



**MAKING
LIFE
BETTER**

Employee Benefits

Sochairean Luchd-obrach

High Life Highland is a dynamic and exciting Charity to work for with our purpose being to **make life better** for everyone, including our employees. We strive to provide a family-friendly work environment for all employees so that they find it easier to balance family and work obligations.

Scan the QR code to watch a video that explains our i-care values and **Making Life Better**



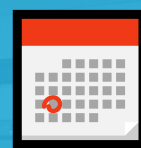
We are a family friendly organisation



Generous leave entitlement
35 days pro rata per annum (including statutory leave) rising to 40 days after 5 years



Special paid leave
to care for your children or dependent relatives



Up to 18 weeks unpaid parental leave



Maternity and paternity benefits



Reserve Forces training leave



Many part-time and term-time only posts

Flexible Working Opportunities

Flexible working opportunities are key to creating a balance between work and home life and High Life Highland offers employees.

- ✓ Opportunities to work from home (where appropriate)
- ✓ Flexible working hours
- ✓ Flexi-leave scheme
- ✓ Flexible retirement scheme

Pay and Pensions

High Life Highland has a fair and transparent pay strategy with nationally negotiated pay awards each year. We contribute to a final salary pension scheme that enables employees to make adequate provision for when they retire. There are also opportunities to enhance pension contributions through an AVC scheme.

Equal Opportunities

We are committed to ensuring that no job applicant or employee receives less favourable treatment because of age, colour, disability, ethnic origin, gender reassignment, marital or family status, nationality, race, religion or belief, sex, sexual orientation, or any other non-job related factor.

Learning and Development

Our induction programme helps all new employees get to know the organisation and their individual job. The Charity will provide all the training needed for the role and have a six monthly appraisal system which focuses on development needs and gives employees the chance to talk about their job, and their plans for the future.





Added Benefits

Access to an Employee Benefits Scheme includes:



Discounted highlife membership
and associated discounts with partner organisations and services



Many additional lifestyle discounts with High Street retailers



Cycle to work scheme



Additional Annual Leave Purchase opportunities

.....and perhaps most importantly, the opportunity to live and work in, what we consider to be, the most beautiful, peaceful and friendly place in the World – the Highlands of Scotland.

Scan the QR code to learn from our HIE about living and working in the Highlands.



High Life Highland's i-care Values

High Life Highland is charity and our purpose is **Making Life Better**. We are a fun, friendly, kind, caring, supportive, inclusive and proud organisation with strong people values based around integrity, community, accountability, respect and example.

We believe if all our of employees strive to embrace our people values then, collectively, we give ourselves the best chance of fulfilling our purpose of Making Life Better.



integrity

To always be honest, transparent, and have strong moral principles, consistently demonstrating and building the trust that is essential to a high-performing organisation.

community

To always reflect the Charity's purpose to make life better for everyone, acknowledging and respecting community feedback to ensure that change and development reflects the needs of the internal and external communities served by High Life Highland.

accountability

To always take responsibility for our own actions and admit when we make mistakes; be honest and have strong guiding principles, which builds the trust that is essential for High Life Highland to operate effectively.

respect

To always show respect in their role by finding the opportunities to listen, be kind and support others and have zero tolerance for prejudice or discrimination.

example

To set a good example that positively reflects on the Charity and to act as a proud ambassador for the Charity, embracing the 'Making Life Better' principle in everything that High Life Highland does for the communities and people it serves.

