



MacIntyre Academies

Compassion - Ambition - Partnership

Candidate Pack Class Teacher (Fixed Term Contract) at Endeavour Academy, Oxford



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Welcome

Dear Applicant

Thank you for your interest in the role of Class Teacher (Fixed Term Contract). This is an exciting opportunity to join a Trust with an inspiring vision to make a difference to the lives of children and young people.

MacIntyre Academies' mission is to become a leading Special Academy Trust that provides outstanding outcome-focused state education by promoting high aspirations, empowering parents as partners and successfully equipping every child for adult life.

Our aim is to provide our learners with an environment in which they can feel safe and happy and are supported to develop the skills they need to learn effectively and to make a positive and successful transition into adult life. We support each learners educational, social and emotional development as well as supporting their communication and sensory needs.

In addition, we also aim to create a happy and nurturing environment that has an ethos of warmth and understanding. We have a staff team that understand the needs of the learners and how they can support them to make the best progress. We work very closely with the families of our learners to ensure that they too feel supported, and that they are reassured that their child is safe and happy.

At the heart of what we do is a passion and dedication to supporting learners. Values, ethos and behaviours are as important as skills and experience; we want to hear from passionate people who value their contribution to a wider team in achieving our mission.

I look forward to reading your application.

Best Wishes

Mark Shears

Principal



Our Story So Far

MacIntyre Academies is a multi-academy special education trust for special schools and specialist alternative provision.

We are sponsored by the national charity MacIntyre and our school's benefit from 50 years experience of innovative approaches to supporting children with special educational needs and their families. Our philosophy is based on Macintyre's commitment to providing local personalised learning, support and care.

Our vision is for all learners to have confidence and belief in their potential, be ready for a successful adult life and connected where they live.

MacIntyre Academies Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. Please see our Safeguarding page.

Putting children and families *first*

As our vision suggests, our learners and their families are at the centre of everything that we do. To achieve this we use person centred approaches and place a high value on working in Partnership with Families.

We want all learners to achieve their full potential and to develop in a way that makes sense to them. Each school has its own bespoke curriculum framework designed with holistic, flexible and ambitious opportunities. We work in collaboration with a wide range of partners including future destination providers for our learners.

We are proud of our Compassionate Curriculum which supports learners to become more resilient, and fosters positive relationships between learners and staff.

Our Sponsor MacIntyre's approach has informed and shaped our Core Values.

Our Strategic Objectives

- To grow the Academy Trust in a way that supports capacity building but ensures outcomes within existing academies are not compromised
- To create a culture of challenge, support and mutual benefit so that MAT academies are schools that learners, families and employees are proud to be identified with and others want to join
- To build a leadership culture that promotes the sharing of skills and expertise across academies and encourages school leaders to work in partnership and support others in their journey
- To be transformational, set and expect high standards and provide challenge/ support to improve outcomes for children in all schools joining the Trust
- To provide exceptional and differentiated interventions that support all schools to raise aspirations of learners and staff
- To provide outstanding governance and leadership that has high expectations and a rigorous process of scrutiny at every level
- To operate robust management systems and controls that support individual schools and promote efficient data analysis and sharing
- To use evidence based practice to continuously improve the offer, delivery and outcomes

Our people are at the heart of our success

- A competitive salary
- Generous Annual Leave Entitlement (Plus Bank Holidays)
- A loyalty scheme which rewards you with an extra day of annual leave each September with length of service over 12 months (up to 5 additional days)
- Discretionary regional allowance of £1,000 (pro-rata)
- Discretionary Special School Allowance £750 per annum (pro rata role dependent)
- Excellent teacher pension scheme
- Family Friendly policies
- Wellbeing, Bereavement and Menopause policies
- Enhanced Sick Pay
- Wellbeing initiatives in your setting
- Full induction
- Training and development and the support of a trained line manager and dedicated senior leaders
- Access to further professional development
- Cycle to Work Scheme
- Annual MAT Life Day to take for that special occasion
- Annual Flu Jabs
- Free eye tests through Specsavers
- An Employee Assistance Programme to Support your health and wellbeing an access to various perks including discounts Tesco, Cineworld, Go Ape and many more
- Benefits for Death in Service
- Long Service Recognition
- Recommend a Friend Scheme - £100 Voucher
- Trained Mental Health First Aiders
- Enhanced DBS Certificate (Paid for by MacIntyre Academies)
- Self service portal to facilitate leave and amend personal information
- We have an active employee engagement programme which includes Termly 'You are Awesome' awards, an annual Employee Big Thank you Day, Annual CPD Trust wide conference.
- Access to Blue Light Card/ Discounts for Teachers which offers thousands of amazing discounts online and on the high street for social care staff/ Teachers and support staff

Our Core Values

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

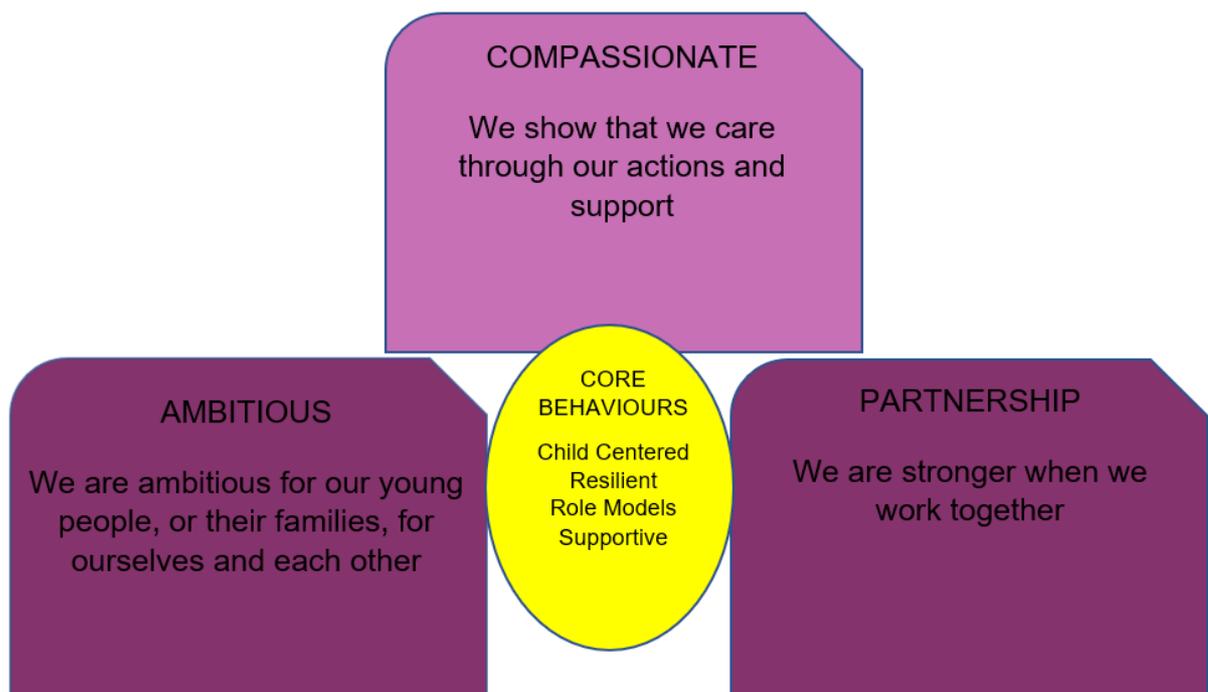
What is our DNA? Why is it important?

We don't just value what you do, but also how you do it. Our DNA defines who we are as individuals and as an organisation. It provides a defined way of working: how we do things around here, how we treat others and how we should expect to be treated.

Adhering to our DNA is also the key to delivering our vision, making MacIntyre Academies a great place to work and ensuring we provide high quality education and care to young people and their families.

What does the DNA mean for me?

Every colleague is expected to demonstrate behaviors which are consistent with our DNA. Whether you are applying for a job, you are a new employee or have been a colleague for many years, you will need to demonstrate our DNA in everything you do. This will be a key part in our recruitment, training and development and the appraisal processes.



Our Core Values

Our value: Compassion

- We are better together
- We will deliver success through teamwork and in
- partnership with families and other key stakeholders



Our value: Ambition

- We are ambitious for learners, for their families, for ourselves and each other
- We will set ambitious goals, seize every opportunity for learners to thrive and take personal accountability for everything we do.



Our value: Partnership

- By building safe, trusting, honest, kind and meaningful relationships
- We will focus on positives, create a safe environment and building trusting relationships to help learners overcome challenges day practices



Our Academies

Endeavour Academy, Oxfordshire

MacIntyre Academies' first school which opened in September 2014. We provide 32 places for learners (aged 8 to 19) with autism and learning disabilities who are in need of specialist education, care and support.



Discovery Academy, Nuneaton

Discovery Academy opened in September 2015 in Nuneaton, Warwickshire for learners, aged 9 – 19 years who have an Education, Health and Care Plan for autism or a social, emotional or mental health need.

Quest Academy, Rugby

Quest Academy is for learners, aged 7 – 19 years who have additional needs associated with an autistic spectrum condition (ASC) or social, emotional and mental health (SEMH) difficulties.



Venture Academy, Henley-in-Arden

Venture Academy is a specialist school for learners aged 9 -16 years with autism and/or a social, emotional or mental health diagnosis. The school has capacity for 50 learners and is based in Henley-in-Arden, Warwickshire

Endeavour Academy

Welcome to Endeavour!

Our specialist school in Oxford is for learners aged between 8 and 19 with autism and severe learning difficulties who benefit from an autism specific environment.

Developed in partnership with MacIntyre Academies Trust and Oxfordshire County Council, Endeavour was established to meet the needs of local learners and their families. Our Academy provides a person centred curriculum for learners'; meeting their individual needs with a strong focus on gaining life skills that support independence. We work closely with the parents and carers of each learner to ensure the whole family is fully supported and reassured that the learner is safe and happy, respected and celebrated.

Our aim is to provide our learners with the skills and opportunities that will equip them to live purposeful lives. The curriculum we follow helps to ensure that all learners receive a highly personalised, relevant and functional education - with communication and sensory integration embedded.

Our staff work creatively and flexibly to tailor-make learning opportunities that motivate our learners and reinforce learning. We are committed to staff development and all staff undergo a thorough induction and training program



Safeguarding

MacIntyre Academies Trust is committed to safeguarding and promoting the welfare of learners. 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. This post includes engaging in regulated activity relevant to learners and is exempt from the Rehabilitation of Offenders Act, 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020. Further information about filtering offences can be found in the DBS filtering guide: DBS filtering guide - GOV.UK (www.gov.uk) It is an offence to apply for this role if you are barred from engaging in regulated activity relevant to children. Referees will be asked to assess suitability of candidates to work with learners and will be verbally verified. Individual Safeguarding Policies for our Academies can be found on our website under 'Essential Information' and candidates will be asked about this as part of the recruitment process.

In line with the update to KSCIE 2022 MacIntyre Academies will carry out an online search of the candidate once the shortlisting process has been completed as part of their due diligence. This may involve a google search of the candidate's name, looking at the top three search results over the past three years. If any incidents or issues are identified that are publicly available online this will be explored with the candidate at interview stage.



Job Title: Class Teacher (Fixed Term Contract – Maternity Cover)

Reference No: EATEACH032026

Salary: MPS + SEN1 Point (UPS considered / salary matched for the right candidate) plus Regional Allowance of £1000 per annum (pro rata)

Location: Endeavour Academy, Oxford

Hours of Work: 35 hours per week

Closing Date: 24th April 2026

Interviews: TBC

Start Date: September 2026

Be part of the Academy Trust behind schools for children and young people with autism and/or additional needs.

About Us

MacIntyre Academies' mission is to become a leading Special Academy Trust that provides outstanding outcome-focused state education by promoting high aspirations, empowering parents as partners and successfully equipping every child for adult life.

We currently have 4 Academies. Endeavour Academy in Oxford opened in 2014 and is an academy for children and young people with autism and associated severe Learning difficulties aged from 9 to 19 years old. In 2015 we opened Discovery Academy in Nuneaton, for children with social, emotional, and mental health needs and /or autism. In 2017 we opened Quest Academy also catering for children with SEMH and/or autism. Finally, in September 2020, Venture Academy based in Henley-in-Arden joined the Trust catering for pupils in years 5-11 (ages 9-16) who may have Social, Emotional and Mental Health Difficulties and/or Diagnoses of Autism or an associated condition.

MacIntyre Academies benefits greatly from its sponsor MacIntyre, which over the last 50 years, has developed a strong reputation nationally, as a high quality, person centred organisation.

The Role

We are currently recruiting for an inspirational and creative Class Teacher to join the school. This is an exciting opportunity to be part of something special and change the lives of vulnerable young people.

Reporting to the Assistant or Deputy Principal you will be responsible for the delivery of teaching and learning within the age range of 8-19 years, following the school's bespoke curriculum framework, whilst looking for continuous improvement by monitoring and assessing the progress and attainment of our young people. You will line manage teaching support staff and provide effective communication and guidance surrounding lesson requirements.

You will work closely with internal and external stakeholders to successfully deliver the vision, ethos, aims and objectives of the academy. This will enable successful learning and achievement by young people and sustained improvement in their spiritual, moral, social, cultural, mental and physical well-being in preparation for the opportunities, responsibilities and experiences of adult life.

Please take a look at our website <https://www.macintyreacademies.org/> to find out more about us.

Our young people have diverse and complex needs and supporting them may include assisting with aspects of personal care. We are committed to ensuring this support is provided with dignity, sensitivity and respect, and applicants should feel comfortable undertaking personal care as part of their role.

About You

You will need to be an exceptional classroom practitioner, hold QTS and have demonstrable experience of working with Children and Young people with Autism, associated challenging behaviour and other complex needs. You will need to demonstrate resilience and compassion in line with our compassionate school's ethos and you will be able to implement strategies for raising achievement and be committed to your further professional development.

Some learners communicate how they are feeling through their behaviour and at times that may be unsafe behaviour. It is part of our shared responsibility to teach our learners how to communicate safely and effectively. At times they may need our support to keep themselves and others safe and we provide training to ensure all staff are able to do this. For these reasons, this role requires someone who is able to manage these, at times, high physical demands effectively. MacIntyre Academies will, where possible, look to make reasonable adjustments to comply with the Equality Act 2010 and fully assess risks.



Job Description

Reporting to

Deputy or Assistant Principal

Purpose:

- To provide a high-quality package of education and social development for a class of students, delivering an appropriate curriculum for age and stage.
- To collect record and report assessment data and progress of pupils to the Senior Leadership Team. To foster a culture that promotes excellence, equality and high expectations of all students and educational support staff.

Key Responsibilities and duties:

- To deliver the Endeavour curriculum.
- To be an excellent classroom practitioner.
- To effectively plan lessons that are stimulating, relevant and well-structured to a wide range of abilities and communication needs to ensure all students can participate and reach their full potential.
- To ensure that all learning equipment is in good order and available for the delivery of lessons
- To organise a person-centred learning environment allowing students to take ownership of their learning and ambitions.
- To participate in all relevant training required to ensure your continuous professional development.
- To have line management responsibility for a team of educational support staff and associated delivery of training in a range of classroom tasks they will be required to undertake.
- To promote the Academy's behaviour support policy.
- To work collaboratively with all stakeholders including parents, carers and families and external professionals, providing a welcoming positive atmosphere.

Strategic Direction and Development of the Academy:

- To work with the Senior Leadership Team to ensure the successful delivery of the vision, ethos, aims and objectives of the academy.
- To deliver the ethos of the Academy and the educational vision and direction which enables effective teaching and support, successful learning and achievement by students and sustained improvement in their spiritual, moral, social, cultural, mental and physical well-being in preparation for the opportunities, responsibilities and experiences of adult life.
- To support the Senior Leadership Team in securing the commitment of parents, carers, stakeholders and the wider community to the vision and direction of the academy.

Job Description

Quality of Education:

- To deliver effective education and monitor and evaluate the quality of teaching support and standards of students' achievement, using benchmarks and setting targets for improvement.
- To monitor, evaluate and review practice in the classroom and implement strategies to ensure that under-performance is challenged and appropriate changes to practice are implemented.
- To ensure that individual behaviour strategies are incorporated into all planning for teaching and learning, are rigorously monitored and evaluated and appropriately changed when required.
- To complete all relevant paperwork in relation to student progress, lesson planning, EHCP reviews and other statutory requirements.
- To participate in all aspects of assessment, ensuring any assessment reflects the learning needs of our students.
- Work collaboratively with the school's therapy teams in implementing therapy programmes.
- Liaise with the Deputy and/or Assistant Principal to ensure that there is continuity in students' learning across the school.

Leading and Developing People:

- To ensure an effective induction for all new starters in the class team.
- To contribute to the culture of continuous professional development for educational support staff, where learning and development activity is closely linked to individual, team and organisational priorities.
- To ensure that appraisal reviews are undertaken in a timely manner and that target setting is of a high standard, relevant and plays a key role in securing continuous improvement.

Student Support and Progress:

- To be the teacher of an assigned class of pupils.
- To be a key worker for named pupils.
- To promote the general progress and well-being of individual pupils and the class group.

Accountability:

- Contribute to EHCP review meetings as required and attend any other relevant multi-disciplinary meetings held for students.
- To contribute to the promotion of an ethos that enables everyone to work collaboratively, share knowledge and understanding, celebrate success and accept responsibility for outcomes.
- To ensure individual staff accountabilities are clearly defined, understood, agreed and subject to rigorous review and evaluation in consultation with the Senior Leadership Team.

Job Description

Strengthening Community:

- To work in partnership with all school staff, parents, carers and other agencies in providing for the academic, spiritual, moral, social, emotional and cultural well-being of students and their families.
- To promote a culturally inclusive ethos which actively values and promotes diversity, unity and community cohesion and supports students to become successful citizens.
- To work with the Designated Safeguarding Leads and all relevant agencies to safeguard the students.
- To contribute to the development of the education system, for example, sharing effective practice.

Additional Duties:

- To safeguard and promote the welfare of all children and young people in the school by being familiar with and aware of the School's Safeguarding and child protection procedures and guidelines and to adhere to them at all times.
- To bring to the attention of the Safeguarding team any matter of concern relating to 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 MAT Data Protection Policy, Acceptable use of ICT Policy and any other associated policies and procedures.
- This description is not intended as a total definition of the post, only an outline of the duties involved. The post-holder will be expected to carry out any other duties commensurate with the level of the post and which may reasonably be required by the Principal according to the normal practice of the Trust.



Person Specification

	ESSENTIAL	DESIRABLE
Education, knowledge and experience	<ul style="list-style-type: none"> • Qualified Teacher Status or evidence of working towards QTS. • Excellent classroom practitioner. • Experience of working with students with ASC needs and other learning needs or diagnoses. • Proven track record of using curriculum frameworks and adapting them to meet the needs of young people. • Be able to implement strategies for raising achievement and achieving excellence including using data and benchmarks to monitor progress in learning. • Demonstrate knowledge of how to enhance pupil's social and personal development. • Demonstrable commitment to own continued professional development. • Demonstrable experience of professional communication and interpersonal skills both written and verbal. • Good ICT skills. • Evidence of the ability to monitor, evaluate and reviewing the impact of teaching strategies and pupil targets • Managing and leading teaching support staff and/or other practitioners. • Knowledge of Primary or Early Years Education 	<ul style="list-style-type: none"> • Post graduate SEN qualification • Experience of working with multi- disciplinary teams. • Experience of IT assessment packages and data management systems • Knowledge of working with accreditation boards such as ASDAN. • Knowledge of child development.
Personal Attributes	<p><i>The Candidate must be able to demonstrate:</i></p> <p>Confidence and skills to maintain a successful team. Excellent communication and facilitation skills with all stakeholders. A passion for working with pupils with SEND and their families. Ability to work flexibly to meet the needs of the academy. Ability to work with the Senior Leadership Team to motivate and work with others to create a shared culture and positive climate. High level of resilience and determination. A high level of tolerance and an entirely non-judgmental attitude to children whose behaviour may be challenging Commitment to and a genuine interest in the pastoral welfare of the school community. Calm and organised approach to work under pressure and the ability to inspire this in others. Energy, enthusiasm, flexibility Ability to reflect, prioritise, plan and work to deadlines. Adopt a reflective approach to work. A belief that people with learning disabilities have the right to participate in making decisions about the service they receive and to access opportunities including learning, training, employment and wider experiences. A commitment to the implementation of MacIntyre Academies Equal Opportunities Policy.</p>	
Competencies	<p>All teachers will be expected to meet the requirements of the Teachers' Standards (2021).</p>	

How To Apply

Come join us!

Please visit:

<https://careers.macintyreacademies.org/vacancies/>

Or contact:

hr@macintyreacademies.org



macintyreacademies.org
endeavour-academy.org
thediscoveryacademy.org
thequestacademy.org
ventureacademy.org.uk

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[Facebook/macintyreacademiestrust](https://www.facebook.com/macintyreacademiestrust)