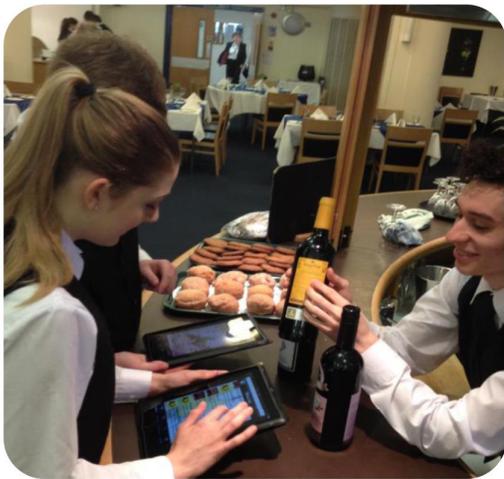
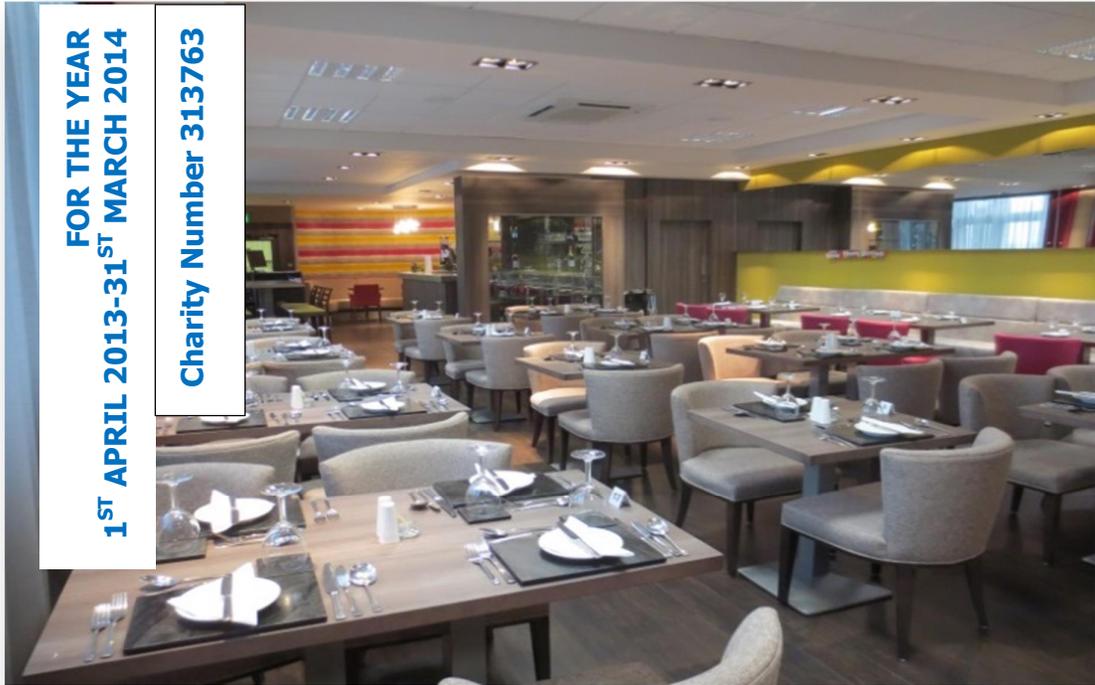




# THE SAVOY EDUCATIONAL TRUST ANNUAL REVIEW



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*Photographs on front cover, clockwise: Scholars Restaurant and Bar, Riverside College; The Clink Restaurant, HMP Brixton; iPad Retinas at City of Bath College.*



## CHARITY INFORMATION

<b><i>Trustees:</i></b>	<b>Ramon Pajares, OBE, FIH (<i>Chairman</i>)</b> <b>Robert Davis, DL, MA (Cantab)</b> <b>Howard Field, FIH (<i>appointed 13<sup>th</sup> September 2013</i>)</b> <b>Stuart May, FIH</b> <b>Michael Stapleton</b> <b>Richard Turpin, MBE, FIH (<i>retired 13<sup>th</sup> September 2013</i>)</b>
<b><i>Secretary to Trustees:</i></b>	<b>Margaret Georgiou</b>
<b><i>Chief Executive:</i></b>	<b>Julia Sibley, MBE</b>
<b><i>Trust Accountants:</i></b>	<b>The Trust Partnership</b>
<b><i>Charity Registration Number:</i></b>	<b>313763</b>
<b><i>Place of Registration:</i></b>	<b>England and Wales</b>
<b><i>Principal Office:</i></b>	<b>Queens House, 55-56 Lincoln's Inn Fields, London, WC2A 3BH. Telephone: 020 7269 9692 Facsimile: 020 7269 9694 E: <a href="mailto:info@savoyeducationaltrust.org.uk">info@savoyeducationaltrust.org.uk</a> W: <a href="http://www.savoyeducationaltrust.org.uk">www.savoyeducationaltrust.org.uk</a></b>
<b><i>Auditor:</i></b>	<b>Baker Tilly UK Audit LLP Portland, 25 High Street, Crawley, West Sussex, RH10 1BG.</b>

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### ***CONSTITUTION***

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

### ***GOVERNANCE AND MANAGEMENT***

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

The day to day management of the Trust is delegated to the Chief Executive who is self-employed and works on a part-time consultancy basis and the Secretary/Administrator who is an employee of the Trust. The accounting function for the Trust is outsourced to The Trust Partnership.

### ***TRUSTEES***

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

Ramon Pajares, OBE, FIH (*Chairman*)  
 Robert Davis, DL, MA (Cantab)  
 Howard Field, FIH (*appointed 13<sup>th</sup> September 2013*)  
 Stuart May, FIH  
 Michael Stapleton  
 Richard Turpin, MBE, FIH (*retired 13<sup>th</sup> September 2013*)

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

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

Potential Trustees will receive background information on the Savoy Educational Trust which will include the Trust Deed, Minutes of Meetings, Annual Report and Accounts and documentation on what is expected of them under charity law, with particular reference to charity commission news and guidance publications such as CC3 'Responsibilities of Charity Trustees', 'The Essential Trustee: What You Need to Know', 'Charities and Public Benefit' and 'CC29: Conflicts of Interest'. Following their appointment new Trustees will be invited to spend some time in the Trust office as part of their induction process to further develop their understanding of the policies and practices of the Savoy Educational Trust.

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

## ***INVESTMENT COMMITTEE***

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

## ***PUBLIC BENEFIT STATEMENT***

The Trustees acknowledge that education is the most powerful tool there is in achieving social justice. Talent, wherever it exists should be sought out, supported and nurtured. They can confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance and supplementary guidance on public benefit as defined in the Charities Act 2011 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 review are carried out for the public benefit and clearly meet the two key principles of public benefit.

## ***RISK ASSESSMENT***

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

## ***ENVIRONMENTAL POLICY***

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

## ***TRADEMARK REGISTRATION***

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

## **OBJECTIVES AND ACTIVITIES**

## ***REVIEW OF THE YEAR***

The UK hospitality industry remains a significant and robust force in the UK economy. According to Oxford Economics research commissioned by the British Hospitality Association, hospitality is now Britain's fourth largest industry, directly employing 2.68 million people (1 in 12 of total jobs). This represents 8.4% of the UK workforce. With growth significantly outpacing the rest of the economy, the sector has generated over 25% of all new jobs created since 2010 (153,000). The hospitality

industry is uniquely placed to generate new jobs for the 18-24 age group and has the potential for 300,000 new jobs by 2020 including 30,000 new jobs for young people by 2015.

As an industry comprising of internationally renowned businesses and a wondrous variety of small enterprises, hospitality actively strengthens the visitor economy in every area of the UK, which according to VisitBritain contributes over £115 billion to the economy per annum.

According to figures obtained from the Labour Force Survey 2013 it is estimated that 330,088 individuals are working towards hospitality, leisure, travel and tourism qualifications in schools, further or higher education across the United Kingdom. This a sharp increase from the 2012 figure when 272,389 individuals were working towards such qualifications. Table 1 shows a breakdown of the qualifications being undertaken.

Hospitality and catering education and training is an intrinsic part of the UK hospitality industry and vital to its future growth and success. Although there are indicators that the economy is improving following a long and deep recession, funding cuts continue to undermine the ability of educational establishments to compete and provide the excellent training content and quality they have worked hard to establish. Budget cuts can be particularly detrimental to subjects such as hospitality, which have high initiation and on-going running costs. At the same time, and as highlighted above, it has been acknowledged by government that the hospitality industry is one of the growth sectors likely to offer employment opportunities and positively contribute to the UK economy.

Qualification	Total
Degree level inc PGCE, grad membership	119,709
A-level/Vocational A-level/GCE Applied subjects	58,380
NVQ/SVQ	43,826
Other professional/work qualifications	35,017
BTEC/BEC/TEC/Edexcel/LQL	24,849
AS-level/Vocational AS-level or equivalent	12,939
GCSE/Vocational GCSE	10,073
HNC/HND	10,068
Diploma in HE	5,710
Advanced Higher/Intermediate/Access qualifications (Scot)	4,208
City and Guilds	2,832
New Diploma	2,477

(Table 1)

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

The Trustees consider that in fulfilling the main aim of the Trust, namely ***the advancement and development of education, training and qualifications within the hospitality industry***, they are investing in both the present and future skills needs of the industry. In working with interested bodies and partners the Trustees are striving to make a tangible difference and impact on the continuing development of an industry that, as highlighted earlier, is both a major employer and contributor to the UK economy.

**Items to report for the year under review were: -**

***PROJECTS SUPPORTED BY THE SAVOY EDUCATIONAL TRUST***

The Trustees awarded grants to 3 Schools, 22 Further Education (FE) and 6 Higher Education (HE) establishments for a variety of projects that would enhance and enrich the quality of their hospitality education so they can play a leading role in providing the vocational and professional skills required for the success and growth of the UK hospitality industry.

The majority of funds awarded to Schools were used to refurbish existing Food Technology rooms to enable them to include in their curriculum a higher number of hospitality and catering qualifications. Funding for FE was used in the main for kitchen and restaurant refurbishments enabling the creation of Realistic Working Environments. Such facilities enable a smooth transition from education to the workplace for the students. Another theme that emerged this year was the number of applications and grants awarded for IT related projects. Again the ability to have on hand systems that are used widely in the hospitality industry not only help the students become more work ready once they graduate but also adds to the enjoyment of learning. An initiative that has proven a great success and has reaped rewards in introducing school age children to the world of cooking and a career in hospitality is the Young Chefs' Academy programmes that many FE establishments now offer. These are run either after college hours and/or the weekend. The Trust awarded grants to several FE colleges to run such programmes over the year. Colleges report a high conversion rate of pupils progressing onto full or part-time Professional Chef courses following completion of the Junior Chefs programme. Those that do not have still acquired a skill that can only help enhance their life. Funding was also awarded to FE establishments to enable them to help their students with bursaries, cover the costs of work placements, compete in culinary competition work, and for educational trips.

Grants to HE went towards 2 PhD research projects; the awarding of bursaries and prizes to undergraduate and postgraduate students; and for the purchase of equipment for a Bakery Confectionery Laboratory.

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

Grants were also awarded to 16 charitable trusts running specific educational projects that showcase the many and varied roles there are in the industry. The individuals who participate in such projects are given the opportunity to undertake practical training and also qualifications that could lead to a long and fulfilling career in an industry that continues to grow and where there are many openings for employment. These individuals are often from disadvantaged backgrounds, have disengaged from mainstream education, have experienced homelessness or are ex offenders. An attractive facet of the industry is that the low barriers to entry mean that people can start working in the sector with little experience and over time progress into higher skilled and management positions.

Support was given to 1 trade association who successfully applied for a grant to be used towards a professional development programme for individuals currently employed in a hospitality role within the public sector.

Small grants were awarded to 6 individuals studying hospitality who applied directly to the Trust for assistance with fees and/or books and equipment.

The Trustees recognised and rewarded the achievement of specific skills by offering their support to 10 leading industry competitions and prize ceremonies. The funds would be targeted for the provision of educational scholarships that furthers the education, training and the development of the individual.

## **SAVOY EDUCATIONAL TRUST MBA**

Management and Leadership have been identified as important future skills needs for the hospitality industry. Mindful of this and to help ensure the leadership of the future for the hospitality industry is as focused, relevant and informed as possible, the Trustees in the year under review explored the possibility of supporting a number of people on a MBA programme at Cranfield University. The response was disappointing and the Trustees decided they would not proceed with this initiative for the foreseeable future.

## **JULIA SIBLEY, MBE**

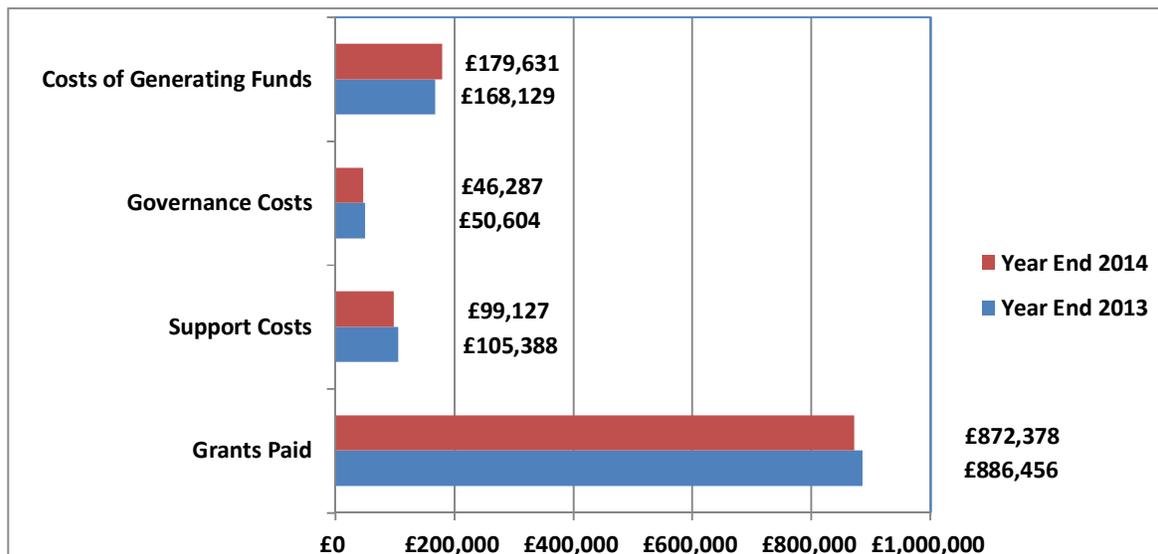
In the year under review Julia Sibley the Trust's CEO was awarded an MBE in the New Year Honours list.



*Julia Sibley, MBE*

For the year under review the **total incoming resources** for the Savoy Educational Trust amounted to **£1,329,779** (7.35% increase on 2013: £1,238,723). **Grants paid during the year** totalled **£872,378** (1.59% decrease on 2013: £886,456). **Support costs** totalled **£99,127** (5.94% decrease on 2013: £105,388). **Governance costs** totalled **£46,287** (8.53% decrease on 2013: £50,604). **Costs of generating funds**, namely fund management fees, totalled **£179,631** (6.84% increase on 2013: £168,129).

**The grants paid during the year, together with support costs, governance costs and costs of generating funds are detailed below in Table 2.**



(Table 2)

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

## **APPLICATION PROCEDURE**

The majority of applications for assistance are considered by the Trustees four times a year in March, June, September and December. There is also a Grants Sub Committee whose remit is to consider small grant applications for up to £3,000 per application, and up to a maximum of £15,000 in any one financial year. The Grants Sub Committee also handles applications from individuals for a maximum grant of £500 per individual.

The Trustees welcome applications for funds from educational establishments with a hospitality department; industry associations and charitable organisations with specific hospitality related educational projects; and individuals who are undertaking a hospitality degree/postgraduate course or a craft course. The Trustees believe in helping well thought-out, balanced, sustainable and environmentally friendly projects that will, in the long-term, make a real difference and impact on the hospitality industry.

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

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

### **We will want to know**



The Trust has a website, [www.savoyeducationaltrust.org.uk](http://www.savoyeducationaltrust.org.uk), containing full details on the Trust and its activities, together with details on how to apply for funding.

## **AIMS AND STRATEGIC OBJECTIVES**

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

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

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

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

## **ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE**

In the year under review the grants awarded and paid amounted to **£872,378**. As discussed in the 'review of the year' section of this review, budget constraints continue to impact heavily on educational establishments and third sector organisations. This has led them to think outside the box and search elsewhere in order to recover the deficits of those funds previously received from the public purse. The Trustees are acutely aware that their funding would appear to be all the more pivotal in the current economic climate at a time when skills are beginning to be seen as a new global currency. Below are those grants awarded during the year that the Trustees believe will help the recipients meet the challenges of the global skills agenda.

### **STRATEGIC AREA**

### **Educational Establishments**

The Trustees consider that projects supported under this strategic area are at the very core of the Trust's main aim and as such awarded grants totalling **£449,985**. The following pages contain further analysis, together with a listing and synopsis of all grants under this strategic area.

**In the year under review, the Trustees awarded grants totalling £41,427 to 3 schools** for the following projects:-

***Dene Magna School, Mitcheldean, Gloucestershire******£5,000***

Dene Magna School is a co-educational school providing secondary education for pupils aged 11-16. The grant was provided to help with the refurbishment of the existing Food Technology room, in particular to develop a stainless steel pastry demonstration unit, together with some small items of equipment. This redevelopment will allow the school the opportunity to create a modern, industry standard facility for the teaching of Catering, Hospitality and Food Technology and enable them to offer GCSE Catering from September 2013.

***Ernest Bevin College, London******£34,927***

Ernest Bevin College is a specialist Sport, Mathematics and Computing College, in inner London, providing secondary education for boys aged 11-16 with a co-educational 6<sup>th</sup> form. The grant will be used to help the school refit and refurbish the existing Food Technology room in order to create a modern, contemporary Hospitality Suite. This will greatly increase the capacity of the facility, from 5 work stations to 12, and enable them to extend the opportunity of qualifications offered in Hospitality and Catering, namely KS3 Food Technology, KS4-5 Hospitality and BTEC Levels 1-3 Hospitality. The college believe that through this progression, the Hospitality Suite will provide a direct path, embedded in relevant vocational training, preparing and leading pupils to careers within the Hospitality industry. *"I am writing to confirm receipt of the grant that will contribute significantly towards the purchase of catering equipment for the food technology room refurbishment at Ernest Bevin College. I would like to take this opportunity to thank the Trust for this invaluable contribution which will benefit the pupils' education considerably once the refurbishment work is complete."*

**Principal*****Ty Sign School, Newport, Gwent******£1,500***

Ty Sign School is located in Risca and lies at the south-eastern edge of the South Wales coalfield where a coal mine was operated in the town. The school is proactive in engaging children in lifelong learning. 33% of the pupils have additional learning needs. The school is developing a cookery classroom which they believe will encourage positive cooking experiences that will in turn help build self-confidence.

**The Trustees awarded funding totalling £313,498 to 22 FE Colleges.** Details of the grants awarded appear below and overleaf.

***Accrington and Rossendale College******£5,292***

Accrington and Rossendale College is an Ofsted outstanding vocational college committed to developing skills of 14-19 year olds, adults and their employers, individuals and their communities. This grant is to be used to help develop the use of mobile IT technology throughout the Hospitality and Catering department by the purchase of I-Pad minis and specific educational software, together with a staff development programme to ensure the lecturers can maximise the teaching and learning. This development will support learner engagement, retention and achievement, especially in the workplace and community settings. The College believes that use of modern



mobile technology will provide students with an up-to-date and adaptable method of learning. It will also mean that the young people will have the confidence and skill to make the best use of this approach.

***Bishop Auckland College***

***£29,132***



***RWE Kitchen***

Bishop Auckland College is the main vocational learning provider in South and West Durham, an area which combines industrial towns together with remote rural villages of the Durham Dales. The grant will be used to renovate the RWE kitchen and modernise the training restaurant 'Ambition' to meet current curriculum and vocational requirements. Funds will be specifically used to purchase equipment such as furniture, flooring, tables and chairs, espresso coffee machine and other smaller items. The College wish to provide a first class, outstanding real working environment where learners feel they are being challenged and encouraged to push themselves to achieve excellent standards. It will help them train first choice learners for prospective employers and help meet the demands of both students and employers.

***Blackburn College***

***£10,550***

Blackburn College is a large FE college in Penine Lancashire and has been offering education and training to the communities in the area since 1888. The grant will be used to help purchase a new Electronic Point of Sale (EPOS) system for the College's training establishments, namely Scholars Restaurant and Café Central. The College reports that in a competitive market they need to ensure that their students have top quality training resources in order to provide them with the necessary skills for employment. More and more emphasis is being placed on 'work ready' skills and as such the College needs to ensure that its facilities provide real work experience opportunities. At the start of the academic year, Cafe Central became a training enterprise. With this expansion it has become increasingly necessary to ensure that the training establishments have industry standard technology to link with Scholars restaurant and the associated kitchens.

***Chichester College***

***£5,300***

Chichester College has a wide range of courses for students and their vision is to change lives through learning. The grant will be used for two projects, namely:

- (1) £2,400 to purchase a Front Office programme, room Master 2000 version 12 and £400 for one day's training on the system. This new system will offer all students hands on experience, which will increase their employability skills and enable them to talk confidently about reception systems at their interview stage. The system will also enable the College to offer training to students on the customer service course, and this would give them another insight into the world of hospitality;
- (2) £2,500 to enable the College to offer £50 for 50 students so that they can participate in a residential trip to Rome in February 2014. Each year the College takes the catering students on a residential visit and provides educational visits to various producers of food and beverage. The evidence from these trips is used in assignments and for assessment for the students' course.

### **City College Plymouth**

**£8,000**

City College Plymouth believes it has a strategic role to play in building a better Plymouth through delivery of high quality education and training which will enhance students' employability skills and respond to the needs of the local communities it serves. In October 2012, the Hospitality and Catering department received a grade 1 Outstanding from Ofsted. In the year under review the grant will be used to support 2 x Junior Chefs Academy programmes of 15 students per course. This is an after school activity designed to encourage young people still at school who have an interest in cooking, to develop skills, knowledge, teamwork and confidence based around a love of food. These programmes help to increase awareness amongst young people of the opportunities available to them in the Hospitality Industry and the career path they could follow. They also help increase recruitment onto full time programmes in Hospitality and Catering at City College. Part of the grant will be used for an inter school cookery competition. *"We have successfully recruited our target numbers of young chefs over the two courses and have received some excellent publicity and feedback on the initiative. Without the Trust's funding this project would not have taken place as there was not sufficient allocation in the College budget for this extra-curricular type of activity. The generosity of the Trust has enabled us to reduce the tuition fee to a more realistic sum and the funding support has meant that participants have benefited from excellent tuition and resources in a professional catering environment. The Young Chef Team Challenge has been a highly successful inter school cookery competition as a means to encourage young people to visit us, see our great resources and learn more about our programmes."*Head of Curriculum Catering and Hospitality



### **City of Bath College**

**£13,459**



Over the last five years Catering and Hospitality at City of Bath College has grown in numbers and also in reputation. The team constantly strives to improve the curriculum to take it to the next level in both theory and practical sessions. The grant was awarded to enable the College to purchase iPad retinas and specific educational software to help develop the hospitality and catering theory classroom into an interactive area. This would help to engage learners making them less passive, more interactive and inspire them to want to learn more and make some of the research more user friendly for the new digital generation. It would also ensure that the Hospitality and Catering education at City of Bath College continues to move from strength to strength, making it relative to the learning styles of today's young people. *"Student feedback is excellent, they really enjoy theory sessions when they have the iPads out as they have one each in a class and we have numbered them so they*

*always sign out the same iPad so they feel as though it is theirs. They like the fact that they can do lots of the recording of skills and upload for further reference. They like the fact that with a task sheet they can work at their own pace and also move off in a direction they want to research. They don't have to be doing it the way the whole class does it."* **Head of Hospitality and Catering**

***Exeter College******£9,600***

Exeter College is an FE college in the centre of Exeter offering a wide range of Hospitality programmes from Entry Level 3 to Foundation degree. The grant will be used to help fund an educational visit to the 'Catalonia Region' of Spain for the students to experience the food and hospitality of the region. Catalonia's excellent gastronomy is characterised by seafood, rice dishes, traditional desserts and wines of great international reputation. The educational visit is to encourage students to participate in culture, diversity and understand where and how the local produce is grown. It will benefit all participants from Level 1 to Level 3 food preparation and cooking and food and beverage service including apprenticeship programmes thereby enhancing workplace knowledge.

***Gloucestershire College******£6,000***

Gloucestershire College received a grant for their 'Chefs on Tour' initiative which was designed and set up to reach out to schools and to food technology and catering teachers and to work with learners at grass roots level. The 2 hour interactive catering road show by 2 highly skilled and entertaining chefs is in its 5<sup>th</sup> year and now reaches over 30 schools a year. It has follow up sessions with individuals and groups to fully engage school learners in the world of hospitality. 'Chefs on Tour' has been recognised by the Professional Association of Catering Educators (PACE) as offering outstanding partnership to education providers.

***Guildford College******£6,000***

Guildford College identified a need for a Level 3 patisserie course due to demand from prospective candidates. The grant from the Trust will enable the College to purchase specific, modern equipment that will be used within their newly refurbished Patisserie Department. The College aims to increase the number of students obtaining a full qualification in Patisserie by 75% over five years and widen the range of skills and underpinning knowledge that the students leave college with. This in the long term will improve their success and opportunities for progression in the work place.

***Highbury College******£4,554***

Highbury College is a general FE college with over 45 years teaching and learning experience. They provide a vast range of vocational and academic programmes in and around Portsmouth. The grant will help with the purchase of an Electronic Point of Sale (EPOS) system that will be used in the training restaurant, Chimes, which is run as a fully functional real working and commercially viable environment. Chimes is open all year round and offers its diners an exciting menu designed to incorporate the full range of cookery and restaurant techniques studied by the students. All food is prepared, cooked and served by students as part of their course closely monitored by the College staff. The College has established good links with local industry and what has come out of their meetings with employers is that they require the students to have knowledge of modern industry standard hardware and software. The system which will give the students vital experience and knowledge will be adapted specifically so that it is suitable for both the student and staff refectory area as well as in Chimes.

***Hopwood Hall College******£65,000***

Hopwood Hall College is the main post 16 vocational education provider for the borough of Rochdale, Greater Manchester. In the 2010 Index of Multiple Deprivation, Rochdale was ranked 23<sup>rd</sup>. 34% of the students on catering and hospitality courses stem from deprived neighbourhoods and over 60% are disadvantaged and perform poorly at key stage 4. Despite this early challenge the department's success rates are in the top quartile nationally, and it has recently be assessed 'Grade 1' by an independent, local authority led inspection team.

Over the past three years, the College has made a substantial investment in modernising the Hospitality and Catering department. The final phase of this project involves a major relocation of the department onto a single floor. As part of this project, two additional training kitchens will be developed. The grant provided is to help purchase modern equipment that reflects current trends and industry practice for these 2 new kitchens. This will help create a modern, industry standard facility for teaching Hospitality and Catering with the aim of improving the employability and skill levels of the students. Both kitchens will accommodate up to 16 students each, increasing the department's capacity by 30% to meet the growing demand for catering and hospitality provision.

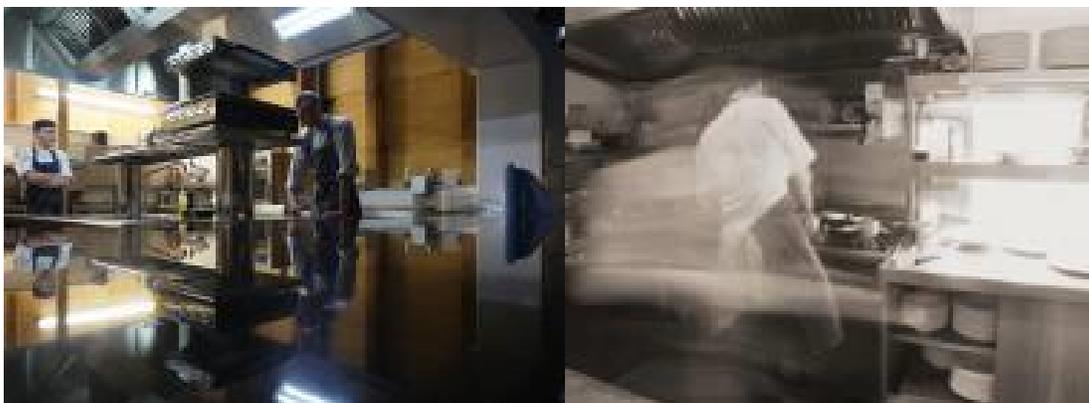
**Refurbished kitchen facilities**

The department was also accredited in 2013 with a Silver Award endorsed by the Hospitality Guild in recognition for their quality of provision, with a 1 star AA rosette awarded to the College restaurant.

*"This is a massive amount of money and it will go a long way to providing the best equipment and facilities for our catering students in the two brand new training kitchens. We are very grateful to The Savoy Educational Trust for this generous contribution and their guidance throughout the process. The Trust funds some exceptional projects across the education sector and we feel highly privileged to have received this award."* **Director for Corporate Services**

**Kendal College****£20,000**

Kendal College received funding for the Castle Dairy restaurant which is set in one of the oldest buildings in Kendal dating back to the 14<sup>th</sup> Century. The restaurant is staffed entirely by apprentices gaining qualifications in hospitality. It is a finishing school for the finest of Kendal College's hospitality and catering students.



The grant will enable the College to provide additional kitchen facilities including a larder/patisserie area within the restaurant. This extension will allow the College to employ a further two apprentices in this historic building. A grant from the Trust was awarded in 2011 to help the College convert the Grade 1 listed 'at risk' building into a restaurant. *"The kitchen, which was partly funded by the Savoy Educational Trust, fits in with the college's aspirations to achieve excellence in every area. We could have gone for average but do you know what, when you're training people, you wouldn't want to send them to normal, you would want them to stand out and be outstanding and this is an outstanding piece of kit."* **Head of Culinary Arts**

**Macclesfield College****£2,000**

The grant to Macclesfield College will help with the College's annual educational visit for 25 students undertaking Level 3 hospitality programmes to visit London and attend the 'Taste of London Festival' in June 2014, together with visits to hotels, restaurants and visitor attractions.

***Petroc College******£20,000***

Petroc College provides education, training and personal development opportunities to those aged 14 and over. This grant will be used to help modernise and improve the teaching facilities in their



Barnstaple campus training kitchen. This will include a modern practical demonstration area, an integrated state of the art smart board and video capture technology, together with modern, industry relevant catering equipment. The training kitchen serves their Tawstock Restaurant which is open to the public and provides training and genuine work experience to approximately 120 learners each year. When the kitchen is not servicing the Tawstock Restaurant it is used as a valuable practical teaching space and the reconfiguration will also

allow for more productive VRQ professional cookery assessments. The College states that the North Devon area is heavily dependent on tourism especially the 'accommodation and food service' sector which suffers consistently from a high level of vacancies. Therefore there is a clear need to provide high quality education and training to ensure the sector has access to the workforce it needs to contribute to the economic wellbeing of the area.

***Riverside College******£31,391***

Riverside College received funding in the year under review for two projects. They successfully applied for a grant of £30,000 to help refurbish their training restaurant and kitchen areas to industry standard to ensure the students have the opportunity to work in a modern, realistic and outstanding learning environment thus increasing their employability. The refurbishment will help the college increase the number of programmes offered and also the student numbers within catering and hospitality which they consider to be an area of economic growth. The newly refurbished Scholars restaurant and training kitchen was officially opened by The Duke of Westminster on the 12<sup>th</sup> February 2014. The College also received a grant of £1,391 to enable them to award funds to 4 individuals who were suffering from hardship and unable to pay for their equipment. The funds would be used for kitchen uniform, knives and restaurant uniform.



***Refurbished Training Restaurant and Grant Recipients***

**Salford City College****£12,597**

Salford City College provides further education to 16-19 year old students. They received grants to help with the following initiatives:-

£2,597 to support a Junior Chefs Academy programme and a pre-employment hospitality and catering programme at their 'Futureskills' centre. The objective for the Junior Chefs programme is to engage a minimum of 36 students aged 12-16 and to then attract 30% of these young people onto full-time hospitality and catering courses once they leave school. They also want to attract and engage with a minimum of 14 unemployed learners from pre-employment training programmes on to full-time hospitality and catering programmes to give them a new career focus. The Trust's funds will be used to purchase 24 sets of junior and adult chef whites together with 16 knife sets and a knife trolley.

£10,000 to enable the college to develop a hospitality and culinary team to compete in 4 national competitions and also to enable 16 students to undertake a 2 week work placement in London and



Devon. The aim of the project is to raise the career aspiration levels for all of the students, whilst making them more employable. It will also stretch and challenge the students by introducing aspects of the curriculum that will mean they have to strive for excellence and high standards ensuring the curriculum and the students are fit for purpose and adding validity to the student training.

***Students on Work Placement at River Cottage, Devon***

*"Thank you for the generous grant of £10,000 to support the development of a competition team and to support work placements within Hospitality at Salford City College. We are truly grateful yet again for the life line you have given these inspirational projects that will no doubt ensure all our students have the opportunity to widen and stretch their curriculum."* **Head of Department**

**South Devon College****£20,500**

South Devon College provides training and learning opportunities for Torbay and South Devon. The College continues to play a part in the regeneration of the local area including Hospitality, Catering and Tourism industries which are critical to the English Riviera economy. They successfully applied for a grant for a project that is all about inspiring and supporting young people to develop culinary skills and to develop and progress into careers in Hospitality and Catering. It comprises of four elements as follows:

£12,000 for Junior Chefs Academy for 11-16 year olds, which has been running at the College for some six years, and has gone from strength to strength and developed a pipeline of young people who are passionate about cooking. Over the years, due to repeat demand for this course, the College has developed 3 levels of the Junior Chefs Academy to enable progression. In academic year 2013/14 they have introduced a level 4 course specialising in patisserie in response to demand from level 3 completers. The College report that 5 Junior Chefs are known to have progressed onto full time courses in 2012/13 and they find a noticeable difference in the confidence and skills of the young people that progress from the academy into full time education compared to other learners;

£5,000 for bursaries for disadvantaged learners (uniforms, knives and books) £100 x 50 students. This is essential equipment for trainee chefs that instils pride and professionalism into their College experience. The College reports that for some learners the full cost of this equipment proves too much of a barrier for them to start on the programme;

£3,000 to subsidise student participation at culinary competitions as the College recognises that such competitions inspire, motivate and build confidence of the students whilst helping them learn new techniques and enhance their CVs which improves self-esteem and employability; and

£500 for a Mobile Education Service. The College has two portable demonstration units which allows them to provide 'mobile culinary education' for schools and at careers events in schools.

### **Stafford College**

**£960**

The grant to Stafford College will enable 2 students from Level 1 VRQ who show particular promise to work 1 day per week throughout the academic year at a local hotel; it will also support a cook and serve competition that will be open to all Level 1 students. Six teams of three will cook and serve set dishes, the recipes of which they are given 3 weeks in advance. This will help to generate student interest in competition work at an early stage of their career.

### **Trafford College**

**£5,000**

Trafford College has placed itself firmly on the map as one of the leading providers of education and training in Greater Manchester, offering responsive provision which meets the needs of young people, adults and employers alike. The College has maintained their Beacon Status awarded only to the top 10% of Colleges nationally on the basis of their student results.

The grant will be used to help run a Junior Chefs Academy programme for 10 weeks and organise a Big Buffet event where pupils from local schools are invited into the Hospitality Department to have a taster session producing a buffet for themselves and their parents, followed by a presentation on the Junior Chefs Academy. The Junior Chefs Academy helps the College engage with the local year 9, 10 and 11 students with an interest in food and/or cookery and turn this into a passion and to see hospitality as a career aspiration.

### **University College Birmingham (UCB)**

**£25,000**

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



£10,000 to help deliver two Young Chefs Academy programmes for circa 64 students aged 14-16, with one held in September/October 2013 and the other in January/February 2014. The grant will be used specifically for employment costs, uniforms and food costs. The aim of the Young Chefs Academy is to promote a career in hospitality and to help develop a love of cooking and pleasure in eating. Evaluating last year's grant, the College were delighted to report that 2 cohorts of 32 students were recruited, which was 22 over target. They had excellent rates of attendance, and levels of achievement and success. The students', parents' and lecturers' perception of the programme were very high. Also what is even

more interesting is that the college now have examples of students showing progression from a Young Chefs Academy through to a BA degree in Culinary Arts. *"I attended the Young Chefs Academy presentation lunch on Saturday along with my wife and I would just like to say how enjoyable it was. The food was of a very high standard and so was the service. Elliot thoroughly enjoyed the Academy and is hoping to start the Professional Cookery Diploma course in September, if his application is successful. Thank you for allowing Elliot the opportunity to attend the Young Chefs Academy as it was his first real chance to work in a professional kitchen and it was a great experience for him."* **Parent of Young Chefs Academy Student**

£15,000 to provide 60 'Savoy Educational Trust hospitality-professional starter packs' for students. Each pack is worth £250 and will consist of books, chefs' whites, food service uniform, safety shoes, a set of knives and other important personal equipment. This project will benefit students from low

income households with the Student Services Team undertaking means testing against evidence provided by the students upon application.

***West Cheshire College***

***£6,210***

West Cheshire College provides further education to the community and its surrounding areas. Their community provision has been deemed outstanding by Ofsted. The grant from the Trust would be used as follows: £2,210 to help with the hire of the Hall at Holy Trinity Church, Blacon to enable the College to run their luncheon club for the local community. This link with the local community helps to provide a hot, healthy meal for the elderly and vulnerable people in a deprived area of Chester. This project gives those learners with additional and special needs the opportunity to develop confidence, self-esteem and skills for life. It also gives them the opportunity to develop vocational skills and enhance their job prospects. £4,000 will help with the purchase of a portable Bain Marie hot plate so that the food can be kept at the correct temperature after cooking.

***West Lancashire College***

***£6,953***

West Lancashire College was originally an independently controlled institution, but was taken over by the Newcastle College Group in 2007. In 2011 it moved to a new campus in Skelmersdale, Lancashire. The grant from the Trust will help provide audio visual equipment in the College's training kitchens for their able and less able bodied students to watch and learn from the Chef demonstrations. In their application the College report that the training kitchens have been adapted for wheelchair users, but the design of the chef lecturers' stations do not allow these students to watch demonstrations. This can be a problem for their other learners also as there is very little space and the provision of monitors will greatly aid the learning experience of all their students. The purchase of the equipment will also allow the College to offer its facilities to other departments and local schools, and to community groups who might benefit from the adapted facilities.

**The Trustees awarded funding of £95,060 to 6 HE establishments** for the following projects:-

***Cardiff Metropolitan University***

***£3,760***

The Trustees awarded funding of £3,760 per year for a period of 3 years to be used to support 1 PhD fees-only scholarship within Hospitality at Cardiff Metropolitan University. The Trustees were very keen that the research topic chosen will be of benefit to the industry. The recipient of the PhD Scholarship is Katarzyna Minor and the area of study chosen is focused on employment in small and medium sized hotels. Her research is entitled '*The Effects of Hotel Engagement with Daily Deal Websites on Employment Patterns and Employee Well-being*'. The grant was awarded on the understanding that it will be reviewed annually and further funding released once the Trustees are satisfied with the annual evaluation report. The year under review marks the 2<sup>nd</sup> of the 3 year term.

***London South Bank University – The National Bakery School***

***£50,000***

The National Bakery School for Bakers and Confectioners is part of London South Bank University. The Trustees awarded funding of £50,000 to help the University purchase equipment for the Bakery Confectionery Laboratory. This will form part of the project that is being undertaken at the University where they are refitting and refurbishing the National Bakery School to create high quality training facilities for undergraduate and postgraduate students, as well as for industry practitioners attending to enhance their skills through professional development programmes. The re-development will increase the capacity of the School, which will be able to train more students thereby meeting the increase in demand for undergraduate places. The facilities will be significantly updated to take account of the shift from Further to Higher Education teaching and to better meet the skills demands of the hospitality industry. *"On behalf of the National Bakery School I would like to thank the Trustees of the Savoy Educational Trust for the generous grant towards the refitting and refurbishing of the School. This will make a substantial difference to the success of the project and we are very grateful for your support."* **Director of Development and Alumni Relations**

***University of Bournemouth***

***£6,000***

Bournemouth University received a grant from the Trust to enable them to continue the 'Savoy Educational Trust International Travel Award' which the Trustees have supported over a number of years at the University. This Award valued at £3,000 is open to final year undergraduate students on

the Hospitality Degree programmes. The aim is to encourage and facilitate the students to undertake international research in an area of specific interest and value to them (and potentially others) within the field of hospitality. The 2013 Award went to Alice Neill who travelled to Australia. The title of Alice's research was '*Coeliac Disease: Education and Awareness amongst Chefs in the UK and Australia*'. Alice presented her findings at the University's annual Hospitality Student Conference. The remaining funds of £3,000 to be used to offer small grants to allow second and final year students the opportunity to attend individually relevant industry events so as to develop their personal and professional networks. This included the General Managers Conference held in London on the 20<sup>th</sup>-21<sup>st</sup> January 2014.

### **University of Brighton**

**£4,300**



The Trustees awarded funding of £4,300 per year for a period of 3 years to be used to help provide a PhD bursary to support research in the area of Food Management. The funding from the Trust will also ensure matched funding by the University thus enabling a second bursary to be awarded. The recipient of the PhD bursary is Maria Gebbels (2<sup>nd</sup> from left) whose area of study is on '*Career Mobility in Hospitality*'. This research project is expected to engage in a qualitative deep understanding of the reasons why hospitality students do not always follow a career in hospitality. The grant was awarded on the understanding that it will be reviewed annually and further funding released once the Trustees are satisfied with the annual evaluation report. The year under review marks the 2<sup>nd</sup> of the 3 year term.

### **University of Surrey**

**£14,000**

The School of Management at the University of Surrey received a grant from the Trust to support their hospitality and tourism programmes. The grant will enable the University to provide bursaries and prizes for those best performing undergraduate and postgraduate students during academic year 2013/2014, namely:

- £4,000 for 2 bursaries to the top MSc International Hotel Management students;
- £8,000 for 8 bursaries to the best performing students on Levels 1 & 2 hospitality modules;
- £1,000 for 5 prizes for the best professional training reports;
- £1,000 for 2 prizes for the 2 best MSc dissertations.



***Pictured are some of the award recipients***

### **University of West London**

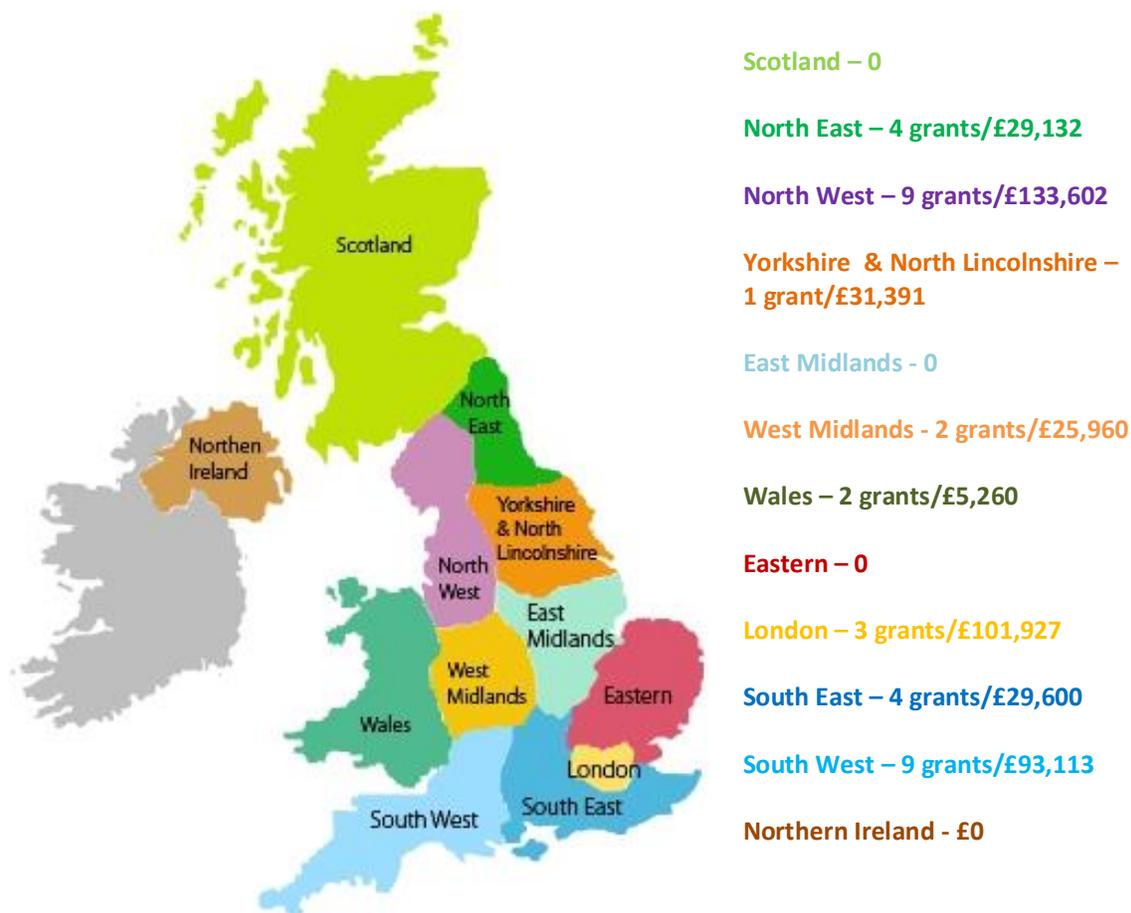
**£17,000**

The London School of Hospitality and Tourism at the University of West London received grants totalling of which £17,000 of which £12,000 was used to enable them to establish the Savoy Educational Trust Scholarships with the aim of supporting 4 outstanding undergraduates with a scholarship of £3,000 to be applied as fee remission, thereby lowering the fees for the student during academic year 2013/14. The University believes that having scholarships at this level will ensure that they are able to attract students who have excellent academic ability but are constrained by financial means to pursue academic learning. The Trust also pledged the sum of £5,000 following the University's fund raising campaign 'Lighting the Way', to be used during academic year 2014/15 specifically to support 5 Hospitality Management students with a £1,000 bursary to alleviate financial hardship and allow the students to concentrate on their studies. The University will be responsible for the selection of the students and the means testing of their financial circumstances for both the scholarships and the bursaries.

In the year under review the Trustees also gave a grant to the ***City & Guilds of London Art School*** of **£5,000** to enable them to award bursaries to their students during the academic year 2013/14.

### ***Geographical Breakdown of Schools, FE and HE Establishments***

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



(Table 3)

## **SCHOLARSHIPS/CAREER DEVELOPMENT**

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

### ***Worshipful Company of Innholders***

***£60,000***

The Worshipful Company of Innholders/Savoy Educational Trust Management Scholarship scheme is indicative of the commitment both organisations seek to make in the very important area of developing general management potential. Effective leadership and management is critical to an organisation's success and interestingly the 'City & Guilds Skills in a Global Economy' report highlighted the fact that the success of the national economy will become increasingly dependent on the skills of those adults already working in the industry and that these skill levels will continue to rise. This scheme goes some way in addressing this issue and also those of retention and continuing professional development.

The purpose of the Scholarships is to introduce middle management in the hospitality industry to senior/general management techniques by exposure to short intensive courses of management education, thereby providing experience, skills and training not readily available in the workplace.

Winners of the Scholarships can undertake a two week course at Cranfield University School of Management or Cornell University. Those awarded a Scholarship to attend the Ecole Hôtelière de Lausanne will undertake a number of modules.

Applicants for these Scholarships have to submit a written paper and if shortlisted are then invited to attend a series of interviews at the Innholders Hall. The interviewing panel includes the Chief Executive of the Trust. For the year under review following interviews in November 2013, **17 Scholarships** were awarded (November 2012: 14). Scholarship winners will undertake the following courses:-

<b>Eleven candidates</b> were awarded a Scholarship to attend a course at Cranfield University in March, June or October 2014 entitled " <b>Accelerated Talent Development</b> ".
<b>One candidate</b> was awarded a Scholarship to attend the ' <b>Ecole Hôtelière de Lausanne Summer Programme</b> '.
<b>Five candidates</b> were awarded a Scholarship to attend a course at <b>Cornell University</b> entitled ' <b>The General Managers Program</b> '.



**Scholarship recipients pictured with Master of Worshipful Company of Innholders**

**2013 Cornell Scholar:** *"My two weeks at Cornell was the best learning time of my career and an amazing networking opportunity. The programme allowed me to move from being a competent operator to a strategic general manager."*

**2013 Lausanne Scholar:** *"From the moment you step inside Lausanne you understand how it got its impressive reputation. From the professionalism of the students, to the way your every need is considered, Lausanne epitomises exactly what hospitality is all about. You feel proud to be a part of it. There are numerous initiatives I studied that I will undoubtedly put into fruition in the future. Overall, the experience is something I will remember and benefit from for a long time to come. If it wasn't for the Savoy Educational Trust I would never have had the opportunity to attend and for that I am truly grateful."*

**2013 Cranfield Scholar:** *"I can hardly find the words to describe my time at Cranfield; it was an amazing experience for so many reasons both professionally and personally. The knowledge development was incredible and spending time with such high level professionals was a huge benefit to me. I will be forever grateful that I was selected for a scholarship to allow me such an opportunity /experience."*

**The Trustees awarded funding of £9,500 to 1 industry association** for a specific educational project as detailed below.

***Local Authority Caterers Association (LACA)***

***£9,500***

LACA aims to set high standards of professionalism amongst Local Authority Caterers, to be the lead consultative body to the Government on all aspects of School Food and to equip caterers with a network of support and knowledge to meet future demands of the service.



The grant in the year under review followed on from funding awarded in the previous year for Level 3 provision. It will help LACA offer six modules of the Institute of Hospitality Level 4 Diploma for 11 middle manager candidates within the public sector. Each unit of training will comprise of 10 guided learning hours which will be offered on a flexible basis. This programme is a collaborative initiative with the School Food Trust, Kendal College and the Institute of Hospitality.

Reporting on the grant LACA informed the Trustees that the programme started on the 16<sup>th</sup> May 2013 with 10 LACA candidates and ended on the 18<sup>th</sup> October 2013 with all 10 passing the 6 modules. Pictured are LACA graduates celebrating their success with fellow graduates and college organisers. *"All candidates and LACA would like to acknowledge their appreciation to the Savoy Educational Trust, without their support this training would not have been possible. Many thanks for this."* **Chair of Member Services & Director LACA Ltd**

**The Trustees awarded funding of £252,408 to 16 charitable organisations** for a wide range of initiatives focusing on the hospitality industry. Details of the grants appear below and overleaf:-

***Area 51 Limited***

***£3,000***

The overall purpose of the charity is to support young people with severe, profound and multiple learning difficulties in North London who are leaving special schools to develop their capability to be as independent as possible and to reach their full potential in life. The organisation was set up by the Principal who could see that there was a real lack of education provision for young people with severe, complex or profound learning disabilities.

The grant from the Trust would support 30 young people to engage in work experience by running a coffee shop open to learners and staff and eventually serving the passing trade. The learners will be trained in hospitality to build their confidence, develop their skills and receive a relevant qualification.

***Army Catering Training Trust***

***£13,500***

The Continuous Professional Development Centre (CPD) is located at the Food Services Wing at Worthy Down and is managed by the Army Catering Trust. The CPD Centre is a work based learning provider whose work is exclusively concerned with soldiers within the chef trade group of the Royal Logistics Corps in the British Army. The Centre in conjunction with Westminster Kingsway College currently runs a BA (Hons) degree in Hospitality and Enterprise Management. The grant from the Trust will be used specifically to fund 9 individual learners with a contribution of £500 per individual per year over a three year distance learning course for fulltime employees in the Armed Forces (9x£500x3). This qualification is accessible, flexible, has employer involvement and has clear progression routes. It is also developed in partnership with the employers and the Armed Forces.

**Beyond Food Foundation****£5,100**

Beyond Food Foundation works with people who have been at risk of or experienced homelessness and using food as a catalyst, motivates and inspires them to gain employment. By training homeless people in catering skills, and supporting them to break the negative cycle that have led them to homelessness, Beyond Food Foundation empowers them - and supports them - to become economically active and able to live independently. The grant from the Trust was awarded to fund educational trips, workshops, and master classes for the fully certified apprenticeship programme, United Kitchen. This is a 13 month Chef apprenticeship programme during which apprentices gain an NVQ Level 2 in Professional Cookery whilst working as Commis Chefs at Brigade Restaurant, Tooley Street, London, SE1.

**Blyth Star Enterprises****£3,000**

Blyth Star Enterprises is a charity based in Northumberland which was established 27 years ago by a group of parents/carers. They successfully applied to the Trust for a grant to support their Hepscott Park Garden Café project which is operated by Blyth Star Catering Services Community Interest Company, working in partnership with Northumberland County Council to provide employment support, training opportunities and NOCN qualifications in catering and hospitality for people who experience mental ill health and/or learning disabilities. The Café also provides a meaningful day service for those not wishing to train but experience work within catering and hospitality. The Café which is open to the general public in the local community provides a real working and training environment as well as helping to reduce social isolation, stigma and exclusion and reduce the barriers to formal qualifications and employment. *"This generous grant will assist us in developing an overall training package for our clients at Hepscott Park Garden Café. I am always encouraged that there are organisations such as yourselves who recognise the value of what we do, and support us. The disadvantaged group that we work with do benefit from skills acquisition and training. I believe the real benefit is often linked with the sense of belonging, contributing and feeling valued."* **Chief Executive Officer**

**Crisis****£20,000**

Founded in 1967, Crisis is the national charity for single homeless people. They are dedicated to ending homelessness by delivering life-changing services and campaigning for change. Crisis Skylight Oxford is an education, training and employment centre that caters for people who are homeless or vulnerably housed. It offers practical, creative and vocational workshops, accredited learning opportunities and tailored employment programmes. Funding was granted to support a year's training costs at the Café within Crisis Skylight Oxford. The Café is a social enterprise providing on the job experience and accredited qualifications in a real working environment. They anticipate working with approximately eight trainees at any one time who will be able to take part in anything from a short period of work experience to four months of training. Trainees who commit to the full training will develop a personal development plan, which includes a mixture of learning areas such as food preparation, customer services, cash handling, health and safety, food hygiene, special events organisation and interview skills.

**Edge Foundation****£7,500**

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



### **Scholarship Recipient**

degree that allows the participants to experience the realities of life in the hospitality industry. The grant would go towards a scholarship scheme for student practitioners applying to the Edge Hotel School. This would encourage applications from those who feel higher education is out of their grasp and for those who want to study a vocational degree. It would allow for one scholarship worth £3,000 to be awarded at each of the three intakes during 2014. During the year under review, one student did not complete her programme and so the Trust received a refund of £1,500.

### **Hospitality Action**

**£45,000**

Funding was awarded to Hospitality Action to enable them to continue their seminar programme to students of hospitality, aged 16-19, whether on full time or day release courses at Colleges and Universities throughout the United Kingdom. Through the personal testimony of addicts in recovery these seminars provide educational awareness, advice and experience on the dangers of alcohol and drugs excess and to dis-spell the glamour surrounding social drinking and recreational drugs. The seminars seek to help combat society's binge drinking tendency and to inform of its effects on the mind and body of the young vulnerable members of the future hospitality workforce. In supporting this seminar programme the Trustees acknowledge that drug and alcohol abuse, particularly amongst young people, is a problem for society as a whole but appears to be particularly prevalent amongst employees of the hospitality industry.

Hospitality Action reported that with the grant they were able to deliver 161 sessions at 153 colleges with 7,150 students in attendance. *"Just wanted to say a huge thank you to both you and Ken for the fantastic morning we had with him. His stories and first-hand experience were invaluable and for the first time I had students coming to me saying how much they got out of it. I can stand at the front and preach from a textbook but to have someone who has 'been there and got the t-shirt' and openly talk about real life experience is fantastic."* **Downpatrick College**

### **Hospitality Industry Trust (HIT) Scotland**

**£25,000**

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



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

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

HIT reported that in the year under review, the Trust's grant, together with funds from other sources helped them to award 152 scholarships. In addition, 17 FE and HE establishments benefited from the bursary scholarship programme.

### **Royal Academy of Culinary Arts - Chefs Adopt a School**

**£35,000**

Founded in 1980, the Royal Academy of Culinary Arts is a leading professional body of Head Chefs, Pastry Chefs, Restaurant Managers and suppliers. While concerned with raising standards and awareness of food, food provenance, cooking and service, its objectives are primarily focused on the education and training of young people in the hospitality industry and the provision of development of career opportunities. The Royal Academy of Culinary Arts also received funding for their Annual Awards of Excellence, details of which appear on page 31.



'Chefs Adopt a School' (CAAS) began in 1990 and officially registered as a charity in 2001. CAAS teaches children and young people about food and cookery in a holistic way, with a focus on appreciation of food, where it comes from, why we need it, how to cook it and nutrition and hygiene. Over 200 professional chefs deliver 3 sessions per annum to their 'adopted' schools. The first session delivered in the classroom focuses on the role of the chef and his or her responsibilities; the importance of food hygiene and health and safety; healthy

eating; why we need food; exploring the five senses and four tastes through different ingredients; and enthusing children about food and broadening their minds. The second session comprises of a visit to the chef's restaurant where children participate in a simple cookery exercise. The final session is another interactive cooking session that brings together the skills and knowledge the children have acquired in the previous two sessions. A new alternative session covers front of house skills to enable children to understand how the table is prepared and to encourage children to understand the importance of sitting at a table and sharing food and its social implications. It also covers the role of the Restaurant Manager and Service team.

Throughout the programme there is an underlying core that shows how learning about food can underpin numerous other essential curriculum subjects in the context of wider academic subjects including language, mathematics, science, history, geography, English, design and craft. CAAS reaches over 21,000 children each year and they work with primary schools, secondary schools, SEN schools, hospital schools, pupil referral units, sports centres and food festivals.



The year under review marks the third and final grant of a three year funding agreement for the CAAS programme.

### **Shoreditch Trust**

**£13,750**

Shoreditch Trust is a multi-purpose charitable organisation formed in 2000 working to address the causes of disadvantage in the most deprived areas of the London Borough of Hackney. It was originally established through the Government's New Deal for Communities programme. It aims to tackle a range of issues in a multidisciplinary way maximising synergy across priority areas, through strong partnerships and delivery models.

They successfully applied for funding of £13,750 per year for a 2 year term to be used to help with their Blue Marble Training programme which seeks to support and nurture young people and adults to develop a long and fulfilling career in food and hospitality. The programme works with those most marginalised from the labour market that might not ordinarily get the chance to develop a career in the catering industry. In particular, the programme targets care leavers, ex-offenders and those who have experienced homelessness. Blue Marble Training operates through 3 tiered levels of training: Foundation, Intermediate and Advanced. This approach offers a clear route of progression into the

labour market. The training predominantly takes place at Waterhouse Restaurant – Shoreditch Trust’s social enterprise training restaurant. Trainees are exposed to a commercial, customer-facing environment from the outset.

The key outcomes for 2012-2014 are: to enable 160 adults and young people to achieve an NVQ Level 2 in Food Safety or VRQ Level 2 in Barista Skills; to enable 80 people to complete 100 volunteer hours within a commercial kitchen environment and for 60 people to progress into paid employment or training opportunities within the catering sector.



The year under review marks the second and final grant of the two year term funding arrangement for this project.

### ***The Clear Stone Trust***

***£3,000***

The Clear Stone Trust provides support for young people who have been affected by domestic abuse in the Rushmore and Hart areas of Hampshire. They offer a range of projects designed to meet individual needs. This may be 1:1 or group based support. Young people they work with experience a variety of challenges including low academic achievement, self-harm and social anxiety. The charity, based in Farnborough, recently received funding to establish a training centre ‘Grays’ to help develop young people’s hospitality skills in a safe and supportive environment with the hope of moving into careers in hospitality. This training centre will provide accredited training opportunities for in excess of 179 participants a year. The grant will enable the charity to purchase refrigeration and freezer equipment for the training centre.

### ***The Clink Charity***

***£28,000***



The aim of The Clink Charity is to train prisoners in catering and hospitality skills with the sole aim of reducing re-offending and providing highly trained graduates to support the industry. The initiative represents a genuine opportunity for change, offering prisoners the chance to gain food preparation, food service and cleaning qualifications as well as experience within an exciting, operational business. Upon release, the charity, helps graduates find employment within the hospitality industry and mentors them weekly for 6-12 months to help them reintegrate back into society and not

reoffend. Their 2011 audited results show that 46.9% of ex-offenders reoffend within the first year of release. Clink graduates have a reoffending rate of 12.5%. The Clink Charity operates the Clink Restaurant at HMP High Down, HMP Cardiff and HMP Brixton in partnership with Her Majesty’s Prison Service. The Clink Charity aims to open 10 more restaurants by 2017. The grant will be used to help purchase equipment for the restaurant kitchen, including a refrigerated cold room, a 4 ring induction cooking top, a refrigerated freezer room and a pasta cooker, for the development of the new ‘Clink Restaurant’ at HMP Brixton, which has been built within what was originally the Governor’s residence.

***The Cornwall Foundation of Promise*****£2,984**

The Cornwall Foundation of Promise and its training subsidiary Jamie Oliver's Fifteen Cornwall train young people between the ages of 16-24 who are NEETS to become chefs of the future. With Cornwall College they have trained over 100 young people. They serve over 70,000 meals a year in their restaurant, focusing on quality, provenance and experience while giving apprentices, staff and guests every opportunity to learn about the food and beverages they serve, on the job, and in the classroom – with apprentices gaining formal qualifications (VRQ Level 1 and NVQ Level 2) in Professional Cookery after a 16 month programme. They were awarded a grant to help purchase equipment and chef whites for the apprentices. For the apprentices, the psychological impact that comes with putting on chefs whites and preparing for work has a significant impact on their frame of mind and persistence on the programme. It also gives them the confidence and empowerment which comes with having the right tools.

***The Geoffrey Harrison Foundation*****£24,000**

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

Funding of £24,000 per year for a term of three years was awarded by the Trust to enable the Foundation to expand their Junior Chefs Academy programme for year 10 and 11 students to attend 10 week courses on a Saturday covering food preparation, cooking, presentation, hygiene, safety, teamwork, organisational skills and foodservice techniques at Westminster Kingsway College and the University of West London. The grant which would be matched with funds from their principal funder Harrison Catering Services Limited would enable them to run 10 courses per year for the next three years – 2 courses per term at each institution at an approximate cost of £4,000 per course. So far, 70% of students who participated in the programme have gone on to pursue a full-time course related to the hospitality industry. The grant is awarded on the understanding that it will be reviewed annually and further funding will be given once the Trustees are satisfied with the evaluation report.

The grant in the year under review marks the second of the three year term grant and was awarded following confirmation that in 2013 12 Junior Chefs Academy courses were run across the two institutions (6 courses in each).

***The Prince's Trust*****£16,074**

The Prince's Trust were awarded a grant for their '**Get Into Cooking**' programme in Northern Ireland which offers 16 disadvantaged young people aged 16-25, who are work ready but do not have the vocational skills, the opportunity to gain practical training and work experience in the restaurant industry. The four week programme aims to help them move into employment or take up further training within the hospitality sector. It is run in partnership with Belfast Metropolitan College. Participants will work towards three units from a City & Guilds NVQ Level 2 in Hospitality and Catering (Kitchen Services); a CIEH Level 2



Award in Food Safety, and an Emergency First Aid at Work Certificate. Participants will also receive employability skills training, including interview techniques and CV skills. Participants will then be able to put their new skills into practice via a seven day work experience placement with leading restaurants across Greater Belfast. After the four weeks, each young person will be offered up to six months mentoring support to maintain momentum from the programme and progress into employment or further training.

*"Your donation will support disadvantaged young people in Northern Ireland to start their career in the catering industry. Our 'Get into Cooking' course is for young people who are unemployed and need on the job experience, we expect at least 75% of them to move into a job or training as a result of your support. Thank you for choosing to support our work again this year; your donation is directly changing young people's lives for the better."* **Fundraising Manager**

**Tourism for All****£7,500**

The main purpose of Tourism for All is to be the centre of expertise on accessible tourism, working for a world-class tourism experience for everyone – visitors, the tourism industry and for policy makers. This grant was awarded to build on the pilot project which the Trust helped to fund in March 2012, namely to extend training in disability awareness for all those entering the hospitality business by establishing engagement with students and trainees at college and university. The aim is to roll out the new programme to at least 10 educational establishments during the year and develop a new 'train the trainer' online course to help reduce costs in maintaining the training. Feedback from the pilots revealed a hunger for such training among both tutors and students alike. The hands-on nature of the course and interactivity was appreciated, and there was no other access to this particular subject matter in their existing studies.

**STRATEGIC AREA****INDIVIDUALS**

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

In the year under review **6** grants ranging from £197 to £500 were awarded to individuals studying at 6 different establishments culminating in a total of **£2,505**. The relatively low number of grants awarded for this strategic area is primarily due to the fact that individuals do not always see their application through to completion. The Trustees are mindful of the fact that this strategic area carries a heavier element of risk. In seeking to minimise the risk the grant is sent to the individual but made payable to the university, college, supplier, or training provider. The individual is informed of this fact at the early stage of the application process and it would appear that in some cases such a condition has served as a deterrent.

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

**STRATEGIC AREA****COMPETITIONS/PRIZES**

Competitions challenge, stretch and often motivate individuals to great heights within their profession. The Trustees recognise the importance of rewarding those who demonstrate good practice and aspire to further their development by entering various industry competitions. They are very keen to recognise the achievement of these specific skills and expertise by providing educational scholarships for leading industry competitions and by awarding prizes. Funding in the main is targeted towards the education, training and development of the competition finalists/winners. *"Competitions are always important because they play their part in promoting the industry and pushing the limits and the boundaries of food."* **Michel Roux, Jr.** *"Competitions are fundamental these days. They allow people to find out where their level is, and if you don't know what level you're at it's hard to know where to aim for."* **Brian Turner.** *"High-profile competitions give front-of-house service professionals the opportunity to develop, showcase and celebrate their skills, talents and achievements in front of well-known industry peers. Participation in competitions is a great way to gain deserved recognition and enhance career prospects."* **Academy of Food and Wine Service**

In the year under review, the Trust supported **10 industry competitions/prizes** with grants totalling **£92,980**. The sum includes a refund of (£4,960) for grants awarded in previous year ends for this area. Detailed below and overleaf are those competitions/prizes that received funding from the Trust.

**Academy of Food and Wine Service** **£ 8,000**

The Academy of Food and Wine Service (AFWS) established in 1988, is the professional body for front-of-house service. It is dedicated to improving the status and awareness of food and beverage service as a viable career choice, raising standards across the industry, and by encouraging teamwork to foster good relations with other industry sectors. In the year under review AFWS were awarded funding for the following:-

- **£7,000** for the **2013 UK Restaurant Manager of the Year** Competition which through a series of challenging stages, seeks to find the restaurant manager who excels front-of-house, has fantastic people skills, is able to manage and inspire a team, and can demonstrate strong business acumen and a thorough knowledge of the restaurant trade. The grant from the Trust enables AFWS to award a prize to the runner-up which takes the form of a one week course at L'École Hôtelière de Lausanne including help with travel and accommodation costs. The runner-up - announced at a Gala Dinner on the 7th October 2013 at The Westbury Hotel, London - was Stephen Morrison from La Vallee Blanche in Glasgow who undertook the one week course in June 2014.

- **£1,000** for the **Philip Thornton Award** which forms part of the Academy's Annual Awards programme. This was given to Max Butterfield who undertook a week's stage at the Jumeirah Carlton Tower as part of his prize. In his evaluation report, Max said: "*Through the recognition and generosity of the Academy of Food & Wine Service and the Savoy Educational Trust, I was given the Phillip Thornton award for dedication to front of house service in the hospitality industry. I thank the AFWS and SET for this amazing opportunity and hope the account of my experience will prove useful and inspiring for future award winners.*"

**City & Guilds 'Medals for Excellence'** **£1,250**

City & Guilds Medals for Excellence recognise the achievements of their learners, lecturers and trainers who have achieved results by producing exceptional work – going above and beyond what is expected to reach their goals. They recommend to the Trust the top scoring candidates in the field of hospitality awarded a 'Medal of Excellence'. Those individuals receive a prize of £250 each from the Trust. **5** prizes were awarded at a ceremony held to celebrate all medalist winners at The Roundhouse in London on the 5<sup>th</sup> June 2013.

**Institute of Hospitality Cymru** **£6,690**

A grant was awarded to the Institute of Hospitality Cymru to help them run the Hospitality Students Dining Award 2014. This competition is available to all full-time Catering and Hospitality students in Wales who are studying Levels 1 and 2 in either NVQ or VRQ. It has been offered to centres biennially; the first time being in 2005. This year two of HM Prisons in Wales have also expressed interest in participating. The competition asks that a team of 6 students devise, source, cost, cook and serve a 3 course meal with tea/coffee for twelve guests within a given maximum budget. They are also required to produce either canapés or petits fours. At least 75% of the whole menu must be grown/reared in Wales. The funding from the Trust will be used as follows: £1,000 for equipment for the winning college; £750 for the second place and £500 for the third place, together with cash prizes for the students totalling £690; travel expenses for the team of four judges £3,000 and £750 to cover the cost of making a CD Rom of the event.

**Nestlé Toque d'Or** **£19,500**

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

The competition was revised in 2012 with the aim of supporting the modern college curriculum and reducing the resources required from colleges, lecturers and students. This was proved in the year

under review with 121 teams registering to participate in the competition, the largest entry ever experienced. In the words of a grateful **Head of Department** *"I wanted to send you a quick line or two, so I could express our appreciation on behalf of Salford City College's Hospitality and Culinary Arts department. John, the team and I have gone through our reflections of this year's competition to date and having reached the regional finals wanted to share our thoughts with you. The Culinary Arts team at Salford City College have competed in over forty competitions over the last ten years, with success in many of them. We wanted to let you know, that we felt this year's competition was the fairest, best organised and by far best supported we have ever been in. The attention to detail, the crisp rapid communication and the comprehensive financial support and consideration has been exemplar and we would like to thank you for a fantastic experience. The students enjoyed the day, the feedback and the Master class and have taken away a great deal from the experience. Many thanks."*

Following a first stage paper entry, 30 teams progressed to the regional heats which took place during the first week of February 2014 around the country. Each college team consists of 2 chefs and 1 front of house student (to include a commis who ideally will be a first year student) who are required to prepare, cook and serve a two course healthy lunch for 6 covers.

The top 6 College teams from all of the heats earned a place in the Nestle Toque d'Or Grand Finals which took place in March 2014. They were: Ayrshire (Ayr Campus), Bradford, City of Glasgow, City of Liverpool, Gloucestershire (Royal Forest of Dean Campus) and Westminster Kingsway. The finals ensure that students have the opportunity to experience the many facets of the hospitality industry and include master classes; working in 3 branches of a branded restaurant; cooking and serving a full Nepalese banquet with the Ghurkhas, and finally cooking and serving a fine dining experience at a Michelin starred restaurant.



The grant was used to award £500 for catering equipment to each of the 25 colleges who participated in the heats. In addition the 6 colleges who made the grand final received a grant for catering equipment to the value of £1,000 (with a further £1,000 for the winning college). The winning team was announced at a prestigious ceremony at the Dorchester Hotel in London on 2<sup>nd</sup> April 2014, namely City of Glasgow College. Congratulations go to Nikola Plhakova, Aoife Munro, and Murray McDavid. *"It is a testament not only to the skill and passion of each young person, but also to those responsible for their training, that the standards of each team's performance was so high. I am sure that they look forward to a bright future in the industry and wish them the very best of luck for their next steps."* **Managing Director, Nestlé Professional UK & Ireland**



***Winning students from Glasgow City College***

**RAF Catering Training Squadron****£500**

The grant awarded to the Catering Training Squadron Food Services Wing enables them to provide a prize of £500 towards the Junior and Senior Chef events, Junior and Senior Caterer events, together with the Open Field and Cook and Serve competitions held in May 2013. *"To be counted as an equal contributor to the development and advancement of education, training and qualifications within the hospitality industry as our civilian counterparts is a great honour."* **Officer Commanding, Catering Training School.**

**Royal Academy of Culinary Arts****£6,000**

The Royal Academy of Culinary Arts were awarded funds for their **Annual Awards of Excellence** to enable them to provide a travel scholarship of £2,000 to each of the three individuals who attained the highest marks in the Kitchen, Pastry and Service categories.

The winners, announced at a Gala Dinner at Royal Horseguards Hotel, London on 15<sup>th</sup> July 2013, were: Kitchen: Matthew Ambrose, Claridge's; Pastry: Lucy Jones, The Ritz; and Service: Adam Willis, Le Manoir aux Quat' Saisons.

**The Craft Guild of Chefs****£4,000**

The Craft Guild of Chefs' **Graduate Awards** provide formal recognition of the culinary excellence of a young working chef. Whilst prestigious for the chef, the Award is also a credit to their mentor and employer. All working chefs aged 23 years or under can compete for a Graduate Award by having their knowledge and skills tested in this free nationwide culinary challenge.

The examinations offer chefs the chance to prove they really are cutting edge and are making great progress in their careers. The Graduate Award achievers were announced at a reception on the 16<sup>th</sup> September 2013 at the Jumeirah Carlton Tower. Josh Bingham from Le Manoir aux Quat'Saisons scored an exceptionally high 90% to become the highest achiever. The other four graduate achiever chefs in 2013 were Luke Selby also from Le Manoir aux Quat'Saisons, Claire Willett from The Waterfront Restaurant, Daniel Lee from The Brooklands Hotel and Danny Hoang from Viajante. To become a graduate the five had to score 85% or higher in a final cooking exam at the University of West London where they were judged by a panel of top chefs including Paul Gayler. **Graduate Awards organiser and Craft Guild vice president Steve Munkley** said: *"Paul was astounded that there was not one dish that he could not have served up to a client. In my view, we had the best bunch of finalists we've ever had and it was extremely close. One candidate even got full marks in the fishmongery section, which has never happened before. It was an absolute pleasure to be part of this year's final exam."*



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

### ***The Roux Scholarship***

**£12,000**

This competition was established in 1983 by Michel and Albert Roux and is considered one of the premier competitions for chefs in the UK, enabling the winner to realise their culinary dreams. Thus far 30 winners have travelled the globe as ambassadors of culinary excellence.

The Roux Scholarship is far more than just a competition that ends with a prize. It offers the winner a career changing opportunity that is unrivalled and stretches far beyond the much coveted 3 month stage at a 3 Michelin starred restaurant. It is what follows that really counts and the advice and guidance that two generations of the Roux family give that can make a career truly exceptional. The Roux family is personally involved throughout the competition from the setting of the recipes in the regional and grand finals, through judging at all stages of the competition, to arranging the winner's stage. Other judges in 2014 included Brian Turner, Angela Hartnett, James Martin, Gary Rhodes, David Nicholls and the first ever Roux Scholar – Andrew Fairlie.



Tom Barnes, Sous Chef at Simon Rogan's two-Michelin-starred restaurant L'Enclume in Cartmel, Cumbria, (pictured 2<sup>nd</sup> from left), won the Roux Scholarship 2014 to become the 31<sup>st</sup> Roux Scholar. He beat off tough competition from the five other finalists who all prepared 'Chartreuse of quail and sweetbreads with grape sauce' at the cook-off held at Westminster Kingsway College on the 14<sup>th</sup> April 2014. As part of his prize, Tom received an invitation to cook and train under the supervision of Peter Goossens at Hof Van Cleve a prestigious 3-star Michelin restaurant in Belgium for up to three months to the value of £5,000

courtesy of the Savoy Educational Trust. The remaining five national finalists, namely Scott Dineen, Goldman Sachs (Baxterstorey), London; Sabrina Gidda, AIG Group (Restaurant Associates), London; Richard Pascoe, Oulton Hall, (De Vere Hotels) West Yorkshire; David Salt, BNY Mellon (Restaurant Associates), London; David White, Barclays Wealth (ISS), London each received a £1,000 bursary from the Trust to be used towards furthering their career development. In addition all 18 regional finalists received a £100 voucher courtesy of the Trust to be used on culinary equipment from Russums. *"The goal of the Roux Brothers, Albert and Michel, was to enable a new generation of chefs from Britain to train in what were then the greatest restaurants in the world. What they envisaged was that the chefs would return and start their own restaurants and slowly begin to change the gastronomic landscape of the UK. 30 years later you could say that their dream has come true. British chefs are now recognised internationally and many of them have risen to the top."* **The Roux Scholarship**

### ***The Springboard Charity***

**£40,000**

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

FutureChef was developed as the result of research findings into young people's perception of the industry. The research revealed that young people admire high profile and celebrity chefs yet surprisingly few consider a career as a chef! FutureChef addresses these perceptions directly by introducing young people to cooking, helping to develop their skills, developing direct work experience in the industry and providing expert advice on the career options and entry routes available. It provides teachers and young people alike with a wonderful insight into what it is like to be a chef and the related career opportunities. It provides the industry with a talent pipeline and there is a growing FutureChef alumni progressing their careers in the industry.

For the year under review, the Trust awarded funding to support the further development of the Futurechef wider programme, focusing specifically on:

- Further development of the content and variety of modules to improve online interactivity and increase the scope of their coverage;
- Promotion to schools and increase the delivery of the FutureChef programme modules to benefit more schools, teachers and students throughout the year;
- Increase the participation levels to 60% of competitors taking part in the programme;
- Achieve intervention rates of 3 per school in all participating schools;
- Further develop the number of regional mentor chefs and organise their activity more systematically.

In 2014, the 14th year of the competition, 550 schools and over 8,249 participants took part in the competition and some 6,591 young people were involved in the wider programme. The winner of Future Chef 2014 was Anna Carmichael aged 15 from The Bellerive FCJ Catholic College, Liverpool. The runner up was Meganne Shearer, aged 16 from The North Highland College, Thurso, Scotland. Third place was awarded to Jordon Powell, from The Forest School, West Sussex and fourth place went to Rick Owens, Riddlesdown Collegiate, Croydon.

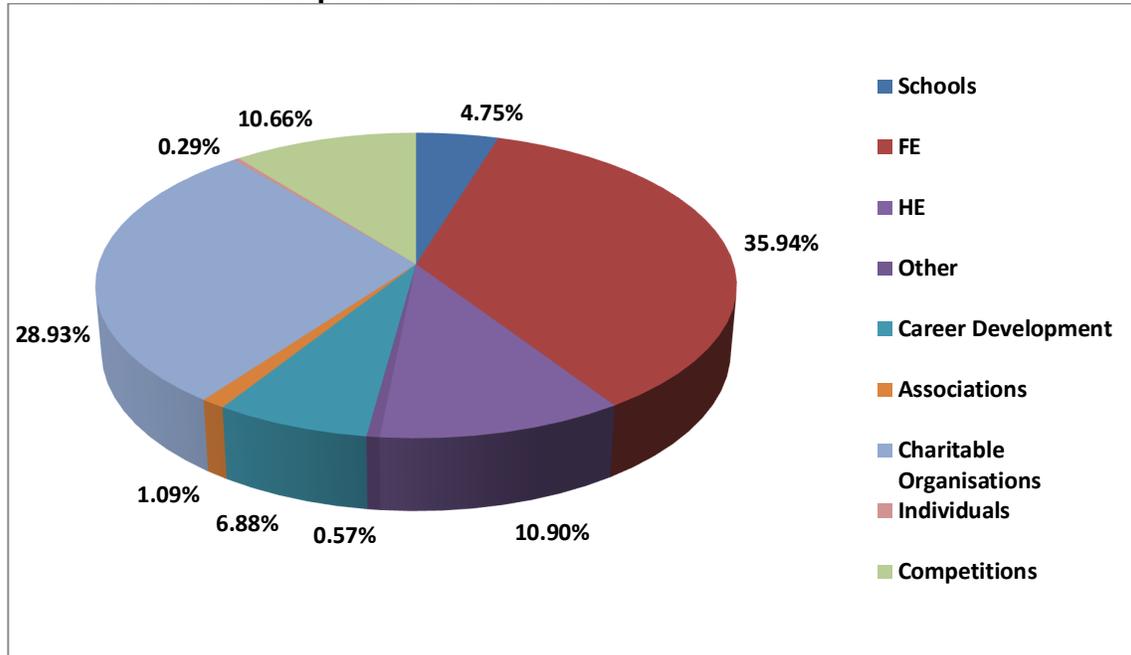
Commenting on the wider programme 'Look & Learn' workshop **Wayne Spence** from **Hall Green Secondary School** stated *"The demonstrations and workshops captured the imagination of my pupils as they learnt and watched demonstrations of new skills in the kitchen. The workshops gave pupils the opportunity to see and try skills that would ordinarily be out of their reach."*

Of the 'Have a Go' activity **Steven Kowbell** of **Lochgelly High School** stated *"It was wonderful to see how engaging the pupils found the various demonstrations, workshops and how they rose to the pace and challenge of the tasks that were set, when it was their turn to 'Have a Go'."*



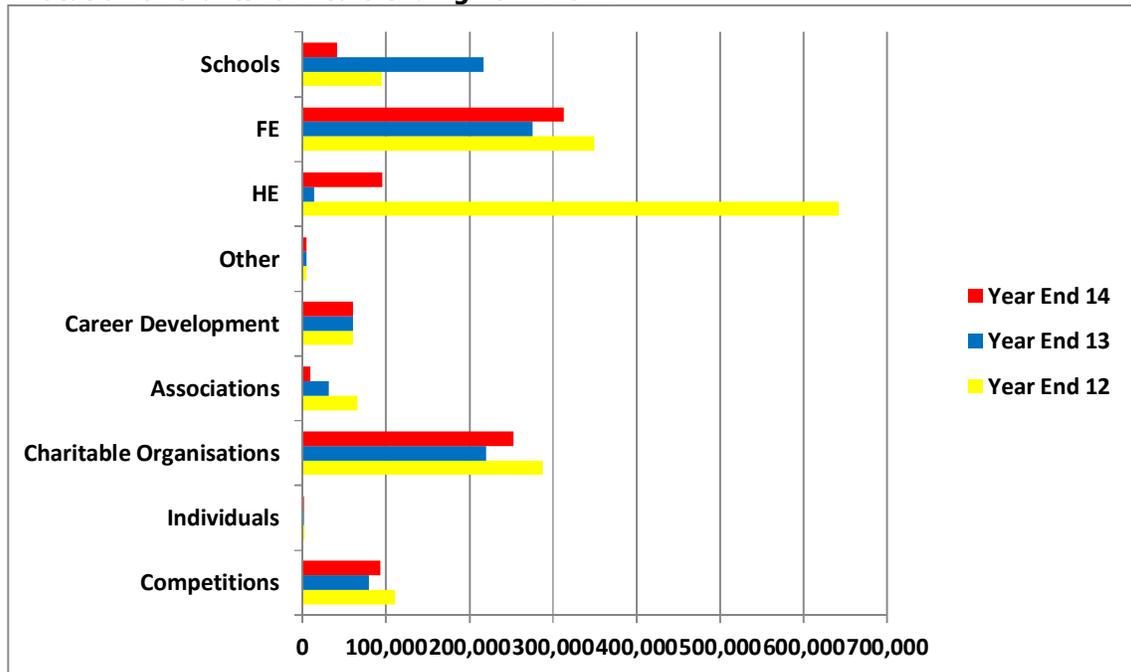
Below, graphical analysis of the Trust's activities appears in table 4 showing the allocation of grants for this financial year. Table 5 contains the allocation of grants awarded over a three year period.

**Allocation of Grants 1<sup>st</sup> April 2013-31<sup>st</sup> March 2014**



(Table 4)

**Allocation of Grants for Years ending 2012-2014**



(Table 5)

## **EVALUATION PROCEDURE AND PROCESS**

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

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

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

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

## **FINANCIAL REVIEW AND RESULTS**

### **FINANCIAL ANALYSIS OF THE YEAR**

In the year under review global equities made strong returns over the 12 months to 31<sup>st</sup> March 2014. The MSCI AC World Index returned 6.72% in sterling terms, while UK equities rose 8.81% over the period with small cap stocks performing particularly well. In UK fixed income, the Markit iBoxx Sterling Overall Index returned -1.28% over the 12 months. The sell-off in government debt in the second half of the year was primarily driven by the strength of the economic recovery in the UK. Emerging markets lagged developed markets by some margin with investor concerns over the impact of bond tapering in the US. Once again cash returns have been minimal given a UK base rate of only 0.5% p.a.

The Trustees are pleased to report that the continuing positive economic outlook and strong market gains were reflected in the capital value of the Trust's investments. The value of the Trust's total assets as at 31<sup>st</sup> March 2014 was **£48,167,853**, an increase of **4.51%** on the previous year where the Trust's total assets totalled £46,088,429. There was also positive news on the level of income received in the year under review with total incoming resources as at 31<sup>st</sup> March 2014 of £1,329,779, an increase of **7.35%** on the previous year where incoming resources totalled £1,238,723.

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

## **FUND MANAGEMENT**

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

For the year under review the Trust's portfolio was managed in equal proportions by Schroders Investment Management Limited (now known as Cazenove Capital Management following the acquisition by Schroders of Cazenove Capital Management) and Lazard Asset Management. Subject to satisfactory performance the Fund Managers are re-appointed on an annual basis, the last such appointment having been made in June 2013.

The Investment Committee and Trustees are mindful of their obligation under the Trustee Act 2000 to conduct periodic independent reviews of their Fund Managers. At the Investment Committee meeting of the 11<sup>th</sup> February 2014 it was agreed that Portfolio Review Services be appointed to carry out an in depth review which will culminate in a beauty parade in the ensuing year.

## **INVESTMENT POLICY AND OBJECTIVES**

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

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

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

## **INVESTMENT PERFORMANCE**

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

## **SOCIALLY RESPONSIBLE INVESTMENTS**

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

## **RESERVES POLICY**

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

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

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

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

## ***DESIGNATED FUNDS – CAPITAL FUND***

This capital fund refers to a legacy of £30,000 received from Olive Barnett, OBE in the year end 2001, to which the Trustees added a further £30,000. From April 2007, a total return approach has been adopted and this fund was historically used to fund the 'Savoy Gastronomes Olive Barnett' Award on an annual basis.

No grants have been awarded from these funds in the year ending 31<sup>st</sup> March 2014 as the 'Search for a Star' Award (for Savoy Group employees) and the 'Savoy Gastronomes Olive Barnett' Award are no longer operating. As a result the Trustees have been giving consideration as to the future use of the remaining funds. In considering the future use of these funds the Trustees have researched the details of the original bequest and are of the opinion that the original legacy when received was on the balance of probabilities erroneously treated as an Endowment Fund. The original legacy was given to be 'invested at the unfettered discretion of the Trustees to enable them to award annually at their discretion an appropriate sum as an award to be known as the 'OLIVE BARNETT AWARD OF EXCELLENCE'. Consideration of the information at the present Trustees disposal suggests that the fund could have been more appropriately described as a restricted fund with the augmentation of that fund the creation of a 'Designated Fund' by the Trustees at that time of a fund of similar sum.

In the circumstances outlined above and in light of the 'Awards' no longer in operation the Trustees, having satisfied themselves that the original legacy has been expended, have decided to undesignate the funds augmented towards the awards and transfer the balance remaining to general funds. The Trustees confirm that in the unlikely call on the funds so transferred this could be readily met from the remaining general fund.

## **PLANS FOR THE FUTURE**

The Savoy Educational Trust works within the very diverse and evolving sector of hospitality. The Trustees therefore need to take account of and be influenced by what is happening in the industry particularly with reference to the long term challenges it faces. At the same time the Trust operates in the world of education and therefore also needs to embrace current developments in that area. This is particularly pertinent at a time of large-scale funding constraints in both Higher and Further Education and the fact that from September 2012 Universities and Colleges in England were able to charge new full-time students fees of up to £9,000 a year.

At the same it is widely acknowledged that globally countries have realised that education and skills are one of, or even the, most important lever they have to maintain the competitiveness of their economies. It is also the case that vocational courses, when delivered correctly, can engage, enthuse and educate young people, hence are vitally important in times of increasing youth unemployment.

The Trustees are aware that the hospitality sector employs a young workforce and that for example, in restaurants, 38% of the workforce are aged under 25 and a total of 53% are under 30. Compared

to the whole economy where just 12% of workers are under 25 and less than a quarter are under 30, there is of course no doubt that the hospitality sector desperately needs new young talent and is therefore in a unique position to help alleviate youth unemployment. It has also become evident that the government is very keen to promote apprenticeships as an alternative to a university education.

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

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

### **Structure, Governance and Management**

- ✚ The Trustees will seek to convert to a Charitable Incorporated Organisation.
- ✚ As part of the process of incorporation the Trust Deed will be updated and rewritten and consideration will be given to increasing the Trustee number.
- ✚ The Trustees will continue to review the Trust's positioning and future status and ensure that their strategic plan remains focused and relevant.
- ✚ Consideration will be given to commissioning an independent impact report on the Trust's funding. The report will also help answer the question 'How does the Trust create value?'

### **Objectives and Activities**

- ✚ The Trustees will continue to give emphasis to projects that support one or more of the following areas: skills development, retention, continuous professional development, and those projects that demonstrate community involvement, long term sustainability and have due regard to the environment.
- ✚ Mindful of the need for the industry to attract new young talent when juxtaposed with the very high rental, transport and living expenses in most major city centres, the Trustees will give due consideration to the viability of a project that will help with accommodation.

*Margaret Georgiou*

**Margaret Georgiou**  
**Secretary to the Trustees and Administrator**