



V E N N

## OPERATIONAL STRATEGY

Together we will...

Pioneer | Inspire | Achieve | Collaborate | Create

# OPERATIONAL STRATEGY

## People

Venn's people strategy focuses on recruiting, developing and retaining passionate staff by prioritising their well-being and professional growth in line with the DfE MAT Assurance Framework element entitled 'People and Partners'.



## Estates

Venn's estate strategy concentrates on providing a warm, safe, and dry learning environment that is sustainable, ensuring long-term comfort and security for students and staff while minimising environmental impact in line with the DfE's 'Good Estates Management Strategy'.



## Catering

Venn's school meal service aims to achieve a service that supports and responds to the individual needs of the school, making lunchtime an enjoyable experience for all.



## Governance

Venn's governance strategy pays attention to promoting transparency, accountability in relation to decision making to ultimately improve student outcomes in line with the DfE MAT Assurance Framework element entitled 'Governance Capability'.



## Marketing

Venn's marketing strategy is to promote Venn's unique educational offerings. It highlights student success through digital campaigns and thought through brandings to attract prospective students, their families, the workforce and other schools who may wish to join the trust.



## Information Technology

Venn's IT strategy is to leverage cutting-edge technologies, enhance data security, enhance effective teaching and learning, with operational efficiency.



# WHAT DOES THE TRUST PROVIDE, FOR THIS TO BE ACHIEVED?

## People

- Exceptional talent management
- Genuine care for our people (Wellbeing)
- Fair but commercially focused HR advice and support



## Estates

- Strong focus on health and safety
- Carefully planned capital works programme
- Sustainability as a key priority



## Catering

- Good quality inclusive food
- Minimal food waste
- Exceptional value for money



## Governance

- Clear roles and responsibilities of every layer of governance to improve school improvement
- Legally robust processes and regulatory compliance
- Effective data protection systems



## Marketing

- Achievements that are showcased
- Digital campaign and branding
- Targeted outreach and recruitment as a focus



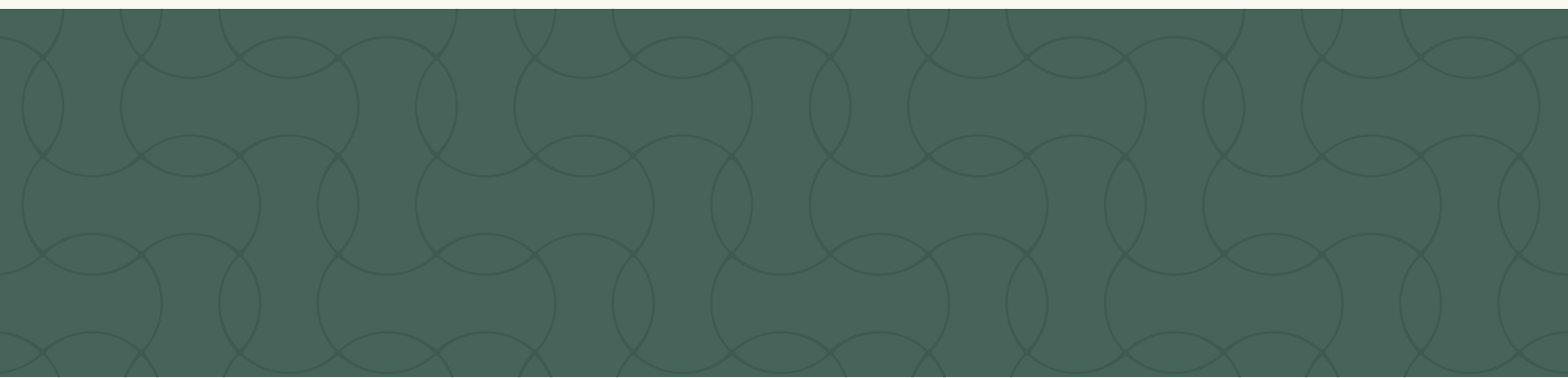
## Information Technology

- Devices to enhance effective teaching and learning
- Ensures data security and privacy
- Streamlines administrative operations



# HOW DOES THE TRUST PRACTICALLY ACHIEVE THIS?

- High emphasis on staff development and retention through internal and external training
- Comprehensive internal training offer, created and delivered by the trust
- Ensuring effective Trade Union consultations and negotiations
- Embedding strategies to reduce workload
- Offering generous employee benefits
- Providing Hear My Voice coaching
- Delivering timely specialist HR advice from qualified HR professionals
- Commissioning building conditions surveys
- Giving internal assurance and compliance
- Engaging external health and safety professionals
- Insisting on robust risk assessments by IOSH qualified professionals
- Proactively reviewing planned preventative maintenance plans
- Consistently questioning challenging approach to monitoring, managing and reducing energy, water and waste





- Giving a commitment to low cost lunches
- Offering a lunch menu that is school chosen, that is allergen and culturally aware
- Providing a pre-order lunch system that reduced food waste
- Creating a strong culture of scrutiny and challenge around school improvement at all levels
- Efficiently handling exclusions and complaints in line with DfE statutory guidance
- Effective reporting mechanisms
- Highlighting Venn's unique offer by promoting student achievements and holistic development
- Creating a supportive school community through recognisable publications
- Establishing a brand that attract schools who align with the trust's values and vision
- Having robust cybersecurity measures and mitigations
- Committing to a trust wide IT Capital Plan to ensure equity for our students
- Utilising digital tools and systems to optimise administrative workflows

