

Dear Applicant

Re: People Strategy and Employee Benefits

Thank you for your interest in joining Venn Multi Academy Trust. Our trust is a group of inspirational and aspirational mainstream and specialist schools across Yorkshire whose main objective is to ensure that all pupils make exceptional progress and have good life choices.

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

Our People Strategy is built around four key pillars: Recruitment and Retention, Leadership and Development, Compliance and Wellbeing. Together, these guide how we attract great people, support them to grow, and create a positive, safe and inclusive working environment across our Trust.

Through Recruitment and Retention, we focus on welcoming talented, values-driven individuals and creating the conditions that encourage long-term careers with Venn. We want colleagues to feel proud to work for our Trust and connected to a wider professional community across our academies.

Our commitment to Leadership and Development means that, if you are successfully recruited, we will actively invest in *you*. We are committed to developing our people at every stage of their career through high-quality professional learning, coaching, mentoring and leadership opportunities. We encourage collaboration across our academies, support progression within the Trust, and help colleagues build the skills and confidence needed to grow, thrive and take the next step in their career with Venn.

Our Compliance pillar underpins everything we do, ensuring strong policies, clear processes and robust governance that create a safe, fair and well-managed working environment for all staff.

And finally, 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 valued, listened to and able to perform at their best. To support this, we offer a broad range of benefits, including:

- Access to an Employee Assistance Programme (EAP), offering confidential advice and counselling to you and other adults in your household
- Free onsite flu vaccinations
- Access to a 24/7 online GP service, for you and your family

- Discounts on gym memberships, as well as savings across high street stores, holidays, supermarkets and cinemas
- A range of salary sacrifice schemes, including technology schemes, Cycle to Work, and car-care schemes
- Money off glasses and eye care
- Membership of the Local Government Pension Scheme (LGPS) or Teachers' Pension Scheme (TPS)
- Free onsite parking

This is not an exhaustive list, and we are continually reviewing and developing our offer to ensure it meets the needs of our workforce.

At Venn, we are united by a shared mission to provide exceptional education and life chances for every child in our care regardless of the Local Authority they are from. We are looking for people who share our values, are passionate about making a difference, and want to be part of a trust that genuinely invests in its people.

I would warmly encourage you to apply and consider how your skills and experience could contribute to Venn and the communities we serve. We look forward to receiving your application and learning more about what you could bring to our trust

Yours sincerely



Lynsey Cook
Director of Operations