



# Impact Report

2023

# Contents

<b>– A message from our CEO</b>	<b>1</b>	<b>– Community</b>	<b>3</b>
<b>– Who we are</b>	<b>2</b>	Beam	
<b>– Becoming a B Corp</b>	<b>7</b>	Magic Breakfast	
<b>– People</b>	<b>9</b>	Smart Works Leeds	
Mind Gold Wellbeing Award		Migration Yorkshire / Give Bradford / Women’s Health Matters	
Mental Health Champions		Participate	
Colleague engagement		<b>– Giving Something Back Group</b>	<b>20</b>
Force For Good goals		Charitable Giving	
EDIB committee		Volunteering	
Being an EOT		Environment	
Our improved benefits offering		<b>– Goals for 2024</b>	<b>23</b>
<b>– Planet</b>	<b>12</b>		
Carbon Mapping			
Rodley Nature Reserve			
Friends of Ilkley Riverside Parks			

# A message from our CEO

**From its humble beginnings in 2008, High Speed Training has achieved so much to be proud of. In this time we have certified over 2.7 million learners, empowering them with skills and knowledge to be both safe and productive in their workplace and beyond.**

The past year saw us continue our trajectory of growth, and it was certainly a year of commercial success. But, as this report demonstrates, it was also a milestone year of giving back to our people, our communities and our planet in new and exciting ways.

**We achieved B Corp certification in March 2023.** The certification process helped us understand that our values and our early instincts had led us in the right direction, but it also opened our eyes to greater opportunities to be a force for good.

Our community partnerships work is one example of where we have seen an opportunity for growth in giving something back. We formed new partnerships with charities to maximise our impact in a way we could never do alone. **One instance of this is our work with 'Beam', through which we have helped support 216 people into stable employment and housing.** You can read more about our partnerships in this report.

I'm also particularly proud of our volunteering efforts as an organisation in 2023. We saw the opportunity to increase the uptake of volunteering and provided up to five days paid volunteering leave for every colleague.

Despite all that we have achieved, we know that striving for continuous improvement each year is part of the B Corp journey. This report reminds us of the amazing progress we have made, as well as the opportunities that we have to do even better.

I congratulate my colleagues at High Speed Training on an incredible year, and for their dedication to leaving things better than we found them. I also thank our loyal customers for their continued support and for going on this journey with us.



**Carole Urey**  
CEO



# Who we are

**We are an online compliance, best practice and personal development training provider with over 180 courses in Food Hygiene, Education, Safeguarding, Health and Safety and more.**

**Each course is created alongside industry experts to make sure you get the best learning experience and the outcome you need.**

At High Speed Training we take our core values very seriously. We are passionate about leaving things better than we found them and being a true force for good. We understand the importance of giving back to our local communities and promote practices that support each other, our learners and our environment.



We firmly believe in building our business together, not only as an employee-owned company where everyone plays a key part in our success, but also through collaboration with our customers and communities.

We feel strongly about using our products, services and wider resources to have a positive impact for all our stakeholders and help others to achieve their goals.

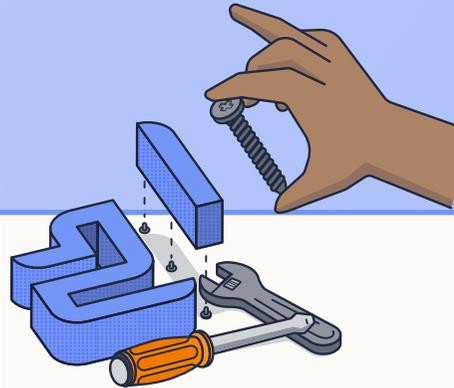


# Values



## We are all learners too

Learning is our passion. We recognise the importance of personal development not only for our customers but for ourselves too. We see past the screen to recognise our learners as individuals, just like us, and we continually strive to deliver better quality training for everyone.



## We build our company together

Everyone can make a difference, regardless of job title, and we empower our team mates to find their part in the company mission. More can be achieved when we work together and our goals are always centred around what's right for the learner.



## We are a team beyond our own four walls

We strive to create an environment where people feel comfortable to bring their whole selves to work. Trust and respect are second nature and our support for each other extends further than the office. Our team includes the partnerships we build with like-minded organisations and individuals who share our values.



## We leave things better than we found them

We believe in continual improvement and always look for better ways to serve our learners. Our team are trusted to deliver to the high standards we have set for ourselves across all areas of the business. We are committed to doing our best every day, not just for our learners but also for our community and our environment.

# Product

We pride ourselves on creating courses of the highest quality that incorporate the latest pedagogical practices and utilise digital media elements such as animation and film to be as engaging and effective as possible.

Our dedicated team of learning specialists are always seeking to improve our learners' experience and keeping our courses up to date with the latest legislation and best practice.

We have a number of integrated accessibility features such as full audio voiceover, which can be sped up or slowed down, and downloadable resources which are packed with memory aids.

Additionally, our dedicated customer support team is always on hand to help with your queries.



To provide the best possible learning experience for our customers, High Speed Training is committed to person-led design, in order to make training relevant and impactful, whilst changing the view of online compliance training.

As a company, we are committed to ensuring that our training is as accessible as possible to learners, removing barriers to education. We design our training to be available on as many devices as possible, from smartphones to desktop and tablets, so that training can be taken anywhere at any time.

We ensure to include a full audio voiceover of all our courses to support anyone for whom English is not their first language. Our navigation on the course and the language used for training is kept as simple as possible. This is done not only to ensure that any levels of tech literacy are able to access and complete the training easily, but to ensure that the learner can focus on taking on board the necessary skills and knowledge to do a job more safely.

All our courses are checked by our community of specialists. These are subject matter experts who lead in their own area, and they work with us when creating content briefs to ensure that the objectives of the course are clear and achievable. They also support in writing relevant case studies, and no course is released without their sign off to say that the course content is technically correct and up to date. We work closely with our subject matter experts to ensure that courses always include the most recent best practice and legislation, to give our learners peace of mind that they are taking the very latest in up to date training.

### Using our product as a Force for Good - Owen's Law



In April 2017, Owen Carey tragically lost his life due to a lack of allergy awareness in restaurants. Since then, Owen's family have created the Owen's Law Campaign, which aims to change the law surrounding allergen labelling in restaurants and raise awareness of the severity of food allergy accidents.

We're proud to be the first training provider to receive official endorsement from the Owen's Law Campaign. This endorsement recognises the comprehensive and rigorous nature of our training, which goes beyond standard guidance and promotes best practices in line with the principles of Owen's Law.



# What our customers say...

“I just thought I would send you an update of how you have helped so many of our service users achieve their food hygiene certificates. You kindly gave us 10 free places on your course I am glad to say I have now managed to find voluntary and paid employment for those jobseekers all within the catering/hospitality industry.

I hope you realise **what a difference you have made to these people’s lives.**”

Level 2 Food Hygiene

“Whilst being in the process of opening a nursery, I am required to become the DSL for the business. Having booked onto the face to face 2 day course I decided to use High Speed Training to give me some basic child safeguarding knowledge before doing it. Am I glad I did, I completed level 1 and found it **interesting and engaging**. So much so that I took advantage of doing the level 2 and the online level 3 (DSL course). I would recommend all of these courses, as I now feel I have a good basic understanding of child safeguarding to take onto my Face to Face DSL course.”

Designated Safeguarding Lead

“Our workplace is an office with less than 25 employees so this course was absolutely ideal. **Practical, concise and full of important and potentially life saving information.** We are considering acquiring a workplace defibrillator and I am now our workplace ‘Appointed Person’. Thank you High Speed Training.”

Workplace First Aid



In 2023 our average response time was just **17 minutes**.

Our Hively score also told us that our customers were **95% happy!**

“I have to say that this course surpassed what I was expecting. Having used High Speed Training for many years **I knew you made quality courses, but this one is exceptional.** The issues were given real and compelling context. Someone with little or no knowledge of the LGBTQ+ community will easily come away with an awareness of the meaning of terms, differences between gender identity and sexual orientation and a good overview of the law. We are planning on all Senior Managers in our charity to take the course so that it can inform policy-making. On a personal note as a gay man, with a husband & kids who has been involved with campaigns like the marriage equality act (we were the poster family for it), this course is so important to our community, so thank you.”

LGBTQ+ Awareness

# Our learning philosophy is inspired by a person-led strategy, and this includes:

## Interviewing previous learners

in key sectors to understand their motivations for taking the courses, their technical literacy and accessibility requirements, the environment they work in and how they found taking our course.



## Speaking to buyers

of our courses in order to understand the role that online training can play in meeting their day to day needs in the workplace.

## A 'choose your path' function

which gives learners the ability to decide whether they want to learn about certain topics that are non-essential to legislation.

## Increased media

such as video, 2D and 3D animation, as well as enhanced illustration in order to bring the course to life and maintain high engagement throughout.



## A range of downloadable content

from risk assessment to safeguarding policies, all designed to supplement the learner in their day to day role.



## A 'tailored learning experience'

whereby we test learners on pre-existing knowledge, then provide them with a series of content based on how well they were able to answer the questions.

## Moving towards making legislation real

by presenting case studies and interviews which demonstrate why the learner has a duty to abide by regulations and stay safe.



## An increase in the range of assessment methods

to test based on real life scenarios as opposed to knowledge recall of facts.



# Becoming a B Corp!

Since we were formed in 2008, we have always strived to do business the right way, focusing on having a positive impact on all of our stakeholders.

This is why we were so proud to become a certified B Corporation in March 2023, showing that our instinctive approach was the right one. This is very much the first step for us, and we are really looking forward to learning from the B Corp community and building on our strong foundation.

We were delighted to come out with a high impact score on our first attempt. We don't currently have a set points goal for our recertification, however we have been making improvements in a number of areas that we know matter to our colleagues, such as benefits, personal development opportunities and volunteering. We plan to keep making improvements over the next couple of years to build on our score before our next assessment in 2026.



- 50.9 Median Score for Ordinary Businesses
- 80 Qualifies for B Corp Certification
- 100.5 Our overall B Impact Score

# B Corp assessment highlights

## Health and wellness initiatives

- Mental health support
- Regular wellbeing hours
- Team walking challenges
- Company benefits to support our colleagues in looking after their health and wellbeing



## We have an inclusive hiring process

- We encourage all candidates to let us know if they require any adjustments during the selection process
- We have internal guidance to support hiring managers make reasonable adjustments for candidates, as well as information on neurodiversity and how they can support candidates who tell us they're neurodiverse

## We are an accredited Living Wage Employer

- We pay everyone above the London living wage
- Our profit share plan enables colleagues to benefit from company success
- We've given cost of living payments to help with rising household bills

## We offer flexible working

- Our colleagues have the freedom to choose whether they work at home or from the office day-to-day, coming together in-person as a whole company for the moments that matter

## We engage directly with customers

- We ensure we understand customers' needs and desires when creating our product
- We measure outcomes to ensure that our products are meeting the needs and expectations of our customers

## Colleague feedback is really important to us

- We hold regular listening groups and feedback sessions before making decisions or changes that impact our teams



# People



## Mind Workplace Wellbeing Index

We were delighted to receive a Gold Workplace Wellbeing Award from Mind, coming in at 7th place overall in their Workplace Wellbeing Index. The gold award is for employers who have embedded mental health into their policies and practices, showing a long-term and in-depth commitment to staff mental health.

We previously received a silver award back in 2021 and since then we have worked with our Mental Health Champions to build on our wellbeing strategy by introducing mental health awareness training for all colleagues and improving awareness of support resources through activities, workshops and most recently, monthly wellbeing emails. Ensuring we support the mental health of our colleagues is critical and we are always looking for ways to improve on this.

## Colleague Engagement



Once again we maintained our 3 star Best Companies score in 2023, demonstrating world class levels of engagement. We ranked as the 25th best mid size company to work for in the UK, the 14th best company to work for in Yorkshire and the Humber, and the 4th best Education and Training provider to work for.

Colleague engagement is really important to us at High Speed Training so we keep a monthly track of our engagement levels through our Workleap surveys. Giving all of our teams the opportunity to anonymously share their feedback and opinions each month allows us to make sure we are doing things right and helps us understand where we can improve our employee experience.

## Workleap survey results



Our overall engagement score



Our wellness score



Relationship with manager



Ambassadorship

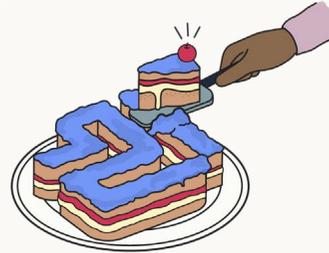


## Force For Good Goals

We recently introduced Force For Good Goals so that all colleagues can play their part in ensuring that we support our planet and communities. We created four different roles, aligned to our company values, to set goals against. These aren't mandatory for colleagues and are designed to provide an opportunity for personal development and cross functional working whilst continuing to use our business as a force for good.

## Becoming Employee Owned

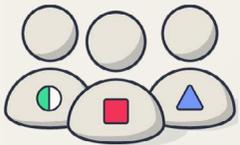
Back in April 2023, High Speed Training became an Employee Owned business. Our business is run for the benefit of our employees, allowing us to protect the values and culture that have built our company, and continue to develop value for our customers, colleagues and partners for the long term.



## Equity, Diversity, Inclusion and Belonging Committee

Last year we established an Equity, Diversity, Inclusion and Belonging (EDIB) committee, to champion a welcoming and inclusive environment where colleagues can bring their whole selves to work.

The committee has spent the last year working on raising awareness of inclusive language, recognising religious festivals and hosting external speakers to celebrate Pride month and Neurodiversity celebration week. As part of their continued work to make High Speed Training a more inclusive workplace, our EDIB committee are currently looking at how we can become more diverse through our talent attraction methods as well as focusing on signing up to the Disability Confident employer scheme, which they hope to have in place in 2024.



## Our Improved Benefits

In 2023 we gave our benefits package a refresh. Following feedback from colleagues, we increased annual leave, introduced two health cash plans, as well as introducing subsidised gym memberships. We also now have a 'workation policy' allowing our colleagues to work abroad for up to 4 weeks each year. Our maternity and adoption policies were increased to 26 weeks at full pay, and paternity leave is now fully paid for 6 weeks.

# Our benefits



Flexible working approach, remote or office based



Profit sharing scheme



26 days annual leave, increasing with length of service



26 weeks full maternity/adoption pay and 6 weeks full paternity pay



Dental cash plan



The latest mobile phone and contract for personal use



Discounted gym memberships



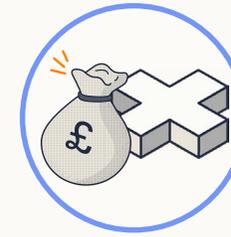
Private medical insurance



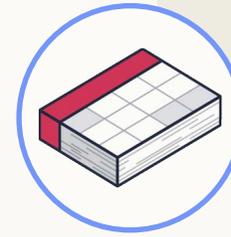
Electric car scheme



Free life assurance cover



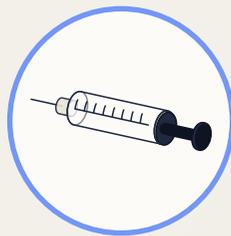
General health cash plan



Holiday purchase scheme



Workation policy



Free flu jabs



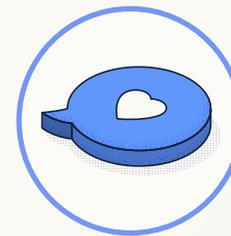
Colleague loan policy



5 days paid volunteering



Employee discount platform



Employee assistance programme

# Planet



## Carbon Mapping

In 2024 we will be working with the experienced team at Climate Partner to calculate our carbon footprint and the impact of our Scope 1, 2 and 3 emissions. This will establish where we need to focus our efforts to reduce our emissions and negative impact on our planet. Working with a Climate Partner consultant, we will formulate a clear plan of how to achieve net zero by 2030 (if not before) and how to engage our stakeholders in this journey.

## Rodley Nature Reserve

This year, one of our colleagues, Sarah, spent some time volunteering at Rodley Nature Reserve, an area designed to bring wetland wildlife back into the Leeds area. Sarah has been visiting Rodley for several years to enjoy the wildlife, de-stress and get some fresh air. The reserve is staffed entirely by volunteers, so Sarah was delighted to have up to 5 paid volunteering days she could take to help out, learn more about the reserve's work and wildlife, as well as meeting new people with similar interests.

Some of the work Sarah has done includes clearing weeds, nettles, brambles and invasive non-native plants. To support the wildlife at the reserve, Sarah also spent time sourcing branches to make perches for stonechats that visit the reserve during the winter months. The nature reserve is a dragonfly hotspot so further volunteering time was spent supporting the build of the new dragonfly pond to enhance their environment.

We are proud that we are able to offer an enhanced volunteering policy which enables our colleagues to have a greater impact in supporting charities that are important to them.

## Friends of Ilkley Riverside Parks

Some of our teams joined Friends of Ilkley Riverside Parks over the summer to help maintain and improve the park areas alongside the River Wharfe in Ilkley, the home of our HQ. The charity was set up in 2018 and has been involved in playground regeneration, bulb planting and creating wild flower areas, as well as general maintenance of local parks.

Our teams spent a total of 103 volunteering hours with the charity, helping to clear weeds, brambles and nettles as well as removing dead and dying shrubs in preparation for further improvements and planting that will take place in the spring.



# Community

**High Speed Training is a very special business where everyone is committed to making a positive difference for our customers, planet and communities. The creation of a new position for a Head of Strategic Partnerships was a natural evolution for the business and it's been my privilege to embrace this role and help us to achieve more impact in 2023.**

This year we expanded the focus of our partnership work, to go beyond employability and looked to address the connected issues of social mobility and digital inclusion.

We have established national partnerships with organisations such as Beam and Magic Breakfast that are working hard to improve lives across the country, as well as forging important relationships with charities that are based close to us in West Yorkshire, who can help us to invest socially in our local area.

We take a holistic view of our strengths and resources and, through dialogue with our charity partners, gain an understanding of how we can use them to support their work so that we can achieve positive change together.

The engagement of colleagues in this area of the business has been a real driving force and it has been inspiring to see how many members of our team have got involved. I am particularly delighted with the skilled volunteering projects that we have delivered this year, including the creation of a film for Smart Works Leeds, as the impact is clear to see.

I am excited by the possibilities that next year will bring, enabling us to build on what we have learned and achieved so far, to make even more of a difference in our communities.

**Amy Mortimer**  
**Head of Strategic Partnerships**





So far, we have directly impacted

**216 lives**



We have been working with the charity and social enterprise Beam to help homeless people, prison leavers and refugees to access safe housing and secure employment.

Beam's social impact platform enables us to get to know a little about the people we are supporting and send their members messages of support and motivation.

On September 30th, a group of colleagues took part in our Beamwalk fundraising event and had fun together while raising money and awareness for Beam. Some colleagues also completed their steps at home.

The Beamwalk raised

**£8,350**



for Beam, all of which will be used to support homeless people, prison leavers and refugees into jobs and homes.

We have donated

**£16,000**



to the Beam Foundation and provided their members with access to free training courses worth an additional £4,300.



**93%**

of those doing the courses say it has helped them be better prepared for job interviews.



We have donated  
**19 pre-used  
smart phones**



to support Beam members with connectivity.

# Magic Breakfast

magic  
breakfast  
fuel for learning

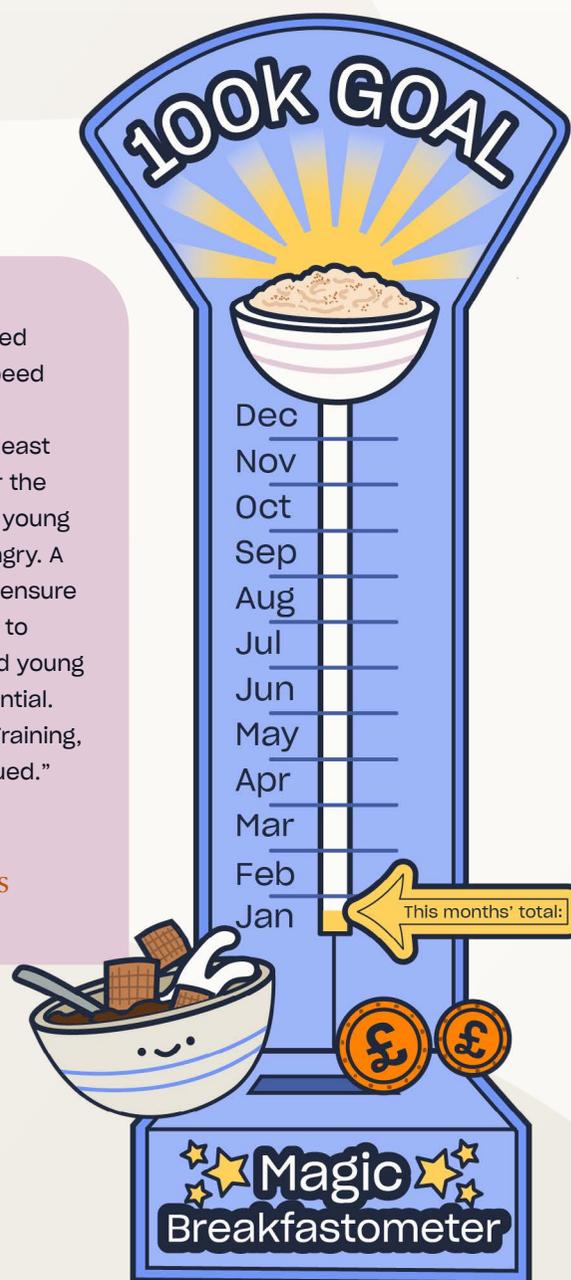
We're delighted to be working with Magic Breakfast to provide schools in disadvantaged areas across England and Scotland with free nutritious breakfasts to make sure no child or young person is too hungry to learn.

Magic Breakfast is a registered charity providing nutritious breakfasts and expert support to primary, secondary, additional support need/special educational need schools and pupil referral units in disadvantaged areas of England and Scotland. Providing a daily school breakfast ensures that every child and young person feels included, equal and set up for success. Magic Breakfast works to be part of the solution to end child morning hunger for good through campaigning, research and advocacy work with politicians and decision-makers.

This partnership provides an exciting opportunity to involve customers in our force for good strategy. Every time a customer purchases our Level 2 Food Hygiene for Catering course, we donate 28p to Magic Breakfast, so that they can provide a breakfast and ensure that no child is too hungry to learn.

"Magic Breakfast is delighted to be working with High Speed Training. Our exciting new partnership will unlock at least **100,000 breakfasts** over the next year for children and young people at risk of going hungry. A nutritious breakfast helps ensure that no child is too hungry to learn enabling children and young people to reach their potential. Thank you to High Speed Training, your support is hugely valued."

Ali Roberts, Head of  
Corporate Partnerships



# Smart Works Leeds

SMART  
WORKS  
LEEDS

**Working with Smart Works Leeds, we are proud to be helping women from across Yorkshire to find a job and transform their lives.**

Smart Works supports women back into employment by providing coaching and a pre-interview styling service so that they feel more confident and start believing in their own ability to succeed.

High Speed Training joined Smart Works Leeds' new corporate network, The Collective, as a founding member in 2023 to help them increase the number of women they can help with their service.

## Sharing our Skills

Our Digital Media Unit answered a call for help with a new client testimonial film and used their volunteering time to produce a film for Smart Works Leeds that showcases their amazing impact.

Reflecting on his volunteering experience, Jim, Senior Videographer at HST said *"I'm really honoured to have been involved in a project like this. Telling people's stories to make a difference is something I'm really passionate about and I hope the film we've made will encourage even more women to walk through their door"*.

"High Speed Training have made an **invaluable contribution** to Smart Works Leeds. By giving up their time and skills to make our first professionally produced client case study video, **they have made a tangible difference** to the way in which we promote our service and uplift the women we work with. In addition to this contribution, colleagues from High Speed Training are giving their time to volunteer as coaches with us, helping clients to approach job searching and interviews with increased confidence, **empowering them to get the job and change the trajectory of their lives**. Many of our clients are now doing HST courses alongside their coaching. High Speed Training are one of the founding members of our Collective, a group of businesses that have contributed financially to Smart Works Leeds, in order to help us reach 1000 women a year by 2025."

**Lottie Roberts, Outreach and Engagement Lead, Smartworks Leeds**





## Migration Yorkshire

We have been working with Migration Yorkshire to support new migrants with training and employability. We provided **£800 of courses** in 2023 and delivered a bespoke employability coaching programme with our volunteers.



## GiveBradford

**This year we donated £10,000** to the Bradford District Community Foundation (GiveBradford) to provide vital funding for community organisations across the district where we were founded. This opens up vital opportunities to vulnerable and marginalised communities, including skills, education and employment, and aligns with our values of being ambitious for all and helping to empower others through learning, sharing knowledge and expertise.

*“We are so pleased that High Speed Training have chosen GiveBradford as the vehicle to invest in local communities. Their significant donation into The Bradford Fund will make such a **huge difference** in providing sustainable solutions for small grassroots Community Organisations across the city.”*

Steph Taylor, CEO at GiveBradford



## Womens' Health Matters

We are funding a digital inclusion programme for **£9,000** with Women's Health Matters in Leeds, supporting some of the city's most marginalised and vulnerable women with access to laptops, key worker support, and both digital and employability training, so that they can become more confident with digital technologies and gain more control in their lives.

The programme provides access to digital devices and our online training courses, as well as key worker support to build confidence and connectivity.

We have also supported WHM staff and volunteers with compliance training to help them to do their best for their beneficiaries. We have also supported staff, volunteers and beneficiaries with **online training worth £2,500** and donated ten pre-used smart phones and two desktop computers to increase digital connectivity.



*“We are absolutely delighted to be working in partnership with High Speed Training on this 12-month digital inclusion project. We work intensively with over 1,000 women who are most at risk each year in and around Leeds. **The support of High Speed Training enhances the support we are able to provide** meaning that our women and their families can access equipment, training, and support which **will make a massive difference to their lives** and future prospects.”*

**Rachel Kelly, Chief Executive, Women's Health Matters**

# Participate



We are proud to partner with Participate Projects in Bradford to make a difference in our local community.

Participate is a social enterprise that supports the not-for-profit sector with consultancy and the facilitation of corporate volunteering.

This year we have engaged in many of their volunteering days, which are a great opportunity to give back whilst building team camaraderie. It became apparent that we could help Participate to do even more vital work using our expertise. Our Tech and Product team guided Participate through the Discovery phase for a new volunteering platform and our Paid Media Manager helped them to maximise what they could achieve with their Google Ad Grants.

We hope that, by providing skills and knowledge that are not easily available, we can enable Participate to engage with more businesses and ultimately help more people in need across West Yorkshire and beyond.

Members of our Product, Tech and UX teams came together, using their volunteering time, to help Participate discover how digital solutions could speed up and streamline their service.

'Discovery' is the name given to the research phase of a technology project. Doing user research during Discovery is critical to understanding the problems that you need to solve for your users and how you might prioritise them. Participate were delighted with the outcomes of the project. Anthony the Chief Executive commented "working with High Speed Training to map and plan our future technology platforms has been inspirational. The team has given their time and expertise to help us think about how we can change the way we interact with our business and community partners, expanding our reach and delivering more high quality business volunteering in Bradford and beyond."



Our whole team really enjoyed being involved. UX designer Matt said "I've always wanted to use my design and research skills with charities and this was the first opportunity that's arisen in my career".

Jayde added "If they used a consultancy it would cost a lot of money, so to be able to offer that service to a charity that does a lot of good work is really rewarding and beneficial for them and for us."



# Giving Something Back Group (GSB)

Our employee-led GSB group is dedicated to ensuring our social and environmental impact is one we can be proud of. The group focuses on charitable giving, volunteering and the environment with colleagues dedicated to a key area.

## Giving Back Friday

In November we launched our own take on 'Black Friday' with our 'Giving Back Friday' initiative. We invited charities to apply for up to 10 free courses each, from a wide range of our most popular courses. We gave away 500 courses to 62 charities from across the UK who provide their communities with vital support. The recipients provide a wide range of services including support for adults and children with learning disabilities, food banks, warm hubs, mental health support and much more.

We've given away over  
**790 courses**

worth over **£23,745**  
to charitable organisations



In 2023 we donated

**£15,573**

to charity

# Volunteering

This year we increased the number of volunteering days for colleagues to 5 full days per year, allowing everyone more flexibility to give their time to meaningful causes.

Our teams have volunteered with many organisations this year including: Participate, Smart Works, Migration Yorkshire, Project Hope and Friends of Ilkley Riverside Parks. We set ourselves a goal to have at least 25% of colleagues participate in volunteering opportunities and we are delighted that we have far exceeded that, with 59% of colleagues spending time volunteering this year.



**700+**

hours of  
volunteering  
completed



**59%**

of colleagues  
volunteered this year



# Environment

Our GSB group once again took the opportunity this year to highlight a number of important environmental campaigns, including:

- Great British Spring Clean
- Plastic free July
- Second Hand September



# Goals for 2024

## Carbon Mapping

We are embarking on a project to calculate our carbon footprint with Climate Partner and will be working with them during 2024 to set goals for improvement, engage stakeholders and develop a roadmap to net zero by 2030.

## Volunteering

In 2024 we want to continue to increase the impact we have by collectively achieving 1,000 hours of volunteering and engaging 75% of colleagues in some volunteering during the year.

## Personal Development

2024 will see a professional development approach that invests in colleagues, helping them to feel supported, motivated and inspired to learn. Through encouraging regular career and development conversations aligned to business outcomes, we can ensure that PD is fair and consistent and a priority focus for all colleagues.

## Disability Confident

We are working on becoming a Disability Confident employer and hope to have our accreditation in 2024.



# Thank you

## Visit our website

[highspeedtraining.co.uk](https://highspeedtraining.co.uk)

## Drop us a line

[support@highspeedtraining.co.uk](mailto:support@highspeedtraining.co.uk)

[sales@highspeedtraining.co.uk](mailto:sales@highspeedtraining.co.uk)

## Give us a follow

 [high-speed-training-ltd](https://www.linkedin.com/company/high-speed-training-ltd)

 [highspeedtraining](https://www.instagram.com/highspeedtraining)

 [hst](https://twitter.com/hst)

 [highspeedtraining](https://www.facebook.com/highspeedtraining)

 [highspeedtraining](https://www.tiktok.com/@highspeedtraining)

