



2023 COMMUNITY & CHARITY REPORT





OVERVIEW

Ongoing commitment to community contribution

BEAR Scotland's CSR Committee developed a programme to ensure a positive footprint was delivered within the communities in which it operates in.

The annual budget of £20,000 was retained for 2023. For context, in 2022 £48,500 was donated to good causes. The idea is that we build on the corporate commitment with employee engagement and fundraising.

The strategic approach ensures that we focus on charities

and projects around the country that will make an impact in ways that align with BEAR Scotland's values.

Employee buy-in and engagement in the programme is always a key driver. This embeds the core corporate value within the workforce that we work in partnership with the communities where we work.

This report provides an overview of what's been delivered as a result of that investment in 2023.

Five pillar approach



There are five strands to BEAR's CSR strategy as follows:

- Ongoing, long-term charity partnerships.** These are with organisations that we've committed to supporting within our NMC quality submissions to Transport Scotland.
- Annual national charity partner.** We ask the workforce to vote on a charity of the year that we commit to support. The idea is that it not only ensures a key focus is delivered for a specific cause but the involvement of the staff in identifying it should ensure some dedicated support and engagement in fundraising efforts.
- Regional/local charity programme.** Employees are asked to nominate a smaller local cause which we will donate £1,000 to. The idea is that these will be more local initiatives that will appreciate the financial boost. It might be an organisation that is close to the heart of the person who nominated it.
- Supporting employee fundraising challenges.** We are keen to support the efforts of team members who take on fundraising personal challenges by giving them a significant donation.
- Support for communities and initiatives.** As well as traditional charities we consider applications to support local clubs and organisations such as youth sports groups and community groups. We also undertake a lot of STEM engagement with schools.

Summary results

3 major fundraising events hosted
27 charities supported
24 community projects/clubs supported
717 hours (estimate) CSR logged



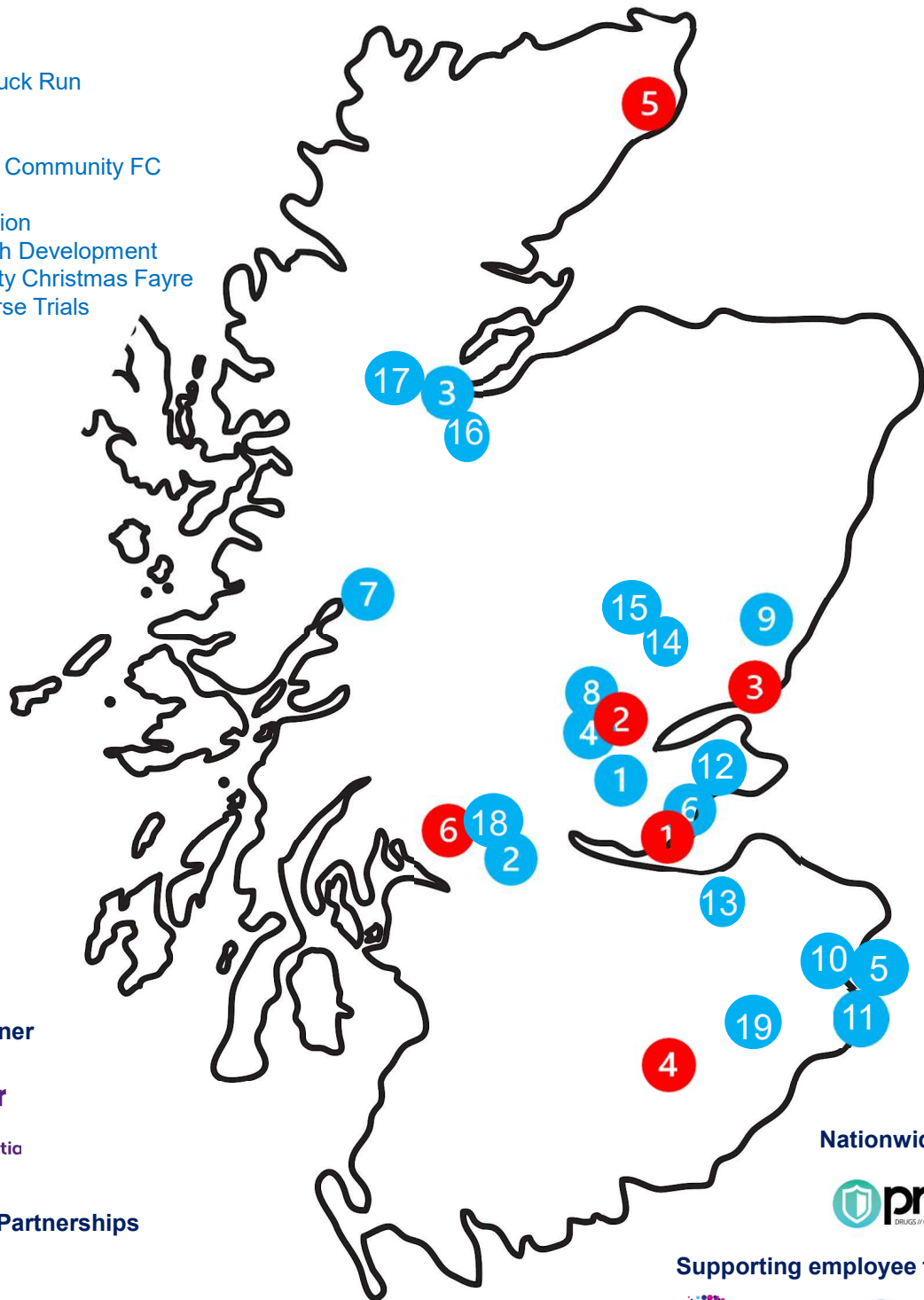
Location of causes supported - 2023

Community Projects/Activities Supported

1. Kinross Curling Trust
2. Auchengeich Colliery Memorial
3. Highland Hospice
4. Perth & Strathearn Roundtable
5. Eyemouth Allotments
6. Bayside football sponsorship
7. Commando Heritage Trail
8. Education Centre Bajka
9. Letham FC
10. Eyemouth High School
11. Berwickshire Charity Truck Run
12. Fife Fryers FC
13. Sighthill Bowling Club
14. Blairgowrie and Rattray Community FC
15. Blair 2011's FC
16. Balvonie Park Association
17. Clachnacuddin FC Youth Development
18. Moodiesburn Community Christmas Fayre
19. Scottish Endurance Horse Trials

Regional Charity Partners

1. Forth Hedgehog Hospital
2. P&K Countryside Trust
3. Tayside Cancer Support
4. Fresh Start Borders
5. Caithness Klics
6. Brightest Star



2023 National Charity Partner



Ongoing National Charity Partnerships



Nationwide Charities



Supporting employee fundraising





1. ONGOING CHARITY PARTNERS

Our ongoing charity partners are organisations we committed to supporting on an ongoing basis within our NMC quality submissions to Transport Scotland



£19K + RAISED

We're committed to raising at least £10,000 per year for Cash For Kids.

In 2023, that target has been smashed, with a total of **£19,195** being donated as a result of two activities – the staff raffle in January and the [Corporate Charity Golf Day](#) in August.

£1,195 was raised in the staff charity raffle.
£18,000 was raised at the Corporate Charity Golf Day.



£1,790 RAISED

Thirteen BEAR employees signed up to Doddie Aid, the six-week participation event at the start of the year. They ran, walked, cycled and hopped their way to a total of 2,785 miles between them and raised £900, which BEAR match funded making a total of £1,790 for the charity.



£1,883 RAISED

The 11th BEAR Scotland five-a-side charity football tournament took place in April 2023.

£1,883 was raised for SAMH. £941.50 came from team entry fees and the remainder was match funded by BEAR Scotland.



Supporting Veterans

BEAR is a member of the RBLI Tommy Club which supports veterans. We also work in partnership with Armed Forces Recovery Centres and the Careers Transition Partnership to encourage new recruits from the forces.

We are continuing to work with Scotland's Bravest Manufacturing Company as the preferred sign supplier.

Additionally, £500 was donated to the Scotland and Northern Ireland Personnel Recovery Centre to help fund travel expenses for its cross Atlantic trip to Washington DC where they met with the United States Marine Corps and Allied Forces Federation.





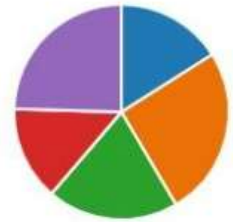
2. ANNUAL NATIONAL CHARITY PARTNER

We undertake a vote where all staff are given the chance to vote for the National Charity Partner of the Year. The idea is that the shortlist contains organisations that are Scotland-wide and complement the existing long-term partnerships.



£7,669 RAISED

● Samaritans	17
● Alzheimer Scotland	27
● Prostate Scotland	21
● RSPB	15
● Shelter Scotland	26



STEPPING UP SUPPORT ACROSS THE BUSINESS

In May we linked Alzheimer Scotland fundraising to Eurovia's Steps to Health Challenge. Fourteen teams managed to raise a total of £229.

Tartan Bridge Films and AA Media Corporation Limited Both made a generous donation of £1,500 to our charity of the year, Alzheimer Scotland, in return for being permitted to film at the Forth Road Bridge.

We also supported the Forget Me Not Appeal by volunteering to raise awareness of Dementia, signpost to Alzheimer Scotland and raise much needed funds to continue their vital work. The event took place in Morrisons stores across Scotland. All staff were invited to a virtual 'Dementia Friends' session to learn more about the disease and how to support those suffering from it.



September 28, 2023

VISITORS TOUR FORTH ROAD BRIDGE ON DOORS OPEN DAY

Event attracts over 400 visitors and raises over £2,400 for Alzheimer Scotland The Forth Road Bridge Doors Open Day 2023 took place on Saturday 23 September, attracting over 400 visitors and raising over £2,400 for Scotland's national dementia charity Alzheimer Scotland. The open day was organised by Transport Scotland's operating company BEAR



KILT WALK RAISES £1,100

Gillian Laurie took part in the Kilt Walk and raised a total of £1,100 for BEAR Scotland's national charity of the year, Alzheimer Scotland.



CHRISTMAS JUMPER DAY

The final fundraiser of the year to raise more funds for Alzheimer Scotland was linked to Christmas Jumper Day. Staff were asked to wear their festive jumpers to work and donate £5. a total of £650 was raised through staff donations and a corporate donated from BEAR.



3. REGIONAL / LOCAL CHARITY PROGRAMME

At the start of the year, employees are asked to nominate a smaller local or regional cause which we will donate £1,000 to. The six organisations chosen are local initiatives that will appreciate the impact of the financial boost. It might be an organisation that is close to the heart of the person who nominated it. In 2023 organisations from across the NW and SE footprints benefited along with the M80 DBFO and A92 DBFO.

FORTH HEDGEHOG HOSPITAL RECEIVES £1,000 DONATION FROM BEAR SCOTLAND

March 28, 2023



Rosyth-based Forth Hedgehog Hospital, has received a £1,000 donation from trunk road maintenance company BEAR Scotland, which looks after the Forth Road Bridge and Queensferry Crossing.

Forth Hedgehog Hospital, which has been caring for sick and injured hedgehogs from across Scotland for the last nine years, is the first local cause to receive a financial boost in 2023 as part of all BEAR's local and regional charity commitment which sees staff nominate causes that are important to them.

BEAR SCOTLAND GIVES PERTH AND KINROSS COUNTRYSIDE TRUST A FUNDING BOOST

April 28, 2023



Perth and Kinross Countryside Trust has been selected as BEAR Scotland's second regional charity of the year. The trunk road maintenance company is in its third year of giving six local charities nominated by staff a £1,000 donation.

The funding boost will help ensure that Perth and Kinross Countryside Trust's work maintaining and helping the countryside and communities continues. The charity was nominated by BEAR Scotland's Commercial Assistant, Gail McPhee. Since Gail could not make it to visit, Environmental Advisor Ieva Karklina went along to find out about the work the charity does for the countryside.

TAYSIDE CANCER CHARITY GETS £1K BOOST FROM BEAR SCOTLAND

June 1, 2023



BEAR Scotland, the road maintenance company which looks after the A92 between Dundee and Arbroath, has donated £1k to Tayside Cancer Support.

Tayside Cancer Support, which is run out of St Aidans Centre, Broughty Ferry, offers support services for people in Tayside who have been affected by cancer including patients, family and friends, alongside support groups that offer friendship and reassurance through group activities including talks, demonstrations and different relaxation therapies. This charity was nominated by Queensferry Crossing Manager, Nick Forbes because he knows people who hold the charity close to their hearts.

BEAR SCOTLAND GIVES £1,000 TO BORDERS HOMELESSNESS CHARITY

June 28, 2023



BEAR Scotland has donated £1,000 to Fresh Start Borders, a charity based in Selkirk that is dedicated to making up starter packs for homeless people moving into their first permanent accommodation.

BEAR Scotland manages and maintains trunk roads in the South East of Scotland on behalf of Transport Scotland. Their Media and Communications Officer, Chris Waite, nominated Fresh Start Borders as part of the local charity initiative, which focuses on supporting local causes within the communities where BEAR Scotland operates. All staff are given the opportunity to nominate local charities which are important to them. It is the fourth charity to benefit from the initiative this year.

CAITHNESS KLICS GETS £1K BOOST FROM BEAR SCOTLAND

August 3, 2023



Caithness KLICS was set up ten years ago and supports young carers between 5 and 18 years old who are caring for a person who has any kind of illness, disability or addiction within their family or community.

Young carers tend to have extra responsibilities, like doing chores, looking after young children, and handling medication. This means young carers can miss out on school and social lives. Caithness KLICS gives these young carers a place to have fun and be children again without having to worry about anything else.

This donation is part of BEAR Scotland's local charity initiative that seeks nominations from staff for worthy regional causes to receive support. Caithness KLICS was nominated by North West Engagement Manager, Kim Thain, because it means a lot to her family.

BEAR SCOTLAND GIVES £1,000 FUNDING BOOST TO BEREAVEMENT CHARITY

September 1, 2023



Founded in 2013 by Arlene and Derek Kennedy of Renfrewshire, Brightest Star emerged from a deeply personal tragedy: the sudden loss of their five-year-old son, Jack. While the medical professionals provided invaluable support during their difficult time, the Kennedys discovered a lack of ongoing assistance for bereaved families. Motivated by their own experience, they took it upon themselves to create a support network for those enduring a similar experience.

Brightest Star was nominated to benefit from a financial boost from BEAR Scotland by M80 DBFO Asset Manager, Laura Gray, as part of the company's ongoing commitment to supporting local charities. Laura used to know Jack's grandmother and recognises the impact the charity has on families.



4. SUPPORTING EMPLOYEE FUNDRAISING CHALLENGES

We are keen to support the efforts of BEAR Scotland team members who take on fundraising personal challenges by giving them a significant donation.

BOWLED OVER

BEAR Scotland donated £250 to James Halliday's local bowling club Sighthill, to help with travel and accommodation costs so that they could take part in the 2023 Scottish National Bowls Championships.

Unfortunately, they were beaten by a very good Abbeyview team who went on to win the gold.



CATERAN YOMP 2023

John Kerr completed an incredible 54-mile trek in 24 hours for the CATERAN Yomp, in aid of ABF The Soldiers' Charity.

BEAR Scotland contributed £250 to John's trek.



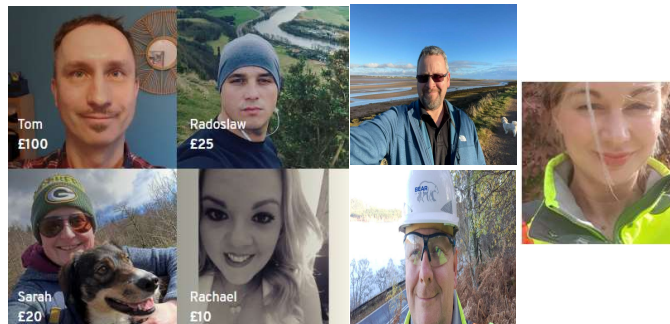
Running for Charity

Brian Taylor completed the Edinburgh Marathon to raise money for St Columba's Hospice.

Stuart Combe and Louise Thompson completed the Edinburgh Half Marathon, in aid of The Uphill Trust and Tumour Support Scotland respectively.

Cara Gourlay ran the Loch Leven Half Marathon in honour of her Mum who is battling the illness.

BEAR contributed £250 each to all of these members of staff fundraising.



Seven BEAR staff took on the Movember challenge to either grow a moustache or Move 60km in November for the men's health and suicide prevention causes supported by the charity. Between them they raised £271 by the end of the month. BEAR added a corporate donation of £500 bringing it to a total of £771.



5. SUPPORTING COMMUNITY CLUBS AND INITIATIVES

Throughout the year, we receive requests for donations to help fund community projects, schools, youth and adult sports clubs, mental health initiatives and much, much more.

Football Fanatics!

We have also donated funds to four football clubs including Letham FC, Fife Flyers, Blair's 2011s & Clachnacuddin FC Youth development team and Bayside 2013's who will use the funds to purchase new kit and equipment for their teams.



Blairgowrie 2011's



Bayside Football Club



Letham FC



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Baton of Hope

It was an honour to join with other divisions of Vinci to support the start of the Baton of Hope tour of the UK raising awareness of the impact of suicide. We provided a support vehicle for the baton carriers on the first leg of the route.



We have also made corporate donations in BEAR's name to Rookie Rockstars, a mental health counselling service for young people based in Cumbernauld, Glasgow.



Education Centre Bajka Perth received funding to support International Children's Day activities for Polish and Ukrainian children and their families.

Perth & Kinross Roundtable

We have continued to sponsor the annual Perth & Kinross Roundtable Fireworks Display.



Kinross Curling Trust

We continued to support Kinross Curling Trust by renewing our banner sponsorship at the rink.

Auchengeich Colliery

We were honoured to be a sponsor of the Auchengeich Colliery Memorial Service programme for 2023.



Eyemouth High School Greenpower Project



BEAR Scotland donated £150 to Eyemouth High School for Greenpower car project. The aim of race project is to get young students together and get them out of there comfort zones and to build and develop skills in engineering and design.



BEAR Scotland donated £250 to Ken Hossack who was going to take part in the Bungee Loch Ness Challenge for Highland Hospice. Unfortunately, the event was cancelled due to bad weather however this event will be rescheduled

Other causes that have benefited

Eyemouth Allotment – Donation towards equipment

Cancer Research - Bike Hike/Bears up Ben Nevis

Moodiesburn Community Christmas Fayre raffle donation

Food banks across the SE & NW Units



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BEAR Scotland supplied pickers, vests, gloves and buckets to Roslin Primary Eco Committee after receiving a letter from a pupil. Jamie Finlayson meet Orla and talked about the work we do on the SE trunk roads.



A noticeable increase in litter on the A1 trunk road between the English border and Edinburgh prompted BEAR Scotland staff to team up with East Lothian Council, Scottish Borders Council and City of Edinburgh Councils for a dedicated focus on litter-picking in the last week of June 2023.



In June the Major Bridges team at Queensferry hosted a visit for winners of charity raffles and auctions who had won a trip to the top of the road bridges. The group were taken for a once in a lifetime trip to the top of the Queensferry Crossing, 210 metres above the Forth.

In September, our teams provided traffic management support and signage for the Scottish Horse Endurance Championships which took place in the Borders.



BEAR provided nine litter pickers, 15 vests and 15 pairs of gloves to a group of locals undertaking an A83 shore clean. We also collected the 40 bags of refused they'd collected and disposed of it at the end of the day.



The SE Electrical Team helped to prepare for the annual Ferry Fair by putting up bunting in Queensferry. They also put bunting up for Kirkliston Gala committee and in Dalgety Bay.



5. EDUCATION & STEM ACTIVITY

BEAR Scotland runs an extensive STEM face to face and virtual education programme



BEAR Scotland relaunched the extended STEM Education Programme that runs out of the Forth Bridges Customer and Education Centre in Queensferry. This is a free Transport Scotland education programme with face-to-face visits for P3 to S6 pupils at the Contact and Education Centre in Queensferry and a full programme of STEM engineering online sessions for P5 to S3 pupils.

BEAR Scotland has visits for primary and secondary schools at the Contact and Education Centre in Queensferry to more than **3,870** young people and more than **2,640** have joined us online through the DYW Live programme (Developing the Young Workforce), which is hosted on MS Teams by eSgoil / Education Scotland.

In total we have engaged with more than 7,000 young people from across the Scotland through online and in person visits to the Contact and Education Centre and visits from our STEM ambassadors.

Oban High School's S5 & S6 engineering class enjoyed a visit on 5 October by STEM Ambassadors James Duthie and Hugh Buchanan from our NW Bridges team. The students had the opportunity to discuss BEAR's work and ask questions about what it's really like being an engineer. James and Hugh ran a "Can You Cantilever?" session which saw the pupils design and build a structure from the materials and budget available.

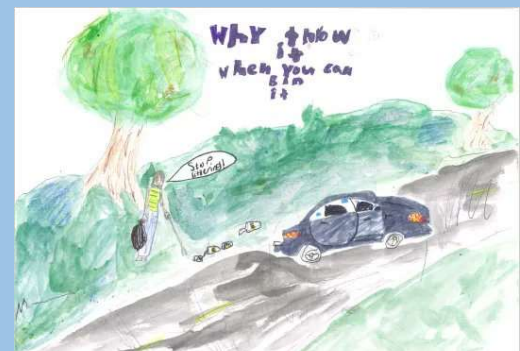


January 18, 2024

ABERFELDY PRIMARY PUPILS PROVE TO BE WINTER READY

Two primary school pupils from Aberfeldy have proven they are Winter Ready, coming first and runner up in a competition by BEAR Scotland, Transport Scotland's operating company in the North West of Scotland. Primary pupils from across the North West were asked to take part in our unique competition to create a logo or a ... [Read Full Article](#)

BEAR Scotland Electrical Manager Ross Taggart attended a DYW (Developing the Young Workforce) Careers Speed Dating event at Bathgate Academy. Pupils benefitted from hearing about pathways and opportunities in a variety of industries.



8 year old Caitidh Herd, from St Ninian's RC Primary School won a £100 Amazon voucher for her class with her fantastic poster entry into the SE Unit's 'Trunk Not Junk' anti-litter competition. Her class also entered a fantastic rap song.



Rosie Getliff and Rish Pongasseril Santhosh from the SE unit attended DYW's Built Environment event at Lasswade High School which gave over 40 pupils an introductions to engineering and construction careers