



Force For Good

2022 Wrap Up



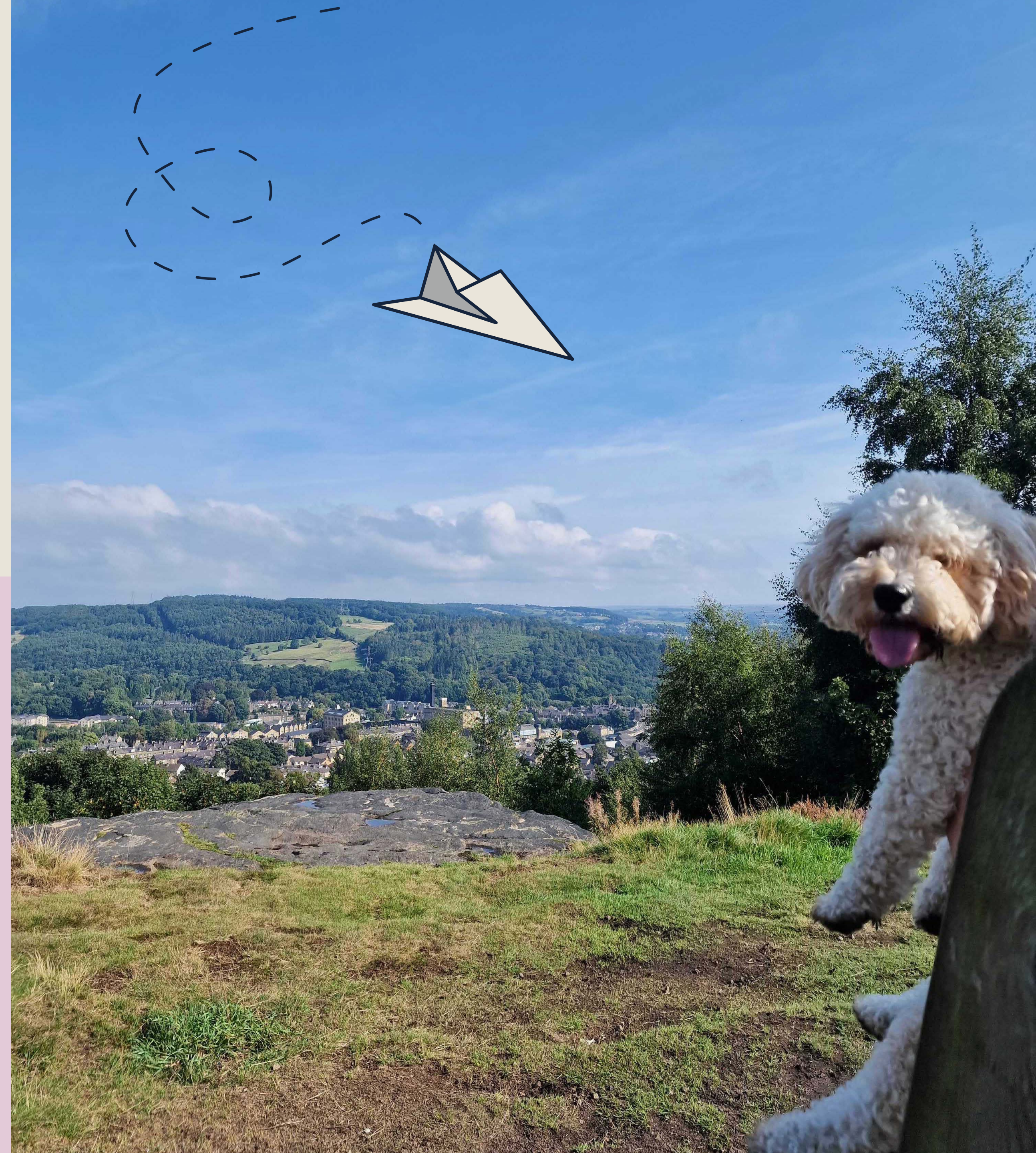
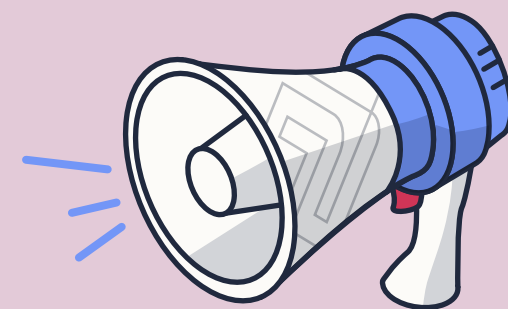
Throughout 2022 we have continued to establish High Speed Training as a Force For Good

This report highlights the great work our colleagues have done to support our local communities and beyond.



“This year we’ve seen remarkable progress in *all* of our Force For Good work, thanks entirely to your efforts and commitments. Thank you so much. We are going to keep on investing even more of our time, our resources and our money into this area...its *such* an important and distinctive part of our working lives and is making a truly significant difference to all those we are working with.”

Colin Kemp, Chairman



Charitable Giving

This year we have donated a total of £27,583 to charity

(Nov 2021 - Dec 2022)

Recipients: Luke Mortimer, Princess Trust, Friends of Beamsley School, Trussell Trust, Ukraine Humanitarian Appeal, Macmillan Cancer Support and Hospice at Home West Cumbria, Campaign Against Living Miserably, Yorkshire Children's Trust, Zarach, CLASSS, Ilkley Half Marathon, Ilkley Carnival, Diabetes UK, Ilkley & District Good Neighbours, Children with Cancer, MacMillan Donation - Fashion Show, Anaphylaxis, Parkinsons UK, Ellen MacArthur Cancer Trust, Go Fund Me - Claire's Boob Battle, Refuge, Motor Neurone Disease Association, The Mary Stevens Hospice, Wellbeing of Women, Tommy's, PAFRAS (on behalf of the Wharfedale Refugee Response), Read Easy, Cats Protection, Age UK, British Heart Foundation, Participate, Ilkley Food Bank, Children's Heart Surgery Fund (Leeds), Roundabout, Unicef, Red Cross Ukraine Appeal, Re-engage, RSPCA, Crisis at Christmas, Books Trust Christmas Appeal, Samaritan's Christmas Appeal, Barnardo's, Cruse Bereavement Support

This year we have donated approximately 150 courses to support our employability goals to:

AVRO, DIWC (Dundee International Women's Centre), Employability UK, Fareshare Southwest, Breadmaker, JETS Scotland, Migration Yorkshire, REACCH, Youth With A Mission, NIACRO, The Parchment Trust

We have also donated a total of 165 courses to Airedale and Wharfedale Autism Resource (AWARE) and Down Syndrome Training and Support Service as part of our charitable giving.



This year volunteers across the company have helped out at 4 different locations

This year volunteers across the company have helped out at the Cellar Trust Shipley Site, University of York, University of Leeds and the University of Bradford.



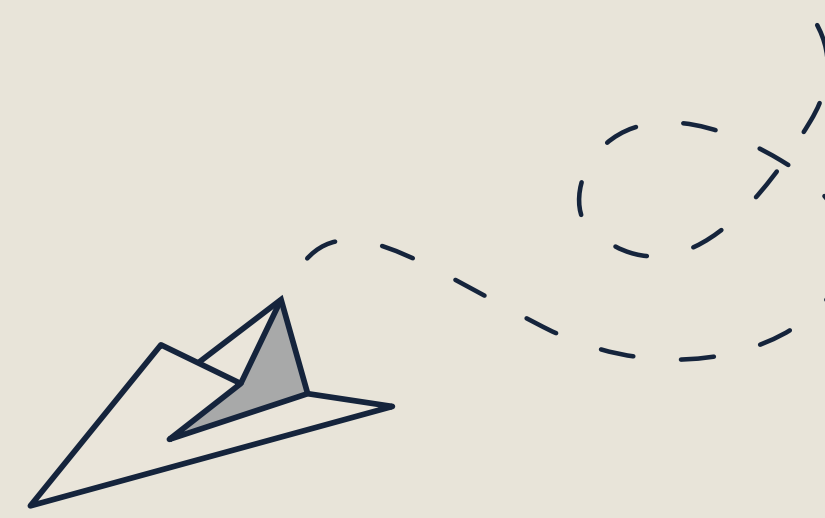
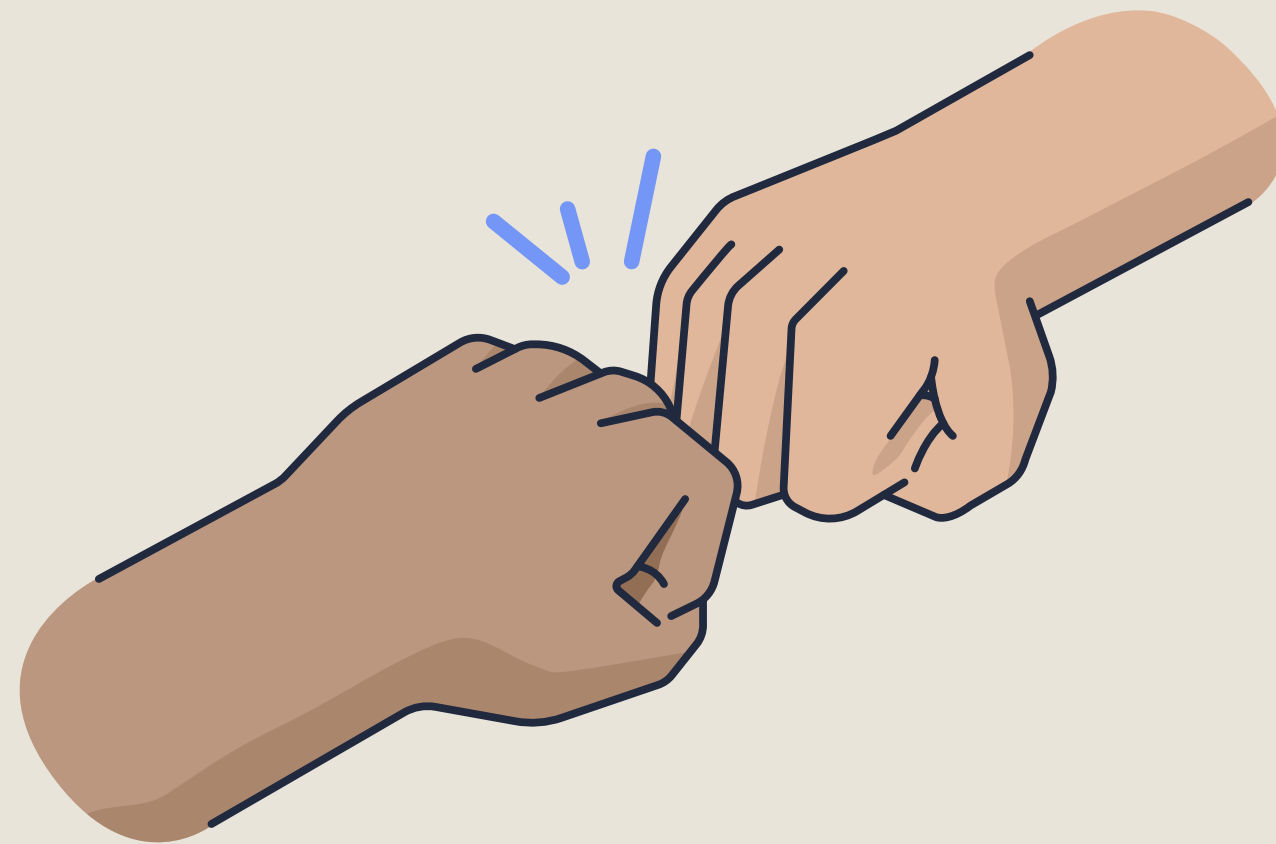
A Force For Good

NIACRO

NIACRO (Northern Ireland Association for the Care and Resettlement of Offenders) is a voluntary organisation based in Belfast which has been working for 50 years to reduce crime and its impact on people and communities.

As well as working with offenders, NIACRO supports employers to provide advice and training on how to deal fairly and safely with individuals with past convictions.

Their vision is of a society in which the needs and rights of all citizens are equally respected. This includes victims of crime, adults and children who have offended, and those who are at risk of offending and their families.



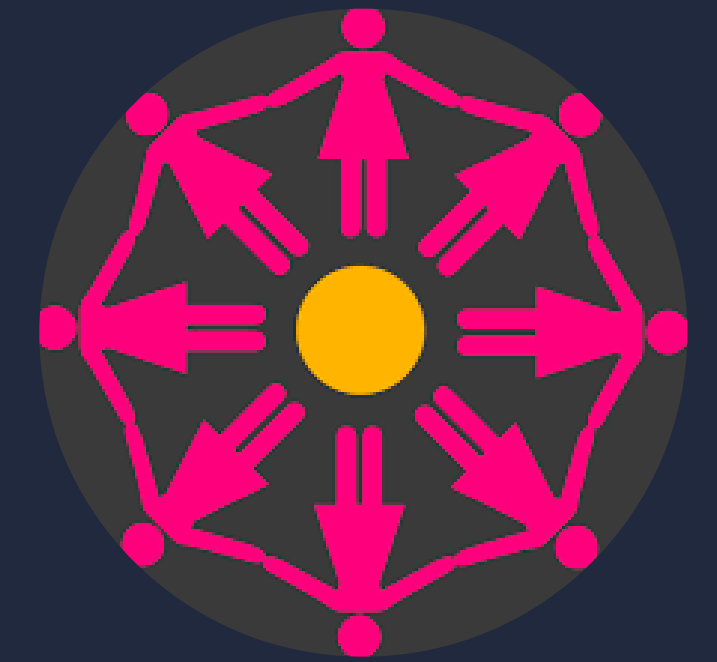
As part of our Force for Good strategy, we have partnered with NIACRO to produce a bespoke ‘Starting a Business’ course specifically for their end users.

Dundee International Women’s Centre

The Dundee International Women’s Centre, which recently celebrated its 50th anniversary, is a charitable organisation which seeks to educate and engage with women from diverse cultural backgrounds to reduce feelings of isolation and promote personal development.

They offer a range of educational classes, social events and learning opportunities, including sessions around learning English, cooking, safety and health. DIWC also has onsite childcare facilities to allow women looking after children to take advantage of their services.

As part of our Force for Good strategy, we are teaming up with DIWC to provide a number of free courses to support the charity’s work in helping its members into employment, including training on starting a food business from home, workplace first aid and resilience training.



“What High Speed Training has provided is amazing. Without these courses, our learners would not have had the same opportunities to build the skills that are required for taking the steps forward in their learning journeys.”

“It’s making a big difference and providing them with long term benefits that they will carry for the rest of their lives.”

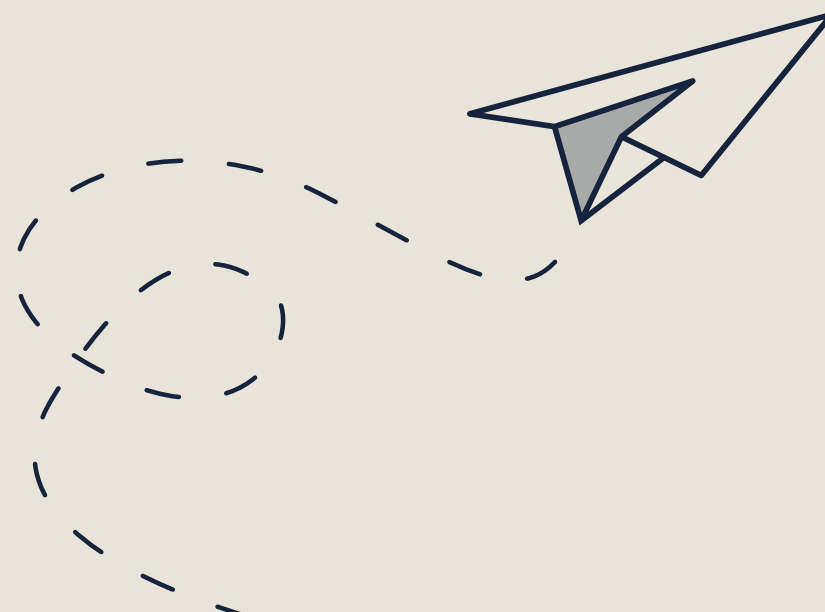
Salma Hanif Gani
Family Learning Project worker at DIWC

A Force For Good

FareShare South West

FareShare South West is a food redistribution charity that delivers surplus food to frontline charities across the South West. FareShare is currently experiencing unprecedented demand for food support due to the cost of living crisis and relies on an ever-growing team of volunteers to provide this support. We have donated a number of courses covering a range of topics such as Food Hygiene & Safety and Mental Health Awareness to help FareShare train its volunteers.

We have also been speaking to FareShare about a new employability programme they are developing. This will be launched in December and will support young people with training and skills to help them into work. Through ongoing conversations we have been able to identify how our online training can be used to supplement practical training that the young people will receive on joining the programme. We hope to continue working with FareShare in 2023 as the programme is rolled out.



Migration Yorkshire

Migration Yorkshire is a local authority-led partnership that supports the delivery of high quality services to migrants across the Yorkshire and Humber region. Migration Yorkshire is lead partner on the 'Connecting Opportunities' project which works with migrants in West and North Yorkshire to develop their employability skills, increase their confidence and wellbeing, and help them to feel part of the local community. The project has been running since 2017 and has supported around 1700 migrants so far. [This short film](#) shows how the project has improved the lives of its participants.

We have established a partnership with Migration Yorkshire through which participants can access any training course from our catalogue, free of charge. So far 10 participants have enrolled on courses and we expect this number to increase over the coming months before the project closes at the end of March 2023. We are also discussing the possibility of providing our newly updated 'Starting a Business' course and other relevant training to support a new entrepreneurship programme that Migration Yorkshire is planning to launch in early 2023.



January

Homeworking Environmental Guidelines

In January our Giving Something Back group issued guidance to the business on how we can minimise our environmental impact whilst working from home. The advice covered energy, water and waste as well as recommendations for environmentally friendly office supplies.



February

Recipe Week

Back in February 2021 our Mental Health Champions held our very first recipe week! Employees were encouraged to share their favourite healthy recipes and donate to the Trussell Trust to support those struggling to access food. Throughout the week we raised an impressive £220!

Twosday

On 22/02/2022 we launched our Twosday campaign, during which we donated 222 courses to charities across the UK! To celebrate hitting the 2 million learner mark charities were invited to enter the competition to win a number of our training courses. We awarded courses to 21 different charities across various sectors including, sports clubs, youth centres, hospices, mental health charities and many more!

March

Five Aside Football for CALM

Back in March a group took part in a five-a-side football tournament at Goals in Bradford along with other local businesses. They raised £320 for CALM (Campaign Against Living Miserably) who are leading a movement against suicide. 125 people in the UK take their own lives every week. CALM exists to change this by offering life saving services, provoking conversation, and bringing people together to reject living miserably.

Great British Spring Clean

Earlier this year we asked employees to make a pledge to pick up litter in their local area as part of the Keep Britain Tidy campaign.

Ukraine Humanitarian Appeal

In response to the crisis in Ukraine High Speed Training donated £1000 to support people affected by the conflict.

April

B Corp application submission

At the end of April we submitted our B Corp application. The application process took 9 months and we are looking forward to being assessed very soon. Following on from our submission we are looking at the impact assessment to understand what development opportunities there are for HST by following their best practice.

University of York

In April Laura Pattison (Talent Manager) hosted a virtual careers workshop on 'Effective Job Hunting' for approximately 30 students who were starting to look at their future careers after completing their degrees. The session focused on everything from starting a job search, including tips on building a CV and LinkedIn profile, through to



interview preparation. It also featured advice on building resilience and how to deal with rejection throughout the job search process.

Supporting Zarach

Zarach are a Leeds charity who deliver beds and basics to children in poverty, their aim is to ensure that every child goes to sleep warm, fed and in a bed of their own. Back in April the Giving Something Back group announced that we will be donating £150 per month to provide a bed bundle each month to a child in need. The bed bundle includes a new bed, mattress, duvet, pillow, bedsheets, pyjamas and hygiene kit.

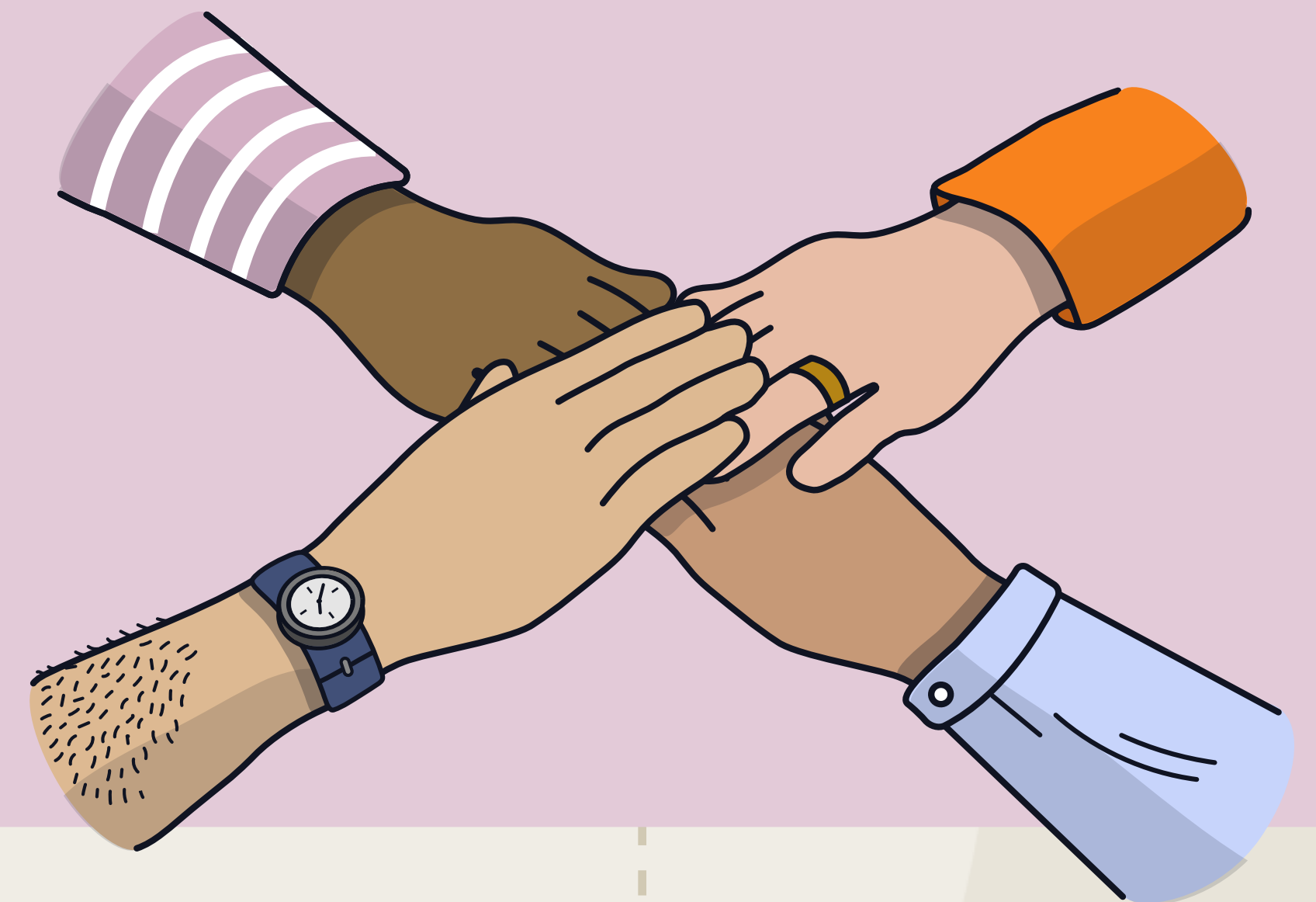
YTC Hospital Appeal

We donated £200 to the YTC Hospital Appeal who are raising money to support children who have prolonged stays in hospital and whose mental health has been affected by the pandemic. Our donation allowed them to buy arts and crafts materials for children in hospitals in both Leeds and Bradford.

HST Community Kindness Map

Everyone across the business was encouraged to contribute to our community kindness map by carrying out acts of kindness in their local communities across the UK. Our acts of kindness included:

- Donating clothes to local charities
- Donating to homeless charities
- Helping out elderly neighbours
- Supporting local collections for Ukraine
- Donating to an animal sanctuary



May

Street League

Street League is a charity that uses the power of sport to give young people aged 14 to 30 and living in the UK's most disadvantaged communities. Back in May Laura Pattison (Talent Manager) ran an in-person Careers workshop for approximately 10 participants on one of their programmes focusing on practical CV and interview skills tips but also thinking about what activities they enjoy, how the skills used in these are often their strengths and how to build on these to aid their future employment prospects and job searches.

Mental Health Awareness Week

This year for Mental Health Awareness Week our Mental Health Champions encouraged employees to take part in the 5 ways to wellbeing challenge. All employees received care packages to help them celebrate the week, as well as a wellness hour to spend focusing on their wellbeing.



July

Charitable Choice Awards

In July our Giving Something Back group announced our new charitable giving initiative. They encouraged us all to nominate charities that matter to us, three are then selected each month for colleagues to vote on, allowing us to support a broad range of charities. The three charities then receive either our bronze (£50), silver (£100) or gold (£150) award.

Plastic Free July

Back in July, Victoria our Giving Something Back environmental lead encouraged employees to share how they are reducing their plastic waste as well as sharing her own top tips for reducing single use plastics.

August

Safeguarding in Sport course

In August we launched our Safeguarding in Sport course, free to all grassroots sports clubs. Providing this for free ensures that it is available to all who need it and removes barriers to learning how to prevent abuse in sport. The course did really well in the media on launch and has been used by a number of organisations to give adults at grassroots sports clubs high quality safeguarding training who otherwise wouldn't have had access to it. We are still continuing to receive requests and sign ups.



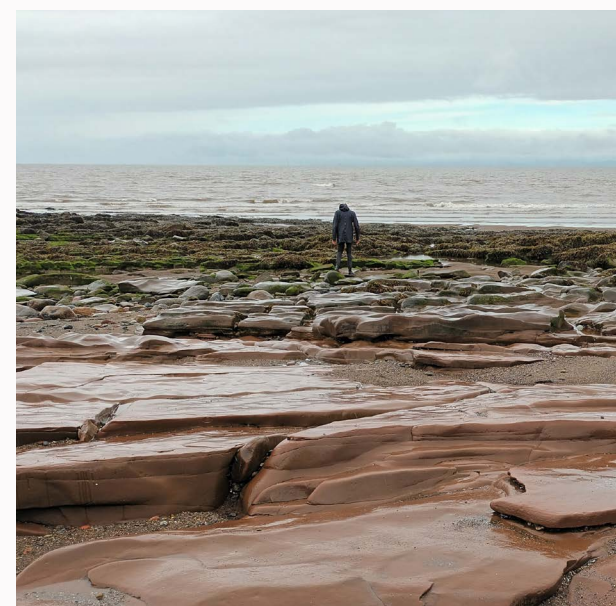
September

Around the World with HST

In September we embarked on a huge challenge to walk the entire way around the equator (58,435,404 steps) in two months as a team to raise money for [Read Easy](#). The charity helps adults across the UK who cannot read or who have low literacy levels to read confidently. Despite not making it the whole way round the globe we were able to donate an incredible £6,500 which will enable Read Easy to open a brand new group in the Yorkshire area in January 2023.

E, D & I Committee Launch

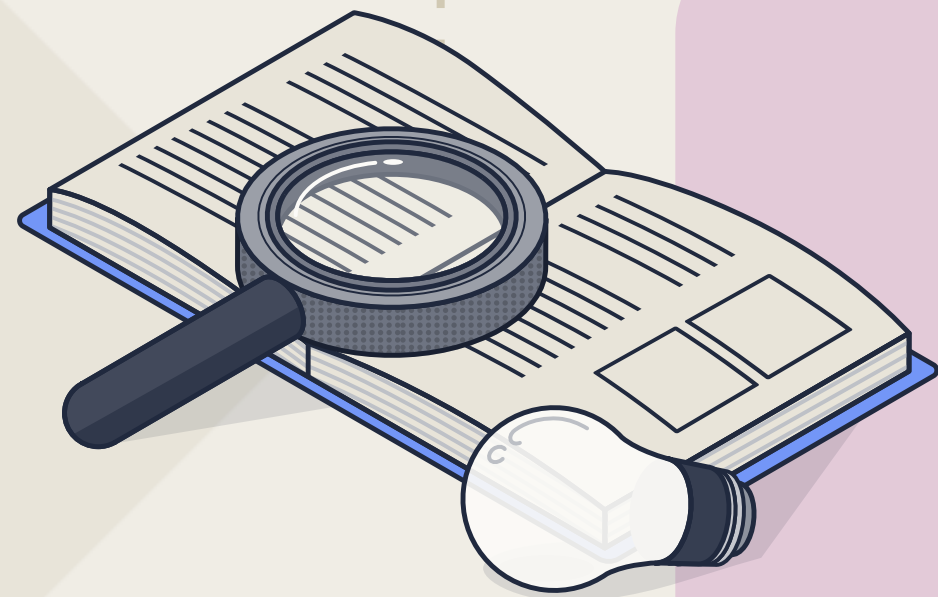
In September we launched our Equality, Diversity and Inclusion Committee. As a business we want to reflect the society that is around us. Our Equality, Diversity and Inclusion committee is made up of colleagues with a passion for E,D&I and has been set up to champion a welcoming and inclusive environment, where colleagues can bring their whole selves to work. Externally, we want to highlight our desire to attract diverse talent, bringing different perspectives and ideas to the table and showing that we value employees from all walks of life.



October

Recycling Week

This year for Recycle Week the GSB group shared a variety of resources to help everyone understand what the recycling symbols mean, tips to reduce contamination and more.



November

University of Bradford

In November our HR team once again helped out with reviewing mock interviews submitted by students at Bradford University to assist them with their interviewing skills ahead of their graduate job searches.

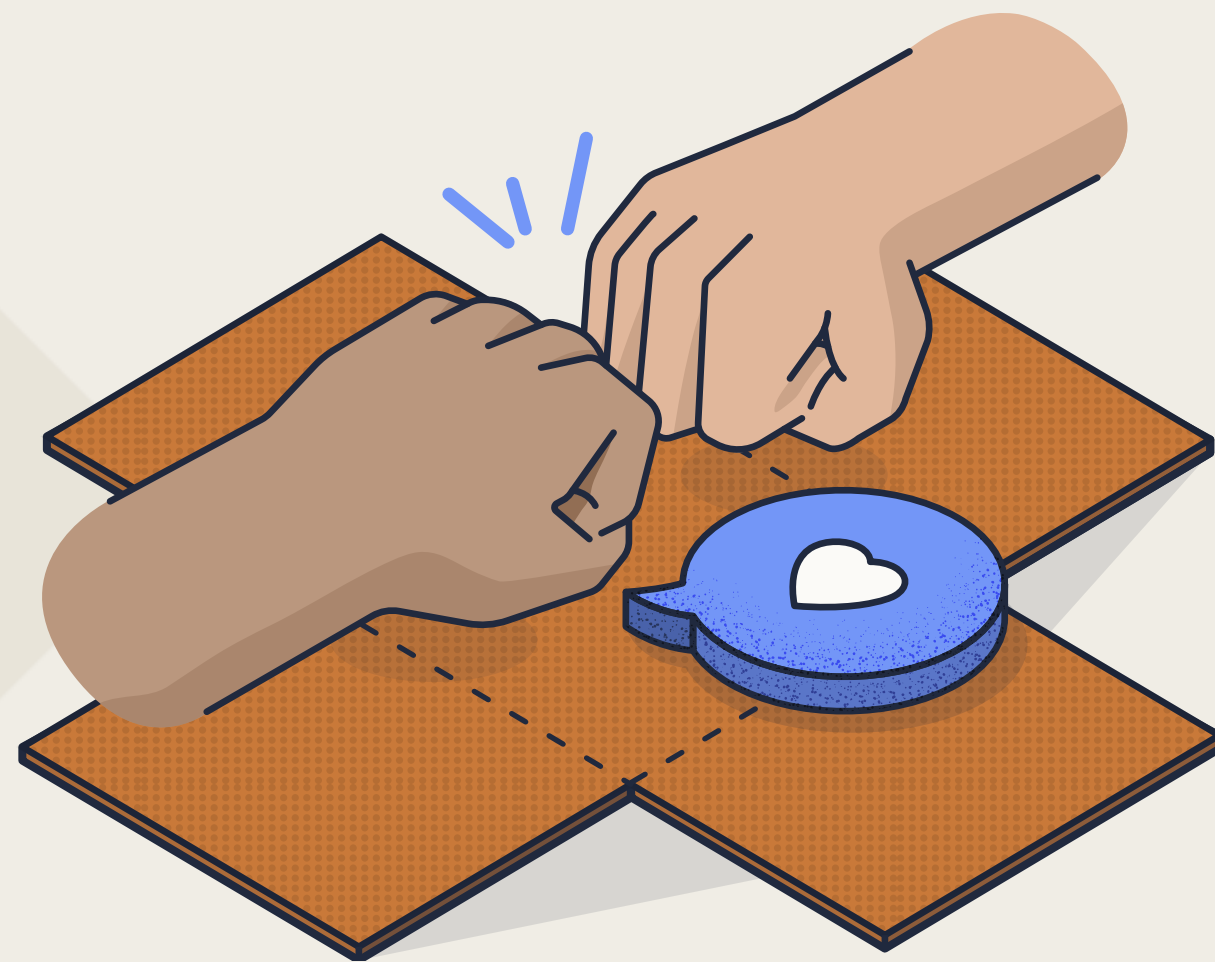


December

12 Charities of Christmas

This December we selected twelve charities and Christmas appeals, keeping the effects of the cost of living crisis front and centre. Colleagues rated their choices from 1 to 12 to decide which charity received the largest donation. Our donation amounts ranged from £100 to £500 with a total of £3,225 being given to support these charities.





A Big Thank You! ✨

Thank you to the Giving Something Back Group for all of their hard work this year, without their dedication to helping those in need we would not have been able to help as many people as we have done.