

Volunteering is Good for Business – How One SME Created a Culture of Giving Back to Boost Colleague Engagement and Wellbeing

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Employee engagement is crucial in a successful workplace, especially at a time when many people work remotely, and many organisations operate hybrid work models.

A recent study from Oxford University involving 46,000 UK employees, discovered that volunteering is the only workplace intervention that genuinely boosts employee well-being, and is far more effective than traditional wellbeing programmes.

[High Speed Training](#), a leading provider of online training, has found real success with a robust program of employee volunteering, offering all colleagues 5 paid volunteering days a year. In 2025, the company reached the milestone of over 1,000 hours of time volunteered with local and national not-for-profit organisations, totalling 1060 hours overall

High Speed Training, a registered BCorp, encourages colleagues to get involved in the volunteering projects that matter most to them. The company has several charity partnerships which provide regular opportunities for employees to donate their time in the community, and some people opt to organise their own activities too. Chapter One, one of the charity partners, provides children that struggle with reading with access to online 1:1 reading sessions, and a number of staff at High Speed Training mentor young people to help develop their literacy skills and confidence.

Emma Bell, CEO of Chapter One, said: “We’re thrilled that Chapter One has been part of High Speed Training’s journey to 1,000 volunteering hours. By committing to supporting our young readers, their volunteers have built meaningful relationships with children aged 5-8 who are facing disadvantage, showing up week after week to read, encourage and inspire. “This matters enormously - when children receive sustained, personalised reading support at this crucial age, they develop not just literacy skills but confidence and a love of reading that sets them up for success in school and beyond.”

Amy Mortimer, Head of Social Impact at High Speed Training, said: “We are delighted to have reached this milestone of 1000 hours volunteered in 2025. It’s a testament to our company value of leaving things better than we found them and the compassion of our colleagues here at High Speed Training. Over the last three years we have rapidly grown our company volunteering programme, increasing the number of hours donated by a factor of 10. We achieved this by developing strategic partnerships with charities, providing clear signposting and encouragement for colleagues and genuinely celebrating our impact in the community with the wider business. With staff working across the country, and indeed the world, volunteering helps to create memorable moments that enable everyone to engage with each other, their community, and our company values.”

In 2025, High Speed Training was voted the 6th Best Company to Work for in the Yorkshire and Humberside region, as well as 7th in the Best Mid-Sized Companies to work for in the UK and 3rd in the Best Companies in the Education Sector.