



# Flying High Headteacher Promise

## Supporting Headteacher success



Grow with us

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# Welcome to Flying High

Together we will create unique, exceptional, and sustainable schools that inspire communities and empower children.

Founded in 2012, Flying High is a multi-academy trust of 38 primary schools across Derbyshire, Leicestershire, Nottingham City, and Nottinghamshire.

Hit play to hear from our CEO about the Flying High vision for Headteacher success through our Headteacher Promise.

PLAY



We believe nothing should be left to chance, which is why we are committed to the delivery of a school-led professional continuum: exceptional teacher training and professional development, nurturing inspirational leaders for our schools.

At Flying High we have three core values; **unique, exceptional, and sustainable**. Within these values, we aim to nurture a culture that our adults demonstrate each day in their roles, and characteristics we support all of our children to develop during their time at Flying High; preparing them for the next stage in their educational journey and beyond.



# Flying High Values, Core Behaviours and Children's Characteristics

Everything we do is grounded in a shared set of values that shape our schools, our people and the experiences of our children.

Our values define the kind of schools we strive to be; unique, exceptional and sustainable, all rooted in child-centred practice, high standards and a commitment to developing people and empowering ownership.

## Our schools will be

### Unique

Child centred  
Context informed



### Exceptional

High standards  
Continuous improvement



### Sustainable

Developing people  
Empowering ownership



## Core Behaviours

### Our adults will demonstrate



#### Unique

Care  
Trust  
Humility  
Aspiration



#### Exceptional

Commitment  
Curiosity  
Desire for feedback  
Desire to improve



#### Sustainable

Enablement  
Resilience  
Responsibility  
Solution focused mindset

## Children's Characteristics

### Our children will develop



#### Unique

Aspiration  
Kindness  
Effective communication



#### Exceptional

Confidence  
Pride  
Curiosity



#### Sustainable

Responsibility  
Resilience  
Problem solving



# Our Commitment to Headteacher success



Grow with us

## Headteacher Promise



# Our Promise

At the Flying High Partnership, Headteachers are central to delivering exceptional education. The universal offer of 5 promises sets out what every Headteacher can access at Flying High, whether they are new to Headship or bringing years of experience, as well as additional opportunities to those wishing to deepen their impact.



I feel genuinely supported, trusted and valued as a Headteacher within Flying High. The combination of mentoring, coaching and meaningful professional development strengthens my leadership confidence and wellbeing.

*Carmel Atkinson, Ernehale Flying High Academies*



## Universal Offer: Promises 1-3



### Mentoring & Induction

- A comprehensive Headteacher mentoring entitlement, via a trained mentor from within the partnership.
- Enhanced support for those that are new to Headship.



### Professional Learning

- Guaranteed access to leadership CPL; national programmes, and internal leadership development.
- Regular leadership network meetings for peer support.
- Annual residential leadership conference.
- Allocated school improvement and quality assurance partner, supporting your leadership and school improvement journey.



### Coaching & Support

- Guaranteed 4 executive coaching sessions each academic year.
- Two away days dedicated to developing your SIP and SEF.
- Access to wellbeing resources via our Employee Assistance Programme.

# Our Promise

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As a new Headteacher, I am incredibly thankful for the operational support. The highly skilled teams in HR, Finance and Estates provide exceptional specialist guidance—not only for day-to-day tasks – also during complex cases or times of crisis. This support enables me to work with confidence regarding legalities and ensures I never have to handle challenging situations alone.

*Vicki Welsby, Porchester Junior School*

## Universal Offer: Promises 4-5

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### Operational & Specialist Support

- Specialist support in HR, finance, estates and IT.
- Specialist safeguarding and inclusion support.
- PR, crisis management and complaints management.



### Communication & Collaboration

- Be part of a strong community of Headteachers.
- Inclusion in strategic leadership forums.
- Opportunities to contribute to Partnership-wide initiatives.





# Enhanced Offer

For Headteachers who want to deepen their leadership journey and extend their impact, we provide additional opportunities above and beyond our universal offer.



I loved completing the Flying Forward to HT+ programme—it was a fantastic opportunity to grow as a system leader and collaborate closely with the central education team. That experience not only strengthened my leadership but deepened my connection to the wider trust.

*Anne Ingle, Pinxton Village Academies*



## Above & Beyond



### System Leadership

- Funded access to external leadership programmes.
- Our Flying Forward HT+ and Flying Forward System Leader programmes, allowing you to develop in your role as a system leader.
- Opportunities for secondments or shadowing system leaders.
- Succession planning with clear career pathways beyond Headship.



### Innovation & Influence

- Opportunities to lead trust-wide projects or research initiatives.
- Involvement in shaping policy and strategic direction.
- Access to national networks and conferences funded by the trust.



Being a Headteacher within Flying High means never leading in isolation.. I have been able to support improvement across multiple schools while continuing to grow professionally. The partnership creates meaningful opportunities to lead, share expertise and make a wider difference.

*Karl Clowery, Hucknall Flying High Academy*



# Leadership, backed by commitment

Enabling your success



Grow with us

# Connected Provision

Our aim is to provide appropriate support for Headteachers new to Flying High and/or Headship to enable them to be confident and to thrive in their new role and the organisation.

## School Development

**Allocated QA and SI partner**  
**Guaranteed coaching**  
**Expert-led support**

## Strategic Heads Meetings

**Information & policy**  
**Best practice**  
**Ways of working**

## Headteacher Community

**Collaboration**  
**Sharing resource**  
**School visits**  
**Shared events**

## New Headteacher Mentoring

**Care**  
**1-1 support**  
**Clarity & understanding**

## Continued Professional Learning

**Knowledge**  
**Skills**  
**Leadership development**

## Career Progression

**Career conversations**  
**Talent pathways**  
**System leadership**



# Connected Provision

School  
Development

Strategic Heads  
Meetings

Headteacher  
Community

New Headteacher  
Mentoring

Continued Professional  
Learning

Career  
Progression

School  
Development

**Allocated QA and SI partner**  
**Guaranteed coaching**  
**Expert-led support**

You can expect a wealth of support, tailored to where you are in your career and your school's improvement journey.

Through our Education team, you will be supported by a Director of Quality Assurance and School Improvement (DQASI). Your DQASI will partner with you on your school improvement journey, complemented by leaders from across the Partnership, coaching and expert-led professional learning.

Our Finance, HR and other specialists will also work alongside you from day one, to build your knowledge and confidence in all aspects of school leadership.

## What it is:

- ✓ Allocated DQASI, partnering with you and your school.
- ✓ Away days to work on SEF/SIP with peers.
- ✓ 1-1 coaching and support for you as a Headteacher.
- ✓ Specialist support in HR, Finance, safeguarding estates and IT.

The Education Team model of working is built around the 4Cs. The team provides support and challenge to leaders, fostering excellence within their schools. This is achieved through developing consistency, which is built on clarity and delivered with confidence.



# Connected Provision

School  
Development

Strategic Heads  
Meetings

Headteacher  
Community

New Headteacher  
Mentoring

Continued Professional  
Learning

Career  
Progression

New Headteacher  
Mentoring

**Care**  
**1-1 support**  
**Clarity & understanding**

Mentoring for new Headteachers sits as part of a suite of connected provision and structure.

## What it is:

- ✓ Guidance on process, policies and documents.
- ✓ Problem solving.
- ✓ Clarifying expectations.
- ✓ Support for new situations, issues and people.



Continued Professional  
Learning

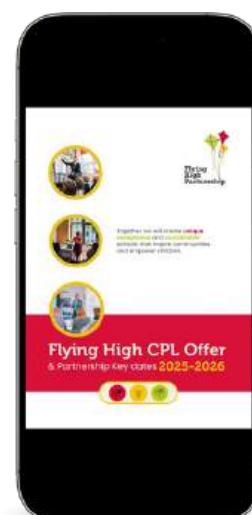
**Knowledge**  
**Skills**  
**Leadership development**

Supporting the professional and personal development of all staff is important to us.

## What it is:

- ✓ An annual menu of sessions and programmes.
- ✓ Meets the needs of school teams.
- ✓ Mixture of face-to-face and online learning.
- ✓ Support for all stages of leadership.

We want to equip our staff with the essential skills, knowledge and tools to thrive in their role and then step confidently into the next stage of their career.



# Connected Provision

School  
Development

Strategic Heads  
Meetings

Headteacher  
Community

New Headteacher  
Mentoring

Continued Professional  
Learning

Career  
Progression

Career  
Progression

Career conversations  
Talent pathways  
System leadership

We are intentionally creating an environment where talent is noticed, nurtured and rewarded. We want to attract and retain the best people.

We want to attract Headteachers at all career stages to work across and influence the future of Flying High Partnership.

- ✓ New Headteachers
- ✓ Experienced Headteachers looking to make an impact in a new community
- ✓ Experienced Headteachers ready to support the system

Our Leadership Pathway allows you to explore your career options and plot your future within the Partnership.

*Flying High invest in your future through exceptional CPL and clear career pathways. As a new Headteacher, the mentoring and coaching I have received has been invaluable.*

James Wood, Lovers' Lane Primary School





# Connected Provision

School  
Development

Strategic Heads  
Meetings

Headteacher  
Community

New Headteacher  
Mentoring

Continued Professional  
Learning

Career  
Progression

Continued Professional  
Learning

Knowledge  
Skills  
Leadership development

Flying Forward is our bespoke leadership programme, identifying and investing in Partnership leaders, recognising talent, nurturing potential and supporting individuals to grow their leadership impact.

## Bringing Partnership leaders together to:

- ✓ Develop a deep understanding of themselves as a leader.
- ✓ Identify and address leadership strengths and gaps.
- ✓ Develop peer communities of Partnership leaders.
- ✓ Equip colleagues to step confidently into the next career stage.

**Flying  
Forward**

The programme provides leaders with dedicated time to consider their leadership personally and ensures that the Partnership provides them with the right support and opportunities at the right time.

Key programme features are:



Leadership tools  
& strategies



Learning from  
other leaders



School visits

# How this offer reflects our values

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## Unique

Every Headteacher receives personalised support and development.



## Exceptional

We invest in leadership excellence.



## Sustainable

Our offer promotes long-term success and community.



# Take the next step

We understand that taking the next step in your career can feel daunting, even for experienced Headteachers. The next step is an exciting opportunity, and you won't be doing it alone.



Flying High invests in its leaders. From day one, I felt valued and supported, with access to professional development and a network of colleagues who genuinely care. It's a place where you can grow and make a real difference.

*Tae Carpenter, Greythorn Primary School*



## Are you a leader who:

- ✓ Has a compelling vision for a school and the drive to make it real.
- ✓ Is passionate about curriculum, teaching and learning.
- ✓ Can inspire and motivate a team to deliver exceptional outcomes.
- ✓ Builds strong relationships with families and the wider community.
- ✓ Leads with integrity, creativity and a commitment to sustainability.

Reach out to our recruitment partner, Propelo, for a confidential chat about our Headteacher roles. Connect with them at [flyinghigh@propelo.co.uk](mailto:flyinghigh@propelo.co.uk) or by calling 01273 222 877.



# How to apply



Visit our **Headteacher recruitment site** to view our current Headship vacancies and apply online

**Connect with our recruitment partner, Propelo, for a confidential chat about our Headteacher roles**



[flyinghigh@propelo.co.uk](mailto:flyinghigh@propelo.co.uk)



Call 01273 222 877

**Your next chapter in Headship starts here.**

[www.flyinghighpartnership.co.uk/headteacher-recruitment/](http://www.flyinghighpartnership.co.uk/headteacher-recruitment/)

# Quick Look Universal Offer

At the Flying High Partnership Headteachers are central to delivering exceptional education. This offer sets out what every Headteacher can expect at Flying High, whether new to Headship or bringing years of experience, as well as additional opportunities to those wishing to deepen their impact.



## Mentoring & Induction

- A comprehensive Headteacher mentoring entitlement, via a trained mentor from within the partnership.
- Enhanced support for those that are new to Headship.



## Professional Learning

- Guaranteed access to leadership Continuous Professional Learning; national programmes, and internal leadership development.
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- Annual residential leadership conference.
- Allocated school improvement and quality assurance partner, supporting your leadership and school improvement journey.



## Coaching & Support

- Guaranteed 4 executive coaching sessions each academic year.
- Two away days dedicated to developing your SIP and SEF.
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## Operational & Specialist Support

- Specialist support in HR, finance, estates and IT.
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- PR, crisis management and complaints management.



## Communication & Collaboration

- Be part of a strong community of Headteachers.
- Inclusion in strategic leadership forums.
- Opportunities to contribute to trust-wide initiatives.

# Quick Look Enhanced Offer

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For Headteachers who want to deepen their leadership journey and wellbeing experience, we provide additional opportunities:



## System Leadership

- Funded access to external leadership programmes.
- Our Flying Forward to HT+ and System Leader programmes, allowing you to develop in your role as a system leader.
- Opportunities for secondments or shadowing senior leaders.
- Succession planning with clear career pathways beyond Headship.



## Innovation & Influence

- Opportunities to lead trust-wide projects or research initiatives.
- Involvement in shaping policy and strategic direction.
- Access to national networks and conferences funded by the trust.







## **We are Flying High**

Together we create unique, exceptional,  
and sustainable schools that inspire  
schools and empower children.



[www.flyinghighpartnership.co.uk](http://www.flyinghighpartnership.co.uk)



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