

## MACINTYRE ACADEMIES

### MEMORANDUM OF UNDERSTANDING

#### **PURPOSE**

MacIntyre is a charity with the objective of providing care, support, education and advice to children and adults with disabilities and autism, and their families. Founded in 1996 by parents of children with disabilities the charity today has a nationwide spread of diverse and locally connected services.

MacIntyre's primary purpose is to make a difference: for children and adults with disabilities and their families to have a better life. MacIntyre makes this difference by ensuring when a child or adult with a disability or their family member interacts with a MacIntyre employee they will feel the better for the experience. The accumulative benefit of these interactions will facilitate a better life.

MacIntyre's secondary purpose is to have a positive influence on the external sector: by demonstrating best practice, innovating and supporting the learning of others we help to raise the standard for all organisations.

MacIntyre's mission is to be recommended and respected by everyone for offering the best choice, providing best value and employing the best people. It is what other people say about their experience of MacIntyre that matters the most to the organisation: people with disabilities and their families, the staff and volunteers, local supporters, local authorities, central government, professional bodies, charitable bodies, other service providers - anyone and everyone.

#### **MacIntyre's Way:**

From its earliest origins MacIntyre has adopted an approach founded on the mutuality of respect, believing strongly in the importance of: personal well-being, equality of opportunity, individuality and the potential for everyone to develop and learn. MacIntyre's approach is child or person centred, rigorously outcome focused, up-to-date with government policy and representative of best practice. MacIntyre is ambitious for the people supported and employed and encourages them to be ambitious for themselves. Integrity is important to MacIntyre based on a belief that values are given meaning through actions.

To support its mission, MacIntyre has established MacIntyre Academies (the "Trust"), a charitable trust primarily funded by the Secretary of State for Education, which will deliver education to children with autism and other learning difficulties through the establishment of academies and free schools (the "Academies"). MacIntyre has a long track record of delivering outstanding provision for children with special educational needs and actively supports joint working between the two organisations. Building on MacIntyre's mission, heritage, experience and proven expertise, the Trust will, in its own right, build up a national reputation for educational excellence and seek to redress the inequality of opportunity still experienced by many children and young people with disabilities. To this end the trust is founded on the following principles:

- All children and young people, regardless of disability, have the same right to maximise their personal potential through the free access to great education
- Education can and should be a way of maximising equality of opportunity for all children and young people
- The Academies will encourage all students, regardless of severity of disability, to be ambitious for themselves and to be aspirational about their future hopes and dreams

- The learning experience for students will be outstanding: stimulating, engaging and highly tailored to the individual student
- The Academies will work with students and families as partners and focus on good, student-centred outcomes to create the best foundation on which to build adult life
- The Academies will recruit, continuously develop and retain a highly skilled workforce that delivers the best educational experience and outcomes
- Each Academy will be inextricably connected to their local areas acting as a community hub and building supportive links
- The trust will encourage innovation and work in partnership with a wide range of experts to develop and implement best practice based on evidence based research, sharing our learning widely
- Each Academy will be entrepreneurial maximising the resources directly spent on education and delivering value for money
- We will continuously develop the expertise of our employees

In fulfilling the mission to be flexible and solution focussed, MacIntyre, the Trust and each of its Academies make the following commitments to each other.

## **COMMITMENTS BY MACINTYRE**

### **Ethos and Vision**

1. The foundation for the relationship between MacIntyre and the Trust and their work in relation to the Academies is based on a shared vision and shared values. MacIntyre will preserve and protect this vision only departing from it in agreement with the Trust.
2. MacIntyre fully supports the independence and integrity of the Trust and the uniqueness of each of the Academies.
3. Recognising the value of collaboration and the advantage of a common identity, MacIntyre will provide a voice on national issues affecting the Trust and its Academies, helping to communicate the Trust's and the Academies' needs and concerns to those with the responsibility for the funding and regulation of publicly funded schools.
4. MacIntyre acknowledges that the Trust and the Academies are accountable to the Secretary of State for Education and to the communities that they serve.
5. MacIntyre expects to be open and transparent in all its dealings with the Trust, subject to any duty to keep confidential those matters which are considered confidential, and to act at all times in the utmost good faith notwithstanding any change in the relationship between them.

### **Leadership**

1. In pursuit of an education that is child and person centred, MacIntyre will provide leadership and guidance, drawing on its own experience and providing a platform and focus for the sharing of knowledge and best practice.
2. MacIntyre will seek to ensure that high quality, committed, skilled individuals are put forward as directors and governors and will conscientiously monitor the contribution made by such appointees and will remove individuals in the event of misconduct and/or a failure to support and deliver the high ideals of MacIntyre and the Trust.

3. MacIntyre will monitor standards and achievement ensuring the Trust and the Academies are sufficiently challenged to drive continuous and sustained improvement. We will celebrate our successes and learn from our failures together.
4. If intervention is necessary, then any action to be taken by MacIntyre will be proportionate. Open and respectful dialogue will be maintained at all times and MacIntyre will fully support the Trust in the development and implementation of any action plan in respect of an Academy.

### **Partnership and Support**

1. Whilst no formal partnership exists between MacIntyre and the Trust, the relationship is one of equal partners sharing a common goal and object, drawing on each other's strengths in order to overcome any weaknesses and respond robustly to any challenges.
2. In the pursuit of excellence and a high quality personalised education and support plan, MacIntyre will provide support to the Trust and its Academies in a variety of ways ranging from administrative support to leadership mentoring and governor training. If required, MacIntyre and the Trust will subject to paragraph 4 below enter into any agreements to formalise the support provided, which includes any agreements required by the Secretary of State. MacIntyre will facilitate partnership working with other national and local bodies and provide support to the pupils and students of its Academies and their families through its own national programmes including; MacIntyre No Limits™, MacIntyre Family Footings and MacIntyre My Way™.
3. MacIntyre recognises and accepts that it is a fundamental principle of the Secretary of State's academies programme that those who have set up/established and/or control the entity that enters into academy arrangements with the Secretary of State (in this case the Trust) do not derive any profit from their involvement with that entity. MacIntyre accepts and agrees to abide by this principle in all its dealings with the Trust and the Academies.
4. The Trust acknowledges that MacIntyre will have no financial responsibility for the Trust in any situation. Nevertheless, MacIntyre will provide advice and assistance to the Trust in relation to budget setting and financial risk management. The Trust is expected to develop appropriate risk management strategies, adopting financial prudence and complying with all legal requirements and guidance issued from time to time by the Secretary of State and the Charity Commission.

## **COMMITMENTS BY THE TRUST AND ITS ACADEMIES**

### **Ethos and Vision**

1. The Trust shares the vision of MacIntyre and supports the mission set out above. The Trust will act at all times in the utmost good faith in all its dealing with MacIntyre, notwithstanding any change in the relationship between them.
2. The Trust will ensure that each Academy makes a commitment to support the values and principles set out in this Memorandum of Understanding and that this commitment is acknowledged each time a director of the Trust and a governor of a Local Governing Body of an Academy is appointed.
3. The Trust recognises that the public image of itself and the Academies is strongly linked to MacIntyre and agrees to honour and protect the good will associated with the use of the MacIntyre name. The Trust will put in place any measures required by MacIntyre to protect its good name.

### **Governance**

1. The Trust and in turn the Academies will adopt and comply with all the practice based and teaching policies of MacIntyre as communicated from time to time by MacIntyre. The Trust will also adopt and implement any policies of strategic importance to MacIntyre, reinforcing the shared vision and common approach. These will include policies dealing with issues such as financial probity, recruitment, equality and diversity, complaints and health and safety amongst others.
2. The directors of the Trust and the governors of the Academies have a duty to act independently and not as agents of those who may have appointed them and will act with integrity, objectivity and honesty in the best interests of the Trust and the Academies. They shall be open and transparent about decisions and be prepared to justify those decisions, including those which might on the face of it seem in conflict with those of MacIntyre, subject to any duty to keep confidential those matters which are considered confidential. The Trust will ensure that all directors and governors are regularly reminded of the Trust's conflicts policy which addresses general conflicts of interest as well as the unique relationship with MacIntyre.
3. The directors shall have regard to any advice and guidance issued by MacIntyre in relation to any matter, including financial management, reporting to MacIntyre on any matter as required from time to time.
4. The Trust will notify MacIntyre of any significant financial liability that the Trust is considering taking on and will keep MacIntyre informed of any matter which is likely to be a cause for concern to MacIntyre.

### **Partnership and Support**

1. The Trust and each of the Academies recognise that they are part of a family of schools supported by MacIntyre and each other and that this means they have a responsibility which may extend beyond the Academy and the Trust.
2. The Trust and the Academies will work collaboratively with MacIntyre and the other schools supported by MacIntyre, sharing resources and know how as may be appropriate with the following objectives in mind, to support each other to:
  - achieve consistently high standards of teaching and learning
  - provide local leadership capacity and support
  - develop cost effective curriculum design and collaboration which optimises opportunities for pupils and students and provides added value progress for them
  - provide support building upon individual learning and specialisms and/or areas of strength between schools to improve key aspects of performance
  - achieve best value in service delivery especially where partnership working can add value.
3. The Trust is committed to developing the potential of its employees and recognises the value of working collaboratively in relation to the continuing professional development of its people. The Trust will share its knowledge and experience with MacIntyre and support any programme of training and skills development that MacIntyre is promoting.
4. Where resources are offered and shared with other MacIntyre schools this will be on the basis that any charges levied will reflect the costs incurred without charging any element of profit and the Trust will be open and transparent in its dealings with others.

5. The strength of the partnership between the Trust and MacIntyre lies in the fact that both look outwards as well as inwards and the interaction with others provides challenge and opportunity as well as promotes best practice. Whilst it is clear what support is provided by MacIntyre, nothing in this Memorandum of Understanding will prohibit the Trust and its Academies collaborating with other local and national networks.

## **REVIEW AND EVALUATION**

1. MacIntyre and the Trust commit to the ongoing monitoring and evaluation of how well this collaboration is working, meeting as necessary to review outcomes and processes to ensure that the objectives are sufficiently challenging to drive continuous and sustained improvement. Disagreements will be taken seriously and handled in the spirit of collegiality, escalated only if necessary.
2. We will celebrate our successes and learn from our failures together.

Dated: [ ]