



# MacIntyre

Providing support...your way



## Homes not Hospitals

MacIntyre's offer for people moving from in-patient and secure units

# An introduction by MacIntyre's Adult Social Care Director

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.

The support we provide across our Homes Not Hospitals offer is currently rated Good with the Care Quality Commission (CQC) and we aspire to be Outstanding. We have good established relationships with housing providers enabling us to jointly offer a range of accommodation and tenancy support to people in their own properties across the country.

We spend time getting to know people's ambitions and aspirations and ensure everyone has choice and control over their lives. We have developed a particular expertise in supporting people who are leaving long-stay settings and those who are at risk of offending or re-offending. Furthermore our compassionate and relationship focused approach with timely and proactive therapeutic interventions enables us to prevent admissions and readmissions.

In this document we have shared a summary of the stories of three people who are now living gloriously ordinary lives; their full stories are available on request.

We put people at the heart of everything we do. As a not for profit social care charity we invest any operating surplus and charitable funds into the communities where we work ensuring they are inclusive and welcoming places for people who draw on social care to live, work and learn. We are an organisation that not only transforms lives but transforms communities.

**Laura Selby**  
Director, Adult Social Care  
MacIntyre



# About MacIntyre

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.

## Our Values

Our values are described in the MacIntyre DNA which is shaped by the visionary belief of our founder of 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's Approach

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 are proud to work with like-minded individuals and organisations.

MacIntyre has been involved in the Social Care Future movement since its conception and continues to be an active ally. Our shared value base (our DNA) and plans for the future are underpinned by the Social Care vision:

“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

As proud allies of the Social Care Future movement we embrace the views of people with lived experience and ensure that our practice and values evolve continuously. We have signed up to the concept created by Tricia Nicoll of Gloriously Ordinary Lives and are proud participants of the inaugural Gloriously Ordinary practice and language programme.



# MacIntyre's Approach

## MacIntyre is 'More Than A Provider'

MacIntyre is part of a collaborative with five other not-for-profit organisations who are calling for change in social care. Together known as 'More Than A Provider', the group are working to promote and offer practical solutions for the future of social care.

We are clear that reform is required and we believe that we have a contribution to make in the reimagining and design of new social care solutions. Our track record of working alongside disabled people, Councils and others is good. Our Everyone Everywhere approach and our learning from our Great Communities project in Warrington has demonstrated that:

- Providers can play a role in shaping local communities/neighbourhoods.
- Disabled people have talents and skills that are valuable to the fabric of inclusive neighbourhoods.
- Investment in neighbourhoods and communities has to be part of any future social care plan
- Invest to save – such an approach prevents people accessing social care and has potential to reduce number of hours for those eligible.

We have joined with five other provider organisations who all share our values; who align with the Social Care Future vision and who have a proven track record in delivering innovative solutions to social care. Fundamentally we believe that we are well placed as not-for-profit third sector organisations to help policy makers develop fresh ideas, ambitious and workable solutions for disabled adults who draw on social care.



# Homes Not Hospitals at MacIntyre

MacIntyre is at the forefront of enabling people who are inappropriately placed in long-stay hospitals, inpatient facilities and Assessment and Treatment Units to move into their own properties with a person-led and therapeutic package of support.

Properties are in familiar neighbourhoods where people can connect with others who are not part of their paid support network and most importantly doing the things they love to do!

We currently offer support for more than 60 people with learning disabilities, people who have been described historically as having significant "behaviours of concern", including those who have offended, or are at risk of offending, or those moving on from secure settings.

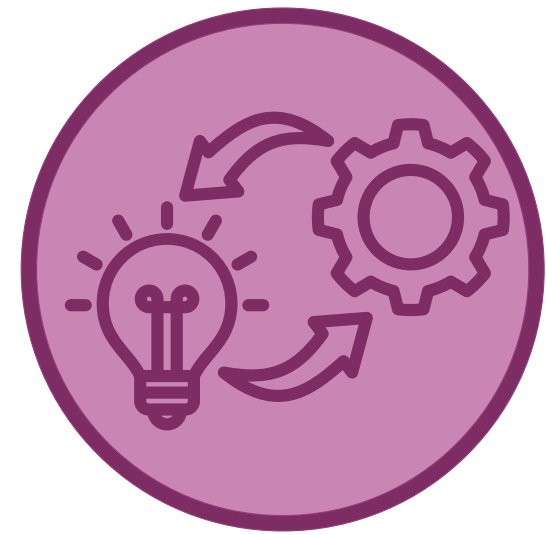
We have particularly developed this approach in the Greater Manchester area and are now able to offer this approach in other parts of England and Wales.

## A specialist approach

Our approach in supporting people through transition from hospital to the community is predicated on a strong value base (our DNA), we are person and outcome focused with our practise being the very best and aligned to current sector and government policy. Integrity is important to us: we believe our values are given meaning through our actions and we are rigorous in reflecting on these actions and learning from them every day. We ensure that everyone who draws on our support experiences the benefits of our growing therapeutic and specialist areas of expertise.

Our specialists support practitioners and resources enable us to offer side by side outcome focused support to people, develop learning pathways and deliver practice supervisions. This approach ensures that we can offer each person a therapeutic and compassionate wrap around support package that can flex according to their needs. This time critical and technical expertise is available at all times and builds a culture of ambition, resilience and reflection.

We spend time building relationships at a local and wider level ensuring that people who draw on our support access the additional health and well-being services that make a vital contribution to ensuring great outcomes for all.



Across England and Wales  
MacIntyre is commissioned by  
over 68 Councils and ICBs to  
offer support and care to over  
750 adults.

# Our Therapeutic Approach

## Keeping People Safe

Ensuring that everyone feels safe and in control is a core element of the MacIntyre DNA.

Keeping people safe within the context of our therapeutic approach is paramount. This commitment to safety extends to all individuals involved: the person who draws on our support, their support networks, and the wider community. Ignoring or mishandling situations that may result in harm can lead to significant risks, including physical injury, emotional distress, social exclusion, and a reduced quality of life for everyone. Therefore, a focus on safety is not merely about crisis management, but about a fundamental human right to live free from harm and with dignity.

Keeping Safe Plans are developed based on evidential need, assessed by our team of specialists. We recognise that at times a form of physical intervention may be required to keep people safe, our own in-house training and processes are certified and reviewed annually by BILD, The Ann Craft Trust, and meet the requirements set out on the Restraint Reduction Network Standards.



# Our Therapeutic Approach

## Working in Partnership

### Families as Partners

Our work with Families supports people to have good relationships with their family when they want to. It also helps managers and staff to forge constructive connections with family members by building trust, setting expectations and keeping commitments. Resources available or families include Family Charter, Family Pack and our 'Preparing to Support' free online programme or digital pack.

“ We have always felt part of the MacIntyre family in Greater Manchester and feel appreciated and respected. MacIntyre value family history and experience and we always make best interest decisions for our son together.

Parent ”

### Housing Partners

Current housing partners include Empower, RWP, Golden Lane, Partners Foundation and MSV. We work collaboratively with registered providers to source and manage properties to ensure they are safe and well maintained for the people who draw on our support.

MacIntyre has vast experience of Multi-disciplinary Team (MDT) working and recognise the value in partnership working and the key benefits: holistic approach to care and support, improved outcomes, shared responsibility, enhanced communication, faster problem-solving, professional development, better use of resources and a person-centred focus.

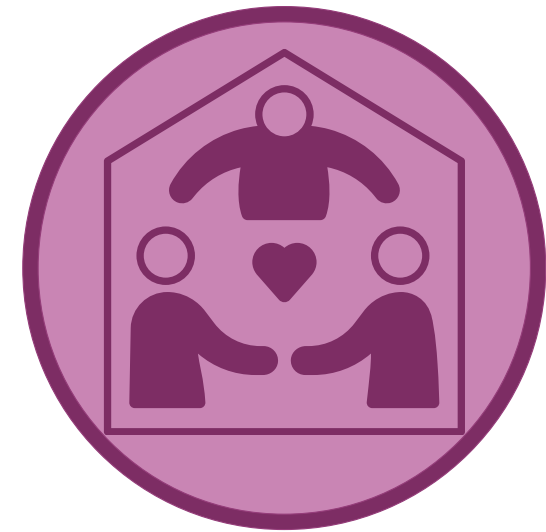
In the Greater Manchester area we currently work with the following

#### Local Authorities and ICBs:

- Bury Council
- Manchester City Council
- NHS Greater Manchester ICB
- Rochdale Council
- Salford City Council
- Stockport Council
- Trafford Council
- Wigan Borough Council

“ MacIntyre's operational management approach is consistently engaged with the advice of clinicians, especially in terms of positive behavioural support; person-centred and attentive to people's needs and preferences; and realistically attuned to the expectations of health and social care commissioners.

Fiona Charnock  
Adult Social Care Transformation ”



# Our Therapeutic Approach

## Compassion First Support

Building the right support is central to preventing admission or supporting people to move on from inpatient settings. Our Compassion First Framework enables us to keep people safe whilst focusing on supporting people who draw on us for support, and their teams to develop the skills and environments where people can flourish.

Compassion First is a framework of support elements, including Positive Behaviour Support, that come together and...

- Support others to understand the needs of a person better: using the principles of applied behavioural analysis we work to understand why a behaviour that causes concern is happening and we can change our own behaviour and environments to help reduce this
- Support people to learn alternative actions and responses to help them navigate, thrive and grow in the world around them
- Keep everyone safe when behaviours of concern happen using the least restrictive approach
- Ensures our actions are data driven and free from assumption

Choosing to put Compassion First means asking one important question: *"How will my actions and decisions feel for the person drawing on us for support?"*

When engaging with Positive Behaviour Support we ensure our techniques and actions are human rights led, least restrictive and measured against our Compassion First commitment to prevent harm or trauma.

Therapeutic Behavioural Support (TBS) is considered an important element within our therapeutic approach. Unlike approaches that might only seek to suppress unwanted behaviours, TBS delves into why these behaviours including most offending behaviours occur. It recognises that behaviours are most often a form of communication, signalling unmet needs, underlying emotional distress, or a lack of coping skills. By identifying these root causes through functional assessments, TBS allows for targeted interventions rather than just superficial fixes.

Within MacIntyre our tiered approach underpins our therapeutic behavioural support which strengthens, prevents and support lasting change once therapeutic supports and approaches have been successful.

## Forensic Support

When people come to MacIntyre with a history of offending behaviour and forensic risk history, we support them and others to remain safe from re-offending by working closely with our external consultant specialist alongside local specialist teams. We uphold legal frameworks set by the courts and also recognise that our specialist therapeutic behaviour support and tiered approach ensure people experience a good life and also supports learning that can help people to make safer choices in the future.



Getting it right from the very start is the most important thing we can do for our approach to work.

Sarah Kilby, Inclusive Behaviour Manager,  
MacIntyre

# Everyone Everywhere

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.



## Everyone Everywhere - some examples



In Greater Manchester Stephen has been volunteering at his local church, by helping out at community breakfasts, visiting the local garden centre to do food pick-ups and becoming a familiar and popular local face.

“I like to help people it makes me feel good, I also like talking to people and get to know them.”

Stephen



Dom is part of his local amateur dramatic group and is part of his local rugby group.

Dom also regularly co-presents at MacIntyre's training and to external audiences.

“It's the best time of the week and it's even better than karaoke!”

Andrew



The MacIntyre Manchester Melodies Choir was born out of a shared desire to bring people together with an inclusive activity that everyone could enjoy. Starting at Christmas, they decided to kick things off with festive classics. Now meeting regularly, the choir also plans to offer free concerts to local nursing homes, inviting residents to join in the fun.

# Value for Money

Through our approach, we can demonstrate tangible benefits for the person, their family and the commissioning authority.

In this document we have shared three examples of people who have moved to MacIntyre from long-stay units and who are now:

- Enjoying life in their new home doing the things that matter to them
- Connected, or reconnected, with their family
- Connected to their local community

“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



For each person who draws on MacIntyre's support we can also demonstrate significant cost savings.

Living in the community rather than in assessment and treatment centres brings significant cost saving benefits not just financially but also in terms of quality of life.

Supported living costs less, as support can be tailored and gradually reduced as independence grows.

Using money wisely in health and social care is critically important because resources are limited but the needs are growing. Every pound spent must make the biggest possible difference to people's lives.

People living within their own homes does not only save money upfront it uses funding in a way that creates long terms suitability and better lives for people.

# Anthony's Story



Anthony is one of the first people MacIntyre supported under the 'Transforming Care' agenda. In the 2010s Anthony committed a criminal offence. He was given a custodial sentence but, as he has a learning disability, he was sent not to prison, but instead to a secure hospital where he spent 11 years - a period of time which far exceeded the prison sentence he would have received.

In the secure hospital Anthony chose to cut ties with his family as he was ashamed and didn't want his family to visit him there. During his inpatient stay he spent most of his time in his room as he found the other people on the ward to be aggressive and violent, leaving his room only occasionally to do some cooking.

Anthony's move to his new home in a quiet cul-de-sac was planned over many months, ensuring things moved at a pace that suited him. MacIntyre's new team got to know Anthony in hospital, spending a day each week with Anthony and building a picture of his likes and interests.

Since moving into his own home Anthony has:

- Rediscovered his love of cycling
- Started growing vegetables in his garden - with a plan to have an allotment
- Enjoyed batch-cooking using his home grown produce
- Taken trips to London and Manchester and is planning other visits
- Re-established his relationship with his family and now regularly sees his sister. He recently cooked lunch at home for his sister and her husband
- Started to share his story at MacIntyre's staff induction events

Anthony says: "I moved into my new bungalow in 2022 and have been loving it ever since. I can go bike riding to different areas and have the freedom to cook and bake whenever I want, including cooking and baking my own choice of meals and cake. I'm so happy I've got my life back again."

## MacIntyre Staffing and Costs

Staffing: originally 2 staff, now reduced to 1 member of staff, with 2 staff only needed for specific activities

Cost saving - 37.5% less than when Anthony was in the secure hospital



# Andrew's Story



Andrew is in his 50s and has been supported by MacIntyre since 2023. Prior to MacIntyre supporting him, Andrew had been admitted to hospital from his previous organisation due to pain caused by impacted wisdom teeth where a DNACPR order was placed on Andrew. Andrew's father, a former solicitor, was able to fight against the order.

During his time in hospital Andrew's mental health declined rapidly, and led him to serious self-harm. As a result, Andrew was sectioned under the Mental Health Act and moved to another Hospital. When he came to MacIntyre, we discovered that the DNACPR was still on his file and have worked with his GP to have it removed. Andrew has a sight impairment caused by self-harm; he has a diagnosis of a learning disability and is autistic.

## Life since moving in

Since moving in, Andrew is thriving. When the team were supporting him to move, they were told that he would only ever speak a maximum of six words. Andrew's mum had said Andrew never spoke at school, or at home although she had heard him sing nursery rhymes in his room. Andrew now asks for medication when he is in pain. He enjoys singing and has even joined a choir. He has a great sense of humour, joking and laughing with his staff.

Andrew's parents have also seen the change in Andrew, stating that '**Staff are wonderful and so caring for Andrew, we honestly couldn't have asked for better.**' Having not been home for 21 years, Andrew now visits once a month to spend time with his parents.

## Future Plans

Andrew and his support team recently joined a local Mental Health Walk. Andrew's mum had explained how much Andrew enjoyed walking, and that he'd spent his late teens and 20s walking around the Lake District on holidays. Andrew's team are now researching more accessible walks for Andrew to enjoy.

MacIntyre has a really positive relationship with the local GP surgery. The GP and clinician are reviewing Andrew's medication with the aim to reduce both his pain and anti-psychotic medication over the next 12 months.

## MacIntyre Staffing and Costs

Staffing: 2 staff plus waking night staff. It is intended to reduce this to 1 member of staff during the day with 2 staff for activities

**Cost saving - 70% less than when he was in hospital**



# Jake's Story



Jake is a 35 year old man who had spent 20 years of his life in hospital, much of it sectioned under the Mental Health Act. MacIntyre first met Jake in 2018, when he was transferred to a hospital where, in order to prevent self-injury, they found it necessary to use restraints for 22-23 hours a day.

The contract to support Jake was awarded in early 2021, Jake moved to his new home in 2024.

MacIntyre's Positive Behaviour Support (PBS) Lead met Jake and led the initial assessment. Jake was assessed as needing 4:1 support once he moved, meaning a staff team of 30 to ensure 24/7 support. Jake also has 30 hours a week of support from MacIntyre's PBS team.

In preparing for Jake's move, the staff team got to know the new area. Using a process called 'community mapping' they checked out all the local shops, parks and other facilities, including details of opening times. Working with the hospital staff, the team developed a daily and weekly plan which replicated Jake's routine in hospital, including hydro and sensory, and would 'cushion the landing' for Jake's move.

In the two short months since moving to his new home in a small, quiet cul-de-sac Jake has:

- been getting to know his neighbours, including when he went 'Trick or Treating' at Halloween
- indulged his passion for model cars, buying some to enjoy at home
- celebrated his birthday in his own home – the first of his adult life
- been supported to establish weekly video calls with his mum

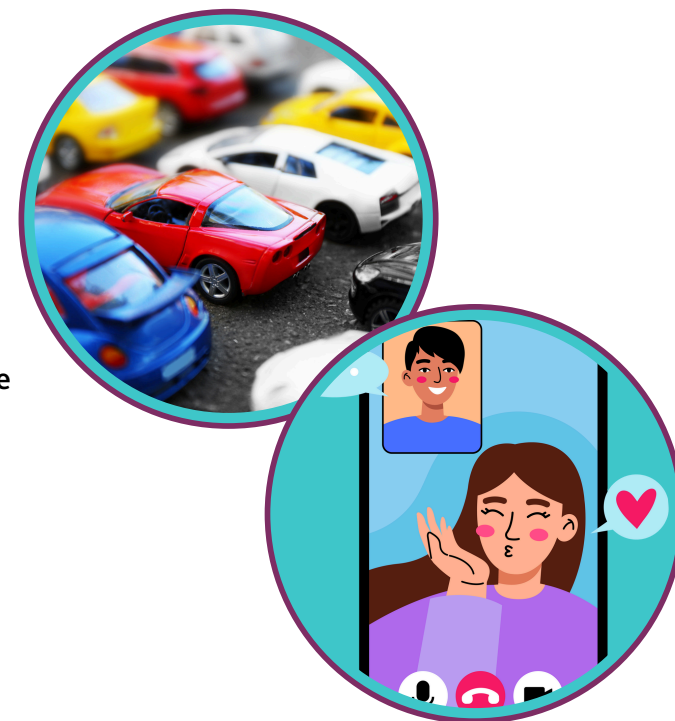
## Future Plans

Having lived in a hospital for 20 years, it's important to maintain a level of routine for Jake and to not change anything too quickly; the local manager and team are working very closely with MacIntyre's PBS team to ensure continuity and structure for Jake, slowly implementing changes to his routine as Jake feels more comfortable.

## MacIntyre Staffing and Costs

Staffing: 4 staff with waking night and 30 hours/week PBS support

Cost saving - 60.4% less than when Jake was in hospital



# Making a Difference

## Andrew's Story

Moving to a new neighbourhood is never easy, as was the case for Andrew, who recently moved into a new bungalow in Greater Manchester. It's important to Andrew to have structure to his morning.



One of Andrew's routines is to go for a drive then to a drive-through for a coffee or hot chocolate, though this isn't always possible when we don't have a staff member on shift who can drive. So staff put their heads together to find a way to make Andrew's mornings engaging regardless of whether there's a drive involved.

On those days Andrew goes out in his wheelchair for a turn around the local streets with his team, having a chat, visiting the local shop, and saying hello to the neighbours. Then when they get back home, they "drive" along the side passageway to the kitchen window as though it was a drive-through.

One of the team, Noheem, knocks on the window, and inside, his colleague Noemi puts on a "drive-through" voice so Andrew can place his order. Andrew is handed his hot drink and cake through the kitchen window and, if it's a nice day, enjoys this morning feast in his garden. This arrangement is absolutely brilliant for Andrew - he thinks it's hilarious to be treated like a drive-through customer in his own home and he really enjoys the fun of it all.

It's been great for staff too. They're proud of how they thought about what was important to Andrew, and used imagination to turn a logistical challenge into something creative and fun. It's creating a ripple effect locally too. One of Andrew's neighbours got to see the 'drive-through', was interested and came over to find out more. He's getting to know Andrew and enjoying the connection. Andrew's visits to the local shop have also changed the way staff their view people who have a learning disability. They've realised we all want the same things - companionship, connection and, of course, fun!

## Anthony's Story - in his own words

My name is Anthony, I am 65 years old. I moved to Bury with MacIntyre in late 2022.

A while back I had lived independently on the other side of Greater Manchester in my little flat. There I used to ride my bike a lot. I used to clean and cook by myself in my flat and life was good. However I got detained and put in a mid-secure hospital in Whalley.

I spent 11 years of my life in Whalley with so many restrictions. It meant I could not go bike riding when I wanted; I could not cook every day. Instead I batch cooked every fortnight and froze my food. All I ever made and lived on for the 11 years was hotpot. I lost physical contact with my family for the 11 years. At some point I thought my life was over and I would never leave hospital ever again.

In the hospital I spent most of my time in my bedroom, I rarely came out to sit in the shared areas or interact with other patients. The only time I went out was every two weeks to do my food shopping. The little time I rode my bike was around the hospital grounds when staff could spare a few minutes for me.

“  
My life was miserable and  
hopeless - until MacIntyre  
came along.  
”



I moved from the hospital into my new bungalow and have been loving it ever since. I can now go bike riding to different areas with staff, I have freedom to cook and bake whenever I want including cooking and baking my own choice of meals and cakes. I have loads of space to do gardening and I enjoy tidying up inside and around my bungalow.

I love showing visitors my bungalow and always take them on a tour of the property.

I have re-established contact with my family and my sister has been to visit me for the first time in 11 years. I made lunch for her and her husband. She has reassured me she will be coming down more often.

I'm so happy I've got my life back again; I can go shopping to different places and different markets. It is so amazing how so much has changed and I'm so glad I'm out with the support of MacIntyre.

# The Workforce

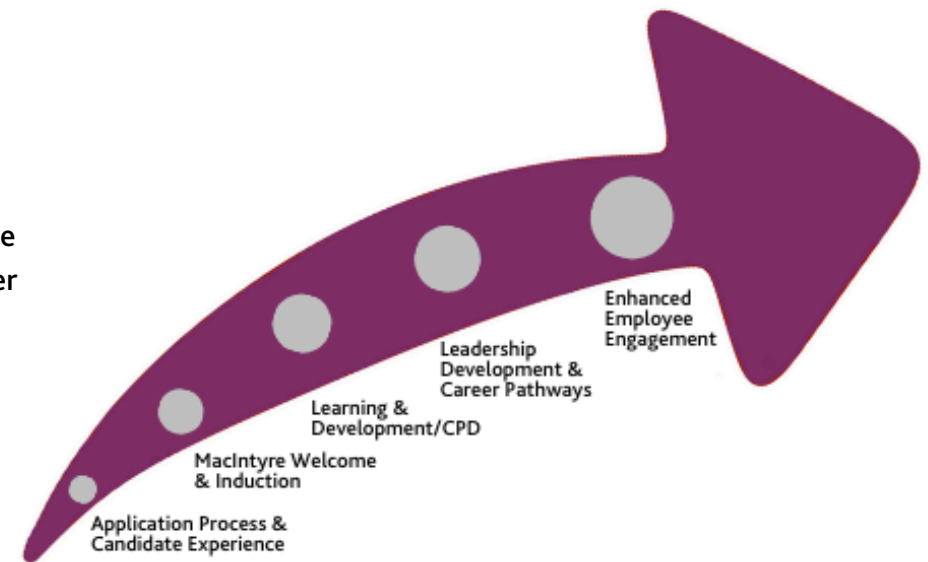
As part of our 'Workforce Strategy 2024 & Beyond', we set out a clear road map of how we intend to attract and retain the very best staff at MacIntyre. We are committed to ensuring every individual has a great recruitment experience and is warmly welcomed and valued from their first day, right through their probationary period and beyond.

When joining MacIntyre, employees are supported through their induction and employment with the support of their line manager and with a Personal Development Portfolio; induction and ongoing training linked to the needs of the people who draw on support; regular Support & Supervision meetings and annual Appraisal; team meetings; coaching and mentoring.

Specific training and practice leadership will be supported by MacIntyre's Positive Behaviour Support team who are dedicated to working with teams to establish bespoke support depending on each person's needs.

Other employee support and networks across MacIntyre include:

- Staff Council with representatives from across the organisation
- Employee Assistance Programme
- Dedicated Wellbeing Intranet content and links
- Mental Health First Aiders
- MacIntyre's Career Pathway which includes opportunities for colleagues to experience other roles, to shadow colleagues, to be part of MacIntyre's network groups and career development
- MacIntyre Connect fortnightly calls to share information and best practice
- Diversity Advisory Group with sub-groups for Ethnicity, Neurodiversity and Sexuality
- Special Interest Groups related to Autism, Employment opportunities and Dementia
- Specific Events – cultural, informative, practice led
- Staff Value & Recognition – Awards (internal & external), Conferences, Employee of the Month, annual Staff Awards



## Staff Code of Conduct

It is important that we all reflect professionalism and our culture in our appearance. This helps to positively promote MacIntyre, give confidence to the people that draw on our support as well as give confidence to all other people involved with MacIntyre.

# Godwin's Story

My name is Godwin and I'm a Senior Support Worker in Greater Manchester.

I've worked at MacIntyre twice! My first stint was between 2010 and 2015, when I was a Waking Nights Support Worker. I enjoyed the job but as time went on, there was no further need for staff on the night shift, and so unfortunately my role was made redundant. After being in another job for a couple of years, in 2017 I happened to see another advert for MacIntyre. I had previously worked alongside Marlon, who was still with the company. He encouraged me to apply and I was successful. So I've been at MacIntyre now for a total of about 12 years.

## Supporting Anthony

My main job is supporting Anthony, and I find it incredibly rewarding. Anthony is a man with learning difficulties who was shut away in a secure hospital for eleven years. Can you even imagine what that is like? I wish society could be more compassionate and less quick to judge.

I worked with Anthony over a number of months, during his transition from hospital into his own home. I found out what he enjoys (mountain biking and gardening) and started building a relationship with him, including the team that came together to support him. Now Anthony has a "gloriously ordinary life", and my biggest reward is his smile at the end of the day.

## A new country and a career change

Back in my native Zimbabwe, I'd been involved in forestry work. I came to the UK in 2002. I started out in London and worked in a variety of jobs including warehousing. I never thought about working in social care. One day a friend said I'm really easy to talk to and suggested I had the right personality for supporting others. That got me thinking and I started my first social care job in a local nursing home. After a while I moved to Manchester, found MacIntyre, and the rest is history.

## It's all about the person

If I had one piece of advice for people starting out in social care, it is that although there are quite rightly a lot of regulations, it's vital to see the person, not the paperwork.

## Holidays are important

Outside of work, I enjoy spending time with my family, and we love going on holiday to Scotland. There's something about that beautiful forested land which reminds me of where I started, back in Zimbabwe.

## A word from Godwin's Area Manager

This year, Godwin was a finalist in the Learning Disability and Autism Awards, and won the Staff Award at MacIntyre for Outstanding Frontline Employee. He was absolutely delighted he won and so humble as he is, he said "I didn't even know I was doing anything special I was just doing my job"



# Our Training

MacIntyre continues to invest in the knowledge, skills and capabilities of our workforce. Each person has access to learning and development opportunities. Some are required by our regulators, many by our aspirations for all staff to develop and achieve excellence in everything they do. Our small Learning and Development team supports our open learning culture as well as focusing on the design and delivery of our mandatory training and the formal qualifications required for some posts, as well as qualifications linked to people's personal aspirations and continuous professional development.

## Induction

Our face-to-face induction training takes place locally around the organisation. Each session includes someone who draws on our support from that area. The purpose of the training is to share and embed our values and the behaviours we expect of our staff. Everything flows from our MacIntyre DNA, including the staff Code of Conduct and the Five Tests from Gloriously Ordinary Lives.

## Training and Qualifications

Training and Qualifications are delivered both in person and online. MacIntyre's Learning Management System is managed in-house and is adapted to ensure the compliance requirements and the needs of the people who draw on support are met - and exceeded - through our training delivery and support.

Our training is certified by BILD ACT and meets RRN, Skills for Care and PBS competency framework standards. Training is modular and covers the principles and practices to develop enabling environments, provide active support, ensure early prevention approaches are used and how to keep people safe in the least restrictive way. The requirement for physical intervention training is agreed only once a training needs analysis is completed and within a restraint reduction plan.

## Leadership Programme

MacIntyre's Leadership programme is delivered over six months. Our Leadership DNA explains what leadership at MacIntyre should look like. It sets out the behaviours we expect to see from all of our leaders. It is rooted in our DNA, the things that matter most to us.



## Specific course topics include:

- Accredited Medicines
- Forensic Mental Health
- Health Recording
- Induction
- Introduction to Offending Behaviour and Forensic Support
- Lead to Inspire
- Link working
- Oliver McGowan Mandatory Training Tier 2
- PBS Awareness
- PBS - Understanding Behaviour
- PBS - First Steps
- PBS - Advanced
- Restrictive Physical Interventions



# MacIntyre

Providing support...your way

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