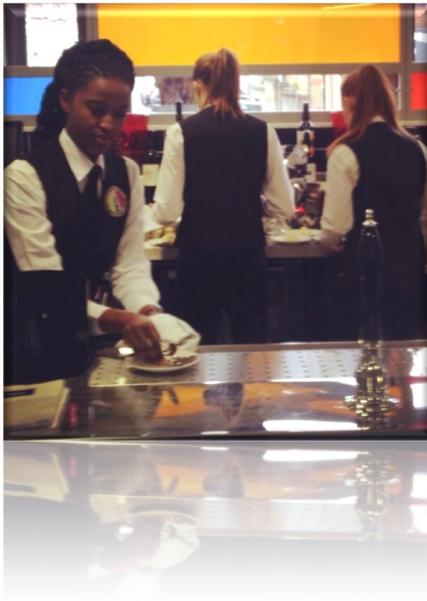




THE SAVOY EDUCATIONAL TRUST ANNUAL REVIEW

FOR THE YEAR 1ST APRIL 2014-31ST MARCH 2015



Charity Number 313763

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*Photographs on front cover, clockwise: Trevenson Restaurant at Cornwall College Camborne;
Students in action at the 2015 finals of the Nestle Toque d'Or competition*

CHARITY INFORMATION

<i>Trustees:</i>	Ramon Pajares, OBE, FIH (<i>Chairman</i>) Robert Davis, MBE, DL, MA (Cantab) Howard Field, FIH Stuart May, FIH (<i>retired 24th September 2014</i>) Michael Stapleton Sir David Walker, KCVO, OBE (<i>appointed 24th September 2014</i>)
<i>Secretary to Trustees:</i>	Margaret Georgiou
<i>Chief Executive:</i>	Julia Sibley, MBE
<i>Trust Accountants:</i>	The Trust Partnership
<i>Charity Registration Number:</i>	313763
<i>Place of Registration:</i>	England and Wales
<i>Principal Office:</i>	Room 160, 90 Long Acre, Covent Garden, London, WC2E 9RZ Telephone: 020 7849 3001 E: info@savoyeducationaltrust.org.uk W: www.savoyeducationaltrust.org.uk
<i>Auditor:</i>	Baker Tilly UK Audit LLP Portland, 25 High Street, Crawley, West Sussex, RH10 1BG.

STRUCTURE, GOVERNANCE AND MANAGEMENT

CONSTITUTION

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

In the year under review - and as outlined in plans for the future in previous year end reviews - The Savoy Educational Trust implemented their objective to convert to a Charitable Incorporated Organisation (CIO). Charity Commission approval for the CIO was received on the 23rd March 2015 with a new Charity Number 1161014. At their 3rd June 2015 meeting the Trustees signed the Deed of Resolution finalising the procedure for the conversion.

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, MBE, DL, MA (Cantab)
 Howard Field, FIH
 Stuart May, FIH (*retired 24th September 2014*)
 Michael Stapleton
 Sir David Walker, KCVO, OBE (*appointed 24th September 2014*)

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 the British Hospitality Association, the hospitality sector is worth c.£52billion to the British economy. It is the country's fourth largest industry in terms of employment with c.8.4% of total UK employees

and it delivers more than £40billion in tax revenues – over 7.5% of the total annual tax receipt. It is also a broad church, with UK hospitality businesses ranging from some of the world's largest brands to some of the smallest and most innovative. Of note, the sector is also over-represented in terms of next generation employees, with over a third of newly employed 16-24 year olds joining the sector during the course of the last Parliament.

Hospitality and catering education and training is an intrinsic part of the UK hospitality industry and vital to its future growth and success. Although the economy has improved following a long and deep recession – and despite the fact that 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 - the current drive to reduce the deficit will mean that funding cuts will 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 initial and on-going running costs. In a recent paper produced by the Sector Skills Council, People 1st, in May 2015, they state that "*funding in general and funding for Further Education (FE) in particular will be affected. FE delivery is important to a large number of employers – chef training for instance is essential to employers to provide skilled staff and bridge skills gaps.*"

According to figures obtained from the Labour Force Survey 2014 it is estimated that 360,644 individuals are working towards hospitality, leisure, travel and tourism qualifications in schools, further or higher education across the United Kingdom. In 2013 the number was 330,088 individuals and in 2012 it was 272,389. Table 1 shows a breakdown of the qualifications undertaken in 2014 both in number and percentage.

Qualification	Total	Percentage
Degree level inc PGCE, grad membership	138,488	39%
A-level/Vocational A-level	61,213	17%
NVQ/SVQ	44,602	12%
BTEC/BECTEC	26,714	7%
Other professional/work qualifications	36,518	10%
AS-level/Vocational AS-level	11,854	3%
GCSE/Vocational GCSE	9,050	3%
Diploma in HE	7,953	2.2%
Advanced Higher/Intermediate/Access qualifications	10,679	3%
HNC/HND	6,914	1.9%
City and Guilds	4,271	1.2%
New Diploma	2,388	0.7%

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.

Highlights for the year under review were:-

1. PROJECTS SUPPORTED BY THE SAVOY EDUCATIONAL TRUST

The Trustees awarded grants to 11 Schools, 21 Further Education (FE) and 2 Higher Education (HE) establishments for a variety of projects that would enhance and enrich the quality of their hospitality education so they can play a leading role in providing the vocational and professional skills required for the success and growth of the UK hospitality industry.

The majority of funds awarded to Schools were used to develop and enhance the kitchen facilities within their Food Technology rooms to enable them to include in their curriculum a higher number of hospitality and catering qualifications. Funding was also awarded for audio visual i-learning equipment in keeping with 21st century learning methodology.

Funding for FE was used in the main for kitchen and restaurant refurbishments enabling the creation of realistic and commercial working environments. Such facilities allow for a smooth transition from education to the workplace for the students. A major theme that emerged this year was the number of applications and grants awarded for bakery and patisserie equipment in order to meet the demands of local employers.

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

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

Grants were also awarded to 12 charitable trusts running specific educational projects that showcase the many and varied roles there are in the hospitality industry. The individuals who participate in such projects are given the opportunity to undertake practical training and also 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 11 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 further the education, training and the development of the individual.

2. ACCOMMODATION FOR APPRENTICES

In last year's review, the Trustees highlighted under plans for the future their intention to explore the viability of a project that will help with accommodation costs, particularly for apprentices. The Trustees are mindful of the need for industry to attract new young talent and consider that the high cost of accommodation in major cities may act as a barrier to the many employment opportunities that exist. In the year under review some progress was made with initial research being carried out and a brief being finalised to enable a feasibility study to be conducted in the early part of the new financial year.

3. ADVISORY PANEL

In the year under review the Trustees appointed an Advisory Panel comprising of four members representing industry and further and higher education. The objective of the Panel is to offer the Trustees ideas and advice from those who are directly involved in the industry and education. The Panel does not have authority but will purely serve to feed the Trustees with new and innovative ideas which reflect the present and future needs of the industry. It was agreed during the formation that the Trustees may take all, some or none of the advice.

For the year under review the **total incoming resources** for The Savoy Educational Trust amounted to **£1,518,808** (14.22% increase on 2014: £1,329,779). **Grants awarded and paid during the year** totalled **£888,331** (1.83% increase on 2014: £872,378). **Support costs** totalled **£100,536** (1.42% increase on 2014: £99,127). **Governance costs** totalled **£64,562** (39.48% increase on 2014: £46,287). **Costs of generating funds**, namely fund management fees, totalled **£208,753** (16.21% increase on 2014: £179,631).

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

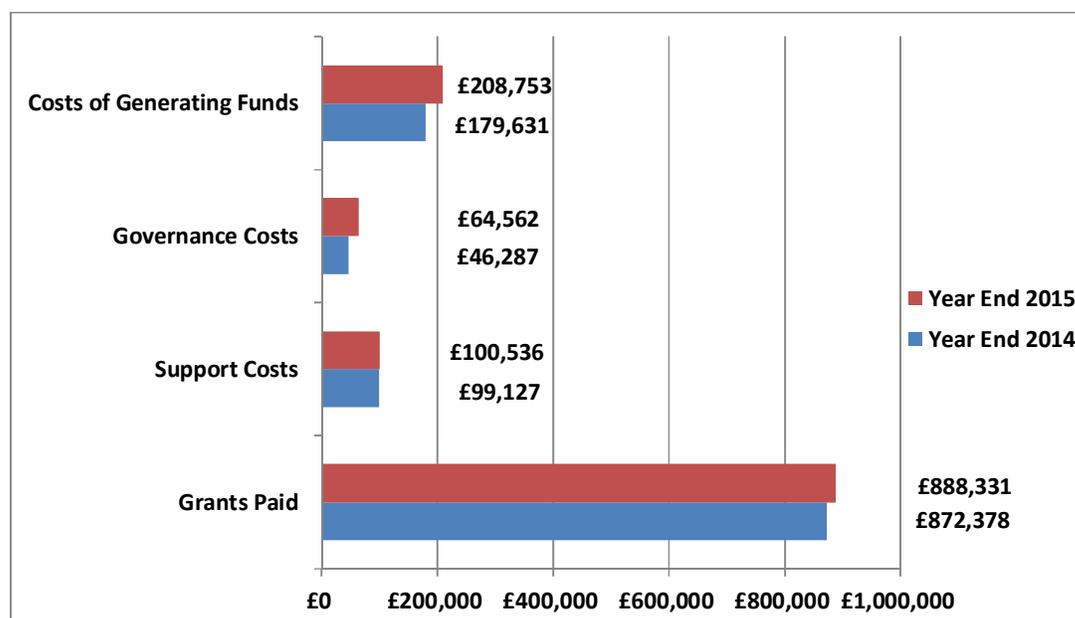


Table 2

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.



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

AIMS AND STRATEGIC OBJECTIVES

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

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

In order to 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 **£888,331**. 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 **£528,045**. 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 totaling £118,882 to 11 schools for the following projects:-

Ashfield School, Kirby in Ashfield, Nottinghamshire* **£18,605*

Ashfield School is a large specialist Technology, Vocational Language College and Training School for pupils aged 11–18. The School recently acquired a hospitality training venue for its students. This facility has a training kitchen and restaurant which is open to the public and 3 training rooms, two of

which can be opened up into a conference suite for 60 guests. The grant from the Trust will be used to help develop a media and IT suite. This will facilitate the recording and evaluations of students' work and increase the opportunities for students to achieve and progress into their chosen fields.

"With this new provision of equipment, we have now embarked on a new qualification for our Post 16 cohort, with the BIIAB awarding body to offer the level 2 Pub Chef Skills qualification that will allow our students to progress into apprenticeships and employment. We have employer backing as one of the only schools in the UK to offer this programme." **Lead Teacher of Hospitality**

Aspire Academy, Harlow, Essex

£25,000

Aspire Academy offers alternative educational provision for pupils aged 4–16 who have been permanently excluded from, or otherwise unsuccessful in, a mainstream environment due to their behavioural, social or emotional needs. The grant from the Trust will be used to help purchase equipment to enable the Academy to develop kitchen facilities. The aim of the School is to teach formal catering/food technology qualifications so that the pupils may enter the catering and hospitality industry.

Blenheim High School, Epsom, Surrey

£12,000



Blenheim High School is a co-educational Secondary School and 6th form college. The School provides Food Technology and Hospitality classes to over 700 KS3 students and nearly 100 KS4 students through the GCSE, BTEC and A level courses. The grant from the Trust will be used to replace all ovens and hobs in the Food Technology room so that the students have a professional facility and modern equipment to use.

New ovens and hobs in the Food Technology Room

Coln House School, Fairford, Gloucestershire

£2,067

Coln House is the only residential special school in Gloucestershire that caters for 35 students up to the age of 16, who have a statement of special educational needs because of their complex and severe behavioural, emotional and social difficulties. The grant from the Trust will be used to help them develop a flexible café/dining area in a section of the kitchen. In this area pupils will be able to entertain guests, learn how to take orders, serve at tables and run small functions.

Dene Magna School, Mitcheldean, Gloucestershire

£900

Dene Magna School is a co-educational school providing secondary education for pupils aged 11-16. The School applied for a grant from the Trust in the previous year end that was used to help with the refurbishment of their existing Food Technology room. Such was the success of the new facility that the profile of catering grew considerably. This resulted in there being insufficient equipment to cope with the extra number of students and they were awarded a grant in the year under review to be used to help purchase extra catering equipment. *"The Trust's generosity has enabled the students to benefit immensely, giving them a realistic, professional experience."* **Food Technology Teacher**



Food Technology Room

Longfield Academy, Longfield, Kent**£9,349**

Longfield Academy is a co-educational academy providing secondary education for pupils aged 11–19 near Dartford. It opened in September 2008 and is part of Leigh Academies Trust. Following on from previous grants that were used to help develop the hospitality and catering facilities, this grant is to be used to help with the purchase of 16 Chrome Books, together with Audio Visual/stream/i-learning equipment – IP CCTV Solution for the Bistro and Kitchen. The specialist AV technology will provide additional opportunities to educate and inspire students by streaming live sessions to younger students, and provide greater use of interactive resources for training and assessment.

Students using Chrome Books

Newent Community School and 6th Form Centre, Newent, Gloucestershire £1,500

Newent Community School is a secondary comprehensive school. Their Food Technology Department has 3 rooms and they successfully applied for help to refurbish one of the existing food rooms with the aim of making a professional catering teaching facility. This will support the growing popularity of food/catering within the curriculum. The grant will enable them to purchase 2 large catering chillers.

Pewsey Vale Academy, Pewsey, Wiltshire**£26,762**

Pewsey Vale School is a small, mixed secondary school with Specialist Arts College status, for children aged 11-16. As of January 2011 the School had 343 pupils. The grant from the Trust will be used to help with the refurbishment of the Food Technology classroom units and appliances. The existing facility is 20 years old and the refurbishment is critical to the continuing delivery of food education. The number of students on roll is increasing and this trend is expected to continue into the future. The need for a well-designed environment is very important to ensure that Food Technology can be delivered at the highest level. The changes to the National Curriculum 2016 will require students to prepare and cook more innovative, exciting and demanding recipes. Therefore it is necessary to have a classroom that can accommodate the challenges of a wide, varied and developing curriculum. *"I was so delighted to receive your letter and cheque dated 7th January. What a wonderful way to start the New Year! We at Pewsey Vale are so excited about our new classroom and just cannot wait to get started. I have wasted no time in planning the project and I am hopeful that it will be completed and ready for the new academic year in September 2015. Once again, on behalf of the students and myself, many thanks to The Savoy Educational Trust."* **Subject Leader Food Education**

Rumworth School, Bolton, Lancashire**£9,661**

Rumworth School is a special school that caters for 150 students aged 11–19 with moderate learning difficulties, complex needs and Autism. The School is developing more of a vocational dimension for the older students. As catering and hospitality is such a huge business where they believe some of the students could realistically gain future employment, funding was requested to help with the development of a catering standard kitchen. The grant will be used to help purchase specific equipment for the new kitchen. *"Without the funding we would have used 'mix and match' and had limited equipment for our young people to use. Our aim is to offer our young people the best opportunities we can and the Trust's funding enabled us to do this. To use a catering metaphor, this was 'the icing on the cake'!!!"* **Deputy Headteacher**

Swale Inclusion Service, Sittingbourne, Kent**£10,058**

Swale Inclusion Service is a school that offers alternative provision for pupils aged 11–16 who are close to, or have been, permanently excluded from a mainstream environment due to their behavioural, social or emotional needs. The grant from the Trust will be used to help purchase specific equipment to enable the school to develop professional kitchen facilities. These students have found difficulties in accessing purely academic subjects but have made real advances in the more vocational subjects. When they prepare and serve food this has made a significant impact on their confidence and self-esteem with 3 students taking this skill into full time employment with local catering establishments. *"On behalf of the Management Committee, staff and pupils of Swale Inclusion Service I would like to thank the Trustees in agreeing to our request for funding. Plans for converting our existing kitchen have already been drawn up with Kent County Council Property Department and we are on track to have the kitchen ready for use in September 2015 and now properly equipped with your generous assistance."* **Head of Service**

The Basildon Upper Academy, Basildon, Essex***£2,980***

The Basildon Upper Academy, which forms part of the Basildon Academies, opened in September 2009, and the sixth form catering and hospitality department opened in September 2013. Some 56% of the pupils are from a deprived background and are unable to pay for the cost of the ingredients on their BTEC programme or WJEC Catering GCSE. The funding awarded will be used to allow 101 students to have the necessary food produce to enable them to cook. *"Thank you so much for all your support, the money has already made a positive impact."* **Head of Catering and Hospitality**

The Trustees awarded funding totalling £401,103 to 21 FE Colleges. Details of the grants awarded appear below.

Accrington and Rossendale College***£46,920***

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. The College has developed a new 'Visitor Economy Centre' which has four professionally designed kitchens, specialising in patisserie, bakery, skills demonstration and restaurant meals production. The new kitchens will make use of cutting edge technology, whilst being environmentally friendly, be energy efficient with innovative design. The grant from the Trust was used specifically to help with the

purchase of 4 x double sided cook suites which will be placed within the new patisserie kitchen. The college state that the new centre will enable them to develop and deliver new apprentice frameworks, and that by July 2018, they will be able to deliver 70 new 16-18 apprenticeships. *"The build is well on its way now with the kitchen fitting, including the cook suites, scheduled to start on the 18th May. I have attached an email from our marketing team containing some photos of the new build site – from breaking ground to the steel structures. As the cook suites are installed I will update you with further photos."* **Head of Development**

Bromley College***£40,000***

The Hospitality, Food and Enterprise Career College within Bromley College opened in September 2014. The Career College initiative was launched by Lord Baker in October 2013 and is overseen by the Career College Trust. Career Colleges are a new approach to the 14-19 year old curriculum and will provide accelerated programmes of vocationally focused skills and study alongside core academic work. There is a strong emphasis on employability and work related activity and a key aspect of provision will be the development of enterprise skills alongside vocational and academic learning. Hospitality is the third largest sector in the Borough of Bromley and is expanding with significant developments and regeneration. This is increasing the already high demand for people with relevant skills. The grant from the Trust will be used to help with the 'Catering for Technology' project at the Career College. The range of systems and technology the College wishes to install will form a major part of the teaching and learning process as well as supporting student guided learning independently. The grant will help them purchase specific IT equipment, namely wall displays, cameras in the new restaurant 'BR6' and classrooms; 50 individual tablets and various catering apps including an assessment programme. *"Our Career College is strongly supported by leading industry patrons and partners who advise and encourage the personal development of our students, nurturing their employability and entrepreneurial skills. Commercial skills are a key part of the curriculum, responding to the high number of restaurant start-ups and the need for appropriate skills in South East London."* **Principal of Bromley College of Further and Higher Education**



Official Launch of new restaurant 'BR6' at Bromley Career College

City College Plymouth

£12,000

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 the year under review the grant will be used to support 6 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. There would be 2 programmes per term which will be a combination of stage 1 and stage 2 courses. This will help increase the number of new recruits who join at stage 1 whilst encouraging and maintaining motivation amongst the existing young chefs who wish to develop their extended skills at stage 2. These programmes help to increase awareness amongst young people of the opportunities available to them in the Hospitality Industry and the career path they could follow. They help increase recruitment onto full time courses in Hospitality and Catering at City College. The funds will be used towards staffing, food costs, uniforms and to help reduce the course fees for students suffering from financial hardship. *"We have exceeded the recruited target numbers of young chefs this year by 65% because of the development of a progression to JCA2 (Junior Chef Academy 2) and these inspirational and motivated chefs have now requested another 9 week programme which would require us to develop another progression to JCA3 which we would like to offer. We continue to receive some excellent publicity and feedback. Parents who have attended the graduation events were extremely complimentary of the Junior Chef programmes and have asked for further training for their children. Seven young chefs that are able to apply and leave school this year have been accepted for full time programmes or an apprenticeship this September."* **Head of Hospitality, Hairdressing & Beauty Therapy**



Junior Chefs Academy at City College Plymouth

City of Bath College

£8,000

City of Bath College report that in the last 7 years Hospitality has grown in numbers and also in reputation. At the same time the College report that the catering and hospitality industry around the City of Bath has grown out of all proportion. The College is, therefore, seeking to provide the city with a well-qualified workforce. An increasing number of students wish to specialise in Patisserie and are completing VRQs 1, 2 and 3 and also the ABC Pastry qualification. The grant from the Trust was awarded to enable the College to purchase a Mono Harmony 5,3,8 deck oven, to help them develop the pastry and bakery section within the College's hospitality and catering department.

Ealing, Hammersmith and West London College**£4,473**

The College successfully applied for a grant to help secure good jobs for their students with local employers. They consider that one way of meeting this objective is to replace existing small scale equipment and to purchase sous-vide equipment. This will enable the development of current skills and techniques in practical situations and ensure the students leave the College having worked in environments which reflect industry. The grant will be used to help the college purchase the following items: 2 x Thermal Circulator water baths, 2 x Vac-Pac machines, 4 x hand/stick blenders, 4 x Kenwood Major table top mixers, 4 Kenwood bowls, 4 Kenwood mixer balloon whisks attachment and a Stainless steel kitchen table. *"We have had all the new equipment in so thank you very much for the financial support. We had a demonstration on Friday 6th March from Sous Vide to demonstrate to lecturers and a few students on how to use the Sous Vide machinery."* **Curriculum Manager**

Exeter College**£9,600**

Exeter College offers a wide range of Hospitality programmes from Entry Level 1 to Foundation degree. The grant from the Trust will be used to help fund an educational visit from the 4th-9th May 2015 to the Sorrento region of Italy for the learners to experience the food and hospitality of the region. The educational visit is to encourage students to participate in culture, diversity and understand where and how the local produce is grown. The trip will benefit all students from Level 1 to Level 3 Food Preparation and Cooking; Food and Beverage service including apprenticeship programmes thereby enhancing workplace knowledge. *"These educational*

trips provide life changing experiences and take learners out of their comfort zone. It was a fantastic opportunity for the students and they experienced a great deal of international and local culture and cuisine that they have talked about ever since the trip." **Deputy Head of Hospitality**

Guildford College**£9,475**

Guildford College wanted to make a positive change to an existing hospitality training facility, namely the regeneration of the Park Room restaurant. Their reasoning for doing this is based on the fact that delivery within hospitality education has been underpinned by the need to develop industry comparable cuisine and service. Their aim is to maximise the business focus of the restaurant and develop opportunities for strategic growth. The grant from the Trust will be used to help purchase specific equipment that will help provide a more realistic working environment, together with experience of commercial pressure for present and future hospitality students.

Kendal College**£25,000**

The Hospitality & Catering Department at Kendal College work with many national organisations. The College serves over 900 hotels, 3,000 food outlets, and other tourist attractions with its services. In 3 consecutive Ofsted inspections the Hospitality & Catering Department was judged to be outstanding and their overall performance remains in the top 10% of Colleges nationally. The College reported that they are experiencing a revival of bakery in Cumbria and in particular South Lakeland. Over the past 18 months, they have been asked to set up a Bakery Academy to work with the Schools and local employers to regenerate the bakery industry and its recruitment potential. The grant from the Trust is to be used to help fund the purchase of specific equipment that is modern and to industry standard to enable the college to set up this Bakery Academy. They aim to enroll apprentices, full time and part time learners in bakery/confectionery. *"In relation to bakery apprentices with Bells Bakery, last week we had 100% successful completion of their level 2 apprenticeship and the employer is delighted. All are now progressing to level 3, with a new level 2 group currently being formed. So we are off to a good start."* **Principal**



Equipment for Bakery Academy at Kendal College

Macclesfield College

£2,000

This grant is to be used to help with the College's annual educational visit to London for Level 3 Chefs and front of house students in June 2015 to visit the Taste of London Festival, Borough Market, and several hotels and restaurants. *"One of our chefs asked for a job at the Ledbury in Notting Hill and was offered a training week there this summer! This is brilliant and our chef student is being offered support for his accommodation by the college for this week."* **Head of BTEC Hospitality**

Mid Kent College

£50,000

Mid Kent College is located across two areas of mid Kent, Medway and Maidstone providing education and training for students aged 14 upwards through a range of full and part time programmes on and off site. The College offers a range of full time professional cookery programmes as well as increasing numbers of apprenticeships. The grant from the Trust will be used to help fund the



purchase a MKN Island Professional Cooking Suite, Ovens and Adande variable temperature refrigerated drawer units (*see photo*) which will be placed in the industry designed/equipped, high quality, environmentally friendly kitchen that the College are developing. This will enable them to provide an environment that raises the commercial experiences of students and provides credibility with local businesses. The kitchen serves the training restaurant, McLeods, which is situated within 'The Hub', which houses the new commercial facilities of Mid Kent College. *"On behalf of the students and staff at MidKent College, I would like to send our sincere thanks to*

the Trustees for the award to help complete our commercial kitchen at our Gillingham campus. The funds will help us ensure we have the very best equipment within the kitchen and will help to make sure that the future aspirations of young people to take up a career in hospitality & catering are raised." **Acting Principal**

Northumberland College

£41,000

Northumberland College is an FE College and registered Charity, serving the entire county of Northumberland. Their mission is "to provide outstanding education and training, serving the needs of their community and businesses". The College was judged 'Good' in its recent Ofsted inspection. Their provision covers a wide range of vocational and academic subjects and their learners range from age 14 to adults and include a large number of apprenticeships for young people and adults. The College had recently undergone a significant refurbishment to relocate and re-equip their teaching kitchens, prep kitchens and the training restaurant. Funding was required to enable them to create a pastry kitchen/bakery in which they can train full-time catering students in bakery and patisserie skills. This will help the College provide sustainable and high quality training in bakery and patisserie skills that will ensure that the existing and prospective learners are able to acquire the full range of catering skills required for a successful start to their career. *"Part of the redevelopments that our new Principal has brought in since we received the grant is the introduction of the Enterprise area for students on the ground floor of our main building. This was felt to be a superb opportunity to relocate the proposed bakery to the centre of the student activity where it will have a high profile. We have bought the equipment needed and we are running pastry classes in our existing kitchens*

until this new bakery is completed, along with our other developments in the next few months."

Programme Area Leader

Riverside College

£1,689

The grant from the Trust would enable Riverside College to award funds to 7 individuals who were suffering from hardship. The grants would be used to purchase kitchen uniform and knives and restaurant uniform that are required for their course.

Runshaw College

£5,300



Runshaw College provides 'A' level and vocational courses mainly for 16-19 year olds. In order to promote employment opportunities for all of their learners by equipping them with interesting CVs and industry endorsed relevant qualifications, the College requested funding for a variety of activities that will increase the recruitment of students into the industry. The activities include: placements (help with transport and accommodation costs) £2,000; equipment £1,950; Master Classes/visits £1,000; and competitions £350. *"Please find attached a photo of the General Manager from L'Enclume. We have now been able to forge a strong link with*

L'Enclume who have been to the college and done a wonderful guest talk about customer service to our new students. L'Enclume is allowing us to use them on our marketing material showing we are working with industry specialists. Again, this would not have been possible without the Trust's funding which allows our students to go on placements and prove ourselves as a college that has an eye on quality and young people's futures. The two students who secured employment at L'Enclume are doing really well." **Head of School – Hospitality & Tourism**

South Devon College

£28,500

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 five elements as follows:

- £12,000 for Junior Chefs Academy for 11-16 year olds, which has been running at the College for several years and continues to go from strength to strength and to develop a pipeline of young people who are passionate about cooking. Due to the repeat demand for this course, the College has developed 4 levels of the Junior Chefs Academy to enable progression;
- £10,000 for bursaries for disadvantaged learners (uniforms, knives and books) £100 x 100 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 for specialist equipment - vacuum packer, water bath, and 6 patisserie mixers.
- £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 helping to improve self-esteem and employability; and £500 to cover food costs for culinary displays and workshops for 350 children at Community Events.



The new equipment arrives and is put to good use straight away.



Helping to Create the Chefs of Tomorrow with support from The Savoy Educational Trust



Major Series Final NEC Birmingham 19th - 21st January



Left to right: Matt Thorning (Bronze), Lucy Faulkner (Silver - Best in Class),
Jessica Swinnerton (Merit), Ollie Grayling (Silver)

Southampton City College

£900

The grant from the Trust will be used to help the College purchase 30 books for six groups of students. The college wishes to award these books to the hospitality and catering students to help celebrate their achievements, linked to their skill improvements for the industry.

Stafford College

£830

The grant from the Trust will be used to help the College maintain and strengthen their employer links with the Lewis Partnership. This involves many activities such as a Cook Serve competition, support for an industrial training week for every first year student with name badges and uniform, industrial updating for lecturers as well as guest chef evenings at the College restaurant.

Sunderland College

£41,206

Sunderland College is one of England's largest Colleges of Further Education delivering academic, vocational and professional qualifications at all levels to a wide range of customer groups. They successfully applied for a grant that will be used to help purchase equipment, namely 3 mixing machines, one prover, one oven and one bread slicer. This equipment will be used in the industry standard bakery area they wish to create at the vocational campus to enable them to add bakery and patisserie skills to the skillset of their students. They consider this will improve the potential of their students to secure a good job in hospitality as industry leaders are increasingly demanding bakery, patisserie and confectionery skills. In their application the College also informed the Trust that they will be relocating their vocational training centre to a City Centre location in the form of a new purpose built building in 2016/7. They will move the equipment that is purchased with the Trust's funds to a dedicated purpose built bakery space once this new build is ready. In a Press Release following the purchase the **Catering and Hospitality Curriculum Leader** stated: *"Catering students at Sunderland College don't 'knead' any help baking delicious loaves and cakes thanks to a generous 'dough-nation'. Budding bakers studying at the Hylton campus are now using brand new industrial-standard equipment to produce beautifully baked breads and patisserie items. Thanks to a grant from The Savoy Educational Trust, a high quality oven, prover, breadslicer and three mixers have been installed in the College's teaching kitchen."*



Sunderland College – students with curriculum leader

University College Birmingham (UCB)**£46,500**

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:-

- £16,500 to help deliver three Young Chefs Academy (YCA) programmes for circa 96 students aged 14-16, to be held in September/October 2014, January/February and May/June 2015. The grant will be used specifically for employment costs, uniforms and food costs. The aim of the YCA is to promote a career in hospitality and to help develop a love of cooking and pleasure in eating. Evaluating last year's grant, the College were delighted to report that they ran 2 courses with 2 cohorts of 16 students (64 in total) which was a monumental success and a key driver to future recruitment. They had excellent rates of attendance, and levels of achievement and success. The students', parents' and lecturers' perception of the programme was very high. Also what is even more interesting is that the college now has examples of students showing progression from a Young Chefs Academy through to a BA degree in Culinary Arts. *"I thought you would be interested to know that Mathew led a junior team (under 23) to win 'Best in Class' and gold medals in the 'Parade of Chefs' at the Hospitality Show earlier this month. Three of the team of six are graduates of the Young Chefs Academy, generously supported by The Savoy Educational Trust."* **Dean - College of Food**
- £25,000 to provide 100 'Savoy Educational Trust starter packs' for students from low income households with the Student Services Team undertaking means testing against evidence provided by the students upon application. 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.
- £5,000 to provide financial support with travel costs to those who cannot afford to attend their courses.



Young Chefs Academy

West Cheshire College**£4,710**

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 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 enables them to develop vocational skills and enhance their job prospects. £2,500 will be used for a residential trip in July 2015 as a reward for the hard work and excellent attendance of the students. *"There was 100% attendance on the project with all students completing their Entry Level 1. The students have also developed in confidence and self-esteem."* **Specialist Teacher**

Westminster Kingsway College (WKC)

£15,000

WKC has an excellent reputation within the hospitality and catering industry. It is recognised as one of the leading providers of education and training in the UK and has been accredited with the new national Training Quality Standard and is a centre of excellence for hospitality training. The grant from the Trust will be used to help the College purchase uniform and equipment for New Traineeship students whom they have recruited from Job Centre Plus and a variety of community referral agencies. They anticipate recruiting up to 80 learners per calendar year on the first level skills programme. The College have stated that this cohort of learners will not be able to afford the mandatory uniform and equipment required as they are likely to be unemployed and/or from low income households. This fund will help incentivise these learners to access this great training opportunity.

York College

£8,000



The history of York College dates back to the 1800s. The College offers a wide range of academic and vocational qualifications at all levels. The grant from the Trust will be used to help purchase specific equipment to upgrade the current kitchen resources into a modern, realistic working environment. This will enable them to provide their students with the skills required by the local sector and keep abreast of modern trends and practices. This will, in turn, help to increase the likelihood for students to secure local employment once they complete their course. *"Students experience has improved and modern techniques are embedded in our*

curriculum delivery and in our Schemes of Work. Our Ashfield Restaurant (operated by our students) has been able to offer a new range of menus and dishes to our customers increasing takings and footfall thus increasing the students experience when working in our realistic working environment. All the equipment has been purchased and is in use in the production and training kitchens." **Team Leader Hospitality**

The Trustees awarded funding of £8,060 to 2 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 the 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 final payment of the 3 year term.

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 a Food Management related area. 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 whose area of study is on *'Career Mobility in Hospitality'*. This research project is engaged in a qualitative deep understanding of the reasons why hospitality students do not always follow a career in hospitality. The report received evaluating the

second year of the award explores the implications of the relationships between self-efficacy beliefs and career commitment. In particular, it identifies the concept of self-efficacy as a mediator of career commitment within the context of the hospitality industry. The year under review marks the final payment of the 3 year term.

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 2014/15.

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 2014, **20 Scholarships** were awarded (November 2013: 17). Scholarship winners will undertake the following courses:-

Thirteen candidates were awarded a Scholarship to attend a course at Cranfield University in March, June or October 2015 entitled '**Accelerated Talent Development Programme**'



One Candidate was awarded a Scholarship to attend a course at Cranfield University in June 2015 entitled '**Cranfield Directors Programme**'

One candidate was awarded a Scholarship to attend the '**Ecole Hôtelière de Lausanne Summer Programme**'



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



Cornell University

2014 Cranfield Scholar: *"You feel invigorated, recharged and completely inspired to bringing about real change in your business. The process itself is designed to test the very limits of your knowledge and capabilities and provides a real-time opportunity for you to analyse your own contribution to the long term strategic objectives of your business and how you can positively influence the contributions of those around you."*

2014 Cornell Scholar: *"I remember when we met in January that a key part of the reason for going to Cornell was to be able to pass my knowledge onto those I work with now and over the coming years. With this in mind I have used all the knowledge learnt to provide a better development plan for my colleagues to help retain them and also to achieve their career goals within the hotel industry. I feel appropriately armed to ensure that not only I benefit from the course but also those around me. I know this is a very difficult course to achieve selection and I will always be extremely grateful for the opportunity and the knowledge and self-development gained."*

The Trustees awarded funding of £7,285 to 1 industry association for a specific educational project as detailed below.

Local Authority Caterers Association (LACA)

£7,285



LACA aims to set high standards of professionalism amongst Local Authority Caterers, to be the lead consultative body to the Government on all aspects of School Food and to equip caterers with a network of support and knowledge to meet future demands of the service. This grant followed on from funding awarded in the previous year end to help LACA offer a progression programme of training for Middle Managers in the Public Sector. The funding will help 8 students complete their Level 4 Institute of Hospitality Diploma; 4 students have four modules to complete and 4 students have 8 of the 14

modules. This programme is a collaborative initiative with LACA, TUCO, Kendal College and the Institute of Hospitality and is in response to the Sector Skills Council report indicating a skills gap at middle management level. The photo features the 8 students who successfully completed the Level 4 Diploma at their graduation in July 2015.

The Trustees awarded funding of £202,523 to 12 charitable organisations for a wide range of initiatives focusing on the hospitality industry. Details of the grants appear below and overleaf:-

Accumul8

£210

Accumul8 helps homeless and vulnerable people develop employability skills through creative practice. The majority of the young people involved with Accumul8 have come from institutionalised backgrounds, including care homes, hostels and youth offender's prisons and have no previous experience of cooking. Funding was awarded to enable 10 residents at the North London YMCA Hostel undertake Level 1 Food Hygiene Certificate in Catering.

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 15-20 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. Reporting on the previous year's grant, Crisis reported that of the 27 trainees who started the café training (against a target of 30), 15 achieved an accredited qualification (target: 15) and 14 progressed into employment (target: 15).



Handsworth Carers Group

£1,430

The aim of the Handsworth Carers Group is to provide support to unpaid carers to ensure that they are less isolated and fully equipped to be able to contribute to their community development. Funding was awarded to enable residents to undertake Level 2 Food Hygiene Certificate in Catering. This will enable them to apply for work experience and jobs in hospitality.

Hey Smile Foundation

£5,125

The Hey Smile Foundation is a collaborative charity that provides support to local charities in Hull and East Yorkshire. They work with small, local charities and have supported over 25 charities in the past 5 years. 'Little Devils Kitchen' is an interactive one day workshop that introduces disadvantaged children to the hospitality industry to inspire them. The workshop gives local primary school children aged 9-10 years, the opportunity to become restaurateurs for the day alongside local hospitality industry professionals. Funding was awarded to cover the cost of 20 workshops and for items such as: food, administration, laundry, aprons and chefs hats, and marketing materials.



Participants of 'Little Devils Kitchen'

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 sessions at 147 colleges with 7,133 students in attendance. This was slightly below their target number but was due to ill-health of one of their presenters, a situation which Hospitality Action report has now been rectified. *"I found it really interesting listening to Ken tell us about his life and where it started off, and how drugs and alcohol slowly destroyed his life. People always told me that weed is a gateway drug and I've never believed them but listening to Ken say about his problems made me think that the satisfaction of the drug being taken at the time isn't worth the painful and life destroying addiction that might follow."*
Student, September 2014

Hospitality Industry Trust (HIT) Scotland

£25,000

The Trustees awarded funding to 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.



2015 HIT Emerging Talent Conference

- 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 175 scholarships. In addition, 19 FE and HE establishments benefited from the bursary scholarship programme including 13 individuals who went to Lausanne.

Jamie Oliver Food Foundation

£25,000

The main purpose of the Jamie Oliver Food Foundation is to create routes to employment for disadvantaged young people not in education, training or employment (NEET) through training them to become exceptional chefs and providing an opportunity to turn their lives around.

All trainees must be disadvantaged young people aged 18-24 who face a wide range of complex socio-economic issues. They are recruited through partner organisations that work with a range of social issues including homelessness, youth offending, and the unemployed. They can also apply directly online. Of the hundreds of applications they receive, 75 candidates attend the 5 day challenge where they are introduced to the different aspects of the programme and learn what it will demand from them if they secure a place. They are tested on their ability to work with others, to listen and learn from their Head Chefs and teachers. An assessment is made of their resilience to cope with the other issues in their lives. Passion and a determination to improve their lives through cooking are key traits that are looked for in the selection process. Of these, 40 go on to more intensive interviews, presentations and ultimately a trial shift in the Fifteen London kitchen and at the end 18 young people are offered a place on the full 51 week course.

The grant from the Trust would be used specifically to support the new group of trainees at Fifteen who took over the restaurant in September 2014. The funds will cover the costs of sourcing trips, workshops and team building activities in 2014/15 allowing the trainees to visit top quality food producers around the UK to learn about the production quality and seasonality of food as well as benefit from the team work which is so vital for their personal development. *"The opportunities you get here are priceless. You rub shoulders with different chefs, go on trips to visit suppliers, learn about seasonality and ethical farming which I would never have got to do at college. The support you get is great too – there is a lot of love."* **Apprentice 2014/15**



Sourcing Trips



Roots Coffee & Community CIC**£500**

Roots Coffee and Community is a social enterprise located in Kingsholm, Gloucester comprising of a coffee shop, large community use space and a training kitchen. The aim of the project is to encourage the community to come together, develop skills for healthier lifestyles, and to help people reach their potential. They will look to teach basic cookery skills, baking and cooking with children (to encourage parents to interact and bake with their children). The Trust's grant would be used to purchase kitchen equipment.

Royal Academy of Culinary Arts – Chefs Adopt a School**£37,200**

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. In addition to the grant outlined overleaf, 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. Over 200 professional chefs deliver 3 sessions per annum to their 'adopted' schools. The first session focuses on the role of the chef and/or restaurant manager and his or her responsibilities, the importance of food hygiene and health and safety, healthy eating, why we need food, exploring the five senses and four tastes through different ingredients, identifying tastes using different coloured jellies, enthusing children about food and broadening their minds by encouraging them to try new foods, and table etiquette and service. The second session comprises a practical session, preparing a fruit and vegetable salad – children are taught knife skills within a safe environment using plastic knives – 'the bridge and claw' techniques – which aids motor skill development. In the third session children are taught the art of bread making and why bread is so important and where it derives from. Bread is prepared and the children take the proved bread home to bake ensuring the whole family is involved. The children are then asked to bring photos into school of the finished product – the baked bread. The fourth session is known as Front of House. A number of children do not learn at home how to set or eat at a table. This session teaches children how to use a knife and fork correctly, how to set a table and participate in role-play activities set within a restaurant including how to take orders and serve bread and water. This helps promote social skills and also covers the role of the Restaurant Manager and Service team. Farm visits are also encouraged so children can experience first-hand the journey of field to fork.



Chefs Adopt a School



The sessions are cross-educational as the programme covers mathematics, science, history, geography, english, languages and art.

CAAS has worked with the School Food Plan, in partnership with Food for Life to support the Department of Education's introduction of food education for 5 year olds and upwards which became mandatory in September 2014.

CAAS reaches over 21,000 children each year and they work with primary schools, hospital schools, and Special Educational Needs schools.

Lewis aged 8 *"I thought it was really fun and gave me the chance to find out what chopping up really means. It's good to know the skills of the knife. I taught them to my mum."* **Cassie aged 8** *"Thank you for coming to our school teaching us about food and healthy eating. You have persuaded me to eat at home in the future. I really enjoyed exploring my taste buds and I promise that I am going to try to eat a rainbow next week and try foods I dislike at least 25 times- except tripe sorry. Please come back soon."*

The Cornwall Food Foundation

£2,984

The Cornwall Food Foundation is the name of the charity which manages the Fifteen Cornwall Apprentice Programme and Jamie Oliver's Fifteen Cornwall restaurant. They believe food skills are life skills and their mission is to inspire people in Cornwall through food and enable those in greatest need to achieve meaningful, sustained change through training, employment and better life opportunities, while adding value to the local economy. They train 16-24 year old NEETS in conjunction with Cornwall College to become chefs. 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. The grant from the Trust will help purchase equipment and chef whites for the apprentices. The psychological impact that comes with putting on chef whites and preparing for work has a significant impact on the apprentices for their frame of mind and persistence on the programme. It also gives them the confidence and empowerment which comes with having the right tools. *"Before Fifteen, I was on Job Seekers and was failing at trying to find a job. I felt pretty useless and lost all inspiration and drive from my life. Since being on this course I've made wonderful friends and the Foundation have been really supportive. I actually feel proud of myself and my family are proud of me too. When I meet new people I'm actually excited to tell them what I do, I don't feel lost anymore. It's hard work but it's quite empowering, because you're constantly putting dishes out and can see them being enjoyed by people. It's a big confidence builder."* **Apprentice**

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 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 over the three years – 2 courses per term at each institution at an approximate cost of £4,000 per course. So far,



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

This grant is the third and final payment of the three year term and was awarded following confirmation that in 2014 12 Junior Chefs Academy courses were run across the two institutions (6

courses at each establishment) with over 150 students completing the courses. *"I wanted to let you know how valuable your donations have been to the outstanding success of the Junior Chefs' Programme. You will see from the enclosed press release and photograph how much of a difference*

has been made to the education of an impressive number of young students. Many of them go on to apply for the Professional Chef Diploma or other hospitality courses to pursue a career in the industry.” **Chairman of Trustees**

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. Springvale Learning will provide the kitchen training facilities, food and tutors. 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; Emergency First Aid at Work Certificate; Principles of producing hotel & cold desserts; Principles of maintaining efficient use of resources in the kitchen; Preparing cooking & finishing food. Participants will also receive employability skills training, including interview techniques and CV skills. Leading chefs from Greater Belfast will provide work experience placements at their restaurants. Reporting on the planned outcomes for the project, the Prince’s Trust stated that they did not quite meet their target of 80% of young people on the course achieving a positive outcome, as three of the young people had to leave the programme due to personal challenges.

One success story was Thomas, age 23. He was struggling to find work due to facing a number of challenges that were holding him back. These included having a criminal record, a history of substance misuse, having no qualifications, and problems with anxiety. He was struggling to see a way forward when a friend suggested contacting The Prince’s Trust - his confidence was at rock bottom. Having expressed a keen interest in food and cooking, Thomas was told about the upcoming *Get Into Cooking* course in Belfast, and he was enthused even more after attending the Taster Day. Thomas had never worked before he started the course, and lived at home with his family, as he had no wage of his own to rely upon. The course gave him the chance to discover what having a job would be like, and he learned the importance of time keeping, organisation, reliability and responsibility. Throughout the four weeks, Thomas learned the basics of food hygiene and cooking and gained practical, hands-on experience of working in a busy professional kitchen; alongside gaining a recognised qualification in the field. The Programme Executive commented that he flourished in this environment and his confidence grew quickly as he mastered new techniques and expanded upon his knowledge of food. When the course finished, Thomas was keen to continue his training and he was supported to successfully apply to James Street South Restaurant’s apprenticeship scheme. This is a fantastic result, as the scheme only has 12 places available to young people across the whole of Northern Ireland; a real testament to Thomas’ skills and passion. He is still completing this apprenticeship and plans to continue his career in catering when he finishes.

Thomas says of his time on the Get Into Cooking programme: ***“The support from the Prince’s Trust and what I learned from the programme helped me towards becoming the person I want to be, rather than the person I was.”***

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 **11** grants ranging from £197 to £500 were awarded to individuals studying at 10 different establishments culminating in a total of **£4,072**. 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 **£86,906**. The sum includes a refund of (£1,300) awarded in previous years for the provision of prizes for the regional finalists of the Roux Scholarship. Detailed below and overleaf are those competitions/prizes that received funding from the Trust.

Academy of Food and Wine Service

£ 7,000



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. In the year under review AFWS were awarded funding for the **2014 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 has a thorough knowledge of the restaurant trade. The grant from the Trust will enable AFWS to award a prize to the competition winner of a one week course at L'Ecole Hôtelière de Lausanne including help with travel and accommodation costs. The winner - announced at a Gala Dinner on the 17th November 2014 at The Roof Gardens, London - was Alper Zan (*pictured celebrating*) of Café Rouge, Cheshire Oaks who will undertake the one week course in summer 2015.

Army Catering Trust

£ 2,720

The grant from the Trust was awarded to the Continuous Professional Development Centre (CPD) of the Army Catering Trust to formally recognise the outstanding achievements of learners at an awards ceremony and dinner at Worthy Down on the 23rd October 2014. The CPD centre is a work based learning provider exclusively concerned with soldiers within the chef trade group of the Royal Logistics Corp in the British Army. The funding helped with the purchase of 16 flame trophies, together with 16 Catering Education-Hudl tablets for each outstanding learner in the 16 categories.

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

Catering Training Squadron (Royal Air Force) annually runs a Skills Event where young Royal Air Force Caterers and Chefs get the opportunity to further their professional development by competing in a range of front of house and back of house competitions to help hone their skill sets. The grant from the Trust helps to provide resources for those taking part for their continuing educational development. These include reference recipe books and/or bar tending manuals. In the year under review the Skills Event was held on the 11th-12th June 2014. *"We had many learners compete within the competition with the highlight being one of our apprentices receiving a gold medal and 2 brand new catering and hospitality students winning bronze medals. Your generous sponsorship allows us to fund travel costs for mentors, provide prizes for competitors and competition equipment for the students. All of our students who competed at the Skills Day will go to represent the RAF at Exercise Joint Caterer from 14th-16th October 2014."* **Squadron Leader**

City & Guilds 'Medals for Excellence'**£750**

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. City & Guilds recommend to the Trust the top scoring candidates in the field of hospitality who have been awarded a 'Medal of Excellence'. Those individuals receive a prize of £250 each from the Trust. **3** prizes were awarded at a ceremony held to celebrate all medalist winners at The Roundhouse in London on the 5th June 2014.

Institute of Hospitality**£550**

In 2015 the Trust became a silver sponsor of the the Institute of Hospitality's flagship student event – Passion4Hospitality 2015. This took place on the 19th March 2015. Now in its fifth year the event provides a platform for hospitality management students at the start of their career. The all-day programme includes inspirational stories from a variety of operators, speed networking, a careers forum, the finals of the student debating competition and the HOTS Business Game to successfully operate a virtual hotel. The subject of the student debate was: *"This house believes that social media is a force for good for hospitality managers"*. The teams that made it through to the final were from the University of Derby (pictured above left), arguing against the motion and the Hotel School The Hague, arguing for the motion. After a lively debate, the audience vote declared the University of Derby the winners.

Nestlé Toque d'Or**£21,000**

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.

Since it was revised in 2012 with the aim of supporting the modern college curriculum and reducing the resources required from colleges, lecturers and students, the competition has seen the number of entries increase. The 2015 competition saw a record breaking 140 teams from 75 colleges register to participate. Following a first stage paper entry, 28 teams progressed to the regional heats which took place in February 2015 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. Commenting on the experience one student from Highbury College stated: *"Taking part in the Toque d'Or was an amazing experience, one that has given a boost to my confidence. Having such amazing chefs telling you that you're doing well, giving you hints, it's just indescribable. The dishes we cooked were delicious, but tricky. The*

chefs made it look easy, but when you have that time limit in your head it's daunting. Worked with two amazing people, and I am so amazed we finished in the top ten. Such an amazing time."

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 2015. They were: Blackpool & The Fylde, City of Glasgow, Doncaster, Sheffield City (girls' team), University College Birmingham, and Westminster Kingsway. The finals ensure that students have the opportunity to experience the many facets of the hospitality industry and include the preparation and service of a Gala Dinner for selected guests; Sustainability workshop; Street Food Challenge at the O2; and Brunch at Hospitality House.



The grant was used to award £500 for catering equipment to each of the 28 colleges who participated in the heats. In addition the 6 colleges who made the grand final received a grant for catering equipment to the value of £1,000 (with a further £1,000 for the winning college). The winning team was announced at a prestigious ceremony at the Dorchester Hotel in London on the 21st April 2015. Congratulations go to Rebecca Heath, Josie Thompson and Chris Davis (*pictured*) who claimed their place in Toque d'Or

history by bringing home the trophy to Westminster Kingsway College for the third time. *"This experience will stay with us forever; everything we learned, everything we got to try and the ways in which we developed throughout the competition, both as a team and individuals – it's unforgettable. We were honoured to be selected as finalists against some incredible rival teams and to have won has left us speechless. It is the perfect end to our college careers and the most amazing start to our careers in hospitality."* **Rebecca Heath, Front of House representative**

Royal Academy of Culinary Arts

£6,000

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

The winners, announced at a Gala Dinner at Claridge's, London on 16th July 2014, were: Kitchen: Spencer Metzger, The Ritz, London; Pastry: Bianka Molnar, Yauatcha, London; and Service: Marina Emms, The Arts Club, London.



Marina Emms, Spencer Metzger, Bianka Molnar

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 that aims to take the learning that chefs achieved at college and in the workplace to the next level. 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 5th September 2014 at the Landmark London Hotel. James Newton from the Royal Garden Hotel took the top spot with a score of 87.5% closely followed by Connor Godfrey from Wiltons Restaurant. Joining them on the roll of

honour were Ruth Hansom from The Ritz, Wayne Herrington from the Landmark London Hotel and Victoria Scupham from The Royal Household.



To become a graduate the five (pictured with James Newton centre) had to score 85% or higher in a final held on the 28th August at University College Birmingham that included a theory paper followed by butchery and fishmongery tests before creating a dish using a range of ingredients from a mystery basket. While in the kitchen, the chefs also had to prepare a classic main course and dessert to impress the panel of expert judges including Paul Gayler. In total 10 finalists competed for a graduate award. **Graduate Awards organiser and Craft Guild Vice President Steve Munkley** said: *"The mentor day really puts chefs at ease so there was a fantastic atmosphere in the kitchen, chefs were quiet and focused on the tasks in hand. What makes this competition special is that all the finalists are able to pass the examination so they all support each other throughout the process and want each other to do well. Some of the chefs put many hours of practice in between the mentor day and final and their hard work and dedication has paid off."*

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

The Gold Service Foundation

£5,186

Launched in 2012, the Gold Service Scholarship is a new annual competition that aims to attract, develop and recognise the achievements of young professionals working 'Front of House' in Food and Beverage service. Created by a group of leading hospitality professionals, the Scholarship offers the opportunity for a young front of house professional to refine their skills and knowledge through a year's worth of mentoring, learning, travel and placement opportunities with some of the most senior service professionals in the UK and internationally.



2014 Gold Service Scholarship finalists

Funding was requested from the Trust to help provide a number of small scholarships to some of the finalists of the 2014 Gold Service Scholarship, in particular: the cost of tuition fees for one week's summer school programme at Ecole Hoteliere de Lausanne; a short programme at the Hotel Mondriaan in the Netherlands and a 3 day visit to the vineyards of Champagne for the 6 finalists which will be funded 50% by Champagne Malard.

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 developing FutureChef into a framework embedded within the school curriculum and linked to the School Food Plan;
- Driving further engagement with the 8,000+ participants;
- Development of Learning Bites to provide more multimedia interactivity and the start of a learners' educational hub;
- Developing a more sophisticated management of regional mentor chef teams and the process of nurturing more FutureChef participants into apprenticeships within the industry.

In 2015, the 15th year of the competition, 530 schools and over 8,078 participants took part in the competition and some 8,152 young people were involved in the wider programme which included 'Look and Learn', 'Have A Go', 'Learning Bites', 'Talks and Visits' and 'Work Experience' activities. The winner of Future Chef 2015 was Tom Hamblet aged 15 from Atanbridge House School, West Sussex. The runner up was Jai Parsons, aged 15 from Castlebrae Community High School, Edinburgh. Third place was awarded to Ciaran Liddy, aged 14 from Rathmore Grammar School, Belfast.

On being named winner of FutureChef 2015 **Tom Hamblet** said: *"I definitely want to progress in the industry so I hope I can do well. I will try my hardest. If you have managed to win FutureChef, then it would suggest you have a future in catering, so I will try to go for it."*



Above FutureChef Finalists at Andaz Hotel; below Finalists at Westminster Kingsway College and winner Tom Hablet



b

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 1st April 2014-31st March 2015

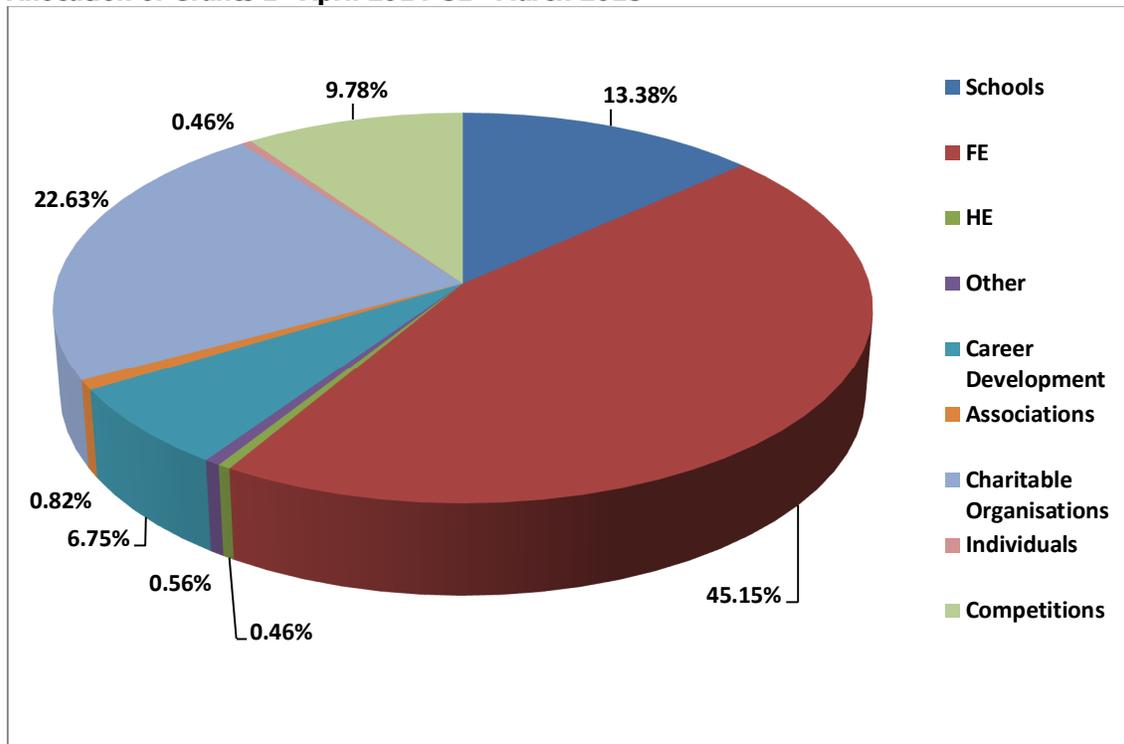


Table 4

Allocation of Grants for Years ending 2013-2015

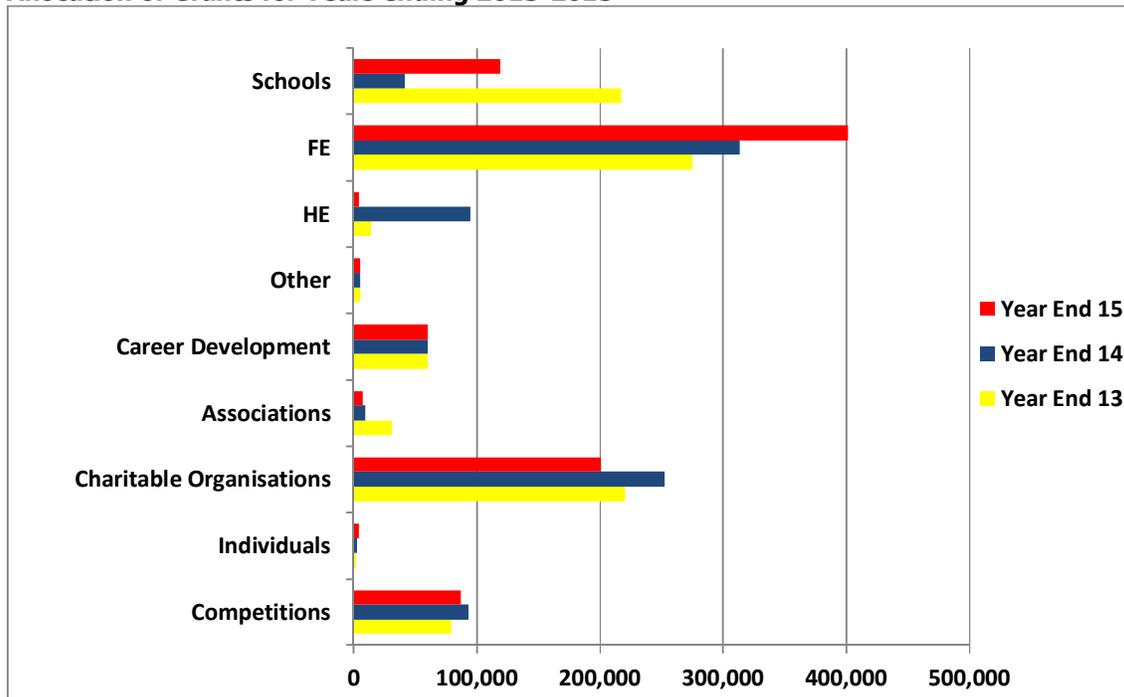


Table 5

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

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

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

FINANCIAL REVIEW AND RESULTS

FINANCIAL ANALYSIS OF THE YEAR

In the year under review, equity markets continued to make progress with the FTSE All Share returning +6.6% to 31st March 2015. Overseas equity markets generated impressive returns with the MSCI World Index returning +19.1% predominantly lead by the US. After generating a negative return in the previous year, gilts returned +13.9% as the 10 year Government Bond yield moved from 2.7% to 1.6% over the year primarily due to weak European and Chinese growth and falls in the Oil price. Cash returns have again 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 net assets as at 31st March 2015 was **£51,455,569**, an increase of **6.83%** on the previous year where the Trust's total assets totalled £48,167,853. There also continued to be positive news on the level of income received in the year under review with total incoming resources as at 31st March 2015 of £1,518,808, an increase of **14.22%** on the previous year where incoming resources totalled £1,329,779.

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 majority of the year the Trust's portfolio was managed in equal proportions by Cazenove Capital Management and Lazard Asset Management.

Following an in depth review by Portfolio Review Services which culminated in a beauty parade of prospective fund managers on the 21st October 2015, it was agreed by the Investment Committee and Trustees to retain the services of Cazenove Capital Management and to appoint Investec Wealth & Investment Limited to replace Lazard Asset Management. Investec received the funds from Lazard on the 2nd February 2015.

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. Investec will run this alongside their customised benchmark comprising of 50% Equities (FTSE All Share), 25% Overseas Equities (FT World ex UK), 20% Bonds (FTSE Government All Stocks) and 5% Property (IPD monthly).

It is envisaged that RPI +4% gives the Trust the best of both worlds i.e. a multi asset approach that is measured against relevant indices over the short term and a "target return" approach over the longer term that meets the investment objective as well as one in which the fund managers are more conscious of the downside.

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 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.

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 time 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. At the time of writing this review it has been announced that the government has set a target of 3 million new apprenticeships over the course of this Parliament.

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 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 continue to give due consideration to the viability of a project that will help with accommodation in particular for apprentices and/or students undertaking placements.

Margaret Georgiou

Margaret Georgiou
Secretary to the Trustees and Administrator