



THE SAVOY EDUCATIONAL TRUST

ANNUAL REVIEW

FOR THE YEAR 1ST APRIL 2011-31ST MARCH 2012



CHARITY NUMBER 313763

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Photographs on front cover, clockwise: Goodwood Training Restaurant, Chichester College; Worshipful Company of Innholders/Savoy Educational Trust 2010 Scholarship recipients Kate Levin and Andrew Foulkes speaking at the 2012 General Managers' Conference; Ben Murphy gold medal recipient at WorldSkills London 2011; Luke Thomas 2009 Futurechef winner now restaurateur; Castle Dairy Restaurant and Art Gallery at Kendal.



CHARITY INFORMATION

<i>Trustees:</i>	Ramon Pajares, OBE, FIH (<i>Chairman</i>) Robert Davis, DL, MA (Cantab) Stuart May, FIH Michael Stapleton Richard Turpin, FIH
<i>Secretary to Trustees:</i>	Margaret Georgiou
<i>Chief Executive:</i>	Julia Sibley
<i>Trust Accountants:</i>	SRJ Accounting Services Limited
<i>Charity Registration Number:</i>	313763
<i>Place of Registration:</i>	England and Wales
<i>Principal Office:</i>	Queens House, 55-56 Lincoln's Inn Fields, London WC2A 3BH. Telephone: 020 7269 9692 Facsimile: 020 7269 9694 E: info@savoyeducationaltrust.org.uk W: www.savoyeducationaltrust.org.uk
<i>Auditor:</i>	Baker Tilly UK Audit LLP 12 Gleneagles Court, Brighton Road, Crawley, West Sussex, RH10 6AD.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CONSTITUTION

The Savoy Educational Trust was constituted under a Trust Deed dated 26th April 1961 and established by four directors of the then Savoy Hotel Limited as an unincorporated grant making charitable trust for educational purposes, mainly though not exclusively, in relation to the hospitality industry.

GOVERNANCE AND MANAGEMENT

The Trust's deed prescribes its objectives and sets out a framework under which the Trustees and administrative staff govern the Trust's affairs. The Trustees are appointed in accordance with the Trust Deed and are aware that they are responsible for the overall direction, effectiveness, supervision and accountability of the Trust.

The day to day management of the Trust is delegated to the Chief Executive who is self employed and works on a part-time consultancy basis and the Secretary/Administrator who is an employee of the Trust. The accounting function of the Trust is outsourced to SRJ Accounting Services Limited, an independent accounting service.

TRUSTEES

The Trustees who served during the year were as follows:-

Ramon Pajares, OBE, FIH (*Chairman*)
Robert Davis, DL, MA (Cantab)
Stuart May, FIH
Michael Stapleton
Richard Turpin, FIH

Trustees are appointed by invitation from the existing Trustees to serve a 3 year term of office, but may be re-elected for succeeding terms. Terms of office were introduced to enable the Trust to continually review the skill set of the Trustees in order to maintain a board with the relevant experience, empathy and knowledge of the Trust and its activities.

In accordance with good governance the Trustees also consider it appropriate to rotate the role of Chairmanship. The role commences at the start of each financial year having been voted upon by the Trustees at one of their quarterly meetings. The appointment is for an initial term of one year, although this can be extended if it is the wish of the Trustees.

Potential Trustees will receive background information on the Savoy Educational Trust which will include the Trust Deed, Minutes of Meetings, Annual Report and Accounts and documentation on what is expected of them under charity law, with particular reference to charity commission guidance publications such as CC3 'Responsibilities of Charity Trustees', 'The Essential Trustee: What You Need to Know' and 'Charities and Public Benefit'. Following their appointment new Trustees will be invited to spend some time in the Trust office as part of their induction process to further develop their understanding of the Savoy Educational Trust policies and practices.

All Trustees are asked to complete the register of interests which is held and regularly updated in order to avoid any potential conflicts of interest that may arise. Where a conflict does arise then the Trustee concerned is asked to withdraw from the decision making process.

INVESTMENT COMMITTEE

In order to minimise administrative costs and benefit from economies of scale the Trust collaborates with the D'Oyly Carte Charitable Trust on matters of Fund Management. A joint Investment Committee comprising of representatives from both Trusts meets quarterly with the Fund Managers to review and monitor investment performance and asset allocation.

PUBLIC BENEFIT STATEMENT

The Trustees acknowledge that education is the most powerful tool there is in achieving social justice. Talent, wherever it exists should be sought out, supported and nurtured. They can confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance and supplementary guidance on public benefit in determining the activities undertaken by the Trust for the advancement of education.

The Trustees wholeheartedly believe that they can demonstrate that their grant giving activities outlined in the *objectives and activities* and the *activities, achievements and performance* sections of this report are carried out for the public benefit and clearly meet the two key principles of public benefit.

RISK ASSESSMENT

The Trustees have addressed the area of risk assessment in order to identify the major risks, possible risks and remote risks to which the Savoy Educational Trust is exposed and have reviewed the systems in place to manage those risks.

ENVIRONMENTAL POLICY

A responsible attitude is adopted with regard to environmental/green issues. Wastage of natural resources is kept to a minimum and as far as is practicable recycled products are used. Whenever possible energy is conserved and a recycling operation is in place for all office materials. Further reference on the Trust's environmental policy in relation to its grant giving appears in the section dealing with the application procedure.

TRADEMARK REGISTRATION

The logo and wording 'The Savoy Educational Trust' are registered trademarks. Grant recipients are provided with specific protocols which they must follow should they wish to display the logo and name on any marketing and PR material for projects for which they have received funding.

OBJECTIVES AND ACTIVITIES

REVIEW OF THE YEAR

The hospitality, leisure, travel and tourism sector is one of the fastest growing in the United Kingdom. In their 2011 State of the Nation Report, People 1st, the Sector Skills Council, report that it is the third largest sector in terms of workforce size employing over 2.1m people. This equates to 1 in 14 jobs, accounting for 7.2% of the total working population in the UK. As one of the most significant employers the sector contributes 4.9% to the UK's economic output. As a result, the governments in each of the four home nations are increasingly recognising the importance of the sector to both the economy and to employment. According to Visit Britain tourism contributes £114bn to the UK economy. They predict the legacy from the 2012 Olympic and Paralympic Games will be in the region of £2bn.

Given the diversity of the sector, a wide variety of employment opportunities exist. Although it is often characterised as a low-skilled sector, in reality it offers a large number of highly skilled and managerial roles. At a time when government is promoting social mobility, the sector offers significant scope for people to enter employment and, with the right attitude and training, make a rapid career progression. The sector requires an additional 638,000 people by 2017. This includes 69,000 additional managerial posts. Currently the biggest skills gaps cited by employers within the sector are around management and leadership, chef skills and customer service skills. Other key statistics to highlight on the sector and the workforce are:-

- The sector continues to employ a much younger workforce than across the whole economy – 44% are under the age of 30, compared to the national average of 24%. The average age of those working in the sector is 34 compared to the national average of 41. At the other end of the scale, only 6% are over 60.
- There are more women than men working in the sector – 58% of the workforce is female, 42% male.
- The majority, namely 83%, of the workforce is based in England, with 10% in Scotland, 5% in Wales and 2% in Northern Ireland.
- 47% of the workforce is part time compared to the national average of 28%.
- 21% of the workforce was born overseas.
- It is estimated that approximately 150,000 people are working towards hospitality, leisure, travel and tourism qualifications in further or higher education across the United Kingdom. The majority of learners are studying either full-time or are on work based learning programmes such as Apprenticeships with training providers.
- Apprenticeships play an important role in addressing the skills needs of the sector as they develop the skills of those entering the workforce as well as those already working in the sector.

The 'golden decade of sporting events' presents the opportunity for the sector to raise skills standards significantly to ensure the sector attracts, retains and develops a high quality workforce. The now impending 2012 Olympic and Paralympic Games will provide the sector with its largest opportunity to market itself on a world stage.

The economic slowdown has resulted in a seismic public funding deficit. As a consequence of cuts to educational budgets the Trustees continue to see an increase in the applications and funding awarded. Budget cuts can be particularly detrimental to subjects such as hospitality, which have high initiation and ongoing running costs. At the same time, and as highlighted above, it has been acknowledged by government that the hospitality industry is one of the few growth sectors likely to offer employment opportunities and positively contribute to the UK economy. *"The tourism and hospitality sectors really are at the heart of so much of what this country does, not only for their economic contribution, but because of the jobs it provides."* **John Penrose, Minister for Tourism**

The 2009 Report *"Ambition 2020: World Class Skills and Jobs for the UK"* places emphasis on the fact that the UK's prosperity depends on the jobs we are able to create; and having the skilled workforce we need to do them – and to do them well. The report states that our colleges, universities and training providers need to be of excellent quality. They are essential to ensuring that employers get the skills they need for enhanced productivity and competitiveness, and that individuals have the opportunity to fully exploit their talent and potential. This requires building a high performing, agile, relevant and responsive employment and skills system – demand led systems that meet today's needs whilst anticipating, and adapting quickly and effectively to, the challenges and opportunities of tomorrow.

The Trustees consider that in fulfilling the main aim of the Trust, ***namely the advancement and development of education, training and qualifications within the hospitality industry***, they are investing in both the present and future skills needs of the industry. In working with interested bodies and partners the Trustees are striving to make a tangible

difference and impact on the continuing development of an industry that, as highlighted earlier, is both a major employer and contributor to the UK economy.

Other highlights for the year under review were: -

OXFORD BROOKES UNIVERSITY

The Trustees awarded a grant of **£600,000** to **Oxford Brookes University**. With government 2:1 matched funding the grant rose to £900,000. The funds will support the creation of a social learning space within a new building that will house the Oxford School of Hospitality Management. Presenting their application to the Trustees, the Vice-Chancellor, the Dean of Faculty of Business, and the Head of the Department of Hospitality, Leisure and Tourism stressed the fact that the forthcoming increase in student fees will rightly intensify the attention paid to the quality of students' learning facilities. Universities competing to attract high-quality students must aim to support a range of learning opportunities, including those which are dependent upon social interaction. Further details on this project appear on page 21.

SAVOY EDUCATIONAL TRUST'S 50TH ANNIVERSARY

As reported in last year's annual report '*A celebratory event*' to mark this milestone occasion was held at the Savoy Hotel on the 4th May 2011. The event commemorated the work of the Trust in supporting the advancement and development of education, training and qualifications within the hospitality industry over its 50 years. The audience (*photographs of some appear below*) included representatives from HE and FE, students, charitable organisations, industry associations, and a number of key industry figures.



The Trustees also commissioned a book entitled '*Making The Difference*' and produced a DVD entitled '*Turning Students into Professionals*' highlighting the work of the Trust which were given to all those who attended the celebratory event. During the course of the year the book and DVD have been used as marketing tools to promote and raise awareness of the Trust and the projects it has supported. The book and DVD have been circulated at various educational/industry events including the Annual Conference of the Professional Association of Catering Educators, and to those Fellows of the Institute of Hospitality based in the UK. The DVD was nominated for an award in the International Visual Communications Association Awards in the 'Charity and Not for Profit' category by the producers DRP and now appears on the Trust website.

For the year under review the total incoming resources for the Savoy Educational Trust amounted to **£1,099,957** (8.11% increase on 2011: £1,017,434). **Grants paid during the year** totalled **£1,618,383** (19.65% increase on 2011: £1,352,572). **Support costs** totalled **£145,549** (12.97% increase on 2011: £128,837). **Governance costs** totalled **£47,561** (6.69% increase on 2011: £44,577). **Costs of generating funds**, namely fund management fees, totalled **£150,723** (6.11% decrease on 2011 £160,525).

The grants paid during the year, together with support costs, governance costs and costs of generating funds are detailed below in Table 1.

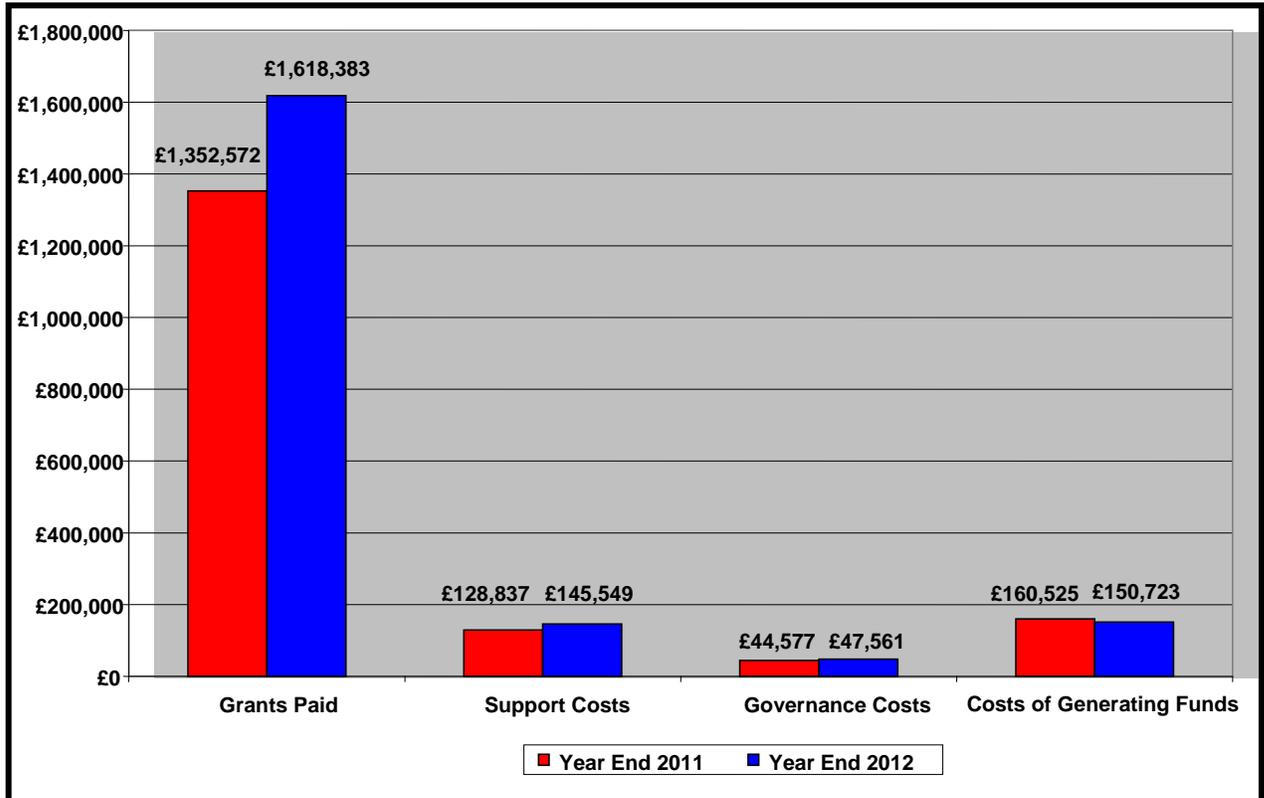


Table 1

The sole source of income for the Trust is derived from investment returns. When setting the annual budget the Trustees take into account the professional advice offered by their investment managers regarding the market outlook, investment trends and yield, and the prospect for future capital growth. Expenditure targets may be over or under-spent in an individual year in a controlled manner reflecting demand and the quality of applications.

APPLICATION PROCEDURE

The majority of applications for assistance are considered by the Trustees four times a year in March, June, September and December. There is also a Grants Sub Committee whose remit is to consider small grant applications for up to £2,000 per application, and up to a maximum of £10,000 in any one financial year. The Grants Sub Committee also handles applications from individuals for a maximum grant of £500 per individual.

The Trustees welcome applications for funds from educational establishments with a hospitality department; industry associations and charitable organisations with specific hospitality related educational projects; and individuals who are undertaking a hospitality degree/postgraduate course or a craft course. The Trustees believe in helping well thought-out, balanced, sustainable

and environmentally friendly projects that will, in the long-term, make a real difference and impact on the hospitality industry.

The Trustees also place great importance on a facility being as environmentally friendly as possible. Therefore if applying for funding towards a kitchen, the applicant will need to show/demonstrate that consideration has been given to reducing the carbon footprint and that the equipment selected is as environmentally friendly and energy efficient as possible.

The diagram below outlines the information the Trustees take into account when considering applications from educational establishments.

We will want to know



The Trust has a website, www.savoyeducationaltrust.org.uk, containing full details on the Trust and its activities, together with details on how to apply for funding.

AIMS AND STRATEGIC OBJECTIVES

The main aim of the *Trust is the advancement and development of education, training and qualifications* within the hospitality industry and the Trust can do this by:-

-  *Seeking out areas and initiatives where Trust funds can be usefully and properly applied to benefit the whole industry.*
-  *Establishing and maintaining contacts with schools, colleges, universities and other providers of recognised qualifications for those studying in the hospitality industry.*
-  *Promoting and providing scholarships to help develop and enhance education, training and continual professional development.*
-  *Recognising and rewarding the achievement of specific skills by supporting the leading industry competitions with educational scholarships/prizes.*
-  *Encouraging and sponsoring further learning opportunities relevant to the industry by all modern forms of technology and communication.*
-  *Attending meetings with a network of key people in the industry on current matters affecting education, training and issues such as skills development, recruitment and retention.*

In order to fulfill its aims the Trust seeks to work closely with colleges of Further and Higher Education (FE & HE), hospitality associations, charitable trusts, employers and other interested stakeholders.

Since its implementation in 2002 the Trustees' strategic plan has been reviewed regularly to ensure that the Trust's grant giving activities continue to be sufficiently focused and relevant in matching the aims and objectives of the Trust with the current skills profile, developments and needs of the hospitality industry.

For the year under review the Trustees remained committed to investing in and supporting the learning experience and skills development for the current and future generations of the hospitality industry. The strategic areas and objectives for the year are outlined below and overleaf:-

Strategic Area

Educational Establishments/Associations/Charitable Organisations

The Trustees would:-

-  Assist Schools, FE and HE establishments enhance and enrich the quality of their hospitality education so that they play a leading role in providing the vocational and professional skills required by the industry.
-  Award grants to FE and HE establishments to reward excellence and alleviate hardship by offering student scholarships and bursary schemes.
-  Promote and provide scholarships by supporting projects involving career and continual professional development.
-  Maintain their support of industry associations requiring funding for specific educational projects.

Strategic Area

Individuals

- ✚ The Trustees consider it important to award small grants directly to individuals undertaking hospitality related courses. At the same time they are mindful that this area carries a higher element of risk. In order to minimise the risk grants are, in the majority of cases, made payable to the university, college or training provider.

Strategic Area

Competitions

- ✚ The Trustees would recognise and reward the achievement of specific skills by offering their support to leading industry competitions. Funding allocated for competitions is specifically targeted for the provision of educational scholarships/prizes as this fits comfortably within the remit of the Trust. The scholarships should be used in a way that furthers the education, training and development of the individual.

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

In the year under review the grants awarded and paid amounted to **£1,618,383** (20.93% on 2011: £1,338,231). As discussed in the 'review of the year section', budget constraints continue to impact heavily on educational establishments and third sector organisations. This has led them to think outside the box and search elsewhere in order to recover the deficits of those funds previously received from the public purse. There is no doubt that in difficult economic times the call on funds from grant making Trusts such as the Savoy Educational Trust increases dramatically. The Trustees are acutely aware that their funding would appear to be all the more pivotal in the current economic climate at a time when skills are beginning to be seen as a new global currency. Below are those grants awarded in the year under review that the Trustees believe will help the recipients meet the challenges of the global skills agenda.

STRATEGIC AREA

Educational Establishments/ Associations/Charitable Organisations

The Trustees consider that projects supported under this strategic area are at the very core of the Trust's main aim. Grants totalling **£1,504,171** were awarded for this strategic area (20.98% increase on 2011: £1,243,356). The sum includes a refund of (£821) awarded in previous years to a Reeves-Smith Scholar.

The following pages contain further analysis, together with a listing and synopsis of all grants awarded by the Trustees under this strategic area.

In the year under review, the Trustees awarded grants totalling £94,935 to 5 schools. Details of the grants appear below and overleaf:-

Kingswood School, Bromley, Kent

£16,320

Kingswood School is a school for excluded children in the London Borough of Bromley. Many of the students have very low self-esteem and a poor attendance record, having struggled to find an interest academically in mainstream education. The school report that engagement through the teaching of Catering and Hospitality has proven over the past year to give life changing opportunities for these students. As such, the school were looking to undergo a major refurbishment of their food technology room in order to be able to provide a professional standard kitchen as well as a theory based classroom. The grant from the Trust would help the school purchase new equipment as well as additional equipment for the students such as uniforms and knife sets.

Lever Park School, Bolton, Lancs.

£10,000

Lever Park School is a special school for pupils aged 11-16 who have a statement relating to their Social, Emotional and Behavioural difficulties. The school is part of the Lever Park Learning Trust whose remit is to have a positive impact on pupils who display challenging behaviour. The grant from the Trust would be used to help with the development of the existing food technology room to provide an industry standard kitchen for the delivery of Hospitality and Catering qualifications.

Longfield Academy, Longfield, Kent

£7,655



Longfield Academy is a mixed Secondary School for 11-19 year olds. In July 2011 the school moved into a state of the art, new £26m building and this included a £250k new professional training kitchen and Bistro called the 'Telescope' (see photos above). Following on from the grant awarded by the Trust in the last financial year, this year's funding will be used to purchase uniforms and knives for new trainee chefs; additional items of equipment to facilitate the development of artisan bakery and Gueridon Service; and also provide assistance with the cost of refreshing and restocking various pieces of equipment.

The Principal, Simon Beamish, reports *"Students have made rapid progress this year and are all keen to pursue careers in the Hospitality sector. In addition to the 15 trainees, we have one Apprentice Chef who supports our Chef Lecturer. We have just appointed a second Teacher for Year 2 to focus on the 'Hospitality' aspects in more depth. We have been profiled for our work already in three local newspapers, have hosted a charity dinner for Help for Heroes which raised more than £800, and two of our students have been put through to the finals of the local Rotary Club cooking competition. We have worked with partners such as North West Kent College, City and Guilds and Westminster Kingsway College to open up opportunities to students. All of them undertake a work placement once a week and gain valuable experience of the sector."*



St. George's is a Voluntary aided Church of England Business and Enterprise College for 11-16 year olds serving a community at the less advantaged end of a disadvantaged town. Traditional food technology was taught to students at KS3. However a lack of facilities meant that the amount of practical related experience was limited. Understandably students showed a lack of motivation, engagement or excitement about the subject and take-up at Key Stage 4 was non-existent. The grant from the Trust was used for a complete refurbishment of their old food technology room which was no longer fit for

purpose and did not fit into the School's plan for developing Catering at St. George's and in the community in South Blackpool, into a modern style catering facility (*see before and after photographs above*). The refurbished facility would promote excellent work practices enabling learners to train in an industry style learning environment to complete practical based qualifications that lead to clear progression routes to further education or opportunities for employment. It would also help provide vital training opportunities for the whole community including primary, secondary and adult learners.

St. George's reports that they are well under way in meeting the aims of the project. One of the most pleasing aspects is that every pupil at KS3 cooks, always brings their ingredients and all speak with passion and enthusiasm about the subject. It has become a transformational area of the school. Testimony to this is the fact that for next year's GCSE cohort 45 students want to take catering as a GCSE option, up from zero the year before. This is in part due to the appointment of an inspirational teacher; however, the fantastic learning environment has been a major contributor of this rise in pupil numbers.

"The new facilities at our school have brought the KS3 and KS4 Food Technology and GCSE Catering to life. All pupils display positive aspirations and Catering has become a real Hub of the school with all year groups thriving in the environment and showing demonstrable progress since September. I feel this is due to them having a learning environment that reflects the subject. The refurbishment allows me to teach in an environment that promotes Catering to pupils in school, and increasingly, to the wider community. Many of the pupils are aspiring to be trained chefs and hope to run their own businesses, something which, I believe, would not have been possible without the Trust money to transform the facilities." **Head of Food Technology**

"The catering room is amazing; when I first walked in after the work in summer it was WOW. My friends and I love cooking in the room, it really inspires you to do well and has made me think about choosing this for GCSEs and possibly a future career." **Pupil, Aged 12, Food Technology, KS3**

"When we came back after September our class could not believe their eyes. We knew that the room was being developed but this was beyond our expectations. It's a privilege to learn in this room and my practical skills have improved so much. This room is the envy of the School, a real WOW room; it makes you want to learn." **Pupil, Age 16 – WJEC Catering**

St. Joseph's College, London

£25,960

St. Joseph's is a voluntary aided boys' secondary Catholic School for 11-16 year olds and with a mixed sixth form. The grant would help the school purchase equipment for a coffee shop and will include a coffee bar, tables and chairs, together with ICT equipment. This coffee shop will form part of the new Home Economics Suite being developed at St. Joseph's and will enable the School to run the hospitality diploma course together with other hospitality courses.

The Trustees awarded funding totalling £350,054 to 22 FE Colleges. Details of the grants awarded appear below and overleaf:-

Angus College

£30,000

Angus College were awarded funding towards the creation of a Centre of Excellence in Hospitality. This would involve the significant refurbishment of 90sqm of existing training facilities to create capacity to teach 4 streams of 20 learners, a 40% increase from the numbers the College were supporting at the time of their application. The planned combination of work stations would allow for all areas of food preparation and cookery to be addressed in professional courses using up-to-date equipment which reflects the standards of modern professional kitchens that the students would find working in kitchens across the UK. The College also plan to have an accessible demonstration area which will be vital to students and will provide employers the opportunity to have demonstrations of techniques for continuous professional development of their staff. The area will also be used for community classes where disadvantaged groups can learn about basic cookery, budgeting, health and nutrition. The new facility will meet the College's access and inclusion policy, as it will be fully accessible to those with physical disabilities thus enhancing the curriculum and offering them much needed independent living skills as well as career progression opportunities. The kitchen will link with the College training restaurant '56' which is open to the public and will help the long term sustainability of the training facilities.



Angus benefits from a large and expanding Tourism and Hospitality sector employing around 22% of the population. There is a 100% employment rate for students leaving the College from this area and with jobs in other sectors being in short supply; this is one possible area of expansion. At the time of applying for a grant the College had a waiting list of 60 people wanting to access full-time

Hospitality provision and the College did not have the capacity to expand with facilities as they were. The new kitchen which was officially opened in March 2012 will give much greater flexibility and allow the demand for these programmes to be met.

"The new design of the kitchen with wider walkways and individual work pods have allowed the kitchen to become a safe and accessible working space suitable for all to use. The introduction of induction stoves, new lighting and upgraded extraction have all added to the experience and sustainability agenda. I would like to take this opportunity to once again thank the Trustees of the Savoy Educational Trust for their support, it is very much appreciated." **Deputy Principal**

Blackburn College

£6,165

The College recently undertook a full review of its Hospitality Department to identify the key areas that develop the student experience and add value to their provision. One such area is the College's Bakery Shop which is moving to a more central location in the reception area of one of the College's main campus buildings. As such the College would like to take the opportunity to maximise its potential to improve the student experience. The grant from the Trust would provide the equipment needed to increase production at the Bakery so that the Shop can increase its opening times from 3 to 5 days per week. All 80 Hospitality and Catering learners will be time-tabled to work in the Shop during their course enabling them to gain knowledge and expertise in terms of the retail and enterprise side of Hospitality and Catering, giving them work experience and skills for employment. The second element of the project is to offer the students work experience during Ascot week and the College will use £950 of the grant towards the cost of transport to Ascot. The College has committed funds for the accommodation and remaining transport costs.

Blackpool and the Fylde College

£39,600



Blackpool and the Fylde College – 1 to r overseas exchange visit to Czech Republic and competition work

Funding was awarded to the College to cover a large array of projects, namely for: bursary awards for equipment and uniforms for the student intake of 2011/12; staffing cost for half post for Additional Learning Support; exam costs for hygiene courses and registration costs for NVQs; overseas exchange programme; visiting salons/exhibitions and competing in competitions; and support for the Awards evening at the end of the academic year to celebrate the successes of the students. Reporting on the impact of the bursary awards the Head of School of Catering and Food Production states that *"a total of 245 full time students received some level of financial support to equip and enrich their programme and time at the College. The grant played an important part in attracting students and maintaining them on their course. Retention for the School was the highest the College has ever experienced 96%, with 88% of the new intake from last year rolling over to progress into this year."*

Boston College

£11,661

The College is opening a new centre in Spalding, Lincolnshire which will provide the South Holland district with further education for the first time. The centre piece of this development is an 80 cover fine dining training restaurant called 'Sage' that will be staffed by catering and hospitality apprentices. The College successfully applied for funding to provide additional equipment to enhance the basic training and NVQ units that are provided by statutory funding. The equipment which comprised of a professional coffee making machine; a carving trolley; and 3 chocolate tempering machines, will enhance the learners' experience and increase their employability post qualification.



Boston College Coffee making/Carving/Chocolate tempering



Bournemouth & Poole College

£ 3,320

The grant from the Trust will be used by the College to help offer safe and secure accommodation for 15 1st year apprentices aged 16-19 on the Specialised Chefs course for 52 weeks whilst they are training in London. The apprentices will stay at the Hyelm Hostel in Hampstead or any other Hostel deemed suitable by the College after Health & Safety checks have been made.

Chichester College

£11,000

Chichester College was awarded a grant of £9,000 to purchase furniture for their 'Options' (see photo) and 'Goodwood' training restaurants. This will enable them to increase the capacity of the training restaurants to support teaching and learning across all programmes. It will also help expand and develop the food service and customer service skills of their students. They also received a grant of £2,000 for a Hospitality and Tourism residential trip to Rome in February 2012 for 40 students which would include a trip to a vineyard, pizza and pasta making, and an ice cream making session/masterclass.



Cornwall College Saltash

£10,888



The College created a flagship kitchen at their Saltash campus. This kitchen would be used by all the Hospitality students in the department and community based learners led by professional chefs working in the industry. The tourism trade is flourishing in Cornwall and the development of further businesses within the catchment area would be beneficial. The Trust's grant would help towards the purchase of fridges, freezers, fryers, vegetable preparation machine, blenders, bowls, chopping boards, pots and pans, and other small items. *"The facilities that we have to work with in the kitchen are fantastic and this really helps with our preparation for work. I absolutely love studying in this environment and feel that the equipment and support we receive here are helping me to achieve my goal of becoming a Michelin Chef."* **Student (pictured)**

Croydon College

£8,000

The grant from the Trust would be used by the College to help continue the Young Chefs' Academy that started successfully in the previous year. The course will be offered to the school children of Croydon to help generate interest in the hospitality industry and to help stimulate their career thoughts into food related careers. The College feel it would be best practice to offer this course to all secondary schools in the Borough of Croydon as a funded course, so there would be no discrimination on the grounds of ability to pay. The grant would be used specifically for employment costs and materials.

Exeter College

£6,348

Funding was awarded to help the College undertake an educational visit in May for up to 40 students to the Loire Valley. The visit will encourage students from Level 1 to Level 3 food preparation and cooking and food beverage service to participate in culture, diversity and understand where and how produce is grown. Exeter will collaborate with the local college – Lycee des Metiers Hotellerie et Tourisme du Val de Loire to improve cultural relationships and develop exchange programmes.

Gloucestershire College

£7,981

The Royal Forest of Dean College (RFDC) merged with Gloucestershire College on February 1st 2011. In recent years RFDC had not been able to replace and update the equipment of the production kitchen and Beechwood training restaurant as frequently as it should. Two items of equipment were in immediate need of replacement. One was the dishwasher for the restaurant, and the other the main combination oven for the production kitchen. Both of these items were deemed as beyond economic repair for the maintenance contractors. In the year under review the College successfully applied for a grant from the Trust so they could replace these items.

Grantham College

£10,000

The College were awarded a grant for a project that would enable them to develop a dedicated assessment and skills kitchen for Hospitality & Catering students. This will consist of a 10 station kitchen that will accommodate all of the equipment that is required for the successful assessment of students on VRQ Level 1 and 2 and NVQ programmes (Level 3 Food Preparation and Cooking). The 10 individual work stations will provide a stove top and 600mm workbench as well as a 1200mm work bench for food preparation. There will be 3 Lincat Combination ovens, salamander grills, sinks, racking and refrigeration. The facility will also be equipped with a whiteboard and staff demonstration area. The configuration of the room has been designed to provide flexibility of use for the delivery of both practical assessment and theory sessions.

Great Yarmouth College

£25,500



The College successfully applied for funding for a project – originally planned prior to the collapse of the LSC Further Education Capital build project - to completely refurbish the training restaurant 'Ambitions', bar and reception area. The new equipment purchased would reflect the current industrial setups and would include coffee machines and 'Point of Sale' equipment. The refurbished facilities would also provide an open plan production and patisserie/bakery kitchen to service the training restaurant. This would be done by knocking down an existing wall and

relocating certain equipment enabling a structured brigade approach to the operation of the

production kitchen by using different levels of students to reflect the system used by industry. The updated equipment would provide young people entering the industry with the opportunities to gain global skills and knowledge and to encourage young people to aspire to a profession in the food and beverage service sector of the industry and meet the new VRQ requirements at Level 1 and 2.

The Director of Teaching and Learning states *"Great Yarmouth College are extremely grateful for the support received from the Savoy Educational Trust. The impact of the sponsorship has been outstanding. Prior to this year the College had an outdated restaurant that was built in the 1980's. There was an urgency to bring the facilities up to date to reflect industry needs and requirements and also to attract learners to our industry. The grant which was matched by the College has allowed Ambitions restaurant to be completely refurbished to a high modern standard. We now have an excellent facility that our learners, customers and staff are extremely proud of. This without question would not have been possible without the support of the Trust who have once again enabled our learners to access excellent training facilities at the start of their careers in hospitality."*

Learners' comments: *"The restaurant looks smarter and much more modern. It is a big improvement. The atmosphere feels a lot better as well. It's light and contemporary."* **Level 3 Professional Catering Learner** *"We all think the restaurant looks more up to date than it was before. We are really pleased to work in the area and customers like the modern look that the restaurant has."* **Level 2 VRQ Food and Beverage and Professional Cookery Learners** *"I love the style and colour. Nice and bright. I like the bar, with so much more space and refrigeration. I also like the new tables and chairs."* **Level 2 Food and Beverage and Professional Cookery Learner** *"Nice to work in a modern, light, airy, relaxed and professional setting which mirrors an up to date restaurant style."* **Level 1 Food and Beverage and Professional Cookery learner**

Lewisham College

£ 2,000

The grant from the Trust would be used to provide student uniforms, knives, books and employer travel expenses for their hospitality students. *"Many thanks once again to the Trustees of the Savoy Educational Trust for this generous award."* **Chef Lecturer**

Macclesfield College

£ 2,000

Funding was awarded for an educational visit to London for 20 students all completing Level 3 programmes within the College and about to embark on their careers in the hospitality industry or higher education. The visits would include high quality hotels and restaurant operations as well as Borough Market and the London Taste Festival in Regents Park. *"We had an amazing visit once again and your generous donation allowed me to take lots more less fortunate students who would normally not have been able to participate. Since returning two of our students have gone to Claridge's to work over the summer period; they simply asked the HR Manager while we were visiting so he called them when they returned to College to give them a trial!"*

New College Nottingham

£45,000

The Savoy Educational Trust supported the development of the Food Court service areas and skills at this College during academic years 2008/9 and 2009/10. The College state that the Food Court has been an overwhelming success, providing a contemporary food and beverage offer to over 1500 customers per day. The support afforded by the Trust has enabled the Faculty to elevate its provision to outstanding Ofsted Grade 1 over the past two years.

In the year under review the Trust awarded a grant to New College Nottingham to help complete the final part of the strategic development of the G02 U Choose Food Court kitchen to create a more ergonomic, schematic design which will improve the work flow and student training and enable the Faculty to develop a centralised production unit for new in-house packaged sandwich, baguettes, wraps and healthy option ready meals which students and staff will be able to

purchase for consumption. As well as supporting a 5% growth in the number of students accessing Catering and Hospitality practical skills training, this resource will focus on the development and education of learners for the world of work in the popular high street sector of the industry where 70% of the students progress into work.

Salford City College

£5,500



The grant was used by the College to help fund travel and accommodation costs for a team of 12 Food Service students selected to participate in a UK Skills Cocktail Showcase event during WorldSkills London which took place at the Excel Centre from 5-8 October 2011. *“UK Skills evaluated the showcasing events and stated that the College attracted over 500 young people to their show case. The students that took part gained valuable experience and insight into high volume quality cocktail making. They all gained additional experience in communicating and presentation.”* **Head of Hospitality, Salford City College**

South Devon College

£13,000

The grant from the Trust was used by the College during academic year 2011/12 for the following activities:-

- £11,000 to deliver 6 further courses for 47 students in stages 1, 2 & 3 of the Junior Chefs Academy which continues to build an excellent reputation as an after school enrichment activity for young people who are interested in cookery and are taking the opportunity to develop culinary skills and knowledge, teamwork and confidence, all based around the love of food. The programme culminates with a Parents evening where the children showcase their skills and enthusiasm producing hot buffet items for family and friends. There is an excellent retention rate of 98% for such courses.



“This programme goes from strength to strength and builds a keen interest in a culinary career, which is increasing numbers onto our full time programme 16+. Young people who join the programme and gain skills by working and learning with an expert professional chef in an industry standard kitchen have become more confident and enthused in joining full time programmes. From September 2011 College budgets were reduced by central government so additional activities such as the Junior Chefs Academy could only be offered on a commercial basis. The fees would be prohibitively high which would limit the opportunity to young people, thus reducing our ability to widen participation for all. The College has a strategic role to play in the regeneration of the local economy, which in South Devon largely depends on the Hospitality and Tourism sector. It is recognised that there is a need for quality service and first-rate culinary skills. In developing these initiatives with the support of the Savoy Educational Trust we will be equipping our young people with workplace skills and knowledge required to secure employment

in the future, raising expectations, quality and standards.” **Section Head of Hospitality, Catering and Tourism**

- £2,000 to purchase 10 sets of uniform that can be ordered for learners who the College identified as having financial difficulty in purchasing their own.

South Downs College

£43,381

The grant from the Trust would be used to refurbish the bar area in the College restaurant in order to provide a realistic facility in which to train and educate the students to a professional trade standard in bar service, drink dispense and cocktail presentation. The College state that there has been a considerable upsurge of interest in the wine and bar profession as a result of TV programmes and the current fashion of drinks mixology. The College 'student voice' focus groups and course reviews indicated negativity about the lack of opportunity in this area to 'keep up with the times' and provide opportunity to students. The refurbishment would facilitate a resource of sufficient size and layout to accommodate high numbers of students for training and assessment. At the same time it would support skills development and commercial activity based on café/bar model incorporating food sales and merchandising, Barista and drink service to reflect industry standards providing opportunity for future course development. The College also received assistance from Exclusive Hotels who allowed access to their nominated suppliers thus enabling the College to take advantage of their expertise, advice and competitive pricing. *“May I take this opportunity to thank the Trustees on behalf of the students, staff and management for their support and guidance for what will I am sure be a major step forward in the provision of Beverage service at South Downs College.”* **Head of Catering, Hospitality & Travel**

Trafford College

£15,970

The grant from the Trust would be used by the College to (1) develop and run a Junior Chefs Academy. This in turn will help increase awareness in schools about food, nutrition and cooking and will result in increased recruitment of young people entering onto hospitality courses within the College and progressing into industry or Higher Education; (2) Enhancement opportunities for all hospitality Level 3 programmes, to include industry and supplier visits that will increase knowledge, understanding and the sheer diversity of the industry to excite and inspire.

University College Birmingham

£22,000

The grant from the Trust was used by the College during academic year 2011/12 for the following activities:-

- £12,000 to enable the College to provide 60 x £200 Savoy Educational Trust Scholarships consisting of a 'hospitality professional starter pack' for students from low income households. These would be awarded through the College Student Services Unit - which is experienced at dealing with student hardship applications - to students that were struggling to find money to purchase hospitality text books, chefs whites, a front of house uniform, safety shoes, a set of knives and other important personal equipment required in the first year of College. The College state that over 55% of their student population are from postcode areas defined by the Department of the Environment as 'deprived'.
- £10,000 to help the College deliver two Young Chefs Academy programmes to circa 40



young aspiring chefs aged 14-16 (school years 10 and 11). The programme is run over a 10 week period on Saturdays commencing in September/October and January/February. Students are taught how to prepare and cook a range of starters, main courses, sweets and puddings. At the end of the course, the students prepare and present a three course lunch for parents and invited guests. Certificates and medals are presented to those students who have completed the course (*see photo*).

West Cheshire College

£3,740

The grant will be used to help the College continue with their luncheon club for the local community at Blacon. £2,040 of the funds will pay for the hire of the Church Hall at Holy Trinity Church to enable their Special Needs Learners to run the kitchen and food service at lunchtime and £1,700 is to go towards the cost of the residential trip the College wish to organise for the learners in July 2012 at the end of the academic year.

Westminster Kingsway College

£27,000

The grant from the Trust was used by the College during academic year 2011/12 for the following activities:-

- £12,000 for the end of year prize winners from the Foundation degree and Hospitality Management degree programmes to attend the summer school at Ecole Hoteliere de Lausanne. This will involve up to eight students in total and they will be chosen having satisfied a broad range of criteria including their outstanding work during the course and their attitude towards their studies. The College state that the summer school programme acts as an inspirational end of year activity which encourages students to perform at the highest levels. It encourages the College's very best performers to mix with the brightest talent the industry has to offer and is a great networking opportunity that has lead to employment offers in previous years.
- £15,000 for support for uniform and equipment costs for full time students who are suffering hardship and are unable to pay for all their mandatory kit. The College state that a greater number of full time enrolments are now finding it hard to afford the mandatory uniform and equipment required. The individuals will be means tested to assess their ability to pay by induction course and programme tutors who have experience of this assessment process and have managed similar processes over a number of years.

"I am writing to acknowledge receipt of the cheque and to also express our heartfelt gratitude and appreciation on behalf of the College and the students who will benefit immensely from these funds." **Director School of Hospitality, Westminster Kingsway College**

The Trustees awarded funding of £642,250 to 5 HE establishments for the following projects:-

Bournemouth University

£6,000

The Trustees awarded funding of £6,000 to be used to continue the 'Savoy Educational Trust International Travel Award' which has been supported for a number of years at Bournemouth University. The grant will be used for two prizes of £3,000 each which are open to final year undergraduate students on the Hospitality Degree programmes and which would encourage and facilitate students to undertake international research in an area of specific interest and value to them (and potentially others) within the field of hospitality. Commenting on last year's grant, the **Associate Dean of Hospitality and Retail Management** said: *"In 2011, 14 applications were received, 4 were shortlisted and one was awarded. The winner, James Turton (see photo) travelled to Germany to undertake a study entitled 'Using the German 'Berufsausbildung' to improve the United Kingdom's Hotel Managers of the Future'. This paper was featured as part of the winning entry to the Master Innholders Student Competition which was shown at the General Managers Conference in January*



2012. The paper is also now used as required reading for a discussion seminar on the topic of Human Resource Development for post graduate students in Hospitality Management."

Oxford Brookes University

£600,000

As mentioned on page 7 of the report, the Trustees awarded funding to Oxford Brookes University to support the creation of a 'Social Learning Space' within a new building that will house the Oxford School of Hospitality Management. It will include a student board-room, areas for undertaking group-work, a 'learning-lounge', and café. Construction which will begin in 2013,

forms part of a complete refurbishment of Oxford Brookes' main campus. The University's ambition is to create the best possible learning and research facilities that will enhance its international reputation. The grant was paid in sufficient time to ensure the University could benefit from the government's matched funding scheme which ended on the 31st July 2011.

"With this generous donation we can create world-class facilities for hospitality management students. The Savoy Educational Trust has displayed its commitment to the intellectual and professional development of those who aspire to leadership positions in the international hospitality industry." **Vice Chancellor of Oxford Brookes University**

"As a school of hospitality management we have to create a hospitable and inclusive culture, something that will be easier to achieve in an inspiring architectural space. The new space will help us produce students who are confident and can maximise their professional potential as they go into management positions in the hospitality industry." **Head of School of Hospitality Management**

"Projects such as this will have a direct impact on the success not only of the hospitality sector, but also the UK's economy as a whole. Despite cuts to the higher education sector, universities must do all they can to continuously improve the standards of education within the hospitality sector." **Chairman – Savoy Educational Trust**

University of Derby

£750

The University have set up an international exchange between Buxton College (part of the University of Derby) and the Beijing International Vocational Educational School. The grant was requested to fund a short secondment for a chef from Buxton College to visit the school in Beijing to exchange professional catering skills.

University of Strathclyde

£21,500

The grant from the Trust was awarded to the University of Strathclyde Business School in order to support various Hospitality Management programmes during the academic year 2011/2012:-

- Ten merit undergraduate scholarships, each with a value of £1,000, to be awarded to the brightest students studying in their second, third and fourth years.
- The Savoy Educational Trust International Scholarships to help with the financial challenges faced by students to pay for an international student experience. This project takes a student-directed approach to learning and the students have to find their own placement within hospitality organisations where, working with industry professionals, they gain vital work experience.
- Partial funding for the 'Sir Hugh Wontner Lecture' which is now envisaged to take place in 2013.

University of Surrey

£14,000

The grant from the Trust was awarded to the School of Management at the University of Surrey in order to support various Hospitality Management programmes during the academic year 2011/2012, namely:

- 2 bursaries to top MSc International Hotel Management students
- 8 bursaries to best performing students on Level 1 and 2 hospitality modules
- 5 prizes for best professional training reports
- 2 best MSc dissertations.



Recipients of Savoy Educational Trust student prizes and best professional reports in academic year 2010/11 with their senior lecturer 3rd from right

"At a time when we are seeing unprecedented Government cuts, a much greater onus has been placed on the need for universities to attract philanthropic income. Those funds will be spent on areas that make a direct difference to the lives of our students, ensuring they receive the very best experience during their time with us." **Director of Finance**

Hospitality Industry Trust

£25,000

The Trustees awarded funding to Hospitality Industry Trust (HIT), a registered charity, whose remit includes the awarding of grants to FE and HE Colleges in Scotland for the provision of bursaries and scholarships primarily to students of hospitality whether from Scotland or beyond. The Trust's grant is used specifically by HIT in the following ways:-



- Support individual hospitality students in cases of hardship and help prevent a situation where individuals have to give up their studies for financial reasons and therefore be a loss to the industry.
- Enhance educational opportunities by awarding scholarships to students who otherwise would not have the opportunity to develop themselves in different learning environments.
- Provide specific bursary scholarships to enable potential good calibre entrants to the

industry, to learn from a world class educational establishment - the Ecole Hoteliere de Lausanne (see photo of learners in Lausanne).

All three elements of the project are open to the 27 colleges and universities that HIT deal with in Scotland.

In the year under review the Trustees also gave a grant to the **City & Guilds of London Art School** of **£5,000** to enable them to award bursaries to their students during the academic year 2011/12.

Geographical Breakdown of Schools, FE and HE Establishments

Table 2 below shows the geographical breakdown of the grants awarded directly to schools, FE and HE establishments during the year under review, together with a comparison of the previous two years.

REGION	No. of grants			Amount		
	2011/12	2010/11	2009/10	2011/12	2010/11	2009/10
London	5	4	2	£ 79,280	£465,000	£402,000
East	3	2	2	£ 47,161	£ 60,000	£ 41,363
South East	5	6	3	£ 676,036	£ 94,916	£ 41,075
South West	6	6	4	£ 47,537	£114,605	£ 53,111
Midlands	3	3	3	£ 67,750	£ 37,315	£ 77,000
North East		3			£ 80,419	
North West	8	6	5	£ 117,975	£ 78,113	£ 71,220
Scotland	2	1		£ 51,500	£ 11,500	
TOTAL	32	31	19	£1,087,239	£941,868	£685,769

Table 2

SCHOLARSHIPS/CAREER DEVELOPMENT

The Trustees believe in making a difference, in the long-term to career development and retention at every stage of a person's career in the hospitality industry. The Trustees consider they can best do this by **promoting and providing scholarships** and to supporting projects involving **career development**. The following initiative which is funded in partnership with the Worshipful Company of Innholders is aimed at addressing this strategic objective.

Worshipful Company of Innholders

£60,000

The Worshipful Company of Innholders/Savoy Educational Trust Management Scholarship scheme is indicative of the commitment both organisations seek to make in the very important area of developing general management potential. Effective leadership and management is

critical to an organisation's success and interestingly the 'City & Guilds Skills in a Global Economy' report highlighted the fact that the success of the national economy will become increasingly dependent on the skills of those adults already working in the industry and that these skill levels will continue to rise. This scheme goes some way in addressing this issue and also those of retention and continuing professional development.

The purpose of the Scholarships is to introduce middle management in the hospitality industry to senior/general management techniques by exposure to short intensive courses of management education, thereby providing experience, skills and training not readily available in the workplace. Winners of the Scholarships can undertake a two week course at Cranfield University School of Management or Cornell University. Those awarded a Scholarship to attend the Ecole Hôtelière de Lausanne will undertake a number of modules.

Applicants for these Scholarships have to submit a written paper and if shortlisted are then invited to attend a series of interviews at the Innholders Hall. The interviewing panel includes the Chief Executive of the Trust. For the year under review following interviews in November 2011, **18 Scholarships** were awarded (November 2010: 19). Scholarship winners will undertake the following courses:-

Eleven candidates were awarded a Scholarship to attend a course at Cranfield University in March, June or October 2012 entitled "**Accelerated Talent Development**".

Four candidates were awarded a Scholarship to attend the '**Ecole Hôtelière de Lausanne Summer Programme**'.

Three candidates were awarded a Scholarship to attend a course at **Cornell University** entitled '**The General Managers Program**'.

"Attending this school has not only enabled me to gain in my professional experience but also in my personal experience. Learning more about myself, the way I manage, the way others perceive my management - this will help me when developing projects and being able to plan, structure, organise and finalise them to become a success, which is where my business will gain. Thank you for giving me the opportunity to improve myself and keep learning!" **2011 Lausanne Scholar**

"Most significant of all I have been taught to see and act differently – objective, analytical, professional, quiet confidence, emotional intelligence – all of which are making me a better manager. For this fantastic opportunity, I am very grateful and I promise to utilise all of this knowledge to the best of my ability now and in the future." **2011 Cornell Scholar**

In the year under review the Trust awarded funding of £65,662 to 6 industry associations who successfully applied for funding for specific educational projects. Details appear below and overleaf.

Hospitality Professionals Association (HOSPA)

£30,000

HOSPA (formerly known as British Association of Hospitality Accountants BAHA) is the Association that helps hospitality's Finance, Revenue Management and IT professionals develop their careers and network, as well as keep up-to-date with industry trends and developments. HOSPA received funding from the Trust to help them develop an 18 month revenue management education programme to be studied part time (approx 10 hours per week). The course will be accredited by Oxford Brookes University and will comprise of a range of dynamic learning materials in blended learning formats to equate to 120 study hours per stage. HOSPA envisage that the first cohort of 50 learners will commence this programme in early 2012 and will be made up of learners from companies studying whilst in full time work. They also anticipate offering this programme to undergraduates who wish to develop their careers in this discipline within the hospitality industry.

“Despite the field of revenue management being crucial to the success of hospitality and tourism organisations, there has not been, until now, a robust qualification to support the career development of revenue management professionals. The Oxford School of Hospitality Management and HOSPA have formed a partnership to deliver an educational programme in revenue management. This three-stage distance learning programme, which carries academic credit, focuses on both theoretical concepts and their practical application in the workplace. It has been developed with generous support from the Savoy Educational Trust.” **Head of School of Hospitality Management, Oxford Brookes University**

Institute of Hospitality

£4,500

The Trust supports the Institute of Hospitality (IoH) with a grant for their Company Patrons Scheme. During the year under review the Trust's funds contributed to a wide range of projects within the Institute and also assisted with the continuing development and improvement of the Institute's education and information resources and services.

Local Authority Caterers Association (LACA)

£17,462

LACA aims to set high standards of professionalism amongst Local Authority Caterers, to be the lead consultative body to the Government on all aspects of School Food, and to equip caterers with a network of support and knowledge to meet future demands of the service. A grant was awarded to LACA for the second year running to help them offer a programme of training for Middle Managers in the Public Sector seeking development opportunities. Each unit of training comprises of 10 guided learning hours which will be offered on a flexible basis. Candidates will be awarded the Hospitality Diploma/Certificate in Management for Hospitality, Leisure and Tourism (Level 3). This programme is a collaborative initiative with the School Food Trust, Kendal College and the Institute of Hospitality.

Portsmouth Education Business Partnership (EBP)

£1,200

The Portsmouth & South East Hampshire EBP is a social enterprise (not for Profit Company) that provides a wide variety of services to schools that help to prepare young people for the world of work throughout Portsmouth and South East Hampshire. Funding was awarded for a 2 day 'hands on' Hospitality Skills Fair that took place at the Portsmouth Marriott Hotel in January 2012. Over 190 students from secondary schools across Portsmouth and South East Hampshire were afforded a unique insight into all aspects of running a successful hotel.

Scottish Youth Hostelling Association (SYHA)

£10,000

SYHA Hostelling Scotland exists to provide Youth Hostelling accommodation for the education, health and wellbeing of people in Scotland and beyond. There is a network of over 60 hostels which ensure that everyone, regardless of age, class and status can experience Scotland. Funding was awarded to assist with the development and undertaking of a bespoke catering training programme for catering staff across their network of Youth Hostels. The programme will equip staff with the broad range of skills required to provide high quality, low cost food for both large and small groups of customers. The grant was awarded by the Trustees in September 2010 but only released in August 2011 following confirmation from SYHA that they had been able to obtain the remaining funds required for the project from other sources. *“We are most grateful to have the support of the Savoy Educational Trust for this project which we see as crucial not only in the development of our staff but in providing good quality, accessible catering provision for the 500,000 guests who visit our Youth Hostels each year.”* **Chief Executive Officer, SYHA Hostelling Scotland**

Tourism for All

£2,500

The mission statement for Tourism for All is: *“To help disabled and older people lead independent lives by enhancing their ability to travel”*. Its principal activities are the provision of holiday and travel information to disabled and older people and liaison with the hospitality and leisure industry on a consultancy basis to achieve improved accessibility. Funding was awarded to help 'Tourism for All' to firstly carry out two pilot courses at Bournemouth and Surrey Universities as a prelude to creating a short course on disability awareness aimed at students and

trainees entering the hospitality industry, and secondly to help them review and redesign course materials and online resources to support such a course.

The Trustees awarded funding of £262,091 to the following 13 charitable organisations for a wide range of initiatives focusing on the hospitality industry:-

Academy of Culinary Arts

£35,000

The principal objectives of the Academy of Culinary Arts (ACA) are to promote public awareness and appreciation of the highest standards of food, nutrition, cooking and service, by example and education; and also to encourage young people into the industry through training. They also received funding for their Annual Awards of Excellence, details of which appear on page 32.



'Chefs Adopt a School' (CAAS) began in 1990 and officially registered as a charity in 2001. CAAS teaches children – in a holistic way - about food, food provenance, food growing, healthy eating, nutrition, hygiene and cookery. Over 200 professional Chefs deliver sessions in the classroom which range in content from the four tastes and the five senses, to advanced practical cookery. Each chef delivers approximately one session per school term to their adopted school. The charity reaches over 21,000 children every year and they work with primary schools, hospital schools, and special educational needs schools. The CAAS programme has been designed to integrate well with Key Stages 1 & 2 of the national curriculum and has witnessed many children develop significantly with the aid of food and cookery as a vehicle for delivery of other subjects. The programme is part of a 'whole school' approach to healthy eating which embeds healthy eating messages into all aspects of the school curriculum by working in partnership with teachers, school cooks and parents.

CAAS has been independently evaluated twice: by Food Policy Centre at City University in 2008 (the first academically robust evaluation of any cooking in school initiative in the UK) and by Genecon in 2010. Both reported the huge impact CAAS has on a child's confidence in cooking, uptake of vegetables and awareness of a healthy diet.

Commencing with the year under review, the Trustees agreed to fund the CAAS programme for a period of three years with funding of £35,000 per annum. Each year's grant will be dependent on a satisfactory annual evaluation of activities and is therefore entirely at the discretion of the Trustees.

Barnardo's

£15,000

Dr B's in Harrogate provides vocational training in the field of hospitality and catering to young people who have a range of physical and learning disabilities, including Down's Syndrome and Autism. As well as being a successful training centre, Dr B's is also an award winning restaurant which is open daily to the general public. Each year, approximately 60 young people from Harrogate and the surrounding rural area attend Dr B's. All are enrolled on courses and work placement programmes with trainees staying for between 1 to 2 years. In addition, other young people take part in regular short term attendance programmes aimed at providing a taster of

what Dr B's can offer. Many of those on this programme are referred from local schools and subsequently join Dr B's on a full time basis.

Barnardo's were awarded a grant for Dr B's Training Restaurant for the following:-

- £5,000 to establish a bursary fund for their most vulnerable and disadvantaged young people to help with travel costs and essential items. Barnardo's report that since the removal of the EMA, a priority need for their trainees is help with travel costs. As their catchment area is very rural some young people are spending up to £5 a day just to travel.
- £5,000 to purchase kitchen and training equipment.
- £2,500 to purchase full catering uniforms for all 60 new trainees.
- £2,500 to fund a variety of educational visits and outings during 2012.

"Our in-house research department at Barnardo's has recently produced a report called 'Staying the Course'. The report takes a close, initial look at the new 16-19 Bursary Fund for England and its impact on disadvantaged young people in education and training. As part of your wonderful donation earlier this year, our Dr B's Training Restaurant has been able to establish their own student bursary fund to help those most in need and with this in mind I thought the Trustees may find the enclosed report of interest. It reinforces how important the donation from the Savoy Educational Trust has been to Dr B's and in due course I will provide you with a full update on the difference your grant has made to the lives of some of the most disadvantaged young people living in North Yorkshire today." **Trust Manager – Yorkshire**

Crisis

£20,000



Crisis Skylight Oxford is a new education, training and employment centre that caters for people who are homeless or vulnerably-housed. It offers practical and creative workshops, accredited learning opportunities and tailored employment programmes. Funding from the Trust was used to support the first year training costs for their new Crisis Skylight Café in Oxford. The Café is a social enterprise providing on-the-job experience and accredited qualifications in a real working environment. The grant would help towards kitchen and front of house training costs, external assessor fees, and additional

accreditation fees. It is envisaged that 15 trainees will benefit from this programme.

Crisis recently piloted its own form of Social Return on Investment (SROI) developed by Oxford Economics. They projected the SROI of Crisis' education, training and employment centres, Crisis Skylight, by measuring the money they save the taxpayer by eliminating the costs associated with homelessness – for example NHS, benefit and justice system costs – leaving this money to be better spent elsewhere. This saving was set against the cost of providing Crisis' services. The results show every £1 invested can reduce the burden on the tax payer by an average £3.92.

Edge Foundation

£27,000



The Edge Foundation's Hotel School project – Wivenhoe House Hotel and restaurant in Essex (*see photo*) - is the UK's first hotel school to provide degree-level studies entirely within a fully operational commercial hotel. The Edge Hotel School combines theory and practice in an innovative way by providing a high quality guest experience in a commercially run hotel. Student practitioners 'learn by doing' as

the basis of their degree qualification whilst also developing the all important people skills essential for career success. As part of well organised teams learning takes place in a real hotel, by serving real guests in real time. With a restaurant, brasserie and bar, forty bedrooms plus corporate and family events to manage, student practitioners are inspired and motivated to succeed.

The grant from the Trust would be used to provide a scholarship scheme for the student practitioners applying to the Edge Hotel School. There are 3 intakes planned for 2012 in April, May, and September. At each of these intakes 3 students will be awarded a scholarship worth £3,000. They will be used in particular to encourage applications from students who wish to study for a vocational degree in a non-traditional format but who may not otherwise be able to afford it.



Photo of first 3 recipients of Trust Scholarship

Futureversity

£15,000

Futureversity was originally piloted in 1995 by Lord Michael Young as a crime prevention initiative, by offering innovative educational opportunities to young people – particularly those at risk of social exclusion – providing them with progression routes into further education and employment. Their largest area of work is the Summer Programme which actively encourages and welcomes any young person, regardless of personal circumstance to enroll for and attend courses and activities. Many of the attendees have serious issues at home, with no personal space, many siblings, dependent parents, low confidence and self-esteem.

Futureversity successfully applied for a grant to fund those 2011 summer courses relevant to the hotel, catering and tourism industry. This enabled them to provide 10 courses consisting of 160 hours of tuition to 181 young people between the ages of 11 and 25 in the London Borough of Tower Hamlets. The courses were Telephone Techniques, Tourism and Customer Care, Indian Cookery, International Cookery, Cake Making & Decoration, Chinese Cuisine, Thai Cookery, Thai Fruit Carving, CIEH Level 2 Food Hygiene, and Welcome to East London (English Tourist Board).

Hospitality Action – The Ark Foundation

£45,000

Funding was awarded to **Hospitality Action's Ark Foundation** to continue their seminar programme to students of hospitality, aged 16-19, whether on full time or day release courses at Colleges and Universities throughout the United Kingdom. By way of educational seminars the Ark Foundation provides advice and information on how to avoid becoming an alcohol and drug mis-user and seeks to help combat binge drinking and to inform of its effects on the mind and body of the young and impressionable members of the hospitality industry. The seminars are designed for people to be able to identify with certain behavioural traits, recognise in themselves some of the characteristics described by the Presenters, who call on many of their own experiences with abusive alcohol drinking and drug misuse to illustrate and emphasise the problem facing the hospitality industry. In supporting the Ark Foundation the Trustees acknowledge that drug and alcohol abuse, particularly amongst young people, is a problem for society as a whole but appears to be particularly prevalent amongst employees of the hospitality industry.

The Ark Foundation reported that with funding received from the Trust they were able to visit 200 Colleges in 2011/12.

*"Concise and clear when talking to all our students and answering their questions. The feedback has been positive and will help them through their working lives in the industry. Thank you once again for supporting tomorrow's catering professionals." **Havering College***

Jamie Oliver Foundation

£21,027

The main purpose of the Jamie Oliver Foundation is to inspire disadvantaged young people by giving them the opportunity to create a better life for themselves in the restaurant, hospitality and catering sectors, through practical training and work placements.

All trainees must be disadvantaged young people aged 18-24 and unemployed. They are recruited through partner organisations: homeless charities, probation services, youth charities and Job Centre Plus. They can also apply directly on line. Of the hundreds of applications the Jamie Oliver Foundation receive they select 75 candidates for a face-to-face chance to convince them they are right. They have a taste test but ultimately what is required is a passion for food and a determination to get out of the situation the applicants are in. Of these, 45 go on to more intensive tests and team cook off, at the end of which 18 are offered a place.

The grant from the Trust would be used specifically to support the new group of trainees at Fifteen who took over the restaurant in September 2011. The funds will cover the costs of sourcing trips in 2012 to top quality food producers around the UK.

"I think you learn more at Fifteen than you would at a catering college. You're getting direct training from professional chefs, in a professional environment. And the course isn't just kitchen based, there are also the sourcing trips which help us to understand where the food comes from. As well as improving my chef skills, I've learnt a lot about food in general this year ..."

Fifteen Apprentice, Class 2011/12



One in a Million

£1,900

One in a Million (OIAM) is a charity dedicated to improving the social and moral welfare of children and young people in Bradford. Most of the areas OIAM works in fall within the top 1% of deprivation in the UK, according to the Index of Multiple Deprivation. A grant was awarded to OIAM to be used towards the cost of running a 10 week 'CookStars' course in their community Youth café in 2012. The course offers an important opportunity to young people from Bradford to gain qualifications and training experience that may lead to employment in the catering industry.

Springboard Sunderland Trust

£4,740

Springboard Sunderland Trust provides a wide range of training opportunities for young people and adults in the City of Sunderland, East Durham, Hartlepool and South Tyneside. They operate from 9 training centres and contract with Skills Funding and Young Peoples Learning Agency to provide apprenticeships for young people including amongst others in hospitality and catering. The grant from the Trust would be used as follows:-

- £4,140 to help fund 6 learners with each learner receiving £30 per week for the 23 week programme at the Blue River Bistro following the removal of the EMA. The Bistro provides a 30 cover 'Real Working Environment' for learners to demonstrate their skills by providing and serving meals and refreshments for staff, learners and local businesses.
- £600 to enable Springboard Sunderland Trust to award £100 per learner to be paid as a bonus for each completed element/qualification.

Training for Life

£25,000

Established in 1994, Training For Life is a social enterprise charity that tackles unemployment and poverty through an entrepreneurial approach. They work with some of the most vulnerable and excluded groups in society; people from diverse backgrounds, who for a variety of reasons, have



faced barriers to work and, consequently, have become trapped in poverty. In the year under review, they successfully applied for a grant for their Dartmouth Apprentice training restaurant in Dartmouth, Devon, which has been open for four years. The Dartmouth Apprentice has already established a regional reputation both as a mid to high end restaurant and as a preferred events venue. It is housed in the Dartmouth Prospect Centre, a converted, formerly derelict church overlooking the River Dart.



The grant from the Trust would be used to support five apprentices with a contribution of £4,000 each towards their training on the Dartmouth Apprentice training programme and £5,000 towards the cost of providing two Blueprints for Work pre-employability programmes for a total of 20 participants from which 10 will be selected for the apprenticeship stage. *“Many thanks for the offer of funding; the continued support of the Trust is most appreciated and is in no small part responsible for the success of the ‘Apprentice’ both as a social enterprise restaurant with a growing reputation and, more importantly as a vehicle to reduce worklessness in the area.”*

Fundraising and Projects Manager

The Clink Charity

£30,000



The main purpose of The Clink Charity is to train prisoners in food preparation and food service skills to gain their City & Guilds qualifications, find them jobs in the industry and mentor them. The overall aim is to reduce re-offending. Facts from Bromley Briefings 2010 show that (1) re-offending costs the UK £11 billion. The total cost per prisoner per year is £45,000; (2) 74% re-offend within the first year if they do not have a job or accommodation; and (3) 49% of adults are re-convicted within one year of being released. The prisoners who apply for The Clink training course must be category C, have 6 to

18 months left to serve, completed any restorative courses such as anger management or alcohol/drug abuse programmes and also pass security clearance. Once this is all done the prisoner can have a formal interview with the Clink Management team.

The grant from the Trust would be used to help fund the wages of one of the two ex offenders who are the headwaiters in The Clink Restaurant (*see photo*) which is located at HMP High Down. These headwaiters are also A1 assessors and carry out the training and examining of the waiters and are therefore an essential part of the training process the waiters go through to obtain City & Guilds qualifications before they leave HMP High Down.

The Prince’s Trust

£16,074

The Prince’s Trust were awarded a grant for their ‘Get Into Cooking’ programme in Northern Ireland which offers 16 disadvantaged young people aged 16-25, who are work ready but do not have the vocational skills, the opportunity to gain practical training and work experience in the restaurant industry. The programme aims to help them move into employment or take up further training within the catering sector. The four week programme is run in partnership with Belfast

Metropolitan College and in conjunction with additional tutoring support by local chefs, Tony O'Neill and Stephen Jeffers. Participants will work towards a Food Preparation qualification, alongside a CIEH Food Safety Level 2 and CIEH Health and Safety Level 2. Participants will then be able to put their new skills into practice via a seven day work experience placement with leading restaurants across Greater Belfast. After the four weeks, each young person will be offered up to six months mentoring support to maintain momentum from the programme and progress into employment or further training. Describing the need for the project, the Prince's Trust stated that:-

1. Youth unemployment has more than doubled by 155% in Northern Ireland since 2008. As of January 2012, more than one in five 16 to 25 year olds are without work, the highest rate in the UK. (*Office for National Statistics 2012*).

2. The number of chefs and cooks working in the hospitality, leisure, travel and tourism sector has increased by 105% over the past five years in Northern Ireland, in direct contrast to the rest of the UK. However, the restaurant and hotel sector in Northern Ireland struggles with one of the highest skills gaps: employers report that 33% of all chef and cook vacancies are 'difficult to fill.' (*People 1st, Sector Skills Assessment for the hospitality, leisure, travel and tourism sector, Northern Ireland, 2010*).

3. Research carried out by the London School of Economics has found that youth unemployment in Northern Ireland costs up to £4.5m a week. When lost productivity is included each job seeker costs up to £16,000 per year. (*The Prince's Trust & The Centre for Economic Performance, L.S.E., The cost of Exclusion, 2010*).

The Springboard Charity

£6,350

The Springboard Charity exists to help young unemployed and disadvantaged people gain the necessary information, advice, education, support, skills development and assistance into sustainable employment in hospitality, tourism and leisure. In the year under review they received a grant to enable them to continue with the '**London Summer School Programme**' – an educational development programme designed to provide school and college leavers with a supported transition into sustainable employment in key skills shortage areas in the hospitality industry in London. It provides a tried and tested structured programme of work experience, short courses (food hygiene, health and safety, customer care), pre-employment training (motivation, confidence building, personal presentation, first impressions and body language, communication, team work), specialist careers advice, two week summer work placements in industry and ultimately supported entry into a variety of sustainable employment opportunities – including apprenticeships, direct employment or further/higher education.



The target for the year was to secure 100 participants and Springboard reported that for the 2011 programme, 125 young people were offered places; 26 employers were involved in providing work placements; 109 young people completed the programme (*see photo of graduation*); 30 were offered employment in the industry as a result and 49 decided to continue with College and/or University thus making the conversion rate back into education or employment 80%.

The Trustees have agreed to fund the London Summer School Programme for a term of three years with each year's grant being dependent on a satisfactory annual evaluation and therefore entirely at the discretion of the Trustees. The year under review marks the second payment. The Springboard Charity also received funding for the Futurechef competition, details of which appear on page 36.

STRATEGIC AREA

INDIVIDUALS

In fulfilling another objective of the strategy, the Trustees maintained their support of individuals applying directly to the Trust for assistance. Within this charitable area small grants of not more than £500 per person are awarded to individuals undertaking a **hospitality related course**. This can be at postgraduate/degree level or for a craft course. Funding can be used by the individual to assist with course fees, to purchase books, uniforms or items of kitchen equipment. Applicants can apply at various stages during their course and have to complete a form which can only be submitted for consideration if accompanied by a reference usually, although not exclusively, from the applicant's college.

In the year under review **8** grants ranging from £166 to £500 were awarded to individuals studying at 6 different establishments culminating in a total of **£3,126**. This was a (48.32%) decrease on the previous year where grants of £6,470 were awarded to 16 individuals. The relatively low number of grants awarded for this strategic area is primarily due to the fact that individuals do not always see their application through to completion. The Trustees are mindful of the fact that this strategic area carries a heavier element of risk. In seeking to minimise the risk the grant is sent to the individual but made payable to the university, college, supplier, or training provider. The individual is informed of this fact at the early stage of the application process and it would appear that in some cases such a condition has served as a deterrent.

When reporting on grants to individuals it is important to state that a significant number of grants awarded to colleges, universities and organisations are used by them to offer student scholarships and to assist with hardship cases. Therefore a far greater number of individuals benefit from Trust funding than indicated in the total outlined in this section.

STRATEGIC AREA

COMPETITIONS/PRIZES

The Trustees recognise the importance of rewarding those who demonstrate good practice and aspire to further their development by entering various industry competitions. They are very keen to recognise the achievement of these specific skills and expertise by providing educational scholarships for leading industry competitions and by awarding prizes. Funding in the main is targeted towards the education, training and development of the competition finalists/winners. *"Competitions are always important because they play their part in promoting the industry and pushing the limits and the boundaries of food."* **Michel Roux, Jr.** *"Competitions are fundamental these days. They allow people to find out where their level is, and if you don't know what level you're at it's hard to know where to aim for."* **Brian Turner**

In the year under review, the Trust supported **11 industry competitions/prizes** with grants totalling **£111,086**, including an accrual of £3,000 for the Academy of Food and Wine 'Philip Thornton Award' and 'Sommelier Award'. This represents an increase of 8.12% from the previous year where grants of £102,746 were awarded to 11 industry competitions/prizes. Detailed below and overleaf are those competitions/prizes that received funding from the Trust.

Academy of Culinary Arts

£ 6,000



The Academy of Culinary Arts were awarded funds for their **Annual Awards of Excellence** to enable them to provide a travel scholarship of £2,000 to each of the three individuals who attained the highest marks in the Kitchen, Pastry and Service categories. The winners, announced at a Gala Dinner at Claridge's Hotel, London on 13th July 2011, pictured from left to right, were: Kitchen: Dimitair Angelkovski, The Turnberry; Pastry: Stefan Howells, Le Manoir aux Quat'Saisons; Sam Ward, the Ritz Hotel.

Academy of Food and Wine

£ 2,000

This grant forms part of the Academy of Food and Wine's (AFW) Annual Awards programme. It enabled AFW to offer a Sommelier Award to Louise Gordon from London's Clos Maggiore, comprising of an educational visit to the Burgundy region and first hand practical experience in advanced technical vineyard and winery procedures.

Amicale Internationale des Sous-Directeurs et Chefs de Réception des Grands Hôtels (AICR)

£ 2,000

The Trust supported the British **Receptionist of the Year** competition. In the year under review this was held at The Crowne Plaza London St. James Hotel on 12th December 2011. The winner, Maria Holzapfel, from the Marriott Hotel, Grosvenor Square, then went on to represent the United Kingdom at the International Receptionist of the Year Competition held in Prague, Czech Republic from 18-22 January 2012. The grant from the Trust is used towards two personal development courses and one week's cross training at a European 4-5* hotel for the winner of the British Competition.

Association of Catering Excellence

£ 5,000

Funding was awarded to the Association for Catering Excellence for their 'Dragons Den' competition. To participate entrants are invited to enter in teams of 2 to pitch their entrepreneurial ideas to the 5 inspirational 'dragons'. The brief for 2011 was *'Develop a commemorative product for the London 2012 Olympics that represents the United Kingdom but appeals to the International Market. The product should reflect the London 2012 "Green Olympics" commitment and have the potential to become the 'MUST HAVE' memento, accessory or food or drink product of the 2012 Games'*. Each of the 7 teams had a maximum of 4 minutes to present their pitch, followed by 6 minutes of Q&A. The Trust's funds were used for the winning team, Green Gourmet, to attend a course at the Emirates Training Academy in Dubai.

Nestle Toque d'Or

£22,200

The **Toque D'Or** competition commenced in 1988 with the aim of encouraging young chefs and waiters to recognise their potential talent and encourage their personal pursuit of excellence. It is a national competition that links industry and education. By competing, colleges can raise their profile by showcasing the qualities and capabilities of the students, as well as their teaching excellence.

The format of the competition was altered for 2012 to encourage a higher number of colleges to participate. Heats entitled a 'Taste of Toque' were held at 4 different Colleges and Salons around the UK from February to April 2012, where teams of 3 students including a commis were required to prepare, cook and serve a two course healthy lunch for 6 covers.

From the 22 Colleges that participated in the initial heats, 8 Colleges were selected to compete in the four-day Grand Finals event from the 17-20 May 2012 in a wide variety of catering challenges that not only tested their ability but also demonstrated the breadth and richness of the foodservice industry. The challenges for the teams included:-

- Producing a three course meal for eight covers in austere conditions using only improvised cooking equipment and Operational Ration Packs at the Food Services Wing of the Defence Logistics School Worthy Down.
- Presentations to industry personalities where each team had to present their restaurant concept and business plan and also state how they would "upscale" their own restaurant concept.
- The teams went to the O2 to experience how fine food is produced in a large events destination.
- The teams had to create, prepare and serve a Gala Dinner for 24 guests from a mystery box of ingredients at the Nestle Training Centre, Rashleighs. The teams were mentored by chef Alan Murchison and sommelier Stephen Nisbet.

The 8 Colleges who participated in the grand finals were Blackpool & The Fylde, Hull, Liverpool Community, Petroc, Sheffield City, Shrewsbury, South Downs, and Westminster Kingsway.



Competing at Worthy Down, The O2 Arena, Rashleighs, and the winning Team at The Dorchester Hotel

The winning team - announced at The Dorchester Hotel in London on the 29th June 2012 - were from Westminster Kingsway College.

The funds from the Trust would be used to provide £300 for catering equipment for those colleges who participated in a 'Taste of Toque'. In addition the colleges that make the grand final will receive a grant for catering equipment. For the winning team this will amount to £2,000 and for the remaining seven teams, £1,000. At the time of writing Nestle report that there will be a refund to the Trust of £6,600 due to the lower number of colleges participating in the 'Taste of Toque'. In their application Nestle had budgeted for 44 colleges to participate in this stage of the competition.

RAF Halton

£500

The Trust supported the **Royal Air Force Culinary Arts Team at the RAF Catering Competition 2011** by providing a prize of £250 for the Junior Cook and Serve and £250 for the Senior Cook and Serve competitions which were held on the 25th and 26th May 2011.

Restaurant Association - Young Chef Young Waiter

£11,886

The **Young Chef Young Waiter** Competition open to chefs and waiters, working full time in the UK within the hospitality industry and aged 25 or under, is now in its 28th year. It has become an industry favourite offering spectacular prizes and a unique competition structure that pairs the skills of both kitchen and front of house staff in a modern restaurant environment. It is a competition judged by some of the industry's finest and best known chefs and front of house professionals. A major focus of the competition is the educational experience it offers the competitors, matching the skills of talented youngsters against each other, but at the same time, enabling them to gain the knowledge and confidence required to boost their career prospects. Funding from the Trust was used to provide:-

- La Repertoire de la Cuisine to all regional finalist chefs and the Wine and Food Handbook by Conrad Tuor to all regional finalist waiters. A boxed set of Global knives for the winning chef at each regional final and for the winning waiter a Parker pen and a Laguiole corkscrew. Prizes for the 3 runner up chefs at each regional of the 'Grands Livres de Cuisine' by Alain Ducasse and for the 3 runner up waiters the Hugh Johnson's Wine Companion and a voucher from Russums.

- The practical skills tests at the regional finals held at Darlington College and the University of West London.
- The prize money for the 1st, 2nd and 3rd placed Young Chef and Young Waiter to be used to further their education.

The final held at Westminster Kingsway College on the 19th October 2011 saw 8 chefs and 8 waiters competing for the coveted titles of Young Chef Young Waiter. The winner of the 2011 Young Chef title was Christopher Kenny from Le Manoir aux Quat'Saisons and the 2011 Young Waiter title went to Sophie Henderson from Coworth Park.



Adam Handling/Chris Kenny/Tom Barnes/Ryan Murphy Thomas Swanborough/Chris John/ Jonathan Bone/Steven Ellis



Tobias Klaas/Claudio Di Somma/Carine Jau /Sophie Henderson Romain Taverne/Burak Sen/Emilio Conti/Paul Foxon

Roux Scholarship

£12,000

The Roux Scholarship competition was established in 1983 by Michel and Albert Roux. It is considered one of the premier competitions for chefs in the UK enabling the winner to realise their culinary dreams. Thus far 28 winners have travelled the globe as ambassadors of culinary excellence. However, it is far more than just a competition that ends with a prize. The Roux Scholarship offers the winner a career changing opportunity that is unrivaled and stretches far beyond the much coveted 3 month stage at a 3 Michelin starred restaurant. It is what follows that really counts and the advice and guidance that the Roux family gives that can make a career truly exceptional. The Roux family is personally involved throughout the competition from the setting of the recipes in the regional and grand finals, through judging at all stages of the competition, to setting up the winner's stage. Other judges in 2012 included Gary Rhodes, Brian Turner, James Martin, and former Roux Scholars, Andrew Fairlie and Sat Bains.



First time entrant, Adam Smith, aged 24, (pictured 2nd from left), Premier Sous Chef at The Ritz won the 29th Roux Scholarship after a fiercely fought final cook-off at Westminster Kingsway College on the 2nd April 2012. As part of his prize, Adam received an invitation to cook and train under the supervision of a leading chef at a prestigious 3-star Michelin restaurant in Europe for up to three months to the value of £5,000 courtesy of the Savoy

Educational Trust. The remaining five national finalists each received a £1,000 bursary from the Trust to be used towards furthering their career development. In addition all 18 regional finalists received a £100 voucher courtesy of the Trust to be used on culinary equipment from Russums.

The Craft Guild of Chefs

£ 4,000

The Craft Guild of Chefs' **Graduate Awards** provide formal recognition of the culinary excellence of a young working chef. Whilst prestigious for the chef, the Award is also a credit to their mentor and employer. All working chefs aged 23 years or under can compete for a Graduate Award by having their knowledge and skills tested in this free nationwide culinary challenge. In 2011, four young chefs, namely: Daniel Beech, chef de partie at Simon Radley@The Chester Grosvenor & Spa; Rosa Fothergill, chef de partie at the Rhinefield House Hotel; Chris Munroe, chef de partie at the Royal Garden Hotel; and Rositsa Nikolova, commis chef at the House of Commons, became the Craft Guild of Chefs graduates from the ten finalists who competed for an Award. To earn the Award the four graduates (*see photo with judges*) had to score higher than 85% in a final cooking exam at Westminster Kingsway College where they were judged by a panel of top chefs. Rositsa Nikolova (*pictured second left*) was the highest achiever with a staggering 87%. Funding from the Trust is used to cover the practical skill tests and additional support material for the competition.



The Savoy Gastronomes 'Olive Barnett Award'

£ 7,500

The '**Olive Barnett Award**' was created by the **Savoy Gastronomes** in 1975 to honour Olive Barnett's contribution to the industry. The Award is now made annually to the most outstanding young person under 30 working in a customer-facing role in any sector of the industry. The Award recognises potential and also showcases the importance of customer facing roles in delivering business success.



The funds from the Trust are used to provide career development grants over a two year period to the award winner (£1,750 per year), runner-up (£1,250 per year) and third placed (£750 per year) competitors. In the year under review the final was held in the Savoy Hotel culminating on the 23rd May 2011 with a reception where the award winners were announced from the 8 finalists who competed. The winner was - Assia Riccio, Guest Services Manager at Le Manoir aux Quat'Saisons (*front row 2nd left*); Runner-up – Shankhanil Roy, Assistant Food and

Beverage Manager, Marriott Hotel Regents Park (*top row 1st right*); and third placed – Adam Beck, Assistant Restaurant & Bar Manager, Grove Hotel (*back row 1st right*).

The Olive Barnett Award is partially funded from income derived from the Olive Barnett Endowment Fund.

The Springboard Charity

£35,000

Futurechef is a four stage nationwide culinary competition helping young people aged 12-16 to learn to cook. It inspires them to explore food and cooking as a life skill, helps to develop their culinary talent and informs them about entry routes into the hospitality industry. The competition encourages the next generation of young chefs and of course crowns one talented student as the Futurechef winner. Futurechef developed as a result of research findings into young people's perception of the industry. This research revealed that young people admire high

profile celebrity chefs yet surprisingly few generally consider a career as a chef! Futurechef addresses these perceptions directly by introducing young people to cooking, helping to develop their skills, developing direct work experience in the industry and providing expert advice on the career options and entry routes available. It provides teachers and young people alike with a wonderful insight into what it is like to be a chef and the related career opportunities.

Funding from the Trust supported the Futurechef 'wider' programme of activity which continues to develop so that it can provide a greater degree of benefit to all of the 7,900+ candidates who take part and not just those who reach the later stages of the competition. The aim is to extrapolate the benefits of linking participants up with mentor chefs from industry at an earlier stage of the competition and put into place a programme to help maintain the interest and enthusiasm of the participants irrespective of whether they progress to the next stage of the competition or not. A UK wide schedule of mentoring, work experience, demonstrations, skills challenges, careers presentations, workshops and master classes is designed to stimulate and nurture talent into the industry, along with advice on career options and entry routes available. The wider programme aims to provide teachers and young people alike with a real insight into what it is like to be a chef and the related career opportunities.

In 2012, the 12th year of the competition, 656 schools and over 7,000 participants took part in the competition and some 4,000 young people were involved in the wider programme. The winner of Futurechef 2012 was Sophie Copping aged 15 from Aylesbury High School in the South East. On hearing she was the winner, Sophie said how thankful she was to her mentor chef for his support during the contest.

Futurechef 2012 Finalists

Sophie Copping with Brian Turner and Ainsley Harriott



Conor McLean

William Kent



Other Futurechef success stories include former winner Luke Thomas aged 18, featured on the front cover of this review, donning the head chef's whites at Luke's Dining Room at Sanctum on the Green, Berkshire; and former finalists, Conor McLean who at age 15 won ITV's Britain's Best Dish competition for his dessert creation and is currently undertaking an apprenticeship at the Savoy Hotel;

William Kent aged 16 from Passmores School and Technology College winning the inaugural 'Back to the Future' Student Chef Challenge, a unique competition held in conjunction with the Footprint Awards 2012 which promotes the development of responsible menus amongst the foodservice industry's rising stars; Stephen McFarland, Head Pastry Chef at MacNeam House in Northern Ireland publishing his first book "Just Desserts"; Lyndsey Michie, Apprentice at Le Gavroche winning the Craft Guild of Chefs 'Apprentice of the Year' Award; and April Partridge, Commis Chef at the Ivy winning the Hotelympia Hot Talent Award.

Graphical analysis of the Trust's activities appears in table 3 showing the allocation of grants for this financial year for the various areas. Table 4 contains the allocation of grants awarded over a three year period.

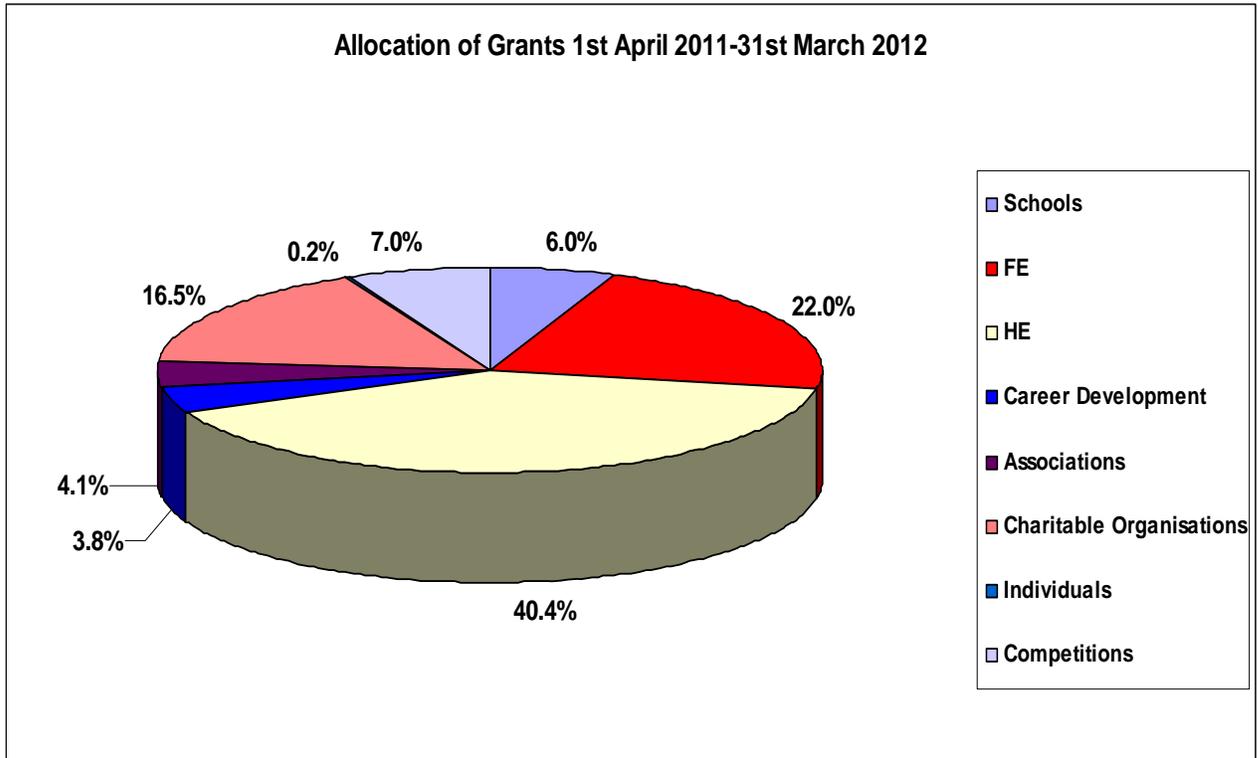


Table 3

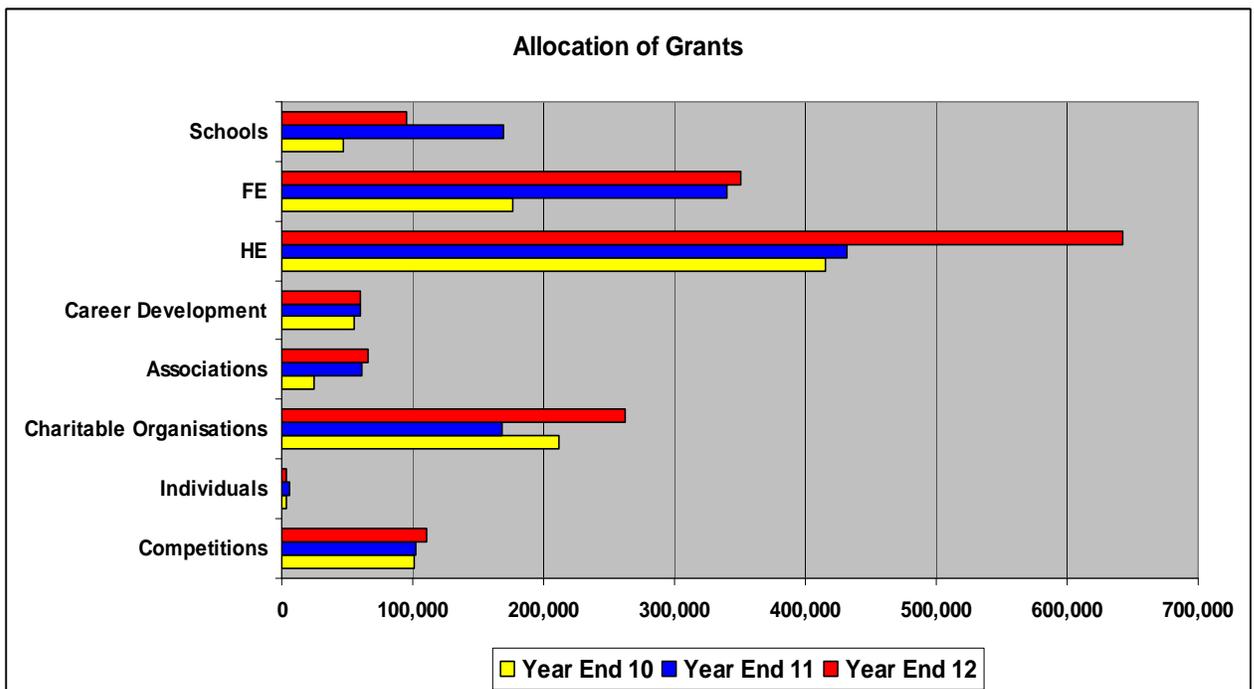


Table 4

EVALUATION PROCEDURE AND PROCESS

The Trustees consider that systematic evaluation of a project is important for a formal analysis of what has been achieved, for a chance to reflect on the experience, and to inform future work that might be undertaken. The interim monitoring and end of grant reviews help to measure impact and performance and to identify whether the targets and outcomes outlined in the application for funding have been met.

The monitoring and evaluation programme includes attendance by Trust personnel at project meetings, site visits, completion of the Trust's evaluation form and written progress reports, photographs and CD Roms from grant recipients. It should also be stated that the Trustees will only consider repeat funding for a project/initiative where the recipient can demonstrate that the funds awarded have (a) been applied as intended; (b) met the specified objectives; and (c) have gone some way in making an impact or difference to the ultimate beneficiaries. Should it become evident during the evaluation process that a project funded by the Trust is unlikely to proceed the recipient is asked to return the grant.

Some grants are awarded on a multi-year basis. In the main these are for a period of three years and usually not more than five. All term grants are contingent on an annual review process. This reflects the obligations placed on the recipients of these grants to meet specific conditions in order for funding to be renewed each year.

When evaluating projects and measuring their impact, the Trustees acknowledge that in some cases their grant is one part of a funding mosaic and cannot therefore take sole credit for the project outcomes.

FINANCIAL REVIEW AND RESULTS

FINANCIAL ANALYSIS OF THE YEAR

Equity markets made little headway over the year reflecting concerns about the global economy and the Eurozone debt situation. The FTSE All Share Index returned 1.4% to 31st March 2012 (total return in £). Overseas equity markets produced a similar return overall to a sterling investor, with the MSCI World (ex UK) Index returning 1.5% for the year. Emerging market equities were the main loser with the MSCI Emerging Markets Index falling 8.5%. With continuing low interest rates and investor fears surrounding the Eurozone and the macro-economic position, government bond yields continued to fall from already subdued levels. As a result the FTA Government All Stocks Index produced a strong total return of 14.5%. Cash returns have been minimal given a UK base rate of only 0.5% p.a.

Against this background, the capital value of the Trust's investments decreased, albeit at a relatively modest rate in these volatile times. The value of the Trust's total assets as at 31st March 2012 was £41,575,652, a decrease of **(1.94%)** on the previous year where the Trust's total assets as at 31st March 2011 totalled £42,396,535. The reduced capital value did not detract from the level of income the Trust received in the year under review. The Trustees are pleased to record that in fact income for the year increased. Total incoming resources as at 31st March 2012 were **£1,099,957**, an increase of **8.11%** on the previous year where incoming resources totalled £1,017,434.

FUND MANAGEMENT

All investments held by the charity have been acquired in accordance with the powers available to the Trustees.

For the year under review the Trust's portfolio was managed in equal proportions by Schroders Investment Management Limited and Lazard Asset Management.

Mindful of their obligation under the Trustee Act 2000 to conduct periodic independent reviews of their Fund Managers, the Investment Committee invited Portfolio Review Services (PRS) to undertake a review to cover: *performance, asset allocation, view of risk and how it is monitored, benchmarks, income levels, reporting, administration (to include custody and cash), fees and company structure, and strategy towards investment management for charities.* As a result of the review the Trust agreed to retain the services of the two incumbent Fund Managers for a further year although there would be modifications to the mandates of both Schroders and Lazard. The reappointment was confirmed in June 2011.

INVESTMENT POLICY AND OBJECTIVES

The Trust's investment performance objectives are *"to provide for increases in annual grant giving while preserving the fund's capital base in real terms, using a total return approach"*. Funds are invested in such a way as to maximise total return while providing a level of income agreed annually by the Trustees. Research has shown that the ability to apply a total return approach balancing investment return and spending helps to mitigate the impact of any decrease in income.

In the year under review the investment Committee and Trustees adopted RPI +4% over rolling 5 year periods for long term performance measurement and asked that Lazard's adopt this benchmark alongside their composite benchmarks. It is envisaged that this would give the Trust the best of both worlds i.e. a multi asset approach that is measured against relevant indices over the short term and a "target return" approach over the longer term that meets the investment objective as well as one in which the funds managers are more conscious of the downside.

INVESTMENT PERFORMANCE

As stated in the Financial Analysis section of this review, the performance for the year from both Fund Managers reflected the prevailing market conditions.

SOCIALLY RESPONSIBLE INVESTMENTS

The primary investment objective is to maximise total return within the agreed risk parameters and constraints. Providing that this objective is not compromised in the process, the Fund Managers believe that it is also possible to develop a framework that allows a broader range of considerations, including environmental and social issues to be taken into account when selecting investments.

RESERVES POLICY

In July 1998 the Savoy Educational Trust realised £36,800,584 from the sale of their shareholding in the Savoy Group plc. This sum formed the capital assets of the Trust and since that date has been invested in a diversified portfolio of investments.

The investment of the capital is the only source of ongoing income. The investment objective (as stated earlier) helps to protect a core of investments and cash assets to generate income for future year's grant awards sufficient to meet the needs of present and future beneficiaries.

The Trust sets out an annual budget to ensure, as far as is reasonably possible, that the charity's annual expenditure objectives can be met, given certain assumptions about the yearly and future income streams. Within the budget there exists the capacity, should the need arise, to curtail activities specifically of those new applications presented at the quarterly meetings. At present the Trustees are able to maintain operating costs at a low level. They do, however, incorporate

in their annual budget contingency plans for an increase in operating costs particularly with regard to further office relocation, rental and utilities.

The Trustees will review this policy annually in the light of changing circumstances and alter it as necessary.

DESIGNATED FUNDS – ENDOWMENT FUND

The Savoy Educational Trust received a legacy in year end 2001 of £30,000 from Olive Barnett, OBE who set up the Savoy Training Scheme and was also a former Trustee of the Savoy Educational Trust. It was requested by Miss Barnett that the funds be invested at the unfettered discretion of the Trustees to enable them to give an annual award. The Trustees agreed that they would match the sum received from the legacy and the capital would be ring fenced to provide an annual income to finance an award. The income from this Fund is allocated to the Savoy Gastronomes for the 'Olive Barnett Award', details of which can be found on page 36.

PLANS FOR THE FUTURE

The Savoy Educational Trust works within the very diverse and evolving sector of hospitality. The Trustees therefore need to take account of and be influenced by what is happening in the industry particularly with reference to the long term challenges it faces. At the same time the Trust operates in the world of education and therefore also needs to embrace current developments in that area. This is particularly pertinent at a time of large-scale funding constraints in both Higher and Further Education and the fact that from September 2012 Universities and Colleges in England will be able to charge new full-time students fees of up to £9,000 a year. At the same it is widely acknowledged that globally countries have realised that education and skills are one of, or even the, most important lever they have to maintain the competitiveness of their economies. It is also the case that vocational courses, when delivered correctly, can engage, enthuse and educate young people, hence are vitally important in times of increasingly youth unemployment.

The Trustees believe that by monitoring and considering the environment in which they operate and taking into account of external factors when developing and reviewing their strategic objectives, they can continue to help support those projects that should, in the long term, demonstrate considerable impact, create value, and make a difference to the advancement and development of education, training and qualifications within the hospitality industry.

In the forthcoming year it is anticipated that the following changes may also be implemented:-

- ✚ The Trustees will continue to monitor developments with regard to the implementation of the legal form of Charitable Incorporated Organisation.
- ✚ As part of the process of incorporation the Trust Deed will be updated and rewritten and consideration will be given to increasing the Trustee number.
- ✚ The Trustees will review the Trust's positioning and future status.
- ✚ Consideration would be given to commissioning an independent impact report on the Trust's funding. The report would also help answer the question 'How does the Trust create value?'
- ✚ The Trustees will continue to give emphasis to projects that support one or more of the following areas: skills development, retention, continuous professional development, and those projects that demonstrate community involvement, long term sustainability and have due regard to the environment.

Margaret Georgiou
Trust Administrator and Secretary to the Trustees