



MacIntyre

Providing support...your way

MacIntyre in The Midlands



About MacIntyre

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MacIntyre was founded in 1966 by the parents of a child with a learning disability. Today MacIntyre provides learning, support and care for more than 1,400 children, young people and adults who have a learning disability and/or autistic people.

Our Vision

Is for all people with a learning disability to live a life that makes sense to them. We are proud of our past and ambitious for the future.

Our Mission

We will support a sense of wellbeing through a celebration of each person's unique gifts, talents and contributions, the quality of our relationships and ensuring the promotion of real opportunities to connect with others.

Our Purpose

People who draw on MacIntyre's support have gloriously ordinary lives, living the life they choose, using their gifts, skills and passions to contribute and connect to the people in their local neighbourhood. MacIntyre invests in, and helps shape, neighbourhoods to be inclusive and welcoming spaces for everyone.

The MacIntyre DNA is the way that we talk about the essence of MacIntyre.

Sarah Burslem, CEO

Our values, defined in the MacIntyre DNA, are shaped by our founder Ken Newton Wright's visionary belief in "the learning potential of people with learning disabilities, their value as individuals, their right to equality and their importance to society".

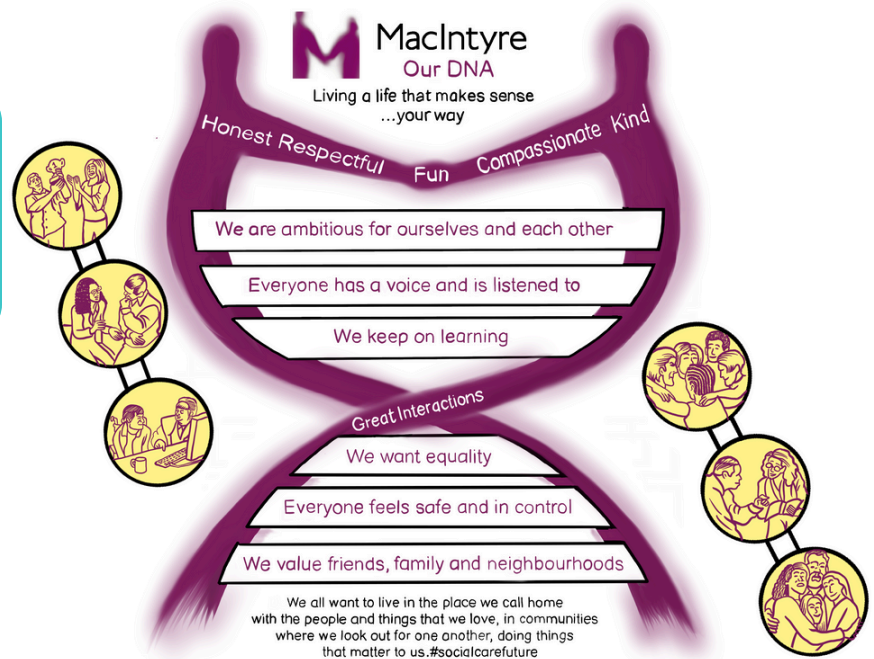
MacIntyre at a glance



MacIntyre in the Midlands

We offer support for

- Young people aged 16-25 who have an EHCP through MacIntyre No Limits
- Adults aged 19+
- Adults to live in their own home





For Young People

MacIntyre No Limits™ provides community-based bespoke education packages to young people aged 16-25. We provide an inclusive and flexible No Limits education programme for young people aged 16 and over in Bedfordshire, Buckinghamshire, Leicestershire, Milton Keynes, Oxfordshire and Warwickshire.

In the Midlands, MacIntyre works in two different ways to support young people; either through subcontracting with our partner college, or through our relationships with local authorities to offer programmes of learning direct through 'EOTAS' (Education Other Than At School) funding.

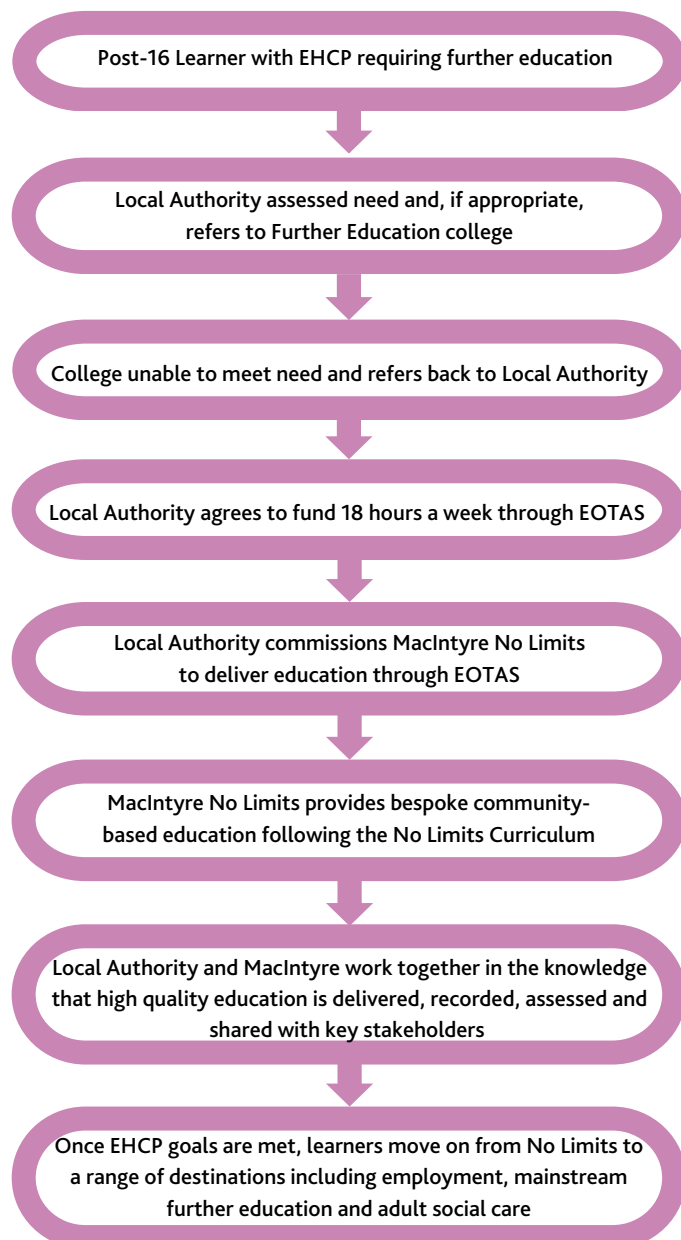
MacIntyre No Limits is often the only education option available to young people, which offers a completely individualised programme. Our plan aims to provide students with key skills they need to develop into more independent adults, regardless of the level of independence they may have when they join. Acting as a bridging service between school and adulthood, we aim to improve the independence skills of the young people we work with, regardless of their starting point.



Across the Midlands, we support 13 No Limits students, across 5 different local authorities; 8 learners in partnership with Homefield College and 5 directly with local authorities through EOTAS. We support through a mixture of community-based packages, and classroom support in college. Our learning programme is community based and sessions are delivered around the students' needs, either on a 1:1 or 2:1 basis, with some sessions offered as a small group. Although No Limits is mainly community-based, some venues and spaces are used to offer particular sessions.

Each student will have an Individual Learning Plan (ILP) which will be informed by their long term goals, as highlighted in their EHCP plan. Bespoke targets are then created along with an individual timetable and curriculum; informed by our Curriculum Manager, and other specialists, such as SLTs where appropriate.

The graphic below sets out the process for a young person with EOTAS funding



Freddie's Story

Freddie is in his second year with No Limits, having joined No Limits in the Midlands on EOTAS. Freddie's parents wanted to share his story in their own words:

"We dedicated the final two years of Freddie's school journey (he finished in June 2023) to finding the perfect college provision that would enable him to continue enjoying a fulfilling and enriching life, beyond full-time education.

We were delighted to discover MacIntyre No Limits and were eager to sign up for their bespoke programme.

Previously, this required formal access via another provider, however, Freddie's school headteacher and MacIntyre No Limits worked collaboratively to negotiate a direct contract with the Local Authority.

We are thrilled with the result. Freddie now benefits from a detailed learning plan tailored to his EHCP, with specific outcomes to support his development. He continues to thrive and thoroughly enjoys his time being out and about, he loves to people watch especially if they are walking their dogs.

Freddie finds communication difficult and when he first came to No Limits he would greet everyone by saying 'Hello Fred' now he knows many of the staff and learner names and has his own nicknames for some of them.

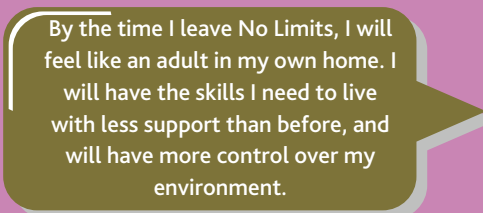
*Name changed

The MacIntyre No Limits Curriculum aims to develop learners' skills across four key areas, which are closely linked to the government's "Pathways to Adulthood" statement.

Although each learner's targets and timetable are uniquely suited to their needs, most learners' programmes will contain targets from all four curriculum areas.



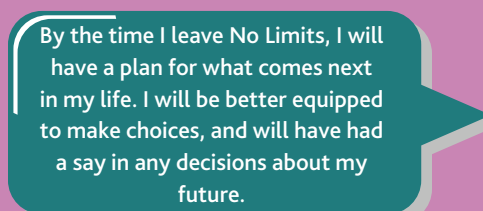
By the time I leave No Limits, I will understand my own mind and body better. I will communicate more effectively, and know more about how to stay safe, happy and healthy.



By the time I leave No Limits, I will feel like an adult in my own home. I will have the skills I need to live with less support than before, and will have more control over my environment.



By the time I leave No Limits, I will be more familiar with my local area, how to get around it, and how to get help if I need it. I will understand more about how my community works.



By the time I leave No Limits, I will have a plan for what comes next in my life. I will be better equipped to make choices, and will have had a say in any decisions about my future.

"The flexibility and understanding shown by MacIntyre to work directly with the council has been a huge relief to us and we can see first hand the difference it is making to our son's life."

Parent

"It is great to see such a transparent relationship between parents and provider. Support run in this way really meet the needs of the families that we work with and we can trust the approach used by MacIntyre is of excellent quality."

-Local Authority Social Worker

? How good is your No Limits programme? Circle one.

Very Good? Good? Ok? Bad? Very Bad

~ No Limits Learner



For Adults

People who draw on MacIntyre's support will live gloriously ordinary lives, living the life they choose, using their gifts, skills and passions to contribute and connect to the people in their local neighbourhood.

“We all want to live in the place we call home, with the people and things that we love, in communities where we look out for each other, doing the things that matter to us.”
Social Care Future

MacIntyre offers a range of accommodation and support options for adults with learning disabilities and/or autistic people across the Midlands

We spend time getting to know people's ambitions and aspirations and ensure everyone has choice and control over their lives.

We put people at the heart of everything we do. MacIntyre invests in, and helps shape, the areas in which people live, to be inclusive and welcoming spaces for everyone.

We are proud to work with like-minded individuals and organisations, including being part of the Social Care Future movement and a collaborative with five other not-for-profit organisations who are calling for change in social care, together known as 'More Than A Provider'.

Across England and Wales MacIntyre is commissioned by over 68 Councils and Clinical Commissioning Groups to deliver support and care to 39 adults, including 25 in registered care)

We have developed a detailed Adult Social Care Workplan (2024–26) that sets out our areas of focus under our five threads:

- People
- Sustainability
- Workforce
- Best Practice
- Compliance



“People's relative told us 'Fantastic care, staff feel like extended family'; 'We wouldn't want [person] anywhere else' and 'staff have built up a lovely relationship with [person] and really understand them.' A professional who visited the service wrote, 'I have been really impressed by the care and warmth of staff.'”

CQC Report (July 2023)



MacIntyre in the Community

MacIntyre's Big Plan was co-produced and co-authored with people who draw on our support, their families and our staff teams. The Big Plan articulates an important question: "How can we all meet people near where we live to make things better for everyone?"

Our answer to this question is Everyone Everywhere. We know there are many MacIntyre people who are part of their local neighbourhoods and we know that good things happen when we connect with others around us.



Everyone Everywhere is about making these connections a more intentional part of our day-to-day, knowing and being known locally, challenging ourselves to do better and sharing stories to inspire each other.

"How Can We Help?" One of the key messages of Everyone Everywhere is about seeing ourselves, our organisation and the people who draw on our support as contributors to our local neighbourhoods. We know that when we help others, participate and get involved, we feel part of something wider and feel valued.

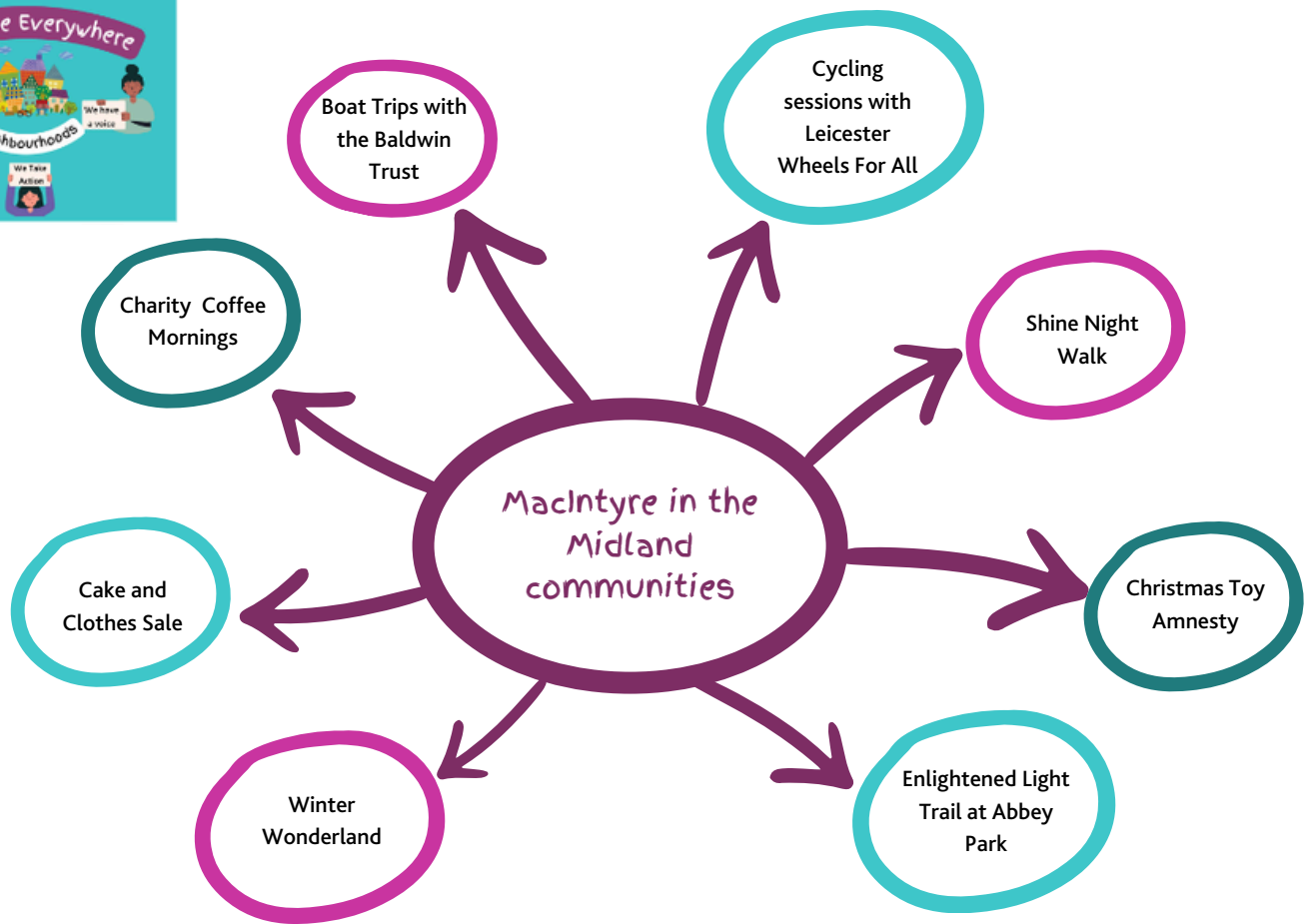
So how can we make Everyone Everywhere a reality? We are asking our staff and people who draw on MacIntyre's support to find out what's happening locally; to identify one thing they are interested in, then go and find out more.

"We have reached out to different people, places and organisations to really try to live our MacIntyre purpose: people using their gifts, skills and passions to contribute and connect to people in their local neighbourhoods.

Contributing is the bit about 'how can we help' and there have been some creative ideas where we have reached out and really connected with people who live and work nearby."

Kathryn Yates, Culture and Communities Manager

MacIntyre across the Midlands



“It’s about getting out of our normal ‘bubble’ and seeing what interesting things are going on in our neighbourhoods. As part of this, we can influence local people’s preconceptions about autistic people, and people with a learning disability.

People with a learning disability have their own gifts, skills and passions, just like everyone. Too often there’s an assumption that people with disabilities are the ones that need help.

The people we support are out to disprove that theory! How can we not only be actively involved within the community, but use our gifts, skills and passions to help others?”

- Kathryn Yates, Culture and Communities Manager





As part of Everyone Everywhere we are encouraging people to connect. To connect with people, neighbours, people working in and around their house and people who they have things in common with.

Support worker, Jim Raj, reflects on how with a bit of intentional thought, we can support people to feel part of their local area by making the most of opportunities to speak to those around us.

There's times that we have the chance to connect with others in everyday life and we don't always think about it. But every opportunity to connect is a chance to make people feel part of their community. We can do this in lots of small ways. For example, when we are in a supermarket and ask where something is, I use it as a chance for the person I am supporting to make a connection. We use people's names because they have a name badge. We make a point of saying hello to the same people. With one person we always say hello to Sue in the Tesco, and if she's not around to pass our regards to her staff. She knows the person now and it makes him feel good to be recognised. We try to go to regular places, ask what people's names are and become known. We have offered our neighbour a cup of tea when we are out gardening. It can be difficult – how many of us know our postman, or even have a milkman anymore, so we need to work to have those regular people in our lives to say hello to.

Jim started supporting Robin a few years ago and Robin told him that he wanted to meet new people and make friends. Jim looked around and found a college course that he thought Robin would like.

You can watch how Jim and Robin take up the story by scanning the QR Code here:



Sometimes, building local community connections can be as simple as connecting with each other and coming up with good ideas. Working in partnership with colleges around the country, MacIntyre No Limits™ students have banded together to form Student Councils.

To enable students to influence their education programmes and facilities, MacIntyre started a Student Council. This has representatives from all the No Limits provisions, and equips students with skills in leadership and facilitation.

Each provision is slightly different, but there's a consistent emphasis on using skills and interests within the community, and on supporting each other to speak up.

A recent task was to undertake an environmental survey. Reps liaised with their peers to find out people's feeling about the various buildings in which learning and connection take place, whether that is a college campus, a library, or a local coffee shop. All students had the opportunity participate, and to feedback to their management teams to make essential changes.

At No Limits East Midlands we have worked to build and strengthen connections with Spoilt4Choice, a day provision for some of our learners on the days they are not at No Limits and once they leave us. At Easter our learners made cupcakes and took them to share with everyone there. They were well received – nothing like cake to build relationships!



Our Staff

Our vision is to be bold, innovative and ambitious in our national and local recruitment activity, that supports new ways of working, so that together we are able to attract, recruit and retain the best skilled, engaged and dedicated workforce for today and for the future.

In 2023 we launched Humans of MacIntyre, a series of stories from our colleagues across the organisation, as well as Employee of the Month nominations

Zoey's Story

Zoey has worked for Leicester Adult Services for nearly 30 years, recently winning the Registered Managers Award at The Great British Care Awards.

Despite going through some incredibly challenging personal circumstances, Zoey inspires her colleagues to be the best they can be:

"Zoey has inspired and mentored me to become a better manager, to know that kindness with my time is the most valuable asset I can offer my teams, and that there is not much that can't be improved with dedication, hard work and a sense of humour! Zoey works hard and with enthusiasm, because she genuinely cares for those we support, their families and the staff teams who support them, all with a genuine desire to make all of their experiences with MacIntyre positive ones, and all with a smile on her face."

Zoey comprehensively embodies the leadership DNA – living it, being visible and supportive, celebrating our staff and individuals supported and responding to connections.

MacIntyre Employee Pathway



MacIntyre Staff Networks and Recognition



Next Steps

Wondering how we could support you or your loved one?

Interested in enrolling yourself or someone else to study with us?

Curious about working with us across the Midlands?

Please get in touch, we'd love to hear from you!

In the meantime, follow us on Facebook: [MacIntyreMidlands](#)

Zoey Cussons
Service Manager,
Adult Social Care



Louise Mitchelmore
Programme Manager
MacIntyre No Limits



Bee Gosai
Head of Lifelong Learning
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MacIntyre

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