



MacIntyre Academies

Compassion - Ambition - Partnership

Candidate Pack

Compassionate School Coach Team Member, Quest Academy, Rugby



Contents

Welcome

Our Story so Far

Benefits

Our Core Values and DNA

Our Academies

Safeguarding

The Role

Job Description

Person Specification

How to Apply

Welcome

Dear Applicant

Thank you for your interest in the role of Compassionate School Coach Team Member. This is an exciting opportunity to join a Trust with an inspiring vision to make a difference to the lives of learners.

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 learner 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 young person's 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 young people 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 and meeting you in person.

Best Wishes

L Thackaberry

Laura Thackaberry
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 learners 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 learners. 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 learners 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

Benefits

Our people are at the heart of our success

- A competitive salary
- Discretionary Special School Allowance £750 per annum (pro rata role dependent)
- Excellent local government 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.

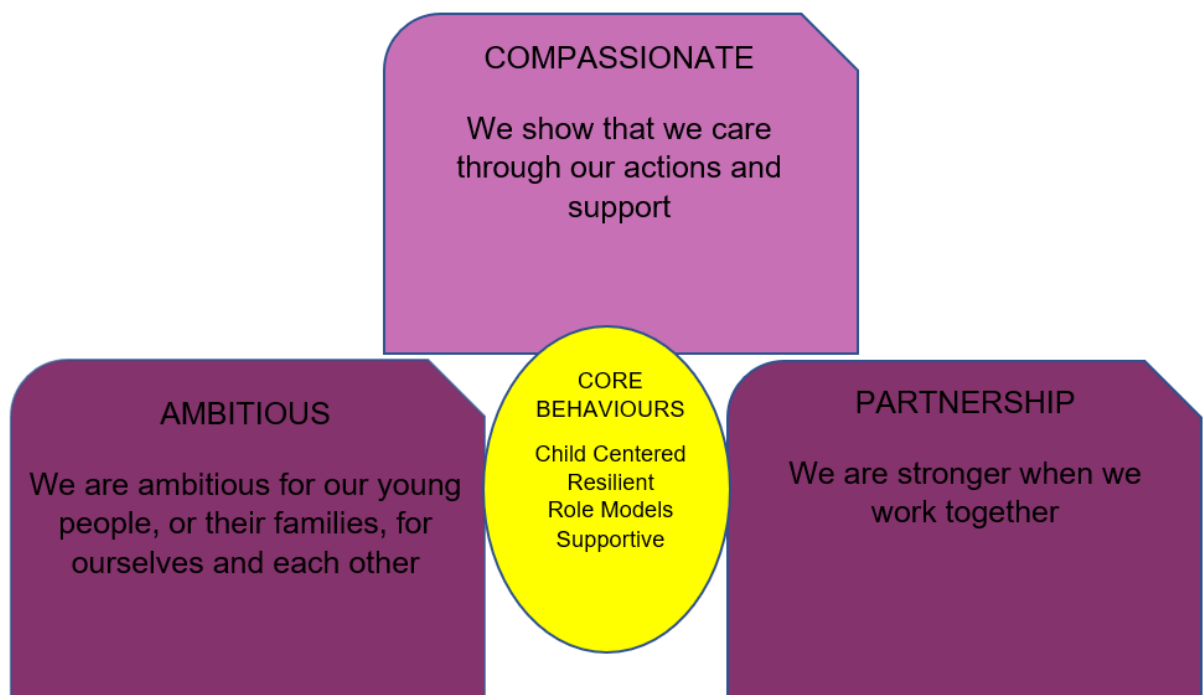
What is our DNA? Why is it important?

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. They provide 32 places for learners (aged 8 to 19) with autism and learning difficulties 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

Quest Academy

Welcome to Quest Academy!

At Quest Academy, we are dedicated to providing a nurturing and inclusive educational environment for learners with Autism Spectrum Conditions (ASC) and those with Social, Emotional and Mental Health (SEMH) difficulties. We cater for children between the ages of 7 and 19 (learners currently transition at 16).

With a commitment to understanding, acceptance, and individualised support, we strive to empower our learners to reach their full potential.

Our passionate team of educators, therapists, and support staff are here to ensure that every learner's unique needs are met. We believe that diversity is a strength, and we celebrate the individuality of each learner. Together, we create a community that fosters growth, learning, and a sense of belonging.

As we continue to grow and evolve, we are proud of the achievements of our learners and the positive impact they have on our school community. We are here to provide not only an exceptional education but also a caring and supportive network for our learners and their families.

We invite you to explore our website to learn more about our programmes, curriculum, and the incredible opportunities that await your child at Quest Academy. Feel free to reach out if you have any questions or would like to schedule a visit to experience our school firsthand.

We look forward to welcoming you into our community and working together to unlock the potential within each and every learner.

About Us

In September 2019, MacIntyre Academies Trust opened a new and exciting Academy in a purpose-built state of the art building in Rugby, Warwickshire for learners with social, emotional and mental health needs and/or autism, aged between 7 years and 17 years.

The academy has specialist facilities including a sensory room, therapy room, interactive immersive classroom, soft play room, recording studio and photography suite. We are very proud of our holistic curriculum which enables the learners to benefit from blended therapy in the classroom. We have a café located at the front of the academy where parents can meet and the learners can display the items they have made within the academy which will be available to purchase. We are passionate to support our learners and families from the local community to ensure the best outcomes.

Whilst the new building was being constructed the academy was located in a modern academy building on the outskirts of Nuneaton and opened with 30 pupils in September 2017 rising to 55 learners in September 2018 and currently 97.

MacIntyre Academies is sponsored by MacIntyre Charity, which over the last 50 years, has developed a strong reputation nationally, as a high quality, person centred organisation.

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 vulnerable 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.



Reference No(s): QA CSC 092025

FTE Salary: C24 – D28 £26,228.16 - £29,158.39

Actual: 39 weeks £22,434 - £24,940.34 / 44.6 weeks £24,949.02 - £27,736.34

SSA: £750 per annum, pro rata

Hours: 35 hours, TTO

Location: Quest Academy, Rugby

Closing Date: Monday 29th September 2025 @ 09:00

Interviews: Wednesday 8th October 2025

Candidates may be shortlisted and invited to interview before the closing date. We reserve the right to close applications early.

At Quest Academy, we are dedicated to providing a nurturing and inclusive educational environment for learners with Autism Spectrum Conditions (ASC) and those with Social, Emotional and Mental Health (SEMH) difficulties. We cater for children between the ages of 7 and 19 (learners currently transition at 16).

We are committed to working together, nurturing individuals, celebrating uniqueness, unlocking potential, friendships and memories. *Ready for Adulthood!*

Our mission is to create a supportive and inclusive school community where every individual, regardless of their unique abilities and needs, is encouraged to embrace their true self and is empowered to become the best version of themselves. We are committed to providing a safe, supportive, and nurturing environment that prioritises the well-being of each learner, tailored to their strengths and challenges. This commitment extends to parents, carers, staff, and all who visit. By fostering an atmosphere of support, collaboration, and well-being, we aim to enable learners to reach their fullest potential and grow into confident, compassionate, and positive members of society.

Quest is a place where everyone belongs—a space where learners are nurtured, empowered, and protected, both physically and emotionally. It is a place where each learner's true self is embraced, allowing authenticity to flourish. In this supportive environment, creativity is inspired, and resilience is cultivated, enabling every student to grow, learn, and thrive.

The Principal wishes to appoint an enthusiastic and dedicated Compassionate Schools Coach to work within all key stage areas, to support learners, deliver 1-2-1, small group and class interventions where needed. This is an exciting opportunity to be part of a team that will enhance the school experience for all. You will need to be reliable, committed and have experience. You should also be caring, trustworthy and an excellent role model for our learners with clear motivation to work in a school that seeks to be the best that it can be, amongst staff, learners, parents and governors who are all dedicated to learning and continual improvement.

Quest Academy is committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. The post is subject to Enhanced Disclosure and Barring Service check.

The Principal encourages candidates to visit Quest Academy.

School visits can be arranged via email to laura.thackaberry@macintyreacademies.org

Job Description

Job Purpose:

In this role, you will play a key part in supporting learners to develop strategies that help them self-regulate their emotions, enabling fuller engagement with learning, care, and support across the school. You will take the lead in facilitating debrief sessions with both learners and staff following incidents, helping to ensure a reflective and restorative approach. We are committed to supporting you in this role through a comprehensive induction programme, alongside ongoing training and professional development opportunities.

Post Responsibilities:

Support for Learners:

- To support Class Teams with the implementation of agreed strategies to enable learners to self-regulate their emotions.
- To lead the debriefing of learners & staff following incidents.
- To lead 1-2-1 and group support sessions
- To work as part of a team to provide the best learning environment and support to the children and young people within the school.
- Help prepare resources which can be used in 1-2-1 sessions by yourself and the class team so that the children and young people have the best access to learning.
- To assist in ongoing assessment, data collection, recording and support teaching assistants in this process.
- To lead individual, small group or whole group learning sessions when required.
- Where appropriate, liaise and feedback on children and young people's progress with professionals and families.
- To liaise regularly with teachers on individuals progress and programs.
- To attend and contribute during meetings with other professionals (Speech and language therapists, occupational therapists, school nurse etc.).
- Attend any relevant multi-disciplinary meetings about the children on your caseload or provide a written report for those who have been previously.
- To support the ongoing functional learning of the children and young people during visits in and around the local community.
- To support children in work experience placements or off-site activities.
- To ensure that you follow each individual's education plan, behavior support plan, communication plan and any other relevant targets.
- To be aware of, and contribute to relevant information that requires daily attention such as learners' logs, incident files, communication books, diaries, etc. and ensure that you record all information accurately and legibly and communicate it appropriately.
- To promote MacIntyre Academies' philosophy of behaviour management through consistency, respect, warmth, empathy and compassion.
- To provide a caring and supportive environment for the children and young people that respects and affirms their racial, cultural and religious identity and lifestyle.
- To safeguard and promote the welfare of all children and young people in the school by being familiar with and aware of the academy's safeguarding and protection issues, procedures and guidelines and to adhere to them at all times.
- To be alert to the signs of distress and abuse, and to ensure that the wellbeing of the children and young people are monitored and protected
- To attend and participate in staff meetings, individual formal supervisions, appraisals, staff debriefings to ensure consistency and good practice.
- To model best practice to Teaching Assistants at all times.
- To be responsible for your own personal and professional development and undertaking learning and development activities to include attending service specific training as required.
- Any other duties as reasonably directed by the Senior Leadership Team

Job Description

Support for the Curriculum:

- Support learners to understand and follow instructions.
- Support learners in respect of local and national learning strategies, e.g. literacy, numeracy, ICT, etc., as directed by heads of subject or subject leads
- Support students in using ICT.
- Prepare and maintain equipment/resources as directed by the CSC Lead.
- Any other duties as reasonably directed by the Senior Leadership Team.

Systems & Processes:

- Providing a safe, calm and well-ordered environment for all learners and the staff within your working area.
- Taking part in the coaching observation process, sharing identified practice.
- Following all systems & process' within the school.

Impact Within and Beyond the School:

- Championing best practice and securing excellent achievements for all learners.
- Inspiring and influencing others to believe in the fundamental importance of education in young people's lives and to promote the value of education.

Staff Development:

- To undertake appropriate professional development including adhering to the principle of performance management.
- To achieve any performance criteria or targets relating to the post arising from the School's appraisal arrangements.

The below listed training and any further identified training, must be completed via our online training portal upon employment commencing.

- Prevent
- Safeguarding – Children & young people, Adults & Children, Safeguarding Vulnerable Adults.
- Code of conduct
- Accident Reporting
- GDPR – Data protection Essentials 2019
- GDPR – Information & Security
- KCSIE
- KCSIE annual update
- Health & safety Essentials & Basics
- Equality & Diversity
- Fire Awareness in Education
- Mental Health Awareness
- Stress Awareness
- Slips, Trips & Falls
- Display Screen Equipment
- Risk Assessment
- Manual Handling
- Conflict resolution
- Team Teach
- Infection prevention and Control
- H&S for managers and supervisors
- Autism
- Positive Behaviour Support

Job Description

General:

- To adhere to the ethos of the Academy.
- To promote the agreed vision and aims of the Academy.
- To set an example of personal integrity and professionalism.
- Attendance at appropriate staff meetings and parents' evenings.
- Responsible for ensuring all items timetabled against this role are met or adequate notice is given to the Assistant Principal if unable to complete tasks.
- Any other duties as commensurate within the grade in order to ensure the smooth running of the school.
- Individuals have a responsibility for promoting and safeguarding the welfare of children and young people he/she is responsible for or comes into contact with.
- To ensure that all tasks are carried out with due regard to Health and Safety.
- Liaise and communicate effectively with other teachers and staff.
- Show loyalty to the school and adopt a professional attitude.
- Holding yourself to account for your professional conduct and practice.
- Following all systems & process' within the Academy.
- Organise and manage own work with little or no input from others but working within the given guidelines, parameters and systems.

Safeguarding:

- The jobholder must observe their obligations in accordance with the School's Child Protection Procedure and the document 'Keeping Children Safe in Education and to report any concerns that they may have regarding a child or young person's welfare to the appropriate person. Copies of the above Procedure and document can be obtained from the School Business Manager.



Person Specification

Criteria	Essential	Desirable
Education and Qualifications	English & maths qualification	<ul style="list-style-type: none"> NVQ 2 qualified / training or equivalent (childcare/early childhood studies/teaching assistant or related qualification) Further relevant training and/or qualifications in special educational needs. Evidence of professional special development.
Experience	<ul style="list-style-type: none"> Experience of working with children in an educational setting and those with SEND 	<ul style="list-style-type: none"> Ability to work within different school phases from key stage 1 – key stage 5 as directed by leadership Experience of positive behaviour management strategies – examples and evidence to be seen at interview stage
Professional Development		<ul style="list-style-type: none"> Recent and appropriate professional development.
Skills and Abilities	<ul style="list-style-type: none"> Awareness of Child Protection / Safeguarding Excellent communication skills, both written and oral. Good ICT skills. Ability to work professionally as a member of a team. High level of emotional intelligence and very good interpersonal skills. Ability to build very effective relationships with children, to motivate learning and to build self-esteem. Ability to work independently with minimum supervision and to manage own work and time effectively. Ability to maintain confidentiality. Ability to use initiative and to innovate within the aims, ethos and policies of the school. 	<ul style="list-style-type: none"> Ability to work collaboratively in a multi-professional team. First aid qualification. Minibus driver.
Knowledge		Knowledge of the different areas of Special Education Needs.
Other Requirements	<ul style="list-style-type: none"> Able to work flexibly and attend meetings, training, community events and INSET days as required. Support extra-curricular activities. Support residential visits. 	

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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