



Applicant Information

People Strategy and Employment Benefits

Dear Applicant

Thank you for your interest in joining Venn Academy Trust.

Venn is a group of inspirational and aspirational mainstream and specialist schools across Yorkshire. Our core objective is to ensure that all pupils make exceptional progress and have strong life choices, regardless of the local authority they are from.

At Venn, our people are our greatest strength. We believe that exceptional outcomes for pupils begin with staff who feel supported, developed and genuinely valued.

The Vision

We are united by a shared mission to provide exceptional education and life chances for every child in our care.

This mission underpins everything we do as a trust, from how we recruit and develop our people, to how we work together across academies, and how we support colleagues at every stage of their career.

Our Values

We are looking for people who:

- Share our commitment to making a meaningful difference
- Are values-driven, aspirational and collaborative
- Take pride in their work and in being part of a wider professional community
- Want to contribute positively to the pupils, colleagues and communities we serve

We aim to create a culture where colleagues feel proud to work for Venn and connected to a supportive network across our academies.

Our People Strategy

Built around four key pillars that guide how we attract, support and retain our workforce:

1. Recruitment and Retention

We focus on welcoming talented individuals who share our values and on creating the conditions that encourage long-term careers within Venn. Our aim is for colleagues to feel supported, valued and committed to growing with the Trust.

2. Leadership and Development

We actively invest in our people at every stage of their career. This includes access to high-quality professional learning, coaching, mentoring and leadership opportunities.

We support progression within the Trust and encourage collaboration across academies, helping colleagues develop the skills, confidence and experience needed to thrive and take the next step in their career with Venn.

3. Compliance

Strong policies, clear processes and robust governance underpin everything we do. This ensures a safe, fair and well-managed working environment for all staff.

4. Wellbeing

Wellbeing sits at the heart of how we work. We recognise the importance of work–life balance and aim to foster a supportive culture where colleagues feel listened to, valued and able to perform at their best.

We warmly encourage you to apply and consider how your skills and experience could contribute to Venn and the communities we serve.

Employee Benefits

To support our people, we offer a broad and continually developing range of benefits, including:

- Access to an Employee Assistance Programme (*EAP*) Providing confidential advice and counseling for you and other adults in your household
- Free on-site flu vaccinations
- Access to a 24/7 online GP service for you and your family
- Discounts on gym memberships, and savings across high street stores, holidays, supermarkets and cinemas etc
- A range of salary sacrifice schemes, including Technology Schemes, Cycle to Work, and Car-Care Schemes
- Discounts on glasses and eye care
- Voluntary Health Scheme
- Membership of the Local Government Pension Scheme (*LGPS*) or Teachers' Pension Scheme (*TPS*)
- Enhanced family-friendly policies
- Free on-site parking
- Generous annual leave for 'All Year Round' workers





Get in Touch

If you have any questions regarding **Venn Academy Trust** please use the links to find out further information.

Venn Academy Trust

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