a culture of continuous improvement.
- Developing and implementing strategies that raise the quality of education across schools, reporting to the Trust Board on progress made against key targets.
- Leading and managing the operation of the MAT including, schools, children's home(s) and MAT executive team, in order to achieve its objectives, in a way that is aligned with the Trust's values.

### MacIntyre Care

- To provide strategic leadership for the Children and Young People Division and for MacIntyre, ensuring we achieve excellence, contribute to sector learning, maintain a very positive reputation in the education and care sectors, and ensure that the Division and MacIntyre is effectively run and financially sound.
- To develop and implement the growth strategy for education, children and young people's services.
- Lead a team consisting of School Principals, Heads of Operations (No Limits and Children's residential services) and Specialist Managers.
- To oversee the income for MacIntyre Care's education, children and young people's income (approximately £10m) and ensure each discipline manages their budget effectively.
- To work as a member of the Director team, contributing to and advising on the management of the organisation and supporting Trustees in the development of policy and its implementation.

### Key Responsibilities and Duties (MacIntyre Academies):

#### Planning and Strategy

- Apply the Trust strategy to the local contexts, and advise the Board of local nuances and needs.
- Agree delegations with the Trust Board to the Local Advisory Boards and Principals for their day to day operations.
- Convene and lead the Executive team and Principals and others across the Trust to deliver a collective and consistent strategy, determining the best means of delivery.
- Review the progress of the Academies within the Trust, liaising with their Local Advisory Boards, and take action as necessary to ensure that progress and improvement is delivered and maintained, with a drive towards agreed levels of progress and the highest grade of external validation.
- Develop strategies for the generation of additional revenue and resources for the Trust.
- Provide accurate and timely reports of activities and performance to the Trust Board, and all other stakeholders in accordance with requirements, devising succinct but informing summary reporting systems.

## **Quality and Standards**

- Lead and motivate schools into the ethos of the Trust.
- Ensure that problems in school performance are identified and analysed, appropriate costed and prioritised solutions are developed and recommended in order to achieve whole school effectiveness.
- Advise on the allocation of resources in order to ensure that each academy in the MAT receives an appropriate level of resource to enable it to achieve required improvements.
- Utilise the collective strengths of member schools for the benefit of all members of the Trust, so that students receive the best possible outcomes.
- Identify key agencies, individuals and groups that could enhance the work of the Trust, and secure their partnership for the benefit of the Trust.
- Within the framework of policy, select, train, develop and motivate the staff of the MAT and to appoint associate consultants as appropriate in order to ensure the effective operation of the Trust and to achieve its objectives.
- Lead and work alongside functional specialists as required to achieve objectives.
- Ensure the Board and schools are advised of current education policy issues.
- Takes responsibility for the maintaining the safety, health and environmental performance of all schools and offices.
- Overview the curriculum to ensure appropriate breadth.
- Work with the Head of Support Services to drive efficiencies and collaborative working across the Trust.

## **Commercial Management**

- As Accounting Officer, ensure robust systems are in place so that the funds available to MacIntyre Academies Trust are used properly, efficiently and effectively.
- Negotiate and agree optimum prices with various service providers in order to achieve economies of scale, and to adopt the appropriate procurement process.
- With the overall objective of ensuring the MAT's long-term financial sustainability, ensure that proper financial systems are established and effectively monitored, that appropriate action is recommended to address problems identified and to ensure that the Directors are presented with accurate and timely financial reports.
- Review and approve annual budgets of each of the academies in the MAT. To ensure that all budgetary targets are met by individual academies and the MAT as a whole.

## **Growth**

- Support the Chair of the Trust in the recruitment and induction of Chairs and Governors for member Academies
- Instigate and co-ordinate applications for new schools into the Trust. Ensure appropriate due diligence and risk assessment is carried out, and present such applications to the Board for consideration.
- Direct and manage transfers of schools into the Academy Trust and set-up of new schools, ensuring that appropriate and timely project management is in place to achieve a smooth transition, complying with all appropriate protocols.
- Develop and monitor the project brief, budgets and effective reporting for the incoming Academies and the Trust
- In conjunction with the project team, assess the appropriate levels of human/skills resourcing which are required for an incoming school to meet its aspirations, and recommend proposals to the Board.

## **Interpersonal Relationships**

- Develop and maintain effective relationships with the Department for Education (DfE), local authorities, head teachers and governing bodies and to collaborate with them in order to ensure that school performance continually improves.
- Develop and maintain effective relationships with good and outstanding schools and governing bodies in order to encourage them to join the MAT so that effective practice can be shared, and to achieve greater cost effectiveness through economies of scale.
- Develop and maintain strong working relationships with the Principals, Chairs of LAB, LABs and other key personnel within the Academies and Trust, to ensure the effective and collegiate sharing of communication and knowledge.

## **Key Responsibilities and Duties (MacIntyre):**

- To develop, implement and manage performance in respect of strategic and business plans and budgets, taking appropriate action and reporting as required.
- To ensure the provision of timely, accurate and relevant information, advice and guidance on all workforce matters to the Trustees and Director Boards.
- Improve outcomes for the people we support through a focus on further implementation of our Great Interactions™ policy

- Continue to build on and improve leadership skills and capability across all operational and support functions, building on the Oxford Brookes/IPC degree level course and the MacIntyre frontline leaders training.
- To win more business for the Division and for MacIntyre, increasing income and implementing new educational and support services cost effectively.
- To use evidence-based practice to strengthen our quality assurance systems and processes and also to use evidence-based practice to provide outstanding education. This will be recognised widely and by Ofsted in particular.
- Maintain disciplined commercial management throughout the Division.
- Manage risk proactively and ensure local and effective safe systems of work.
- Continue to improve the effectiveness of the Division through 'De-Cluttering' our administrative processes, improving IT and working in a smarter way.
- To improve our value for money by working more flexibly with parents, partners and paying customers
- Ensure effective benchmarking with external partners and other MacIntyre good practise.
- Help MacIntyre School to raise its profile nationally and be recognised as a centre of excellence that can demonstrate and evidence best practice in education and support for children and young people with complex needs and behaviours that challenge.
- To build on the success of the No Limits College Partnerships and other good practice and to raise the profile and credibility of the No Limits approach nationally.
- Continue to increase the participation and inclusion of students in their education, leisure activities and community engagement.
- To improve outcomes for learners through widening the breadth of the curriculum and to improve access to work based and work-related learning opportunities.
- To lead the development and delivery of a broad range of change and organisational development initiatives which support the implementation of MacIntyre's vision and values.
- Keeping abreast of current sector policy and practices and ensuring implementation of same as and when required.

### Additional Duties:

- 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 adhere to them at all times.
- 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 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 attend and participate in staff meetings, individual formal supervisions, appraisals, staff debriefings to ensure consistency and good practice.
- 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

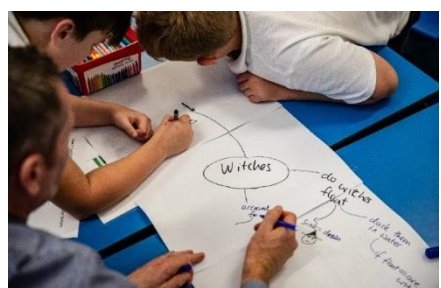




# Group Director of Education and Children's Services Person Specification

	ESSENTIAL	DESIRABLE
<p><b>Education, knowledge and experience</b></p>	<ul style="list-style-type: none"> <li>• Degree, Diploma or equivalent qualification</li> <li>• Highly respected within the Educational and or charity sector</li> <li>• Significant senior management experience</li> <li>• Commercially astute with a thorough understanding of business planning and development processes and an ability to identify corporate priorities.</li> <li>• Fully aware of Government policy, school management, and strategies for improving education outcomes.</li> <li>• Appreciation of current educational and social care landscape including issues relating to academies and free schools.</li> <li>• Proven track record of using financial data and budget setting</li> <li>• Can demonstrate having planned appropriately for future success of an organisation or project</li> <li>• Experience of managing people at different levels</li> <li>• Proven experience of motivating and leading effective teams and delivering projects in a multi-skilled environment, to meet project objectives.</li> <li>• A successful track record of building effective working relationships at all levels and reinforcing partnership.</li> </ul>	<ul style="list-style-type: none"> <li>• Knowledge of statutory legislation concerning the protection of Children and Young People</li> <li>• Experience working within residential care.</li> <li>• Experience and in-depth knowledge of children and young people with severe and complex educational needs.</li> <li>• Experience of Children's Social Care and regulatory requirements</li> <li>• Evidence of reporting at Board and/or Trustee level</li> <li>• Proven ability to manage across a wide geographic area.</li> <li>• Experience of working within a complex group structure.</li> </ul>
<p><b>Special knowledge and skills</b></p>	<p><i>The Candidate must be able to demonstrate:</i></p> <p><b>Behavioural Competencies:</b></p> <ul style="list-style-type: none"> <li>• Is pragmatic, action orientated, outcomes focused</li> <li>• Has excellent and adaptable communication skills</li> <li>• Strong influencing, negotiation and advocacy skills</li> <li>• Is an adaptable and flexible team player who is willing and able to lead from the front with respected presence and collegiality.</li> </ul> <p><b>Strategic thinking and planning:</b></p> <ul style="list-style-type: none"> <li>• Can think systematically and analytically, makes complex plans in a systematic way</li> <li>• Can plan and review including providing programme and project management</li> <li>• Reviews progress against plans in terms of standards, performance and finances, and taking decisive action as necessary</li> </ul> <p><b>Business/commercial awareness</b></p> <ul style="list-style-type: none"> <li>• Can project costings and manage budgets</li> <li>• Can manage resource, estimating, monitoring and securing resources.</li> </ul>	

	<ul style="list-style-type: none"> <li>• Has a consultative approach, enabling partners to identify and/or clarify problems, then developing and implementing appropriate solutions to address issues.</li> </ul> <p><b>Interpersonal Relationships</b></p> <ul style="list-style-type: none"> <li>• Has strong inter-personal skills in establishing relationships, both within the Trust and beyond, positively influencing stake-holders and partners.</li> <li>• Knows what motivates particular individuals as well as what turns them off. Understands the underlying reasons for ongoing, long-term behaviour</li> <li>• Shows concern for impact – Identifies the most important concerns and issues of others - modifies own behaviour, dress and language to fit the expectations, level and language of others. Times action for maximum effect.</li> <li>• Goes out of the way to establish contacts and use the relationships to achieve business objectives</li> </ul> <p><b>Personal effectiveness:</b></p> <ul style="list-style-type: none"> <li>• Has personal drive and proactivity</li> <li>• Inspires the respect of others</li> <li>• Deals confidently with opposition – maintains own decision in the face of opposition or criticism from others.</li> <li>• Makes sound judgements, has the ability to identify and escalate critical issues/risks effectively, and a proactive pragmatic approach to problem resolution</li> <li>• Takes challenging positions – offers suggestions to superiors; challenges or questions views and actions of superiors or customers/clients</li> <li>• Builds a positive organisational culture, encouraging reflection, delegating responsibility, and build teams, strives for continuous improvement.</li> </ul>
<p><b>Personal Attributes</b></p>	<p><i>The Candidate must be able to demonstrate:</i></p> <ul style="list-style-type: none"> <li>• Confident, calm, comfortable in a range of settings, passionate about understanding the needs of pupils.</li> <li>• A commitment to the belief that all young people should have a purposeful and fulfilling life and to support them to develop the skills and understanding to take more control over their lives.</li> <li>• A commitment to the implementation of the MacIntyre Group's Equal Opportunities Policy.</li> <li>• Current (full) driving licence and the flexibility to travel widely as well as locally, as required for this post.</li> <li>• Able to work flexible hours including evenings, bank holidays and weekends (as and when required).</li> </ul>





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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.'



**MacIntyre**  
Providing support...your way

**Twitter:** @meetmacIntyre

**LinkedIn:** company/macintyre

[www.macintyrecharity.org](http://www.macintyrecharity.org)



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