



**SAVOY EDUCATIONAL TRUST
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR 1ST APRIL 2020-31ST MARCH 2021**



Charity Number 1161014

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Photographs on front cover: Students on the 'High Achieving Programme' at Runshaw College; The Springboard Charity 'Springboard to 2022' initiative

CHARITY INFORMATION

<i>Trustees:</i>	Howard Field, FCA, FIH, FHOSPA (<i>Chairman</i>) Robert Davis, MBE, DL, MA (Cantab) Ramon Pajares, OBE, FIH, MI Dr Sally Messenger, FIH David Taylor, FIH, MI Terry Waldron, FIH
<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>	Office 5.23, 60 Cannon Street, London, EC4N 6NP. Telephone: 020 4509 7445 E: info@savoyeducationaltrust.org.uk W: www.savoyeducationaltrust.org.uk
<i>Investment Advisors:</i>	Cazenove Capital Management 1 London Wall Place, London, EC2Y 5AU 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 its 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. All Trustees give their time freely and no Trustee remuneration was paid during the year under review. Trustees expenses amounted to £0 (2020: £112).

The Chief Executive is self-employed and works on a part-time consultancy basis and the Secretary/Administrator is an employee of the Trust. 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, MI, FIH
 David Taylor, FIH, MI
 Terry Waldron, FIH

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

In accordance with good governance, the Trustees also consider it appropriate to rotate the role of Chairmanship. The role commences at the start of each financial year having been voted upon by the Trustees at one of their quarterly meetings. The appointment is for an initial term of one year, although this can be extended if it is the wish of the Trustees. For the year 1st April 2020-31st March

2021 Howard Field undertook the role of Chairman having been re-elected to continue in this role for a further year at the December 2019 meeting.

Potential Trustees will receive background information on the Savoy Educational Trust which will include the Trust Deed, Minutes of meetings, Annual Report and Accounts and job description for a Trustee of the Savoy Educational Trust. 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', 'Welcome – you're a charity trustee', 'NCVO's The Good Trustee Guide', 'Charities and Public Benefit', and 'CC29: Conflicts of Interest'. They also give due consideration to the principles outlined in the 'Charity Governance Code' for larger charities and where appropriate apply the principles in their governance and decision making processes, together with guidance issued by the Charity Commission and other bodies on how to navigate the Trust during the unprecedented events of 2020.

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 or link to webinars to enhance their knowledge or continue their professional development. The induction and training of new and existing Trustees remain under review in order to meet the needs of both the Trustees and the Charity.

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 with the Fund Managers bi-annually to review and monitor investment performance and asset allocation. In the year under review one further meeting was held via zoom where the Fund Managers presented to the full Board of the Savoy Educational Trust. Members of the Investment Committee from the Savoy Educational Trust include Howard Field, although any Trustee can attend the meetings. Notes of these meetings and full financial data are circulated to all Trustees. There is a 'Terms of Reference' document for the Investment Committee which has been approved by all Trustees.

The Trustees have an Investment Policy in place which is reviewed on an annual basis or earlier should the need arise to ensure it meets the Trust's current investment objectives. The policy is circulated to all Trustees and once approved signed on their behalf by two Trustees.

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 given consideration to the major risks to which the Savoy Educational Trust is exposed and satisfied themselves that systems or procedures are established in order to manage those risks.

The Trustees have detailed their risk assessment policy in a document covering the major risks to the charity. The policy outlines and details the risk; who is responsible; the impact of the risk; the probability of an occurrence; and the arrangements that are in place to mitigate the risk. During the last review the policy document identified the following areas of risk and detailed how each should be addressed:-

- 1. Governance**
- 2. Strategic**
- 3. Operational**
- 4. Financial**
- 5. Regulatory**
- 6. People**

It is understood that effective risk management, once embedded should be a seamless process that informs decision-making. It should also help to ensure that the Trust achieves its aims more effectively, improves forward planning and demonstrates the charity's accountability to stakeholders. The Trustees believe it is pivotal that risk management is not considered as a one-off exercise but rather a process that requires monitoring and assessment regularly. They seek to ensure that risk management is on-going and embedded in all management and operational procedures.

The Trustees consider it vital to review their Risk Assessment Policy in light of the unprecedented events following the coronavirus pandemic. The exercise will enable the Trustees to measure and assess whether the theory contained in the policy adequately met the practical challenges faced by the Trust. One area that requires further work is that of IT and this will be addressed once restrictions have been lifted. This will allow for a smoother transition between the office and remote working.

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 on page 13.

TRADEMARK REGISTRATION

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

OBJECTIVES AND ACTIVITIES

REVIEW OF THE YEAR – THE HOSPITALITY INDUSTRY AND EDUCATION

The Hospitality industry remains a significant and robust force in the United Kingdom. The statistics in Chart 1 (courtesy of UKHospitality) clearly demonstrate the enormous contribution the hospitality industry made to the UK economy prior to the pandemic. As highlighted, it is a dynamic, vibrant and innovative sector delivering vital jobs, growth and investment in the heart of local communities - important culturally, socially and economically.

UKHospitality consider that hospitality venues are the glue that binds communities together. High streets, seaside towns and city centres face different challenges, but hospitality serves to benefit them all and investment in hospitality businesses underpins wider regeneration and local infrastructure projects as well as attracting inward investment and export earnings.

In the year under review, the hospitality industry has found itself in a vastly different place. Chart 2 clearly shows the seismic impact that Covid-19 and the subsequent lockdowns have inflicted on it. There is no doubt that 2020 and the first quarter of 2021 have been a wholesale disaster for the industry. Few sectors have been left untouched, but there is no doubt that the hospitality industry has shouldered an exceptionally large burden. In a recent edition of the UKHospitality Quarterly Tracker with CGA released in April 2021, it was revealed that the Covid-19 pandemic had wiped a staggering £80.8bn off hospitality sales in 12 months. Prior to Covid, the hospitality industry employed 3.2M people in the United Kingdom making it the third largest private sector employer. This led Kate Nicholls, CEO of UKHospitality to comment that *"When hospitality struggles, the entire UK economy struggles. If we can have such a hugely detrimental impact, we are just as capable of a hugely beneficial one. If our businesses are given the support they need to survive the remaining months of the crisis and put in a position to thrive again, they can drive the recovery of the nation. We need to make sure that the hospitality sector is in the best possible position to help rebuild as we have done in the past. After the 2008 financial crisis, one in six new jobs created in the UK were in hospitality. We can play a key role in helping the government achieve its aims of levelling-up people and communities across the country."*

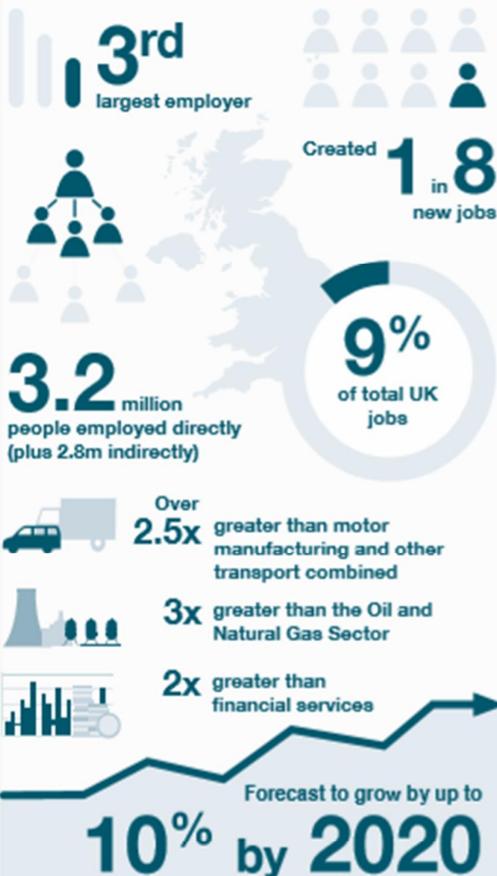
Many in the industry believe that one consequence of the pandemic is the government's acknowledgement and realisation of the importance of the hospitality industry in driving forward economic growth and employment in all geographical areas of the United Kingdom. According to the Parliamentary Under Secretary of State in the Department for Business, Energy & Industrial Strategy and Minister for London, Paul Scully, the government is working on a long-term resilience strategy for the hospitality sector to ensure it remains an attractive career path post-pandemic. Speaking on a call with trade press he said *"We are working on a hospitality recovery strategy. It's a great place to get into for a career and we want to make sure that there is a good career path for as many young people that are looking to the hospitality sector as a place to go and work."*

In the Queen's Speech of the 11th May, Prime Minister Boris Johnson, set out his vision for the UK's post-Covid recovery with a focus on jobs, skills and training as the country recovers from the impact of the pandemic. Commenting on the Queen's Speech, Kate Nicholls stated *"The overall theme of jobs, business and economic growth is absolutely appropriate for where the country finds itself, on the way out of the pandemic crisis. It highlights the need for hospitality to be at the centre of our national revival, a role in which history has shown the sector capable of driving growth and employment. Hospitality wants to trade its way back to prosperity and, in doing so, can represent a great return on the investment that the Government has made to support it."*

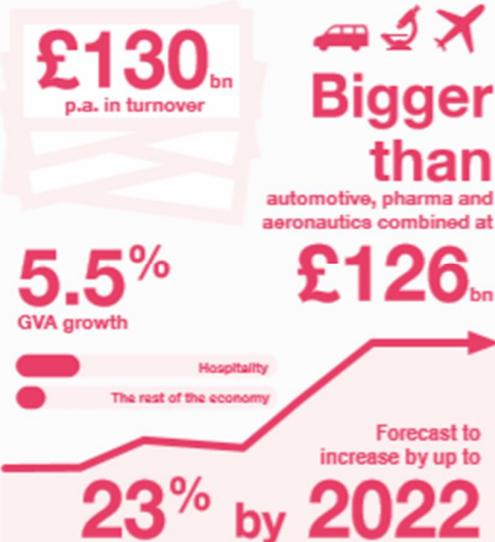
UK Hospitality Industry Statistics



UK EMPLOYMENT



ECONOMIC CONTRIBUTION



TAX RECEIPTS

£39_{bn} in direct gross tax receipts

EXPORTS & INVESTMENT

£18_{bn} in exports via tourism

£10_{bn} business investment

TOURISM

£24.3_{bn} worth of visitor spend

c. 73% total in-bound spend

REGIONALITY

Top 7 employer in every region

11% of the regional workforce

SMEs

99% of hospitality business are SMEs

50% total turnover + GVA

PRODUCTIVITY

2.9% growth since 2009

50% above economy as a whole

Chart 1

Ten numbers to know

£53.3bn

ANNUAL LOSS OF SALES IN HOSPITALITY IN THE LAST YEAR



33,653



BRITISH LICENSED PREMISES WERE CLOSED AT THE END OF OCTOBER—30% OF THE TOTAL

88 million

FEWER VISITS TO THE SECTOR IN THE THIRD QUARTER OF 2020



27%

OF MULTI-SITE BUSINESS LEADERS PREDICT THEIR GROUPS WILL BE UNVIABLE WITHIN THE FIRST SIX MONTHS OF 2021 IF CURRENT LEVELS OF SUPPORT CONTINUE



18%

OF LEADERS SAY THEY ARE CONFIDENT ABOUT MARKET PROSPECTS FOR THE NEXT 12 MONTHS

46%



OF CONSUMERS ARE VISITING VENUES LOCAL TO WHERE THEY LIVE MORE OFTEN THAN THEY DID BEFORE THE PANDEMIC

43%



OF OUTLETS THAT HAVEN'T OPENED SINCE THE FIRST NATIONAL LOCKDOWN WILL NEVER DO SO, ACCORDING TO A SURVEY OF MEMBERS OF UKHOSPITALITY AND OTHER TRADE BODIES

52%

OF CONSUMERS USED THE EAT OUT TO HELP OUT SCHEME IN AUGUST



68%

OF CONSUMERS SAY HOSPITALITY VENUES GIVE THEM SOMETHING TO LOOK FORWARD TO



55%

OF CONSUMERS SAY THEY FEEL SAFER IN HOSPITALITY VENUES THAN IN SHOPS AND SUPERMARKETS

UKHospitality Quarterly Tracker, Colfer Peach Business Tracker and CGA Business Leaders' Survey

Chart 2

Hospitality and catering education and training is an intrinsic part of the UK hospitality industry and vital to its future growth and success. As the industry opens up and the impact of Brexit and new immigration rules play out, developing home grown talent is more important than ever if the industry is to meet the objective of recruiting a greater proportion of its workforce from the UK. With social distancing restrictions still in place, UK Hospitality are already reporting a shortage of 188,000 workers. Over the years, the funding cuts in education that have prevailed have been particularly detrimental to subjects such as hospitality which have high initial and on-going costs. FE colleges have particularly faced a multitude of challenges including financial pressures and an uncertain policy environment. Overall spending on adult education, apprenticeships and other work-based learning has fallen in real terms over the last decade. Ministers publicly recognise the critical role that FE plays in local communities and in providing the technical and occupational skills needed by business to compete in an increasingly global economy. The rhetoric has not been matched by a proper investment in the sector and in a post pandemic, post Brexit world, the education and skills system will be at the front line of social and economic recovery and FE colleges will play a major role in this.

In January 2021, the government launched its 'Skills for Jobs: Lifelong Learning for Opportunities and Growth' White Paper, with a clear focus on the pivotal role that further and technical education has in helping people get skills for good jobs now and in the future. Part of the government's 'Plans for Jobs' recognises the importance of colleges in boosting productivity, strengthening communities, and supporting individuals. Proposals included in the White Paper are:- Putting employers at the heart of post 16-skills; Advanced technical and higher technical skills; A flexible lifetime guarantee; Responsive providers supported by effective accountability, governance and intervention and Supporting outstanding teaching.

In March 2021, under the Master Innholders 'Battered but not Beaten' series of events, Kate Nicholls interviewed the Minister of Education, Gavin Williamson, in a live webinar which began with the Prince of Wales delivering a message of support for the industry praising hospitality's 'resourcefulness and resilience'.



The Prince of Wales delivers a message of support and admiration to the hospitality industry

During the interview Gavin Williamson said he was focused on ensuring young people in the UK are equipped with skills that will lead them into jobs and he is keen to work with the hospitality industry to establish even more engagement between employers and educators. He would like to change the way people look at college education as he believes this will bring significant benefits to the hospitality sector by having that renewed focus on colleges. He also stressed the importance of employers having a voice in education and local authority settings to ensure their skills needs were being met. Finally he urged businesses and leaders to get involved in their local careers service and link in with local schools and colleges to talk about the opportunities within the sector adding *"as we roll out T-levels, the ability to get involved in that through work placements presents a brilliant opportunity to be able to see young people at the early stage of their development, see how they perform, see how they work and maybe snaffle the very best talent before your competitor gets them. Colleges for me are the absolute lifeblood of the skills system. They should be there to throw open their doors and have employers come in. Employers can really play an important role in terms of working closely with them. It's a two way street and a very fast-changing relationship, but one that hospitality can be a really big voice in."*

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 plugging the funding shortfalls in education that have been evident for many years now and 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, can play a major role in driving growth and employment for the UK economy.

THE SAVOY EDUCATIONAL TRUST'S YEAR AT A GLANCE:-

The word 'unprecedented' was used on many occasions to describe the events that unfolded during the year under review. Although at the beginning of the first lockdown the Trust's portfolio value decreased, and there was also the added concern that the Trust's main source of income, dividend payments, may be cut and/or suspended, the Trustees considered this was not the time to deplete their grant giving activities as the need for this to continue and if anything increase was very much in evidence. The Trustees considered this was a time for them to step up and help alleviate some of the major challenges faced by education, charities, trade associations and the industry. Therefore, in the year under review, the Trustees awarded the largest level of funding in what is approaching their 60th anniversary.

1. PROJECTS SUPPORTED BY THE SAVOY EDUCATIONAL TRUST

The Trustees awarded grants to **23 Schools, 13 Further Education and 3 Higher Education 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.

Schools: The majority of funds awarded to schools were used to develop and augment the kitchen facilities within their Food Technology rooms. The improved 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. According to the Deputy Executive Principal at Westminster Kingsway College *"The pivot point is the need to invest in food teaching at school, and this is where we need to focus our careers education for the hospitality industry; to maintain that early interest and build on the concept of gastronomy and offer a rewarding, diverse and creative opportunity for all in this industry."*

Further Education (FE): The main themes for college funding that emerged during the year 2020-2021 were: **£142,608** for kitchen refurbishments/equipment; **£143,551** for restaurant refurbishments; **£42,831** for Young Chef/Baker/Waiters/Barista Academies; **£45,966** for student funding, bursaries, work placements and competition work; **£4,500** for other projects. As can be seen from the figures, funding for FE was largely used for the creation of realistic and commercial

working environments which allow for a smooth transition from education to the workplace for the students. This is pivotal at a time when employers can no longer rely on skills from abroad.

Higher Education (HE): Grants to HE went to support Savoy Educational Trust scholarship programmes for undergraduate and postgraduate students.

Support was also given to a **not for profit educationally focused Association** to offer a scholarship scheme for those undertaking their professional development programmes.

Grants were also awarded to **22 Charitable Organisations** for a wide range of hospitality related projects. This included 3 grants under the title 'Covid-19 Emergency Funding' budget for a digital academy and for a charity that supports hospitality employees experiencing hardship and/or illness. The Trustees also awarded a grant of **£1M**, the largest grant the Trust has ever made in its history, to **The Springboard Charity** for their **Springboard to 2022** initiative. This grant will be paid in three instalments during the year 1st April 2021-31st March 2022 and used by The Springboard Charity in that year. As such it appears under creditors in this year's accounts. Further details on this initiative which goes some way to meeting the skills agenda and the employment opportunities of young people in the pre and post Covid world can be found on pages 43-44.

The Trustees recognised and rewarded the achievement of specific skills by offering their support to **4 Competitions**.

2. COVID-19

The Covid-19 pandemic and the lockdowns that ensued affected not only businesses but also educational establishments and training providers. Vocational courses with a focus on practical teaching had to find innovative ways of delivering their curriculum. Charitable Trusts had to pivot their offering to continue to help some of the most vulnerable in society. The lockdowns impacted the timeframes for projects in different ways. Some took the opportunity to move their projects forward whereas others, where social distancing was impractical, were postponed. In some cases, such as student overseas trips, there was no alternative but to cancel.

During the year, the Trust's executive team, working predominantly from their respective homes, monitored all projects and worked closely with grant recipients, not only to offer guidance and support, but to gain an understanding of what was going on and what was needed in order to aid the satisfactory conclusion of those projects supported. Where it was evident that a project could not proceed, consideration was given to an alternative use of the funds that would continue to meet the core purpose of the Trust and enhance the learning experience for hospitality students. The Trustees were kept fully aware of developments.

The Trust's executive team continues to closely monitor projects to ensure that grant recipients report on the objectives and outputs outlined in their application. This will be done on the understanding that the timeframes for projects may alter whilst we continue to live with Covid-19.

3. CAREERSCOPE

The Trust, along with four other associations and charities, became a founding partner of 'Careerscope', an industry hub, whose mission is to support people, attract talent and promote hospitality as a great place to work. Careerscope encompasses the advice, resources and support of dozens of organisations who are there to help both current and future employees.

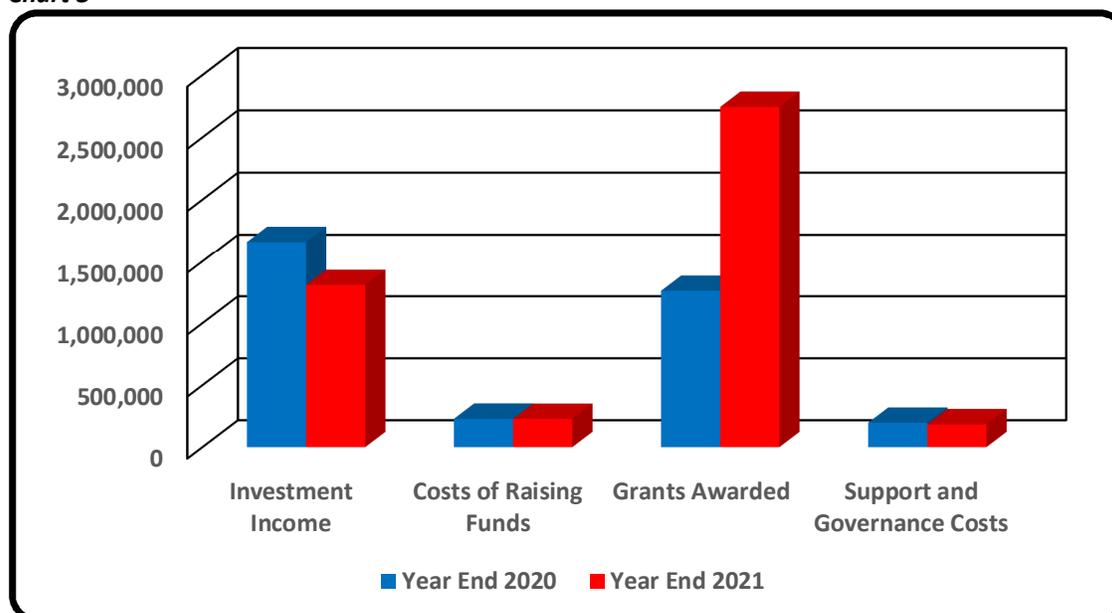
4. STRATEGIC REVIEW

As the Trust approaches its 60th Anniversary, the Trustees commenced a strategic review to ensure the Trust continues to support and invest in the present and future skills needs of the industry. This is particularly pertinent in view of the events that unfolded in 2020. The review will be formalised in the ensuing year.

5. INCOME AND EXPENDITURE

For this year, the **total investment income** for the Savoy Educational Trust amounted to **£1,307,599** (2020: £1,658,646). **Costs of raising funds**, namely fund management fees, totalled **£228,338** (2020: £228,966). **Grants awarded** totalled **£2,743,985** (2020: £1,260,247). **Support and Governance costs** totalled **£184,203** (2020: £196,753). The investment income, grants awarded and paid, support and governance costs, and costs of raising funds are illustrated below in Chart 3.

Chart 3



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 of up to £4,500 per application. The maximum the Grants Sub Committee can award in any one financial year is £50,000.

The Trustees welcome applications for funds from educational establishments with a hospitality department; industry associations and charitable organisations with specific hospitality related educational projects. The Trustees believe in helping well thought-out, balanced and sustainable projects that will, in the long-term, make a real difference and impact on the hospitality industry.

When applying for funding towards a kitchen or training restaurant, the applicant will need to 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 Trust has a website, www.savoyeducationaltrust.org.uk, containing full details on the Trust and its activities, together with details on how to apply for funding.

AIMS AND STRATEGIC OBJECTIVES

The core purpose of the Trust is the **advancement and development of education and learning** within the hospitality industry. To fulfil its core purpose, the Trust works closely with colleges of Further and Higher Education (FE & HE), hospitality associations, charitable trusts, employers and other interested stakeholders in order to:-

- ✚ *Establish and maintain contacts with schools, colleges, universities and other providers of recognised qualifications for those studying for careers in the hospitality industry.*
- ✚ *Promote and provide scholarships to help develop and enhance education, training and continual professional development.*
- ✚ *Recognise and reward the achievement of specific skills by supporting the leading industry competitions with educational scholarships/prizes.*
- ✚ *Encourage and sponsor further learning opportunities relevant to the industry by all modern forms of technology and communication.*
- ✚ *Work closely with a network of key people on current matters affecting education, training and issues such as skills development, recruitment and retention.*

Chart 4 below, evolved from the Trust's recent strategic review, outlines the Trust's core purpose.



ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

In the year under review, **the grants awarded** amounted to **£2,743,985** (2020: £1,260,247). This section of the report highlights the grants awarded against a backdrop of what has been a very challenging year for many organisations.

STRATEGIC AREA

Educational Establishments

The Trustees consider that grants to educational establishments is an important part of their grant giving activities. From the world of education, the future employees of the hospitality industry will be sourced. It is vital, therefore, that the learning experience students encounter during their journey to work in hospitality is a positive one. Juxtaposed with this have been endemic budget constraints that can be particularly detrimental to vocational subjects such as hospitality. This can hinder educational establishments in their efforts to offer 'fit for purpose' hospitality courses, facilities and/or added value activities. The following pages contain a listing and synopsis of all grants to educational establishments that the Trustees consider will showcase hospitality as a viable career option.

curriculum. This will help the children develop life skills and self confidence in their abilities. It will also instill a passion and interest for the subject throughout their years at school.

Framingham Earl High School

£15,680

This is a secondary school located in Framingham Earl, Norfolk for approximately 800 pupils aged 11–16. Funding was awarded to help refurbish the classroom cookers to allow students to cook with functioning ovens which are consistent in end product quality; replace smaller refrigerators to ensure the students can store food correctly on busy practical days; and to provide students with enough mixers for one each in class so that they can all complete practical work at the same time. This equipment will improve the food preparation experience for their students and build their confidence. Many students from the school have gone on to study catering and hospitality at Norwich City College and many now work in the local catering industry. With replacement equipment, the current students will be more enthused and want to continue their studies in hospitality.

Great Yarmouth Charter Academy

£18,600

This school, founded in 1551, became comprehensive in 1970 and joined the Inspiration Academy Trust in 2018. There are 800 pupils aged 11-16 currently on roll. Funding was awarded to help facilitate the implementation of a large-scale project to build, recruit and deliver Food Technology for all pupils that come from the local area to learn and enjoy food all through their curriculum journey from Key Stage 3 to GCSE through to A-Level and beyond. The grant will enable the establishment of a food, hospitality and catering department that will support their students in their younger years and act as a platform moving forward after leaving Charter Academy. The academy aims within 2 years to report to the Trust that 5% of their students either enter the hospitality & catering industry or have gone on to study this subject at post 16.

Hele's School

£64,777

This school, derived from Plympton Grammar School, in Plymouth, Devon is now a mixed comprehensive with 1280 students currently on roll aged 11–18. Funding was awarded to help re-design and refurbish two Food Technology classrooms/labs and the central office space between them to meet the growing demands of Vocational Education at the school, enriching the experience that students get in a relevant, realistic environment. This will give access to fit for purpose facilities which will raise aspirations and outcomes. Hospitality and catering is of the utmost importance in the Southwest, and many pupils choose careers in the industry. The new facilities will help the teachers deliver the core competencies of the subject to promote a pro-food ethos, food origins and choices, the importance of good nutrition and key skills.



Refurbished Food Technology Rooms – Hele's School

Longfield Academy**£50,732**

Longfield Academy is a high school for students aged 11-18 in Kent. It caters for all abilities and offers a broad and balanced curriculum. At post 16, students opt for either A-level courses or Professional Catering with City and Guilds. They offer these students a catering vocational pathway based in their training facility. The grant will help the academy expand their provision and to refresh the hardware/equipment within the Professional Kitchen, including the purchase of new ovens and small electrical equipment. This will provide the students and apprentices (including the first cohort of L2 Commis Chef apprenticeship training) the opportunity to use modern appliances, equipment, and technology that will enable them to go to work in the catering and hospitality industry. The academy will also conduct a full refurbishment of their Bistro restaurant including the purchase of tables, decoration and lighting to ensure their customers enjoy a la carte meals, freshly prepared by their students.

Mullion School**£55,000**

This school is a mixed secondary community school with 571 students on roll, aged 11-16. It is the most southerly secondary school in Great Britain. Funding was granted to help revamp the 1970's original cookery room into a robust catering kitchen to be used by all students across the school, specifically tailored to the Level 1/2 award in hospitality and the catering course for years 10 and 11. This will help forge better links with the local community by hosting community days and evenings. It will also enable the school to work with local farmers, fishmongers and butchers, all using local Cornish produce from the Lizard, to teach about sustainability and the environment right on their doorstep. They will also aim to compete in Springboard's FutureChef competition as well as local and school-based MasterChef inter house competitions thus gaining momentum to increase the kudos of catering across the school, local community and beyond.

North Halifax Grammar School**£43,342**

This is a co-educational, state-funded grammar school with c1200 students aged 11-18 years, that was established in 1959 and has operated under an academy trust since 2011. Being located within the ward of Illingworth/Mixenden, the school borders some of England's most deprived neighbourhoods.

In their application, the school stated that the D&T classrooms were built in 1959 (for 500 students) and are still largely in their original state. The facility is not fit for the modern-day curriculum, nor the 1200 students it now serves. The project is part of a school-wide, 10-year improvement plan that they are halfway through. The school is creating a modern and stimulating D&T department befitting the present day, and beyond - this applies to all disciplines including Food, Textiles and Product Design. The project is in two phases. Phase 1 includes critical health and safety work and the establishment of a completely new Food Technology classroom (in a new location to enable them to maximise space and realise the long-term vision for whole technology project).

Funding was provided for the specialist fitted furniture for the new Food Technology classroom and the Food Store. In order to inspire the chefs, restaurateurs and catering managers of the future, the school realised they need a modern learning environment that excites, engages and stimulates passion for the subject.

"We have made great progress with our Design & Technology Block refurbishment and the Food Technology Classroom will be opened to students after February half-term. If schools remain closed because of the pandemic, the classroom will be used by GCSE students on a rotating basis (with social distancing) for their practical assessments.

We are delighted with the result – it is so dramatically different to our old facilities."

Business Development and Marketing Officer



Refurbished Food Technology Room – North Halifax Grammar School

Plympton Academy

£27,196

This Academy is a coeducational state secondary school in Plympton, Plymouth, which has 830 pupils aged 11-18. Funding was provided to purchase equipment for the new Food Technology teaching room. The academy has been part of the government's Priority Schools Building programme and is benefitting from a new teaching block which includes a new Food Technology room. It is hoped that by having a wider range of equipment available, the department will be able to forge better links with the Hospitality & Catering industry as there will be more options in terms of visits and creating real world scenarios for the students to use for their assessments. This will lead to higher aspirations for going into this sector for their future careers.

Plymstock School

£69,514

Plymstock is a mixed comprehensive school in Plymouth for 1,500 pupils aged 11-18 years. Plymouth is a coastal town tourist destination which relies heavily upon the catering and hospitality industry to support the economy. As a school, therefore, they believe it is important that their students have the necessary skill set to enable them to access further education in what is a growing industry. Funding was awarded to help refurbish the school's two catering kitchens with modern and environmentally friendly equipment such as induction hobs with fan ovens that will decrease energy consumption and carbon footprint within the department. The refurbishment will provide increased learning capacity and enhance the students' career choices enabling continuation of the Level 3 study within the school. It will also allow for the development of a wider variety of skills and enable the undertaking of more ambitious projects, including providing hospitality based extra-curricular activities and events and help with progress to FE and HE hospitality related courses. It will provide the opportunity to enhance the school's inclusion policy as the number of disabled students have increased over the years and the school wants to provide opportunities for all.

Ringwood School

£55,000

This is a co-educational secondary school and sixth form situated in Ringwood, Hampshire. It became an academy in April 2011 and gained National Teaching School status in July 2011. It has just over 1,550 students aged 11-18 on roll. Funding was awarded to help convert the existing school staff room into a second food preparation classroom, which is to be fitted out with conventional hob and oven workstations to facilitate shared use by up to 22 students at a time, supported by fridges, freezers, sinks and food preparation surfaces. In addition, this new space will contain a commercial oven workstation which will be the first in the school providing a useful variety of experience for the students. The school state that this project will help to create opportunities for the students to develop a passion and flourish. It will also equip the students with critical life skills and confidence relating to food. The area where the school is located offers good employment opportunities in tourism and hospitality, so they want to offer more students the opportunity to gain relevant qualifications to support their career choice.



Here's a sneak peek at our latest 'lockdown project' - our brand new Catering & Hospitality suite, due to open a little later in 2021! With support from the Savoy Educational Trust, this is our response to an overwhelming rise in the number of students aspiring to work with food. Watch this space for more progress 🙌🍳

Refurbished kitchen – Ringwood School



Sandbach School

£45,000

This is a comprehensive all boys secondary school (academy) with a co-educational sixth form, with 1,172 students on roll in the main school and 245 sixth formers, based in Sandbach, Cheshire. Funding was granted to help convert a current standard non-specialist classroom, adjacent to the school allotment, into a state-of-the-art Food Technology room. This will provide pupils with exposure to facilities and equipment that are closer to those that would be experienced in industry or at university. It will also enable KS3 and KS4 students to receive all their Food Technology lessons in a specialist Food Technology room. The facility and its location will allow practical teaching of seed to plate philosophy; enable extra-curricular MasterChef House competitions to expose students in younger year groups to more professional cooking styles and approaches; and provide catering for school events such as the annual CCF, Alumni, Sport, Music and Drama evenings at which catering is normally provided by an outside contractor. The school believe that if the students have a positive performance of Food Technology at school, this will encourage them to want to explore further education and careers in the hospitality sector.

Sir John Lawes School

£45,000

This is a mixed, 11-18 state secondary school with academy status in Harpenden, Hertfordshire. It is an Ofsted rated Outstanding school and the lead school within the Scholars Academy Trust, with around 1350 pupils on roll. The school wished to remodel and re-equip an existing Food Technology room which was outdated and wholly inadequate for the demands and needs of a modern food classroom. Funding was awarded to help the school introduce a modern, fully equipped Food Technology room to inspire their students. Remodeling the existing room will enable the school, for the first time, to design a space that is fit for purpose in the 21st century; one that welcomes their less able-bodied young people and members of the community with access into the building and movement around the equipment. This facility will enable them to commit to offering the best possible provision for their young people and they believe it will encourage more children to choose Food Technology as a GCSE option and to express an interest in food hygiene, nutrition and healthy eating in general. The facility will also open up additional avenues and opportunities for partnership, enabling them to deepen relationships with local colleges and restaurants to establish an afterschool restaurant run by students and open to parents and the neighbourhood in the evening.

St John Fisher Catholic College**£33,568**

This is a co-educational, 7 form entry Catholic Academy in North Staffordshire for pupils aged 11-18, with 957 students currently on roll. Funding was awarded to help develop the hospitality and catering provision. The project will involve remodeling the space available into a more professional, industrial style kitchen set up, including stainless steel work tops and appliances. This will meet the current demand of students who are choosing hospitality and catering at KS4; provide students with a relevant, realistic and modern working environment so that they have a positive experience and smooth transition to the workplace; and develop supportive access to life skills for more complex learners with extra curriculum clubs and timetabled access to facilities. The improvements in the kitchen will also allow the academy to further develop their links with industry going forward, to further support students who choose to follow this career path.



Refurbished Food Technology Room – St John Fisher Catholic College

St Joseph's RC School**£55,000**

This is a non-selective voluntary aided RC High School located in Horwich near Bolton with 950 pupils on roll aged 11-16. Funding was awarded to help with the relocation and installation of a new food room. The room will be in the same building as the rest of the Design and Technology department and will be installed on the ground floor making access for all pupils possible. It will include a dedicated area featuring adjustable height work areas to allow wheelchair bound pupils to take a full and active part in food lessons. It will also allow for the provision of a modern inspiring space and will significantly increase the numbers of sinks/cookers available to the students enabling the school to expand on the practical experience they can provide and hopefully inspire pupils to consider a future career in the industry. The refurbished facility will enable the school to partner with their local 6th form and further education colleges and demonstrate to students a much clearer pathway into the Hospitality and Catering sector.

"On behalf of the governors, staff, students and parents I would like to express our gratitude to the trustees for awarding us £55,000 for the installation of a ground floor Food Technology room. The most exciting thing about this is that two young ladies who are wheelchair bound will now be able to access the same teaching and Food Technology resources as the others in their year group. Your kind grant will make such a big difference in their lives. Staff too have been inspired by the promise and been given a fresh energy and excitement for the future. We are touched by the kindness and support of the Trust and would like to pass on our sincere thanks." **Headteacher**

Stamford Welland Academy**£3,400**

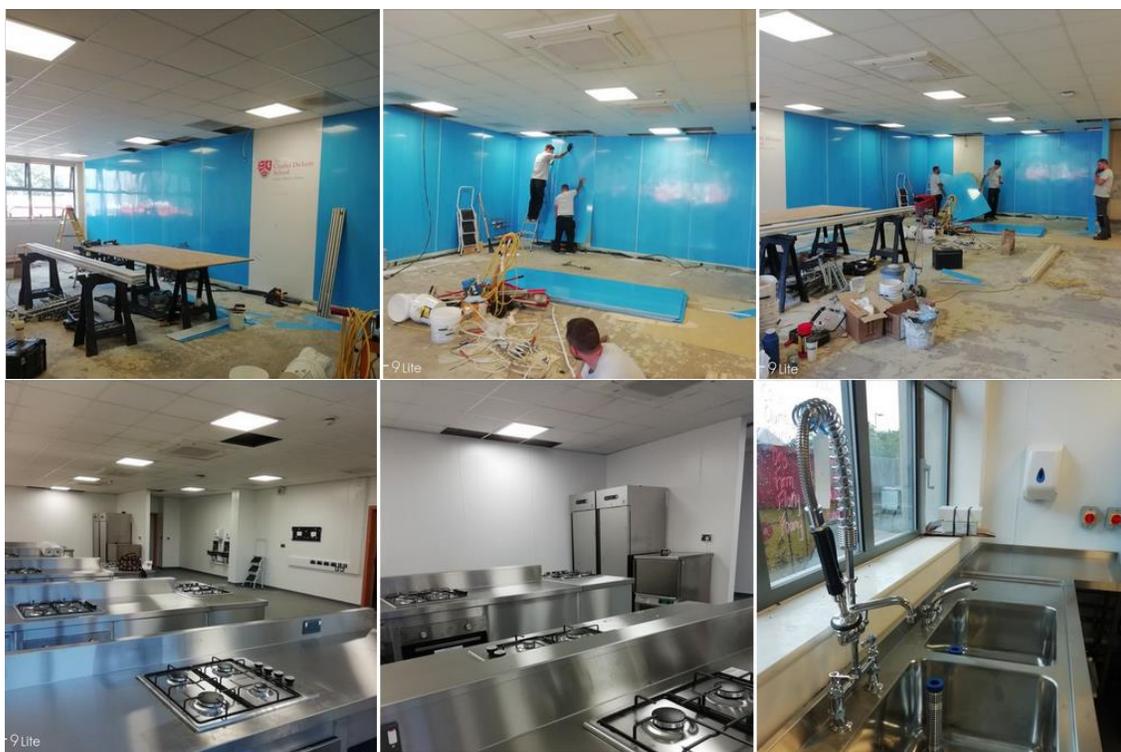
Stamford Welland is a small secondary school in Stamford, Lincolnshire with 500 pupils. They are part of the Cambridge Meridian Academies Trust (CMAT) and with an investment from this Trust they are upgrading their food room to the value of £100,000. The first year 11's will complete their WJEC

Award in Summer 2021. Funding was awarded to purchase basic tools and equipment to make the room viable, safe and inspiring for their lessons.

The Charles Dickens School

£60,000

This is a secondary mixed non-selective school in Broadstairs, Kent, for students aged 11-16, with 1086 students on roll. Funding was awarded to help improve the current teaching kitchen facilities to enable the students to realise their potential within the context of a commercial set-up. As well as improving the kitchen facilities with a range of appliances which are in line with modern cooking techniques such as dehydrators, sous vide and ice-cream makers, the school hope to create a space to enable the students to 'transition' into chefs before entering the main area of the classroom. The new kitchen facility will also allow the school to increase capacity to be able to take groups of up to 24 by creating 12 workstations from the existing 9 plus one teaching station. This will include one area especially designed for SEND and VI students. The school also believe that if the environment is enhanced to a more industrial setting, in the longer term, hospitality will become a key route for vocational students to enter higher education, providing a feed of enthusiastic and talented students into employment.



Preparation work and completed Food Technology Room – The Charles Dickens School

The Deepings School

£12,000

This is a co-educational 11-18 secondary academy school in Deeping St James, Lincolnshire. Funding was awarded to help the school purchase Food Technology equipment to equip two brand new Food Technology rooms. Food Technology has long been embedded in the school's curriculum and is a thriving department. At a time when many schools have cut their curriculum offer to the detriment of practical subjects, this school has continued to champion a full and inclusive syllabus. Every student studies Food Technology to Key Stage 3 and is given the opportunity to undertake the subject to GCSE and A-level.

The Forest School

£60,000

This all-boys secondary school and mixed sixth form with academy status, based in Winnersh, Berkshire, with 900 students on roll, was awarded funding to help renovate the current food room educational facilities to better support their students' learning. This will make the learning environment fit for purpose and safely meet the demands of modern-day class sizes to enable them

to continue to offer Food and Nutrition across the curriculum at all key stages. The school aims to become a centre of excellence for Hospitality within the Wokingham area and to promote and encourage careers within the hospitality sector. They will do this by recruiting students to further their study of Food Preparation/Science and Nutrition at both GCSE and Post-16. The facilities will also enable the school to facilitate and expand the current extra-curricular activities they have on offer which involves working with disadvantaged families within the school community and aspiring university students in year 13.

The Hundred of Hoo Academy

£70,150

This academy, a large non-selective school for pupils aged 4-19 situated in Rochester, Kent operates two hospitality teaching rooms both of which are very tired and poorly equipped, having last been refurbished over 25 years ago. The academy report that the quality of practical food teaching is highly effective from year 7 upwards and pupils' engagement and love for the subject has been notable since it was reinstated on the curriculum 4 years ago, following the recruitment of a highly committed, knowledgeable food specialist. Funding was awarded to help the school refurbish one of these existing teaching spaces to include a complete redecoration, new units, worktops, ovens, hobs, flooring, ventilation, white goods and loose equipment. This will also include additional support and training for the teaching staff in the use of the new facilities. They believe that once refurbished, the professional and inspiring spaces will help the students thrive and will encourage an even greater number of students to choose hospitality courses at GCSE and to continue their studies on to higher level courses that will be provided within the new improved facilities and equipment. The refurbishment will also help with the retainment and recruitment of high-quality staff.



Refurbished Food Technology Room – The Hundred of Hoo Academy

The Reach Free School***£556***

This is a non-selective community school with 667 students within Mill End, Hertfordshire and is committed to providing the highest standard of education no matter background or external circumstances. The grant will be used to purchase Chef White Jackets, Chef Aprons and Chef Hats for 24 students.

The St Marylebone CE School***£2,924***

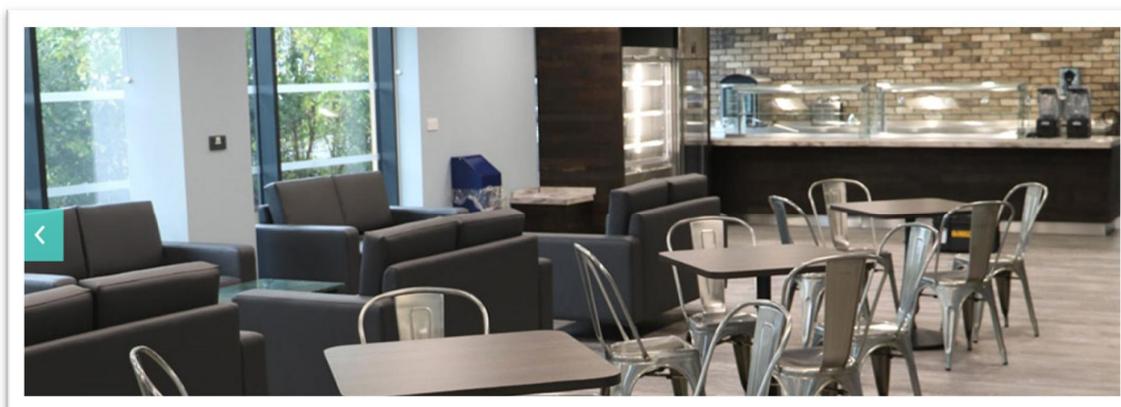
This is a state-funded comprehensive school in London, with 1156 pupils, all girls in years 7-11 and mixed in the sixth form. Funding was requested for the purchase of three items of new equipment for the school's popular Food Technology department: a blast chiller; an ice-cream maker; and an urban cultivator (a hydroponic indoor growing machine).

The Trustees awarded funding of £404,876 to 13 Further Education (FE) Colleges (2020: £368,455 to 15 colleges) for the following projects:

Bury College***£120,000***

Bury College, located within Greater Manchester, has a mission to 'support the community through education and training'. The college supports c8,000 learners every year across a range of full and part time programmes, including A-Levels, Apprenticeships, Vocational, Adult, Community and University courses. Success rates are consistently high and are testimony to the college's strong values of continuous improvement.

The college noted that following a previous grant from the Trust for a kitchen refurbishment project, they had benefitted from an increase in Hospitality student numbers. This enabled the college to introduce several new Hospitality programmes, e.g., Higher National Certificate in Hospitality Management and Apprenticeship Standard in Level 2 Production Chef. Together, these have resulted in sustained demand on their existing facilities. To respond, they identified a potential area in their University Centre that could be adapted to increase training kitchen capacity. The ground floor of the Enterprise Centre (used for the delivery of adult skills and higher-level provision) was mostly a student social area, with small servery and vending machines. It was an underutilised space, not configured very well, so the college stated that they would like to enhance this to provide Hospitality students with a state-of-the-art training/working environment, thus expanding the range of skills training available to them. This will give aspiring chefs, restaurant managers and baristas the opportunity to work in a new hospitality training environment and will allow learners to develop their range of food preparation skills and provide a chance to experience a new live working environment. It will also increase supervisory opportunities for students with FE students/apprentices leading day to day operations, and HNC students given opportunities to take the lead in supervisory tasks.



**BRAND NEW HOSPITALITY FACILITIES OPEN AT BURY COLLEGE
UNIVERSITY CENTRE**

"I really enjoyed my Catering course at Bury College, the tutors were so supportive and it helped me to secure a job working in Hospitality. The new facility sounds really good and I am looking forward to using new equipment which will prepare me for work within the industry and will help to improve my confidence." **Student - completed Level 3 in Advanced Professional Cookery - progressing to complete the Higher National Certificate in Hospitality Management**

"The Bury College Catering department has seen exceptional growth over recent years with the introduction of several new courses including the Higher National Certificate in Hospitality Management and Apprenticeship Standard in Level 2 Production Chef. This new facility responds to our growing area and we are delighted that this new space will benefit our university and adult learners and provide them with a unique experience." **Curriculum Director Creative Service Industries, Business and Professional**

"We are delighted to open this modern new facility and see our Adult learners benefitting from a contemporary environment. Bury College University Centre prides itself on providing a safe and supportive learning environment and this new development further enhances the experience our students will enjoy. We are welcoming new and returning students and we look forward to working with them to achieve their educational goals." **Curriculum Director for Adult Learning and Higher Education**



BURYCOLLEGEUNICENTRE.CO.UK

SAVOY EDUCATIONAL TRUST SUPPORT FOR NEW HOSPITALITY FACILITIES AT BURY COLLEGE UNIVERSITY CENTRE | Bury College University Website

City College Plymouth

£11,766

City College Plymouth (CCP), based in Plymouth, Devon has 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.

Funding was requested to continue to offer and develop the successful Junior Chef Academy Programme. Working with schools, this programme offers extra curricula catering training to pupils in mainstream education, across three progressive levels. It develops skill, knowledge, teamwork, and confidence based around a love of food all delivered within a professional catering environment that the young chefs find challenging and motivational. In addition, funding was requested to run the Junior Barista Academy which teaches key industry skills in a professional working environment to meet industry requirements whilst also raising the opportunity and aspirations of CCP's students.

CCP report that: *"The young chefs and baristas are taught by skilled chef tutors, front of house tutors and assessors within our demonstration/training kitchens as well as our top of the range*

production kitchens and front of house areas where student teams run our commercial and inspirational restaurant and recently refurbished deli, PL1. Our aim from both of the Academy programmes is to inspire young people to consider undertaking future training on either the full-time programmes or the apprenticeship study programmes offered at the college. This would then lead them to enter into exciting and diverse careers offered within the hospitality sector and catering industry. Additionally, through these active after school learning programmes the awareness of food hygiene practices, health and safety in the 'workplace' and the benefits of a healthy diet will be strengthened."

Craven College

£60,000

Craven College, based in Skipton, North Yorkshire, offers a variety of further and higher education courses, including bachelor degrees. The Catering School was being relocated from a remote location to the main College campus site which would allow for the re-development of a more suitable and up to date teaching environment which will dovetail and integrate into the existing main student canteen facilities and services, as well as giving students access to all the other facilities and resources on the main campus. It would also enable students to receive enhanced teaching in improved realistic work environments with the opportunity to be involved in varied practical delivery of catering functions to students, adult students and visitors and third party, semi-commercial functions. Funding was requested for the equipment for the new kitchen facilities.

Farnborough College of Technology

£22,608

Farnborough College of Technology's history goes back to the beginning of the last century and the days of the Royal Aircraft Factory. Since then, they have adapted and changed to meet the needs of the community, providing courses from Level 1 to Post Graduate Level.

From completing stage 1 of their refurbishment, the college reported that they noticed more that could be done to aid their students. They realised that there is a need to develop relations with employers, for education to relate to industry. The current Covid-19 crisis created a different way of teaching, especially for the apprenticeships. This application would follow on from the funding received from the Trust in the previous financial year.

Funding was awarded to help the college with the following initiatives:-

- Refurbish a staff room into a new inventive demonstration kitchen, to provide a learning kitchen for multiple use; industry chef demos, apprenticeships, T Levels (new qualification), chefs table and competition training. The aim is that this funding will make a significant difference to the learner experience and will ensure students are provided with a relevant, realistic, safe and modern working environment in which they can utilise current industry standard equipment and provide an area for industry led learning, linking industry to education. This will ensure that students have the necessary skills and experience to successfully transition to the workplace while providing a platform for student added value.

- Help create state of the art ICT equipment with the intention to grow their own living herbs. This has close connections with Koppert Cress, and a new cress qualification module with City & Guilds.

- Purchase an induction cooker to train students to enter Worldskills culinary competitions.
- Due to the Covid-19 crisis, the college's contract with Rationale has ended and the college was offered the opportunity to purchase the oven.

Grimsby Institute for Further & Higher Education

£1,000

Funding was awarded to help purchase uniforms for hospitality students commencing their studies at the college in September 2020.

Loughborough College

£29,755

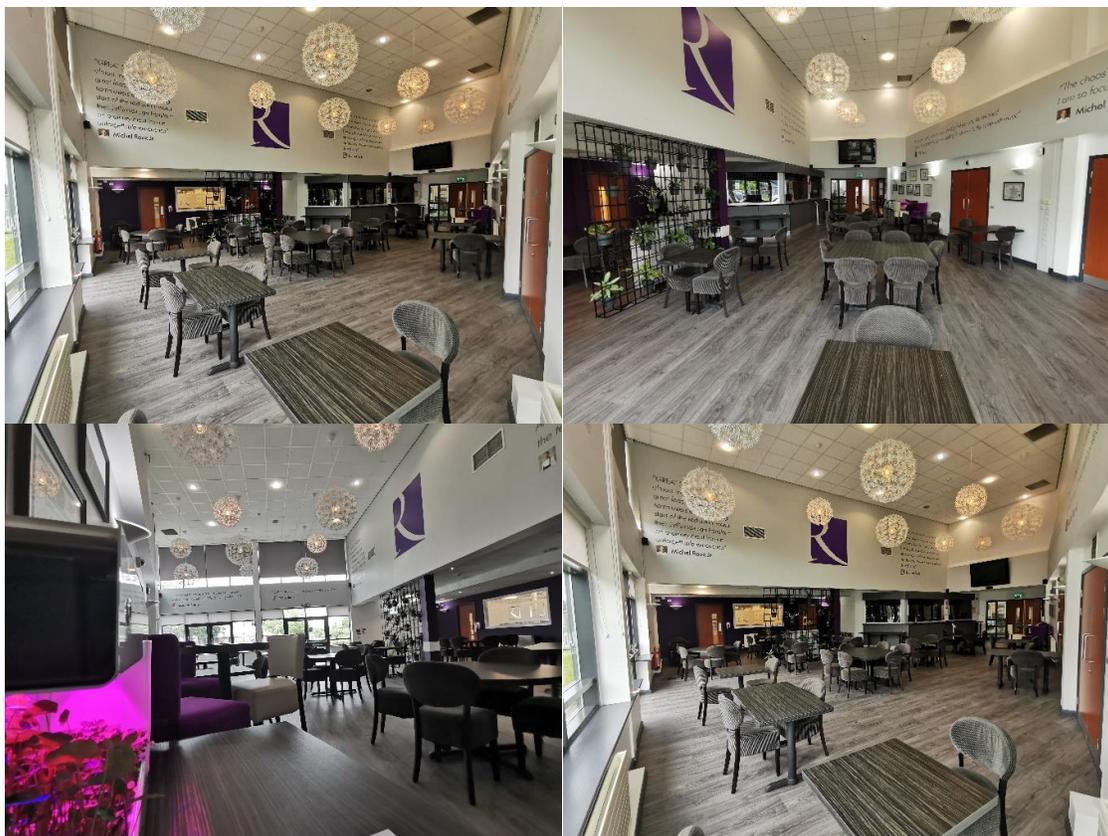
This college provides education and training opportunities for students from 16 upwards including adult learners, with very flexible study options. The curriculum is well developed including very strong partnership work. The hospitality and catering teaching team based at the Radmoor restaurant are made up of trained industry professionals who are members of the Craft Guild of Chefs, from rosette restaurants and have held high culinary command in the British Army. They are inspiring the hospitality staff of the future.

Funding was awarded to help modernise the teaching facilities in the Radmoor restaurant and bar area. By increasing the standard of these facilities, it will enable the students to learn in an industry standard setting which will, in turn, attract more students to study at Loughborough. It should also ensure that the students are serving a wide range of customers to the restaurant thus helping to prepare them for working in the industry. This is part of cross college plans to ensure the college is in the top 10% of general education colleges in England.



In July 2020, the Craft Guild of Chefs launched The College and University Accreditation scheme to 'inspire' the next generation of chefs at grassroots level. The Trustees were very pleased to learn that Loughborough College successfully passed all the standards required to receive accreditation, becoming the first college catering department to achieve this accolade. The Craft Guild of Chefs Chief Assessor commented: *"Accreditation gives institutions professional recognition. It demonstrates that the courses and curriculum offered have industry credibility, as well as industry standard facilities and resources to pass the external employer audit. In addition, it recognises that your students have the employability skills required by the global hospitality industry. The industry will look very different in 2021 and being sufficiently accredited in such a way will ensure robustness in the future."*





Refurbished Radmoor Training Restaurant

"The whole hospitality team is delighted to have completed these improvements thanks to this generous grant from the Savoy Educational Trust. Revamping the restaurant environment means, that when we fully re-open our guests can enjoy our brilliant food in a more modern and contemporary environment. We also aim to attract more business customers who could use the venue for meetings or events. It is an exciting time at the Radmoor." **Curriculum Manager and award-winning chef**

Merton College

£500

Funding was awarded to help with the course fees for the final year of PGCE subject specific to hospitality and catering for an individual who is a Learner support for the department.

Riverside College

£5,636

Funding was awarded to support students from low-income households in buying their kitchen whites and restaurant uniform and knife sets, which would give them the same opportunities as all other full time and part time students and allows them to progress within their chosen career within Catering and Hospitality. It also enables them to seek part-time employment within the catering and hospitality industry, progressing into full-time employment on completing their qualifications. This project is designed to benefit all learners, 16-18, 19+ apprenticeships, on each level of course, full time/part time and short programmes.

Runshaw College

£2,650

Funding was awarded for the continuation of their 'High Achieving Programme' which promotes ambitions of young learners and allows them to experience 'off curriculum' activities/skills/knowledge and experiences. The programme has 4 parts: a club called EXPOSURE which visits different establishments; specialist masterclasses; accommodation and travel for work experience. Funding was also awarded for the launch of a functional outlet (bistro) so learners can experience different elements of food service and the business elements of running a kitchen.



Student experiences from 'High Achieving Programme'

THANK YOU SAVOY EDUCATIONALTRUST- you have made this year a much more interesting year than it would have been due to this pesky, vile virus.

South Devon College

£14,300

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. By working together with industry leaders and service providers they aim to give their learners the best possible introduction to the industry.

Funding was awarded to be used for a variety of purposes, which include: championing the aspiring chefs of tomorrow by funding further courses for the JCA programme (for 10–15 year olds), which has been running very successfully at the college for over twelve years; community activities, including Courses to Careers for NEET students to help re-engage students through positive approaches; the learner support fund which supports students to overcome barriers to success; and finally cultivate positive outcomes through enrichment activities and work experience (when permitted).

University College Birmingham (UCB)

£57,495

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. Funding was requested for a variety of projects that would enable UCB to:

- Deliver two Young Chefs Academy programmes (10 weeks per course/32 candidates on each programme) due to commence in January/February 2021 and May/June 2021. The grant will be used for employment costs, student uniforms and food costs for the programmes.
- Provide 100 'Savoy Educational Trust Scholarships' which consist of a hospitality-professional starter pack for students from low income households. Each scholarship would be worth £250 and enable the purchase of compulsory PPE.
- Provide financial support with travel costs to those who cannot afford to attend their courses and to provide financial support with other costs, e.g. childcare for those on low income and experiencing financial hardship.
- Deliver two Young Waiters Academy programmes due to commence in January/February 2021 and May/June 2021 with 12 candidates on each programme. The grant will be used for employment costs, student uniforms and commodity costs for the programmes.
- Deliver two Junior Baker and Pastry Chef programmes aimed at 14-16 year olds due to commence in January/February 2021 and April/May 2021, with 24 candidates on each programme. The programme will run for 8 weeks over two terms ending with a celebration.

UCB also received a grant for their Young Chef 2021 competition which features on page 48.

Vision West Nottinghamshire College

£53,796

This college is a Further and Higher Education College in Mansfield, Nottinghamshire. It opened as a technical college in 1928 and each year the college provides education and training to over 10,000 full and part-time students (including apprentices) across all major industry sectors from entry to university level.

Funding was provided to enable the college to upgrade and redesign the training restaurant. To accommodate the government requirements to allow the restaurant to operate safely during Covid-19, the college wished to extend the front of house area to an outdoor patio, with covered, heated, outdoor eating pod areas. They believe this will encourage the customers to return and will also stretch the learners by giving them high level educational and real life vocational skills to aid their success and increase their life chances working within the industry post college. As the college catering building is stand alone, they will also offer the restaurant at weekends for a pop up venture.

West College Scotland

£25,370

West College Scotland (WCS) was formed in 2013 by the merger of Clydebanks College, James Watt College in Greenock and Reid Kerr College in Paisley. The college is a key partner in the West Region of Scotland delivering vocational education and training to a catchment area representing 1.2 million people.

Funding was awarded for the WCS 'Digital Difference Project' which aims to provide the greatest access to learning and teaching by supporting the students to engage through virtual demonstrations using the latest technologies. Post Covid, WCS wish to have the greatest impact and reach by ensuring students and staff are up to date with the latest learning and teaching technologies. This project will focus on live streaming the kitchen demonstrations allowing students to gain additional

training, wider engagement with other hospitality lecturers from all campuses and broader engagement with other students on the course and external college partners. The grant will be used specifically to purchase the digital video conferencing kit.



Digital Difference project – West College Scotland



*"We would like to take this opportunity to thank the Trustees again for our award. The equipment that we have purchased and installed across our campus locations is having a direct, immediate and positive impact on the students and staff in the Hospitality Departments across West College Scotland. This project has definitely made the **Digital Difference** to our Hospitality students. Please see the article that appeared in the Paisley Daily Express" **Development Funding Executive – Business, Enterprise & Innovation***

*"We are still getting to grips with the equipment but so far it has been great. From a social distancing point of view, it's fantastic, as it allows us to focus on workstations and switch between them allowing demonstrations to be delivered safely whilst not impacting on the student experience. I'm, looking forward to seeing how we can develop and grow the curriculum with the use of the technology for the coming year." **Curriculum Enhancement Lecturer***

"Pre Covid we'd have huddled around the demonstration area but we've not been able to do that due to social distancing so it's been hard to see exactly what's going on. Being able to watch the demonstrations on screen from our own stations is great." **Professional Cookery Level 5 student**

"The sessions are taped and put on Teams so it's been really useful to be able to go on from home and watch the class again and use them to recreate dishes at home" **Professional Cookery Level 5 student**

In the year under view, the Trustees awarded funding of £60,200 to 3 HE establishments (2020: £29,500 to 4 HE establishments) for the following projects:-

University of Essex

£9,000

The Edge Hotel School is the first hotel school of its kind in the UK, where students can experience a unique learning experience. Not only do they study the theory to achieve a degree from the University of Essex, they also undertake work based learning experience in Wivenhoe House, a 4 star commercial hotel. The Edge Hotel School equips students with the professional and managerial skills, as well as the academic theory, to prepare them for their future career in the industry.

The Edge Hotel School want to encourage people to enter into higher education as part of the wider University of Essex outreach initiatives. This would also showcase the hospitality industry as an aspirational career destination and make higher education accessible in a practical way by encouraging entry to work based learning degree qualifications – with both a two and three year study option recognising different styles of learning.

Funding was awarded for a scholarship scheme, offering £3,000 per student for 2 students per academic year 2020/21 and 2021/22 (to include unspent funds of £3,000 from a previous grant).



University of Surrey**£41,200**

Funding was awarded to help establish the Savoy Educational Trust Masters in Strategic Hotel Management Scholarships. In the application, what the Trustees really liked was the statement that the primary objective of this initiative is to retain leadership talent in the industry. Everyone understands that the graduating class of 2020 face a hugely different employment landscape to their predecessors. These students, over the past 4 years, have developed knowledge, skills and experience in Hospitality and we need to protect the investment in those skills. The University believe it is imperative for the industry and the economy that we attract and retain the best possible calibre of students to fulfil future leadership roles. The funding is for 4 students who have a 1st or 2.1 degree and will be selected by application and interview. The first two scholarships were awarded in December 2020.

A NOD FROM THE HEAD

Prof Iis Tussyadiah

For the first time, we are welcoming February starters into our MSc Programmes this year. Amongst them are two recipients of the **Savoy Educational Trust Scholarship**, Hanna Horvath and Jess Munt, who are studying MSc in Strategic Hotel Management. Two more scholarships will be awarded to outstanding September starters through the generous contribution from the Trust.

I would like to extend our thanks to the **Savoy Educational Trust** and its Trustees for the leadership position it has taken to support SHTM students and the hospitality industry through these challenging times.

For more information regarding scholarships at SHTM, please contact **Ian Larkham**.



The **Savoy Educational Trust** is an independent, grant giving charitable trust, whose main aim is to advance and develop education, training and qualifications within the hospitality industry.

Savoy Educational Trust Scholars



Jess Munt
MSc in Strategic Hotel Management

"After graduating from Sheffield Hallam University, I am beyond excited to be starting my master's degree at the University of Surrey and I feel extremely lucky to have been given this opportunity. Hospitality is something that I have a genuine and ever-growing passion for, and I hope to one day share this passion with future hospitality students, as my career goal is to become a lecturer."



Hanna Horvath
MSc in Strategic Hotel Management

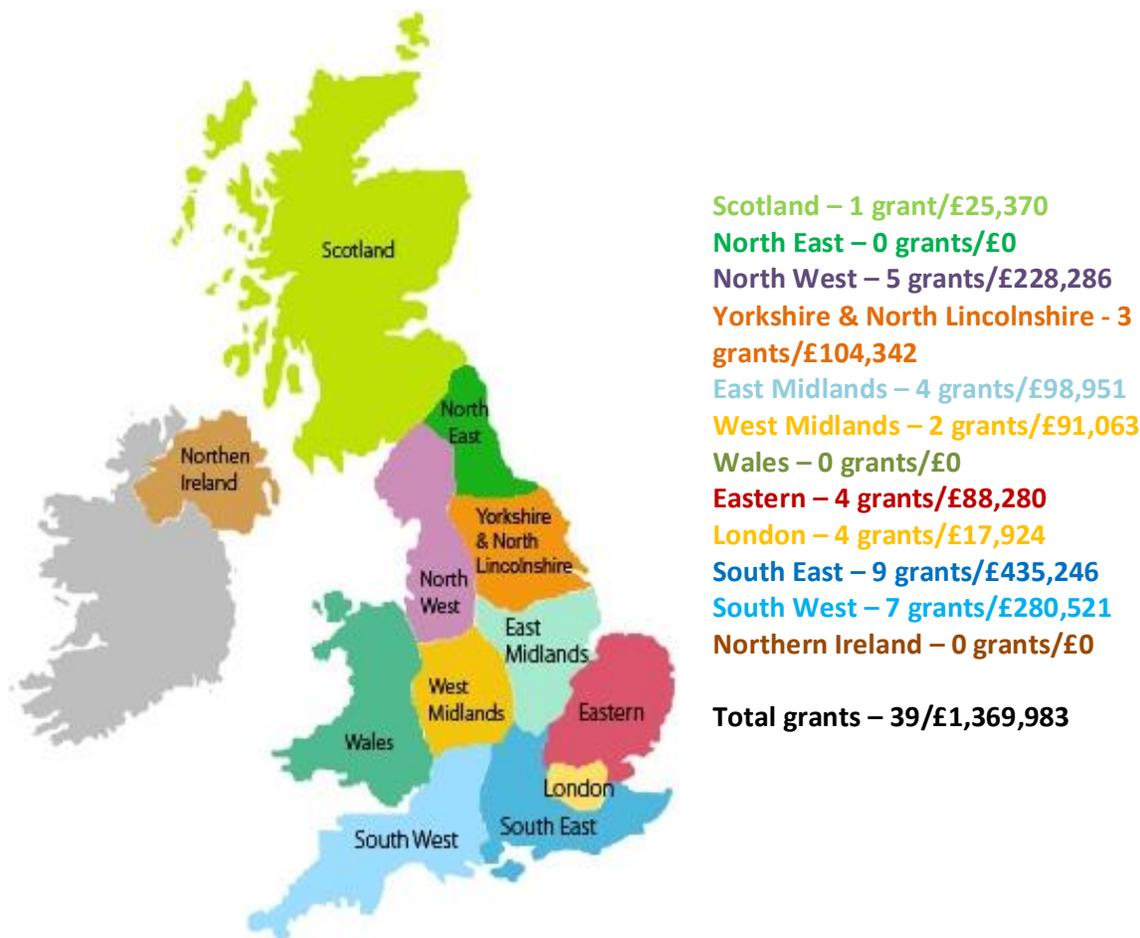
"I am originally from Hungary. I've lived in England for the last ten years & completed my BSc Degree in International Tourism Management at University of Surrey, with an exchange semester and placement in Florida. Looking forward to starting my MSc."

University of West London**£10,000**

Funding was awarded in the previous year to help establish 'The Savoy Educational Trust Scholarships', with the aim of supporting two undergraduates. The scholarships have specific criteria attached to them and will aim to attract talented students who come from financially disadvantaged backgrounds. The university make the selection based on academic merit and financial need. Students are invited to apply in their first year of study to receive a scholarship for the second and third year of their studies. The first two scholarships were awarded in October 2020. This grant marks the second and final payment following receipt of a satisfactory evaluation report.

Geographical Breakdown of Schools, FE and HE Establishments

Chart 5 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.



In the period under review, the Trustees awarded funding of £12,300 to 1 professional industry association (2020: £30,000 to 1 professional association) for a specific educational project as detailed below.

Hospitality Professionals Association

£12,300

Hospitality Professionals Association (HOSPA) is a non-profit educational organisation, formed in 1969 with the aim of bringing together those professionals involved in financial management, revenue management, marketing, asset and IT professionals to provide opportunities for career development, networking and keeping up-to-date with industry trends and standards. The current membership consists of members from financial roles, revenue managers and IT specialists.

The HOSPA Education programmes are largely populated by individuals working full-time in hospitality organisations. During the Covid pandemic, HOSPA witnessed increasing numbers of learners being furloughed and, in some cases, made redundant. The trend is for more learners to fund their own professional development, as opposed to obtaining funding from their employer. If businesses are to thrive in a post-Covid world, they will need a multi-skilled and flexible workforce, with commercial and financial acumen. HOSPA believe it is essential for learners to be able to complete their courses to enhance their career prospects and help rebuild the hospitality sector and the wider economy. HOSPA therefore applied for funding to assist with the provision of a scholarship scheme to support those in need, to enable them to complete their studies.

The grant will enable HOSPA to offer support for half the cost of the fees for each level of programme for up to 60 candidates provided that the candidates:-

- are based in the UK;
- demonstrate a commitment to learning;
- complete an application form explaining why the scholarship is needed.

In the year under review the Trustees awarded funding of £1,342,491 to 22 charitable organisations (2020: £346,705 to 21 charitable organisations) for a wide range of hospitality related initiatives, including those that showcase the many routes into and varied roles there are in the hospitality industry. The individuals that participate have often experienced educational, social and/or economic disadvantage. Many have disengaged from mainstream education, have experienced homelessness and/or are ex-offenders. Through such projects they are given the opportunity to undertake practical training and also study for qualifications that could lead to a long and fulfilling career in the hospitality industry. Details of the grants appear below and overleaf.

Amanda's Cook School Enterprise

£4,500

This Cook School is an innovative and exciting project offering accessible cookery lessons for children nationwide. Following a successful pilot, funding was awarded to continue with a 10 week Cook School course in the same 3 regions, namely, a community centre in Newcastle, a secondary school in Ascot and a pupil referral unit in Birmingham for 12-19 year olds identified by their school to join the programme.

Artichoke

£2,300

Artichoke is the UK's leading producer of outdoor art and providing meaningful work experience for young people is one of the cornerstones of their practice. Funding was awarded to help with a training programme during Durham Lumiere 2021 for students from New College Durham's Professional Cookery & Hospitality and Event Management courses. Students will gain first-hand experience working on a large-scale, high profile event and receive advice from industry experts. The programme will enhance their academic studies, as well as equip them to realise their potential in future employment and training.

Durham Lumiere



Beresford Street Kitchen

£9,750

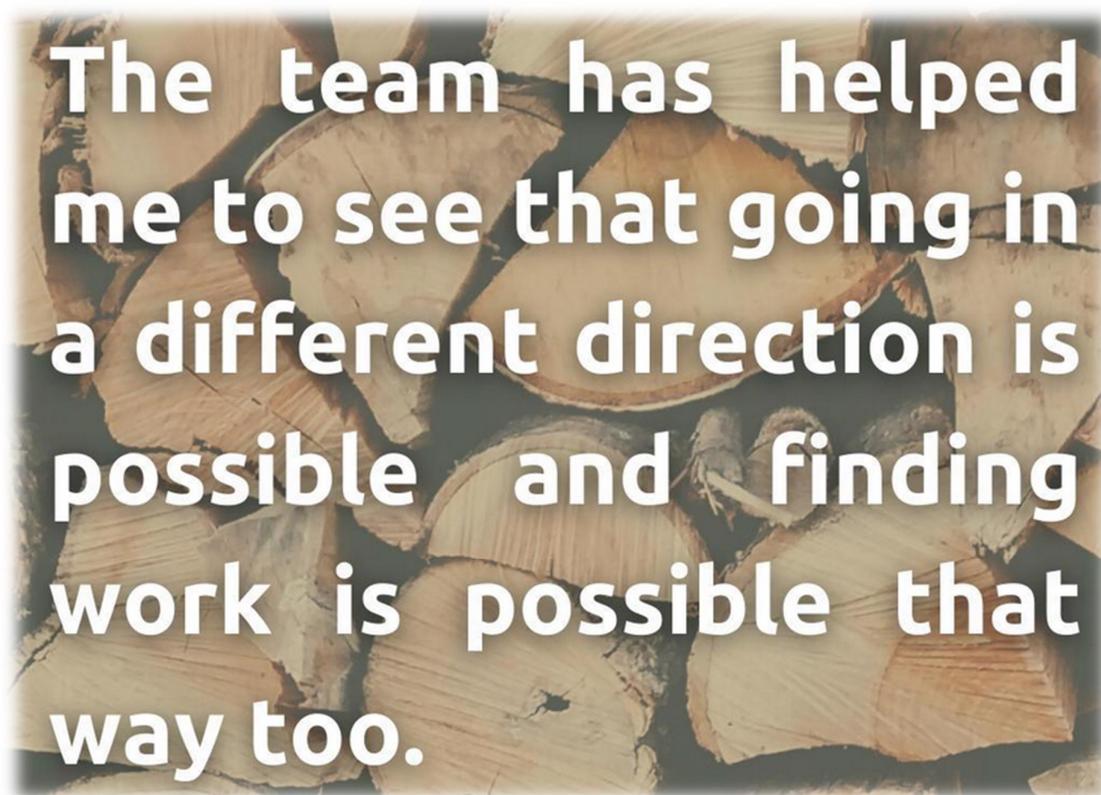
Beresford Street Kitchen (BSK) consists of a café, catering workshop, outside catering and print shop that provides training and employment to 45 people with learning disabilities and autism, mainly in hospitality. The vision is of an inclusive workforce where people with learning disabilities and autism

are able to maximise their potential, be recognised for their skills and regarded positively. After finishing their training at BSK, individuals are supported into employment in the hospitality industry. Funding was awarded for one bursary. The individual receives a bespoke programme over 3-5 days per week and gains education, training and employment in different areas of the hospitality industry, including front of house, kitchen, catering workshop and outside catering. *"I am happy to say that even with the disruption of the year, the individual you have supported has come on leaps and bounds and is now embracing The Aspire Life Skills Programme."* **Fundraising Manager, Beresford**

Beyond Food Foundation

£12,200

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. Funding was awarded to support the Apprenticeship Programme that provides the beneficiaries with holistic support and training. The Programme is aimed at those who have demonstrated a commitment to making a long-term life change and to completing a two-year hospitality service apprenticeship, either in the kitchen or front of house. The grant is to be used specifically towards the cost of knives and uniforms (£10,000) and laundry (£2,200).



Beyond Food Foundation

British Nutrition Foundation

£15,000

The British Nutrition Foundation (BNF) is a charity with the vision: 'Everyone can access healthy, sustainable diets'. BNF work towards this through its Mission 'Translating evidence-based nutrition science in engaging and actionable ways'. The objective is to deliver evidence-based information on food and nutrition in the context of health and lifestyle.

BNF has a successful school's engagement programme, [*Food – a fact of life*](#), which in the last 12 months has trained over 3,500 teachers about cooking and healthy eating (through a mix of practical cooking workshops, conferences and online webinars), with 450,000 teachers downloading 900,000 resources from its website. They work through their four UK Education Working Groups (in England, Northern Ireland, Scotland and Wales), comprising of practising teachers, government representatives, teacher trainers and exam boards.

BNF's aim is to develop a 'Food skills for the future' resource and training offer, intended to support children and young people with Special Educational Needs and Disabilities (SEND) and enhance teacher practice. This will ensure that SEND pupils have access to food skills for the future – supporting greater independence and inclusion, giving real skills for life and work (especially in hospitality and catering), and supporting social mobility. The resource would comprise of three phases: (1) SEND teaching 'food' good practice guide, (2) dedicated resources for children with SEND, and (3) training for SEND teachers. Funding was provided to help with phases 1 and 3.

Characteristics of good practice in teaching food and nutrition education to pupils with additional needs

MULTI-YR Characteristics of good practice in teaching food and nutrition education to pupils with additional needs

Characteristic 1 - Developing professional competence
A document from the characteristics of good practice additional needs guide.

Characteristic 2 - Taking a whole school approach
A document from the Characteristics of good practice additional needs guide.

Characteristic 3 - Knowing your pupils
A document from the Characteristics of good practice additional needs guide.

(2.15 Mb) Download (0.24 Mb) Download (0.22 Mb) Download (0.23 Mb) Download

Callander Youth Project Trust

£17,443

Callander Youth Project (CYP) supports local young people, aged 11-25, in rural Stirlingshire. Local young people face issues of social isolation and do not have access to the same opportunities of their urban peers. Specifically, CYP provides a range of youth activities and employability training programmes. Through their social enterprise, a hostel and function suite, CYP provides volunteering opportunities, work experience, training opportunities and qualifications for those most removed from employment, encouraging them on to positive destinations. Funding was provided for the 'Catering for The Future' project - to install a professional kitchen for young people to train with a local chef. The chef will train all young people undertaking qualifications / employability programmes with CYP. He will also cater for all CYP events, providing a great opportunity for young people to learn and gain valuable work experience. CYP work with the local High School and will run a programme for pupils covering food preparation, kitchen hygiene, cooking, baking and catering. They will be able to complete a Kitchen Hygiene Certificate. The school does not have a Home Economics department, so this would offer pupils an alternative option. The Youth Worker spends one day a week in the school supporting pupils who are struggling academically or for other reasons. This project will offer them an alternative learning environment which can help address challenges, restore confidence and support re-engagement at school.

Hospitality Action

£50,000

Funding was awarded to be used for Hospitality Action's (HA) on-going response to Covid-19. HA were seeking support for their continued efforts to disburse funds to financially vulnerable hospitality households in danger of falling into acute poverty as a result of the Covid-19 pandemic. They reported that since March 2020, they have been awarding emergency/recovery grants of £250 to applicants whose financial circumstances have been adversely affected by loss of hours or total loss of employment due to Lockdown. In June 2020, they created two additional grant streams, which can be awarded as a top-up to grant applicants at the discretion of the caseworkers: the 'Family Support Grant' and the 'Meet the Gap Grant'. This support of hospitality workers affected by Covid-19 is running parallel with HA's ongoing work to assist people whose physical and mental health issues or financial problems pre-date the pandemic but whose situations may also have been exacerbated by Lockdown.

HA received in excess of 20,000 applications the day they launched their emergency grants, an indication of the scale of need around the sector.

The Trustees were very appreciative of all the work that HA had done in coordinating this industry-wide emergency appeal to support those hospitality workers who have been so badly impacted. The Trustees understood that their grant will enable HA to offer further Family Support and Meet the Gap grants and the focus will be on supporting the most vulnerable.

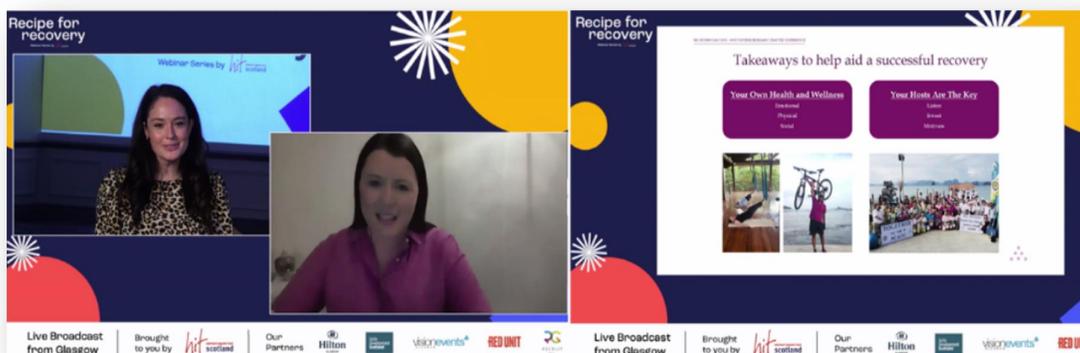
Hospitality Industry Trust (HIT) Scotland

£30,000

Hospitality Industry Trust Scotland, (HIT) is 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.

HIT reported that, at the time of applying to the Trust in June 2020, they were looking at several different learning opportunities for the education sectors and the industry at large. They continued to run the scholarship programme, looking at inspirational opportunities for students, lecturers, and industry to learn from the best of the best. Ordinarily, this would be in bespoke locations within Scotland, the UK and internationally depending on the development request. The individually tailored scholarships provided development for individuals who would not have had the means to access such experiences. The pandemic meant that they pivoted and delivered a greater number of scholarships, all online for the first time (see overleaf for further details).

The Talent Conference was pivoted to a 'Recipe for Recovery' webinar series. The sessions normally delivered at the annual Talent Conference were replaced by 6 distinct webinars delivered over 6 weeks. The topics included: Motivation; Health and Wellness; the Environment; the International Perspective; Future Trends and Innovation; and Inspiration. HIT reported that the webinars attracted over 475 delegates each week. The Trust's funding allowed HIT to provide the webinars on a complimentary basis to the 19 colleges and universities from around Scotland, the Scottish Hospitality Apprentices and also the industry across all 4 corners of Scotland.



The bursaries provide specific bursary scholarships to enable hospitality students together with some of their lecturers to attend a bespoke programme at Ecole Hoteliere de Lausanne, (EHL). This provides an international perspective to help their studies and also have a more global understanding of the industry. In February 2021, due to the Covid restrictions, no international travel was permitted. This led to HIT having discussions with EHL to establish whether or not a virtual event could be held. However, as they both fully recognised the benefit of travel and visiting different places, the intention is to deliver this bursary scholarship in 2021 as restrictions are lifted.

The project also has been helping the Apprentices in Hospitality Scotland programme. HIT have supported this programme for several years to establish its credentials and become self-sufficient. The Apprentices took part in some learning experiences both in person and virtually over the last 12 months. This included a Professor from EHL speaking at one of the Masterclasses.



HIT's programme of development interventions was even more beneficial during a pandemic year. The scholarship programme has always been industry led. This is the reason that the development opportunities have been evolving over the years as it signifies the input that they receive from scholar feedback, or direction for the industry and education. Whilst people were on furlough or away from their studies, this was a perfect opportunity for the industry to embrace some development and prepare for the recovery even though there were many false dawns. HIT has always worked collaboratively and the scholarship programme that arose at the end of 2020 was exactly what individuals needed to keep the motivation going to get back to work and make the best of the recovery of the hospitality industry. The HIT@Home App was very well received for at home learning, and it

attracted over 1,000 downloads and regular engagement with over 2000 people.

The scholarship programme was transformed into the Tourism and Hospitality Talent Development Programme, which allowed professionals from all over Scotland to apply for this 10-week online programme to teach them vital people management skills. The application was similar to the normal scholarship process, and was completed via an online application form by the business on behalf of the individual. Businesses could apply for up to 10% of their workforce, and due to the high demand for this programme, HIT were able to provide a programme place to 2000 individuals. This was also open to hospitality students.

"Can't believe I've come to the end of the 10 week HIT Supervisory Talent Development Programme! I have learned so much from how to become more resilient, adapting to change, the importance of feedback and much more."

Sales & Events Co-ordinator

"Yesterday was my final session with HIT Scotland's Management Talent Development Programme. Over the last 10 weeks I've collaborated with some phenomenal managers from the length and breadth of Scotland learning about how we can be the future of the industry in a post pandemic world."

Food & Beverage Manager

LEARN TODAY, SHAPE TOMORROW

Tourism and Hospitality Talent Development Programme

The industry is going through one of its greatest challenges in living memory. One of the ways it will recover effectively is by having great people leading their businesses and focussing on their teams.

This virtual Leadership, Management and Supervisory training programme, funded by the Scottish Government, has been designed to motivate and develop top talent in order that we can recover from the significant impact that the Covid-19 pandemic has had across the Tourism and Hospitality sectors in Scotland.

Content

There are 3 levels to choose from within this training programme: Supervisor, Management, and Leadership.

The content has been designed to build on and enhance the experience of managers at these levels, providing new skills, insights, tools and techniques, to allow them to get the best performance from themselves and the rest of their team.

Dates

There will be 10 modules, once a week, each module is 4 hours. Programme starts 16, 17 and 18 February 2021.

Who can apply?

- Anyone working in the hospitality or tourism industry in Scotland.
- Can be working full time, part time, on furlough, or also recently redundant.
- Individuals who want to develop their people management skills and have a passion to learn!

Full details and application at the HIT Scotland website
hitscotland.co.uk/talent-development-programme

APPLICATIONS CLOSE 5TH FEBRUARY 2021

Inspired Community Group CIC**£4,500**

Inspired Community Group's ambition is to stimulate minds about future careers by giving young people a clear, relevant pathway and supporting them in making an informed decision about their future career. Their flagship project is 'The Motivator Programme'. This is a trained volunteer network of individuals who are passionate about their jobs, love their industry and care about helping others. Each Motivator will receive specialist training to deliver a powerful message aimed at young people to inspire them about a hospitality sector career. Once trained, the Motivators are linked to a school and will commit to one school engagement each term as a minimum (3 activities per year). Motivators will also act as 'talent scouts' for their business building up a network of potential recruits for their organisations. Funding was awarded for a pilot project where they will train six Motivators from the hospitality sector to work with six schools in the London and South East Region.

Inspired Community Group CIC**Mission EmployAble****£10,000**

The main purpose of Mission EmployAble (ME) is to help people with learning disabilities (LD) into paid employment so that they can live more fulfilled lives, supporting and being supported by their local communities. ME will achieve this by offering internships in a newly built training facility on Chorleywood Common, in partnership with Chorleywood Cricket Club (CCC). This will be a café/tearoom and gift shop housed inside a new, fully accessible cricket pavilion. The café will be staffed by people with LD and run for the benefit of the cricketers and local community. ME will offer supported hospitality & catering internships in the building in partnership with Buckinghamshire college, and ME will then help the trainees find sustained paid employment in their local area. Funding was awarded for specific equipment for the new kitchen.

**POP Recs CIC****£24,669**

POP Recs is a social enterprise café, community space, and music venue providing hospitality, catering and music venue training to disadvantaged young people, with the end goal of getting them into further education or employment. POP Recs run Practical Opportunities Programmes, which are NOCN accredited training programmes delivered in partnership with Sunderland College. The POP

project guides the trainees through a 4-week vocational course, and they gain a qualification in Skills for Employment, Training and Personal Development.

Funding was awarded for THE POP KITCHEN – where 48 trainees will gain skills in food preparation and kitchen craft with a focus on baked goods, and hospitality skills which include till and barista training and customer service. Trainees will also gain an accredited qualification in Food Safety. Projected outcomes will see the beneficiaries secure suitable employment/further education or further work experience with local companies.

POP Recs CIC

POP REC'S LTD
A GOOD THING FOR A GOOD REASON

PRACTICAL OPPORTUNITIES PROJECT

ABOUT THE PROGRAMME

HOW IT WORKS
Pop Recs learners can choose from 2 pathways:

TRACK 1: THE POP KITCHEN
Catering, Hospitality & Customer Service Skills
Gain skills in food prep & kitchen craft with a focus on baked goods. Hospitality skills include till training, barista training and customer service.

TRACK 2: THE CREW SCHOOL
Sound & Audio, Lighting, Hospitality & Customer Service Skills
Gain skills in sound/audio production and lighting. Hospitality skills include till training, barista training and customer service.

NO PRIOR EXPERIENCE REQUIRED!

Department for Digital, Culture, Media & Sport | ARTS COUNCIL ENGLAND | AHF Transforming Heritage | TYNE & WEAR Building Resilient Communities

Prisoners Education Trust

£3,766

Prisoners Education Trust (PET) provides distance learning courses, advice and careers guidance, and supports prisoners to engage in rehabilitation through learning via the Access to Learning (A2L) programme. This support is offered to over 1,800 men and women in prison each year. Funding was awarded to enable 7 prisoners from across England and Wales to benefit from the programme. It will support them specifically to undertake hospitality related distance learning courses over the next twelve months and this will help the prisoners to lead more fulfilling lives, to contribute positively to society and to increase their employment opportunities upon release.

Shiva Foundation

£4,304

Shiva Foundation aims to prevent human exploitation by working with those fighting it. They have been helping the hospitality industry mitigate risk of exploitation since 2015, creating a widely used Blueprint for hotel General Managers. Funding was awarded so that Shiva Foundation could deliver 20 modern slavery training sessions to university hospitality students in the UK, between December 2020 and May 2021, to make them aware of the risks of modern slavery within hospitality operations and supply chains. They have formed a partnership with Sheffield Hallam University, and have the backing of the Council of Hospitality Management Education (CHME) who will use their network to help reach their target audience.

"We believe that modern slavery education and action is essential for the industry which is facing a very real risk of increased exploitation, however we are also hampered by cuts in our funding. We want to reach as many organisations as we can and safeguard as many workers as we can, and this financial support was key for making that happen." **Managing Director, Shiva Foundation**

Spitalfields Crypt Trust**£4,300**

Funding was awarded to Spitalfields Crypt Trust (SCT) to help with the training costs of five trainees at the café, Paper and Cup, which opened in Shoreditch in 2012 and provides tailored training and work experience in hospitality. The café is a vital part of the support the SCT provide to people in recovery from addiction and homelessness.

Square Food Foundation**£1,489**

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

Funding was awarded to help with the cost of delivering online sessions during the national lockdown. Every Wednesday, the students log in to a zoom meeting and take part in a step-by-step cookalong session, led by one of their course leaders. The participants receive a list of ingredients to buy and the recipes to read through in advance. These sessions are a great way for students to get used to SFF's approach to teaching and cooking and stay connected until face-to-face delivery of the 'How to Cook' programme which the Trust funded can begin.

Team Domenica**£4,500**

Team Domenica is a social enterprise charity whose vision is for people with learning disabilities to be valued in the workplace, to reach their full potential and feel included as members of society. Based in central Brighton and Hove, they operate a unique three-tier set-up of Training Centre, Training Café (Café Domenica) and Employment Centre. Through this they provide employment programmes to young people with a wide range of ability, referred to as their 'candidates' to more accurately reflect and emphasise their role as people ready for employment, hopefully within the local hospitality industry. Funding was awarded to help with salaries of 8 training staff so they can continue to provide employment training, education and well-being to over 60 young people with learning difficulties during the pandemic.

Team Domenica

"What's really kept me sane actually is doing these online lessons. I am happy that I still get to see and talk to my friends and I am grateful when I look around and see that these sessions are making my friends happy and smile." **Charles, Team Domenica candidate**

"Doing tasks in the Dome cafe helped get my level of anxiety from 9/10 to 2/10. The Dome cafe helped me focus on my work and not my anxiety." **Team Domenica Candidate, Liv**

The Crumbs Project***£4,500***

The Crumbs Project aims to develop vulnerable adults in such a way that encourages them into independent living and prepares them for employment across a variety of roles within the hospitality industry. Their revised training programme, introduced in January 2020, endorsed by the Institute of Hospitality, provides carefully designed opportunities for trainees to develop professional, vocational and personal skills in catering, housekeeping and administration, set within the commercial context of their training centre. Funding was awarded to cover the cost of professional chefs' uniforms for the trainees.

The Food Teacher***£1,200***

The Food Teacher has worked as a teacher and education consultant in primary and secondary schools for over 20 years. Funding was awarded to support 3 schools in Hackney to participate in the Young Chef Award and a final event hosted at the Hackney School of Food. The award is for Year 5 or 6 pupils (ages 9-11) and covers KS2 National Curriculum for 'Cooking and Nutrition' and the new statutory RSE and Health Education curriculum, which became part of the Ofsted Framework in 2020. The grant will be used to purchase reusable equipment packs for the 3 schools, so they have the same basic equipment thus ensuring a consistent experience for all children taking part in the award regardless of school and existing resources.

The Geoffrey Harrison Foundation***£18,000***

This Foundation was established to advance education and learning in the UK in connection with the hotel, restaurant and hospitality industries and to help young people develop their capabilities and grow to maturity as members of society.

Funding of £32,000 per year for a term of three years, subject to annual evaluation, was awarded in year end 2019 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 (WKC) 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. The grant would also enable them to run 4 Junior Bakers courses at WKC, thus making a total of 16 courses to be delivered.

In their evaluation of the first year grant, The Harrison Foundation reported that, unfortunately, the Junior Baker courses to be held at WKC did not take place as the college were unable to recruit a course leader as planned. The funding for the second year was, therefore, adjusted to take this reduction into account. The Foundation also reported that the success of the Junior Chefs programme over recent years has been inspirational and gives young people experience of a professional kitchen at a time when they are making career choices.

The Foundation reported in November 2020 that the Covid-19 pandemic had resulted in the courses ceasing to run at both institutions in March 2020. Encouragingly WKC restarted both Junior Chefs and Junior Bakers in the autumn term and planned to continue the courses through the November lockdown. However, UWL stated they were not planning to restart the Junior Chefs programme until September 2021. Therefore, the Foundation are anticipating that in 2021 there will be 10 courses which require funding at WKC (6 Junior Bakers and 4 Junior Chefs) and 2 Junior Chef courses at UWL. The funding has been adjusted to take into consideration the impact of Covid-19 on this project.

The House of St Barnabas***£4,500***

The House of St Barnabas (HoSB) is a charity and social enterprise, which offers accredited training, City and Guilds (C&G), and work experience within the not-for-profit private members club to help people who have experienced homelessness rebuild their lives. The HoSB employment academy runs a 12-week Employment Preparation Programme focusing on Hospitality and Employability. The successful graduates receive C&G L1 certificates in Introduction to Hospitality and Employability and Personal Development at the end of the course.

Funding was awarded for a project to: (1) support HoSB graduates who have lost their jobs due to the Covid-19 pandemic to get back into work through their tailored refresher programme - 15 places will be delivered online; (2) deliver a minimum of 2 Employment Preparation programmes for those who have experienced homelessness, working with up to 22 people through a blended online and in house programme with on-site hospitality and business administration experience; (3) continue support for up to 100 people across the year with housing, benefits, employer liaison and signposting to specialist services.

The Trustees were delighted to learn that HoSB were revealed as one of the Top 100 UK Social Enterprises: NatWest SE100 2021.

The Springboard Charity

£1,110,000

As with many charities, Covid-19 seriously impacted the fundraising activities and revenue streams of The Springboard Charity. The Trustees were alerted to this fact in the early part of the year under review and were also notified of the action taken by Springboard to meet the challenges it faced, including its Covid-19 Emergency Appeal, and also how it planned to restructure and move forward.

- **Covid-19 Emergency Appeal**

In the first instance, the Trustees agreed to award a grant of £110,000 to the Springboard Charity to consist of a donation towards their Covid-19 Emergency Appeal. The funds would be used to help with the cost of supporting beneficiaries actively on Springboard's books from their range of employability programmes. It was understood that Springboard had so far identified 1,212 unemployed and disadvantaged beneficiaries, who ordinarily would have gone on to work experience and then into employment, but this was no longer possible due to the pandemic. The support would be in the form of: -

- Springboard's digital academy where they report that they have positive engagement with 65% of their beneficiaries (which they believe, under the circumstances, is incredibly high). This engagement and support is given in a variety of ways, e.g. live and pre-recorded webinars; access to 40 online learning modules; 121 advice guidance, mentoring and counselling.
- Partnerships with those sectors that are operating to try and secure temporary work (e.g. retail, call centres, delivery, warehouses, etc)

- **Springboard to 2022**

This initiative is described by Springboard as the solution to tackling hospitality's long-term staffing crisis. They want to give the industry space to focus on the current challenge of rebuilding from the Coronavirus pandemic, while Springboard ensures there is a skilled and engaged talent pipeline ready when the industry needs it.

The goal is to have 10,000 young people trained and ready for work by December 2022, in line with industry recovery. Springboard state they are well positioned to lead an industry response to this challenge; seeking out, securing, training and nurturing the future talent pipeline, ready for when the industry is once again thriving. Springboard will be the central hub managing this process, from outreach and engagement, assessing young people's needs, delivering training and signposting them to the most relevant programmes and interventions, through to supporting them into employment.

The forecasted cost of the Springboard to 2022 project is £5,000,000, which will enable Springboard to reach the target of 10,000 young people ready for work in 2022. The £1M grant from the Savoy Educational Trust means the Trust is a leading partner in Springboard to 2022. The investment will enable Springboard to directly train and support 1,000 young people into traineeships, apprenticeships, and direct employment by April 2022, as well as playing a key role in the delivery of the total target of 10,000 young people into work, in collaboration with their delivery partners.

With the 60th anniversary of the Trust at the forefront of the Trustees' minds, and of course the known challenges faced by the hospitality industry, they considered that this initiative, focusing on 'Futureproofing Hospitality's Talent Pipeline', was very worthy of their support and sat perfectly within the aims and objectives of the Trust.



Savoy Educational Trust are supporting Springboard to futureproof the talent pipeline for #hospitality with a £1m grant towards #SpringboardTo2022!
...see more



Savoy Educational Trust helps futureproof hospitality workforce with £1m grant to Springboard - The Springboard Charity & Springboard UK

This grant which was awarded in the year under review will be paid in three instalments during the next financial year, namely 1st April 2021 to 31st March 2022 and the impact will be reported upon in next year's Trustee Annual Report.

The Springboard Charity also received a grant for 'FutureChef' which features on page 48.

West Faversham Community Association

£5,570

West Faversham Community Association (WFCA) operate the West Faversham Community Centre, and funding was awarded to help develop their youth training in a kitchen environment where the young people learn skills in weekly workshops with the food produced being used as part of their

youth cafe/homework and dinner club. The young people will then use their acquired skills when working as part of a team to deliver a quarterly charity ball with 70-100 guests having a three-course meal. As well as working at the ball, the young people will gain valuable work experience each week and accredited skills such as Level 2 Food Safety, Allergy Awareness, and Introduction to Hospitality. Alongside the skill development of the young people, the adult Serving D-cat prisoners will work as peer mentors (having gained a recognised vocational mentoring qualification) offering real life experience and tutorship from those who understand the situation the young offenders are in and offering insightful guidance throughout the programme. WFCAs consider that this holistic approach will greatly help with the entire training and resettlement process, significantly reducing the risk of reoffending. The funds from the Trust will be used specifically to purchase kitchen equipment.

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 for the provision of education, training and development of the competition finalists/winners.

On the importance of entering competitions, **Hayden Groves, Chef Consultant and former National Chef of the Year** said: *"Win, lose or draw, you learn a lot. You learn about ingredients and how to maximise the impact of flavor and manipulate it and how to get the best of yourself."*

Competitions by their very nature of face-to-face contact were heavily impacted by Covid-19. Some organisers did manage to pivot and continue staging using a combination of virtual and physical settings. However as can be seen from the figures, far fewer competitions took place and **in the year under review, the Trust supported 4 industry competitions/prizes** with grants totalling **£59,961** (2020: £119,272 to 11 industry competitions/prizes). Following on are details of those competitions/prizes that received funding.

Nestle Professional – Toque d’Or Competition

£11,000

The Nestlé **Toque d’Or** competition is an initiative created by Nestle Professional to showcase young talent and skills within the hospitality industry. 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. During its 33 years, Toque D’Or has really helped to bridge the gap between the theories of the classroom and the reality of the industry. The competition has evolved significantly since its inauguration in line with the changing needs of the UK foodservice industry and education. The competition aims to educate and test entrants in practical, service-based and business focused tasks, concentrating on key areas such as social media promotion, business management and sustainable food and drink.

In 2020, in response to the pandemic, and to ensure that Nestle Professional could continue to inspire and support the next generation of hospitality professionals, the competition finals and awards were held virtually. Finalists competed in a series of relevant and timely digital challenges, via zoom, working both individually and in pairs to create a mix of pre-recorded and live sessions from their homes. As the pandemic continues into 2021, the entries and heats for the 2021 competition will also be delivered virtually. The Grand Finals will take place from 28th June to 2nd July, and it is hoped that by this time Nestle will be able to deliver face-to-face challenges. The winners will be publicly announced via a live virtual awards ceremony on YouTube on Friday 30th July.

The 2021 competition saw a record number of student entries, as, for the first time, Nestle allowed all college catering students, from a L2 and above to enter the competition. From these entries 112 students, apprentices and young professionals from across the country competed for their place in the final. 3 Back of House and 3 Front of House students were then selected to go onto the Grand Finals, to compete for the Back of House winner and Front of House winner. The students will all

online event due to the second national lockdown. Participants were given a series of demonstrations by chefs Russell Bateman and Andrew Ditchfield.

A total of 24 chefs were able to participate in the exams with 5 chefs achieving the final pass mark. Throughout the process the young chefs were engaging with senior chefs on the committee and using the training platform and social media that was provided to improve and achieve the standards.

Steve Munkley, Vice President of the Craft Guild of Chefs said: *"The Graduate Awards is like a community with chefs, organisers and examiners coming together. Some have lost their job; others have been furloughed and some have worked throughout, but we can share these different perspectives and experiences to help each other. All chefs are like-minded, regardless of level or age; we simply love food."*

Events like this are going to be even more important in 2021. Hospitality will get back to normal and we need good chefs with strong culinary skills to stay in the industry and remain determined and motivated to succeed. The pandemic has also had an impact on mental health and the Graduate Awards give chefs something to work towards and set their minds to. All the skills they work on will help them when they are back in their kitchens where they belong."

The 2020 kitchen and larder graduates were: Robert McCreery Breen, Conor Anthony Bird and Stephen Mark Naylor who also received the Highest Achiever Award. The 2020 pastry graduates were: Lillian Savage and Ranna Ameer who both received the Highest Achiever Award.

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.

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



Competitors in Graduate Awards 2020

The Springboard Charity**£40,961**

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. Since its start, over 100,000 school pupils have been involved in FutureChef.

The Trustees agreed to fund the project over a three year term and, having received a satisfactory evaluation report, were happy to release the third and final year grant. The funds would be used to support the further development of the programme for two age groups:

- **For those aged 11-14, the FutureChef Development Programme helps them to:**
 - build up their skills by learning new cooking techniques with hints and tips along the way.
 - take part in exciting, chef led activities and competitions as they work through the bronze, silver, gold and Chef Special certified modules.
- **For those aged 14-16, the Online FutureChef Competition is designed for them to:**
 - learn about practical cookery through chef led videos.
 - build their knowledge and help them grow in confidence in the kitchen as they gain experience and develop new skills.

Due to the pandemic, the format for FutureChef 2021 altered, with students being invited to take part in 'FutureChef Bake Off' and produce a fruit tart using a homemade shortcrust pastry and provide evidence of this. Springboard considered that this afforded students a chance to have fun, learn new skills and be creative, win some great prizes and have a chance of being one of 12 regional champions to represent their school and region.

***University College Birmingham*****£2,000**

UCB were awarded a grant for their Young Chef of the Year competition for 14-16 year olds within the West Midlands general region. The funds from the Trust are used to cover the cost of equipment and offer vouchers for the winning, second and third place schools. The competition, scheduled for February 2021 was postponed and will now take place in February 2022.

GRAPHICAL ANALYSIS OF ACTIVITIES

Allocation of Grants 1st April 2020-31st March 2021

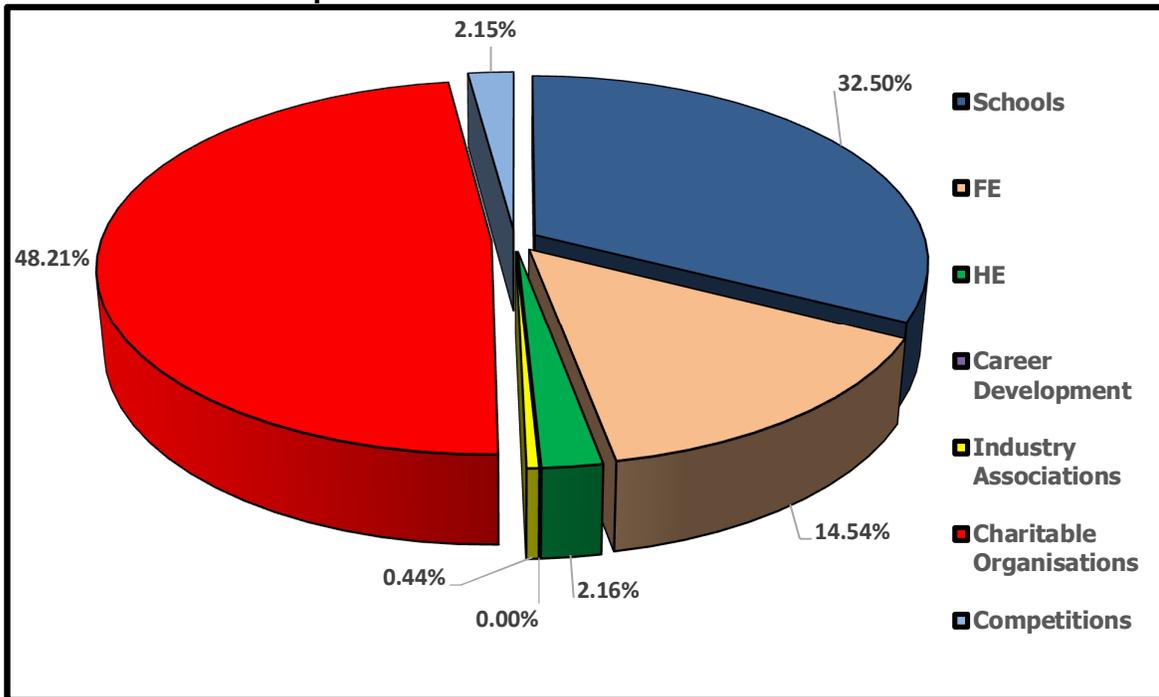


Chart 6 – Allocation of grants for specific areas of support in this financial year

Allocation of Grants for Years ending 2019-2021

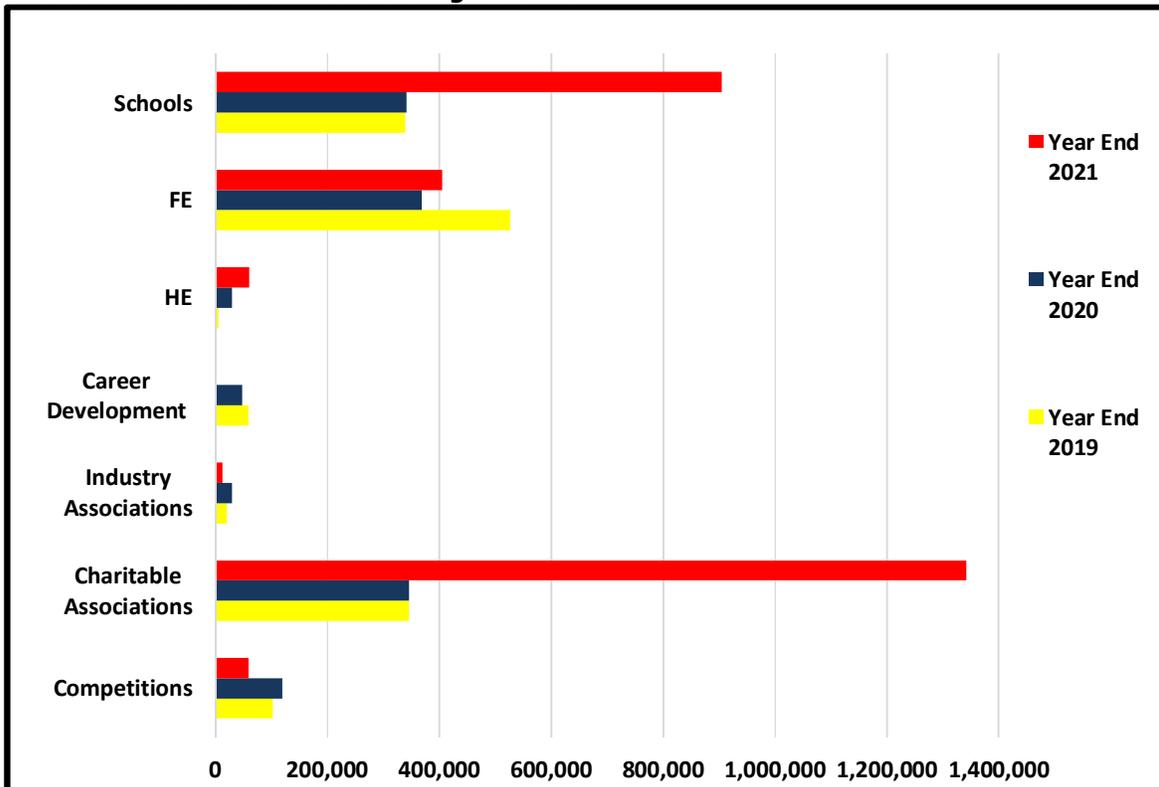


Chart 7 – Allocation of grants over a three year period.

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 process includes attendance by Trust personnel at project meetings, site visits, completion of the Trust's evaluation form and written progress reports, social media, 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. This is also the case if part of the grant remains unspent. However, as highlighted on page 12 of this report, the challenging and difficult circumstances that have emerged as a result of Covid-19, has meant that a degree of flexibility will be shown. This is on the understanding that the recipient enters into a dialogue with the Trust.

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.

In the year under review, the evaluation process culminated in the following:-

- ❖ The sum of £40,000 was returned by Orchard Hill College Academy as they were unable to progress their kitchen project. The grant was awarded in the year ended 2019.

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.

It is also important to mention in this section that, as outlined on page 12 of this report, the Trustees are aware that due to Covid-19, the timeframes for the completion and evaluation of projects are likely to change. The Trust's executive team will monitor all projects and work closely with grant recipients, to offer guidance and support and to gain an understanding of what is going on and what is needed in order to aid the satisfactory conclusion of all projects supported.

FINANCIAL REVIEW AND RESULTS

FINANCIAL ANALYSIS OF THE YEAR

Having had a torrid time at the beginning of 2020 due to the global coronavirus pandemic, suffering one of the most pronounced drawdowns in history, global equity markets have had an incredibly strong 12 months to the end of March 2021, with the MSCI AC World Index returning 38.9% and UK equities returning 26.7%. Drawing on lessons learned during the financial crisis of 2008, central banks have introduced a range of measures aimed at protecting market liquidity and the flow of credit. Further, Governments around the world have recognised that monetary policy alone will not be able to respond to the economic threat of the pandemic, implementing a range of measures to support markets. This monetary and fiscal stimulus, coupled with easing of lockdowns and early signs of economic recovery, saw risk appetite return in the spring and summer of 2020. Subsequently, the roll out of Covid-19 vaccines continued to drive markets upwards.

The Trust's portfolio performance for the year under review mirrored the strong market conditions that ensued. As shown on the balance sheet, the value of the Trust's net assets as at 31st March 2021 was **£63,025,080**. This is an increase of 16.31%/£8,836,296, over the previous year (2020: £54,188,784). As had been widely reported, the coronavirus impacted on the level of dividend distributions, albeit not at the levels first anticipated. At the start of the crisis estimates ranged from cuts of 25% to as high as 50% with reports that some companies would suspend all dividend payments, whilst others would greatly reduce their distribution. The income received in the year under review decreased by some 21% which was not as large a decrease as had been feared. Total income received totaled £1,307,599 (2020: £1,658,646).

The Trustees derive their income entirely from their investments. As stated in the 'Plans for the Future' section of last year's Annual Report, in the year under view, arrangements were put in place by the Trustees, in conjunction with their Fund Managers, for quarterly distributions to be made totaling £1,800,000. These will consist of earned income and topped up by capital. This will enable the Trustees to implement more robustly the total return strategy they operate by and mitigate against any fall in dividend payments. It will also help when compiling their annual budget.

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 by Cazenove Capital Management (CCM) and Investec Wealth & Investment Limited (IW&I).

The Investment Committee and Trustees are mindful of their obligation under the Trustee Act 2000 to conduct periodic independent reviews of their Fund Managers with the last such review taking place in January 2020 by Portfolio Review Services.

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 both Fund Managers adopting a medium/high approach to risk and investing in a balanced and diversified portfolio of equities, bonds, alternatives and cash.

The long term objective of CPI +4% per annum over a rolling 5 year period affords 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.

During the year CCM proposed an alternative strategy for the portfolio which utilises a direct global approach to equities with pooled alternative funds to provide diversification. The proposal was recommended by the Investment Committee and adopted by the Trustees.

As highlighted on page 5 the Trustees have an Investment Policy in place which is reviewed on an annual basis. The Trustees consider that the investments are performing in accordance with the charity's long term investment policy and strategy.

INVESTMENT PERFORMANCE

As stated in the Financial Analysis section of this report, the performance for the year under review reflected the strong market conditions, namely:-

Cazenove Capital Management (CCM): Against this backdrop, the portfolio produced solid absolute performance, returning 20.1% over the last 12 months, ahead of both the composite benchmark (+19%) and the target of inflation +4% which rose by 4.6%. The portfolio's equity allocation strongly contributed to performance, with the Asian and Emerging Market positions performing particularly well. In contrast, the fixed income allocation detracted from relative returns but performance was still positive in absolute terms. Elsewhere, having had a strong start to 2020 the more defensive assets have struggled in the risk-on environment, with US Treasuries having their second worst quarter since 1980. These dramatic moves were caused by an increasing worry that the speed of the economic recovery, combined with huge fiscal stimulus could lead to a pick up in inflation.

CCM continue to expect that a robust economic recovery, and ongoing stimulus measures, will support equity markets. In recent months, they have benefited from an increased exposure to parts of the market that benefit from stronger growth. Performance has also been helped by their modest underweight in fixed income. However, while bonds and gold have been under pressure in recent months, they continue to believe they offer valuable diversification characteristics in periods of more severe market stress, and they retain a meaningful exposure. They also maintain their conviction in long-term structural themes such as technology, healthcare and global infrastructure, with the latter in particular set to benefit from President Biden's latest spending plans.

Investec: Over the year the portfolio managed by Investec witnessed a strong rebound thanks to a significant recovery in equity markets. A combination of sizeable government and central bank support, allied with successful vaccine trials, reassured markets that a material economic recovery was likely, even though several challenges remain. The total return achieved for the year was +23.8% net of fees, compared with the benchmark return of +21.6%. The long-term target return of CPI +4% posted an estimated +4.6% by comparison. Investec continues to invest in high quality companies with sustainable earnings growth and has also selectively added to stock with recovery prospects.

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.

CCM state that good stewardship is integrated within their investment process. Consideration of Environmental, Social and Governance (ESG) factors as part of an investment decision has become more commonplace and there is more academic and practical research to prove that these factors can have a meaningful impact on both the sustainability and financial returns of companies. Their approach to sustainability is: ESG integration – they seek to integrate ESG factors into their research and investment decisions across asset classes using proprietary tools; Engagement – they actively engage with companies on material ESG issues to enhance their analysis or to seek improvements in performance; Voting – they assess resolutions and apply their voting policy and guidelines as outlined in their ESG policy; and Screening – they work with clients to redevelop ethical screens that reflect their values. CCM have invested heavily in developing tools to help their analysts, fund managers and clients navigate the turbulence ahead. This includes their proprietary impact tool SustainEx, together with mapping their entire multi-asset multi-manager portfolio to independently recognised global sustainability and impact frameworks – the Impact Management Project and the UN Sustainable Development Goals. This set of tools, their IMPACT IQ, allows them to look beyond financial returns and give their clients the full picture. In the year under review they joined 29 other global asset managers representing more than \$9tn of assets in launching the Net Zero Asset Managers initiative.

Investec have three stands to their approach for Socially Responsible investing, namely: Negative Screening – they make use of an objective, external service called Ethical Screening; Positive Engagement - their analysts discuss issues of governance at meetings with companies; and Voting - they have engaged with ISS (Institutional Investor Services) to help them monitor and vote where appropriate for the benefit of their clients.

They aim to help clients understand their options and make progress towards carbon neutrality with regards to their investment portfolios. They acknowledge that the nuanced nature of these issues means there is no 'one size fits all' solution for charity investment portfolios and there is room for different perspectives, but there are steps that charities can consider, namely: (1) measuring emissions; (2) considering Carbon Disclosure Project scores; (3) alignment with the UN Sustainable Development Goals; and (4) Positive impact investing. A reminder they give to all clients is that reaching net zero is a journey, not a single step. The scale of the problem globally is mammoth and will take a huge, concerted effort to overcome.

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. This formed part of the transfer of assets into the CIO which amounted to £53,140,809 at the date of transfer, 3rd June 2015. The reserve balance at year end 2021 was £63,025,080 (2020: £54,188,784).

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.

COVID-19 – PROBLEMS/RISKS

The Trustees are long term investors and are capable of meeting all their liabilities comfortably. They are also able to confirm that there are no material uncertainties about the Charity's ability to operate as a going concern.

TRUSTEES RESPONSIBILITIES

The Trustees present their annual report and financial statements of the charity for the year ended 31st March 2021. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and the Charities Statement of Recommended Practice (second Edition) and Financial Reporting Standard FRS 102.

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations and the provision of the charity's governing document. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements.

PLANS FOR THE FUTURE

The Savoy Educational Trust works within the very diverse and evolving sector of hospitality. The Trustees strive to take account of and be influenced by what is happening in the industry particularly with reference to the long term challenges it faces post Covid-19 and Brexit. At the same time the Trust operates in the world of education and therefore also needs to embrace current developments in that field. Education continues to face its own challenges particularly in relation to funding for the delivery of a curriculum dependent on both theoretical and practical elements.

The Trustees are committed to ensuring hospitality education remains coherent, relevant and fit for purpose. The Covid-19 crisis and Brexit have highlighted even more how important it is for industry and education to work together. By doing this they can attract, nurture and provide the necessary skills to support careers in hospitality.

The general feeling is that the industry can build on the goodwill and new-found appreciation that both the Government and people have of hospitality. In July 2021, the Government launched a strategy to support hospitality recovery. To deliver their ambitious vision for the sector, they have considered three 'Rs': Reopening, Recovery and Resilience. These form the three sequential steps in the strategy. By following the three 'Rs', government and sector partners can work together to help the sector build back strong and more resilient. This strategy sits alongside the government's High Streets Strategy and its Tourism Recovery Plan which collectively have a key role to play in levelling up every part of the UK. To help improve the sector's resilience, the strategy will explore options for vocational skills and training that support careers in the sector including apprenticeships, bootcamps and other qualifications like a T-Level, and working with the sector to raise the profile of careers in hospitality.

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.

STRATEGY AND GOVERNANCE

As mentioned in *The Savoy Educational Trust's year at glance'* section of this report, in the ensuing year, the Trustees will formalise their strategic review. This will ensure they continue to support and invest in the present and future skills needs of the industry. This will take into consideration the events that unfolded in 2020 and the future outlook.

They will also continue to review the structure, governance and management arrangements for the Trust and ensure there is the full complement of key skills.

Opinion

We have audited the financial statements of The Savoy Educational Trust (the charity) for the year ended 31 March 2021 which comprise the Statement of Financial Activities, The Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2021 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Trustees' Report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' Report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on pages 53-54 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material, if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework, that the charity operates in and how the charity is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Charities Act 2011 and the charity's governing document. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Trustees Report and remaining alert to new or unusual transactions which may not be in accordance with the governing documents.

The audit engagement team identified the risk of management override of controls as the area of the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging judgements and estimates.

A further description of our responsibilities for the audit of the financial statements is provided on the Financial Reporting Council's website at <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charity's trustees as a body, in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinion we have formed.

RSM UK AUDIT LLP
Statutory Auditor
Portland
25 High Street
Crawley
West Sussex
RH10 1BG

RSM UK Audit LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2021**

	Note	2021 Total Funds £	2020 Total Funds £
Income			
Investment income	2	1,307,599	1,658,646
Total income		<u>1,307,599</u>	<u>1,658,646</u>
Expenditure			
Costs of raising funds			
Investment management costs	3	228,338	228,966
Expenditure on charitable activities:			
Educational Institutions/ Associations/ Charitable Trusts	4	2,849,570	1,315,999
Competitions and prizes	4	78,618	141,001
Total expenditure on charitable activities		<u>2,928,188</u>	<u>1,457,000</u>
Total expenditure		<u>3,156,526</u>	<u>1,685,966</u>
Net (expenditure) before gains and losses		(1,848,927)	(27,320)
Net gains / (losses) on investments	9	10,685,223	(6,341,116)
Net income / (expenditure) and net movement in funds for the year	12	<u>8,836,296</u>	<u>(6,368,436)</u>
Reconciliation of Funds			
Total Funds Brought Forward		54,188,784	60,557,220
Total Funds Carried Forward	12,13	<u>63,025,080</u>	<u>54,188,784</u>

The notes on pages 61 to 65 form part of these accounts

**BALANCE SHEET
AS AT 31ST MARCH 2021**

	Note	At 31st March 2021	At 31st March 2020
		£	£
Fixed Assets			
Tangible Fixed Assets	8	-	-
Investments	9	63,521,173	53,681,660
		<u>63,521,173</u>	<u>53,681,660</u>
Current Assets			
Debtors and prepayments	10	74,288	73,650
Cash at Bank and in hand		532,662	554,394
		<u>606,950</u>	<u>628,044</u>
Current Liabilities			
Creditors: amounts falling due within one year	11	<u>(1,103,043)</u>	<u>(120,920)</u>
Net Current Assets		(496,093)	507,124
Net Assets		<u>63,025,080</u>	<u>54,188,784</u>
Funds			
Unrestricted Funds	12	63,025,080	54,188,784
		<u>63,025,080</u>	<u>54,188,784</u>

These accounts on pages 58 to 65 were authorised and approved by the Trustees on their behalf by:

and signed

.....
Ramon Pajares, OBE, FIH, MI
Trustee

.....
Howard Field, FCA, FIH, FHOSPA
Trustee

The notes on pages 61 to 65 form part of these accounts

**STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31ST MARCH 2021**

	Note	2021 Unrestricted Funds £	2020 Unrestricted Funds £
Cash used in operating activities	16	<u>(2,175,041)</u>	<u>(1,769,054)</u>
Cash flows from investing activities:			
Investment income		1,307,599	1,658,646
Purchase of investments		(39,519,566)	(12,072,205)
Proceeds of disposals of investments		40,495,843	11,438,384
(Payments to) / receipts from investment portfolio cash		(130,567)	749,505
Cash provided by investing activities		<u>2,153,309</u>	<u>1,774,330</u>
(Decrease) / increase in cash and cash equivalents in the year		(21,732)	5,276
Cash and cash equivalents at the beginning of the year		554,394	549,118
Total cash and cash equivalents at the end of the year		<u>532,662</u>	<u>554,394</u>
Cash balance comprises			
Cash at bank		<u>532,662</u>	<u>554,394</u>

The notes on pages 61 to 65 form part of these accounts

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2021**

1 ACCOUNTING POLICIES**a) Basis of Accounting and Going Concern**

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value except for investments which are recognised at market value. The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The Trust constitutes a public benefit entity as defined by FRS 102.

The Trustees do not consider that the on-going COVID-19 pandemic will affect the financial sustainability of the charity. The value of the portfolio and forecast investment income is considered sufficient to sustain the charity. Due to the impact of the pandemic a decrease of 30% in yield is anticipated in the year ahead. The Trustees will continue to review and flex the level of grants they award in the coming period in the light of this. The charity continues to have a significant reserves balance, which increased to £63,025,080 (2020: £54,188,784) in the year, to meet its committed and fixed costs for the foreseeable future. The Trustees therefore consider the going concern basis of accounting to be appropriate in the preparation of the financial statements.

b) Income and Expenditure

All income and expenditure arising during the year is dealt with through the Statement of Financial Activities. All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. Accruals and prepayments are made where appropriate.

c) Grants Payable

Grants payable are recognised when they are committed and included as creditors until they are paid.

d) Status

The Trust is constituted under a Trust Deed dated 26th April 1961. On 23 March 2015 the Trust was converted to a Charitable Incorporated Organisation (CIO), Charity Number 1161014. All of the funds of The Savoy Educational Trust were transferred to the new entity on 3rd June 2015.

e) Taxation

The trust is a registered charity and as such its income and gains falling within Sections 471 to 489 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 are exempt from corporation tax to the extent that they are applied to its charitable objectives.

f) Value Added Tax

Value Added Tax is not recoverable by the charity and as such is included in the relevant costs in the Statement of Financial Activities.

g) Fixed Assets

Fixed Assets are recorded at cost or, in cases where fixed assets have been donated to the charity, at valuation at the time of acquisition.

h) Depreciation

Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Computer Equipment: 33.33% p.a. on a straight line basis

i) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, payroll and governance costs which support the Trusts programmes and activities. These have been allocated in full to expenditure on charitable activities on the basis of grants paid in the period.

j) Costs of raising funds

The costs relate to investment management fees for both income generation and capital maintenance.

k) Pension

The charity contributes to a stakeholder scheme for the benefit of its employee. The assets of the scheme are administered in a fund independent from that of the charity.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2021**

1 ACCOUNTING POLICIES (continued)**l) Investments**

Investments are stated at market value. Realised and unrealised gains and losses on investments are dealt with in the Statement of Financial Activities. Investment income plus associated tax recoverable is credited to income on an accruals basis, using dates of payments for dividends, and daily accrual for interest.

m) 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. This formed part of the transfer of assets into the new organisation which amounted to £53,140,809 at the date of transfer, 3rd June 2015.

The investment of the capital is the only source of ongoing income and the funds are invested in such a way as to seek total return over the long term in order to provide for real increases in annual grant giving while preserving the fund's capital base in real terms. This objective helps to protect a core of investments and cash assets to generate income for future year's grant awards sufficient to meet the needs of present and future beneficiaries.

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

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

n) Debtors

Debtors are recognised at their settlement amount. Prepayments are valued at the amount prepaid.

o) Cash at bank and in hand

Cash at bank and in hand includes cash and short term liquid investments.

p) Liabilities

Liabilities are recognised when the entity has a present obligation to transfer economic benefit as a result of past transactions or events, that will probably result in the transfer of funds to a third party and the amount can be measured or estimated reliably. Creditors are recognised at the settlement amount after allowing for any trade discounts due.

q) Financial Instruments

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

r) Judgements and key sources of estimation uncertainty

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider that there are any key judgements or estimated uncertainty within the financial statements.

	2021	2020
	£	£
2 Investment income		
Listed investments	1,307,561	1,658,435
Interest from cash deposit	<u>38</u>	<u>211</u>
Total investment income	<u>1,307,599</u>	<u>1,658,646</u>
3 Costs of raising funds		
Investment Management Fees	<u>228,338</u>	<u>228,966</u>

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2021**

	2021	2020
	£	£
4 Charitable activities		
Costs of grantmaking		
Educational Institutions	2,849,570	1,315,999
Competitions and prizes	<u>78,618</u>	<u>141,001</u>
	<u>2,928,188</u>	<u>1,457,000</u>
Grants committed but not paid at start of year	(48,000)	(116,748)
Grants paid during the year	1,763,985	1,328,995
Grants committed but not yet paid at end of year	<u>1,028,000</u>	<u>48,000</u>
Grants awarded during the year	<u>2,743,985</u>	<u>1,260,247</u>
Grants awarded and paid during the year (pages 66 to 67)	1,715,985	1,212,247
Grants committed in year but not yet paid at end of year	1,028,000	48,000
Support and governance costs (see note 5)	<u>184,203</u>	<u>196,753</u>
Total cost of charitable activities	<u>2,928,188</u>	<u>1,457,000</u>

Support costs have been allocated on a pro-rata basis on the level of grants paid under each category in the year.

	2021		
	Educational Institutions	Competitions and prizes	£
5 Support and governance costs			
Accountancy fees	8,676	191	8,867
Audit fees	9,510	210	9,720
Legal and Professional	3,053	67	3,120
General office expenses	4,863	107	4,970
Office rental	33,614	741	34,355
Staff costs and emoluments	<u>120,513</u>	<u>2,658</u>	<u>123,171</u>
	<u>180,229</u>	<u>3,974</u>	<u>184,203</u>
Accountancy fees	9,161	967	10,128
Audit fees	8,521	899	9,420
Legal and Professional	2,442	258	2,700
General office expenses	7,008	739	7,747
Office rental	33,589	3,544	37,133
Staff costs and emoluments	<u>117,254</u>	<u>12,371</u>	<u>129,625</u>
	<u>177,975</u>	<u>18,778</u>	<u>196,753</u>
Audit fees comprise:			
Audit fee			
			2020
			£
			£
			<u>9,720</u>
			<u>9,420</u>
6 Staff costs and emoluments			
Salaries and fees			£
Social Security costs	108,206		114,612
Pension costs	3,946		4,687
Healthcare	10,200		9,484
	<u>819</u>		<u>842</u>
	<u>123,171</u>		<u>129,625</u>

The Trust considers its key management personnel comprise the Trustees, Chief Executive and Secretary to the Trustees. The total employment benefits of the key management personnel were £123,171 (2020: £129,625).

One employee had employee benefits (including salary and healthcare and excluding employer pension costs) falling between £60,000 and £70,000 in the year (2020: one employee). The figure of salaries and fees includes the fees of the Chief Executive who is self employed and works on a part-time consultancy basis.

The average number of employees, calculated on a full-time equivalent basis, analysed by function was:

Management and Administrative staff	<u>1</u>	<u>1</u>
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**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2021**

7 Pension Costs

The charity's contribution for the period to the scheme is as follows:

	2021 £	2020 £
Staff pension contribution	<u>10,200</u>	<u>9,484</u>

8 Tangible Fixed Assets

	Computer Equipment £	2021 Total £
Cost		
As at 1 April 2020 and 31st March 2021	<u>199</u>	<u>199</u>
Depreciation		
As at 1 April 2020 and 31st March 2021	<u>199</u>	<u>199</u>
Net Book Value		
As at 1 April 2020 and 31st March 2021	<u>-</u>	<u>-</u>

	2021 £	2020 £	2020 £
9 Investment assets			
Listed investments			
Market value at 1 April 2020	53,106,112		58,813,407
Additions during the year at cost	39,519,566		12,072,205
Disposal proceeds	(40,495,843)		(11,438,384)
Realised Gains	3,149,359	1,159,086	
Un-realised gains / (losses)	<u>7,535,864</u>	<u>(7,500,202)</u>	
	<u>10,685,223</u>		<u>(6,341,116)</u>
Market value at 31st March 2021	<u>62,815,058</u>		<u>53,106,112</u>
Cash held for Investment	<u>706,115</u>		<u>575,548</u>
Total Investment value at 31st March 2021	<u>63,521,173</u>		<u>53,681,660</u>

Investment at market value comprised of:

	UK £	Overseas £	Total £	Total £
Pooled Investment Vehicles	20,486,361	36,452,324	56,938,685	46,813,811
Fixed Interest Securities	3,354,501	2,521,872	5,876,373	6,292,301
Cash	<u>706,115</u>	<u>-</u>	<u>706,115</u>	<u>575,548</u>
	<u>24,546,977</u>	<u>38,974,196</u>	<u>63,521,173</u>	<u>53,681,660</u>
Historical Cost of Investments			<u>54,583,096</u>	<u>50,122,370</u>

All the Trust's Investments are held in the United Kingdom.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2021**

	2021	2020
	£	£
10 Debtors and prepayments		
Interest and dividends receivable	57,580	56,211
Sundry debtors	16,708	17,439
	<u>74,288</u>	<u>73,650</u>

	2021	2020
	£	£
11 Creditors: amounts falling due within one year		
Accruals	74,176	70,818
Grants payable	1,028,000	48,000
Sundry creditors	867	2,102
	<u>1,103,043</u>	<u>120,920</u>

	2021	2020
	£	£
12 Unrestricted Funds		
General Funds		
Balance at 1 April 2020	54,188,784	60,557,220
Increase / (decrease) during the year	8,836,296	(6,368,436)
Balance at 31 March 2021	<u>63,025,080</u>	<u>54,188,784</u>

	Investments	Net Current & Fixed Assets	2021 Total
	£	£	£
Unrestricted Funds	63,521,173	(496,093)	<u>63,025,080</u>
	<u>63,521,173</u>	<u>(496,093)</u>	<u>63,025,080</u>
	Investments	Net Current & Fixed Assets	2020 Total
	£	£	£
Unrestricted Funds	53,681,660	507,124	54,188,784
	<u>53,681,660</u>	<u>507,124</u>	<u>54,188,784</u>

14 Payments to Trustees and Professional Indemnity Insurance

No Trustee received any remuneration from the Trust for their services during the year. No expenses amounting were reimbursed to Trustees during the year (2020: one Trustee - £112) in relation to travel costs.

Professional indemnity insurance with a cost of £1,769 (2020: £1,769) was bought to protect the charity and the Trustees from losses arising from neglect or default.

15 Ultimate Controlling Party

The Trustees are of the opinion that no one party exercises ultimate control of the charity.

16 Reconciliation of net movement in funds to net cash flow from operating activities

	2021	2020
	£	£
Net movement in funds	8,836,296	(6,368,436)
Deduct interest income shown in investing activities	(1,307,599)	(1,658,646)
(Deduct gains) / add losses on investments	(10,685,223)	6,341,116
Increase in debtors	(638)	(16,501)
Increase / (decrease) in creditors	982,123	(66,587)
Net cash used in operating activities	<u>(2,175,041)</u>	<u>(1,769,054)</u>

GRANTS, PRIZES, SCHOLARSHIPS AND AWARDS
FOR THE YEAR ENDED 31ST MARCH 2021

	2021	2020
	£	£
GRANTS-EDUCATIONAL INSTITUTIONS/ASSOCIATIONS/CHARITABLE TRUSTS		
All Saints Academy Plymouth	37,968	-
Artichoke	2,300	-
Aylesford School	-	30,000
Baysgarth School	-	-
Be Enriched Elements	-	2,120
Beresford Street Kitchen	9,750	-
Beyond Food Foundation	12,200	-
Bethany School	-	1,350
Bournemouth University	-	1,000
Bradford College	-	26,390
British Nutrition Foundation	15,000	-
Bury College	120,000	-
Callander Youth Project	17,443	-
Caring Cooks of Jersey	-	4,480
Catch 22 The Multi Academies Trust Ltd	-	22,207
Cavendish School	75,000	-
CIEH	-	169
City College Plymouth	11,766	17,649
Combe Pafford School	-	4,500
Community Resources	-	9,988
Constance Bridgeman Centre	-	2,280
Cook School	4,500	-
Corinium Education Trust	-	42,198
Cornfield School	-	11,215
Craven College	60,000	-
Dereham Neatherd High School	-	50,000
Exeter College	-	6,000
Family Gateway	-	5,295
Farnborough College of Technology	22,608	30,578
Featherstone Primary and Nursery School	4,500	-
Fernhill School	-	3,750
Framingham Earl High School	15,680	888
Great Yarmouth Charter Academy	18,600	-
Grimsby Institute of Further and Higher Education	1,000	2,014
Hele's School	64,777	-
Hethersett Academy	-	5,600
Hospitality Action	50,000	92,000
Hospitality Industry Trust (HIT) Scotland	30,000	30,000
Hospitality Professionals Association (HOSPA)	12,300	30,000
Hotel School	-	(22,700)
Huggard	-	3,300
Hugh Baird College	-	1,500
Inspired Community Group CIC	4,500	-
Kinnaird Primary School	-	1,000
La Salle Hotel School Liverpool CIC	-	50,000
Longfield Academy	50,732	-
Loughborough College	29,755	-
Merton College	500	3,000
Mission EmployAble	10,000	-
Mullion School	55,000	-
NPTC Group of Colleges	-	100,000
North Halifax Grammar School	43,342	-
Olive AP Academy	-	8,000
Orchard Hill College Academy - returned grant	(40,000)	-
Oxford Brookes University	-	2,000
Pembrokeshire College	-	10,821
People First Independent Advocacy	-	4,500
Plympton Academy	27,196	-
Plymstock School	69,514	-
POP Recs CIC	24,669	-
Prisoners Education Trust	3,766	7,650
Ranelagh School	-	8,800
Ringwood School	55,000	-
Riverside College	5,636	-
Roundwood Park School	-	45,000
Carried forward	925,002	654,542

GRANTS, PRIZES, SCHOLARSHIPS AND AWARDS
FOR THE YEAR ENDED 31ST MARCH 2021

	2021 £	2020 £
GRANTS-EDUCATIONAL INSTITUTIONS/ASSOCIATIONS/CHARITABLE TRUSTS (continued)		
Brought forward	925,002	654,542
Royal Academy of Culinary Arts 'Adopt-A-School' Trust	-	48,617
Runshaw College	2,650	2,500
Sandbach School	45,000	-
School 21	-	3,709
Shiva Foundation	4,304	-
Sir John Lawes School	45,000	-
Sir John Leman High School	-	50,000
South Devon College	14,300	34,800
Spitalfields Crypt Trust	4,300	-
Square Food Foundation	1,489	2,245
St. John Fisher Catholic Church	33,568	-
St. Joseph's RC School	55,000	-
Stamford Welland Academy	3,400	-
Sunderland College	-	24,548
Team Domenica	4,500	4,500
Thames Reach	-	4,500
The Alcohol Education Trust	-	4,500
The Charles Dickens School	60,000	-
The Crumbs Project	4,500	-
The Deepings School	12,000	-
The Food Teacher	1,200	2,100
The Forest School	60,000	-
The Geoffrey Harrison Foundation	-	24,000
The House of St Barnabas	4,500	4,500
The Hundred of Hoo Academy	70,150	-
The Innholders' Charitable Foundation	-	48,000
The R.E.A.L. Foundation Trust	-	32,410
The Reach Free School	556	-
The Springboard Charity	110,000	-
The St. Marylebone CE School	2,924	-
Ulster University	-	20,000
Unity Enterprises	-	(651)
University College Birmingham	57,495	77,575
University of Essex	9,000	-
University of Surrey	41,200	-
University of West London	-	6,500
Wakefield College	-	25,000
Warrington and Vale Royal College	-	6,080
Well Grounded	-	20,000
West College Scotland	25,370	-
West Faversham Community Association	5,570	-
West House	-	10,000
West Nottinghamshire College	53,796	-
	1,656,774	1,109,975
GRANTS-COMPETITIONS & PRIZES		
Army Catering Training Trust	-	2,040
Association Culinaire Francaise North West Branch	-	3,000
Nestle UK Ltd for Toque D'Or	10,250	9,250
Professional Association of Catering Education (PACE)	-	4,500
RAF Culinary Competition and Awards	-	1,000
The Craft Guild of Chefs	6,000	8,000
The Gold Service Foundation	-	7,290
The Springboard Charity FutureChef Programme	40,961	61,442
University College Birmingham - UCB Young Chef of the Year	2,000	2,000
University Hospital Seminars	-	3,750
	59,211	102,272
GRANTS AWARDED AND PAID DURING THE YEAR	1,715,985	1,212,247
Grants awarded in 2020 and paid in 2021	48,000	116,748
GRANTS PAID DURING THE YEAR	1,763,985	1,328,995