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V E N N

ACADEMY TRUST

Senior Leaders at Brompton Hall School

Together we will...

Pioneer | Inspire | Achieve | Collaborate | Create

Welcome

Dear applicant

I would like to take the opportunity to thank you for showing an interest in this role within Venn Academy Trust. This role is based at Brompton Hall School, High Street, Brompton-by-Sawdon, Scarborough, North Yorkshire, YO13 9DB.

The trust was formed in 2015 as a small but perfectly formed organisation of four schools. Since then, we have grown our family of schools across Yorkshire and the Humber region, with others interested in joining. Venn comprises of both special, alternative provision and mainstream academies, including a hybrid/alternative provision free school. Brompton Hall School joined our family in March 2023.

We are proud of the diversity and uniqueness of all of our schools and they remain this way post-conversion. Each of our schools have different curriculums and different ways of working; we support them to remain this way.

We have a strong track record of developing and improving schools; underpinned by effective central systems and school improvement strategies that lead to developing confident pupils who work hard, enjoy school and achieve significant positive outcomes.

Our expertise reflects our vision and together with local authorities, schools and community partnerships we provide outstanding support. Venn is a pioneering academy trust, where all pupils are inspired to become lifelong learners to achieve the very highest standards possible. Collaborating with all partners, the trust works with its settings to create world class learning experiences for all.

The trust has substantial proven expertise in delivering outstanding provision. This has been achieved through high quality expertise, practice and training. We have created a positive behaviour culture with clear intent on the curriculum; reinforced by our effective implementation strategies leading to successful, positive outcomes. In all our academies we ensure provision is pupil focused, effectively linked to an appropriate and challenging curricular, enabling them to make positive progress throughout their school years. Venn teaches pupils from birth to post sixteen and is recognised and acknowledged for its expertise in SEMH. We have a supportive trust board who challenge and work alongside our local governing bodies to retain their structures to deliver strategic outcomes for all schools.

Venn is committed to being an employer of choice, enabling all employees to develop career opportunities that significantly impact on the future life chances of our students. I do hope that you consider a career with Venn and wish you all the best of luck with your application.

Together we will...

Best wishes

Dr Simon Witham
Trust Lead and Accounting Officer





Brompton Hall School

Brompton Hall School is a special school, nestled in the heart of North Yorkshire, on the outskirts of Scarborough in the village of Brompton-by-Sawdon. It is currently an all boys school, for Key stage 2, 3 and 4 pupils. All pupils have an Educational Health & Care Plan.

It is an exciting period of change for the school. It has recently been agreed to remove the residential (boarding) provision at Brompton Hall School from 1 September 2024, with no new residential placements made from September 2023. The provision will also change from single sex (boys) to co-educational provision from 1 September 2023. The number of day places at Brompton Hall School will rise from 67 up to 85 from 1 September 2023.

Once the Residential Provision has ended, Brompton Hall School will follow a standard school day with extended day provision. Pupils typically travel to the school by taxis from the surrounding areas.

The School is based in a fabulous historic building (Grade 2 listed), in pleasant grounds and has a museum on site!

In June 2021, Ofsted judged the school as inadequate. In September 2021 Venn were approached by North Yorkshire County Council to support the school to help bring strong leadership and educational change to the establishment. The staff are committed to the improvements taking place in order to make the school successful.

The aims of the school continue to be focussed on meetings pupils' needs. Brompton Hall aims to provide a positive environment where pupils can flourish, be respectful to others and develop their ability to regulate and express their emotions. A safe place where children feel they belong and become confident individuals. An aspirational learning experience where children are supported to reach their full potential.



Our vision and values

Our vision and values place pupils, staff and our communities at the heart of what we do.

Together we will...

Pioneer to provide a curriculum of the highest standards with a clear international dimension to meet every pupils needs.

Inspire our young people to be resilient learners who embrace excellence and challenge to become confident and courageous learners.

Achieve the highest standards with progress that enriches pupils' personal development.

Collaborate with our families and communities to place every young person at the heart and to serve them well.

Create a culture where all our students of all abilities are equally welcome and supported to achieve their full potential.



Venn is a **pioneering** academy trust, where all pupils are **inspired** to become lifelong learners to **achieve** the very highest standards possible. **Collaborating** with all partners, we work with all our settings to **create** world class learning experiences for all.

“

Highly effective and passionate leaders, from in school and the trust, work well together to ensure that pupils in this school make very strong progress from their varied starting points.

Bridgeview Special School - Ofsted Outstanding March 2019.

”

Our trust

Once schools join Venn we support them to **EMBRACE** their unique qualities and to work with us to define collaboration providing resources and support where required.

Our academies are given every chance to **SHAPE** excellent curricular, the resources and financial support and development to meet the highest standards for all.

Once a member of our family we develop the opportunities for our children and staff to **SOAR**. That is the **UNIQUENESS** of Venn.

The trust board are committed to ensuring that every school has the resources to support the highest pupil outcomes. Venn works with a wide range of local authorities, multi academy trusts, independent charities and schools of all phases to provide professional development.

As an outward looking organisation Venn works with international delivery partners to support its staff to take responsibility, to trust and be open, to hold shared responsibilities and to professionally collaborate and take individual accountability. Venn makes a difference in the communities it serves.

The key areas that Venn is acknowledged to hold experience in are:

- development of early reading and phonics;
- supporting reading inference and comprehension and deduction;
- curriculum development in all phases of education;
- supporting all vulnerable young people, including those with social emotional and mental health issues;
- development of oracy in all our pupils;
- implementing the HearMyVoice programme (this supports staff and pupils to be motivated to achieve, empowered to make a difference);
- writing bespoke professional development for a wide range of areas including; reading, gender equality, transgender awareness, curriculum development, SEMH, leading for learning and creating positive learning cultures.

“

My favourite lesson at school is English. I can let my imagination run wild.

”

Year 6 pupil.



Working together for excellence

Central to the operation of Venn is the way that our academies work together to ensure:

- the very highest quality of staff through effective recruitment of skilled professionals;
- powerful professional development ensuring the very best staff oversee the education of all pupils in our academies;
- a network to support each other internally to review pedagogy;
- external partnerships bring together the latest research creating opportunities to raise standards;
- the highest possible quality of education through the sharing of ideas, resources and successful ways of working;
- the best and broadest possible range of educational opportunities for all our pupils; this is secured through sharing curriculum, mutual extra-curricular activities and joint trips and visits.

“

Parents are overwhelmingly positive about the school and the difference it has made to their children.

Sullivan Academy. Ofsted Outstanding June 2019.

”

“

This is my school and I am an important part of it.

Year 5 pupil.

”



Partnerships

Venn is committed to partnership working in our academies, this means staff:

- promote a coaching culture with access to experienced practitioners through the HearMyVoice programme;
- access nationally accredited training through local teaching school alliances and universities;
- are given every opportunity to attend professional development training;
- collaborate with local authorities and their services for safeguarding and learning;
- liaise with all stakeholders to ensure a joint approach to support its pupils.

Safeguarding our pupils

The trust takes safeguarding of its pupils extremely seriously. Working with the deputy chief executive officer (DCEO) each academy's designated safeguarding lead (DSL) is supported to provide support and guidance.

Regular updates, guidance and bulletins are shared with all staff and form key agenda items in each school. The chief operating officer (COO) and DCEO offer guidance and support on safeguarding practices and procedures, with a particular focus on safeguarding compliance.

“

People care about me and listen to me when I use my voice.

Year 4 pupil.

”

“

It is really easy to make new friends.
That is an amazing thing about this school.

Year 6 pupil.

”





“

The best thing about school is seeing my friends and the teachers.

Year 4 pupil.

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Valuing our staff

We have a clear focus on the wellbeing of our colleagues. Each academy has a mental health first aider and free counselling is signposted and encouraged. The trust board value all of our staff through supporting implementation of the wellbeing policy, which includes a range of support programmes.

The following employee benefits are available to all Venn colleagues at any time:

- Employee Assistance Programme
- Healthcare Cash Plan
- Shopping Discounts
- Gym Scheme
- Childcare Voucher Scheme (existing applicants only)
- Coaching - throughout the trust there is a culture of coaching to develop and improve practice at all levels
- Annual flu vaccinations
- Cardiac awareness
- Employee survey

There are also windows of opportunity to access the Cycle to Work scheme, and the Technology Voucher scheme through salary sacrifice.



Leadership and governance

The trust is the overseeing form of governance for all academies in the Trust.

Trustees holds strategic oversight and ultimate responsibility for standards, finance and compliance through the scheme of delegation in all of our academies. They are held accountable for standards directly by Department for Education through the Regional School Commissioner.

The trust delegates governance of each academy to a local governing body that holds regular meetings through their own structures. This enables our local governing bodies to become strategic partners supporting each academy to provide the highest educational standards for our pupils.

Local governing bodies are supported to recruit and retain governors and to have a structure that is appropriate for the setting. Our governing bodies are treated uniquely.

The trust board delegates operational responsibility and day to day management to the trust lead and accounting officer (CEO) and DCEO.

The central management team comprises the following:

School Improvement:

- Director of School Improvement
- Director of Curriculum and Learning
- Director of Teaching and Learning
- Director of SEND and Inclusion
- Director of Phonics and Early Reading
- National and Local Leaders of Education
- Specialist Leaders of Education
- Executive Headteachers

Finance and Operations:

- Chief Financial Officer
- Chief Operating Officer

The above roles are supported by a core team who oversee governance, finance, human resources, estate and facilities management, catering, payroll, audit and risk, compliance, health and safety and administration.

“

For any leaders considering converting to an academy I would say it is certainly not an easy process but the most important thing is getting to know the Trust. We were really well supported throughout the whole process and have continued to have support and challenge to improve our school further. I would highly recommend Venn as a Trust to be part of, it is certainly the family for us!

P. Belnavis - Headteacher, New Pastures Primary School, Mexborough

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Together we will...



Embrace
Shape
Soar

www.vennacademytrust.org



- Bridgeview Special School (EHCP), Pupils aged 5-12, Hull.
- Brompton Hall School, SEMH special school. Pupils aged 8-16, Scarborough.
- Brooke Primary Academy, mainstream primary. Pupils aged 3-11, Doncaster.
- Euler Academy (SEMH), Pupils aged 5-11, Hull.
- Griffin Primary School, mainstream primary. Pupils aged 3-11, Hull.
- Marshland Primary Academy, mainstream primary. Pupils aged 3-11, Doncaster.
- Milton School, special. Pupils aged 4-16, Mexborough.
- Mountbatten Primary School, mainstream primary. Pupils aged 3-11, Hull.
- New Pastures Primary School, mainstream primary. Pupils aged 3-11, Mexborough.
- The Sullivan Centre, medical alternative provision. Pupils aged 11-18, Hull.
- Thorpepark Academy, mainstream primary. Pupils aged 2-11, Hull.
- Venn Boulevard Centre, alternative provision. Pupils aged 10-18, Hull.
- Venn Boulevard Nursery, Early Years provision for children entitled to two year-old funding, Hull.
- Whitehouse, pupil referral unit. Pupils aged 5-11, Hull.

Venn Academy Trust Hull Hub

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