



MacIntyre

Providing support...your way

MacIntyre in Hertfordshire



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”.

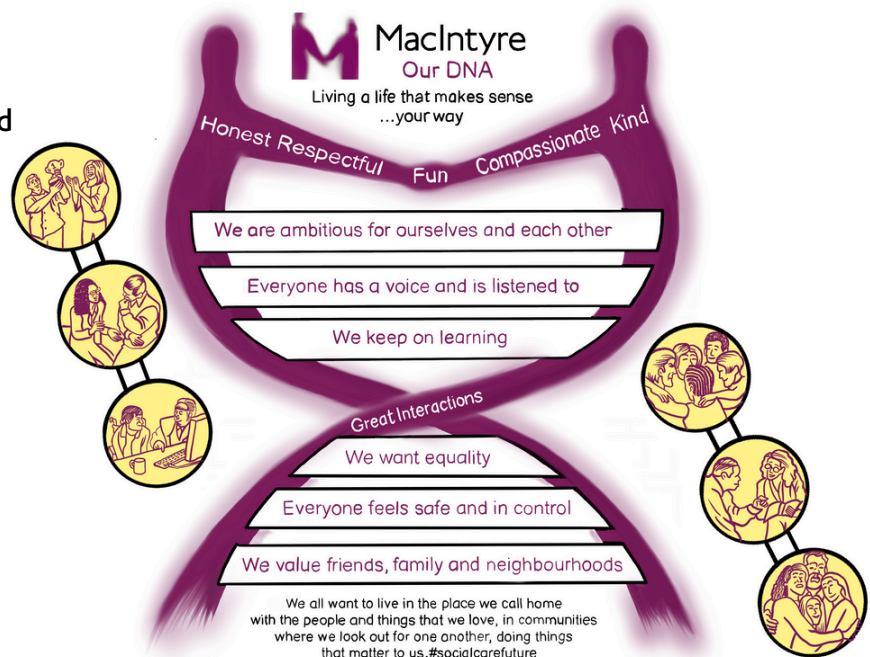
MacIntyre at a glance



MacIntyre in Hertfordshire

We offer support for

- Children aged 10-19 at our specialist School and Children's Homes
- Adults to live in their own home

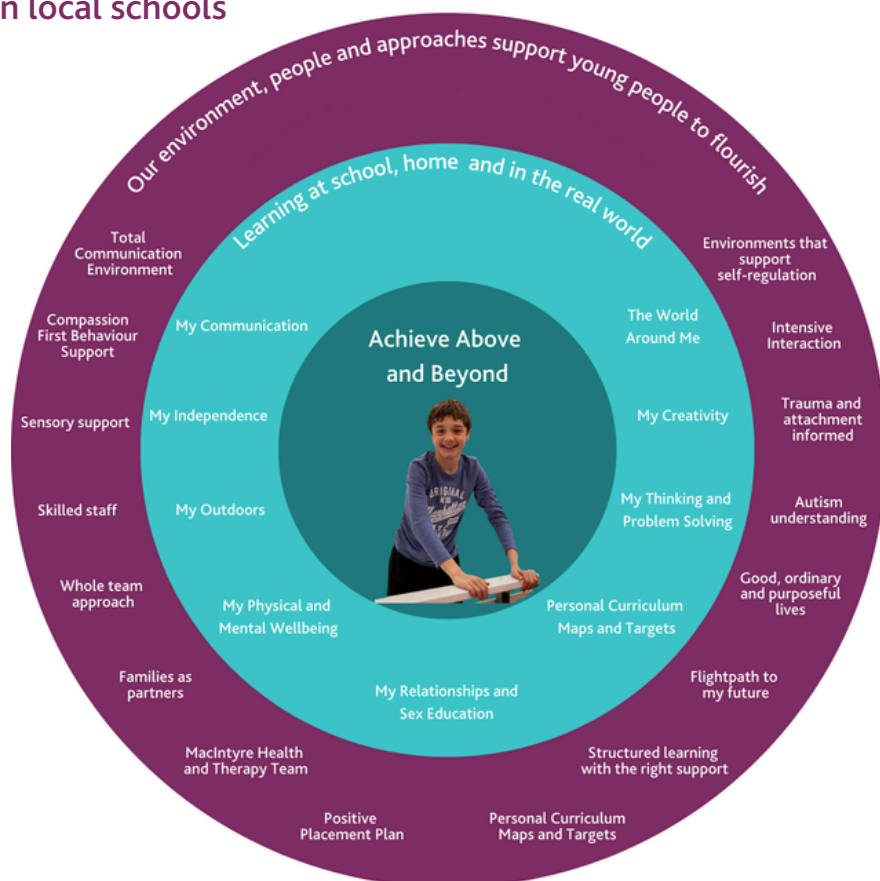


For Children

At MacIntyre School and Children's Homes we provide highly personalised education and care to up to 40 children and young people with severe learning disabilities and/or autism and other complex needs. We believe that potential is limitless and that every young person can and will 'Achieve Above and Beyond'.

As well as our purpose-built Ofsted registered children's homes in Buckinghamshire and Bedfordshire, we have a specialist children's home in Hertfordshire, providing 52-week care for up to 5 children. Some young people choose to study at MacIntyre School, and other young people choose to study in local schools in Hertfordshire.

Exceptional relationships and Great Interactions™ are at the core of everything that we do. We support young people to gain independence skills and prepare them for adulthood by acquiring skills and experiences, so that they may take their rightful place in society, feel valued and are contributing members of their community.



Each young person has an individual curriculum to enable them to develop their skills in the key areas of need identified in their EHCPs. Preparing young people for a life beyond school means that learning must be functional and relevant to each young person's future. It is important that learning is delivered in a way that is meaningful and in a real-life context. This means learning happens everywhere and supports the generalisation of skills across all environments throughout the waking day

Learning at School, Home and in the Real World makes up the 24 hour curriculum across school and children's homes. Our environments are designed to help young people learn and practise skills that will help them manage their emotions, behaviour, and attention. They are structured in a way that promotes self-regulation. Young people have access to space and tools that can help them regulate their behaviour.

MacIntyre School and Children's Homes

We adopt a highly person-centred approach whereby young people are supported to make choices and advocate for themselves in a way that makes sense for them. All staff are trained in understanding and supporting language and communication difficulties, developing resources to enable them to make choices, express wants and needs, and comment on the world around them. All young people have a voice and are supported to use it. Children at MacIntyre School and Children's Homes lead busy and active lives full of activities that enhance social development and expand their interests.



The Health and Therapy team work together to support the health, wellbeing, and learning of the young people across the School and Children's Home. The team covers a range of therapeutic support practices, including; Speech and Language, Occupational Therapy, Nursing, Intensive Interaction and Positive Behaviour Support. Additional therapeutic provision can include; Psychiatry, music therapy, art therapy, and rebound therapy. We take a multi-disciplinary approach to supporting the whole life of each child.

“The school's personal development programme is first class.”
Ofsted Report 2024

“This school is a lifeline for our child and the family.”
Parent

“Staff skilfully help pupils learn to use a range of helpful strategies and suitable devices that enable them to become effective communicators.”
Ofsted Report 2024

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 Hertfordshire

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.

“Relatives of people who used the service told us that the home was well managed, they knew the registered manager by name and felt that they were approachable with any problems. One relative told us, "I think the home is very well managed. The staff are dedicated and care of the residents is first and foremost with them.”

CQC Report (July 2023)

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 776 adults, including 27 people in Hertfordshire

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

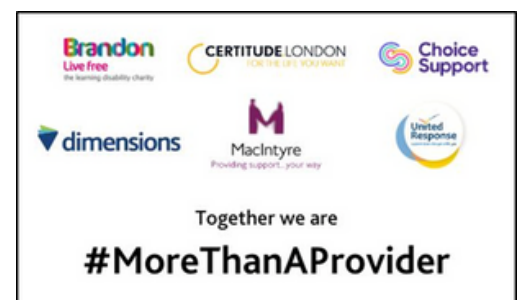


“People's relatives told us they were happy with the staff that provided people's care. A relative told us, "I can't fault the team, since [person] have lived there they have been very well cared for.”

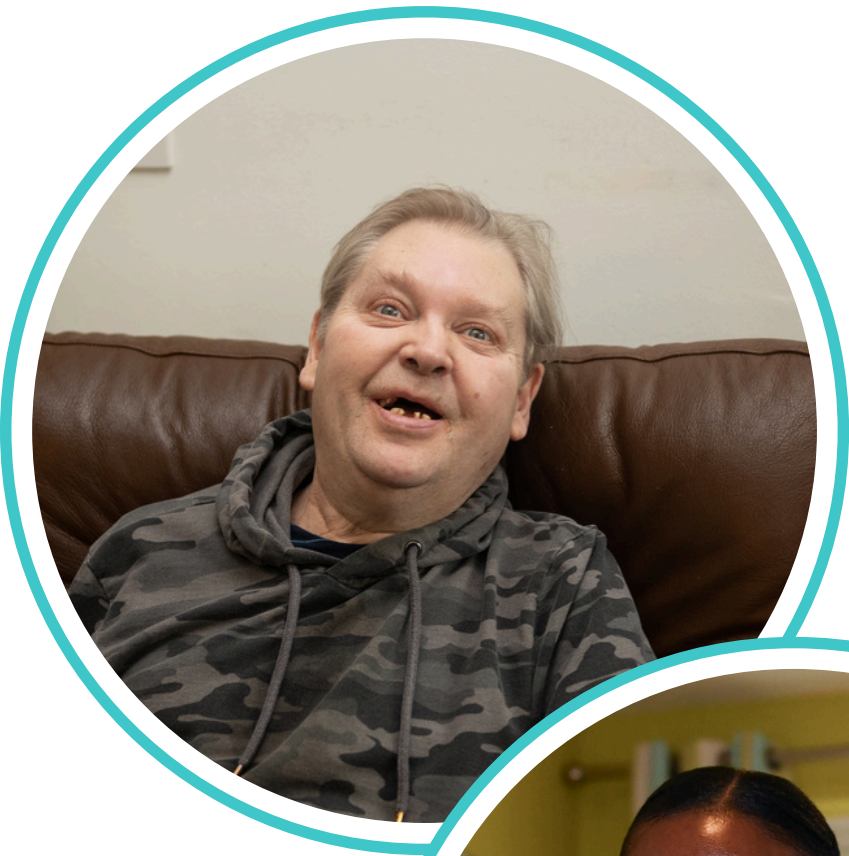
CQC Report (July 2023)



GLORIOUSLY
ORDINARY
LIVES



Together we are
#MoreThanAProvider



Did you know there are approximately 21,000 people with learning disabilities living in Hertfordshire?

The MacIntyre Our Voice project is an ambitious three-year initiative designed to engage and connect adults with learning disabilities and autistic people in South West Hertfordshire.

People have told us that when they come together and get creative they feel most confident. Our Voice will mean regular sessions where people use their creative skills and interests to speak up, shout out and co-produce.



It's all about what's important to people, what they are good at and care about and how we can connect with other places and spaces locally to be inclusive and to help people feel part of something.

Our Voice strives to ensure every individual feels valued and heard, whether or not they currently receive support from MacIntyre, and by working strategically across Hertfordshire, we're making sure people's views are represented well and that the work is reflecting what people are saying.



Using Our Voice - from our Project Engagement Coordinator, Laura Horn

In Hertfordshire the local authority run co-production coffee mornings and we were invited to attend one at Watford Football Club. It was really important to me to go along with someone with lived experience of a learning disability, and I thought of Paul. He's good at listening to people, sharing what's important to him and he enjoys art. Paul offered to make some posters for people to share their views.

As I am a Dance teacher, I thought I would start the event in my comfort zone and lead a dance warm up! Everyone in the room was tapping and bopping along to Mambo Number 5. After the dance, there was a buzz in the air and everyone started to chat and share ideas about how we can best hear the voices of people with learning disabilities and the people who support them. The local authority said there are 21,000 people with a learning disability in Hertfordshire, and we want to make sure all those people feel connected and valued.

Paul also shared his views on what is important to him, his 20 years of voluntary work at Watford Shopmobility and his love of Watford Football club. As a season ticket holder, he was very pleased to be able to visit the Player's Lounge and see other areas of his favourite club!

“ It was a really fun event, well organised and I got to talk to a lot of people
-Paul

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.

Raj is a Frontline Manager in Hertfordshire and was looking at how we can better connect with the local community.

We went to visit the Wheathampstead Community Group who are an amazing group of local residents. They support and run various initiatives to make sure people who live in the village feel connected.

They have always been really supportive of MacIntyre and we wanted to be able to give something back. They asked if we could support their Village Day and we agreed with a stall and a performance from the MacIntyre Dancers, adding to the vibrancy of the event

MacIntyre in the Hertfordshire Community



"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



Everyone Everywhere in Action

We were asked recently by Hertfordshire County Council to think about creative ways for people with learning disabilities to use their voice. One of the ways was using the talents of our MacIntyre Dancers to help people to express themselves, be visible and spread some joy.

We started looking outwards and we found out about Dacorum Community Dance, offering community dance sessions in Hemel Hempstead. We told them about our Cha Cha Chat sessions and they asked us to come and join them a couple of times and share ideas. Dancers are always looking for chances to perform and we talked about doing a flash mob together.

We also connected with the arts team at Hertfordshire Council and they asked if we would like to be part of the Dacorum 50 festival. We knew there were some people who would be interested in being part of the workshop to make the costumes and others who would rock the parade. So we said yes! It was the perfect place to perform our flash mob.



“
Millie and I had a great time at the workshop on Saturday and loved that we were able to turn up and have fun putting the different components together and then decorating it all. Millie enjoyed sticking things and also enjoyed having the headdress fitted.
-Andrew and Millie, helping with the costumes

“
A huge thank you to all the fabulous MacIntyre Dancers and members for taking part in the workshop and joining in parade on Sunday. Everyone looked fantastic in their bee costumes and I hope they enjoyed it. Everyone's participation really helped make it such a special community celebration.
-Dacorum Council member



Scan the QR code to watch the MacIntyre Dancers in action:

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...

Paul's Story

I've been at MacIntyre for 3 years now, and have been at our children's home in Hertfordshire during that time, starting as a Support Worker, and I now specialise in Therapy Support.

Supporting the young people is great fun – and every day is different and means you have to think about things differently – having to be patient, having to listen and paying attention to how people are feeling that day.

Day-to-day, it really varies, but generally I look at different ways in which I can support someone to learn new life-skills, whether that's going shopping, cooking, cleaning or clothes washing. I work closely with the Therapy Team at MacIntyre School about finding different forms of communication that works for each young person.

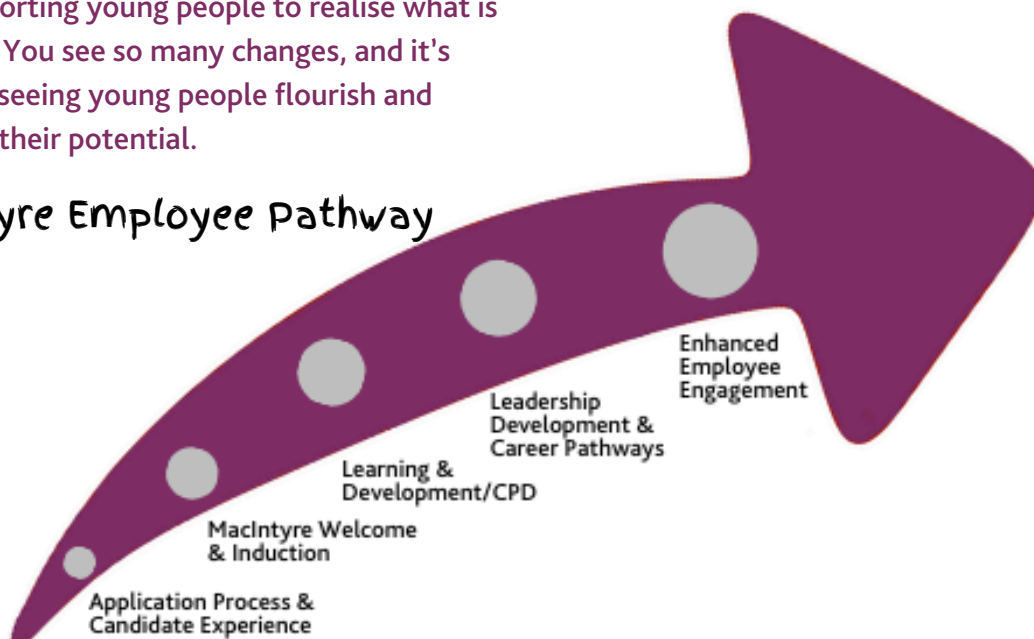
It's so rewarding, building those relationships and supporting young people to realise what is possible. You see so many changes, and it's amazing seeing young people flourish and realising their potential.



MacIntyre Staff Networks and Recognition



MacIntyre Employee Pathway



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 Hertfordshire?

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

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

Lissa Carroll
Area Manager,
Adult Social Care



Laura Horn
Project Engagement Coordinator,
Adult Social Care



Ellie Joyce
Transitions Facilitator
MacIntyre School & Children's Homes



MacIntyre

Providing support...your way

MacIntyre

Central Office: Seebeck House, 1 Seebeck Place, Knowlhill
Milton Keynes, Buckinghamshire, MK5 8FR

01908 230100

hello@macintyrecharity.org

www.macintyrecharity.org

Social Media @MeetMacIntyre



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