



SAVOY EDUCATIONAL TRUST ANNUAL REVIEW

FOR THE YEAR 1ST APRIL 2017-31ST MARCH 2018



Charity Number 1161014

	Pages
CONTENTS	2
CHARITY INFORMATION	3
STRUCTURE, GOVERNANCE AND MANAGEMENT	4-5
<i>Constitution</i>	4
<i>Governance & Management</i>	4
<i>Trustees</i>	4-5
<i>Investment Committee</i>	5
<i>Public Benefit</i>	5
<i>Risk Assessment</i>	5
<i>Environmental Policy</i>	5
<i>Trademark Registration</i>	5
OBJECTIVES AND ACTIVITIES	6-11
<i>Review of the Year</i>	6-10
<i>Application Procedure</i>	10
<i>Aims and Strategic Objectives</i>	11
ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE	11-49
<i>Educational Establishments (Schools, FE & HE)</i>	11-31
<i>Scholarships/Career Development</i>	32-33
<i>Charitable Organisations</i>	33-40
<i>Individuals</i>	40
<i>Competitions/Prizes</i>	40-47
<i>Graphical Analysis of Activities</i>	48
<i>Evaluation Procedure and Process</i>	49
FINANCIAL REVIEW AND RESULTS	49-51
<i>Financial Analysis of the Year</i>	49
<i>Fund Management</i>	50
<i>Investment Policy and Objectives</i>	50
<i>Investment Performance</i>	50
<i>Socially Responsible Investments</i>	50
<i>Reserves Policy</i>	50-51
PLANS FOR THE FUTURE	51

Photographs on front cover: Chefs Adopt a School; Students at Thirfield School in their newly refurbished kitchen.

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, FIH 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.

The remuneration of the charity's personnel is reviewed on an annual basis. The Chief Executive submits a proposal to the remuneration committee which comprises the Chairman of the Trust and one other Trustee. The aim is to ensure that the remuneration set is fair and commensurate with that generally paid for similar roles.

TRUSTEES

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

Howard Field, FCA, FIH, FHOSPA
 Robert Davis, MBE, DL, MA (Cantab)
 Dr Sally Messenger, FIH
 Ramon Pajares, OBE, 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', 'CC29: Conflicts of Interest', and the 'Charity Governance Code for larger charities' publication. 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. Trustees are also encouraged to attend Trustee training courses.

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.

The Trustees have given due consideration to the EU General Data Protection Regulation (GDPR), and have reviewed and assessed their current data governance systems and processes, together with data collection storage and usage to ensure they are fit for purpose and fully compliant with data protection law.

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 the wider hospitality sector employs a total of 3.2 million people making it the 4th largest employer. As a labour intensive industry, 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. 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%).

As highlighted by Ignite Economics in the 4th Edition (June 2017) of the 'Economic Contribution of the UK Hospitality Industry' paper, the hospitality sector contributed £72b to the UK economy, c£38bn in direct gross tax receipts, £15bn in exports and £7bn in fixed capital investment. It is the 6th largest contributor to export earnings with over 180,000 businesses.

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, the introduction of the T-level programmes, 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 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 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 **14 Schools, 20 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.

As with the previous year, 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.

To further acknowledge the vital role that colleges of Further Education play in the delivery of Hospitality and Catering education and to counteract some of the funding challenges that they face, the Trustees approved in the year end 2018 budget, the sum of £1M to be earmarked for the awarding of 10 grants of £100,000 per grant to colleges. A presentation was made at the Professional Association of Catering Education Conference in Liverpool on the 2nd-3rd May 2017 inviting colleges to submit an 'Expression of Interest' for a future proposal and application. It was made very clear that the decision on whether to support an application lay entirely at the discretion of the Trustees and would be considered on a case by case basis. Colleges were encouraged to include an element of professional development for their teaching staff. In total 9 'Expressions of Interest' were submitted, 3 of which led to successful applications in the year under review.

Table 1 below best illustrates how the funding was used by the 20 FE establishments:-

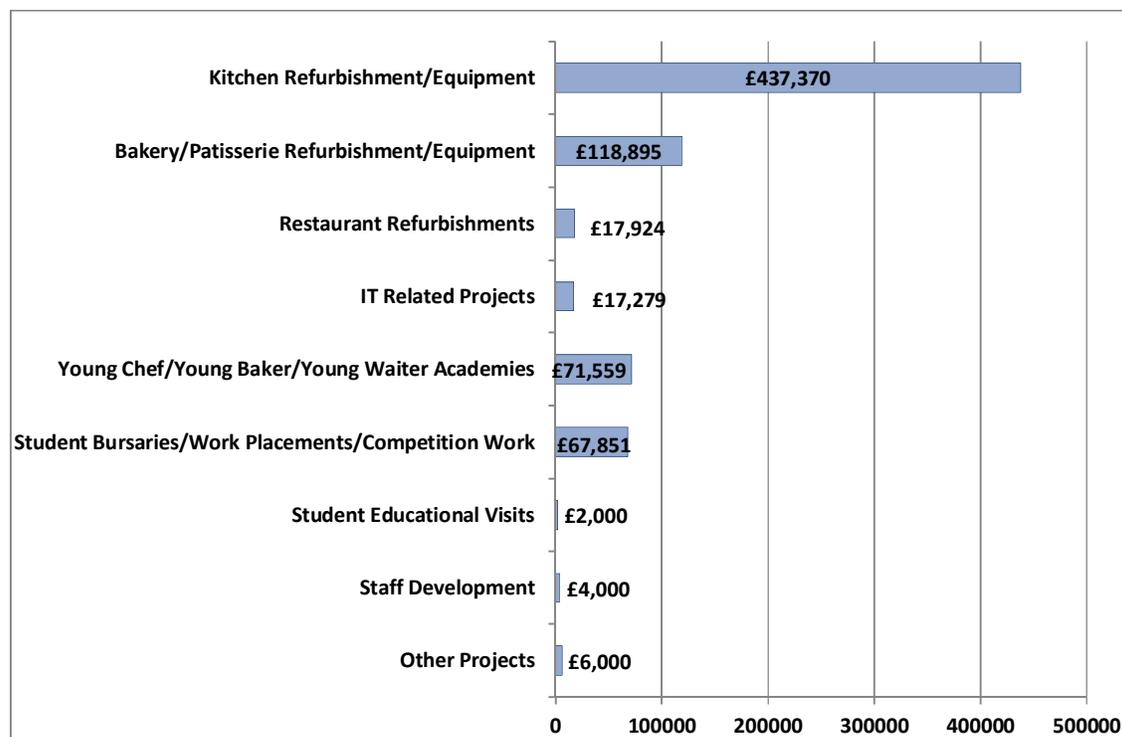


Table 1

As the table demonstrates funding for FE was largely used for kitchen and bakery/patisserie refurbishments and to a lesser extent for training restaurant refurbishments. This enables the

creation of realistic and commercial working environments which allow for a smooth transition from education to the workplace for the students.

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 an essential life skill.

Funding was also awarded to FE establishments for the following initiatives:-

- ✚ IT provision within their hospitality department;
- ✚ to help their students with bursaries for 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;
- ✚ to cover the costs of student work placements/experiences outside their own locality;
- ✚ to enable students to compete in culinary competition work. Competitions are a great way of developing culinary and organisational skills, working as a team, measuring performance against one's peers, networking and boosting confidence;
- ✚ to support an educational trip overseas;
- ✚ for staff development. It is important that those involved with teaching hospitality keep abreast of developments and trends in this fast-paced and continually evolving sector.

Grants to HE went to two universities to support extracurricular activities that would add value to student learning whilst developing relationships with future employers.

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 **17 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 and/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.

Small grants were awarded to **3 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 **12 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.

2. ADVISORY PANEL

The Trustees continued to work with the Advisory Panel. 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.

3. DEVELOPMENTS FOLLOWING STRATEGIC REVIEW

In the year under review, the following steps were taken to progress some of the areas highlighted in last year's strategic review.

Acquisition of a Property

The Trustees appointed Jones Lang LaSalle to search for a suitable property, advise on its likely cost and examine the viability of the proposal. During the search it became apparent that in the current market, the cost of purchasing such a property in a relatively central London location would only be commercially feasible if the full market rent was charged to prospective tenants. A lower rent would mean the Trustees sacrificing income yield and relying purely on the property's capital appreciation. It was therefore agreed not to proceed with this project for the foreseeable future.

Promote effective leadership throughout the hospitality industry

In the year under review, the Trustees continued to work with the Advisory Panel in evaluating the merits of promoting effective leadership throughout the hospitality industry.

Structure, Governance and Management

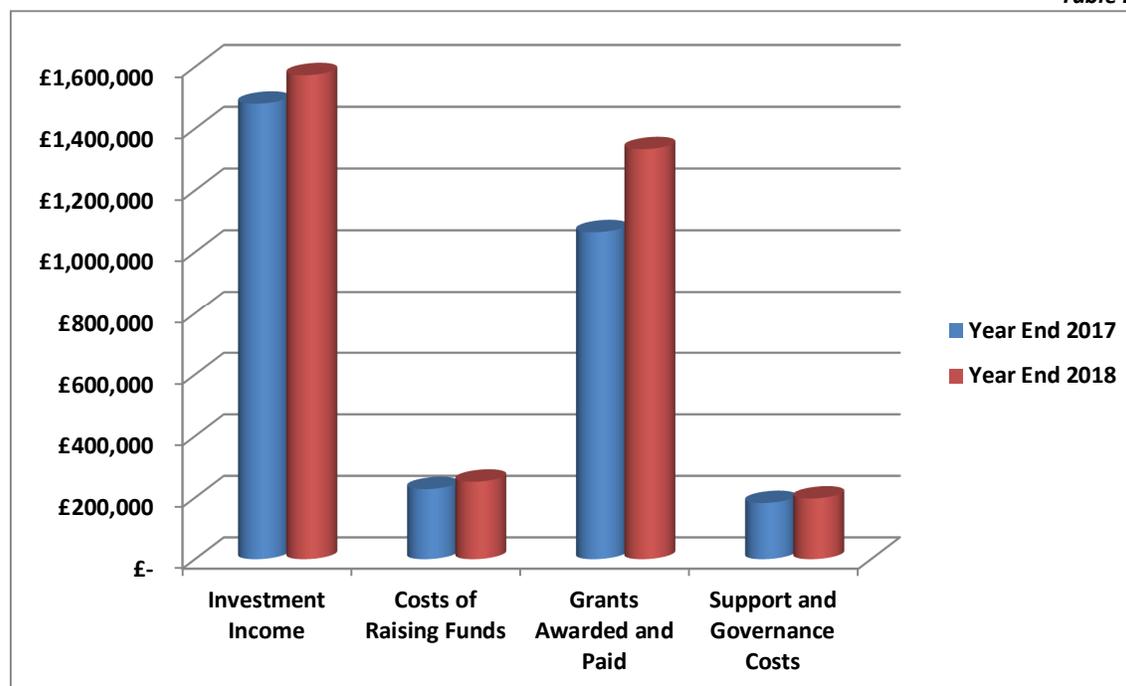
During the year the Trustees continued to review their structure, governance and management arrangements.

4. INCOME AND EXPENDITURE

For this year the **total investment income** for the Savoy Educational Trust amounted to **£1,573,073** (2017: £1,480,708). **Grants awarded and paid** totalled **£1,333,517** (2017: £1,064,771). **Support and Governance costs** totalled **£197,207** (2017: £182,682). **Costs of raising funds**, namely fund management fees, totalled **£251,908** (2017: £227,684).

The investment income, grants awarded and paid, support and governance costs, and costs of raising funds are illustrated below 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 for careers 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 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 **£1,333,517**. 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, and to charitable trusts.

In the period under review, the Trustees awarded grants totalling £179,189 to 14 schools for the following projects:-

Abbot Alphege Academy

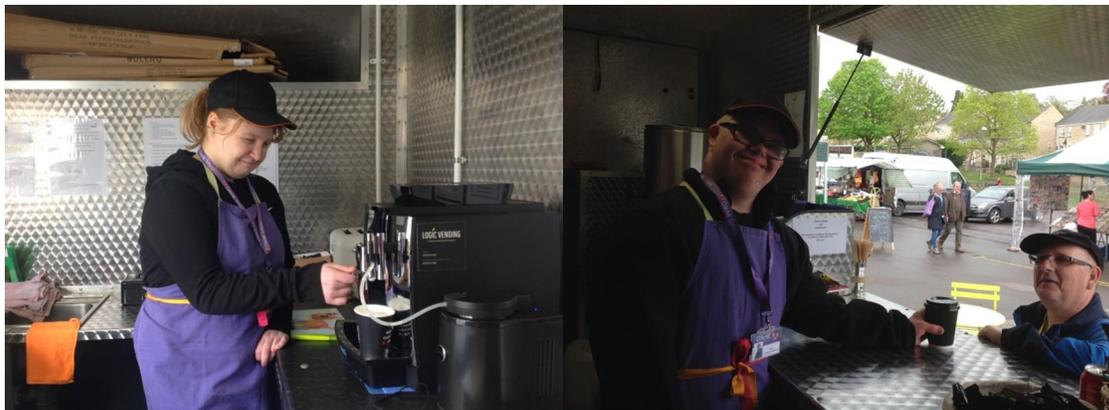
£500

This Academy, part of the Comenius Trust, is a brand new one-form entry Church of England primary school in Bath. It opened in September 2017 with their first intake of children. The funding awarded is to be used to support the School's After School Cookery Club.

Critchill School

£2,941

Critchill Special School in Frome, Somerset, provides a calm and aspirational learning environment for pupils with an age range of 4-19 years old. The school provides the opportunity for a specialist education for pupils who are deemed to have severe and complex learning disabilities. The funding awarded is to be used to help purchase further equipment for the Critchill Café Emporium. This is a catering van used as part of the Post 16 curriculum provision to create work experience opportunities for students.



Critchill School students using coffee machine purchased with funding from the Trust

Dene Magna School

£5,270

Dene Magna School is a co-educational school providing secondary education for pupils aged 11–16 in Mitcheldean, Gloucestershire. Following on from a grant awarded in 2013, this grant in the year under review will be used to help with the refurbishment of the 4 remaining work stations, covering them with a stainless-steel top, together with the purchase of 2 further refrigerators. The subject of Food Studies has a very respected position at Dene Magna and many of the students look for employment in the catering industry.

Gloucester Academy

£3,000

Gloucester Academy, part of the White Horse Federation, is a co-educational secondary school offering a diverse curriculum to approximately 800 students. Funding was provided to cover the cost of ingredients for the AQA Food Preparation & Nutrition GCSE, and the WJEC Diploma in Food Science and Nutrition lessons.

Humphry Davy School

£60,000

Humphry Davy School is an 11-16 secondary school based in the heart of Treneere Estate in Penzance, Cornwall. The school wanted to raise the students' aspirations, confidence and outcomes by providing a professional catering environment that matches the current outstanding quality of teaching and training and provides the space and facilities for students to flourish. Funding from the Trust will be used to help with the refurbishment of their Food Technology room to create a more efficient and effective design and industrial style setting which the school believes will improve access and opportunity for students to produce higher skill dishes and allow for easy transition to the local college. Hospitality and catering is now a dominant sector and major employer in the area.

In an excerpt from a press release prepared for the 'Grand Opening' of the school's newly refurbished student training kitchens - operating for the opening evening as 'Jikoni's pop up restaurant' - the following was stated:

"In July, the school applied for grant funding from the Savoy Educational Trust and we were absolutely delighted when we received confirmation that we had been successful. A busy summer followed, with lots of contractors buzzing around site, creating our fantastic kitchen. The funding we received from the Trust has provided our students with a superb opportunity, encouraging invaluable and sustained support to the hospitality and catering industry in Penzance and surrounding area, and encouraging a passion for food, healthy eating and healthy lifestyles."

"We are delighted to have successfully delivered the project!"

"In September, the kitchen was ready to be used by our catering classes across all year groups of the school, and the students have been overwhelmed with the transformation... "Wow. It's just like Masterchef", said one student! We look forward to continuing to build upon our reputation for excellence in developing talented young chefs!"

Humphry Davy students preparing for the Grand Opening



"We are so excited about the launch of our student led restaurant 'Jikoni'. The new training kitchens that have been installed in our school will be a real game changer for our students, enabling them to reach a highly professional standard. The hard work of our students winning regional champion in the 'Future Chef' Competition for two years running at Rick Stein's Restaurant in Padstow along with the hard work of our staff making links with local businesses, Penwith College and internationally renowned companies, was key to us gaining support from the Savoy Educational Trust to completely re-furbish our school Catering classrooms." **Lead Teacher for Catering at Humphry Davy School**

New Horizons School

£6,013

New Horizons School in St Leonards on Sea, East Sussex caters for students with social, emotional and mental health difficulties, covering pupils from the ages of 7-16. Due to their success and resultant rapid growth, the food rooms are no longer large enough for the students to fit in. Funding was requested to help with the purchase of equipment for each student to be able to have their own set. This will also help prepare the KS4 students for competitions as they will get used to working at individual work stations.



New Horizons School - making pasta; chicken butchery skills; serving up chicken burgers

Priory School**£30,000**

Priory School is a state secondary school in Lewes, East Sussex, **with Arts, Language and Science College status** with 1150 pupils aged 11-16. Funding was provided to help the school update and refurbish one of their food technology rooms and bring it into the 21st century. This should not only provide the students with a high standard of equipment but also inspire them to continue their educational journey and study hospitality. As the school is a partner in the Lewes Co-operative Learning Partnership, a charitable trust with 5 other local primary schools, there will be numerous opportunities to share good practice, facilities and resources. *"Thank you once again for your support, it will make such a difference to so many young people, and the staff that use the facilities too."* **Community Liaison & Income Generating Manager**

Ridge View School (now called the Nexus Foundation)**£3,000**

Ridge View School is a district special needs school in Tonbridge, Kent, that provides education for children aged 4–19 years with moderate to complex learning difficulties. Nearly all the students are on the autistic spectrum. The school moved to new premises in the summer of 2017 and funding was requested to help with the kitting out of the school's kitchen. The school wants to help the students acquire cooking skills which will enable them to move onto hospitality college courses with the view of working in the hospitality industry.

Saint Aidan's High School**£500**

Saint Aidan's is a Church of England High School based in Poulton le Fylde, Lancashire, for 11-16 year old students. Funding was requested to help towards a trip to London in July 2017 for the GCSE Hospitality & Catering and Food & Nutrition students.

Shooters Hill 6th Form College**£15,000**

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. Following on from the funding awarded the previous year to help modernise the silver service training restaurant "City View", funding was requested to help

purchase a service counter (*see above photo*). This would be used in the newly developed coffee shop where less confident students could work and operate. The coffee shop will also give the school another outlet providing valuable work experience opportunities for catering students. *"Last night the department came together; with ex-students, employers and some of our longstanding customers, to say a very warm thank you to the Savoy Educational Trust with a spectacular dinner, delivered and served by the L2 Hospitality and L3 Catering students. Well done team. A fantastic event to be proud of and thank you again to the Savoy Educational Trust for their generosity."* **Shooters Hill 6th Form College**

The Alsop High School**£2,015**

The Alsop High School is a secondary co-educational day school for students from the ages of 11-18. It is based in a deprived area of Liverpool and is a school which is a Technology College that also has Vocational Specialist School status. The grant will be used in a number of ways: to provide a food preparation and nutrition scholarship for 16 students to take part in a cookery course in partnership with the Royal Academy of Culinary Arts; to support a trip to Italy for 30 pupils; and to support a visit by 27 catering students to the Art School restaurant to include a tour of the kitchen and the opportunity to interview the staff on their job roles. *"Since returning to the UK from Italy three students have asked to swap from their initial option subjects of art/music/photography to study Hospitality and Catering next year. Following the visit to the Art School two students are leaving Alsop to pursue a catering course at college"* **Head of FPN**

The Blue School***£1,450***

The Blue School, a Church of England secondary school dates back to 1641. After over 350 years of educating the children of Wells and surrounding areas, the school continues to thrive as the largest, state maintained, all-inclusive 11-18 years school in Somerset. The school offers a BTEC Level 3 Technical qualification in Professional Cookery for Professional Chefs (equivalent to 2 A levels) and funding was awarded to purchase small equipment and materials required to deliver this programme.

The Priory Academy LSST***£20,000***

The Priory Academy LSST is a secondary school for pupils aged from 11-18, based in Lincoln with currently 1900 pupils on roll. Funding was provided to help the school refurbish the Food Technology classrooms, with one becoming a teaching/demonstration room and the other functioning solely as a practical room to accommodate 28 pupils cooking at a time.

On the back of recent success in the FutureChef competition 2017 and 2018 and the newly refurbished food room, The Springboard Charity contacted the Academy to host a cook-a-long session. The academy duly accepted and was lucky enough to welcome Mark Heirs to come in for the day and cook with KS4 students for the day.



The Priory LSST School - before and after photos



Students with Chef Mark Heirs

Enthusiasing about the new facility, **The Food Preparation and Nutrition Teacher**, said:

“Over the summer holidays and two weeks of the new school, L34 has undergone a fantastic transformation, creating a fresh new, spacious and vibrant cooking environment. The cooking room opened officially to pupils on Friday 15th September. Those lucky to be in the first through the doors had previously cooked in the room before the holidays. Some of the year 8 pupils commented:-

“The new kitchen is very nice to cook in, it is a very easy space to work in. All in all it is an enjoyable experience.”

“The new kitchen is very spacious to work in and enjoyable to cook in. It is a lot easier to work in than the old kitchen and much more modern.”

*"The new kitchen is clean and it looks way more professional. There feels like there is more space."
 "The new kitchen looks nice and you get more space to work in. It is easier to find stuff."
 A big thanks to all those that made the dream happen, including the Savoy Educational Trust (donating funds to purchase new kitchen equipment). Keep an eye out for Food and Nutrition House competitions to partake in and visit the Food and Nutrition sharepoint page for recipes, healthy eating advice and much more."*

Therfield School

£29,500

Therfield School in Leatherhead, Surrey, is a mixed comprehensive non-selective secondary school founded in 1954 and became an Academy in 2017. It is the school's aim for the students to gain the best qualifications they can achieve and be prepared for a productive future. Funding was awarded to help bring one of the teaching kitchens up to date and in line with current health and safety requirements. It is hoped the new facilities will encourage and nurture those who show potential for the hospitality and catering industry and aid them to fulfil their aspirations.



Therfield School - Students at work; Refurbished kitchen



"Here are some pictures of our new refurbished kitchen, everyone is delighted with this wonderful teaching space."

Premises Manager

The Trustees awarded funding totalling £742,968 to 20 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.

Bath College

£32,614

The hospitality industry and the visitor economy are crucial to the economic well-being of Bath. However, the industry reports that one of the major threats to the well-being of successful businesses is a lack of a sufficiently sized and skilled workforce. Therefore, Bath College has come together with leading establishments to work collectively to address this skills shortage. As the largest provider of skills and training to the local hospitality industry the college has gained a well-deserved reputation for working with local businesses to provide newly qualified chefs and restaurant staff. The new partnership is called the Bath Hotel and Restaurant School. The Trust awarded funding to support several initiatives, namely:-

- Online ordering system to enable students and staff to order food digitally;
- A wine preservation system to enable more selling of better quality wines by the glass and to enable L3 students to do more wine/food pairing;
- The purchase of specialist chocolate and small equipment for delivery of technical qualifications;
- The purchase of online tutor digital package for practical cookery L2 and 3;
- To allow for 100 hours of work with local schools;
- To allow for a specialist to come in and update all the chef lecturers and further funding to support staff and provide cover so they can work in industry to ensure they keep up to date with industry trends.

Blackburn College

£27,547

Blackburn College is a large further and higher education college in Blackburn, Lancashire which has been in existence for 129 years. The college's mission is to transform lives through outstanding education, training and support. The Hospitality & Catering department report that they are particularly successful in terms of academic achievement with many courses achieving a 100% success rate. They are continuously looking to improve their provision and have recently undertaken a full review of the department to identify the key areas that develop the student experience and add value to the provision. Local Michelin-starred Northcote Manor have been involved in the review of the curriculum delivery, and the resources and facilities that are in place. Through this partnership they identified a need to redevelop the student training kitchens at the college. Funding was provided to help redesign and redevelop the college's training kitchen to match the environment of modern restaurant kitchens.



Students in refurbished training kitchen at Blackburn College

Cambridge Regional College

£2,850

Cambridge Regional College offers vocational and academic qualifications to 14-19 year olds as well as provision for adult education. They are keen to grow their catering courses and to build on the number of catering students they have. They successfully applied for funding to purchase industry standard equipment that will enable them to offer learners more resources to work with when they are in the kitchen working on practical assessments and extra curriculum activities such as competition work. It will also help students with their transition from education to work.

City College Plymouth**£13,236**

City College Plymouth is a general further education college, based in Plymouth, Devon 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. They requested funding to support 9 x Junior Chefs Academy (JRCA) programmes of 10 students per course. This is an 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. The programmes will be a combination of stages 1, 2 and 3 courses. The college report that these programmes help to increase awareness amongst young people of the opportunities available to them in the hospitality industry and 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.



City College Plymouth Junior Chefs Academy

"The main aim of the JRCA continues to be inspiration! With a national shortage of chefs, it is important to sow the seeds at an early stage. Again this year we have exceeded our expected enrolment. JRCA has proven so popular that learners have requested to return on the programme as mentors to lower level students on completion of their Level 3. With regards to progression, just over 66% of all completed JRCA students, within the appropriate age range, have applied for a full-time course for academic year 2018-19." **Academy Manager, Hospitality and Care**

Coventry College**£48,275**

Coventry College is situated in an area of high deprivation with significant social and economic issues. Operating from the Henley campus the college has been delivering catering and hospitality courses since 1964. Working closely with local and national employers to influence planning and assessment, and by encouraging work experience, learners are supported in the development of skills for the workplace. Funding was requested to help refurbish the walls with white laminate, new easy clean flooring, washable ceiling tiles and enhanced lighting, together with new kitchen equipment for the skills kitchen and store rooms, so that the learners and apprentices are provided with a modern industry standard kitchen environment in which they can develop their skills and a passion for learning. Increasing learner work skills will also enhance their prospect of employment and help to meet the growth trend of the hospitality and catering industry.

In a press release the **Principal and CEO** said: *"We are delighted to have been awarded this grant from the Savoy Educational Trust and this is a great vote of confidence for our new college. Our mission is to increase the employability skills of our students and this refurbishment will enable us to work with local employers to run Master Classes and work in partnership with local schools to run catering competitions and demonstrations."*



Kitchen at Coventry College

East Coast College

£32,480

East Coast College (formerly Lowestoft College) provides pre-16 and further education within Suffolk from entry level to Level 3. Last year the government announced that it would be investing £40m in a bid to boost economic growth along the nation's coasts. The funds will support fishing communities and help seaside towns regain their position at the forefront of Britain's tourism market. Coastal tourism is worth £8bn to the UK each year. Taking this into consideration, the New Anglian LEP has named hospitality and catering as a regional priority and this is in line with the opportunities that are provided for student progression. The college embraces providing relevant work experience opportunities and has worked hard to promote the growth of relevant apprenticeships in hospitality and professional cookery to the local restaurant provision. The funding awarded will be used to help purchase specific equipment which will enhance the learning environment as well as expanding learning opportunities with work experience.

Harlow College

£50,000

Harlow College is a medium-sized tertiary college situated in Essex delivering learning throughout West Essex, East Hertfordshire and into north London. The college is a double Beacon Award winning college and is recognised nationally for its strong progress and value-added results. The college has established several innovative partnerships to improve the supply of skills provision in the region. One such partnership is the college's Technical and Professional College at Stansted airport which will provide vocational and technical education aimed at supporting the growth of the airport and the businesses on its campus. Within the new facilities, there will be an integrated skills and professional kitchen; a bistro, coffee lounge and reception facility and specialist equipment to support education and training. The college believe this facility will provide learners with the opportunity to learn and train in industry standard environments, equipment and experience that reflect current industry practice. The funding from the Trust will be used to purchase equipment for the skills and professional kitchen.



"I would like to formally acknowledge receipt of the cheque in relation to the support offered for our Stansted Airport College development. I would also like to take this opportunity to thank the Trust for the support. We will endeavor to keep you in the loop with the developments as the construction process progresses and confirm that we note our responsibilities regarding the evaluation process." **Vice Principal**

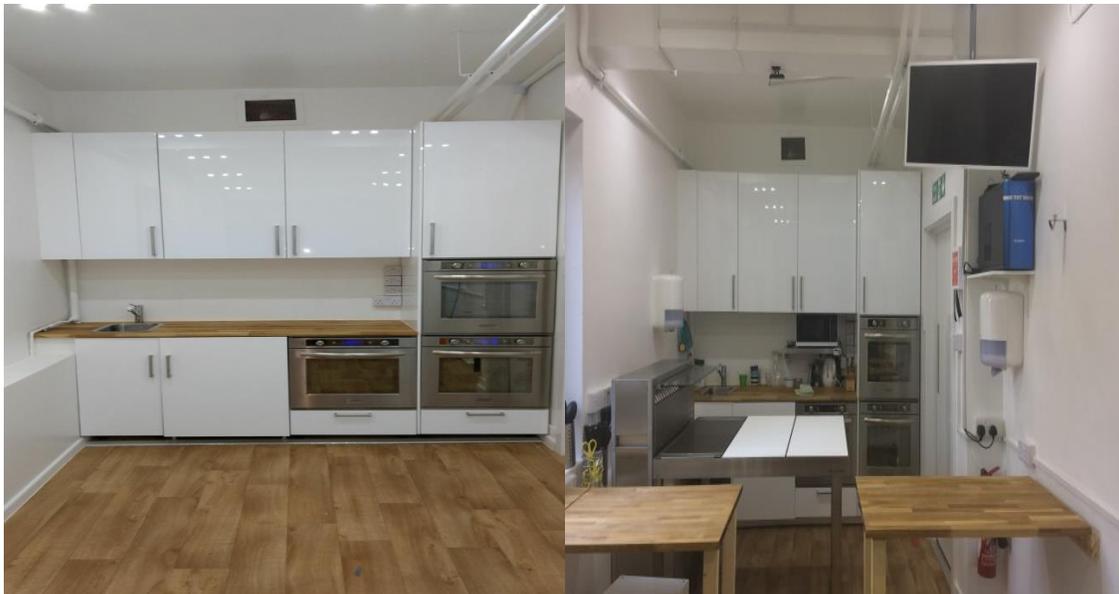
Construction in progress at Harlow's Technical and Professional College, Stansted Airport

Hugh Baird College***£90,516***

The hospitality and catering offer at Hugh Baird College is called the L20 Hotel School. The school is run slightly different to other parts of the college; the students work with lecturers as on other courses, but they also have a general manager, a head chef, sous chef, restaurant manager and their own team of apprentices. This allows students on a full time course the chance to have work experience in the L20 Hotel School via its flagship restaurant, L20 Restaurant. Funding was requested to help towards the refurbishment of the college restaurant kitchen and training facility to introduce the latest industry standard cooking equipment. This would help to ensure that learners are given the best possible opportunity to make them employable. It will also help increase student numbers within hospitality and catering, offer courses at all levels, and upgrade skills, thereby helping to address the regional shortage of staff within the industry. The grant will be used to purchase specific equipment for the kitchen.

Lakefield Hospitality College***£19,750***

Lakefield Hospitality College as a centre for excellence and as a charity provide hospitality and cooking courses and are turning out some of the best young chefs in the country today and the best professionals in the hospitality industry. Part of their vision is the development of their students for the hospitality industry and the formation of their staff so they deliver excellent training. The London cooking school has a wide range of NVQ courses in Professional Cookery, Hospitality, Professional Chef, Hospitality Supervision as well as Hospitality short courses. They requested funding to help convert a garage space into a multi-purpose kitchen for a variety of activities which will include Master classes for staff and students; staff development space and cookery lessons for school children to interest them in future careers in hospitality.



Converted garage into multi-purpose kitchen at Lakefield College

Merton College**£7,500**

In 2017 South Thames College merged with Kingston College and Carshalton College to form the largest FE provider in SE London. Subsequently South Thames College - Merton Campus - where in 2012 they opened a flagship Hospitality and Catering Academy - reverted to its original name of Merton College. 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 90% progression rate for full-time and 63% progression rate for part-time students onto higher courses year on year. *"We're pleased to share with you our academy success at the Wessex Salon Culinaire over May half-term. The national student competitions added to our success at Hotelympia earlier in the year. Thanks to the support of the Savoy Educational Trust our student medal tally for Wessex was: 3 x gold, 6 x silver, 4 x bronze, 1 x merit."* **Head of Hospitality & Catering Academy**

Middlesbrough College**£70,574**

Middlesbrough College is one of the leading providers of skills, education & training in the region, providing pathways to employment, further and higher education and contributing to the region's economic competitiveness by aligning its curriculum to the skills requirements of employers. The goal of the college is to establish a Royal Academy of Culinary Arts status kitchen which will be the first of its kind in this region. The project, for which funding was requested, will provide some of the essential stepping stones towards achieving this status by supporting the development of a professional butchery training section, alongside building capacity and capability to deliver the National Skills Academy Bakery Trailblazer apprenticeship programme. Supporting these two developments will widen the college's ability to train learners in advanced bakery, butchery, chocolate & confectionery. Underpinning this project is the need to develop and offer state of the art equipment and programmes to help meet employer demand within the region, enabling young people and unemployed students of all ages the opportunity to progress into the labour market and make good progress. The Trust's grant will be used to purchase specific equipment for the butchery and bakery sections of the kitchen.



Curriculum Team Leader of Catering & Hospitality - Middlesbrough College

Newcastle College**£45,000**

Newcastle College is a college offering both further and higher education programmes. Alongside the main campus there are nine satellite sites and four community-outreach venues across the North East. The college works with hundreds of regional businesses and a recent economic report identified that the college contributes almost £244m to the regional economy. Funding was requested for the conversion of one of the 3 teaching kitchens into a bespoke Bakery and Patisserie layout. This would enhance the learners experience and improve their employability skills. Research has shown that

there is a gap in the market for skilled individuals to fill such roles, therefore this project would also enable the college to become a leading Patisserie and Bakery provider within the North East and offer a provision which promotes bakery and patisserie as an exciting and dynamic career pathway.



Equipment for Bakery & Patisserie layout – Newcastle College

Newham College

£50,000

Newham College is a large general further education college based in Newham, a London borough which has been historically characterised by high levels of deprivation, high unemployment, low skills and low wages. The aim of the college is to ensure that their students are 'work ready', and able to secure meaningful employment from the expanding job opportunities in Newham and the sub-region. Funding was requested to purchase specific equipment in order to upgrade and re-equip the college's existing training kitchen at the East Ham campus into an industry standard training kitchen. The project will also give the college the opportunity to test the viability of opening a restaurant facility as a public casual dining restaurant for the local Newham community. *"Thank you so much for sending the cheque for the grant – it will help us improve our curriculum offer significantly, and to increase the number of students we train in culinary skills here at Newham College."* **Executive Director, Estates & Operations**

Riverside College

£5,351

Riverside College received a grant 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+ and apprenticeships, on each level of course, full time/part time and short programmes. Funding was also awarded for the purchase of a restaurant standard EPOS system.

St Helens College

£15,360

St Helens College has been in existence for over 100 years as a college of further and higher education. It is undergoing a refreshed and forward-thinking approach to engage with its future market. Funding was awarded for a variety of activities, namely: equipment for the training kitchen to ensure it is fit for purpose; materials to deliver 4 Junior Chef programmes to local feeder schools and host a presentation event at the end of each programme; and travel costs to enable students to carry out work experience. The college considers that by providing a well-balanced and enriched programme of study with industry work experience, the students return with a broader and enriched mind set to seek employment.

South Devon College

£36,830

South Devon College has been in existence since 1931, providing 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 crucial to the 'English Riviera'

economy. By challenging their staff, apprentices and students, the college will continue to ensure the training and enrichment is of the highest possible standard and is industry relevant. They realise that preparing young people for a lifetime in the hospitality and catering industry is a massive undertaking. Working together with industry leaders and service providers they aim to give their learners the best possible introduction to the industry. The grant was awarded to be used for a variety of purposes, which include:

- further courses of the JCA programme, which has been running very successfully at the college for ten years;
- community activities that will take catering out on the road at targeted events;
- bursaries for students who will benefit the most from funding;
- 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;
- Taster sessions for NEETS – 'Courses to Careers'.

Reporting on the grant the Projects, Grants and Partnerships Coordinator states: *"The generous support of the Trust allows our staff to identify those students in need of additional support and put in place appropriate measures tailored to the individual. The full cost of all these measures cannot be met fully by College budgets and with a challenging future for the education sector the support of the Savoy Educational Trust allows us to continue to provide our students with the skills, experience and enthusiasm necessary for them to succeed."*



The Chefs' Forum event was held on 14th November at South Devon College in Paignton, and it gave the catering and hospitality students at the College the opportunity to work with some of the region's top chefs.



We are proud to announce that our catering students Sam and Owen have won Bronze at International Salon Culinaire, the UK's largest and most prestigious chef competition programme! Well done!



Excited to be at Britannia Royal Naval College with our catering students preparing food for the Spring Ball!



Amazing Burns Night in Horizons Restaurant

Proud of one of our hospitality & catering students winning apprentice of the year, well done



well what an awesome first day on the Chocolate course with [@MWTChocolate](#) [@sdcollege](#) looking forward to tomorrow & finishing off chocolate pieces



Major Series is here at South Devon College and here the judges are ready for the off!! [@MajorInt](#) [@Craft_Guild](#) [@sdcollege](#) [@ExeterCollege](#) [@cityplym](#) [@CornwallCollege](#) [#MajorSeriespic.twitter.com/fODF3OZqut](#)

Trafford College**£103,710**

Trafford College applied for a grant of £100,000 to help with the refurbishment of the larder kitchen into a more generic training kitchen for their rapidly growing apprenticeship provision that has doubled in the past year. Due to their forward thinking, planning and outstanding reputation, the hospitality department has benefited from the Apprenticeship Levy. The other individuals that will benefit from this multipurpose classroom include full time students, local employers and other external organisations. It will also allow them the opportunity to collaborate more with local schools as they will be able to hold more taster/enrichment days where they can showcase the outstanding hospitality department to future hospitality learners.



Trafford College – Refurbished Kitchen

Funding of £3,710 was also provided to help with the development of a Junior Chefs Academy and outreach/community learning programmes. The students selected for this programme are in year 10/11, show an interest in food and/or are studying GCSE in Food Technology. The aim of the JCA is to provide potential school leavers the opportunity to develop an awareness of the hospitality sector. Therefore, when the time comes to think of a career, these learners may very well enroll onto a fulltime hospitality programme at Trafford College.

Trafford College – Junior Chefs Academy



“With regards to learners we have some excellent success stories from a broad range of learners that joined us through the JCA over the previous 4-5 years. We also have fantastic destination data for all ex-students that have progressed since completing a qualification with us that originally started via the JCA. We have currently recruited two learners onto a Level 2 Professional Chef course for a September 2018 start. With regards to the other learners we will have to measure success over the forthcoming years due to their age.” **Head of Hospitality & Catering Academy**

University College Birmingham

£69,375

Formerly called Birmingham College of Food, UCB is one of the UK’s leading providers of hospitality and catering development and education from Level 1 to Master’s degrees. They have 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 to help deliver three Young Chefs Academy programmes (10 weeks per course) in September/October 2017; January/February 2018 and May/June 2018. It is anticipated there will be 32 candidates on each programme. The grant will be used for employment costs, student uniforms and commodity costs for the programmes.

- £9,825 to help deliver three Young Waiters Academy programmes commencing in September/October 2017; January/February 2018 and May/June 2018. It is anticipated there will be 16 candidates on each programme. The grant will be used for employment costs, student uniforms and commodity costs for the programmes.

- £13,050 to help deliver two Junior Baker and Pastry Chef programmes (8 weeks) aimed at 14-16 year olds. It is anticipated that there will be 12 students on each programme. The grant will be used for employment costs, student uniforms and commodity costs for the programmes.

- £12,500 for 100 'Savoy Educational Trust Scholarships' which consist of a hospitality-professional starter pack for students from low income households. Each scholarship is worth £250 and enables the purchase of compulsory PPE.
- £12,500 to provide specific individual support to students experiencing financial difficulty or find themselves in a position where such difficulties prevent them accessing or completing their chosen programme. This benefits students from low income households with costs such as childcare, placement costs and fees. Robust means testing is undertaken by the Student Services Team.
- £5,000 to provide financial support for travel costs to those who cannot afford to attend their courses.

In a recent evaluation submitted by UCB they report that 81 students participated in the Young Chefs Academy adding that their middle course had a lower number than previous programmes as one school booked a number of places and withdrew interest just before the programme started; 36 students attended the Junior Waiters Academy; 24 students participated in the Junior Bakers Academy; 100 'Savoy Educational Trust Scholarships' were awarded; 34 students were helped with travel expenses and 90 students were given specific individual support.

**Young Waiters Academy
Showcase Luncheon**



Menu

Smoked Salmon Canapé, Crème Fraiche, Avruga Caviar
Carved and presented by the YWA pupils

Sauté Chicken, Fondant Potato, Sprouting Broccoli, Butternut Purée, Tarragon Jus
Prepared and cooked by the Chefs' Academy

Sticky Toffee Pudding
Butterscotch Sauce

Floater Coffee

Cocktails

Mint and Lime Bedtime
Red Cherry Delight
Strawberry Twist



Young Waiters' Academy

The Young Waiters Academy, based at UCB's Summer Row campus, is designed to boost the confidence of year 10 and 11 pupils introducing them to rewarding careers in the food and beverage service industry.

Well done to January 2017's cohort;
Jade, Sam, Ewan, Tyler, Luke, Charlie,



Class of January 2018






Young Waiters Academy at UCB



Young Waiters Academy and Graduates of Young Chefs Academy at UCB



Graduates of Young Bakers Academy at UCB

"The use of the fund is publicised within the organisation and utilised to show how we liaise with the Trust to support students. This has also been recognised by Ofsted during both our inspections in 2012 and 2017 where areas of support for students were seen as being excellent." **Dean of the College of Food**

UCB also received a grant for their Young Chef 2018 competition which features on page 47.

Wakefield College

£20,000

Wakefield College is a general further education college offering provision to all age groups, both full and part time, making a significant contribution to the reduction of NEETS within the district. They also provide specific programmes to aid the unemployed gain new skills leading to employment.

The grant will be used to help with a variety of initiatives, namely: equipment for the L2 Cake Decorating course; uniforms and equipment; a blast chiller; barista equipment to enable delivery of L2 Award in Barista Skills; and glassware, crockery, cutlery and service equipment to provide a

modern learning environment. It is anticipated that these initiatives will help the catering and hospitality department provide a modern learning environment and offer equipment that reflects current industry standards. It will also enable the college to offer an expanding curriculum that meets the needs of local employers. *"With equipment in place for the L2 Cake Decoration course we now have 10 confirmed students for the course starting in September."* **Curriculum Development Manager**

Warrington & Vale Royal College

£2,000

Warrington & Vale Royal College, (formerly 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. The college was awarded a grant to enable an educational visit by students on hospitality programmes to visit Barcelona in June 2018. *"Students have returned from the visit with new ideas and inspirations from another country, culture and style of food and lifestyle. The artisan producers and specialist experts showed a passion that was amazing and awe-inspiring to the learners. A number of learners have looked into the possibility of summer work in Barcelona as a result of being so inspired by this trip."* **Professional Cookery Course Leader**



Warrington & Vale Royal College – Educational Visit to Barcelona

The Trustees awarded funding of £14,185 to 2 HE establishments for the following projects:-

Oxford Brookes University

£10,000

Oxford Brookes University successfully applied for 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.



Students from Oxford Brookes University with Peter Greig at Pipers Farm

❖ 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.



Literary Festival – Students preparing Patrons Lunch with Jerimiah Tower



Oxford Cultural Collective Dinner – students had the opportunity to work with chefs: Jeremy Lee, Angela Hartnett and Margot Henderson



Jessica Harris being interviewed by Boyd Tonkin, Literary Editor of the Independent at session attended by students – 'My Soul Looks Back'; Sabrina Ghayour, Sky McAlpine and Jose Pizarro with Donald Sloan, Chair of Oxford Cultural Collective – students attended session 'Food and Drink: Defining a Sense of Place'

The funding has been awarded for a term of three years with each year's grant conditional on a satisfactory annual evaluation. The period under review marks the second year of funding.

University of Bournemouth

£4,185

The Trustees awarded funding to the University of Bournemouth to help support extracurricular activities that enhance the students' learning experience and are of significant value and interest to

both the students and their future employers. In the application it was stated that these activities will be open to all hospitality students, thereby giving access to over 330 students.

Bournemouth University Conference, Grange Hotel, February 2018



© Dr. Charalampos (Babis) Giousmpasoglou

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.

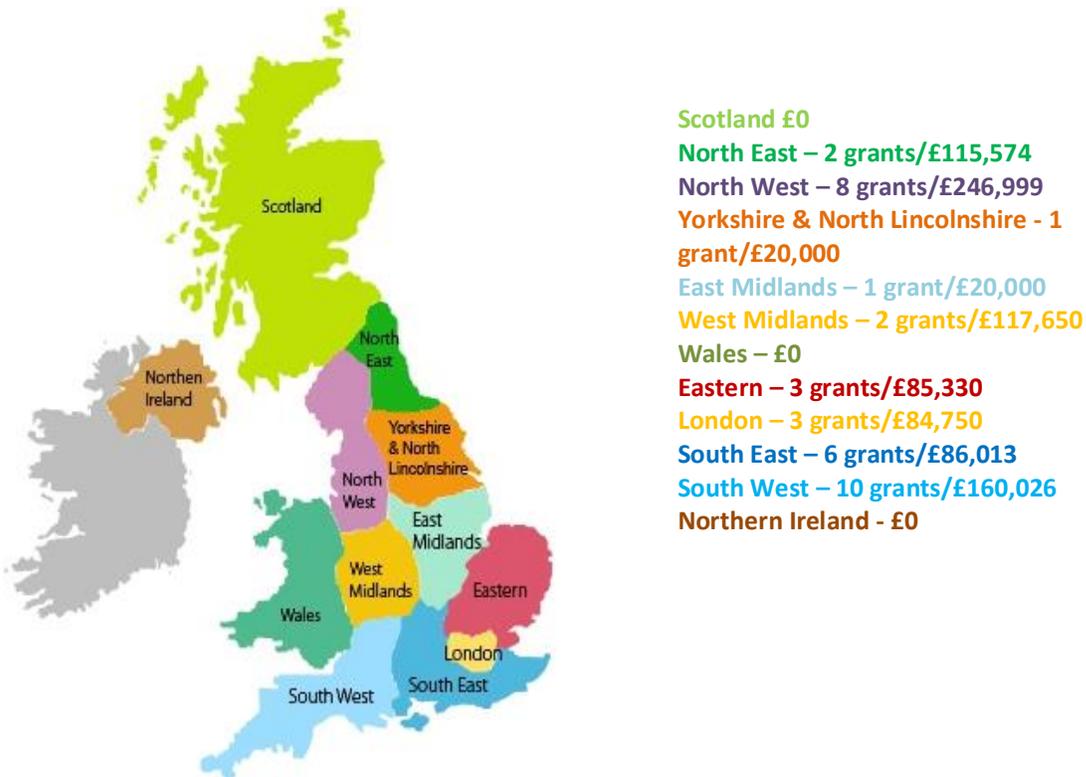


Table 3

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.

The 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 2017, **12 Scholarships** were awarded (October 2016: 20). Scholarship winners will undertake the following courses:-

<p>Nine candidates were awarded a Scholarship to attend a course at Cranfield University in March, June or October 2018 entitled 'Accelerated Talent Development Programme'</p>

<p>Three candidates were awarded a Scholarship to attend a course at Cornell University in January 2018 entitled 'The General Managers Program'</p>
--

2017 Cornell Scholar: *"Firstly I would like to take this initial opportunity to thank the Worshipful Company of Innholders, the Savoy Educational Trust and the Lord Forte Foundation for providing and allowing me the opportunity to attend the General Managers Program at Cornell University. This experience will not only provide me with great ammunition to develop my personal growth but also the opportunity to utilise this additional expertise to develop and nurture the next generation through the industry.*

My role I now believe is to take my new-found knowledge, insight and expertise and really start to develop my team here at my hotel, which begins with our HOD meeting scheduled for March, which as you would expect has very much a Cornell content to it."

2017 Cranfield Scholar: *"Firstly, I want to take this opportunity to thank the Worshipful Company of Innholders, the Savoy Educational Trust and the Lord Forte Foundation for allowing me the opportunity to further my knowledge and learn an enormous amount of new skills whilst at Cranfield University.*

One of the key things I learnt was that I need to spend time learning from outside of our industry, I was blown away by the ideas, processes and practices that I can take from other industries and how I can implement them into hospitality. As a group, the people on the course are already meeting and discussing how we can work together, to share these ideas and support each other in our different organisations."

2017 Lausanne Scholar: *"Please allow me to start with expressing my sincere thanks to the Worshipful Company of Innholders, the Savoy Educational Trust and Lord Forte Foundation. Without the support of the scholarship, I would have not been able to have this experience.*

The course was an excellent exercise for me to cement my knowledge, add some new tools to measure success and maximise ROI both in terms of revenue and time management when planning larger projects such as opening a hotel. While the majority of the content confirmed my experience gained 'on the job' rather than through formal education, I found it very beneficial to formalise some of these key learnings and grow in confidence where sometimes I felt less confident or disadvantaged in comparison to peers in the industry who have enjoyed formal education and career development courses in the past."

The Trustees awarded funding of £347,122 to 17 charitable organisations for a wide range of initiatives focusing on the hospitality industry. Details of the grants appear below:-

Beyond Food Foundation

£5,000



Beyond Food apprentices with Simon Boyle

The Beyond Food Foundation works with people who have been at risk of, or have experienced, homelessness to motivate and inspire them to gain meaningful employment. The grant was awarded to fund educational trips, workshops, and master classes for 10 apprentices on the fully certified apprenticeship programme, United Kitchen. This is a 12-month Chef apprenticeship programme during which apprentices gain an NVQ Level 2 in Professional Cookery whilst working as Commis Chefs at Brigade Restaurant, Tooley Street in London.

Home Community Café

£1,200

Home Community Café is an independent café for all the community based in Didsbury, Manchester. Funding was awarded to help them purchase and install a combination microwave oven and a professional sandwich toaster for the café. They believe this equipment will be a great asset and will enhance the learning experience of the students and volunteers who work in the café. It will also benefit the programme of evening and weekend events which take place outside the normal café operations.

Hospitality Action

£45,000

Funding was awarded to Hospitality Action 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.

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. The seminars seek to help combat society's binge drinking tendency and to inform of its effects on the mind and body of the young vulnerable members of the future hospitality workforce. In supporting this seminar programme the Trustees acknowledge that drug and alcohol abuse, particularly amongst young people, is a problem for society as a whole but appears to be particularly prevalent amongst employees of the hospitality industry.

Hospitality Action reported that 139 colleges were visited; 152 seminars were delivered by two presenters who are themselves in recovery; 5,286 students attended the seminars.

"I wanted to drop you a line to thank you so much for taking the time to come in and talk with all our students again this year. It was great to have you back. I am sure it will make many of them think about their own actions and choices they make." **Westminster Kingsway College**

"Thank you very much for coming in and explaining the terrible consequences of drug and alcohol abuse in our business and the knock on effect it has to others. I know all the students were very interested and appreciated what you had to say as it was from personal experience and some could also relate to what you said. We look forward to developing a relationship with your charity."

East Berkshire College

Hospitality Industry Trust (HIT) Scotland

£30,000

The Trustees awarded funding to **Hospitality Industry Trust Scotland, (HIT) a Scottish based charity whose mission is to assist people to achieve their potential within Scottish hospitality.** Since 1994 HIT Scotland 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 in the following ways:-

- ❖ Enhance educational opportunities by awarding scholarships to students who otherwise would not have the opportunity to develop themselves in different learning environments and therefore grow their aspirations for the industry on completion of their studies;
- ❖ 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 or this may take the form of one off support and engagement (e.g. managing an event or taking the lead role in production of new events);
- ❖ Support the Scottish Apprenticeship in Hospitality with learning scholarships so it has maximum potential for success. This 3-year apprenticeship covers all the main departments of hospitality and gives the apprentice the opportunity to develop into the area that interests them most.

HIT reported that in the year under review, the Trust's grant, together with funds from other sources helped them to award 213 Emerging Talent scholarships; two trips for FE and HE were delivered to the Ecole Hôtelière de Lausanne involving 18 colleges and university establishments; events for two Apprenticeship groups were delivered, including a learning experience to London and a Scottish road trip encompassing the best of Scotland; 18 colleges received help in the form of scholarships and educational support. This was reciprocated with colleges supporting HIT's events with audio visual help, event management, food and beverage service and theatrical involvement.



HIT Scholarship recipients at Emerging Talent Conference

Hotel School**£125,000**

Hotel School has been set up to relieve the charitable needs of people who are homeless or who are at risk of homelessness or are in financial hardship, through education and training in hospitality skills and support to get such people into full time work in the hospitality sector and to maintain their employment in suitable jobs. It is a joint venture between The Passage (London's largest voluntary sector homeless resource centre) and The Goring Hotel and is supported by some of London's 5 Star hotels, Westminster Kingsway College staff, and over 50 local businesses.

There is a growing shortage of people coming into the hospitality industry and yet the industry is uniquely placed to welcome people with a very broad range of abilities, backgrounds and aspirations. Coincidentally there is an increasing problem of unemployment amongst vulnerable, homeless people, refugees, returning soldiers and those with learning difficulties and special challenges. Hotel School inspires these people to get into hospitality.

The programme consists of: "THE APPETISER" - a one-week programme giving an insight into the hospitality industry, designed to inspire the students and inform them about the incredibly wide range of opportunities within it. This is followed by: "THE MAIN COURSE" - a ten-week programme teaching the key skills and knowledge to prepare students for the 4 key areas of service, kitchen, housekeeping and reception. This course is challenging and part of a selection process, but it is also punctuated with fun, inspirational and fascinating visits, guests and activities. Upon graduation, the students are carefully matched to full-time jobs at a range of partner hotels and restaurants and are managed through their first years in work.

Funding was awarded to enable the Hotel School to increase capacity from 40-50 to over 180 students a year and will cover such items as equipment, course materials and uniforms. To accommodate the increased capacity, they are also currently looking for a property in which to house the Hotel School. A large part of the Trust's grant will be used to purchase equipment for the new property and it was agreed that this sum (£79,000) will be released once a suitable building has been sourced. The grant was approved for a 3-year period, subject to a satisfactory evaluation report being provided before the ensuing year's grant is released.

Maida Hill Place**£2,055**

Maida Hill Place is a social enterprise, based in the London Borough of Westminster. In collaboration with Westminster Adult Education Service, they wish to develop a training programme to introduce students to the catering industry and will then also be a gateway for further study in relevant City and Guilds qualifications. Funding was awarded to cover the cost of food safety training, uniform and equipment for 20 students, together with cost of ingredients for the 12 sessions of the course.

Northampton Hope Centre**£3,000**

Northampton Hope Centre is a social enterprise, based in Northampton, that has been alleviating poverty for 43 years, especially related to homelessness. Originally a soup kitchen, they became a social enterprise 6 years ago providing accredited training and work opportunities in catering (they offer corporate and buffet catering via Hope Catering); tool repair; and shortly in horticulture. Funding was awarded to cover the costs of their free, partly accredited catering training programme for people at a distance from the labour market. The plan is to run four courses a year with up to 15 people on each course.

Prisoners' Education Trust**£6,800**

Prisoners' Education Trust (PET) provides distance learning courses, advice and careers guidance, a provision which places little demand on over stretched prison resources and proven by the Ministry of Justice to reduce reoffending. PET supports prisoners to engage in rehabilitation through learning. They do this by providing access to a broad range of distance learning opportunities and related advice services through the Access to Learning (A2L) programme. This programme helps prisoners lead more fulfilling lives and to contribute positively to society. PET focuses on those prisoners whose needs are not fully served by education provided directly by the statutory prison authorities and who want to progress. Since PET's foundation in 1989, they have supported over 37,000 prisoners through the A2L programme. Funding was awarded to 16 prisoners and will support them specifically to undertake hospitality related distance learning courses over the next 12 months.

"I am very grateful to the Prisoners' Education Trust for giving me this great opportunity to better myself. I will do my best to successfully complete this course and will definitely keep in touch with you to let you know how I get on. On release I will do whatever I can to help the Trust. Once again thank you." **PET Learner**

Royal Academy of Culinary Arts – Adopt a School Trust

£46,730

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 44.

Adopt a School (AAS) is a national charity which teaches children and young people, in a holistic way about food and cookery, food provenance and sustainability, healthy eating, nutrition and hygiene and the importance of eating together.

Over 200 professional chefs deliver 3 sessions per year to their 'adopted' schools. The first session focuses on the role of the chef and/or restaurant manager and his or her responsibilities, the importance of food hygiene and health and safety, healthy eating, why we need food, exploring the five senses and four tastes through different ingredients, identifying tastes using different coloured jellies, enthusing children about food and broadening their minds by encouraging them to try new foods, and table etiquette and service. The second session comprises a practical session, preparing a fruit and vegetable salad – children are taught knife skills within a safe environment using plastic knives – 'the bridge and claw' techniques – which aids motor skill development. In the third session children are taught the art of bread making, why it 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. Many children do not learn how to set or eat at a table at home. 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 skills and covers the role of the Restaurant Manager and Service team. Farm visits are also encouraged so children can experience first-hand the journey of field to fork.

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 including 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. Since inception they estimate to have reached nearly half a million young children.

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

"The children were able to develop practical skills and the programme allowed some children to 'shine' who struggle to achieve in more academic areas of the curriculum." **St. Mary's Catholic Primary School**

"Professional and child friendly sessions which helped me to deliver food technology with the confidence of having a skilled chef to demonstrate safe cutting techniques. Every school should try this. Superb experience." **Tynsel Parkes Primary Academy**

"Teaching children about the food they eat and how to cook it is essential so that they can make the right food choices. It is an essential life skill that can impact the rest of their lives. Delivering the Adopt a School programme isn't so much part of a job, it's a passion to make sure we get this out there and we get this message across to the kids. That's the main reason I'm doing it." **Executive Chef at Staffordshire University**

"The Adopt a School programme has been fantastic. Our Year 4 pupils have worked with Idris twice this year and are looking forward to our final session this term. There is a real buzz in the class when they see the chopping boards, aprons and chef hats set out and ready to go. The pupils have learnt lots about food and cooking – they've investigated different flavours and learned how to chop their food safely. They get so excited talking about what they have done with Idris and a number of them now want to be chefs when they grow up! Not only has it raised an awareness of food it has also raised their aspirations with regards to the choice of careers available to them in the future."

Coombe Road Primary School



Adopt a School – Pupils from Swanage Primary and St Joseph's Primary at The Pig on the Beach

Adopt a School - Pupils with Chef Hywel Jones

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 & 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 cafés, 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.

Square Food Foundation

£2,124

Based in Bristol, Square Food Foundation teaches people from all walks of life to cook good food from scratch. Founded by an award-winning food educator, Square Food offers life-changing cookery courses and classes that promise to inform, encourage and inspire people's approach to cooking.

Funding was awarded for 'How to Chop an Onion' - Square Food's own accredited, vocational programme in food and cooking, with skills for employability and opportunities for progression to further catering-related learning or employment. This is a 12-week programme that includes hands-on cooking and work placements in a variety of food-related industries. Learners will leave with a Level 2 BTEC qualification and Level 2 Food and Hygiene certificate - both valued by potential employers in the industry.

The Food Teacher

£300

The Food Teacher is an award winning nutritional therapist, radio presenter and author. She has worked as a teacher and education consultant internationally in primary and secondary schools for over 20 years. Qualified as a registered nutritional therapist, the Food Teacher combines her education and nutrition expertise to offer schools and organisations advice, education programmes, and practical workshops. Funding was awarded for the cost of producing a video with an Executive Chef who will offer advice to pupils and give an insight into jobs in the hospitality industry.

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 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 foodservice 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 12 courses per year over the three years – 2 courses per term at each institution at an approximate cost of £4,000 per course. So far, 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 third and final payment of the three year term. Commenting on the importance of receiving funding from the Trust and the measurable impact the project has made in their evaluation report for the previous year, **The Chairman of the Foundation** states: *"The success of the junior chefs programme over recent years has been an inspiration and gives young people experience of a professional kitchen at a time when they are making career choices. Without the Savoy Educational Trust's ongoing support we would have to scale back the number of courses dramatically. A significant proportion of students who complete the course go on to do further training in catering and hospitality, therefore the courses provide a proven gateway into the sector. During the year approximately 144 young people completed the course as a result of the funding provided. These courses are heavily subsidised and there seems little doubt that the majority of students would not attend the courses if they had to cover the full cost themselves."*

The House of St Barnabas

£3,000

The House of St Barnabas (HoSB) is a charity and social enterprise, which offers accredited training and work experience within the not-for-profit private members club to help people who have experienced homelessness to rebuild their lives. The HoSB employment academy runs a 12-week Employment Preparation Programme focusing on Hospitality and Employability. The successful graduates receive City & Guilds Level 1 certificates in Introduction to Hospitality and Employability and Personal Development at the end of the programme. Funding was provided to support one participant through the Employment Preparation Programme.

The Kids Cookery School

£3,000

The main purpose of the Kids' Cookery School (KCS) is to teach practical hands-on cookery to children, young people and families. They target secluded areas, those with special needs, ethnic minority groups and disaffected youth. They aim to raise awareness of the importance of healthy eating and nutrition, and the benefits of preparing and cooking food from scratch using fresh ingredients. Funding was offered to enable KCS to continue its work, educating students about hands on cookery and the importance of nutrition. They find that many students have not had the opportunity to experience cooking as a subject and therefore KCS has the chance to spark their imagination and open their eyes to further opportunities in education and in the workplace to train as a chef or move into the hospitality industry.

The Springboard Charity

£42,061

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. Funding was awarded in 2017 over a three-year period, subject to an annual evaluation, to help them develop and deliver their 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 providing them with a suite of mentoring and educational support services to enrich their learning. These services 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 aim is for this project 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 and to inspire them to pursue a career in the hospitality industry upon completion of their degree. The year under review marks the second year of funding for this project.

Comments from students:

"Amazing networking opportunity to make connections with professionals within the industry. Springboard is a brilliant charity which gives the chance for a mentor to help further your career when you need it the most. All the mentors on the matching day were very friendly and I have made some exciting connections with them, including some prosperous opportunities."

"I really enjoyed the whole experience of the Springboard GEMS matching day. It was such a good opportunity to be part of networking with management professionals throughout the hospitality industry and also fellow university students, who will one day be future industry professionals. The idea of sitting down and having an informal chat with the mentors was daunting at first but this was overcome by the opportunity to network with them during lunch, so that when it came to the 'speed dating' event you already had met most of the mentors and got to know a little about who they are and what they do. Overall the experience was fantastic. I gained so much insight into the hospitality industry and I would highly recommend this scheme to any hospitality student."



Matching Mentors with Mentees for GEMS programme

Springboard also received funding for their FutureChef competition which features on page 46.

Together Trust

£4,852

The Together Trust provides care, education and support to over 2,000 young people and families across the North West each year. Bridge College (part of Together Trust) is a non-residential specialist college for 85 young people aged 16 to 25 years in Manchester. A considerable number of students at Bridge College seek a pathway into the catering industry and by providing their own café

space this will greatly increase the opportunities for developing relevant skills and experience. Funding was awarded to help with the purchase of some equipment for the new café, namely: tables and chairs; under counter fridge/freezer; countertop chiller, coffee maker, cutlery and plates.

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 **3** grants ranging from £170 to £500 were awarded to individuals studying at 3 different establishments culminating in a total of **£920**. 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.

Further information on grants to individuals features under 'Plans for the Future' on page 51.

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 **12 industry competitions/prizes** with grants totalling **£96,194**. Following on are details of those competitions/prizes that received funding.

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

The AFWS has worked hard for many years to raise the profile of food and wine service staff in the industry. One of the main achievements in the past 6 years has been the development of the annual competition for Restaurant Managers throughout the UK. The UK Restaurant Manager of the Year competition is now the only high-profile event of its type. 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 2018 UK Restaurant Manager of the Year competition winner of a one week course at L'École Hôtelière de Lausanne including help with travel and accommodation costs. The winner - announced at a reception on the 8th January 2018 at the Royal Garden Hotel - was Kieran McLoughlin who is General Manager, The Ground Floor at Hide.

Kieran McLoughlin – 2018 Restaurant Manager of the Year

"I found the entry process a great opportunity to truly analyse my successes and the direction that I would like my career to head in. I entered as I felt I was at a stage in my career where I really wanted to supplement my learning by competing alongside other restaurant managers from different backgrounds and hopefully learn from each other. This really validates what I have been doing with my life and it's a lovely payback to the people that I have worked with. The competition was very tough and represented the crème de la crème of the industry and I'm very proud to be mentioned in the same breath as the other finalists."

Army Catering Trust**£1,194**

The grant from the Trust was awarded to the Continuous Professional Development Centre (CPD) of the Army Catering Trust to formally recognise the outstanding achievements of learners at an awards ceremony and dinner at Worthy Down on the 2nd November 2017. 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 6 Lenovo Tablets for each outstanding learner in 6 categories.

Association Culinaire Francaise (North West)**£2,000**

The North-West Branch of the 'Association Culinaire Francaise' (ACF) was founded in 1977 as part of the National Association. Since the founding of the branch, the ACF has been very active with colleges and industry within the region. 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. Both competitions will include a 'Restaurant for Skills' category to them in order to maintain a front of house element to this event.

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 and back of house competitions to help hone their skill sets. In the year under review the event will be held on the 23rd-24th May 2018. 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 bartending manuals.

Healthier Fleetwood**£3,000**

Funding was requested for the purchase of equipment for schools so that pupils in Year 5 could enter a 'Young Chef Award'. This Young Chef Award, aimed at 9-10 year olds, is part of a wider initiative called: HEALTHIER FLEETWOOD – this is a resident-led partnership approach to improving the health and well-being of every resident of the town. A GP who is a leading member of Healthier Fleetwood explained the idea behind the competition, *"Cooking is great fun and brings families and friends together. Getting children interested in cooking and improving their nutritional knowledge is a great initiative."* All the Primary schools across the town took part with their Year 5 students taking up the challenge of designing a 'Meal for their Hero' of soup, main course, dessert and drink for under £10. Along the way the children learned chef skills, seasonality, cooking methods, food hygiene and safety, where food comes from and healthy diets. The teaching also crossed over into other areas of the curriculum such as English, Science, Maths, Geography, ICT and Art and Design.



Winner of the Fleetwood Young Chef of the Year – Alfie, Year 6, Shakespeare School whose hero was his dad and the menu choices were his favourite dishes

Institute of Hospitality**£1,500**

Passion4Hospitality is the Institute of Hospitality's flagship student event and this year took place on the 12th March 2018. Now in its seventh year, 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, and the final of the HOTS Business Game. In the year under review the Trust became a silver supporter of the event.

Nestlé Toque d'Or**£19,000**

The Nestlé **Toque d'Or** competition, which having started in 1988 is now in its 30th year, is an initiative created by Nestle Professional to showcase young talent and skills within the hospitality industry. It aims to encourage 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.

Between February and March, the 24 selected college teams were asked to compete in various heats held at 4 different events 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 highest scoring 6 teams from the regional heats earned a place in the Nestle Toque d'Or Grand Finals in April 2018 where the students were given the opportunity to experience the many facets of the hospitality industry. This included a series of challenges with Billingsgate and Smithfield Markets, Las Iguanas, the Wine and Spirit Education Trust and Le Corden Bleu London. To round off the week, the finalists were challenged to deliver a 3 course fine dining lunch for 120 guests in The Gherkin – literally finishing on a high! The finalists were: Glasgow City College; Coleg Llandrillo;

Southern Regional College, Newry; University College Birmingham; University of Derby; and Westminster Kingsway College.

The grant was used to award £500 for catering equipment to each of the colleges who participated in the heats. In addition the 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, Glasgow City College, was announced at a prestigious ceremony at the Dorchester Hotel in London on the 8th June 2018.



Winning team with college lecturer pictured with incoming and outgoing Manager Directors of Nestle Professional

PACE – Heat Culinary Challenge

£3,000

The Heat Culinary Challenge is an inter-college culinary competition that takes place in Jersey. It has only been running for two years but is quickly becoming a 'must do' in the competition calendar. In March, Middlesbrough College, Farnborough College and Highlands College, Jersey battled it out over two days. Each team was led by a local chef and supported by their college chef lecturer and front of house manager. Chef James Tanner who hosted the gala celebration dinner announced that Farnborough College won the award for 'Excellence in Service', Middlesbrough College the prize for 'Outstanding Flavours' but it was the home team, Highlands College, that won overall, retaining the title. The grant was awarded to cover the cost of flights and accommodation for the students to enable them to participate.



Heat Culinary Challenger 2018

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. Open to young professionals aged between 20 and 26 the purpose of the Awards is to inspire and encourage them to achieve the highest possible standards in their chosen profession – Kitchen, Pastry or Service – and to offer a launch pad for success in their career.

The winners, announced at a Gala Dinner at Rosewood, London on 14th July 2017, were: Kitchen: Henry Wadsworth, Belmond Le Manoir aux Quat'Saisons; Pastry: Elena Bockshecker, Harrods; and Service: Lewis Hunter, The Gleneagles Hotel.



Henry Wadsworth, Elena Bockshecker, and Lewis Hunter

The Craft Guild of Chefs

£6,000

The Craft Guild of Chefs' **Graduate Awards** provide formal recognition of the culinary excellence of a young working chef. Whilst prestigious for the chef, the Award is also a credit to their mentor and employer. All working chefs aged 23 years or under can compete for a Graduate Award by having their knowledge and skills tested in this nationwide culinary challenge. The examinations offer chefs the chance to prove they really are at the cutting edge and are making great progress in their careers.

Seven young chefs joined the Craft Guild of Chefs' Hall of Fame after passing the Graduate Awards and Pastry Graduate Awards final exams held in August. The chefs discovered they had made the grade at an awards ceremony held at the Royal Garden Hotel London on 11th September 2017. For

the Kitchen Graduate Award, Giles Varone from Petrus took the Highest Achiever prize, attaining 92%, the highest score in the 15 years of the Awards. The other chefs who passed the final examination were: Joe Payne from Andre Garrett Restaurant, Cliveden House; Vince Vermeulen and William Keeble from Belmond Le Manoir aux Quat'Saisons; and Lewis Kuciers from the Black Bull at Bidworth. To pass, the chefs had to achieve a mark of 85% or higher in a series of culinary challenges. This included a multiple-choice paper test, fishmongery and butchery skills tests, the creation of classic recipes and the preparation of their own dish using a basket of mystery ingredients.

For the second year, the Craft Guild of Chefs added a pastry examination to the Graduate Awards, in an attempt to reduce the skills shortage in the industry by acknowledging talented pastry chefs. Hannah Catley from the Chiltern Farmhouse was awarded the Highest Achiever Award in the Pastry Graduate exam. Amy Rose Plumb from Titchwell Manor Hotel also made the grade. The final for both awards was held in August at University College Birmingham under the watchful eye of chair of examiners, Russell Bateman and a team of five examiners.

Steve Munkley, organiser and founder of the Graduate Awards said: *"Congratulations to all the new graduates. It makes me feel extremely proud that we are celebrating 15 years of the Graduate Awards. The reason I created them was to ensure that there was a channel for young chefs to develop the skills they have learnt at college and take them to the next level. I always follow the careers of those who have achieved this award and have seen some go on to gain Michelin stars, win national awards, work in some of the world's best restaurants and compete in world wide competitions."*

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



Graduate Awards



Graduate Award achievers with their certificates

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 third and final payment. The funds would support the further development of the programme focusing specifically on:-

- Further development of the content and variety of 'Learning Bites' to provide more multimedia activity and to ensure they evolve to reflect any changes in the school curriculum;
- Improvements to the 'Look and Learn' sessions, 'Have a Go' activities, talks and visits, work experience and the competition, including the provision of more robust culinary skills training for competitors at the school heats stage of the competition.

In 2018, the 18th year of FutureChef, over 12,000 students between the ages of 12 to 16 took part in the competition and it has now seen over 100,000 school pupils involved since the competition began. The winner of Future Chef 2018 was Catrin Manning aged 16 from Ysgol Bro Dinefwr, Carmarthenshire; the runner up was Wojtek Czyzewski, aged 16, from Castlebrae Community High School in Edinburgh; and 3rd was Imogen Pickles, aged 16, from Parkside School in Bradford. Catrin beat 11 other finalists and served up a menu of sea bass with textures of brassica and chilli dressing, and a crème brûlée with butter shortbread, vanilla and balsamic dressing for dessert. Going forward, Catrin wants to study patisserie at Westminster Kingsway College, and in the future, perhaps open her own restaurant.



FutureChef finalists at Westminster Kingsway College



Catrin's winning menu



FutureChef finalists at Westminster Kingsway College and pre event dinner at Restaurant 1901 at Andaz



Winner of FutureChef 2018 – Catrin Manning

Catrin with Competition Chair & judges

University College Birmingham

£1,000

Funding was awarded for the UCB Young Chef of the Year competition. Following 60 paper entries, 16 went through to the semi-finals. 7 students then competed in the final on the 20th January 2018 with Glynn Purnell heading up the judging team. Jo Dainton, 16, of Ellowes Hall Sports College, Dudley, scooped first place after an exciting cook off that showcased a wide range of culinary skills, techniques and flavour combinations. Jo will be joining UCB next year on the Royal Academy of Culinary Arts Chef Apprenticeship scheme. 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.



Jo Dainton with judges and Dean of The College of Food, University College Birmingham

"A big thank you to everyone involved in the UCB Young Chef of the Year competition. Our daughter is a quiet soul but we can honestly say what a great experience it has been for her. She has not only learnt new culinary skills but life skills and gained all important confidence. We appreciate the amount of time and effort that goes into arranging such an event and wished to express our gratitude to you, your colleagues, UCB, the judges and sponsors for giving our daughter the opportunity to grow and develop." **Parents of competitor**

Below, graphical analysis of the Trust’s activities appears in table 4 showing the allocation of grants for specific areas of support in this financial year. Table 5 contains the allocation of grants awarded over a three year period.

Allocation of Grants 1st April 2017-31st March 2018

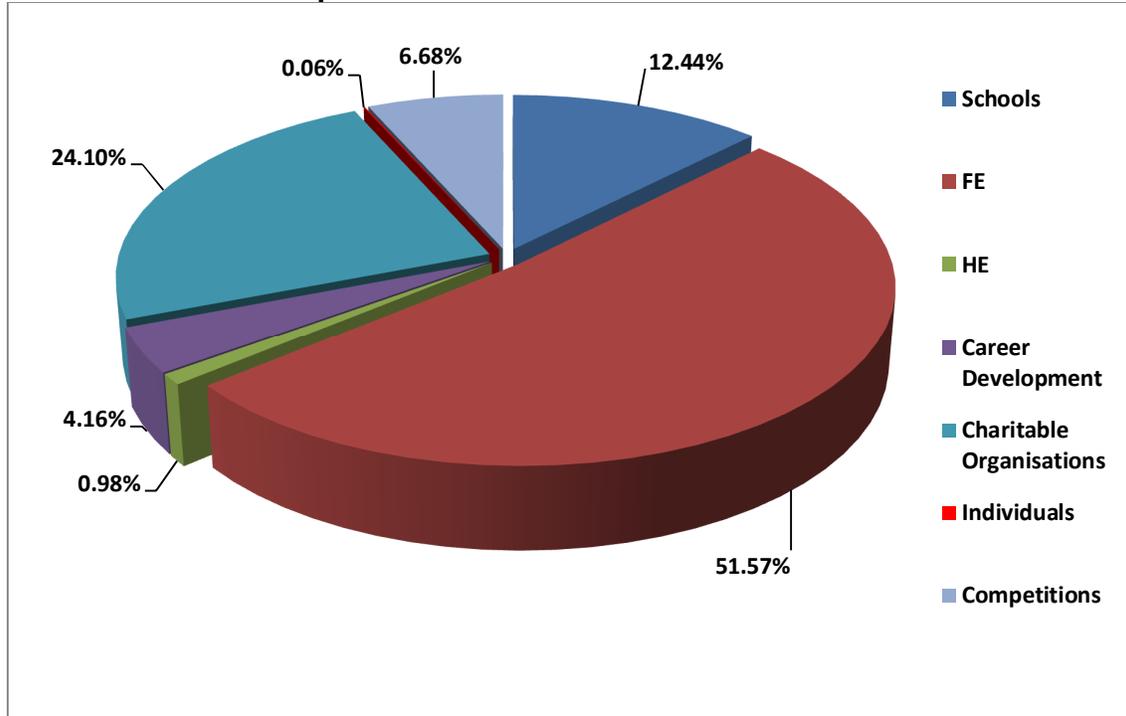


Table 4

Allocation of Grants for Years ending 2016-2018

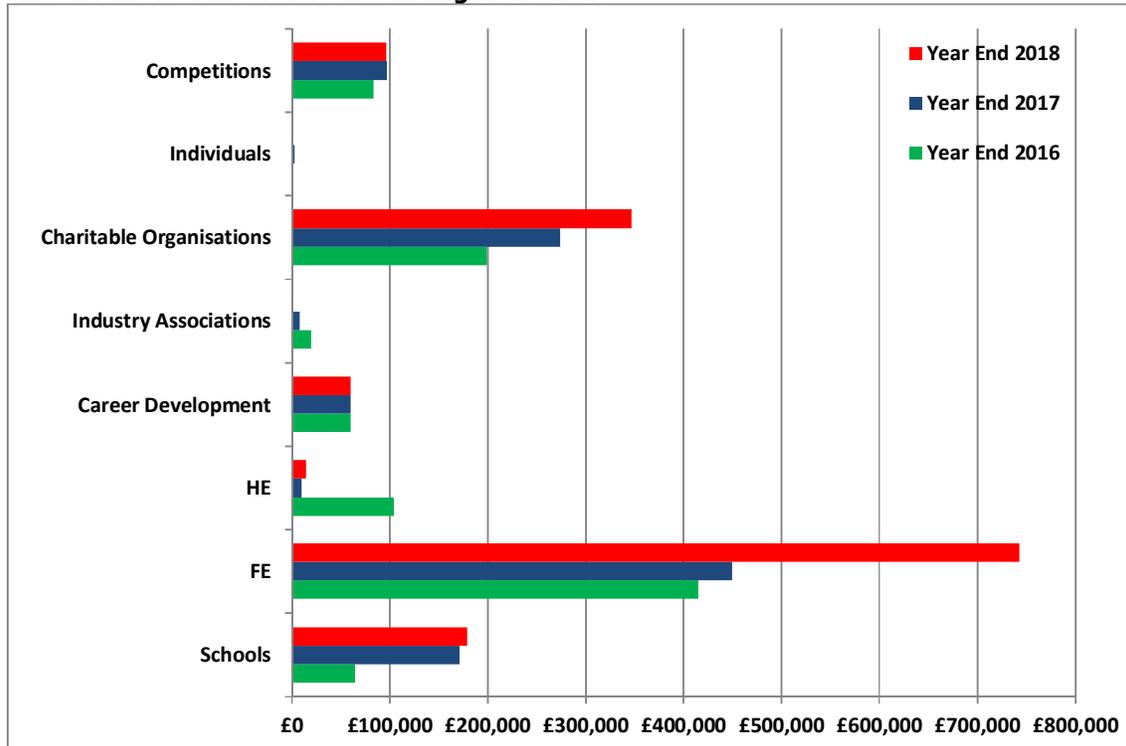


Table 5

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

This year was a reasonably strong one for equities, for the most part, as synchronised global economic growth translated into higher company profits, boosted by tax cuts in the US. However gains were pared back in the final quarter due to a combination of concerns that rising inflation may lead to more interest rate rises than previously expected and worries that the US could spark a global trade war. The UK equity market posted a gain of 1.3% for the year and overseas equities (FTSE World ex UK) rose by 2.6%. UK gilts were broadly unchanged (+0.5%) with the 10 year Government Bond yield moving from 1.1% to 1.4% as the opposing forces outlined above and the ongoing uncertainty surrounding the Brexit negotiations effectively cancelled each other out. Despite the uncertainty UK commercial property (as measured by the IPD index) performed strongly with a gain of 11.1%. The Bank of England raised rates for the first time in a decade in November 2017; however, this was ultimately a reversal of the emergency measures put in place following the Brexit vote and did nothing to increase the minimal returns for cash.

Against this backdrop the Trust's portfolio performance reflected the positive market conditions. The Trustees report that the value of the net assets as at 31st March 2018 was **£58,726,286**. Investment income for the year totalled **£1,573,073**.

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 (CCM) and medium-high (Investec) 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. Going forward, the Trustees will 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.

More than ever there is a need to future proof the learning institution and the securing of its financial sustainability is paramount. Income needs to be diversified as there are changes in government policy and there is a continual decline in traditional funding; there is growing competition from private providers and employers have considerable expectations. With falling revenues and a contracting market, establishments need to adapt to new funding models and opportunities, such as apprenticeships.

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 Trustees will continue their support of educational establishments who are embracing current developments and finding innovative ways of educating and providing the right environment to encourage the acquisition of relevant skills and knowledge for the industry.

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

It is hoped that in the forthcoming year further developments will take place in the area of leadership. This will be on the strict understanding that any work funded by the Trustees will add value and be implemented into existing or new programmes.

The Trustees have taken the decision that commencing with the forthcoming year they will no longer award grants directly to individuals. The decision was taken for a number of reasons, namely (1) a declining number of applications from individuals over several years; (2) such grants carry a heavier element of risk; and (3) recent legislation relating to GDPR. Should an individual apply to the Trust they will be asked to contact their college and ask that the college applies on their behalf.

In the ensuing year the Trustees will continue to review the structure, governance and management arrangements for the Trust and ensure there is the full complement of key skills. In view of the retirement of Sir David Walker they will recruit at least one further Trustee.

Margaret Georgiou

Margaret Georgiou
Secretary to the Trustees and Administrator