



**Flying  
High  
Partnership**

# **EMPLOYEE BENEFITS.**

**YOUR GUIDE**



**The Flying High Partnership**  
where everyone counts

# A VERY WARM WELCOME

**Our strength as a partnership is our passion for, and commitment to working together and supporting and enabling the talent of each individual.**

At Flying High we want to ensure that every member of staff feels connected to the partnership, noticed and supported.

Our support for you is guided by our People Principles, which outline the help and opportunities we offer to every staff member at Flying High

This brochure is designed to showcase the benefits you can enjoy as a valued member of the Flying High team. We encourage you to explore and make the most of the opportunities available to you.

We are an ambitious partnership and will continue to grow and develop the benefits available, ensuring that we deliver the very best to every employee within Flying High.

We know that **investing** in the **personal and professional development** of our staff ensures they can deliver the very best learning opportunities for our children.

Our **staff support infrastructure** is second to none, covering all aspects of personal and professional development with a Trust commitment to **staff wellness** being at the heart of everything we do.

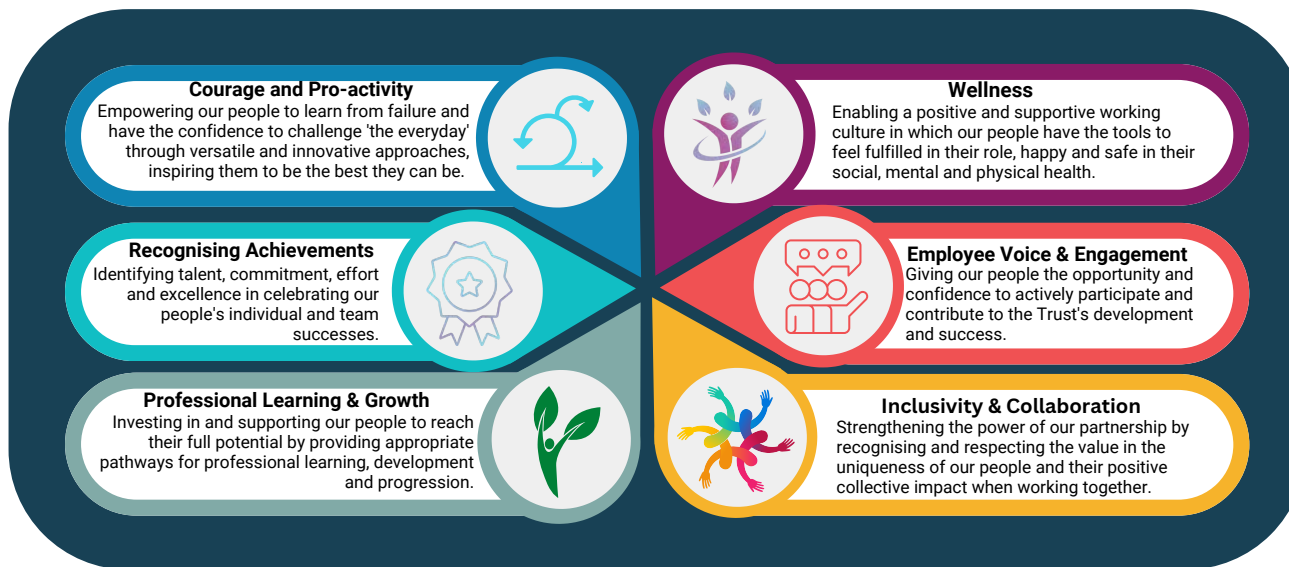
Our Central Team play a pivotal role in ensuring that all school staff have access to peer networks, professional programmes, as well as coaching and mentoring support throughout their career.



**We are flying high**  
Together we make every day count

# PEOPLE PRINCIPLES

Our People Principles are at the heart of our commitment to create the best working environment for all our staff. They underpin our values as an organisation.



Our Principles encompass six key areas reflecting our culture and values. They are our guiding philosophy on the way we work and our aspiration to become the preferred employer to those looking to be part of a people-focused organisation which makes a meaningful difference to the children in our schools and their surrounding communities.

## Working together

We understand that our people make us. We want them to be the best they can be and achieve excellence through innovation and working together to deliver the best opportunities and experiences for our children.

As with anything that's worthwhile, this requires enthusiasm, commitment and accountability but, what sets us apart is that we provide strong, dedicated support, collaboration and recognition across the Partnership.

As an individual, school or department, nobody is alone in the Flying High family but don't just take our word for it, hear from [\*\*Adam Butterworth-Drury\*\*](#) and [\*\*Sam Jenkins\*\*](#) who have experienced this first hand.



Unique | Exceptional | Sustainable

# PROFESSIONAL DEVELOPMENT

## ADDITIONAL PPA TIME (TEACHERS)

Enhanced support for our teachers to enable effective planning by offering an extra day or two half days per term, as directed by the school.

## ADDITIONAL INSET DAY

A unique opportunity to come together with staff from across the whole partnership for a one day conference day focussing on professional development.

## CONTINUOUS PROFESSIONAL LEARNING (CPL)

We understand the power of collaboration, quality training and the sharing of skills amongst our profession. This is why we offer a range of comprehensive and quality professional learning opportunities based on subjects, skills and behaviours our schools tell us they need.

## Trusted Professional Learning

*We want to invest in our colleagues and when they are ready for the next step, we will have the opportunity for them.*

[Click here to see our CPL opportunities.](#)



# Unique | Exceptional

# EMPLOYEE WELLNESS

## Employee Assistance Programme (EAP) WISDOM App

The Wisdom platform is accessible across mobile, tablet, and desktop devices, ensuring a seamless experience for all users. Wisdom offers well-being tools, such as guided breathing exercises, mini health checks, and personalised four-week health plans. Additionally, users can foster friendly competition by creating leaderboards for challenges with friends and colleagues as well as getting access to numerous retail discounts.

## MENTAL HEALTH FIRST AIDERS (MHFA)

Our schools and central team have trained MHFAs on-site to provide initial mental health support and assistance when required. Our MHFAs also participate in a dedicated network forum and liaise with leaders in order to promote mental wellness and identify required areas of change across the Partnership.

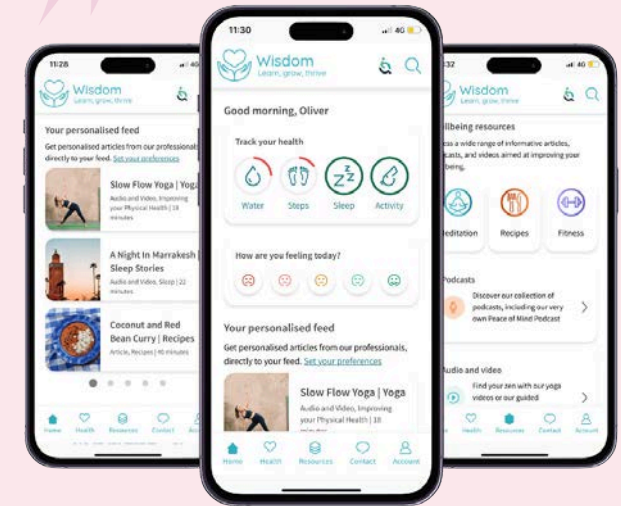
## ANNUAL LEAVE

We all need sufficient time away from work to recharge and spend time doing the things we enjoy. School support and central team colleagues receive a generous annual leave entitlement (in addition to eight Bank Holidays) which increases with continued length of service.

## FREE EYE TEST VOUCHERS

All FHT employees can request a voucher for a free eye test at selected opticians. Those required to use a computer/device as part of their role can also claim £50 towards the cost of glasses for display screen equipment use.

# WHERE EVERYONE COUNTS



**Positive and Supportive Working Culture**

# EMPLOYEE WELLNESS

## DISCOUNTED GYM MEMBERSHIP AND JOINING FEE

Whether you're a regular 'gym-bunny' or want to make a start on improving your fitness and wellbeing, FHT have partnered with The Gym Group and Pure Gym to give our employees a 10% reduction on pay monthly (The Gym Group) or Core and Plus (Pure Gym) memberships with no joining fee!

*Terms and conditions apply*



## CYCLEScheme

Keep fit and save money by accessing the Cyclescheme! Make tax and NI savings when purchasing a bike or e-bike and equipment via the scheme and spread the cost through salary sacrifice (deductions from monthly salary payments).

*Subject to eligibility criteria*

# FLEXIBLE BENEFITS



# LIFESTYLE AND HOSPITALITY



## EXTRAS DISCOUNTS

Discounts at high-street retailers including supermarkets, DIY centres, fashion, beauty and sports retailers, restaurants and many more! FHT employees have their own dedicated account to select the discounts of interest to them.

## BYOND CARD

A cashback card that gives money back when used to make purchases at high-street retailers including supermarkets, DIY centres, fashion, beauty and sports retailers, restaurants and many more!

## TASTECARD

Discounts on 1000s of food and drink outlets or restaurants offers, cinema ticket savings, days out and retail discounts. FHT employees get all this at an exclusive, discounted rate, making your meal/beverage taste all the sweeter! Registration periods will be open several times throughout the year.

## CAR LEASING SCHEME - COMING SOON!

Looking to purchase a brand new car but don't have the finances to pay upfront? FHT employees can choose the right car for them paid through salary sacrifice (deductions from monthly salary payments) on an affordable payment term, whilst also making tax and NI savings.

*Subject to eligibility criteria and terms and conditions.*



**extras**<sup>x</sup>  
DISCOUNTS



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**Tusker.**



# PENSIONS AND FINANCIAL ADVICE

## FINANCIAL PLANNING AND ADVICE

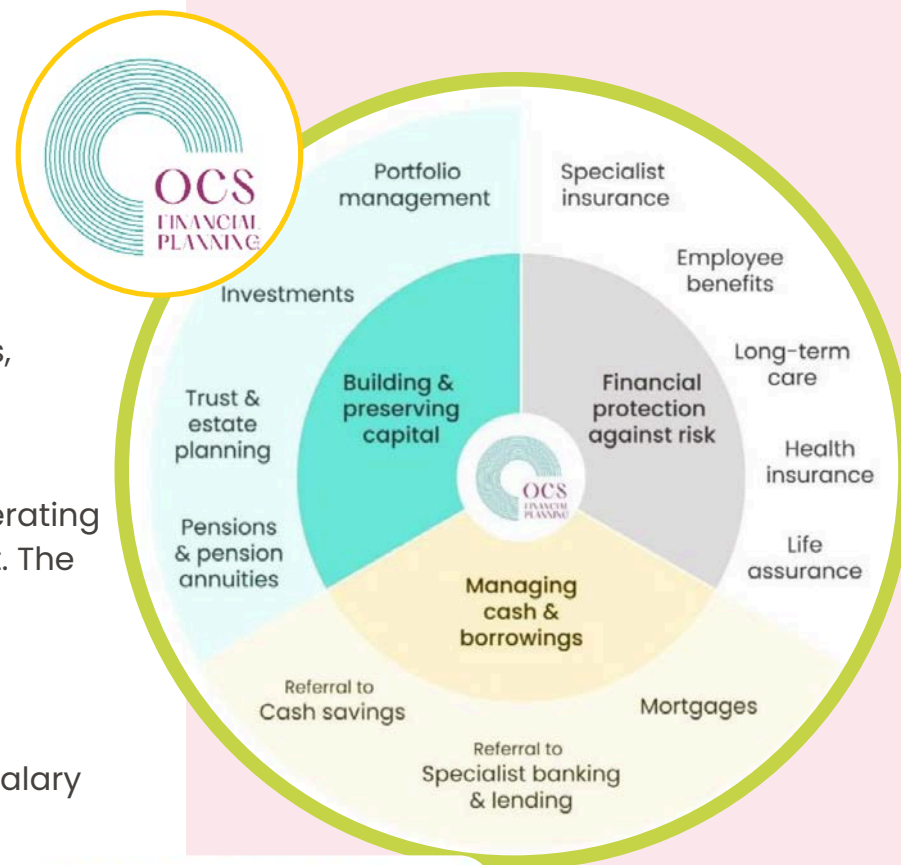
As educational professionals we know you're busy looking after the futures of others, so it's no surprise if there isn't always the time to dedicate to and review your finances.

OCS Financial Planning specialises in providing high quality personal advice on many aspects of financial planning, advising clients of all ages of widely differing financial resources. FHT employees can receive advice specific relating to the education sector, e.g. pensions, or personal circumstances.

## PENSION SCHEMES

FHT employees have access to one of the best pension schemes operating on a defined benefit basis, offering an income throughout retirement. The schemes offer:

- Generous employer contributions;
- Flexible retirement option;
- Ill Health Benefits (if eligible);
- Death in Service payment (tax-free, lump sum payment 3x your salary to nominated recipients).



lgps

Local Government  
Pension Scheme

Teachers'  
Pensions

# Future Proofing

# ACCESSING BENEFITS

For more information on our employee benefits or to activate an account to access information, discounts or purchases through our partners, please click the links below:



**Blackhawk Network:  
Extras Discounts, BYond Card**



**Cyclescheme**



**Health Assured (Employee Assistance Programme)**



**The Gym Group**



**Pure Gym**



**OCS Financial Planning**



**Local Government Pension Scheme**



**Teachers' Pension Scheme**



View these online



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where everyone counts



**Flying  
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Partnership**



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