



SAVOY EDUCATIONAL TRUST

ANNUAL REVIEW

FOR THE YEAR 1ST APRIL 2016-31ST MARCH 2017



Charity Number 1161014

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Photographs on front cover, clockwise: Finalists - FutureChef 2017 with JB Gill; Lakes College Apprentices with HRH Prince Charles; Chefs Adopt a School

CHARITY INFORMATION

<i>Trustees:</i>	Howard Field, FCA, FIH, FHOSPA (<i>Chairman</i>) Robert Davis, MBE, DL, MA (Cantab) Ramon Pajares, OBE, FIH Dr Sally Messenger Sir David Walker, KCVO, OBE, DL (<i>retired 3rd October 2017</i>)
<i>Secretary to Trustees:</i>	Margaret Georgiou
<i>Chief Executive:</i>	Julia Sibley, MBE
<i>Trust Accountants:</i>	The Trust Partnership
<i>Charity Registration Number:</i>	1161014
<i>Place of Registration:</i>	England and Wales
<i>Principal Office:</i>	Room 160, 90 Long Acre, Covent Garden, London, WC2E 9RZ Telephone: 020 7849 3001 E: info@savoyeducationaltrust.org.uk W: www.savoyeducationaltrust.org.uk
<i>Investment Advisors:</i>	Cazenove Capital Management 12 Moorgate, London, EC2R 6DA. Investec Wealth & Investment Limited 30 Gresham Street, London, EC2V 7PG.
<i>Auditor:</i>	RSM UK Audit LLP Portland, 25 High Street, Crawley, West Sussex, RH10 1BG.
<i>Solicitors:</i>	Macfarlanes LLP 20 Cursitor Street, London, EC4A 1LT
<i>Bankers:</i>	The Royal Bank of Scotland PLC London Drummonds Branch 49 Charing Cross, London, SW1A 2DX.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CONSTITUTION

The Savoy Educational Trust was registered as a Charitable Incorporated Organisation (CIO) on the 23rd March 2015 with a charity number 1161014, having converted from their previous unincorporated status.

The Trust remains a grant giving charity for educational purposes, mainly, though not exclusively, in relation to the hospitality industry.

GOVERNANCE AND MANAGEMENT

The Trust's constitution 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's constitution and are aware that they are responsible for the overall direction, effectiveness, supervision and accountability of the Trust.

The Trustees consider that the Board of Trustees, together with the Chief Executive and the Secretary/Administrator make up the key management personnel of the charity. They are in charge of directing and controlling the charity and running and operating the charity on a day to day basis. The accounting function for the Trust is outsourced to The Trust Partnership.

TRUSTEES

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

Ramon Pajares, OBE, FIH (*Chairman*) (*resigned as Chairman 1st April 2017*)

Robert Davis, MBE, DL, MA (Cantab)

Howard Field, FCA, FIH, FHOSPA (*appointed Chairman 1st April 2017*)

Dr Sally Messenger, FIH

Sir David Walker, KCVO, OBE, DL (*retired 3rd October 2017*)

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. They will also receive documentation on what is expected of them under charity law, with particular reference to Charity Commission news and guidance publications such as 'CC3: The Essential Trustee', 'NCVO's The Good Trustee Guide', 'Charities and Public Benefit' and 'CC29: Conflicts of Interest'. 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 policies and practices of The Savoy Educational Trust.

All Trustees have to sign the Trustee eligibility declaration. They are also asked to complete the register of interests which is held and regularly updated in order to avoid any potential conflicts of interest. At each meeting there is an agenda item for Trustees to declare an interest and in accordance with the Trust's conflict of interest policy, where a conflict does arise, they are required 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 had due regard to the Charity Commission's general 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

Hospitality remains a significant and robust force in the United Kingdom and is a key sector for growth, employment and overseas earnings. It is estimated that in 2016 the wider hospitality sector employed a total of 3.2 million people making it the 4th largest employer. The sector has also contributed disproportionately to employment growth in the UK over the last few years. Since 2011, the hospitality sector has grown by 275,739 workers, or 13% compared to 6.2% in the economy overall. It is the 6th largest contributor to export earnings with over 180,000 businesses.

UK hospitality businesses range from some of the world's largest brands to some of the smallest and most innovative. The sector is over-represented in terms of its employment of young people with the workforce development charity estimating that 34% of the workforce are under 25, nearly three times the proportion of young people working across the economy as a whole (12%).

The industry also has a strong reliance on migrant workers and particularly those from the European Union. Following the outcome of the referendum in June 2016 and the triggering of Article 50 on the 29th March 2017 - signifying the start of the process to leave the EU - hospitality and tourism became the first major UK industry to present a plan to government to reduce its dependence on EU workers and recruit a substantially higher proportion of its workforce from the UK. The British Hospitality Association, in conjunction with other partners, has set out a 10-year strategy for a post-Brexit workforce in hospitality focusing on three main sections of the population, namely: Britain's unemployed; returners to the labour market; and the next generation of workers. A report by KPMG commissioned by the BHA, entitled "*The Labour Migration in the Hospitality Sector*", quantified the resourcing challenge the industry would face in the event that free movement ended and no arrangements were put in place for continued access to EU workers. The report showed that, in such circumstances, the industry would need to recruit more than 60,000 UK workers each year in addition to ongoing recruitment of 200,000 workers per annum to replace existing staff and meet the demands of growth.

Hospitality and catering education and training is an intrinsic part of the UK hospitality industry and vital to its future growth and success. Developing home grown talent has become all the more pertinent now if the industry is to meet the objective of recruiting a greater proportion of its workforce from the UK as it transitions away from a reliance on EU workers. The government has acknowledged that the hospitality industry is one of the growth sectors offering employment opportunities and positively contributing to the UK economy, particularly in the regions. At the same time funding cuts, area reviews, coupled with the apprenticeship levy, challenge all education providers to think outside the box to ensure they operate on a truly commercial basis. Only then are they able to compete and provide the excellent training content and quality they have worked hard to establish. Budget cuts can be particularly detrimental to subjects such as hospitality, which have high initial and on-going running costs.

The way in which hospitality and tourism businesses recruit, retain and maximise their staff's performance is likely to be challenged over the next few years, on the back of a number of key factors. The introduction of the National Living Wage and the apprenticeship levy is already resulting in businesses rethinking their people strategies. More widely, demographic changes, falling unemployment, and the threat of a migration cap mean it is likely to become even harder to recruit the 1.3 million staff that it is estimated the sector needs by 2024. This makes it all the more important that the hospitality industry and other interested parties work closely with educational establishments and training providers to ensure they get the skills they need to enhance productivity and competitiveness and that individuals have the opportunity to fully develop their talent and potential. The hospitality sector has emphasised that one way of addressing the recruitment gap is for investment in education/skills relevant to the hospitality industry. The Technical and Further Education Act 2017 which recently became law is integral to the government's ambitious reforms for creating a world-class technical education system. These reforms will help to ensure that technical

education in our country provides everyone with the skills and opportunities they need to succeed and gain skilled employment on a long-term basis, and at the same time that they will serve the needs of our economy and reduce the skills gap.

The Trustees consider that in fulfilling the main aim of the Trust, namely ***the advancement and development of education and learning 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.

SNAPSHOTS FOR THE YEAR WERE:-

1. PROJECTS SUPPORTED BY THE SAVOY EDUCATIONAL TRUST

The Trustees awarded grants to **13 Schools, 23 Further Education (FE) and 2 Higher Education (HE)** establishments for a variety of projects that would enhance and enrich the quality of their hospitality education so they can continue to play a leading role in providing the vocational and professional skills required for the success and growth of the UK hospitality industry.

The majority of funds awarded to schools were used to develop and enhance the kitchen facilities within their Food Technology rooms and to help with the new GCSE Food Preparation and Nutrition course with its emphasis on science and therefore a requirement for specialised equipment. The enhanced facilities enable them to include a higher number of hospitality and catering studies at KS3 and KS4 and to increase the provision so that a larger number of students can acquire vital practical skills and give serious consideration to a career in the industry.

With regard to funding awarded to the 23 FE establishments, the table below best illustrates how this was used:-

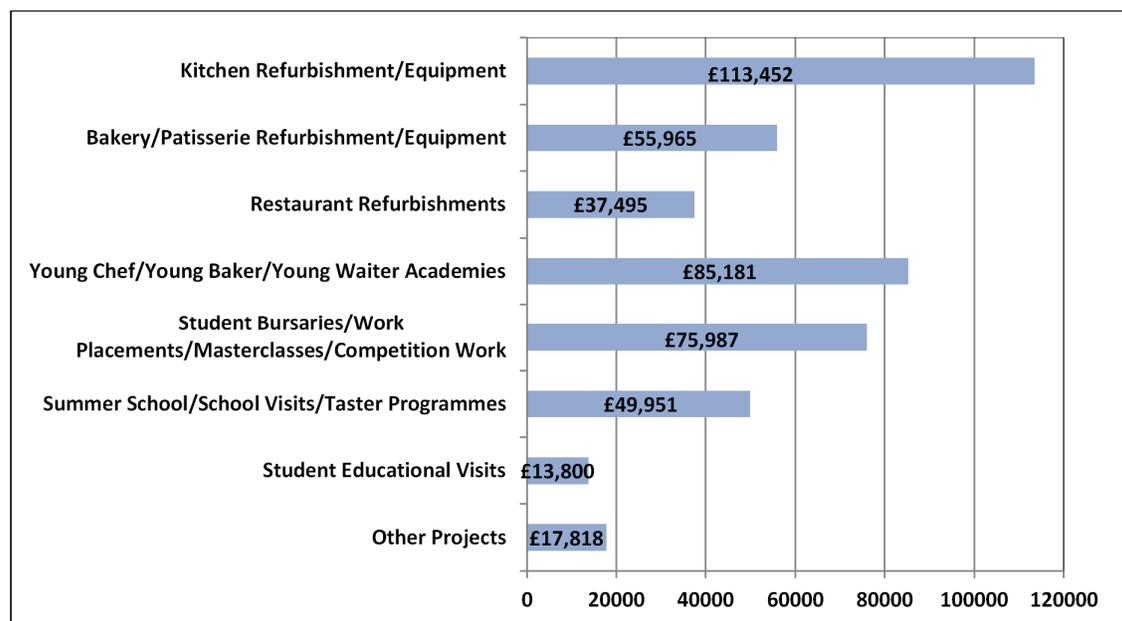


Table 1

As the table demonstrates funding for FE was used in the main for kitchen and restaurant refurbishments enabling the creation of realistic and commercial working environments. Such facilities allow for a smooth transition from education to the workplace for the students. As with the

previous year, there was continued demand for bakery and patisserie equipment in order to meet the demands of local employers.

An initiative that has proven a great success and has reaped rewards in introducing school age children to the world of cooking and a career in hospitality is the Young Chefs' Academy programmes offered by many FE establishments. These are run either after college hours and/or at the weekend. During the year, the Trust awarded grants to several FE colleges to run such programmes, including the funding of a Young Waiters' Academy and a Young Bakers Academy to one college to run alongside their Young Chefs' Academy. Colleges report a high conversion rate of pupils progressing on to full or part-time Professional Chef courses following completion of the Young Chefs programme. This is particularly important when in a 'Working Futures 2013' report from the UK Commission for Employment and Skills it is reported that the hospitality industry will need to recruit a further 11,000 chefs by 2022. Those that participate in the programme but do not progress to a career in hospitality have still acquired a skill that can only help enhance their life.

Student bursaries in the main allow colleges to offer assistance with the purchase of uniforms and equipment. Hospitality courses can have a high take-up cost and this can act as a barrier for those from low income families. Help is also given to cover some of the costs for those wishing to undertake work placements/experience outside their own locality. Masterclasses add enormous value to the curriculum and share best practice. Competitions are a great way of developing culinary and organisational skills, working as a team, measuring performance against your peers, networking and boosting confidence.

Summer school, taster programmes, and school visits enable FE colleges to promote their courses and at the same time introduce school age children to the wide ranging career options available in the hospitality industry.

Grants to HE went to two universities in the South East to support extracurricular activities that would add value to student learning whilst developing relationships with future employers and to fund a menu museum website to review and analyse menu design, pricing and other areas of menu development.

The Trustees supported a **Professional Development programme** by awarding scholarships to individuals currently employed in middle management positions in the hospitality industry so they are able to undertake short courses at Cranfield University (UK), Cornell University (USA) or L'Ecole Hôtelière de Lausanne (Switzerland).

Grants were also awarded to **15 charitable trusts** running specific educational projects that showcase the many routes into and varied roles there are in the hospitality industry. The individuals who participate in such projects are given the opportunity to undertake practical training and also study for qualifications that could lead to a long and fulfilling career in an industry that continues to grow and where there are many openings for employment. These individuals have often experienced educational, social and/or economic disadvantage. Many have disengaged from mainstream education, have experienced homelessness or are ex offenders. An attractive facet of the industry is that the low barriers to entry mean that people can start working in the sector with little experience and over time progress into higher skilled and management positions.

Support was given to **1 industry association** that helps individuals currently employed in a hospitality role in the public sector with a professional development programme.

Small grants were awarded to **9 individuals** studying hospitality who applied directly to the Trust for assistance with fees and/or books and equipment.

The Trustees recognised and rewarded the achievement of specific skills by offering their support to **11 leading industry competitions and prize ceremonies**. The funds would be targeted for the provision of educational scholarships that further the education, training and the development of the individual.



Projects supported in the year under review

2. STRATEGIC REVIEW

In the last report it was stated that during the year the Trustees would undertake a strategic review, employing the services of an independent facilitator, to ensure that their 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. The review would explore the following areas:

- ✚ How best to enhance the reputation of the hospitality industry.
- ✚ Working in collaboration with professional bodies, support initiatives that promote and share best practice in FE/HE hospitality industry education and training with a view to achieving a coherent approach and common standards of achievement. This will take into consideration the area reviews and post 16 skills plan.
- ✚ Promote better leadership throughout the hospitality industry through the advancement of best practice, training and mentoring.
- ✚ The continuation and increase of the current support for projects that address 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.
- ✚ Review the governance arrangements to ensure there is the full complement of key skills.
- ✚ Evaluate the merits of acquiring accommodation for the Trust including the sharing of premises with other interested parties.

The strategic review took place on the 12th May and 27th June 2016 and was presided over by an independent facilitator. From this it was agreed that the Trustees would, in addition to continuing to support their current activities, give specific focus to the following:-

Acquisition of a Property

The Trustees would explore the possibility of acquiring a property. This could serve to establish a longer term real estate investment as part of the Trust's investment portfolio and at the same time house the Trust offices and a range of the industry's charitable and not for profit professional organisations.

Promote effective leadership throughout the hospitality industry

The Trustees would evaluate the merits of promoting effective leadership throughout the hospitality industry and will seek the help of the Advisory Panel to work with them in taking this initiative forward. The Advisory Panel would also liaise with other hospitality bodies who have an interest in

the area of leadership in order to obtain a comprehensive view of what has already been achieved/established or is currently in the pipeline thus avoiding duplication.

Support for Mentoring

During the year, the Advisory Panel carried out research on mentoring and reported their findings to the Trustees. Having agreed that mentoring was an area they would like to support, the Trustees received an application followed by a presentation on the development of the 'Graduate Education and Mentoring Support' programme run by The Springboard Charity. The Trustees agreed to support this application for a 3 year term. Further details are contained on page 41.

Structure, Governance and Management

During the year the Trustees continued to review their structure, governance and management arrangements.

3. ADVISORY PANEL

The Trustees continued to work with the Advisory Panel. They were invited to attend the strategic review meeting on the 27th June and two of the Trustee meetings. The Panel members do not have powers of authority but are in a position to offer the Trustees ideas and advice on the basis that they are directly involved in the hospitality industry and/or hospitality education. The Trustees may take all, some or none of the advice.

4. INCOME AND EXPENDITURE

For this year the **total investment income** for the Savoy Educational Trust amounted to **£1,480,708**. **Grants awarded and paid** totalled **£1,064,771**, which includes three refunds totalling **£7,986**. **Support and Governance costs** totalled **£182,682**. **Costs of raising funds**, namely fund management fees, totalled **£227,684**.

The investment income, grants awarded and paid, support and governance costs, and costs of raising funds are illustrated overleaf in Table 2.

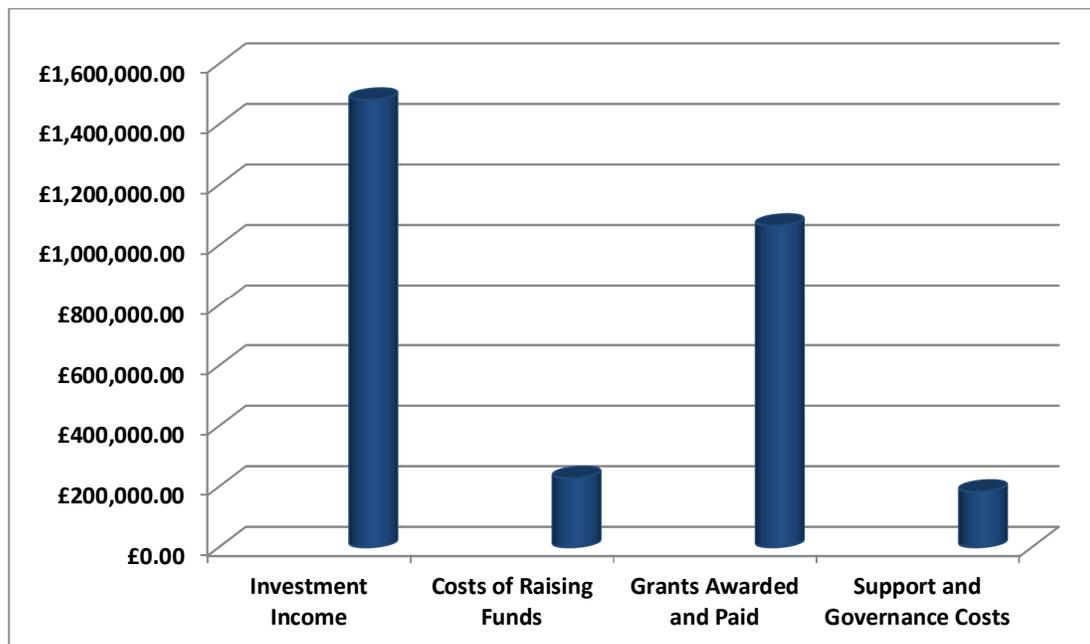


Table 2

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 £3,000 per application, and up to a maximum of £20,000 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.

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.

We will want to know



AIMS AND STRATEGIC OBJECTIVES

The main aim of the Trust is the **advancement and development of education and learning** 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 fulfil 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.

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

In the year under review, the grants awarded and paid amounted to **£1,064,771**. As discussed in the 'review of the year' section of this report, 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. 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 during the year that the Trustees believe will help the recipients meet the challenges of the global skills agenda.

STRATEGIC AREA

Educational Establishments

The Trustees consider that grants to educational establishments are at the very core of the Trust's main aim and therefore form the majority of funding awarded. The following pages contain a listing and synopsis of all grants to educational establishments, together with those awarded for a scholarship programme, to a trade association, and to charitable trusts.

In the year under review, the Trustees awarded grants totaling £171,252 to 13 schools for the following projects:-

Brine Leas School

£60,000

Brine Leas School is a popular, oversubscribed and outstanding school in Nantwich, South Cheshire with approximately 1,400 pupils. The school is committed to delivering the best curriculum and opportunities possible to its students. Food and Nutrition form part of the core curriculum and is taught to all 11-16 students. Catering & Hospitality is offered at GCSE level and is the most popular technological subject. The grant will be used to help convert the school's single Food Technology classroom into two new food rooms. This redevelopment will help support a new range of Food, Catering and Hospitality courses that will encourage and support the growing student numbers the school has across all ages. The funding will be used specifically for Food Tech Room 1 and the white goods for this room. *"We are extremely grateful for the support from the Trust and are looking forward to improving the facilities and courses available to our students in due course. The work will commence in June and we will keep you informed of progress as agreed. Thank you again."*

Head Teacher

Chestnut Grove Academy**£8,096**

Chestnut Grove Academy, in Balham, London, is a co-educational secondary school offering a diverse curriculum including an extensive range of creative and vocational subjects to approximately 950 students. Having been the recipient of a grant from the Priority Schools Building Programme, they have designed a new Food Technology room. Funding was awarded to enable the purchase of new equipment, with which the school will be able to provide Food Technology for the first time at KS3, as well as BTECs and GCSEs in Hospitality and Food Preparation and Nutrition, extracurricular opportunities, with a high possibility of expanding this provision in the future.

Chiltern Way Academy Trust**£1,500**

Chiltern Way Academy Trust is an award-winning specialist secondary school for boys and girls with social, emotional, communication and interaction difficulties, based in Wendover, Berkshire. They provide high-quality education, care and therapies for the huge range of need that exists across the behaviour spectrum, from social and emotional needs to high-functioning autistic spectrum disorder (ASD) with challenging behaviour. They offer a compassionate yet dynamic environment centred on a broad and tailored national curriculum offer. The funding from the Trust will be used to purchase equipment for their Food Technology room. *"Please accept our thanks and gratitude for the difference your funding will make to our students."* **Head of Technology**

Hethersett Academy**£20,000**

This school, based in Hethersett, Nr Norwich, Norfolk is a secondary academy that admits pupils from the ages of 11-16. The recent OFSTED inspection awarded the school with Outstanding in all areas. Funding was requested to help the school re-equip the Food and Nutrition room. It is their vision and ambition to create a dynamic space where all students can explore, create and mature in their learning of the subject. The funds will be used to purchase specific items of equipment.

Reporting on the implications for the curriculum the grant has made the school state that:-

- They are able to deliver a broader curriculum for the students.
- They have moved to a situation where Year 7 and 8 have their ingredients bought for them. Buying in bulk means that the school can reduce the cost of cooking. This also means that all students cook.
- The Year 10 and 11 students have been stretched and challenged and the variety and standard of practical work has gone to the next level.
- Last year 43% of the year group chose DT (Food, RM and Textiles). This year 84% of students chose DT. This has enabled the school to have two groups of Food with a total of 40 students. The school considers this is down to the changes in both curriculum and environment.

The school adds that the space is clearly modern and more dynamic. The IPADS have been amazing and students have been able to use revision websites and record their practical work and replay to support their learning. They have had some positive feedback from parents, but more importantly the students are so positive about all the changes and this is reflected in the taste and presentation of their food.



HethersettFood @HethersettFood · 12 Oct 2016
Proud of my lovely year 10s, fruit bouquets with spun caramel decoration!
@Made_in_heth_ac @hethersetttt





Hethersett Academy – Food and Nutrition room

Higham Lane School

£7,109

Higham Lane School is a mainstream state school for pupils aged from 11-18, based in Nuneaton, Warwickshire. It is one of the highest achieving non selective schools in the country and there are currently 1,232 pupils on roll. Funding was provided to help the school purchase a number of items which will help to provide the school with the correct equipment for the effective delivery of the new GCSE Food Preparation and Nutrition course. There is far more emphasis on science in this new qualification and therefore the school need to purchase very specialised items.

Longfield Academy

£7,710

Longfield Academy is a high school for students aged 11-18 in Kent. It caters for all abilities and offers a broad and balanced curriculum. At post 16 students opt for either A-level courses or Professional Catering with City and Guilds. They offer these students a catering vocational pathway based in their training facility. The grant will help the academy purchase a number of items, namely: trays and tray stands; glasses; chocolate moulds; sugar lamp; portable fold up bar; EPOS system; kitchen pass; crockery and a chocolate course. These items will help them further develop the training provision in the restaurant at Longfield Academy and allow them to add a dedicated beverage area.

"With the grant we purchased some fantastic equipment including a kitchen pass which makes the kitchen look a lot more professional; a chocolate course for the staff and lesson for students from a chocolate master, chocolate moulds, large granite slab on which to do chocolate work; new plates for use in the restaurant, a high gloss bar, a contract for an EPOS system which runs on the iPads purchased with a previous grant from the Trust and other products which will be purchased in the next few weeks. The students are now taking exams and working full steam ahead to achieve their qualifications with a big thanks to everyone at the Savoy Educational Trust." **Chef Lecturer**



Culinary skills put to the test at Longfield Academy

Millthorpe School**£200**

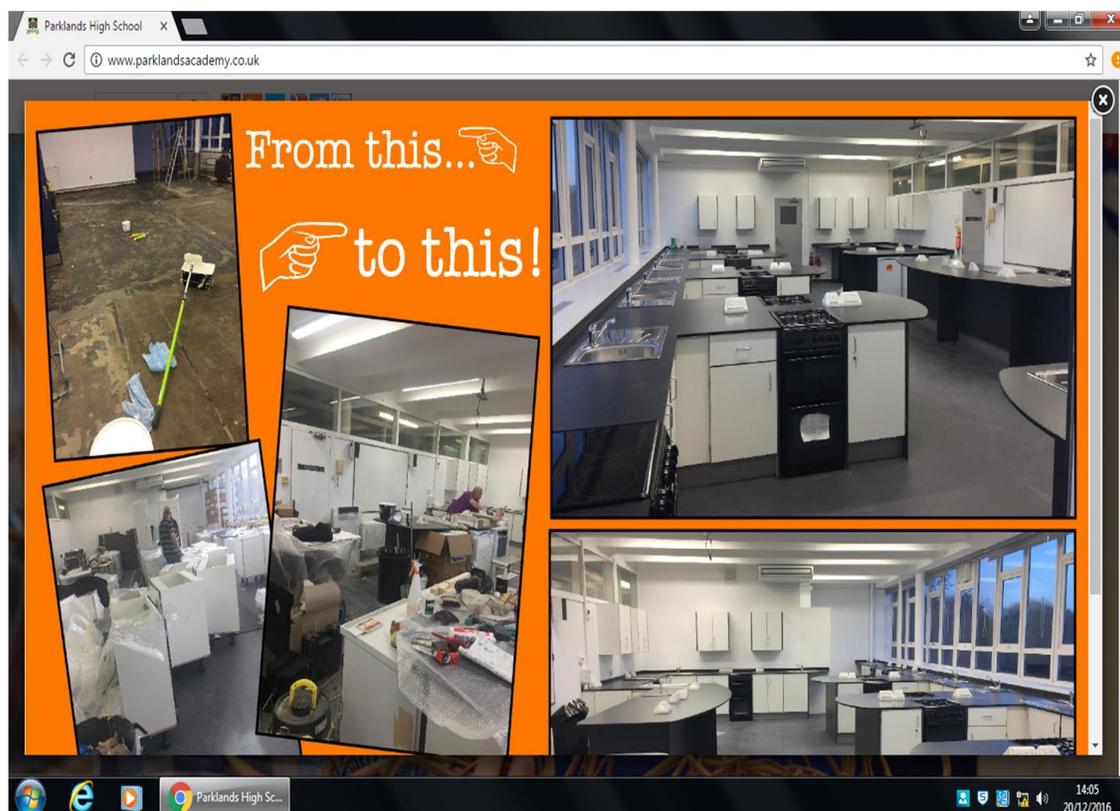
Millthorpe School is located in York with approximately 1,000 pupils aged 11-16. The grant will be used to help purchase 25 temperature probes for the Food Technology lessons at KS3 and GCSE Hospitality and Catering to over 40 students. The department is thriving but due to budget cuts they are lacking key equipment needed for the successful and safe delivery of the qualification.

Newstead Wood School**£1,985**

Newstead Wood School is a grammar school for girls in Orpington, Kent. They teach Food Preparation and Nutrition from Year 7 through to Year 11 and also use the food room for various school enterprise projects. The funding will enable students to be taught with safe and fit for purpose equipment required for the new GCSE in Food Preparation and Nutrition. The hope is that in providing more professional lessons, students will be more inclined to take up the subject for GCSE.

Parklands High School**£27,612**

Parklands High School is an 11-16 mixed, non-selective, standalone academy in Chorley, Lancashire. It is a caring, forward-looking, successful school which is constantly seeking out ways of improving upon and extending the range of opportunities they offer to their pupils and their community. All the pupils are encouraged to achieve their potential and are given every opportunity to demonstrate and benefit from their strengths, as well as being supported in working on improvements which need to be made. The grant will be used to help refurbish the school's food technology kitchen. This will provide individual work units and modern appliances representative of the food technology industry and catering sector. The grant will also help with the purchase of equipment, fittings and appliances for the kitchen and prep room.



Parklands High School – the before and after

"Without funding this project would not be possible within the next couple of academic years. This would impact significantly on the attainment, progress, enjoyment and motivation of pupils choosing to study in these practical subject areas. Moreover the vast majority are more vulnerable pupils entitled to Pupil Premium or pupils with additional educational needs who are already disadvantaged nationally in terms of their outcomes and future employability." **Deputy Headteacher**



Parklands High School – plaque

Pittville School

£3,565

Pittville School is a vibrant, forward looking Foundation school in Cheltenham, Gloucestershire which has the belief that every young person has gifts, talents and abilities. It is the school's aim to recognise and unlock each child's potential and therefore maximise their life chances. Pittville is a smaller than average secondary school with approximately 600 students. GCSE Hospitality is a very popular option for students with over 50% of the year group currently choosing it as an option. Funding was awarded to help support three initiatives for these students, namely: (1) to improve the students' understanding of the industry by inviting one guest chef per term linked to the topic being covered. This would be followed by visits to local hospitality establishments during the term; (2) to run workshops with local primary schools to engage students at an early age and build on practical skills in the kitchen. Bread making and basic knife skills would be covered with all the dishes; and (3) to purchase specific equipment.

Shooters Hill 6th Form College

£22,935

Shooters Hill 6th Form College in London is a 16-19 academy school transforming students' lives by inspiring them to take full advantage of the high quality educational and enrichment opportunities on offer, enabling individuals to reach and exceed their potential and respond to the local community. Funding was requested to help modernise the silver service training restaurant "City View". This redecoration and updating is required to provide a modern, professional restaurant that reflects contemporary industry standards and will improve the students' skills. The grant will be used to help purchase several items and pieces of equipment, namely: 1 Combi Oven; 1 Mobile cocktail and barista bar; 1 Espresso Coffee Machine; Dining Tables and upholstered side chairs. *"We are really excited to be implementing all the changes we have discussed and are looking forward to enhancing the City View restaurant with the financial support provided by the Trust. The revitalised facilities will improve our catering offer, not just by making the environment more conducive for students but it will also provide enhanced opportunities through the qualifications open to them through the mobile cocktail and barista bar. It will also give our students the means to showcase their culinary skills to the local community and beyond with the much needed improvements to our fine dining restaurant."*

PA to the Chief Operating Officer

The Alsop High School

£540

The Alsop High School is a secondary co-educational day school for students from the ages of 11-18 in a deprived area of Liverpool. It is a Technology College and also has Vocational Specialist School status. The grant will be used to support the new after school club for 15 of their best cookery students who are on pupil premium. These pupils come from a low income background or are looked after in care. The aim is to work with local chefs to encourage more students to follow a career in the hospitality and catering industry.

Three Ways School**£10,000***Three Ways School - kitchen*

Three Ways School is an Academy Trust, operating as a generic Community Special School in Bath. It opened in September 2007 and provides for 207 children with a wide range of special educational needs. The funding awarded is to be used to help fit out a kitchen in a café and shop that the school are building in order to provide young people with special needs the opportunity to train, gain qualifications, enterprise and life skills in the hospitality industry. The funding will help purchase some of the equipment required. *"The Café opened on 3rd April and so far is going well. We are on holiday for 2 weeks for Easter now. The Café remains open but obviously without student help. In terms 5 and 6 we will be running the pilot project work in the Café and by September I will be able to give some feedback on how things are going and the impact it is having."* **Business Manager**

The Trustees awarded funding totalling £449,649 to 23 FE Colleges, details of which appear below.

Further Education Colleges continue to face a multitude of challenges including financial pressures and an uncertain policy environment. However, according to the Social Market Foundation think tank, in a post Brexit world, with the growing focus on UK competitiveness, regional growth and inclusive economic opportunities, FE colleges can become local champions of social mobility addressing the UK's deficiency in technical skills as the country reduces immigration and focuses more on domestic skills. FE, in partnership with employers, is particularly well-placed to promote the lifelong learning that will be needed in the global economy of the 21st Century.

Blackpool & The Fylde College**£15,120**

Blackpool & The Fylde College has been in existence for over 124 years. It is a further education institution with higher education provision, based on the Fylde coast in the North West. The college is rated as Ofsted Grade 1 Outstanding and has won numerous awards, including the prestigious Queen's award. Blackpool is synonymous with tourism and the college has been central to the support and training of the hospitality and catering industries for over 50 years. Funding was awarded for three separate initiatives:

1. Junior Chefs Academy - the aim is to run 3 courses with 12 learners on each course which will last for 5 weeks. The individual sessions will be 2½ hours' duration;
2. Staff CPD - Days in Industry - the college wishes to increase industry experience of the staff through direct work placements. Funds are required for teacher's lessons, travel, accommodation and subsistence whilst away from home. In this way, the lecturers will obtain very relevant skills, trends and knowledge that they can pass onto the students upon their return;
3. DWP - JCP Partnership to develop entry level skills for unemployed people in Blackpool. The college created a programme and required funding for uniforms, mentoring and guidance support. They plan to complete 6 cohorts of 12 learners over the academic year.

Highlighting the DWP - JCP Partnership, the college issued the following press release: Blackpool and The Fylde College have cooked up a route to a successful career in the catering industry. The programme is designed to develop entry-level skills for unemployed people in Blackpool where it is believed that there are currently over 10,000 people claiming long-term benefits. It is this 'harder to reach' group that the college will target. The Savoy Educational Trust grant will be used specifically for uniform costs and funding to enable extra staffing to facilitate and support learners in sourcing work placements and all issues related to 'returning to work'. **Tutor Carol Davies** states: *"The students have all really enjoyed the classes and said they felt it gave them important skills for the job market. From this course alone, five of the students have now signed up to do a full-time course at the college which shows what a valuable programme this has been. Hopefully, for some it is the first*

steps into a successful career in catering.” Hospitality, Tourism and Sport Programme Leader, Steve Alexander added: “These courses have been really well received and we have had a 100% success rate with those taking part. As well as increasing self-esteem and confidence, students have said how proud they have been to take home the food they have produced. With this course the college is really fulfilling a requirement in our community for these kinds of industry focused courses which lead to employment.”

Bradford College

£20,823

Bradford College report that students taking part in a Hospitality course will benefit from working in ‘The Grove’, the college’s training restaurant located in The David Hockney Building, the state of the art city centre campus. Bradford College has been recognised for its provision of high quality training and excellent skills development for Hospitality gaining a ‘Gold’ accreditation from the Hospitality Guild and an AA College Rosette Award. The grant will be used to help the college run two rounds of summer schools – 6 cohorts in total – in 2017 and 2018, consisting of 60 students aged between 11 and 18. The objectives of these programmes are to: educate students on the issues of national obesity levels; generate an interest in the hospitality industry and teach the students the importance of diet, shopping skills, social etiquette and the ability to cook a repertoire of healthy meals. The funding will be used specifically for chef lecturer; tutor support; exam fees and chef whites.

Brooklands College

£50,000

Brooklands College is a further education college with campuses in Weybridge and Ashford. The Weybridge campus is in the grounds of Hugh F. Locke King's historic mansion at Brooklands and this is where hospitality and catering courses are run. The funding is to be used to help the college refurbish the catering department to provide modern up to date facilities that reflect current industry standards and methods of delivery. The kitchen, restaurant and bar areas were constructed in the 1970’s and have received little investment since. The grant will help with the purchase of some equipment and furniture for these areas. *“The look and feel of the Restaurant is much more modern (see photos) and versatile with very positive feedback from customers and a defined character and brand being a great space for students to learn. The new kitchen is now able to have 16 students cooking at one time, it is industry standard with very good ventilation and benefits from being lighter and brighter. Both areas are a real selling point for the department and college as new and current students can see the investment in the area”* **Vice Principal, Brooklands College**



Brooklands College – restaurant, bar and training kitchen

City College Plymouth

£36,547

City College Plymouth is a general FE college, with over 17,000 students. The college offers a wide range of training from the age of 14 to adult and strongly embeds real-work experience learning in a variety of environments. Their strategic aims focus on: opportunities, enterprise and employability. Funding was requested for a project which aims at addressing skills gaps, as well as building and strengthening areas of the workforce, in the context of hospitality and catering in Plymouth. The grant is to be used for the following initiatives: -

- to support 9 x Junior Chefs Academy programmes of 10 students per course. This is a after school activity designed to encourage young people still at school who have an interest in cooking, to develop skills, knowledge, teamwork and confidence based around a love of food. There would be 2 programmes per term which will be a combination of stage 1, stage 2 and stage 3 courses. The Level 3

programmes have been added this year as progression from JCA 2, following requests from students and parents and this will offer extended training in regard to upskilling and mentoring skills. The college reports that these programmes help to increase awareness amongst young people of the opportunities available to them in the hospitality industry and the career path they could follow. They help increase recruitment onto full time programmes in hospitality and catering at the college. The funds will be used specifically to help reduce course fee costs for students suffering from financial hardship.

- Launch a 'Catering and Hospitality Industry Taster' programme for 16-18 and 19-25 year old NEETS (not in education, employment or training).
- Deliver 'Masterclass' workshops aimed at up-skilling employees from SMEs.
- Establish a bespoke Chef Management Programme, aged 16 and above, which focuses on embedding skills which have been identified as lacking.



Young Chefs in Master Chef Challenge



Top Plymouth Chefs give students a cooking masterclass

"Three of Plymouth's top chefs have come together to give school pupils a cooking masterclass. The chefs all members of Devon Chef's Club pooled their culinary talents to run the classes with hospitality and catering students at City College Plymouth. It's a great opportunity for our students to get hands on experience, observe different chef styles and learn from some of the best in the area. It's a great showcase for local talent bringing on the next generation." **College Spokesman**



Chefs and restaurant bosses-to-be sign up to a special college course

"The master chefs and restaurateurs of tomorrow are being given the chance to get their culinary skills honed with special college courses. In the approach of events like the Mayflower 400 celebrations,

tourists are expected to put the region on the top of their list of places to visit. City College Plymouth is working with local employers to ensure that the workforce is equipped with the right skills to meet industry needs. As well as courses and apprenticeships, the college is rolling out a number of initiatives from a chefs' academy for young people still at school, to pre-employment programmes for young NEETs and adult job seekers, to management programmes for professionals. The initiatives are being supported by the Savoy Educational Trust." **College Spokesman**

East Durham College

£14,950

East Durham College is situated in an area of high deprivation with significant social and economic issues. The aim of the college is to provide an outstanding education which will support and challenge young people and adults to enable them to progress to higher education or employment. The project for which funding was requested is the creation of an indoor and outdoor café space that can be used by the public, together with a point of sale and a small bakery. Products made in the bakery will be sold in the café along with beverages and local produce. Creating these real work environments will give learners the opportunity for significant work experience and interaction with customers. The grant will be used to help purchase specific equipment. *"First I would like to say thank you to the Trustees for approving our request for funds to set up a café space and bakery for use by students. This will be a great resource for the students and will help them access a wider range of employment opportunities."* **Assistant Principal Curriculum Operations**

East Riding College

£9,216



The mission statement of East Riding College is for the college to be a leader in the economic and social development of the region, working in partnership to provide access to the highest quality education and skills training to meet the needs of individuals, employers and the communities.

The funding awarded is to be used to help purchase specific equipment which will improve the delivery of the Level 2 Patisserie and Confectionery qualification, together with specific units of the Level 3 Professional Cookery qualification. These are programmes that the catering department wishes to add to the list of qualifications offered due to the demand of local employers. *"I have attached a few photographs of some of our Level 3 Food Preparation and Cooking and Patisserie and Confectionery students using some of the equipment purchased with the grant money from The Savoy Educational Trust. The chocolate crystallising equipment, tempering baths and various truffle, Easter egg and chocolate bar moulds have proven to be very useful acquisitions to the department and the students have been able to produce a range of*

chocolate products for sale as part of their enterprise activities. The Kitchen Aid food mixers have also proven popular with the patisserie students who have been able to produce excellent quality sponge products. There is also a picture of one of our short course students using some of the dessert moulds to produce individual desserts. I hope this short appraisal will suffice for the time being before the final report in July." **Chef Lecturer, Curriculum Leader**



East Riding College

Exeter College**£9,000**

Exeter College offers a wide range of Hospitality programmes from entry Level 1 to Foundation degree. The grant from the Trust will be used to help fund an educational visit to New York, USA in May 2017 for the learners to experience the food and hospitality of the region. The purpose is to expand the learners' experiences and knowledge of the hospitality industry from America, a world leader in the field. Alongside their educational experience of New York hospitality, an informal curriculum of equality and diversity will be embedded by teaching staff to maximise the learners' overall outcomes of the visit. The trip will benefit all students from Level 1 to Level 3 Food Preparation and Cooking; Food and Beverage Service including apprenticeship programmes.

"These educational trips provide an experience that cannot be replicated in the realistic working environments of our colleges; they do far more than cement the training provided in theoretical and practical workshops. These educational trips allow learners to explore their career options fully, break down barriers between levels and groups, provide life changing experiences, support multicultural diversity and take learners out of their comfort zone, giving them that little bit of confidence to explore their surroundings in a safe and controlled environment." **Head of Faculty – Hospitality, Hair and Beauty**



Exeter College - Educational visit to New York

Gloucestershire College**£12,000**

Gloucestershire College requested funding to expand its recruitment activities and substantially invest in its hospitality programme. As is widely reported, the hospitality industry is facing a real challenge to attract and retain talent. The college takes its responsibility to create a pipeline of skilled and motivated staff very seriously so therefore has developed a comprehensive and long term plan to make the hospitality industry a first-choice career. The programme was designed with four elements: (a) the curriculum had to become relevant - this has now been changed and offers an employer focused delivery model; (b) resources must match those found in the industry - the college has invested £20,000 in the college restaurant to give it a contemporary look and feel with high service standards; (c) employers must be involved in the delivery model to ensure that students receive a real and broad experience of the industry – therefore from September 2016 all hospitality students

are engaged in a programme of learning that includes a high quality vocational qualification, a range of enrichment activities and work experience opportunities; (d) the hospitality industry must be positioned as a dynamic and rewarding career – a group of employers have agreed to join forces to support the curriculum offer and help to promote the industry and the intention is to create a local version of the 10 out of 10 programme that will offer a progression route for high performing students.

The college reports that since being awarded the grant, the past seven months (September to June) have been very busy and exciting for the Hospitality department as the foundations have been laid for a new approach to recruitment and curriculum delivery as outlined in the paper to the Trustees. All the initiatives are in progress with some more advanced than others. There have been some 'in flight' adjustments but the college is very pleased with the progress that has been made. The Head of Hospitality has done a great job leading the discussions with their partner organisations as well as restructuring the department and preparing for the delivery of a new curriculum linked to the government's Skills Plan. Specifically:-

- The Cotswold Star Academy (10 out of 10) will launch on Monday 26th June with the announcement of the number of places available for the Star Programme. Applications and candidate selection will take place in July ready for a September 2017 start.
- The proposed hotel takeover is proving difficult with one major obstacle being the disruption to hotel operations. However, options are being considered, with the most likely outcome to have students shadowing/assisting staff. The timing for this activity is under discussion.
- Local schools are very interested in the Junior Master Chef competition but it was too late to build it into the current academic year. Instead the college ran 'Meal Experience' with four schools, 77 pupils and 11 teachers in attendance, as a precursor to raise the awareness and interest of pupils. They plan to run the Junior Master Chef competition in the 2017 autumn term. *"Please pass on my thanks to all involved in our lunch visit today. The food was fantastic and the tour by various people was very informative. All the students really enjoyed their time and we will be back."* **Teacher from Tewkesbury School**



Junior Master Chef

- There have been four very successful industry events since November where prospective hospitality students and their parents were invited into college to discuss careers within the industry.
- 96 students, split into 6 groups visited 6 hotels in Cheltenham and the Cotswolds as part of the Cotswold tour event. They were treated to demonstrations and talks by chefs and managers. The students' comments were overwhelmingly positive and given to the hotels for reference. One negative was around transport issues that would create a problem for young people accepting jobs at hotels in rural locations. This issue is being discussed by the Cotswold Star Academy membership as it is an area of concern.

Cotswold tour

The next generation of chefs were inspired in January 2017 at the launch of the Chefs' Forum Academy at the recently refurbished Number One Restaurant at the Cheltenham Campus, which is staffed by catering and hospitality students. From this month the Chefs' Forum Academy will be integrated into full-time catering courses at Gloucestershire College to compliment the training students receive by teaching staff in the college's professional kitchens. The Chefs Forum will also form part of the new Cotswold Star Academy.

Chef Forum Academy

"Working with such high-calibre chefs gives our students the confidence to interact with industry chefs when they leave college. The Chefs' Forum Academy brings students new skills, new products and vital exposure to great chefs. This in turn enhances their education to bring them a more cohesive learning experience." **Chef Lecturer and Chefs' Forum Academy Coordinator**

"I've really enjoyed the Chefs' Forum Academy sessions so far, especially when Paul O'Neill taught us how to put a menu together using our own ideas. I was inspired by my grandparents to take up cooking and it's become my passion, so I'm delighted to be working towards becoming a professional chef." **Level 3 Professional Chef student**

Grimsby College

£3,088

Grimsby Institute for Further and Higher Education has been in existence for over 70 years and its main aim is to enrich the lives of all by providing high-quality, responsive education and training. The hospitality department have built a new demonstration kitchen and wish to make it multi-purpose, which includes being able to deliver Maths and English sessions, thus integrating functional skills within the main curricula. Funding was awarded to help purchase 25 moveable chairs with side table attached. The chairs chosen have the advantage of being stackable so that the space can be cleared and become a very flexible space for events and activities.

Havering College**£10,000**

All the catering students at Havering College learn to cook and serve food and drinks to members of the public, in their training restaurant, The Jubilee Restaurant. Their training kitchens and restaurant have been in operation for the past 30 years, based in Harold Hill; an area recognised as having pockets of social deprivation, high unemployment and a high proportion of residents with low skills and qualifications when compared to other parts of Havering. The college is planning to develop and update the Jubilee Restaurant and kitchens, which will in turn help enhance the realistic work environment for the students and the standard of service offered to the

public. This grant is to be used to help the college purchase several items that will be used in the updated restaurant and kitchen, namely: cutlery and crockery; a blast chiller; salamander; glasses; bottle fridge; blenders; hot plate; small coffee machine and a sweet trolley.



Havering College – The Jubilee Restaurant

In a press release their **Food Service Lecturer and Restaurant Manager** commented; *"Havering College's acclaimed Jubilee Restaurant was recently successful in securing a £10,000 grant from The Savoy Educational Trust. The grant was used to purchase new equipment for the restaurant which gives Catering and Hospitality students the opportunity to learn in a real working environment under the supervision of trained chefs. Purchasing new equipment for the restaurant enabled us to modernise our facilities in line with the catering industry. It will be of great benefit to our students, providing hands on experience to prepare them for their future careers."*

Lakes College/Rosehill Arts Trust Limited**£42,000**

Lakes College is the only community college education provider of its kind in the West Cumbria region. The college attracts over 1,600 students each year to its HE, FE and apprenticeship programmes and specialises in hospitality and catering education. Rosehill Theatre, the project partner, is the only professional arts centre of its kind in West Cumbria and is a registered charity and an Arts Council England National Portfolio Organisation. Rosehill is a pioneer in inspiring and engaging individuals and communities across Cumbria through bold music, drama and creative activity of exceptionally high quality. Both Lakes College and Rosehill are central to plans for the wider regeneration of West Cumbria and to tackling the socio-economic challenges of an isolated, rural region with starkly contrasting socio-economic groupings.

Funding was requested for the creation of a wide range of new training, work experience, apprenticeship and employment opportunities for the college's catering and hospitality students, through the development of a new restaurant, bar and other catering opportunities at Rosehill Theatre. The grant will be used to purchase equipment for the new kitchen (*see photo*) at the Theatre. The equipment, though situated at the theatre, is the property of Lakes College.



Following a visit from HRH Prince Charles on the 3rd April 2017, **Chair of Rosehill** stated: *"Prince Charles thinks it is wonderful, he likes what we have done and he loved the kitchen and the opportunities it will provide for the college students."* In a recent report the **Development Manager** commented: *"The Green Room is now open and the opening weeks have been busy, with some really positive feedback and recommendations. The food from the kitchen is superb and is undoubtedly an excellent addition to the local culinary offer. The young people working with us through our partnership with Lakes College have taken up the task enthusiastically and are learning fast."*

Milton Keynes College**£30,000**

Milton Keynes College became aware of a skills gap within Patisserie Education and thus began working with Claire Clark MBE/MOGB to develop the Claire Clark Academy at Milton Keynes College.



Milton Keynes College – Claire Clark Academy

The aim is to create a modern centre of educational excellence within the Patisserie industry using a trailblazing collaboration of respected leading industry professionals, industry stakeholders and the college who promote technology, innovation, inspiration and communication. The grant will be used to help purchase several items and pieces of equipment, namely: small equipment; bespoke pastry items; IT equipment and e-learning materials for the new academy.

"Sincere thanks to the financial support of the Savoy Educational Trust, this vision would not have been completed for some considerable time if it wasn't for their contribution. It has allowed us to completely transform the pastry kitchen here at Milton Keynes College. Thank you sincerely for your commitment to education and for choosing to support us. I pledge to do my best to inspire and develop the next generation of Pastry Chefs through education and learning." **Claire Clark, MBE**

**Riverside College****£3,855**

The grant was awarded to the college to enable them to support students with the purchasing of their kitchen uniform and equipment together with their restaurant uniform. This will allow students who come from socially deprived backgrounds the opportunity to study at the college and then progress into employment in the Hospitality and Catering industry upon completion of their course. This project is designed to benefit all learners, 16-18, 19+ apprenticeships, on each level of course, full time/part time and short programmes.

Runshaw College**£4,900**

Runshaw College has operated for over 40 years delivering a wealth of courses to both A-level, vocational and adult students. The hospitality department is in its 30th year and they were very proud to have been the first catering college to be awarded the AA College Restaurant of the Year in September 2016. The college delivers programmes from entry Level 3 to foundation degree in professional chef, food service and management and events. To be able to promote employment opportunities for all their learners by equipping them with interesting CVs and provide industry endorsed relevant qualifications, the college requested a continuation of funding previously awarded for a variety of projects. They find that these activities increase the recruitment of students into the industry. The activities include: placements (help with transport and accommodation costs) £1,600; equipment/uniforms £300; Master Classes/visits £2,650; and competitions £350. *"We have 2 students taking positions at L'Enclume and Moor Hall, both of which were possible through the support of the Savoy Educational Trust. The funds ensured that accommodation was not a problem so the students could have a unique and beneficial experience which ultimately secured them both positions. The in house chef competition was excellent once again and fired the students up with competitive spirit."*

Head of School, Hospitality, Tourism and Foundation Skills

South Devon College**£38,049**

South Devon College has been in existence since 1931, and provides training and learning opportunities for Torbay and South Devon. The college continues to play a part in the regeneration of the local area including hospitality, catering and tourism industries which are critical to the 'English Riviera' economy. They successfully applied for a grant for a variety of projects designed around the college values of: *Aspiration, Inclusion, Innovation, Support and Progress*. The projects, outlined

below, aim to support young people to develop culinary skills and progress into careers in hospitality and catering, namely:-

- 4 courses of the JCA programme (each lasting 8 weeks), which has been running at the college for some nine years and continues to go from strength to strength;
 - 12 community activities that will take catering out on the road at targeted events;
 - bursaries for students to attend London based work placements/enrichment trips, (£200 x 50 students) and bursaries for lower achieving students to undertake a programme of more local enrichment activities over 3 days, (£50 x 40 students);
 - a hardship fund for apprentices who are not entitled to any financial support for essential clothing and equipment;
 - the subsidy of student participation at culinary competitions as the college recognise that culinary competitions inspire, motivate and build confidence of the students whilst helping them learn new techniques and enhance their cv;
 - specialist equipment for the Newton Abbot facility;
 - taster sessions for NEETS.

Submitting their annual evaluation report, the college reported against the main output headings, namely:-

Output 1 – Inspiring teenagers: the college have run 75% of the JCA courses planned for the academic year. Whilst they still have work to do, the college plan to continue this programme as there is a continuing need to introduce young people to the benefits of cooking and healthy eating as well as the long term career possibilities the industry has to offer.

Junior Chef Academy



Output 2 – Financial hardship support: up to 30 students/apprentices experiencing financial hardship have been supported to purchase essential equipment ensuring they are equipped to participate in their chosen course. In addition to uniforms and equipment the college have made small grants to allow some disadvantaged students to purchase essential ingredients so they can practice their skills at home.

Output 3 – Local enrichment activities: up to 40 Level 1 students have experienced 3 days of local enrichment activities to inspire them to raise their aspirations, set personal goals and improve ownership of their learning.

Output 4 – London enrichment activities and work placements: up to 50 Level 2 group learners spent their week in London in May. Students undertook placements at a number of top establishments, as well as cultural visits and visits to a range of catering and fine dining establishments to gain a balanced view of the types of opportunities available within the industry. On completion, 5 students were offered employment at Fortnum and Masons, and 2 at the Ritz Hotel.

Output 5 – Apprenticeship achievement - the college expect a higher than national average employer satisfaction rate for their apprenticeship programme in catering and hospitality: The 2016 FE choices employer satisfaction survey placed South Devon College in the top 4% of national providers and ranked higher than any other college in Devon and Cornwall.

Output 6 – Promoting healthy eating and cooking: the college have targeted over 500 young people through their schools and community engagement programme to feel more confident about cooking and to be better informed about education and career opportunities in catering and hospitality.

Whiterock School Festival

Output 7 – NEET taster sessions: the college have introduced up to 48 16-24 year olds who are not in employment, education or training to the Hospitality, Catering and Tourism industry through a series of 'taster' sessions based on their full time course offering. The aim of this is to encourage individuals to move into training or education leading to employment. Feedback from the group has been positive and the sessions well received.

Output 8 - The subsidy of student participation at culinary competitions: students have gained gold, silver and bronze awards following their participation in a number of culinary competitions.

Student competition work

"A very successful year for the department with many personal successes for students. Attendance at community and school events continue to grow and our outside catering unit and new gazebos are proving a great hit, especially with younger children who are often experiencing learning to cook and food preparation for the first time. We continue to work towards removing financial barriers for students and apprentices and our enrichment and work placement programmes have been very well received." **Project Co-ordinator**

South Thames College**£3,000**

South Thames College was founded in 1895, funded by a tax on whisky! In 2013, based at the Merton Campus, the Hospitality & Catering Academy was opened with the ethos of: 'Curriculum, Competition and Commercial Development'. The academy works closely with key patrons and employers in ensuring the curriculum remains relevant and challenging for future employees. The funding was awarded to help with transport costs for educational trips, visits, group work experience and competitions. The academy has a 93% progression rate for full-time and 63% progression rate for part-time students onto higher courses year on year. Progression is underpinned by the 'wow' factor of many of the additional and bespoke educational trips, visits and competitions available to students. The academy report that the grant has allowed for the following outcomes:-

- Increasing attendance and punctuality to circa 90% across full and part-time study programmes;
- Taking up high quality and relevant work experience and work related opportunities with potential employers;
- Promoting the academy as a Hospitality & Catering destination of choice for the SW London/North Surrey FE market;
- Improving the student's skillset and self-confidence when applying for part-time, full-time or promotion opportunities within the workplace through competition and challenging activities;
- Improving the students' skillset and self-confidence when applying to study for high level courses within the academy;

- Building on the links with employers and patrons to continually raise the expectations of students, staff, stakeholders and prospective employers;
- Supporting local schools and feeder schools in raising career and study opportunities within the industry.

South Thames College



Stratford Upon Avon College

£18,670

Stratford Upon Avon College is a mixed economy college providing education and training in FE and HE from entry level to level 5. It provides a range of vocational programmes, including hospitality, health, care, performing arts, business and maths. The hospitality department provides the local visitor economy with a range of skilled graduates in Culinary, Service and Junior Management roles. The college wishes to expand its recruitment of post 16 years' learners onto full time and Apprenticeship provision. To assist with this aim, they requested funding so they could offer 15-16 year olds a series of Saturday Junior Chef and Bakery programmes to be held during the Spring and Summer 2017 Terms. Initially the college is proposing to introduce 3 Junior Chef and 2 Junior Baker programmes.

Sussex Downs College

£1,799

Sussex Downs College, located in East Sussex, provides high quality education and training for almost half of the county's young people. With East Sussex County Council, they are a co-sponsor of The Eastbourne Academy – an 11-16 academy which is rapidly raising standards and improving life chances for young people in the heart of Eastbourne. They are also a member of the 157 Group of Colleges nationally, who work together to promote and develop further education. The hospitality and catering department were looking to expand their curriculum offer in relation to chocolate work for the students on the Patisserie and Confectionery Level 3 course. To do this, specialist equipment was required and they successfully applied for a grant to enable them to purchase second hand equipment that included a tempering machine from a chocolate company that had ceased trading.



Sussex Downs College – Chocolate Work

"Thank you so much for all your help and advice during this course, it is one of the best courses I have been on." "Thanks for all the help, it has been a great introduction to chocolates and I look forward to carrying on making chocolates." **Students on the February 2017 course**

"It has been an absolute pleasure being able to integrate chocolate skills within our curriculum area and is now here to stay for forthcoming years." **Programme Manager, Catering & Hospitality**

The Isle of Wight College

£46,452

The Isle of Wight College is the only general FE college on the Island, with 1,800 full-time and 4,000 part time learners. The hospitality and catering department has been in existence since 1960 and its purpose is to meet the education and training needs of island employers and the community, and to support the local economy. The Solent Local Enterprise Partnership (LEP) has identified that

improving the skills in the visitor economy is a key priority in the region and that there are key skills gaps on the Island, such as a lack of chefs. The college has a major part to play in implementing these plans. Funding was awarded to help the college enhance and refurbish their catering offer by updating and replacing some of the facilities and equipment in the college's kitchens and by developing a new bakery area. The funds will be used specifically to purchase equipment. With up-to-date facilities and equipment, the college plan to increase the number of primary and secondary school workshops it runs, thereby encouraging more entrants into the hospitality industry. *"I would like to say a huge thank you on behalf of my catering colleagues and all the students in the department for the funding to support our refurbishment which arrived today. It will make a massive difference to the department and will be of great benefit to many people on the island over the years to come. I have been at the college for 20 years and cannot express how grateful I am to the Trust for supporting our bid. We will of course keep you updated as soon as work is underway and I look forward to meeting members of the Trust in the future."* **Head of Hospitality**

University College Birmingham (UCB)

£70,275

UCB is one of the leading UK providers of hospitality and catering education and training from Level 1 through to Masters' degrees. UCB has a considerable track record in developing responsive and innovative programmes that meet the needs of students, industry and the regional and national economies. In the year under review they were awarded grants for the following initiatives:-

- £16,500 will help deliver three Young Chefs Academy (YCA) programmes for 96 students in September/October 2016, January/February 2017, and May/June 2017. The grant is used specifically for employment costs, uniforms and food costs. The aim of the YCA is to promote a career in hospitality and to help develop a love of cooking and the pleasure in eating. In the evaluation from last year's funding, the college were delighted to report that they ran 3 courses with 2 cohorts of 15 students (90 students in total) which was a monumental success and a key driver to future recruitment. They had excellent rates of attendance, and levels of achievement and success. The students', parents' and lecturers' perception of the programme were very high. What is also very encouraging to witness is that the college have examples of students showing progression from an YCA through to a BA degree in Culinary Arts and then employment in the industry. The winner of the FutureChef 2017 competition which features on page 47 completed the Young Chefs Academy at UCB.
- £12,500 will be used to provide 100 'Savoy Educational Trust starter packs' of £250 each for students from low income households. These packs enable the purchase of books, chefs' whites, food service uniform, safety shoes, a set of knives and other important personal equipment.
- £5,000 will be used to provide financial support with travel costs to those who cannot afford to attend their courses. This funding enables UCB to continue to extend its activities encouraging people from deprived backgrounds to access and to be successful on their programme of study.
- £12,500 is to be used to provide financial support with other costs, for example childcare for those on low income and experiencing financial hardship.
- £13,650 was awarded to help them deliver three Young Waiters Academy (YWA) programmes for 36 candidates in September/October 2016, January/February 2017 and May/June 2017. Like the YCA, the grant will be used for employment costs, student uniforms and commodity costs for the programmes. In an interim report UCB state that recruitment numbers have remained strong with 12 pupils engaged for each cohort. Pupils continue to demonstrate great personal growth and a range of learning needs are accommodated. Without exception, parents, pupils and teachers continue to express how the programme has helped guide a vocational direction, improve interpersonal skills and motivate the attendees. Further positive effects can be demonstrated through the use of the YWA hours to help pupils fulfil their Duke of Edinburgh Awards. Continued success can be boasted with improved recruitment for UCB's Level 2 Food and Beverage Diploma and BTEC Hospitality programmes – 6 YWA graduates enrolling for academic year 2016/17 and 5 currently accepted on to 2017/18 programmes.

➤ £10,125 was awarded to help them deliver a Junior Baker and Pastry Chef course aimed at 14-16 year olds. The programme will run for 8 weeks over two terms ending with a celebration for all participants. UCB report that both cohorts have been successful. Participants have prepared, baked and finished a variety of sweet and savoury bakery products. The Junior Bakers' Academy has provided the students with a food foundation of skills and knowledge as well as team work. To date, six students are pursuing a career in baking and patisserie and have applied for a full time bakery courses at UCB. Next year will be the first year that a Junior Baker has progressed to degree level.



UCB - Young Chef, Young Waiter and Young Baker Academy Programmes

"The funds have made an incredible difference and provided access to learning and the attainment of experiences and qualifications that otherwise would not have been possible." **Dean**

UCB also received a grant for their Young Chef 2017 competition which features on page 48.

Warrington Collegiate***£2,000***

Warrington Collegiate, based in the north of Cheshire, is the largest learning provider in Warrington, offering a wide variety of courses to a diverse range of learners. They were awarded a grant for an educational visit by students on hospitality programmes to London in April 2017.



Warrington Collegiate – Educational Visit to London

West Cheshire College***£5,410***

West Cheshire College of Further Education has been in existence for over 47 years providing further and higher education to the community and the surrounding areas. The grant from the Trust will be used in part to help with the hire of the Hall at Holy Trinity Church, Blacon to enable the college to continue to run their luncheon club for the local community. This link with the local community helps to provide a hot, healthy meal in a deprived area of Chester and gives the learners with additional and special needs the opportunity to develop confidence, self-esteem and skills for life. The students are all studying entry level as part of the Foundation Learning programme and this initiative gives learners the opportunity to experience real work in a hospitality and catering environment thus developing their vocational skills and enhancing their job prospects. The funding will also provide for a residential trip in July 2017 as a reward for the hard work and excellent attendance of the students and for the purchase of new student uniforms.

York College***£2,495***

The history of York College dates back to the 1800s. In 2007, York College merged two colleges, the FE site, and a 6th form site to create an exciting new build. The college offers a wide range of academic and vocational qualifications at all levels. The hospitality department applied for funding as they wished to update their current equipment to bring it in line with local and national trend setting establishments. This would help to equip the students with the employability skills to be able to secure jobs in local, regional or national hospitality establishments. The grant was awarded for the purchase of a coffee machine together with installation and barista training. The purchase of this machine will enable the college to provide the Barista qualification (City and Guilds 7102).

The Trustees awarded funding of £10,500 to 2 HE establishments for the following projects:-

Oxford Brookes University***£10,000***

Oxford Brookes University successfully applied funding to help facilitate two core extra-curricular activities in the Oxford School of Hospitality Management. This supports a key aim of the School, which is to enhance the student experience by giving as many students as possible access to 'added value' learning experiences. The extra-curricular activities supported by the Trust are:

- Students' attendance at annual 'field to fork' trip in Devon. Over two days in March, approximately 40 students meet a range of producers, retailers and hospitality professionals across Devon, to better understand the value of local food systems, including their impact on local economies and on the hospitality industry. This trip enables students to gain practical insights into issues they are exploring in a theoretical manner through their studies. The University report that 40 students, accompanied by four staff, took part in this field trip on the 4th-5th March 2017. The programme of activities included a tour, talk and breakfast at Darts Farm; tasting of local beers; preopening visit to Lymptone Manor hosted by Michael Caines; tour of Quicke's Cheese Dairy; talk,

tour and tasting at Peppened Vineyard; Game lunch at the Pig and Pallet with talk from owner of 'Good Game' butcher; visit to Pipers farm with talk on ethical farming.



Pipers Farm



Lympstone Manor with Michael Caines

• Students' participation in the Oxford Literary Festival. Approximately 10 events are staged over five days, through which 200 students play a key role in conceptualising and organising the events, hosting VIP guests, coordinating logistical arrangements, and attending inspiring talks. The School of Hospitality Management report that this was arguably the most successful contribution they have made to the annual Oxford Literary Festival, with more students becoming involved than in previous years. In total, there were more than 200 points of engagement by students with the festival. Highlights included a keynote session in the Sheldonian Theatre featuring Donald Sloan in conversation with Nigella Lawson and Anna Del Conte; dinner for 65 guests in the Ashmolean Museum in honour of Anna Del Conte, hosted by Nigella Lawson with students helping to conceptualise the evening as well as assist with the preparation of dinner and working front of house; students acting as full time assistants to the VIP guests throughout the week; first year undergraduate students preparing and over 30 other students attending a lunch in Brookes Restaurant in honour of distinguished food writer Geraldene Holt; over 60 students attended an 'in conversation' event with Dr Jessica Harris in which she explored the food ways and influence of the African Diaspora on the current gastronomic landscape of the USA; students joining Jeremiah Tower's brigade to prepare the festival's closing dinner for 300 guests in Keble College at which the after dinner speaker was Maureen Lipman. On his involvement in the literary festival, **one undergraduate student** commented: *"What an incredible opportunity it has been to be part of the 2017 Oxford Literary Festival. I have been fortunate to work alongside some legendary figures, who I feel I can now call friends. It has been a vintage year for the festival and it's a week I will never forget."* **The Head of School comments:** *"This is primarily about our students. Of course it is inspiring for them to meet and interact with leading players from the food world, but it also reflects our belief in delivering experiences that help develop their social and cultural capital."*



Literary Festival – Ashmolean Museum; Students with Geraldine Holt; In conversation with Dr Jessica Harris

The funding has been awarded for a term of three years with each year's grant conditional on a satisfactory annual evaluation.

University of Brighton

£500

The Trustees awarded funding to the University of Brighton for the Menu Museum website. The purpose of this website is to facilitate researchers and students to have a resource of menus that will allow them to review and analyse trends in menu design, pricing, and other areas relating to menu design. The web site allows one to both browse through already uploaded menus but also upload any menus that people may have in their possession.

Geographical Breakdown of Schools, FE and HE Establishments

Table 3 below shows the number of grants and the amount awarded directly in the year under review to Schools, Further Education and Higher Education in each of the regions.



Scotland	£0
North East	– 1 grant/£14,950
North West	– 9 grants/£161,437
Yorkshire & North Lincolnshire	- 5 grants/£35,822
East Midlands	– £0
West Midlands	– 3 grants/£96,054
Wales	– £0
Eastern	– 1 grants/£20,000
London	– 4 grants/£43,016
South East	– 9 grants/£150,961
South West	– 6 grants/£109,161
Northern Ireland	- £0

Table 3

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.

Innholders' Charitable Foundation

£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. Learning from highly qualified leaders, areas covered include market evolution, future challenges, managerial skills and global demands.

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 October 2016, **20 Scholarships** were awarded (November 2015: 18). Scholarship winners will undertake the following courses:-

Nine candidates were awarded a Scholarship to attend a course at Cranfield University in March, June or October 2017 entitled '**Accelerated Talent Development Programme**'

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

Two candidates were awarded a Scholarship to attend a course at **Cornell University** in June 2016 entitled '**Professional Development Program**'

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



2017 Scholarship recipients with Julia Sibley and Margaret Georgiou

2016 Cornell Scholar: *"First, I want to sincerely convey my thanks and gratitude to the Savoy Educational Trust, the Lord Forte Foundation, and the Worshipful Company of Innholders by giving me the opportunity to further my studies through their scholarship. The organisations gave me the lifetime opportunity that allowed me to accomplish one of my dreams by completing General Managers Program (GMP). The program was instrumental in my personal and career life because it allowed me to develop as a leader, a hotelier and as a person.....I have reflected a lot on what one of our professors said: 'Successful leaders have to pay attention simultaneously to the symbols of tradition and stability and symbols of change and innovation'. I am confident that I have as strengths the passion, innovation and adaptability to win in this industry of relentless changes and intensifying competition. When I look back to my days at Cornell, I acknowledge that continuous learning will allow me to better my GMs skills and knowledge that will consistently grow both my professional and personal life. Also, this experience has given me more hunger in actively being part of our industry and not only in my organisation. I am committed to participating in the growth of this wonderful industry by continuing to learn and certainly by developing others to new opportunities. Also, I am eager to establish a network with the St. Julian's Scholars."*

2016 Cranfield Scholar: *"The Cranfield Talent Development Programme is a hugely valuable experience which I would recommend to any professional looking to develop their own abilities and improve their career prospects. Ultimately however it is not something that I would have been able to fund for myself personally nor is it something that the company I work for would have been able to fund, despite the clear benefits that it offers. I am therefore hugely grateful to the Master Innholders, the Worshipful Company of Innholders, the Savoy Educational Trust and the Lord Forte Foundation for giving me such a fantastic opportunity."*

The Trustees awarded funding of £8,000 to 1 industry association for a specific educational project as detailed below.

Local Authority Caterers Association (LACA)

£8,000

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. This grant followed on from funding previously awarded (*see graduation photo below*) to help LACA offer a progression programme of training for Middle Managers in the Public Sector. In the year under review, the funding will be used for the completion, by 8 candidates, of 14 modules from the Level 4 Institute of Hospitality Diploma from January-July 2017. This programme is a collaborative initiative with LACA, TUCO, Kendal College and the Institute of Hospitality and seeks to address the Sector Skills Council report indicating a skills gap at middle management level. *"Graduation was held at LACA's Conference in July 2016. LACA's Chair of Member Services group who arranged the course gave a presentation acknowledging the generous role of the Savoy Educational Trust for enabling this course to be offered."* **Chair of Member Services and Director**



LACA Graduation 2016

The Trustees awarded funding of £273,442 to 15 charitable organisations for a *wide range of initiatives focusing on the hospitality industry. Details of the grants appear below and overleaf:-*

Billingsgate Seafood Training School

£1,740

The Training School is a charitable company and is located on the first floor of the Billingsgate Fish Market, which is the UK's largest inland fish market and has been at the forefront of the fish industry for several centuries. The aim of the school is to promote the awareness of fish in young people and to increase the knowledge of those people already working in the industry. By establishing the school at Billingsgate, anyone attending a course is able to visit the market in order to gain the broadest possible knowledge available on all the different types of fish and fish products now on offer. Funding was awarded to help run a series of courses for blind and partially sighted adults at the school.

Edge Hotel School/Edge Foundation

£24,000

The Edge Foundation received a grant for the Edge Hotel School. This is the first hotel school of its kind in the UK, where students have access to a unique learning experience. Not only do the students study the theory to achieve a degree in Hotel Management, they also work alongside hospitality professionals - putting their knowledge into context right away - helping to run a real-life, 4* country house hotel. This is known as Wivenhoe House Hotel and is located in Wivenhoe Park on the University of Essex's Colchester campus. Through this fast-track two-year intensive Hotel Management degree, the Edge Hotel School aims to equip the students with the professional and

managerial skills, as well as the academic theory, to prepare them for their future career as a leader in the industry.



Edge Hotel School February 2017 Scholarship recipients

The grant would go towards offering 8 Savoy Educational Trust scholarships for student practitioners applying to the Edge Hotel School. This would encourage applications from those who feel higher education is out of their grasp and for those who want to study a non-traditional practical degree. It would allow for 2 scholarships worth £3,000 each to be awarded at the February 2017 intake, 4 in September 2017 and 2 at the February 2018 intake.

GL11 Community Hub

£1,035

GL11 Community Hub is a Gloucestershire based registered charity supporting some of the most vulnerable people in the community. Many have learning and physical disabilities, mental and emotional health issues, or are struggling with major life challenges such as caring responsibilities, school exclusion or redundancy. Funding was provided to help replace the domestic cooker with a six-burner dual oven range for the café. This will support the volunteers who work and train in the café and enable them to deliver accredited training in kitchen skills.

Hospitality Action

£45,000

Funding of £45,000 per annum was awarded to Hospitality Action for a two year term to enable them 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. This grant represents the second and final payment of the two year term with each year's grant being conditional on a satisfactory evaluation report.

Through the personal testimony of addicts in recovery these seminars provide educational awareness, advice and experience on the dangers of alcohol and drugs excess and to dis-spell the glamour surrounding social drinking and recreational drugs. In supporting this seminar programme the Trustees acknowledge that alcohol and drug 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.

Hospitality Action reported that with the grant awarded the previous year they were able to deliver 189 seminars at 167 colleges reaching a total of 6,975 students.

"Just wanted to say the students really enjoyed Ken's talk today. The ones I spoke to found it very thought provoking which is exactly what we want from the talk. I am sure we will be asking Ken to visit again next year. Many thanks." **West Herts College**

"Just a quick note to say how much we appreciate Ken's visit. The students really engage with him and take on board far more from Ken than we could ever impress on them. The talk is always very informative and laced with straight talking!" **West Sussex College**

Hospitality Industry Trust (HIT) Scotland

£25,000

The Trustees awarded funding to HIT, a **Scottish based charity whose mission is to assist people to achieve their potential within Scottish hospitality.** Since 1994 HIT has helped those training to enter the industry and those already within, to realise their full potential. This is

achieved through bursaries, scholarships, the Emerging Talent conference and other industry initiatives. The Trust's grant is used specifically by HIT Scotland 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, namely the Ecole Hôtelière de Lausanne.

All three elements of the project are open to the 23 colleges and universities that HIT deal with in Scotland.

HIT Scholars



HIT reported that in the year under review, the Trust's grant, together with funds from other sources helped them to award 199 Emerging Talent scholarships. In addition, 23 FE and HE establishments benefited from the bursary scholarship programme including 16 students accompanied by some lecturers from 9 FE and HE establishments who attended a bespoke programme at the Ecole Hôtelière de Lausanne.

iSmooth Community Café

£2,280

iSmooth Community Café is a social enterprise, based in Ammanford, Carmarthenshire, that supports adults with learning disabilities and vulnerable, socially disadvantaged adults in the local area. They offer training and work experience in the catering and hospitality sector to these adults. The support the learners are given enables many of them to continue with further education or employment in the hospitality industry. Funding was awarded to cover the cost of kitchen utensils for the café together with marketing and office supplies.

Royal Academy of Culinary Arts – Adopt a School Trust

£39,640

Founded in 1980, the Royal Academy of Culinary Arts is a leading professional body of Head Chefs, Pastry Chefs, Restaurant Managers and suppliers. While concerned with raising standards and awareness of food, food provenance, cooking and service, its objectives are primarily focused on education and training of young people in the hospitality industry and the provision of development of career opportunities. In addition to the grant outlined below, The Royal Academy of Culinary Arts also received funding for their Annual Awards of Excellence, details of which appear on page 45.

The Adopt a School Trust (AAS) began in 1990 and officially registered as a charity in 2001. It teaches children and young people about food and cookery in a holistic way. AAS believe that every child should be taught about the importance of food, the significance it has in our lives and the impact it has on us and the environment. For a truly beneficial experience they do not believe that you can beat young people growing and preparing their own food and then sitting down to eat it together.

Over 200 professional chefs deliver 3 sessions per annum to their 'adopted' schools. The first session focuses on the role of the chef and/or restaurant manager and his or her responsibilities and

includes exploring the five senses and four tastes through different ingredients, identifying tastes using different coloured jellies. The second session comprises a practical session, preparing a fruit and vegetable salad. In the third session children are taught the art of bread making and why bread is so important and where it derives from. Bread is prepared and the children take the proved bread home to bake ensuring the whole family is involved. The fourth session is known as Front of House. A number of children do not learn at home how to set or eat at a table. This session teaches children how to use a knife and fork correctly, how to set a table and participate in role-play activities set within a restaurant including how to take orders and serve bread and water. This helps promote social and interactive skills and covers the role of Restaurant Manager and Service team.

Throughout the programme there is an underlying core that shows how learning about food can underpin numerous other essential curriculum subjects in the context of wider academic subjects such as languages, mathematics, science, history, geography, English and Art.



AAS work with primary schools, secondary schools, SEN schools, hospital schools, pupil referral units, sports centres and food festivals. They have a long waiting list of schools and aim to continue reaching at least 20,000 children annually. However in recent years AAS have seen a significant reduction in overall funding which has impacted on activities. To address, this they have worked with partners such as contract caterers and organisations such as Trees for Cities and Farming and Countryside Education to diversify their activity and try to share resources to continue to reach as many children as possible.

"All sessions were fantastically presented, excellent resources, learning opportunities (which made cross-curricular links really well) and the children loved the practical elements of the sessions."

"Thank you very much from Year 4 and Miss O'Doherty."
Year 4 Class Teacher, English Martyrs Primary School

"For another year running, the children and staff at the Children's Hospital School have enjoyed much anticipated monthly visits from some fantastic Chefs and their assistants from Chefs Adopt a School. For the children, many of whom are in hospital for months, it is a wonderful opportunity to enjoy a "normal" activity and they are always extremely proud to present their parents or nurses with their finished culinary masterpieces." **Primary Schoolroom Teacher at GOSH**

Feedback following a bread-making session at St. Matthew's Primary School, Cambridge: *"A parent reported to me that one child came home after the bread-making session and actually burst into tears when the last piece of bread was eaten up, because the process of making the dough with Idris had been so special."*



Spitalfields Crypt Trust

£3,000

Spitalfields Crypt Trust provides a pathway to recovery for local people facing the challenges of addiction, homelessness, poverty and social isolation. The projects include a drop-in, a training and personal development centre, a rehabilitation hostel, three move-on houses, social enterprise cafes, a furniture restoration social enterprise and social and support groups. One of these cafes, the Paper & Cup coffee shop in Shoreditch, opened in September 2012 and is where people in recovery from

addiction can gain training and employment for up to one year. Funding was awarded to help with the costs of training 5 trainees in barista skills at the Paper & Cup Café for one year.

The Archway Project

£10,000

Based in Thamesmead, the Archway Project is a youth club and education centre, set up in 1982 for young people, providing training and support that is accessible to all. They set out to enrich the lives of young people through a range of educational workshops and recreational activities and offer a unique learning experience, with a proven track record for minimising social exclusion, empowering at risk young people, providing meaningful qualifications and reducing crime rates. They believe that they provide a desperately needed service to communities in London and the surrounding counties. Through partnering with local authorities, youth services, specialist youth providers, schools and businesses, they are able to deliver real and lasting results.

Funding was awarded to help them redevelop and refurbish the kitchen area at the centre. As they work with a very broad range of learners, the refurbished facilities will help them deliver a range of catering programmes to provide these young people with the opportunity to progress and hopefully gain qualifications in the catering industry. The plan is to create a clear progression pathway and partnership with Greenwich Community College and Shooter Hill College. In view of the vulnerability of some of the students, their transition to further education will be supported by the Archway Project with mentoring and a bursary.

Cooking at The Archway Project



"On behalf of The Archway Project I am delighted to acknowledge receipt of your fantastic donation to refurbish our kitchen. Thank you for your tremendous support." **Admin and Monitoring**

The Clink Charity

£35,000

The aim of The Clink Charity is to train prisoners in catering and hospitality skills with the sole aim of reducing re-offending and providing highly trained graduates to support the industry. The initiative represents a genuine opportunity for change, offering prisoners the chance to gain food preparation, food service and cleaning qualifications as well as experience within an exciting, operational business. Upon release, the charity, helps graduates find employment within the hospitality industry and mentors them weekly for 6-12 months to help them reintegrate back into society and not reoffend. Quantifying the positive impact and contribution The Clink Charity makes on reoffending, a report conducted by Justice Data Lab and the Ministry of Justice in 2016 found that prisoners going through The Clink programme are 41% less likely to re-offend compared to prisoners of a similar circumstance who had not benefited from the scheme.

The Clink Charity operates the Clink Restaurant at HMP High Down, HMP Cardiff, HMP Brixton, and HMP Styal in partnership with Her Majesty's Prison Service. The Clink Gardens began at HMP High Down in 2012 and continues at HMP Send. Here prisoners work to gain experience and achieve City & Guilds NVQ Level 2 in horticulture. The salad, vegetables, herbs and eggs produced from the gardens are delivered daily to the restaurants.

The Clink are currently in discussion with HMPS with regards to opening three more training sites across England and Wales over the next eighteen months. The Clink Charity is well on its way to achieving its goal of having 20 training facilities in operation by the end of 2020.

The Clink's effective and innovative approach to reducing reoffending rates of ex-offenders and their continuous hard work and dedication to making a positive change through meaningful activity, education and mentoring support has been recognised with an array of awards. These include the 'Social Enterprise' award by the Centre for Social Justice; the 'Education and Training' award and the coveted title of 'Overall Award for Excellence' at Civil Society Media's The Charity Awards, June 2017.

The grant will be used to help convert and fit out a disused freestanding building within HMP Downview which will become a Central Production kitchen. The prison reopened in May and by September 2016 will have 350 women prisoners on site and Clink Events aim to train up to 50 women a year. The funding will be used specifically for 2 walk-in cold rooms and a freezer.



The Clink Charity – HMP Downview, The Clink Charity at The Charity Awards, and canapes for Clink Events

The Cornwall Food Foundation

£3,000

The Cornwall Food Foundation, based in Watergate Bay, Cornwall, trains 16-24 year old NEETS to become chefs, through on the job training in the restaurant together with attaining formal qualifications, VRQ Level 1 and NVQ Level 2 at Cornwall College, over a 16 month period. Within this project, the apprentices have the opportunity to visit suppliers, gain work experience in some of the top restaurants in the UK, together with travelling to London and Italy to sample some fantastic produce. Funding was provided to help purchase equipment and chef uniforms for the new cohort of apprentices who started their programme in November.

The Geoffrey Harrison Foundation

£24,000

The Geoffrey Harrison Foundation was established to advance education and learning in the United Kingdom in connection with the hospitality industry and to help young people develop their capabilities and grow to maturity as members of society.

Funding of £24,000 per year for a term of three years was awarded by the Trust to enable the Foundation to expand their Junior Chefs Academy programme for year 10 and 11 students to attend 10 week courses on a Saturday covering food preparation, cooking, presentation, hygiene, safety, teamwork, organisational skills and food service techniques at Westminster Kingsway College and the University of West London. The grant which would be matched with funds from their principal funder Harrison Catering Services Limited, would enable them to run 10 courses per year over the three years – 2 courses per term at each institution at an approximate cost of £4,000 per course. Each course can accommodate approximately 12 students and is run either over 5 full days or 10 half

days. To date, 70% of students who participated in the programme have gone on to study hospitality at a higher level and many ultimately enter the industry, thus achieving the objectives of the course.

This grant is the second payment of the three year term with each year's grant being conditional on a satisfactory evaluation report.



Junior Chefs Academy

The Springboard Charity

£41,640

The Springboard Charity was set up in 1990 and became a charity in 1995. Its purpose as a charity has 3 main strands: helping young people achieve their potential; relieving unemployment; and alleviating poverty by helping people further away from the labour market, into sustainable employment. Springboard successfully applied for funding to help them develop and deliver the Graduate Education and Mentoring Support (GEMS) programme that they currently operate. This programme is aimed at students undertaking hospitality related programmes in England, Scotland and Wales and the plan is to develop and deliver a suite of mentoring and educational support services to enrich their learning. These services will comprise of:

1. Access to mentoring from industry leaders – this element of the programme provides a three-year mentoring support structure to students, (typically from the second year of study, through student placement in industry, and continuing into their first year of employment). Leaders from industry support students with ongoing advice and guidance in line with individual requirements, as well as supporting their networking opportunities.
2. A database of 'expert' industry speakers – Springboard's recent research has identified that universities struggle to engage enough of the right level of visiting speakers and 92% welcomed the opportunity to benefit from a database of expert presenters.
3. A database of work placement opportunities 'cross sector' and brokerage service – the same research on attitudes to the industry and factors influencing career choice has repeatedly identified that work experience is the most crucial factor influencing career choice and it is vital that the students gain practical knowledge of the industry, increasing their career opportunities and prospects through high quality placements.

Springboard's intention is to create a step change in the mentoring provision available over the next three years to enable all hospitality related degree students in every university in England, Scotland and Wales, the opportunity, to benefit from an industry mentor if they so wish. For this reason the Trustees agreed to award funding for a three year term, subject to a satisfactory evaluation report being provided before the ensuing year's grant is released.

Springboard also received funding for their FutureChef competition which features on page 47.

Vision 21 (Cyfle Cymru)

£3,000

Vision 21's vocational training is dynamic and responsive and opens pathways towards real work experience and employment routes for people with learning needs. Their guiding ethos is the development of community based sustainable social enterprises with a training focus for people with

learning disabilities. They believe that people with learning disabilities have a lot to offer the workplace and have the same aspirations to work as other people. The heart of the training ethos is the belief that work has the power to change people's lives for the better. Funding was offered to enable the awarding of bursaries for 3 borderline learning disability students for one year's catering vocational training at the café Gegin Fach. This is a bustling café located in Sbectrwm, Cardiff. The training offers opportunities for students to develop catering skills as well as retail skills in a real work setting. The next logical step for students following their work placement at Gegin Fach Café is paid employment.



Training with Vision 21

YMCA North Tyneside

£15,107

The YMCA is a youth minded community organisation. YMCA North Tyneside regularly work with young people who are not only homeless and unemployed, but lack the prerequisite skills to succeed on training courses. Their approach is to address their immediate needs and aim to help stabilise their chaotic lifestyles, provide security and structure, develop their interpersonal skills and encourage them into training, education or employment. YMCA North Tyneside have recently developed a training kitchen and now have the opportunity to create a new 40 to 50 cover café. Funding was awarded to help with the installation of a servery area within this café which will help provide training, work experience and qualifications to learners. This should in turn make them ready to work. The grant will be used specifically to purchase: Servery Equipment, Coffee Machine, and small items. *"Just to acknowledge receipt of the cheque and to say thank you very much. The construction is now 2 weeks in, and is already starting to take shape. Orders for the items funded will be placed in the next 2 weeks, so the money will be in and straight out."* **Head of Operation: Client Services**

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 **9** grants ranging from £70 to £500 were awarded to individuals studying at 8 different establishments culminating in a total of **£3,102**. 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**

Competitions challenge, stretch and often motivate individuals to great heights within their profession. 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.

"I have always been a great believer in competitions as an add-on to education because they teach you a lot about yourself. You learn after a couple of competitions that it is not the people you are competing against but yourself. Can you reach down into your boots and improve what you do?"

Chris Galvin

"Awards and competitions help you develop as a chef. It's good to put yourself out there, it really makes you be the best you can be." **Luke Selby, Craft Guild of Chef Graduate Award winner and Young National Chef of the Year**

In the year under review, the Trust supported **11 industry competitions/prizes** with grants totalling **£96,812**. Detailed below and overleaf are those competitions/prizes that received funding.

Academy of Food and Wine Service (AFWS)**£ 7,500**

The UK Restaurant Manager of the Year competition, organised by the AFWS is the only high profile event of its type and as such was kite marked for excellence by the National Skills Academy for



Hospitality. Through a series of challenging stages, the AFWS seek to find the restaurant manager who excels front-of-house, has fantastic people skills, can manage and inspire a team, can demonstrate strong business acumen and a thorough knowledge of the restaurant trade. The grant from the Trust will enable AFWS to award a prize to the 2016 UK Restaurant of the Year competition winner of a one week course at L'Ecole Hôtelière de Lausanne including help with travel and accommodation costs. The winner -

announced at a reception on the 14th November 2016 at The Courthouse Hotel - was Matthew Mawtus (*pictured left with Lord Thurso*) who is Restaurant Manager of Pollen Street Social.

Army Catering Trust**£ 1,960**

The grant from the Trust was awarded to the CPD Centre of the Army Catering Trust to formally recognise the outstanding achievements of learners at an awards ceremony and dinner at Worthy Down on the 27th October 2016. The Centre is a work based learning provider exclusively concerned with soldiers within the chef trade group of the Royal Logistics Corp in the British Army. The funding was used to help purchase 7 Catering Education Toshiba tablets for each winner in the 7 categories.

Association Culinaire Francaise (North West)**£ 3,000**

The North-West Branch of the 'Association Culinaire Francaise' (ACF) was founded in 1977 as part of the National Association. One of the main aims of the association is to promote cuisine, skills development and the hospitality industry to students and trainees. To this end, they continue to facilitate a range of activities for colleges, including Culinary Competitions.

The grant was awarded for commodities, competition workwear and presentations for the two competitions that the ACF organise, namely: (1) ACF North West Commis of the Year award - Eric Walker Cup; (2) ACF North West Pastry Commis of the Year award - Dougie Simpson Cup.

Catering Training Squadron Worthy Down**£ 1,000**

Catering Training Squadron (Royal Air Force) run a Skills Event every year where young Royal Air Force Caterers and Chefs get the opportunity to further their professional development by competing in a range of front of house and back of house competitions to help hone their skill sets. In the year under review the event will be held on the 10th-11th June 2017. The grant from the Trust will help to provide resources for those taking part for their continuing educational development that include reference recipe books and/or bar tending manuals.

Institute of Hospitality**£780**

The Trust supported the Institute of Hospitality's flagship student event - Passion4Hospitality 2017 which took place on 13th March 2017. This all-day programme brings students, academia and industry together and includes inspirational stories from a variety of operators, speed networking and a students' careers forum, the student debating competition final and the final of the HOTS Business Game. This year the student debate was: "*This house believes that hospitality is about creating experiences, not processes and procedures*". The teams that made it through to the final were from the University of Derby, arguing for the motion and the University of Plymouth, arguing against the motion. After a lively debate, the audience vote declared the University of Plymouth as the winners.

Winning HOTS business game team from Manchester Metropolitan

Winning debate team - James Cusselle & Lilla Ferencz, University of Plymouth

"The event was a huge success and the 'buzz in the room' we were hoping for was definitely felt. We had some amazing comments from students who felt 'inspired', 'enthused' and 'excited' about embarking on their career within the hospitality industry." **Commercial Manager**

Nestlé Toque d'Or**£18,500**

The **Toque d'Or** competition is now in its 29th year, having started in 1988, with the aim of inspiring young chefs and waiters to recognise their potential talent and encourage their personal pursuit of excellence. By competing, colleges can raise their profile by showcasing the qualities and capabilities of the students, as well as their teaching excellence. It is a national competition that links industry and education and has the reputation for inspiring and challenging catering students up and down the country.

The competition was simplified in 2012 to support the modern college curriculum and reduce the resources required from colleges, lecturers and students. Following a first stage digital entry, 24 teams from 23 colleges progressed to the 6 regional heats which took place between February and March at various venues around the UK. Each college team consists of 2 chefs and 1 front of house student (to include a commis who ideally will be a first year student) who are required to prepare, cook and serve a two course healthy lunch for 6 covers.

The top 6 college teams from all of the heats earned a place in the Nestle Toque d'Or Grand Finals which took place in March 2017. They were: Belfast Metropolitan College, City of Glasgow College, Henley College, Southern Regional College, and University College Birmingham. This year, a new addition, comprised of a 'wild card' team who made up the 6th team. This team was selected by the regional team of judges and was formed from students from Halesowen College, New College Nottingham and the University of Derby. The finals that take place over 4 days ensure the students have the opportunity to experience the many facets of the hospitality industry and include creating

and serving a 3 course menu at Le Cordon Bleu in London for VIP guests; creating and serving a signature pizza at 6 Prezzo restaurants; WSET Level 1 award in Wines; and taking part in masterclasses in digital marketing and sustainability.



Nestle Toque d'Or Grand Finals

The grant was used to award £500 for catering equipment to each of the 23 colleges who participated in the heats. In addition the 6 colleges who made the grand final received a grant for catering equipment to the value of £1,000 (with a further £1,000 for the winning college). The winning team was announced at a prestigious ceremony at the Dorchester Hotel in London on the 12th May 2017. Congratulations go to Angelina Adamo, Melissa Tofani and Scott Wilkinson, who triumphed in 2017 ensuring the Toque d'Or trophy returned to University College Birmingham.



Winning team - Angelina Adamo, Melissa Tofani and Scott Wilkinson pictured with George Vezza, Managing Director, Nestle Professional

Royal Academy of Culinary Arts

£6,000

The Royal 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, London on 12th July 2016, were: Kitchen: Joel Gueller, Belmond Le Manoir aux Quat'Saisons; Pastry: Polly Chan, Yauatcha, London; and Service: Alexander Macleod, The Balmoral Hotel, Edinburgh.



Alexander Macelod, Polly Chan, Joel Gueller

"Achieving this Award was completely surreal – almost as if I was starring in a real-life film, I genuinely could not believe it. The most important thing the Annual Awards of Excellence has taught me is to trust yourself and have the confidence to try anything and everything, no matter how crazy or insane your ideas sound. However, it is just as important to accept failure, especially during the practices and run-throughs and to be physically and mentally prepared to lift yourself up after countless unsuccessful attempts." **Polly Chan, Young Pastry Chef of the Year 2016**

"Taking part in the Annual Awards of Excellence was a fantastic experience. It gave me the opportunity to meet likeminded hospitality professionals and present my skills on a national stage. In hospitality it can be difficult to communicate your skills. Achieving the Annual Award of Excellence provides a stamp of approval for any potential future employers. I was in disbelief when I heard I had won Young Waiter of the Year." **Alexander Macleod, Young Waiter of the Year 2016**

The Craft Guild of Chefs

£6,000

The Craft Guild of Chefs' **Graduate Awards** now in their 14th year 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 nationwide culinary challenge. The examinations offer chefs the chance to prove they really are cutting edge and are making great progress in their careers. This year the Craft Guild of Chefs also introduced a pastry examination to the Graduate Awards for the first time, in an attempt to reduce the skills shortage in the industry by acknowledging talented pastry chefs.



Eight young chefs joined the Craft Guild of Chefs' Hall of Fame after passing the Graduate Awards and first Pastry Graduate Awards final exams in August 2016. Five chefs passed the Kitchen Graduate Award with Amber Francis from the Ritz taking the Highest Achiever prize. The other chefs who passed the final examination were: Erin Jackson Yates, Wiltons; Eleanor De Maria, Compass House; Andre Rhone, the Bingham; and Aaron Middleton, Belmond Le Manoir aux Quat'Saisons. To pass chefs had to achieve a mark of 85% or higher in a series of culinary challenges under the watchful eye of Chair of Examiners, Russell Bateman and a team of five examiners. Kacey Bignell from the Mandarin Oriental Hyde Park Hotel was awarded the Highest Achiever Award in the inaugural Pastry Graduate exam. Rita Souto from London Hilton on Park Lane and Fiona Bailey from the Dragon also made the grade. The Graduate Award achievers were announced at a reception on the 6th September 2016 at the Sheraton Grand London.

Graduate Award achievers with their certificates

Funding from the Trust is used to cover the practical skill tests and additional support material for the competition.

Andrew Green, Director of Operations states: *"Without the generous help from the Trust we would not be able to run great competitions such as this, and help so many young Chefs along the way. You only need to look at the hall of fame from the first 14 years to see just what a difference this makes, and helps elevate not just them but the hospitality sector as a whole, which is going through a tough time with a chefs' skills shortage."*

The Gold Service Foundation

£6,072

The purpose of the Gold Service Foundation is to inspire young people to develop professional food and beverage service skills; recognise their achievements and success, whilst helping them to refine

their skills and knowledge through a year's worth of mentoring, learning, travel and placement opportunities with some of the most senior service professionals in the UK and internationally.



2017 Gold Scholarship participants and judges

Launched in 2012, the Gold Service Scholarship is an annual competition that aims to attract, develop and recognise the achievements of young professionals working 'Front of House' in Food and Beverage service.

Funding was requested to enable all 24 semi-finalists of the 2017 Gold Service Scholarship to attend two days of education and training with the Wine and Spirit Education Trust. The first day is a Level 1 programme in Wine and the second is a Level 1 programme in Wine Service. The semi-finalists were selected at the assessment day held on 28th November 2016. The 2017 Gold Service Scholarship was won by Stephanie Beresforde from Rick Stein's restaurant in Padstow.

The Springboard Charity

£45,000

First introduced in 1999, **FutureChef** has grown into a successful culinary programme that helps young people aged 12-16 to learn to cook, take an interest in food, develop their culinary talent and informs them about entry routes into the hospitality industry. The programme encourages the next generation of young chefs and of course crowns one talented student as the FutureChef winner.

FutureChef was developed as the result of research findings into young people's perception of the industry. The research revealed that young people admire high profile and celebrity chefs yet surprisingly few 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. It provides the industry with a talent pipeline and there is a growing FutureChef alumni progressing their careers in the industry.

The Trustees agreed to award the sum of £45,000 per year for a three year term, subject to a satisfactory evaluation report being provided before the ensuing year's grant is released. The year under review represented the second year of the three year term and was awarded following receipt of the evaluation of the first year's grant. The funds would support the further development of the programme focusing specifically on:-

- Promotion of the newly rolled out multimedia-rich Learning Bites to schools;
- Consolidation of new and improved structures to manage regional Mentor Chefs, Judges, Facilitators and Regional FutureChef Ambassadors, through Steering Groups and involvement of chefs in new, innovative methods to increase engagement.
- Consolidation of the embedding of the programme within the school curriculum, linked to the School Food Plan. Co-ordination of wider programme activity and monitoring of uptake, with a target of over 8,000 students participating and benefiting from the programme.

In 2017, the 17th year of FutureChef, over 9,150 participants took part in the competition and it has now seen over 100,000 school pupils involved since the competition began in 2000. Serving up a menu of pan-fried sea bass with cauliflower puree and a red wine reduction, followed by a dessert of chocolate cheesecake and raspberry with caramel shards, Katie Cooper, aged 16 from University College Birmingham, and a graduate of Young Chefs Academy, beat 11 other finalists at the FutureChef 2017 National Final competition on the 27th March 2017. She was mentored by Anthony Wright from University College Birmingham. On hearing that she had won Katie said, *"It's taken me three years to reach the National Final. It's great to have made it and to have won. I see myself going on in the industry and going as far as possible, possibly opening my own restaurant."*

The runner up was Amy Campbell, aged 14, from Hazelhead Academy, Aberdeen and 3rd was Kieran Jones, aged 16, from Homewood School and Sixth Form, Kent.



2017 Futurechef finalists



Winner of FutureChef 2017 - Katie Cooper



Futurechef finalists' dishes and 3 of the finalists

University College Birmingham

£1,000

Funding was awarded for the University College Birmingham's inaugural Young Chef of the Year competition. Following 60 paper entries, 16 went through to the semi-finals. 8 students then competed in the final on the 21st January 2017 with Glynn Purnell heading up the judging team. Emily Humphreys, 16, of Kings Norton Girls School, Birmingham, scooped first place after an exciting cook off that showcased a wide range of culinary skills, techniques and flavour combinations. The grant from the Trust would be used to cover the cost of equipment and offer vouchers for the winning, second and third place schools.



Emily Humphreys with judges and Dean of The College of Food, University College Birmingham

Below, graphical analysis of the Trust's activities appears in table 4 showing the allocation of grants for the specific areas of support.

Allocation of Grants 1st April 2016-31st March 2017

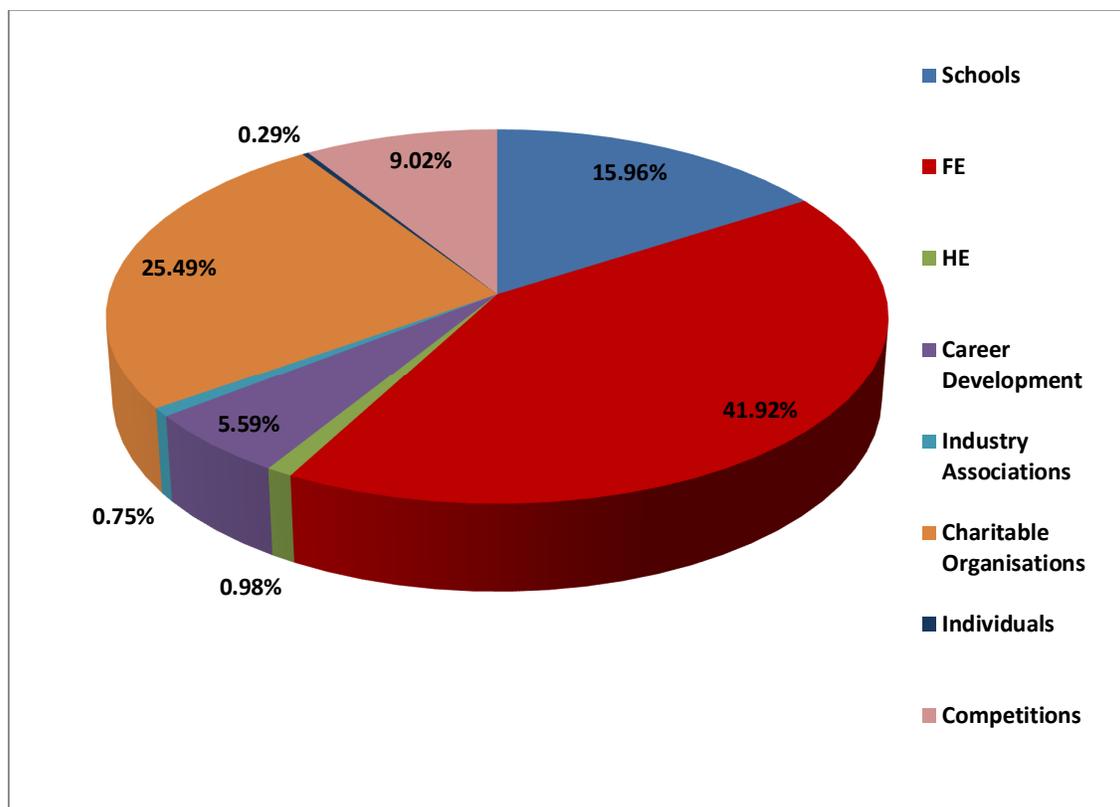


Table 4

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 and photographs 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. If part of the grant remains unspent and is unlikely to be utilised for the purposes for which it was intended within a suitable timeframe, the recipient is asked to return the unspent funds.

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

Global equity markets made strong gains over the year, as central bank policies remained supportive and concerns over global economic growth tended to recede. These gains were significantly amplified for UK based investors due to the weakening pound with the FTSE All Share generating a total return of +22% and Global Equities +14.8% (+31.7% in GBP terms). Risk appetite returned during the year and neither the UK's vote to leave the EU nor Donald Trump's victory in the US election could shake investor confidence for long. The triggering of Article 50 was so well flagged that it passed without disruption to markets. Indeed, despite further opportunities for political shocks this year, particularly in Europe, broad market volatility has remained at historically low levels. UK Government Bonds generated a total return of +6.6% as the 10 year Government Bond yield moved from 1.4% to 1.1% over the year, although post the Brexit vote the yield fell to nearly 0.5%. Cash returns have again been minimal given a further rate reduction in August by the Bank of England with UK base rate now only +0.25% p.a. UK commercial property values, as measured by the IPD index, rose by 3.5% as the income return was offset by capital values being marginally marked down on the EU referendum vote.

Against the positive market conditions, the Trustees report that the value of the Trust's net assets as at 31st March 2017 was **£58,382,150**. Investment income for the year totalled **£1,480,708**.

The Trustees derive their income entirely from their investments and whilst acknowledging the strong market rally continue to be fully aware of risks, both geopolitical and economic, particularly the resilience of the recovery and the outlook for inflation which are the key factors in the performance of the different asset classes.

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 Cazenove Capital Management (CCM) and Investec Wealth & Investment Limited. Subject to satisfactory performance the Fund Managers are re-appointed on an annual basis.

The Investment Committee and Trustees are mindful of their obligation under the Trustee Act 2000 to conduct periodic independent reviews of their Fund Managers.

INVESTMENT POLICY AND OBJECTIVES

The Trust's investment performance objectives are ***"to provide for increases in annual grant giving while preserving the Portfolio's capital base in real terms using a total return approach"***. This is achieved by adopting a moderate approach to risk and investing in a balanced and diversified portfolio of equities, bonds, alternatives and cash. 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 continued with the performance target of RPI +4% over rolling 5 year periods for long term performance measurement. It is envisaged that RPI +4% gives 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 fund managers are more conscious of the downside. This will run alongside composite benchmarks for each Fund Manager/

The Trustees have an Investment Policy in place which is reviewed on an annual basis.

INVESTMENT PERFORMANCE

As stated in the Financial Analysis section of this report, the performance for the year under review mirrored the positive 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.

The Trustees ethical restrictions are outlined in their investment policy document.

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 on-going income. The investment objective (as stated earlier) helps to protect a core of investments and cash assets to generate income for future 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 relatively low level.

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

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 field. This is particularly pertinent at a time of large-scale funding constraints in both Further and Higher Education, area reviews, the implications following the publication of the post 16 skills plan, and high tuition fees.

It is widely acknowledged that countries recognise 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. The hospitality sector employs a higher percentage of young people compared to the economy as a whole and, because it desperately needs new young talent, the Trust is therefore in a unique position to help educational establishments provide the right environment to encourage the acquisition of skills and knowledge for the industry.

The government is also very keen to promote apprenticeships and has set a target of 3 million new apprenticeships by 2020. The hospitality industry has an important role to play and the hospitality trailblazer consisting of groups of employers recognised by government is developing three new apprenticeship standards for the sector.

In the ensuing year the Trustees will continue to develop, implement and monitor those areas of strategic importance identified in the review carried out in 2016, namely:-

Strategic Objectives and Activities

- ✚ Acquisition of a Property
- ✚ Promote effective leadership throughout the hospitality industry
- ✚ Support for Mentoring

Structure, Governance and Management

- ✚ Continue to review the structure, governance and management arrangements for the Trust and ensure there is the full complement of key skills.

The Trustees believe that by monitoring and considering the environment in which they operate and taking into account 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 and learning within the hospitality industry.

Margaret Georgiou

Margaret Georgiou
Secretary to the Trustees and Administrator