



**SAVOY EDUCATIONAL TRUST
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR 1ST APRIL 2019-31ST MARCH 2020**



Charity Number 1161014

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*Photographs on front cover: Students on the 'High Achieving Programme' at Runshaw College;
Students working in refurbished kitchen at Aylesford School*

CHARITY INFORMATION

<i>Trustees:</i>	Howard Field, FCA, FIH, FHOSPA (<i>Chairman</i>) Robert Davis, MBE, DL, MA (Cantab) Ramon Pajares, OBE, FIH, MI Dr Sally Messenger, FIH David Taylor, FIH, MI Terry Waldron (<i>appointed 19th June 2019</i>)
<i>Secretary to Trustees:</i>	Margaret Georgiou
<i>Chief Executive:</i>	Julia Sibley, MBE
<i>Trust Accountants:</i>	The Trust Partnership
<i>Charity Registration Number:</i>	1161014
<i>Place of Registration:</i>	England and Wales
<i>Principal Office:</i>	Room 160, 90 Long Acre, Covent Garden, London, WC2E 9RZ Telephone: 020 7849 3001 E: info@savoyeducationaltrust.org.uk W: www.savoyeducationaltrust.org.uk
<i>Investment Advisors:</i>	Cazenove Capital Management 1 London Wall Place, London, EC2Y 5AU Investec Wealth & Investment Limited 30 Gresham Street, London, EC2V 7PG
<i>Auditor:</i>	RSM UK Audit LLP Portland, 25 High Street, Crawley, West Sussex, RH10 1BG
<i>Solicitors:</i>	Macfarlanes LLP 20 Cursitor Street, London, EC4A 1LT
<i>Bankers:</i>	The Royal Bank of Scotland PLC London Drummonds Branch 49 Charing Cross, London, SW1A 2DX

STRUCTURE, GOVERNANCE AND MANAGEMENT

CONSTITUTION

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

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

GOVERNANCE AND MANAGEMENT

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

The Trustees consider that the Board of Trustees, together with the Chief Executive and the Secretary/Administrator make up the key management personnel of the charity. They are in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All Trustees give their time freely and no Trustee remuneration was paid during the year under review. Trustees expenses amounted to £112 (2019: £209).

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

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

TRUSTEES

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

Howard Field, FCA, FIH, FHOSPA
 Robert Davis, MBE, DL, MA (Cantab)
 Dr Sally Messenger, FIH
 Ramon Pajares, OBE, MI, FIH
 David Taylor, FIH, MI
 Terry Waldron (*appointed 19th June 2019*)

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

In accordance with good governance, the Trustees also consider it appropriate to rotate the role of Chairmanship. The role commences at the start of each financial year having been voted upon by the Trustees at one of their quarterly meetings. The appointment is for an initial term of one year, although this can be extended if it is the wish of the Trustees. For the year 1st April 2019-31st March

2020 Howard Field undertook the role of Chairman having been re-elected to continue in this role for a further year at the December 2018 meeting.

Potential Trustees will receive background information on the Savoy Educational Trust which will include the Trust Deed, Minutes of meetings, Annual Report and Accounts and job description for a Trustee of the Savoy Educational Trust. They will also receive documentation on what is expected of them under charity law, with particular reference to Charity Commission news and guidance publications such as 'CC3: The Essential Trustee', 'Welcome – you're a charity trustee', 'NCVO's The Good Trustee Guide', 'Charities and Public Benefit', and 'CC29: Conflicts of Interest'. In the year under review the Trustees gave due consideration to the principles outlined in the 'Charity Governance Code' for larger charities and where appropriate applied the principles in their governance and decision making processes.

Following their appointment new Trustees will be invited to spend some time in the Trust office as part of their induction process to further develop their understanding of the policies and practices of the Savoy Educational Trust.

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

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

INVESTMENT COMMITTEE

In order to minimise administrative costs and benefit from economies of scale the Trust collaborates with The D'Oyly Carte Charitable Trust on matters of Fund Management. A joint Investment Committee comprising of representatives from both Trusts meets with the Fund Managers bi-annually to review and monitor investment performance and asset allocation. In the ensuing year there will be one further meeting where the Fund Managers will have the opportunity to present to the full Board of the Savoy Educational Trust. Members of the Investment Committee from the Savoy Educational Trust include Howard Field, although any Trustee can attend the meetings. Terry Waldron attended one of the meetings in 2019 as part of the induction process and did so again via a virtual platform, along with Sally Messenger, where discussions included the 31st March 2020 quarter and the impact of Covid-19 on investments and future dividends. Notes of these meetings and full financial data are circulated to all Trustees. There is a 'Terms of Reference' document for the Investment Committee which has been approved by all Trustees.

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

In the year under review, and as highlighted in the Futures section of last year's Annual Report, the Trustees gave their approval to reviewing the performance of their Fund Managers in conjunction with the D'Oyly Carte Charitable Trust, and to the appointment of Portfolio Review Services (PRS) to carry out this exercise. Further details on the review process and outcome are contained page on 53 under the Financial Review and Results section of the report.

PUBLIC BENEFIT STATEMENT

The Trustees acknowledge that education is the most powerful tool there is in achieving social justice. Talent, wherever it exists should be sought out, supported and nurtured. They can confirm that they

have had due regard to the Charity Commission's general and supplementary guidance on public benefit in determining the activities undertaken by the Trust for the advancement of education.

The Trustees wholeheartedly believe that they can demonstrate that their grant giving activities outlined in the **objectives and activities** and the **activities, achievements and performance** sections of this report are carried out for the public benefit and clearly meet the two key principles of public benefit.

RISK ASSESSMENT

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

The Trustees have detailed their risk assessment policy in a document covering the major risks to which the charity is exposed. The policy outlines and details the risk, who is responsible, the impact of the risk, the probability of an occurrence and the arrangements that are in place to mitigate the risk. The policy document is reviewed as a minimum on an annual basis. The last review took place on the 19th June 2019 in which the following risks were identified and addressed:-

1. Governance

The Trustees regularly consider governance with particular emphasis on updated guidance from the Charity Commission and other relevant bodies. Areas considered in the policy include Trustee selection and induction.

2. Strategic

The Trustees give due consideration to the risk that their strategy is not geared to the main aims and objectives of the Trust and/or there is no clear direction for the Trust.

3. Operational

The risks considered and addressed include the selection and awarding of grants; grant monitoring and evaluation; reviewing and updating the conflicts of interest register; internal controls; reputational risk including protection of the Trust's intellectual property; disaster management; cyber risk; and environmental risks.

4. Financial

The risks considered and addressed include investment selection and review; investment performance and whether the risk appetite and tolerance of the Trustees is clearly identified, communicated and understood by the Fund Managers; lack of action on poor performance of Fund Managers; lack of financial controls and risk of fraud or serious misuse of funds; the process of payments.

5. Regulatory

The Trustees considered and addressed the risks of not complying with laws and regulations and not keeping proper accounts and records.

6. People

The Trustees considered and addressed the inefficient use of human resources and/or that incompetent people are used and the impact of higher administrative expenses if Trust is run badly and uneconomically.

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

The Trustees consider it vital to review their Risk Assessment Policy in light of the unprecedented events following the coronavirus pandemic. The exercise will enable the Trustees to measure and assess whether the theory contained in the policy adequately met the practical challenges faced by the Trust.

ENVIRONMENTAL POLICY

A responsible attitude is adopted with regard to environmental/green issues. Wastage of natural resources is kept to a minimum and as far as is practicable recycled products are used. Whenever possible energy is conserved and a recycling operation is in place for all office materials. Further reference on the Trust's environmental policy in relation to its grant giving appears in the section dealing with the application procedure on page 12.

TRADEMARK REGISTRATION

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

OBJECTIVES AND ACTIVITIES

REVIEW OF THE YEAR

Hospitality remains a significant and robust force in the United Kingdom. According to UKHospitality, it is a dynamic, vibrant and innovative sector delivering vital jobs, growth and investment in the heart of local communities - important culturally, socially and economically. In a recent factsheet UKHospitality concluded that:-

- Hospitality is a big business: a £130bn turnover, 5% of GDP;
- It is an industry of entrepreneurs: 99% of hospitality businesses are SMEs;
- It is the third largest employer with 3.2 million workers generating 1 in 6 new jobs in the last decade. The sector is over-represented in terms of its employment of young people with the workforce development charity estimating that 34% of the workforce are under 25, nearly three times the proportion of young people working across the economy as a whole (12%);
- Productivity growth at 2.9% since 2009 has outstripped the economy;
- This has resulted in capital expenditure of £10bn per year, attracting inward investment to local communities;
- With international tourist spend of £24.3bn, Hospitality's export earnings exceed all food and drink together.

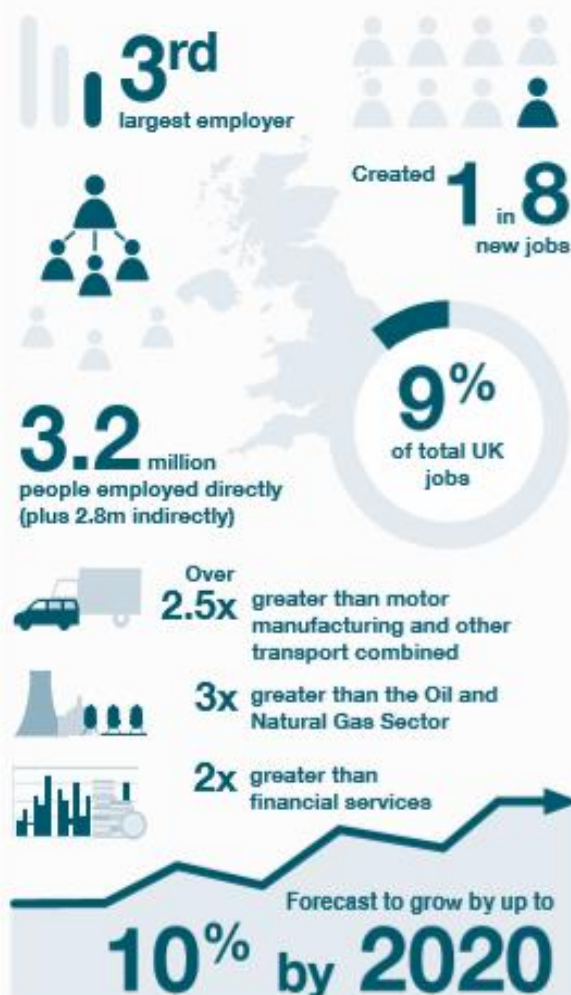
UKHospitality consider that hospitality venues are the glue that binds communities together. High streets, seaside towns and city centres face different challenges but hospitality serves to benefit them all and investment in hospitality businesses underpins wider regeneration and local infrastructure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

The statistics provided above and outlined in more detail in Chart 1 overleaf clearly demonstrate the importance of the hospitality industry. In recognition of this, on the 28th June 2019 the Prime Minister announced a landmark Tourism Sector Deal. The Deal is an ambitious partnership between Government and the industry which seeks to cement and build on the transformational place making potential of the third largest industry. Tourism Enterprise Zones should incentivise infrastructure investment and encourage a creative approach to development to rebalance the economy, serve the needs of diverse communities and bring prosperity across the regions. As part of the Deal a Hospitality and Tourism Skills Board has been established to promote hospitality as a career of choice supporting and funding a three-year industry led skills and recruitment campaign.

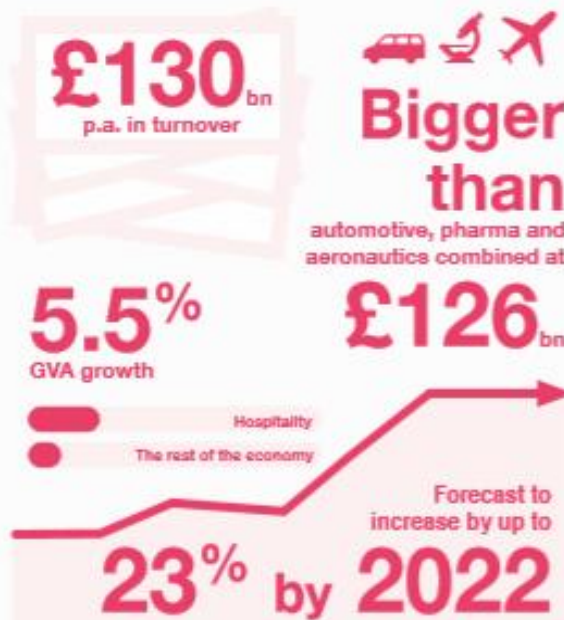
UK Hospitality Industry Statistics



UK EMPLOYMENT



ECONOMIC CONTRIBUTION



TAX RECEIPTS

c. £39_{bn} in direct gross tax receipts

EXPORTS & INVESTMENT

£18_{bn} in exports via tourism

£10_{bn} business investment

TOURISM

£24.3_{bn} worth of visitor spend



REGIONALITY

Top 7 employer in every region

11% of the regional workforce

SMEs

99% of hospitality business are SMEs

50% total turnover + GVA

PRODUCTIVITY

2.9% growth since 2009

50% above economy as a whole

Chart 1

Hospitality and catering education and training is an intrinsic part of the UK hospitality industry and vital to its future growth and success. Developing home grown talent is pertinent if the industry is to meet the objective of recruiting a greater proportion of its workforce from the UK. Although the government has acknowledged that the hospitality industry is one of the growth sectors offering employment opportunities and positively contributing to the UK economy, especially in the regions, funding cuts - which are particularly detrimental to subjects such as hospitality which have high initial and on-going costs - challenge all education providers to think outside the box to ensure they operate on a truly commercial basis. Only then are they able to compete and provide the excellent training content and quality they have worked hard to establish.

The hospitality sector has emphasised that one way of addressing the recruitment gap is for investment in education/skills relevant to the hospitality industry. The Technical and Further Education Act 2017 is integral to the government's ambitious reforms for creating a world-class technical education system. These reforms will help to ensure that technical education provides everyone with the skills and opportunities they need to succeed and gain skilled employment on a long-term basis and at the same time that they will serve the needs of the economy and reduce the skills gap.

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

SNAPSHOTS FOR THE YEAR WERE:-

1. PROJECTS SUPPORTED BY THE SAVOY EDUCATIONAL TRUST

The Trustees awarded grants to **18 Schools, 15 Further Education and 4 Higher Education** establishments for a variety of projects that would enhance and enrich the quality of their hospitality education so they can continue to play a leading role in providing the vocational and professional skills required for the success and growth of the UK hospitality industry.

Schools: The majority of funds awarded to schools were used to develop and enhance the kitchen facilities within their Food Technology rooms. The enhanced facilities enable them to include a higher number of hospitality and catering studies at KS3 and KS4 and to increase the provision so that a larger number of students can acquire vital practical skills and give serious consideration to a career in the industry.

Further Education (FE): The main themes for college funding that emerged during the year 2019-2020 were:

- ✚ **£161,080** for kitchen refurbishments/equipment;
- ✚ **£60,337** for restaurant refurbishments;
- ✚ **£81,224** for Young Chef/Baker/Waiters/Barista Academies;
- ✚ **£50,822** for student funding, bursaries, work placements and competition work;
- ✚ **£11,514** for educational trips;
- ✚ **£3,478** for other projects

As can be seen from the figures above, funding for FE was largely used for the creation of realistic and commercial working environments which allow for a smooth transition from education to the workplace for the students. Several colleges also received grants to enable them to run the Young Chefs Academy programme 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. Impact reports clearly demonstrate a high conversion rate of pupils progressing on to full or part-time Professional Chef courses following completion of the Young Chefs' programme. Those that participate in the

programme but do not progress to a career in hospitality have still acquired an essential life skill. The Trust also awarded funding to help students participate in local and national competitions which are a great way for participants to develop culinary and organisational skills, work as a team, measure performance against one's peers, network and boost confidence.

Higher Education (HE): Grants to HE went to support extracurricular activities that would add value to student learning whilst developing relationships with future employers; to deliver innovative experiential learning; and to establish a Savoy Educational Trust scholarship programme for undergraduates.

The Trustees also funded a project in the very important area of **Continuing Professional Development**. They did this 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) and Cornell University (USA).

Support was also given to a **not for profit educationally focused Association** to help develop an Asset Management programme for the hospitality industry.

Grants were also awarded to **21 Charitable Organisations** for the following initiatives:-

- ✚ Programmes that showcase the many routes into and varied roles there are in the hospitality industry. The individuals who participate have often experienced educational, social and/or economic disadvantage. Many have disengaged from mainstream education, have experienced homelessness and/or are ex-offenders. Through such projects they are given the opportunity to undertake practical training and also study for qualifications that could lead to a long and fulfilling career in an industry that continues to grow and where there are many openings for employment. 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;
- ✚ Cooking and Front of House programmes/sessions for primary and secondary school children;
- ✚ Scholarship and bursary scheme with a charity based in Scotland;
- ✚ Educational video for students on the dangers of drink and drug abuse.

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

2. COVID-19

The Trustees are acutely aware of the vital role they play in the development and enhancement of education in hospitality and catering and the plugging of the funding shortfalls that have been evident for many years now. This is clearly demonstrated from the applications and subsequent evaluation reports they receive. The Covid-19 pandemic and the lockdown that ensued in the last month of the year under review has been unprecedented leading to closures of businesses, educational establishments and training facilities. Even prior to the lockdown, the industry was experiencing the negative impact of Covid-19, but since then it has been facing an existential crisis. It has also illustrated the powerful economic might of the industry – as demonstrated in Chart 1 - with data for March and April from the UK Hospitality Tracker showing that the 'hospitality shutdown' has been responsible for a quarter of the UK's GDP fall. The government has stepped in with financial assistance but there is still much uncertainty with many predicting a long road to recovery.

With this in mind, the Trustees are aware that the timeframes outlined for projects – particularly those supported at the December 2019 and March 2020 meetings - are likely to change. Some may take the opportunity to move their projects forward whereas others, where social distancing measures are an issue, will be postponed until further notice. It is also acknowledged that not all grant recipients from the previous year end will be able to adhere to the reporting framework for submission of their evaluation. The sudden closures mean they will find themselves in a position

whereby they are unable to report on all the objectives and outputs outlined in their application. The Trust's executive team, who for the foreseeable future will be working from their respective homes, will monitor all projects and work closely with grant recipients, not only to offer guidance and support, but to gain an understanding of what is going on and what is needed in order to aid the satisfactory conclusion of all projects supported.

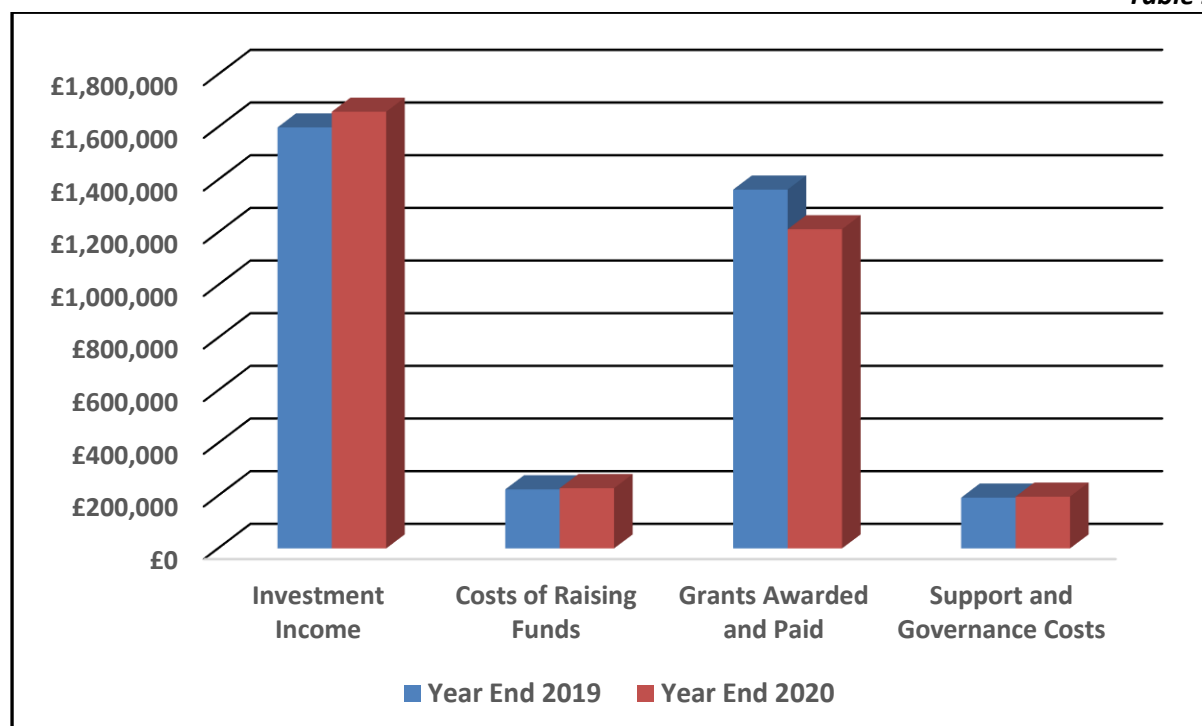
As indicated below the sole source of income for the Trust is derived from investment returns. Further details on the impact of Covid-19 on the Trust's investments and how this will be taken into account and mitigated going forward are contained in the 'Financial Review and Results' and 'Plans for the Future' sections of this report.

3. INCOME AND EXPENDITURE

For this year the **total investment income** for the Savoy Educational Trust amounted to **£1,658,646** (2019: £1,598,975). **Costs of raising funds**, namely fund management fees, totalled **£228,966** (2019: £224,425). **Grants awarded and paid** totalled **£1,212,247** (2019: £1,362,817). **Support and Governance costs** totalled **£196,753** (2019: £193,005).

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

Table 2



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

APPLICATION PROCEDURE

The majority of applications for assistance are considered by the Trustees four times a year in March, June, September and December. There is also a Grants Sub Committee whose remit is to consider small grant applications of up to £4,500 per application. The maximum the Grants Sub Committee can award in any one financial year was increased in the year under review to £50,000.

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

When applying for funding towards a kitchen or training restaurant, the applicant will need to demonstrate that consideration has been given to reducing the carbon footprint and that the equipment selected is as environmentally friendly and energy efficient as possible.

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

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

We will want to know



AIMS AND STRATEGIC OBJECTIVES

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

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

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

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

In the year under review, **the grants awarded and paid** amounted to **£1,212,247** (2019: £1,362,817). As discussed in the 'review of the year' section of this report, budget constraints continue to impact heavily on educational establishments and third sector organisations. This is happening at a pivotal time when skills are beginning to be seen as a new global currency. This section of the report highlights the grants awarded during the year that the Trustees believe will help the recipients meet the challenges of the global skills agenda.

STRATEGIC AREA

Educational Establishments

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

In the period under review, the Trustees awarded grants totalling £340,497 to 18 schools (2019: £338,671 to 12 schools) for the following projects:-

Aylesford School

£30,000

This is a secondary school based in Aylesford, Kent with over 870 students enrolled.

In their application the school's Food and Cookery teacher explained that due to the popularity of Food and Hospitality the kitchen they were currently using was too small and dated and additional equipment was required. Funding was awarded to help purchase the additional kitchen and restaurant equipment needed in order to provide a learning environment which is fit for purpose for the delivery of the Food and Cookery courses that are offered at Aylesford and to encourage the interest of their students for careers within the hospitality industry. The school also developed an area to become a Dementia café which as outlined overleaf held its first event in December 2019.

In a **press release** the school stated *"As you will know Food and Cookery is a very popular and over subscribed subject at Aylesford School. In July Mr Kenmure and Mrs Land discussed how to expand Food and Cookery in the school, Mr Kenmure applied to the Savoy Educational Trust to bid for some money to help with expansion. The bid required a significant amount of hard work on behalf of Mr Kenmure and he needed to prove to the Savoy Educational Trust that any money awarded from the bid would have a direct impact on the progress, personal development and character of our students at Aylesford School. The Trust were extremely impressed with the progress the school and food and cookery department had made over the last 2 years. As a result the school was awarded a grant of £30,000 to help develop the food and cookery department further within the school. Our thanks go to The Savoy Educational Trust for this life changing contribution to the students of Aylesford School."*



Dementia Café

Stephen in Year 9 who took part in the Kent Young Chefs

"Don't forget that our Dementia Friendly Community Café will be starting at 2pm until 4pm Thursday 19th December in our school hall. People from our local community are cordially invited to attend, if living with dementia, caring for someone living with dementia or would benefit from an entertaining Christmas afternoon tea. People attending will have the chance to socialise with others, be entertained by our music and drama department, meet Young Farmers from Kent Life with their animals from "Cuddle Corner" as well as excellent food cooked by our Food and Cookery Department in "Kenmure's Kitchen".

Bethany School

£1,350

This is an independent school for girls and boys aged 11–18, in Goudhurst, Kent. Funding was awarded for the purchase of kitchen uniform and aprons for students undertaking the L2 Hospitality & Catering course at KS3 and KS4.

Cirencester Deer Park School

£42,198

This is an all-ability mixed comprehensive school for 11-16 year old pupils in Gloucestershire.

Funding was awarded to help the school refurbish an existing design workshop into a new food preparation, nutrition and catering classroom. This will bring the learning space into the main faculty area and into the 21st Century, helping to provide the pupils with a relevant, realistic and modern working environment.

The school reported that *"Monday 20 January 2020 saw pupils, parents, staff and other invited guests from the school's local community come to the formal opening of our fantastic new Masterchef-style Food Preparation and Nutrition classroom."*



*"Impressively **two Year 9 pupils, Leon and Deaken**, who won the 2019 Midcounties 'Create & Cook Competition' last year, and whose prize winnings enabled us to purchase some of the new equipment, treated us to a live demonstration in which they showcased their culinary skills. Working together and completely unperturbed by the audience, they prepared two courses, including handmade ravioli from scratch and delicious brownies. The cooking station at the front of the classroom makes it easier to see demonstrations and an overhead camera projecting live onto the board behind the cook(s) adds another dimension."*

*"We have been able to achieve this transformation as a result of our successful application for grant funding. I am immensely grateful to the Trustees of The Savoy Educational Trust for their generosity. This new classroom will definitely inspire a new generation of young chefs and we expect to see more choosing to pursue careers in hospitality and catering." **Headteacher***



Refurbished classroom at Cirencester Deer School

Combe Pafford School

£4,500

This is a special coeducational school in Torbay, Devon for pupils aged 6–19 who have moderate learning difficulties, physical difficulties or autism. Funding was awarded to help purchase kitchen equipment for the new cooking room.

Cornfield School

£11,215

Cornfield School is a special needs school, maintained by West Sussex County Council, for students aged 9-16 with behavioural and emotional mental health issues and complex learning needs.

In their application the school stated that they were seeking funds to refurbish an existing space within the school to create a modern commercial teaching kitchen where their students can learn cookery skills; giving them the skill for life of being able to create healthy nutritious food and a place to inspire them to work in the catering and hospitality industry.

Funding from the Trust was awarded to help the school design and create a high-tech teaching kitchen consisting of several cooking stations with hobs, ovens, sinks and cupboards.

Following the completion of the renovation works the school commented: *"Cookery has always been an important part of life at Cornfield, whether as a life skill, an examination subject or a curriculum reward session! The skills learned in the kitchen are vital for the students' future development as they move towards independence. In their catering lessons the boys find out about budgeting, healthy food choices, different techniques as well as learning the basic skills. We are all extremely proud of our new catering classroom and would like to thank The Savoy Educational Trust, Thomas Cook, The Bernard Sunley Charitable Trust, The Southover Manor Trust, Screwfix and Garfield Western for their generous grants which will enable us to continue to offer cookery in a modern, bright, professional standard catering facility."*



Refurbished teaching kitchen at Cornfield School

"I am getting in touch to confirm that Cornfield School have now completed the renovation of the teaching kitchen, all equipment has been purchased and installed and the grant from The Savoy Educational Trust has been applied to the project as outlined in the application. On behalf of the staff and students at Cornfield School we would like to thank The Savoy Educational Trust for your generous grant towards our teaching kitchen, which is already being used and enjoyed by our students. This project will have a hugely positive impact on our students. The school is collating information to report back on the project outcomes to complete the evaluation form within the defined timescales." **Fundraising Officer**

De La Salle Academy

£50,000

This Academy is a boys' voluntary aided secondary school with academy status under the trusteeship of the De La Salle Brothers. The school is named after St John Baptist De La Salle, patron saint of educational workers in Croxteth, Liverpool.

Funding was awarded to help develop vocational education in the hospitality industry at pre and post 16 levels, which includes creating a self-financing hotel school on the school grounds to be open and fully functional by 2020. The La Salle Hotel School will provide pupils with a hands-on educational experience in hospitality and catering which will prepare them for employment and further education within the sector. The funding was requested specifically for Phase 1 of the development and will primarily be used to refurbish the kitchen, develop a chef's table and purchase equipment.

Dereham Neatherd School **£50,000**

This is a co-educational comprehensive school based in Dereham, Norfolk, for pupils aged 11–16. They successfully applied for funding to help renovate a classroom to provide a tailored hospitality and catering education for both Key Stages 3 and 4. This facility will enhance the curriculum and allow a smooth transition between secondary schools, catering colleges and apprenticeships. It will also give the school the ability to host trainee food teachers to offer them the experience of both food preparation & nutrition and hospitality & catering enabling them to offer both within the curriculum at their schools.

Fernhill School **£3,750**

This is a co-educational secondary school based in Farnborough, Hants for pupils aged 11–16. Funding was awarded for the purchase of equipment, materials, uniform and entrance fees for competitions.

Framingham Earl High School **£888**

This is a secondary school located in Framingham Earl, Norfolk for approximately 800 pupils aged 11–16. Funding was awarded for the purchase of kitchen equipment for students studying Food Preparation & Nutrition at GCSE and Key Stage 3 levels.

Hethersett Academy **£5,600**

This Academy is a coeducational secondary school located in Hethersett, Norfolk with 700 pupils aged 11–16. Funding was awarded to purchase additional equipment and utilities for the kitchen. These purchases were required to support the increase in the number of students who wish to study Food. The Trustees were also pleased to read in the application the exceptional grades obtained by their students as a direct result of the previous funding received from the Trust.

"We were incredibly fortunate to receive funding from you before. The impact that this had on our students was remarkable. The students' grades last year were exceptional with 85% achieving level 9-4, we know that this is as a direct result of the support that we received from yourselves. We have had more students applying to study Food, this year a third of students have chosen to study food, this has meant three classes - unheard of." **Head of Design and Technology**

Kinnaird Primary School **£1,000**

This is a co-educational primary school near Falkirk. Funding was awarded for the 'Let's Cook at Kinnaird' initiative and will specifically be used to purchase equipment for the delivery of the programme.

Olive AP Academy Havering **£8,000**

Based in Hornchurch, Essex, this alternative provision academy supports pupils aged between 11 and 16. They offer a broad curriculum to a diverse group of young people who have experienced difficulty in learning in mainstream schools. Funding was awarded to help create a fully functioning training kitchen which will enable students to build skills and obtain qualifications so that they can undertake post 16 qualifications in catering and hospitality.

Ranelagh School **£8,800**

This is a Church of England day school in Bracknell, Berks that has 990 pupils. Funding was awarded to help adapt a classroom so that it can become a second teaching space. This will enable the school to offer more food and hospitality related qualifications to the steadily increasing number of pupils who are requesting to study these courses.

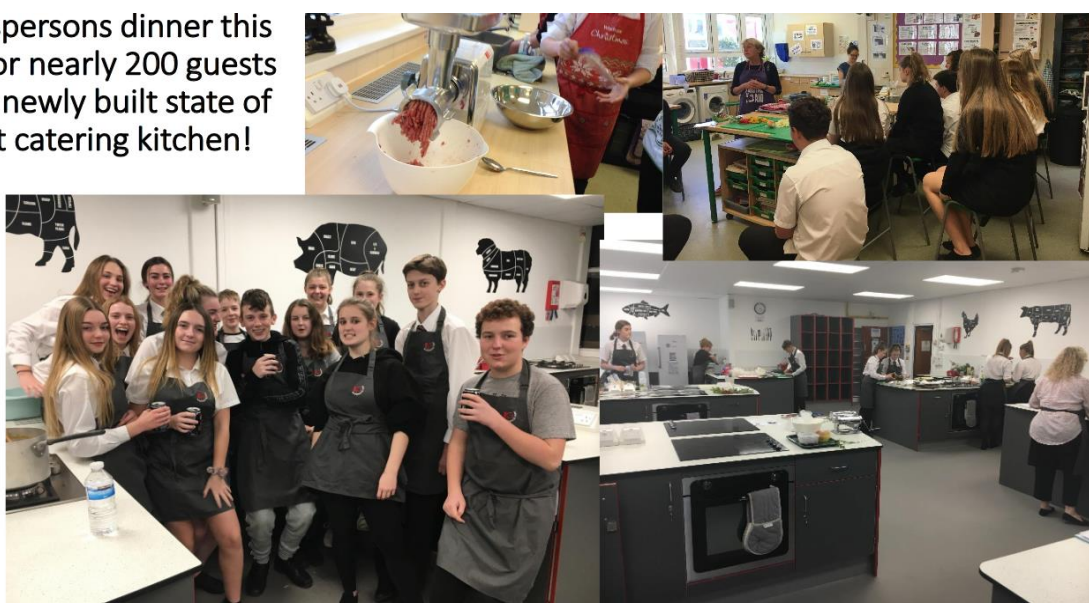
Roundwood Park School**£45,000**

This is a mixed, 11-18 secondary school with academy status situated in Harpenden, Hertfordshire, with 1200 pupils on roll.

Funding was awarded to help update and refurbish the food technology room. It was difficult to maintain high level hygienic cleaning with their existing facilities and they struggled with adequate space for the equipment. The refurbishment will support the growing demand and popularity of food/catering in the curriculum and will enable the GCSE students to use equipment that is similar to that used in the hospitality industry and provide an environment to offer a post 16 qualification.

As shown below, the school have used the refurbished kitchen to cater for their school events such as their Sportsman's dinner where they cooked a 3 course dinner for 200 students. They regularly hold staff competitions and MasterChef days. They also support their onsite primary school to complete their Chef of the Year competition and are working with the local farm school to raise awareness of food provenance and they would look to expand on these events in the future to help more of the local community.

Sportspersons dinner this year for nearly 200 guests in our newly built state of the art catering kitchen!



Refurbished Food Technology room



Food Preparation and Nutrition

School 21**£3,709**

This is a pioneering new school in Stratford, East London, for children from all backgrounds aged between 4 and 18. The founders believe that education must be done differently if they are to prepare young people properly for the world they are going into. Funding was provided to help purchase specialist equipment for students studying L1 & 2 Hospitality & Catering qualification, and to give opportunities beyond the classroom with an enrichment programme including Junior Chef Academy at the University of West London and trips to various food markets.

Despite the great emphasis on developing vocational opportunities for students by the government, there is often little extra funding made available for vocational courses in schools since they have a much higher cost per pupil than other more traditional subjects that do not have the same reliance on specialist equipment. Our school, like many throughout the country, have had central government funding cut in real terms and this has impacted budgets for departments and investment across the school. Since many of those students that choose to study vocational courses come from disadvantaged backgrounds, it often results in fewer opportunities for those children. Charities like the Savoy Educational Trust can help bridge that gap and give all students access to a world of learning that is often reserved for a time after school, and often, at a cost. Unfortunately, by this stage, many of the children that might most benefit, lose confidence in their abilities and choose not to return to education. This is a great waste of potential that could be supported from a younger age by inspiring them to consider pursuing a career in the catering industry.” **Lead Teacher for Hospitality and Catering**

Sir John Leman High School

£50,000

This is a coeducational 11–18 secondary school with academy status in Beccles, Suffolk. Funding was awarded to help the school replace their current Food Technology rooms with ‘fit for purpose’ learning and teaching kitchens so that they may deliver strong academic/practical outcomes. These new facilities will also give the students an insight into the world of hospitality & catering, in which they will learn skills that they can take onto their next chapter in the hospitality industry.

The Brunel Academy

£22,207

This is a coeducational special school for pupils aged 11-16 in Paignton, Devon. It is part of the Catch 22 Multi Academy Trust, which provides young people with alternative education so they may progress and succeed in sustained education or employment. Funding was awarded to help purchase equipment for the hospitality and catering facility in the new Vocational Centre at the Academy. This project is designed to improve the educational provision for all students and help to nurture aspiring talent among young people.

The Constance Bridgeman Centre

£2,280

The Constance Bridgeman Centre is a Key Stage 4 Pupil Referral Unit with up to forty students aged 14-16 who have been excluded or referred due to varying levels of social, emotional and behavioural difficulties. The maximum class size is eight and the ethos is one of mutual respect, offering a fresh start in a genuinely different learning environment. The staff engage with the students at all times, providing not just academic opportunity but positive modelling and guidance in how to negotiate varying social situations. Funding was awarded for small kitchen equipment and personal protective equipment for the students’ work placements, together with fees for the L2 Food Safety Award qualification.

The Trustees awarded funding totalling £368,777 comprising of grants of £368,455 to 15 Further Education (FE) Colleges (2019: £526,850 to 16 Colleges) and a grant of **£322** for a qualification with the CIEH. FE Colleges continue to face a multitude of challenges including financial pressures and an uncertain policy environment. Overall spending on adult education, apprenticeships and other work-based learning has fallen in real terms over the last decade. Ministers publicly recognise the critical role that FE plays in local communities and in providing the technical and occupational skills needed by business to compete in an increasingly global economy. The rhetoric has not been matched by a proper investment in the sector and in a post pandemic, post Brexit world, the education and skills system will be at the front line of social and economic recovery and FE colleges will play a major role in this. The FE colleges and projects supported were: -

Bradford College

£26,390

Bradford College is an award-winning education institution that has delivered quality further and higher education and training for more than 185 years and are one of the biggest further education colleges in the country. They are also one of the largest providers of higher education outside of the university sector. Funding was provided to help create a pop-up coffee lounge within the restaurant (The Grove Training Restaurant) to provide an additional curriculum offer ensuring that the students have the employability skills that are sought after in addition to their main learning experience.

The college reported on 30th April 2020 that the project funded by the Trust commenced in September 2019 and at the time of the lockdown on 23rd March 2020 there was an underspend of £3,837. This was due to an underspend on the equipment purchased and the impact Covid-19 had on the number of students able to complete the Barista course following the abrupt closure. It was agreed that this sum be used to purchase further items of equipment and crockery; to purchase extra supplies to enable existing and further cohorts of students through the barista course once the college opens in September; to deliver a 3 day intensive course during induction weeks to new students by covering student registration and exam fees; and for the delivery of short courses to their 19+ students.



Barista equipment and training at Bradford College

City College Plymouth

£17,649

City College Plymouth based in Plymouth, Devon with over 17,000 students, offers a wide range of training from the age of 14 to adult and strongly embeds real-work experience learning in a variety of environments. Funding was requested for two projects, namely:

(1) to support 9 x Junior Chefs Academy programmes of 10 students per course. This is an after-school activity designed to encourage young school children who have an interest in cooking, to develop skills, knowledge, teamwork, and confidence based around a love of food. The programmes will be a combination of stages 1, 2 and 3 courses.

Promoting the Junior Chefs Academy the college state: *"This a great opportunity for you if you love cooking and really want to develop skills in the kitchen and learn how to cook with confidence and style. For those who are thinking of a career in catering it will whet your appetite for joining us in the future to train professionally at City College Plymouth. We gratefully acknowledge the support of the Savoy Educational Trust whose generosity has helped to fund this programme."*



Junior Chefs Academy

(2) Enable the college could create and develop a Barista Academy which teaches key industry skills in a professional working environment. The intention is to deliver a Level 1 programme for 9 weeks at 4 hours per week over 3 terms with 10 students per term/ 30 students over the three terms.

Exeter College

£6,000

Exeter College successfully applied for a grant to help fund an educational visit to New York, USA for the learners to experience the food and hospitality of the region in May 2020. The purpose of the educational visit is to expand the learners' experiences and knowledge of the hospitality industry from the American perspective. The trip will benefit all students from Level 1 to Level 3 Food Preparation and Cooking, and Food and Beverage Service, including apprenticeship programmes. Due to the coronavirus the trip has been postponed and the Curriculum Lead in Hospitality notified the Trust that the trip may be cancelled. As the grant was awarded just prior to the lockdown the payment was retained by the Trust until further information is available.

Farnborough College of Technology

£30,578

Farnborough College of Technology's proud history goes right back to the beginning of the last century and the days of the Royal Aircraft Factory. Since then, they have adapted and changed to meet the needs of the community, providing courses from Level 1 to Post Graduate Level. At the college they help people of all ages and levels develop and realise their aspirations.

The college successfully applied for a grant to help with the replacement and updating of the equipment in the college's kitchen and training restaurant so it meets to current industry standards. It is hoped that the funding will make a significant difference to the learner experience and will ensure that students are provided with a relevant, realistic, and modern working environment in which they can utilise current industry standard equipment.

Evaluating the grant, the **Chef Lecturer** stated: *"Funding from the Trust provided us with the necessary tools, equipment and environment for our students to progress their career in Hospitality and Catering. It also showed students that people believed in them and this provided the students with a drive to achieve their best. A student video of our students using the equipment was produced and shared with the Trust via social media on what the funding meant to the students."*

Grimsby Institute for Further & Higher Education

£2,014

Grimsby Institute for Further and Higher Education has been in existence for over 70 years. Funding was awarded to help with extra curricula activity and specifically a hospitality-based trip to London for L3 Professional Cookery students who have met the attendance targets and demonstrated good standards of work throughout their course. The trip included a tour of the Royal Lancaster London, a luxury Hotel in Hyde Park. The General Manager who is a Master Innholder and the UK Hotelier of the Year, with connections to Grimsby, took time to personally meet the students and speak to them about the wealth of careers in the hospitality industry.

Hugh Baird College**£1,500**

The hospitality and catering offer at Hugh Baird College is called the L20 Hotel School. Here, the students work with lecturers, but they also have a general manager, a head chef, sous chef, restaurant manager and their own team of apprentices. This allows students on full time courses the chance to have work experience in the L20 Hotel School via its flagship restaurant, L20 Restaurant. Funding was awarded to enable an educational visit by L3 hospitality students to Rome and Naples in late March 2020. At the time of writing the trip has been postponed due to the coronavirus. The college is considering using the funds for an enrichment programme in the UK.

Merton College**£3,000**

Merton College is based in Morden, South London. Funding was awarded to help with transport costs for educational trips, visits, group work experience and competitions for all hospitality & catering students during the academic year 2019/2020. The college group was OFSTED inspected in February 2020 and rated "Good". Report highlights included: *"Students and apprentices have a good understanding of how their studies will lead them to jobs or higher levels of learning. They have considerable exposure to employers and gain valuable insights into the demands and rewards of work through site visits and work experience."*

NPTC Group of Colleges**£100,000**

NPTC Group of Colleges - Neath College is a further education college which was formed following the merger of Neath Port Talbot College and Coleg Powys on 1 August 2013. The college offers a programme of full-time, part-time, and higher education courses across its 9 campuses in Wales. Funding was awarded to help refurbish and update the main skills kitchen, thus turning it into a new, modern, and fit for purpose teaching and learning environment. By doing so it will help: provide a sector leading training facility that meets the demands of industry and encourages students into the industry; attract local and wider hospitality businesses with the aim of increasing the skills of the local workforce; motivate students and help them achieve qualifications in an environment that is conducive to their learning. **"WOW!! This is fantastic news. Thank you so much to you and the Trustees. This will make a huge difference to so many students."** **Deputy Head of School Catering, Hospitality & Agriculture**

Pembrokeshire College**£10,821**

Pembrokeshire College is a further education college with a campus in Haverfordwest, Pembrokeshire, and around 40 outreach centres across the county. Funding was awarded to help with the refurbishment of the training restaurant so the college could offer a more refined 'fine dining experience' and help bring the provision and environment into the 21st century. In the academic year 2019/20 the college planned to work more closely with their local employers and invite guest chefs into the kitchen to work with the students. The focus will be on sustainability and using local resources.

Runshaw College**£2,500**

Runshaw College is a further and higher education college based at three centres in Leyland and Euxton, Lancashire. They received funding for their 'High Achieving Programme' to promote the ambitions of young people. The programme focuses on those that have genuine flair, skill, passion and a hunger to learn and has 4 parts: a club called EXPOSURE which visits different establishments; specialist masterclasses; accommodation and travel for work experience; and a Junior Chefs Club to attract budding chefs early in secondary school promoting a positive image to aid recruitment.

Reporting on the funding, the **Head of School** stated *"The Trust is a godsend for us. We have lost a huge part of our course and staff last year as the college were no longer able to support the costs so having the Trust funds means our learners still gained outstanding learning experiences and gave us the opportunity to give quality delivery and opportunities. Covid-19 has clearly impacted on our intent with this project however we believe through the funds available we have been able to confidently design a curriculum that has met all the learners needs and aspirations equipping them with skills and confidence to independently secure a job within our industry and this all done by March 20th when we closed our college."*



Students at The Landmark Hotel; culture and skill session using key spices; Paul Young Chocolates

Student responses to the question **"If you went on Exposure, was it a positive experience? Did it expand your interest?"** were:

"I liked the fact you have to be invited – everyone wanted an invite so it made everyone more focused. I loved the fact I got to go to The Samling it was somewhere I would never have had a chance to go to. I would like to do my placement there."

"I would never have tasted food like The Samling and it made me more motivated in my classes."

"The cheese place was so interesting and the fella doing the talk was dead good."

"I love cheese but there is more to it than I realised. I would like to do my placement there."

Student responses to the question **"What did you think of The Landmark Hotel?"** were:

"I want to work somewhere like The Landmark."

"I want to go on a placement with the chef from The Landmark."

South Devon College***£34,800***

South Devon College has been in existence since 1931, providing training and learning opportunities for Torbay and South Devon. The college continues to play a part in the regeneration of the local area, including Hospitality, Catering and Tourism industries which are crucial to the 'English Riviera' economy. By challenging their staff, apprentices and students, the college will continue to ensure the training and enrichment is of the highest possible standard and is industry relevant. They realise that preparing young people for a lifetime in the hospitality and catering industry is a massive undertaking. By working together with industry leaders and service providers they aim to give their learners the best possible introduction to the industry. The grant will be used for a variety of purposes, which include: championing the aspiring chefs of tomorrow by funding further courses for the Junior Chef Award programme, which has been running very successfully at the college for over eleven years; community activities, including NEETS & home educated, the learner support fund and in-house taster sessions; the subsidy of student participation at culinary competitions as the college recognise that culinary competitions inspire, motivate and build confidence of the students whilst helping them learn new techniques and enhance their CV; and work experience in London for up to 40 students.

Sunderland College***£24,548***

This is a further and higher education college based in Sunderland, North East England. The enrolment includes around 6,300 part-time learners and approximately 4,800 full-time students. Funding was awarded to help the college enhance the provision of the onsite training areas, City Bistro and City Deli. This will be achieved by the development of skills in patisserie, confectionery, chocolate work, butchery, and curing. The college believe that by adding these elements to their commercial outlets and developing a L2 and 3 in Patisserie and Confectionery, they will also be able to offer accredited and bespoke leisure and skills development courses, as well as adding a USP to the training restaurant using the resultant products.

***City Deli, Sunderland College******University College Birmingham******£77,575***

Formerly called Birmingham College of Food, University College Birmingham (UCB) is one of the UK's leading providers of hospitality and catering development and education from Level 1 to Master's degrees. They have a considerable track record in developing responsive and innovative programmes that meet the needs of students, industry, and the regional and national economies. Funding was requested for a variety of projects that would enable them to:

- ✚ Deliver three Young Chefs Academy programmes (10 weeks per course/32 candidates on each programme) due to commence in September/October 2019; January/February 2020 and May/June 2020. The grant will be used for employment costs, student uniforms and food costs for the programmes;
- ✚ Provide 100 'Savoy Educational Trust Scholarships' which consist of a hospitality-professional starter pack for students from low income households. Each scholarship would be worth £250 and enable the purchase of compulsory PPE;
- ✚ Provide financial support with travel costs to those who cannot afford to attend their courses and to provide financial support with other costs, e.g. childcare for those on low income and experiencing financial hardship;
- ✚ Deliver three Young Waiters Academy programmes with one due to commence in September/October 2019, one in January/February 2020 and one in May/June 2020 with 12 candidates on each programme. The grant will be used for employment costs, student uniforms and commodity costs for the programmes;
- ✚ Deliver two Junior Baker and Pastry Chef programmes aimed at 14-16 year olds with one due to commence in September/October 2019 and one in January/February 2020, with 36 candidates on each programme. The programme will run for 8 weeks over two terms ending with a celebration.

"It is fantastic that the Trustees continue to offer funding for activities at UCB. This provides tremendous support to our students and enables many things to happen that would not without the funding in place." **Dean of College of Food**

UCB also received a grant for their Young Chef 2020 competition which features on page 50.

Wakefield College

£25,000

This further and higher education college in Wakefield, West Yorkshire has provided education in the city since 1868. Funding was awarded to help purchase small equipment for the restaurant Gaskell's and training kitchens. The hospitality and catering department are being rehoused in the newly refurbished Wakefield Archives Building and required new equipment that helps provide a modern learning environment reflecting current industry standards. This will in turn meet the needs of technical level qualifications and encourage creativity and flair which are characteristics of higher mark bands as well as raising aspirations and motivating students to reach their full potential in order to transition into meaningful employment or continue with education.

"Once again, I would like to take this opportunity on behalf of myself and Wakefield College to thank the Trust for its kind consideration and generosity, it really does make a difference to young peoples' lives." **Curriculum Development Manager, Hospitality and Catering**

Reporting on the project, the Curriculum Development Manager for Hospitality & Catering highlighted the following outcomes:-

- ✚ Sufficient materials were purchased to meet the needs of new Awarding Body requirements with a focus on items that learners would need to achieve higher mark bands.
- ✚ Sufficient materials were purchased to run a new full and part time L2 Patisserie qualification which ran in academic year 19/20 with 11 learners. The Course is planned, advertised and actively recruiting for academic year 20/21.
- ✚ Equipment purchased and used by learners reflected the new surroundings and allowed the learners to deliver a large scale function such as our Apprenticeship Awards Ceremony. This provided learners with a real link to producing larger volumes of food, to a high standard.
- ✚ Restaurant bookings have increased by 5% this academic year due in a large part to the equipment available.
- ✚ New crockery was purchased for the restaurant, learners were enthused by this and were able to use taught lessons in the restaurant to develop own plating style, showing creativity and flair, this was then carried on to practical assessments. Feedback from customers within Gaskells restaurant was positive throughout the year often praising the presentation of food as shown on Gaskells Restaurant FB page, Tripadvisor and within customer comment cards.

- Attendance across all courses is good, this is aided by the provision of an environment where learners can reach their potential and have access to modern industry related equipment.
- In general progression within Hospitality Courses to the next level is anticipated to be 94%, with a continued diverse offering available allowing learners to progress through several routes into employment.

Wakefield College



Warrington & Vale Royal College

£6,080

Warrington & Vale Royal College, (formerly Warrington Collegiate) based in the north of Cheshire, is the largest learning provider in Warrington, offering a wide variety of courses to a diverse range of learners. Funding was awarded for two projects, namely to:

- Enable an educational visit by students on hospitality programmes to visit the Taste Festival and other activities in London in June 2019;
- Update and replace equipment, namely 12 Kitchen Aid mixers.

In the year under view, the Trustees awarded funding of £29,500 to 4 HE establishments (2019: £5,862 to 4 HE establishments) for the following projects:-

Bournemouth University

£1,000

The Trustees awarded funding to Bournemouth University to help support extracurricular activities that add value to the students' learning experiences and are of significant value and interest to both the students and their future employers. This year the grant was used specifically to enable the students to attend the Hospitality Management Student Conference held at Vitality Stadium AFC Bournemouth in February 2020.

Oxford Brookes University

£2,000

Funding was awarded over a 3 year term, subject to annual evaluation, to help facilitate a core extra-curricular activity at the university. Over two days in March, 25 students took part in a 'Field-to-fork' field trip designed as an experiential learning experience aimed at Undergraduate and Postgraduate hospitality management students, primarily those studying on the Food, Drink and Culture module. The aim of the trip is for students to appreciate: (a) how different stakeholders including livestock

and vegetable farmers, food and drink producers, retailers and hospitality operators interact to create value for multiple communities; and (b) the positive and negative impacts of different methods of food production, distribution and consumption. Students meet diverse people from across the food and drink production and service sectors, who showcase their facilities and working practices, share their stories and explain the philosophies driving their efforts. Students have used the field trip to establish connections in the region and gain knowledge, which has informed future assessments, underpinned their dissertation research, created placement opportunities and inspired their entrepreneurial decisions.

The university reported that all the planned objectives were achieved and all the students who attended the trip successfully passed the Food, Drink and Culture module, and have successfully graduated or are predicted to graduate if completing their final year during 2020-2021.

Feedback was gathered about the trip through a qualitative survey and the module evaluation. These are direct quotes taken from these sources submitted by students this year:

"Absolutely recommendable (dare I say necessary) for the course as it covers such an important topic for modern hospitality: sustainability! Fun, educational and provides great opportunities for networking!" "I would describe the trip to a friend as a once in a lifetime experience. ... I have learnt a lot about farming, ethical production of food, the importance of quality meat processing and animal welfare. The insight into a Michelin star kitchen and Michael Caines' wonderful hotel was very interesting and impressive too." "The field trip was an awesome experience! to get an insight of the industry, and to have fun too!!" "The field trip was also a great and memorable learning experience."

The **chef and business leader Michael Caines MBE**, who met the students and whose team welcomed the students at Lymptstone Manor, emailed with his feedback: *"We are impressed with this group of students, who were engaged and keen to learn, be inspired and of course experience what we do. Matt and Peter, thank you for arranging this trip too, we have already seen interest from the students with regard to working with us."*

Ulster University

£20,000

Funding was awarded to help deliver 'The Ulster Experience' – delivering innovative experiential learning for hospitality and culinary arts management students. The Trust's funding will be used specifically for three distinctive aspects of this learning, namely: (1) in-module learning experiences comprising of a field trip and a series of eight culinary salon evenings; (2) a peer mentoring programme where students will be provided with a structured framework to help ensure the success of their working relationships; and (3) Patrons Day – where Patrons will be the Academy's national and international ambassadors and the students will have the opportunity to interact with the Patrons, attend a lecture and stage and conceptualise a dinner.

University of West London

£6,500

Funding was awarded over a two year term, subject to annual evaluation, to help establish 'The Savoy Educational Trust Scholarships', with the aim of supporting two undergraduates. The scholarships will have specific criteria attached to them and will aim to attract talented students who come from financially disadvantaged backgrounds. The university will make the selection based on academic merit and financial need. Students will apply in their first year of study to receive a scholarship for the second and third year of their studies.

Geographical Breakdown of Schools, FE and HE Establishments

Table 2 below shows the number of grants and the amount awarded directly in the year under review to Schools, Further Education and Higher Education in each of the regions.

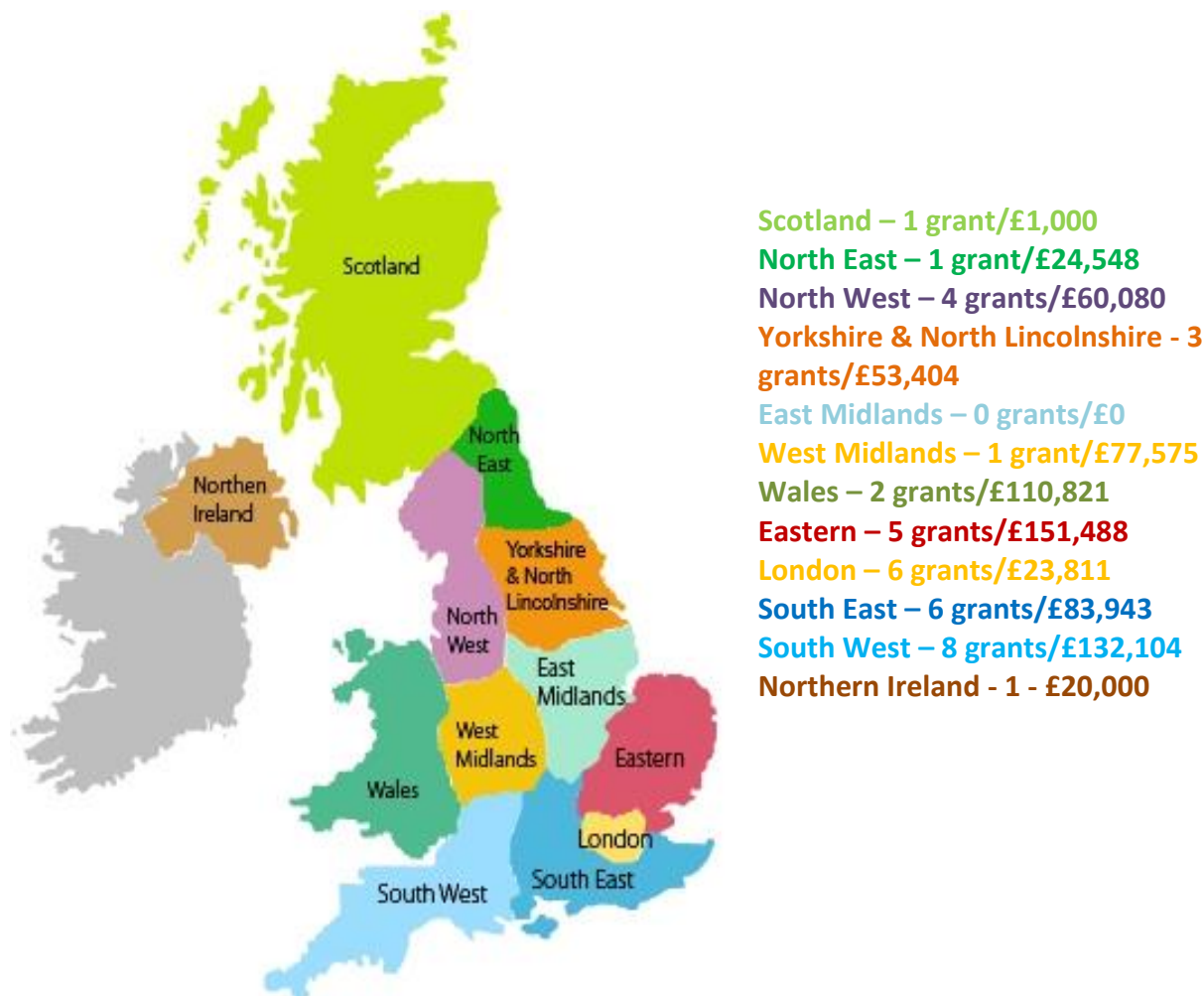


Table 3

SCHOLARSHIPS/CAREER DEVELOPMENT

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

The Innholders' Charitable Foundation

£48,000

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.

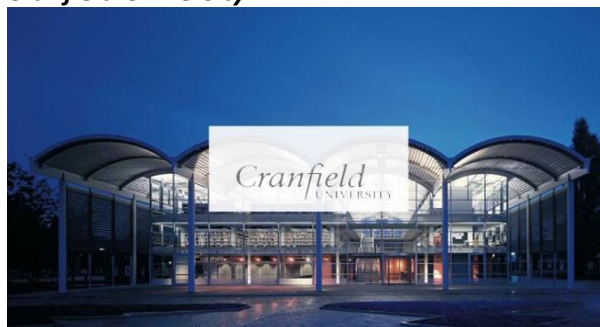
The purpose of the Scholarships is to introduce middle management in the hospitality industry to senior/general management techniques by exposure to short intensive courses of management education, thereby providing experience, skills and training not readily available in the workplace. Winners of the Scholarships can undertake a course at Cranfield University School of Management or Cornell University. Learning from highly qualified leaders, areas covered include market evolution, future challenges, managerial skills and global demands.

Applicants for these Scholarships have to submit a written paper and if shortlisted are then invited to attend a series of interviews at the Innholders Hall. The interviewing panel includes the Chief Executive of the Trust. For the year under review following interviews in October 2019, **13 Scholarships** were awarded (October 2018: 12). Scholarship winners will undertake the following courses:-

11 candidates were awarded a Scholarship to attend a course at Cranfield University in March, May or October 2020 entitled "**Talent Development Programme**".
2 candidates were awarded a Scholarship to attend a course at Cornell University in January or June entitled "**Professional Development Programme**".

In light of Covid-19 the May cohort will join with the October cohort at Cranfield University and the June cohort will join the January 2021 cohort at Cornell University.

Cranfield University



Cornell University



2019 Cranfield Scholar: *"The Talent Development programme has taught me to broaden my horizons, work smarter and most importantly to ask the right questions in the right way. One of the key things I have learnt during the scholarship was how to manage upwards, i.e. how to manage senior stakeholders, their requirements and to effectively manage the pressure that those requirements bring. I believe the scholarship is a journey, I learnt to let myself discover and question fundamentals, not only my professional career but what my whole life has been built on. The scholarship has given me the platform to streamline my thinking, allowing me to be more productive in my decision making, allowing me to take on greater challenges and work more efficiently.*

My career will also benefit from the relationships that I have made through my scholarship journey. Being assigned a Business Coach has really helped me to focus my thinking, understand what options are out there for me and most importantly how I can become the best person and leader I can. Prior to being awarded the scholarship I knew a huge privilege was being part of the St Julian scholarship network. I know my career will hugely benefit through being a part of this amazing network as I can ask for support from my peers and vice versa and keep up to date with what is happening across the hospitality industry.

I truly feel the scholarship has provided me with a world of opportunity. I am extremely proud to be awarded a scholarship and it's hard to summarise in words the gratitude I have for being awarded a scholarship through the Worshipful Company of Innholders, The Savoy Educational Trust, the Master Innholders Charitable Trust and the Lord Forte Foundation. I hope I can show my appreciation through my actions and influence in the hospitality industry by giving back as much as I can. Thank you again for this incredible opportunity. I will do my utmost to ensure that I repay the faith that has been invested in me."

2019 Cranfield Scholar: *"When I started my career in hospitality as a Food and Beverage Services Assistant, in one of the luxury resorts of The Oberoi Hotels and Resorts in India in 2004, the General Manager said something that will always remain with me. She said, "...education is always a good idea..." since then I have always persevered to ensure that I keep learning, anything and in any way or form. While growing in my career I also ensure that I keep inspiring, coaching and supporting my team members.*

Cranfield University is an absolutely inspirational place to be because of its history and impeccable reputation. The faculties and the professors were, in my opinion, best in class. This TDP was not only for professionals from hospitality industry. My cohort had hoteliers, professionals from airline company, educational institution and a cider production company. This, especially, made the learning and sharing of ideas a key part of this programme.

It was a fantastic opportunity to learn how other industries work. Being in an environment with like-minded people from other industry sectors was really inspiring. It made me realise how wide our hoteliers' talent spectrum is - especially when it comes to problem solving and thinking on your feet. This scholarship has inspired me to be a better leader and motivates me to continually inspire others within the hospitality industry. I would highly recommend this scholarship to all aspiring General Managers.

I am truly privileged to be given an opportunity to obtain this honourable scholarship, study at a reputable institution as Cranfield University. I feel proud to have been awarded this scholarship through the Worshipful Company of Innholders, The Savoy Educational Trust, the Master Innholders Charitable Trust and the Lord Forte Foundation. I genuinely hope that I can show my true appreciation by giving back to the hospitality industry in the UK through inspiring more people to be a part of this amazing industry! Thank you every so much for this opportunity of a lifetime."

In the period under review, the Trustees awarded funding of £30,000 to 1 industry association (2019: £20,000 to 1 association) for a specific educational project as detailed below.

Hospitality Professionals Association ***£30,000***

Hospitality Professionals Association (HOSPA) is a non-profit educational organisation, formed in 1969 with the aim of bringing together those professionals involved in financial management, revenue management, marketing, asset and IT professionals to provide opportunities for career development, networking and keeping up-to-date with industry trends and standards. The current membership is 1,200 with members from financial roles, revenue managers and IT specialists.

Funding was awarded to help develop an Asset Management programme for the hospitality industry. This eighteen-month programme will be divided into three levels of study in line with the existing HOSPA programmes. It is thought that this programme will help to:

- Develop a career path for aspiring hospitality Asset Managers and Directors;
- Formalise the discipline of Asset Management in the hospitality industry;
- Develop a sustainable long-term relationship between industry, academia and relevant trade bodies to develop and disseminate best practice in the field of Asset Management.

In the year under review the Trustees awarded funding of £346,705 to 21 charitable organisations (2019: £346,530 to 21 charitable organisations) for a wide range of hospitality related initiatives. Details of the grants appear below and overleaf.

Be Enriched Elements ***£2,120***

Be Enriched is a not for profit organisation, based in London, specialising in developing young people and communities through citizenship, experiential training, mentoring and support. They aim to enrich a community through food. Funding was awarded for their Hospitality and Training employability project which will allow up to 15 young people to undertake a 12 week programme which includes hospitality, basic cooking and catering skills.

Caring Cooks of Jersey**£4,480**

Caring Cooks of Jersey is a charity, founded in 2014, whose vision is to positively empower and influence the future health of children and young people, now and for generations to come. Funding was awarded for the Let's Get Cooking Programme which delivers food and nutrition education to ensure that primary school children go to secondary school with an understanding of basic nutrition and an armoury of essential life skills. It is a cross curricular and progressive skills-based programme for primary schools in Jersey. The grant will be used specifically to run a programme at Mont Nicolle primary school for 56 pupils.

Community Resources**£9,988**

Community Resources grows creative solutions to local issues – solutions provided 'By the community, for the community'. They are a group of volunteers from all walks of life who want to bring people together to realise that they can make a great contribution to their community. Community Resources creates 'connecting places' that anyone can come to, find friends and start to see positive change in their lives. They run innovative projects and activities from these connecting places. Funding was awarded to help refurbish one of these 'connecting places', the Corner Coffee House. This is a facility which operates as a social enterprise, providing a much-needed social space on the local High Street and is a training place for vulnerable people to volunteer

***The Corner Coffee House******Family Gateway*****£5,295**

Family Gateway is an award-winning North East charity that is committed to using local people to deliver enterprising community-led solutions to families. Funding was awarded to help purchase equipment required for the community café and training environment 'Howdelicious' which the charity has recently taken over. This project is designed to allow them to continue to support the local volunteers and learning community with their development within the hospitality and catering industry.

Amazing work during Coronavirus Pandemic

Hospitality Action**£92,000**

Funding was awarded to Hospitality Action (HA) for two projects, namely:

- ❖ £42,000 to help them evolve and relaunch the educational seminar programme for hospitality and catering students on the dangers of abusing alcohol and drugs that the Trust has supported for many years. The seminars will be phased out and replaced with a high-quality educational/awareness film featuring Tom Kerridge and Phil Howard. The video and accompanying teaching notes will represent a delivery method better suited to how young people consume information; allowing HA to reach a much wider audience and enable forensic tracking of usage. The Trustees noted that they also intend to extend this digital educational programme to apprentices and other young people starting out on their hospitality careers.

Promoting the educational/awareness film, HA stated: *"For many years Hospitality Action has run a seminar programme for college students focusing on the dangers of addiction in the hospitality industry. The programme, kindly funded by The Savoy Educational Trust, is a highly regarded asset for college lecturers keen to make sure their students are equipped to make positive lifestyle choices.*

Following a period of consultation with academics including the highly-skilled team at PACE we're proud to unveil the next generation of teaching resource in the form of our new educational film, featuring Michelin-starred chefs Tom Kerridge and Phil Howard.

Accompanying the film is a discussion guide so that tutors can open a conversation with students about the risks of addiction when they enter the workplace. The film is available to all colleges to integrate to their e-learning platforms so that students can revisit the film at any point in the year.

As well as being available to teachers and students we're delighted to offer the film to any hospitality employer who would like to use it as part of their wellbeing programme. It's a great resource and a non-judgemental way of broaching a delicate issue with your team."

- ❖ £50,000 for their Covid-19 Emergency Appeal. The Trustees fully appreciated that the closure of hospitality establishments has triggered an unprecedented crisis putting many thousands of livelihoods at immediate risk. They were pleased to learn that HA were coordinating an industry-wide emergency appeal to support those hospitality workers who have been immediately impacted by offering a 'Covid-19' grant which is a one-off hardship grant for eligible hospitality workers of £250 per household. The funding from the Trustees will enable HA to offer a further 200 grants focusing on supporting the most vulnerable.

"As her Majesty's Representative in Greater London I wanted to let you know that the Trust's contribution to the standing of our vital hospitality industry is very much appreciated. History tell us that London will not only survive but also prosper, after the immediate effect of the virus has subsided – but it will do so because of the hard work of people and organisations like you."

HM Lord-Lieutenant of Greater London

Hospitality Industry Trust (HIT) Scotland**£30,000**

The Trustees awarded funding to Hospitality Industry Trust Scotland, (HIT) a Scottish based charity whose mission is to assist people to achieve their potential within Scottish hospitality. Since 1994 HIT Scotland has helped those training to enter the industry and those already within, to realise their full potential. This is achieved through bursaries, scholarships, the Emerging Talent conference and other industry initiatives. The first use of funds is for HIT to award scholarships to students who otherwise would not have the opportunity to develop themselves in different learning environments and these are called 'emerging talent' scholarships. The second set of bursaries is to provide specific bursary scholarships to enable hospitality students together with some of their lecturers to attend a bespoke programme at EHL, Ecole Hoteliere de Lausanne. The funds will also be used to support the Apprenticeship in Hospitality (Scotland). This 3-year apprenticeship covers all the main departments of hospitality and the bespoke learning scholarship gives the apprentice the opportunity to experience learning opportunities at specific milestones as part of their apprenticeship.

Evaluating the grant, HIT Scotland reported that in the year under review, the Trust's grant, together with funds from other sources helped them to deliver the following outcomes:-

Provide 156 students with a learning experience. This would have been higher but some of the 2020 scholars were moved later in the year due to coronavirus.

Talent Conference - Each year in February HIT Scotland hosts their Talent Conference. This is a day to inspire hospitality leaders of all ages and levels, consisting of talks and workshops to provide interesting and educational information. The HIT Scotland scholarships are announced and presented at the end of the Conference. The audience of around 500 consists of hospitality students and professionals from around Scotland, some who are hoping to receive a scholarship, some who are attending with colleagues hoping to receive a scholarship, some only there for the inspirational development opportunity. The Trust's funds allow HIT to provide 120 free tickets to colleges and universities from around Scotland, for students to attend the Conference, and also for the Scottish Hospitality Apprentices.



Learning experience scholarship recipients at the Talent Conference

Lausanne Bursary Trip - In February of each year HIT run a day course at world renowned hotel school, Ecole Hoteliere de Lausanne (EHL) in Switzerland. All Scottish colleges and universities with a hospitality related course are able to nominate a student to attend.

The course has been created especially for HIT Scotland and is called 'A Practical Approach to Customer Service'. It looks at verbal and non-verbal communication, cross cultural awareness, trends in hospitality, and the importance of an executive dress code. The group also visits a luxury 5 star hotel in Lausanne, and have lunch in the Michelin star restaurant at EHL, allowing them the opportunity to experience the food and service standards of a high quality restaurant.



Lausanne Bursary Trip – Ecole Hoteliere de Lausanne

This was an absolutely out of this world fantastic experience! This gave me a better insight into the Hospitality industry and I took away lots of information that I can use to make the industry better where I am, and I can tell my fellow students what I have learned and use the knowledge in training the staff at work. Seeing a student run Michelin star restaurant in operation was a highlight."

Moray College, HNC Hospitality

HIT Scotland Scholarships - Students can apply for many of the HIT Scotland scholarships. Over the year hospitality and cookery students took part in a variety of scholarships including introductory people management skills, customer experience, and patisserie as shown in the photos below.



HIT Scotland Scholarships

The evaluation report concludes by highlighting the additional benefits of HIT Scotland scholarships, namely that for many, this is the first opportunity to meet other hospitality students or professionals outside their own college or workplace. This means that these experiences also provide the chance for people to learn to network with others, to make friends they can call on in the future. Visiting other properties allows them to learn from that venue, it's staff, it's practices, to see how other hotels look and act. The chance to discuss work or college with others is useful for them, talking about the good and the bad, picking up new ideas and solutions, or ways to gain help if needed.

Huggard**£3,300**

Huggard have been helping people who are sleeping rough in Cardiff for more than 30 years. Their principal objectives are the relief of poverty and its effects on homeless people and the provision of support services for homeless and vulnerable people. Their aim is to tackle homelessness and to help those, who are often excluded from other services, to overcome the problems that force them to sleep rough on our streets. Many of the people they see have complex lives that prevent them from finding and keeping their own home. Their services are designed to meet their immediate needs, to find ways of breaking the cycle of homelessness and for them to become more independent again. Funding was awarded for two training programmes – 'Food Hygiene Level 2 and Customer Service Level 2' in order that 32 clients aged 25+ can undertake these programmes during 2020.

People First Independent Advocacy**£4,500**

People First is an independent customer-led organisation that has worked in Cumbria for over 25 years. They have a deep understanding of the area, the communities, and the unique challenges. They are the largest provider of Advocacy in Cumbria, supporting thousands of people every year to help them live informed, respected, healthy, and fulfilled lives. People First plan to develop a catering facility (Café) in their new Conference and Centre for Learning which will be run by the Hospitality Academy learners. These learners will have the opportunity to train whilst working in a real life working environment. The learners will work towards qualifications in food hygiene, catering, hospitality and customer service. Funding was awarded to help with the purchase of a coffee machine for the Conference Centre.

Coffee machine at The Huggard Conference Centre**Prisoners Education Trust****£7,650**

Prisoners Education Trust (PET) provides distance learning courses, advice and careers guidance, a provision which places little demand on over stretched prison resources and proven by the Ministry of Justice to reduce reoffending. PET also undertakes policy influencing and research, informed by the experiences of prisoner and ex-prisoner learners. PET supports prisoners to engage in rehabilitation through learning by providing access to a broad range of distance learning opportunities and related advice services through the Access to Learning (A2L) programme. They focus on those prisoners whose needs are not fully served by education provided directly by the statutory prison authorities and who want to progress. Since PET's foundation in 1989, they have supported over 40,000 prisoners through the A2L programme from within 121 prisons. Funding was awarded to enable 18 prisoners from across England and Wales to benefit from the programme. It will support them specifically to undertake hospitality related distance learning courses over the next twelve months and this will help the prisoners to lead more fulfilling lives, to contribute positively to society and to increase their employment opportunities upon release. On average it costs £425 to support one individual with a course, advice and guidance.

Royal Academy of Culinary Arts – 'Adopt a School'**£48,617**

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 below, The Royal Academy of Culinary Arts also received funding for their Annual Awards of Excellence, details of which appear on page 45.

Adopt a School (AAS) is a national charity which teaches children and young people, in a holistic way about food and cookery, food provenance and sustainability, healthy eating, nutrition and hygiene and the importance of eating together. Their vision is that every child learns about food in a holistic sense and has the confidence to eat well, be healthy and happy. The AAS programme helps children to develop healthy eating habits and encourages an enthusiasm and interest in food, cooking, food provenance and sustainability, as well as giving an insight into the hospitality industry. Chefs and hospitality professionals deliver a high quality food education programme in primary schools across the country. They have devised a course of one session per term delivered to the same year group. The lessons are designed to teach children the basics of food and cookery without the need for cooking facilities – which most primary schools lack. All that is required is the classroom. The unique ingredient that makes the AAS programme different from other food education programmes, is that it is delivered by professional chefs and highly trained hospitality professionals. Not only are they able to impart their knowledge and extensive experience, they ignite children's enthusiasm and interest in food and the hospitality industry. Professional chefs deliver 3 sessions per year to their 'adopted' schools. Farm visits are also encouraged so children can experience first-hand the journey of field to fork. Throughout the programme there is an underlying core that shows how learning about food can underpin numerous other essential curriculum subjects in the context of wider academic subjects including languages, mathematics, science, history, geography, English and Art. AAS work with primary schools, secondary schools, SEN schools, hospital schools, pupil referral units, sports centres and food festivals.

The funding has been awarded for a term of three years with each year's grant conditional on a satisfactory annual evaluation. AAS reported that in the academic year 2018-2019, 16,500 children benefited from the AAS programme with over 600 sessions delivered at 172 schools. 93% schools rated the AAS programme as 'excellent', 7% as 'good'; 100% schools agreed that AAS supported the delivery of the cooking and nutrition element of the design and technology curriculum; 98% children had an increased 'willingness to experience new tastes and foods'; 97% children had gained 'an enthusiasm and interest in cooking'; 93% children had an 'increased confidence in their food preparation abilities'; 91% children benefited from a better understanding of healthy food choices; 86% children had a better understanding of food provenance; 81% children had enhanced social skills; 85% children had a greater understanding of the hospitality industry and the career opportunities that exist; 90% teachers feel more confident to teach basic food preparation techniques to their class; and 90% teachers assert they will use food and cooking to deliver different elements of the primary curriculum, such as literacy, numeracy and science.

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

Deputy Headteacher, Coombe Road Primary School, Brighton

"I knew that tastes could be sour, bitter, sweet or salty but I had not heard of umami" - Year 6

I learnt that tomatoes are AMAZING and how bad eating a lemon was!" - Year 5

I found out trying new things is good and I am more likely to try new foods in the future" Year 6

Children from Allenbourne Primary School

"It is always a highlight for me and the team members that I bring along for the [GOSH] sessions. We get an awful lot of positivity from being able to come along and engage with the children."

Royal Chef & Assistant to The Master at The Royal Household, Buckingham Palace



Square Food Foundation**£2,245**

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

Funding was awarded for 'How to be a Chef' - Square Food's own accredited, vocational programme in food and cooking, with skills for employability and opportunities for progression to further catering-related learning or employment. It is a 12-week programme that includes hands-on cooking and work placements in a variety of food-related industries. Learners (aged between 16 and 25) will leave with a Level 2 BTEC qualification and Level 2 Food Safety certificate - both valued by potential employers in the industry. Entry requirements focus on commitment, enthusiasm and motivation rather than previously acquired qualification or academic success.

Team Domenica**£4,500**

Team Domenica is a social enterprise charity whose vision is for people with learning disabilities to be valued in the workplace, to reach their full potential and feel included as members of society. Based in central Brighton and Hove, they operate a unique three-tier set-up of Training Centre, Training Café (Café Domenica) and Employment Centre. Through this they provide employment programmes to young people with a wide range of ability, referred to as their 'candidates' to more accurately reflect and emphasise their role as people ready for employment. Funding was awarded to help train young people with learning difficulties for work within the hospitality industry via the Team Domenica cafes in Brighton and Hove and specifically to provide uniforms x 50 (including apron, hat, hairnet and three t-shirts); café utensils and supplies for 12 months; and training till and credit machine operating costs.

*I am delighted to say that your funding has helped allow 35 young people with learning disabilities to access hospitality training in our cafes, preparing them to transition into the working world. As I hope our report will illustrate, this has had a transformative impact on the lives of our young people and we remain so grateful for the continued support of the Trust." **Trust and Grant Fundraiser***

In their evaluation Team Domenica reported that over the last 12 months, the Trust's funding has helped their candidates to access in-house work experience placements in their training cafés, developing their practical and transferable life skills, confidence and career aspirations in preparation for entering the working world. The candidates undertook barista, culinary, money-handling and customer service training. They then applied these new skills in their role as café and kitchen staff – producing a range of delicious dishes and bakes that they sold and served to the public. Ultimately, the Trust's funding has helped prepare the candidates to progress into external work experience, internships and paid employment with Team Domenica's partnered employers.

*"Sophie loves working in the café, particularly using the coffee machine and working on the till. She is very proud of the new skills she is learning and has noticeably gained in self-confidence after her first work experience placement. We know that Sophie is getting excellent support in a really positive environment, so many thanks to all the staff!" **Mum of candidate Sophie***

"The care the team provides to its young adults preparing them for the workplace is both effective and praiseworthy. We have worked with Jake for a few months now and he has proved able and personable, and we look forward to working with him more in the future."

Manager at Centreplate UK

*"Ashley is an asset to the restaurant team. I really hope this can be the start of a long-term partnership with Team Domenica and that others will be able to join Ashley here. I envisage candidates like Ashley training new candidates to build a really strong team with the support and backing of the full-time members of staff that are already here." **Manager, The Hummingbird Restaurant***

*"Getting paid work has made me very, very happy!" **Ashley, Team Domenica candidate***



"I'm absolutely thrilled to get paid work at the Jurys Inn Brighton. I love working with the team there and keeping the hotel all nice and clean."

Josh, Team Domenica candidate

*"As if that wasn't impressive enough, in November 2019 we had some more brilliant news – Josh had won the **'Most Outstanding Person'** award at the Brighton and Hove Hotelier Awards! The evening saw businesses across the city recognised for their outstanding achievements in hospitality, and Josh received his award in the iconic setting of The Grand hotel."*

Trusts and Grants Fundraiser

Josh at Brighton and Hove Hotelier Awards

Thames Reach

£4,500

Thames Reach's mission is to assist homeless and vulnerable men and women to find decent homes, build supportive relationships and lead fulfilling lives. One of the services Thames Reach operate is the Deptford Reach Day Centre where they support over 2,500 people each year who have been affected by homelessness, drug and alcohol addiction, mental health issues and social isolation. The centre provides tailored support, advice, education and training to help people recover and rebuild their lives. Funding was awarded to part-fund the cook trainer who supports & nurtures the volunteer programme providing L2 Food Hygiene and Food Preparation training, together with giving practical and essential volunteer kitchen experience at Deptford Reach.

The Alcohol Education Trust (AET)

£4,500

The Alcohol Education Trust (AET) is a national charity focused on supporting schools, parents, carers, health educators and youth outreach teams to ensure that young people of all abilities learn to stay safe around alcohol. They develop and deliver holistic, life skill and evidence-based approaches that build resilience and reduce underage drinking and alcohol related harms. Through their early intervention they help young people make more informed life choices through the 2,500 schools and youth organisations they support with their award-winning resources.

Until now AET have operated out of a garden garage and in 2019, their 10th Birthday, they were given the opportunity to build a family and dog friendly café, community hub, disabled loos and office on The Great Field at Poundbury, a new development on the edge of Dorchester with 33% social housing. The café will help fund The AET's vital work as well as offer youth training, employment and volunteering opportunities. Funding was awarded to purchase kitchen equipment for the charity run café (Pip's Café) & community hub within the Pavilion in the Park.

The Clink Charity

£30,000

The Clink Charity aims to break the cycle of crime by changing attitudes, transforming lives and creating second chances. The charity has developed a five step integrated programme which is delivered in partnership with Her Majesty's Prison and Probation Service and consists of recruiting prisoners who are in their last 18 months of their sentence, training and supporting them to gain their City & Guilds NVQ's, finding them fulltime employment and then mentoring them upon release from prison.

The accredited City & Guilds training is currently offered in 4 training restaurants, two Clink Gardens, one event catering business and the Clink Café in Manchester. Funding was requested to support a Clink Graduate Trainer who works full-time at the Clink Café in Manchester to deliver the City & Guilds accredited NVQ level 2 courses in Food & Beverage Service and Food Preparation & Cookery, as well as other associated training costs.

This was the second year of funding for this initiative and in the evaluation of the first year grant, the Clink reported that while they had aspired to train 20 students per year, in year one they trained 8. The lower number of students and outcomes achieved against those forecast was because it took a

little longer to get established with the referral charities, coupled with the fact that their staff had to complete their training to become trainers. Whilst they were doing this, they could only train 2 students each. Both trainers are now fully qualified and able to train greater numbers in year two so they may gain employment in the catering industry.

"I was very impressed that the cafe is giving ex-prisoners and homeless people a chance to train in an NVQ and obtain employment to give them a second chance! The food was lovely and great, friendly service from the staff."



The Clink Café, Manchester

New data analysis from a report conducted by the Justice Data Lab and the Ministry of Justice in July 2019 provides evidence that prisoners participating in The Clink Charity's innovative hospitality and horticulture training scheme in partnership with HMPPS reduces reoffending rates with the report stating the charity has achieved a "statistically significant result". The findings from the report featured on the BBC website.

The Food Teacher

The Food Teacher team, which includes several qualified and experienced teachers, work with schools in various ways depending on staff and pupil needs, funding and priority. The team has extensive experience working with both Primary and Secondary schools offering advisory support, developing curriculum content, schemes of work, assessment, policy development, mentoring staff and model and team teaching. Measuring the impact of the support is an inclusive aspect of the work. Some wider school projects such as 'The Young Chef of the Year Award' have been created for greater community impact and have received positive feedback from stake holders, teachers, parents and pupils. The challenge requires pupils to prepare and cook a three course meal for their HERO within a budget of £10, whilst learning chef skills, seasonality and cooking methods. The aim is to teach the children the importance of food for their health and quality of life and the challenge provides this opportunity within a purposeful and engaging context. Funding was awarded to help with a pilot of this competition in the London Borough of Greenwich for Years 5 & 6. The Award covers Key Stage 2 National Curriculum 'Cooking & Nutrition' and the new Health Education curriculum.

£2,100



The Geoffrey Harrison Foundation

£24,000

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

Funding of £32,000 per year for a term of three years, subject to annual evaluation, was awarded to enable the Foundation to expand their Junior Chefs Academy programme for year 10 and 11 students to attend 10-week courses on a Saturday covering food preparation, cooking, presentation, hygiene, safety, teamwork, organisational skills and foodservice techniques at Westminster Kingsway College (WKC) and the University of West London. The grant which would be matched with funds from their principal funder Harrison Catering Services Limited would enable them to run 12 courses per year over the three years – 2 courses per term at each institution at an approximate cost of £4,000 per course. The grant would also enable them to run 4 Junior Bakers courses at WKC, thus making a total of 16 courses to be delivered.

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

The House of St Barnabas

£4,500

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

The R.E.A.L. Foundation Trust

£32,410

The R.E.A.L. Foundation Trust was established in 2008 to support innovative and creative educational solutions for children and young people, between the ages of 5 and 19, who are "lost to learning" and "hard to place". The Trust strives to create a continuum of excellence in education that spreads beyond the school or academy gate and allows those who may struggle in a mainstream setting to reach their potential. Funding was awarded to help develop a kitchen and café at the Community Centre that is re-opening in Pleasley. This facility will give breadth to the hospitality offer, allow students to work in a public facing environment and allow for local employers to visit and observe with a view to providing work placements and further training in a mainstream environment.



The R.E.A.L. Foundation Trust Community Centre

Well Grounded

Well Grounded (WG) is a Community Interest Company that runs two unique Coffee Training Academies in Tower Hamlets and Kings Cross connecting people most disconnected from the labour market with sustainable careers in the coffee industry. Trainees include the long-term unemployed, refugees and asylum seekers, people with mental health challenges and young people not in education, employment or training. WG has supported over 120 people into work, transforming their financial situation, but most importantly their emotional and personal wellbeing. WG aims to: support those furthest from the labour market to gain the skills, confidence and work experience needed to access skilled employment; tackle social exclusion arising from unemployment and improve community cohesion by linking employers with well-trained graduates in local communities; enable people to earn and progress, by taking advantage of the huge demand for coffee in the capital, and the current shortage of trained employees.

£20,000



Training at Well Grounded

Funding was awarded to help deliver 4 x Specialty Barista Traineeships, over 12 months, supporting 48 people with the skills, knowledge and confidence they need to sustain work in the coffee industry. After they graduate, the trainees are offered ongoing job matching and specialised support and they can also access a monthly progression and professional development programme with employer input.

West Cumbria Care and Support (trading as West House)

£10,000

West House is a charity based in Workington, Cumbria with the object to provide care, support and education to people with learning disabilities. As part of their mission, they run 3 cafes, (Café West) which provide hospitality and catering training programmes for people with learning disabilities enabling them to build skills, relationships and confidence and move onto employment and other opportunities. Funding was awarded to help refurbish the commercial training kitchen at Café West Whitehaven which is celebrating its tenth anniversary. This project will help them to continue to provide high quality, real-world catering training for people with learning disabilities in Cumbria for many years to come. The café offers 42 work placements per week to trainees with learning disabilities and is cherished by the local community.



Training at Café West

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.

"What skill sets do competitions bring to a young chef? Motivation, a military sort of thinking, organisation. And you get to learn about defeat as well. You can't win every competition. So you get to see where your standing is as a chef in the industry. On top of that you get to learn from other chefs. You get to meet other chefs." **Simon Hulstone**

In the year under review, the Trust supported 11 industry competitions/prizes with grants totalling **£119,272** (2019: £102,652) to 10 industry competitions/prizes). Following on are details of those competitions/prizes that received funding.

Army Catering Training Trust**£2,040**

A grant was awarded to the Continuous Professional Development Centre of the Army Catering Trust for their Apprenticeship Awards Ceremony. The CPD centre is a work-based learning provider whose work is exclusively concerned with soldiers within the chef trade group of the Royal Logistics Corp in the British Army. The CPD centre sought to formally recognise the outstanding achievements of learners by holding an awards ceremony and dinner. The funding from the Trust was requested to help purchase 6 Catering Education Microsoft 'Go' Tablets for each outstanding learner in 6 categories. The event was held on 25th July 2019 at Worthy Down.

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

The North-West Branch of the 'Association Culinaire Francaise' was founded in 1977 as part of the National Association. One of the main aims is to promote cuisine, skills development and the hospitality industry to students and trainees. To this end, they continue to facilitate a range of activities for colleges, including Culinary Competitions. However, entry to the competitions has become financially challenging due to the reduction in funding which colleges are experiencing to support the curriculum. The grant was awarded for commodities, competition workwear and presentations for the three competitions that the ACF organise, namely:

ACF Commis of the Year Competition (Eric Walker Trophy) for which competitors must produce a starter and a main course.

ACF Pastry Commis of the Year Competition (Dougie Simpson Cup) in which competitors must produce two plated desserts.

Restaurant 4 Skills Competition (Rising Star Trophy) which was introduced in 2018. This is where students showcase their FOH skills. The organisers believe this to be an important aspect of hospitality and catering training and skills development. The focus is on table laying, napkin folding, speciality coffee making and flambé work. The competition is now separated into 2 categories: 1) Table laying/Napkin folding and 2) Flambé/Coffee making.

At the time of writing this competition was due to take place on 19th March and has been postponed due to Covid-19. The plan is to hold the event later in this academic year.

Nestle Professional – Toque d'Or Competition**£20,750**

The Nestlé **Toque d'Or** competition is an initiative created by Nestle Professional to showcase young talent and skills within the hospitality industry. It is a national competition that links industry and education and has the reputation for inspiring and challenging catering students up and down the country. The competition has been running for 31 years and during this time has evolved to include apprentices and new challenges for the finalists. Nestle Professional announced great news for

everyone joining their Toque d'Or competition in 2020. To recognise and highlight the significant role played by front of house in the hospitality industry, Nestlé opened the competition to students and apprentices specialising in service roles. Students and apprentices would be registered for the Nestlé Professional Toque d'Or competition individually, representing their college or business in either a front or back-of-house role.

Between February and March, the 48 selected individual students were asked to compete in various heats held at 5 different events around the UK. The highest scoring 12 (6 front and 6 back of house) from the regional heats would then earn a place in the Nestlé Toque d'Or Grand Finals which were due to take place in April 2020. However, in light of the situation surrounding Covid-19 and the advice from Public Health England, Nestlé Professional confirmed that the Toque d'Or 2020 Grand Finals and Awards, be postponed until later this year.



In early July, Nestlé Professional announced the launch of Toque d'Or Digital, a virtual platform designed to ensure that the prestigious competition can continue to inspire and support the next generation of hospitality professionals in the current climate. The competition has been adapted to provide the opportunity for finalists to develop their skills and further their careers in a post-Covid-19 world. The educational challenges will take place between 10th–14th August 2020, via Zoom, and will see the finalists working both individually and in pairs to create a mix of pre-recorded and live sessions from their homes. The 24 front and back of house finalists will compete in a series of relevant and timely digital challenges which will aim

to further their knowledge, and provide them with the tools needed to learn and adapt to the changes in the hospitality industry. These challenges will consist of a mix of practical, service-based and business-focused tasks, focusing on crucial areas such as social media, business management and sustainable food and drink. The theme of sustainable futures will be at the centre of each challenge, while testing the contestants in new areas, techniques and working environments.

Katya Simmons, Managing Director of Nestlé Professional® UK & Ireland, comments:

"When we postponed the finals back in March, our focus was to ensure that the rescheduled final would meet the demands of the situation we found ourselves in, but also that it would provide a new level of challenge and range of skills for our finalists to test themselves with. We are delighted with the innovation that our team has shown to construct a final fitting of the Toque d'Or name. We wish all of our competitors the best of luck and hope they enjoy the occasion that they have worked so hard to be a part of."

Adam Bateman, Group Operations and Development Chef at Intercontinental Hotels Group and Head of Judges for Toque d'Or 2020, commented:

"Our aim with the Toque d'Or competition has always been to challenge the contestants and provide them with a broad range of skills that can be used to further their careers in the hospitality sector. The rescheduling of the finals gave us the opportunity to push them, and the judging team, even further with a wider range of digital challenges at home, and we are excited to see how the finalists take on these tasks. On behalf of the judging team, I would like to say congratulations to our contestants for getting this far and we look forward to seeing how you embrace this new digital challenge."

A grant of £250 for catering equipment was given to those colleges whose students participated in the heats (one grant of £250 for each front of house and back of house student). There will be a further grant of £750 for each of the 10 Runner Up Grand Final colleges, (5 front of house and 5 back of house) and a grant of £2,000 for front of house winning college and £2,000 back of house winning college. As with the heats the grants are awarded for catering equipment to be purchased from Russums.

Professional Association for Catering Educators: Heat Culinary Challenge £4,500

This inter-college culinary competition has been running for four years and really helps to promote and support cuisine and culinary skills development for students from FE colleges. It provides the students with the opportunity to further develop their culinary and organisational skills, and to develop an effective team work ethic, whilst increasing their levels of confidence. There is a focus on all aspects of food preparation and cookery, plus food and drink service and customer care, providing students with a platform to develop skills which are much needed and sought after within the hospitality industry. Each of the 4 competing teams must comprise 11 members. The kitchen team includes an accomplished chef from the college's local area, plus a chef lecturer, 4 Commis student chefs, a restaurant lecturer and 4 front of house students.

In March, South Eastern Regional College (NI), Farnborough and Highlands College, Jersey battled it out over two days. In an unprecedented move, joint winners were announced at the Gala Awards Dinner, these being: Highlands College, Jersey and Farnborough College of Technology, Hampshire. South Eastern Regional College, Northern Ireland were Highly Commended. The grant was awarded to cover the cost of flights and accommodation for the students.



Royal Academy of Culinary Arts

£6,500

The Royal Academy of Culinary Arts **Annual Awards of Excellence** are open to young professionals aged between 20 and 26 to inspire and encourage them to achieve the highest possible standards in their chosen profession – Kitchen, Pastry or Service – and to offer a launch pad for success in their career. The grant from the Trust will help 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 on 12th July 2019 were Kitchen: Chef: Dwayne Marcellin, HSBC, Restaurant Associates; Pastry Chef: Charles Parkins, Belmond Le Manoir au Quat' Saisons; and Waiter: Eleanor Dimes, Restaurant Hywel Jones, Lucknam Park.



***Annual Award of Excellence Travel Scholarship recipients
I to r Charles Parkins, Eleanor Dimes and Dwayne Marcellin at Claridge's***

The Craft Guild of Chefs

£8,000

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 great credit to the mentor and employer. All working chefs aged 23 or under can compete for a Graduate Award by having their knowledge and skills tested in this nationwide culinary challenge. These examinations offer the chefs the chance to prove they are at the cutting edge and are making great progress in their careers.

In 2019, seven young chefs (4 in the kitchen and 3 in pastry) joined the Craft Guild of Chefs' Hall of Fame after passing the Graduate Awards and Pastry Graduate Awards final exams held in August. The chefs discovered they had made the grade at an awards ceremony held on Friday 6th September at The Landmark Hotel. Regarded as 'one of the hardest skills tests in the industry', to join the Graduate Awards Hall of Fame, the chefs had to achieve a pass mark of 85% or higher in a series of culinary challenges. This included a multiple-choice paper test, fishmongery and butchery skills tests, the creation of classic recipes and the preparation of their own dish using a basket of mystery ingredients.

The Craft Guild of Chefs organised two mentoring days, in the Cotswolds, to 'coach and prepare' the students for their final exam. It included a tour of Daylesford Farm, Shipton Mill, Upton Smokery, gin tasting at Cotswolds Distillery and delicious food from start to finish, as well as several masterclasses from industry experts.

The kitchen graduates were: Ieuan Davies, The Manor House Hotel; Joshua Rooney, Petrus; Ashleigh Hellowell, The Royal Garden Hotel; and Angelica Kainth, Fenchurch Restaurant. In the pastry test, successful chefs were Thomas Bayliss, Le Gavroche; Charlotte Bonham, The Pig; and Kate Mudge, Pennyhill Park Hotel and Spa. The judges unanimously awarded Ieuan Davies the 'highest achiever' in the kitchen category. At the 2018 awards he also won the 'highest achiever' in the pastry category making him the first person to win both awards. Kate Mudge was awarded the 'highest achiever' award in the pastry category.

Will Torrent, chair of examiners, commented: *"When I set this year's brief, I wanted the finalists to show us their creativity as well as classic skills and they rose to the challenge. We saw some fantastic working practises with so much focus in the kitchen throughout the five hours. The Graduate Awards showcase the best of young talent and what I love about them is how we take chefs on a journey. There is always a change in the chefs from the semi-final to the mentor day and then the final, and to see their creativity in this exam was really exciting for me as head examiner."*

Funding of **£6,000** from the Trust is used to cover the practical skill tests and additional support material for the **Graduate Awards**.



Graduate Award 2019 achievers with their certificates

The Craft Guild of Chefs was also awarded a grant of **£2,000** to be used at the British Student Culinary Championships (formerly Wessex Salon Culinare). This is a two-day competition programme for student (chefs and service) due to take place on 27th & 28th of May at Bedford College. The Craft Guild report that the number of independent competitions available for students to enter are decreasing, and they are therefore committed to creating an event programme that will give students the opportunity to practise, develop and improve the skills that will assist them in their future careers. Funding was awarded to help cover the cost of accommodation and travel for approximately 20 judges.

At the time of writing these championships have been postponed due to Covid-19. The new dates for the event are 28th & 29th October.

The Gold Service Foundation

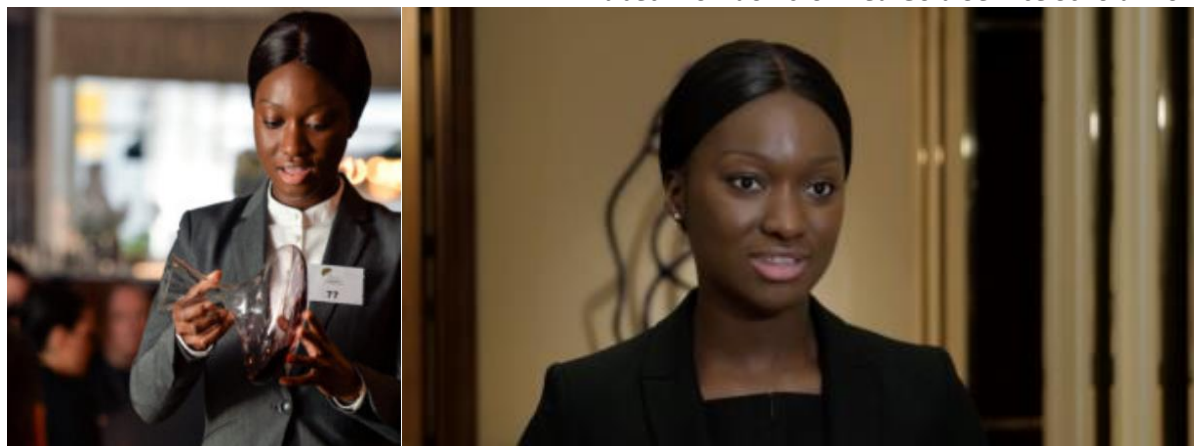
£7,290

The purpose of the Gold Service Foundation is to inspire young people to develop professional food and beverage service skills; recognise their achievements and success, whilst helping them to refine their skills and knowledge through a year's worth of mentoring, learning, travel and placement opportunities with some of the most senior service professionals in the UK and internationally.

Launched in 2012, the Gold Service Scholarship is an annual competition that aims to attract, develop and recognise the achievements of young professionals working 'Front of House' in Food and Beverage service. Funding was requested to help meet the cost of 80 Quarter Finalists attending a bespoke Programme of basic training and education in wine and wine service developed in partnership with WineEd and accredited by the Institute of Hospitality. Two courses with 40 participants attending each course would take place in April 2020 and November 2020.

As with other competitions, due to the current coronavirus outbreak and in the interests of the participants' safety and wellbeing the Gold Service Foundation Trustees decided to postpone the education and training programmes for the time being. The Trust will be kept informed of developments.

Elizabeth Forkuoh crowned Gold Service Scholar 2020



The Springboard Charity

£61,442

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. Last year's winner, Jessica Mitchell, has already cooked for Scotland's First Minister, Nicola Sturgeon as well as participating in other events. Ruth Hansom, 2010 finalist, now has many accolades to her name, and has appeared on multiple television cooking programmes including Saturday Kitchen and the Great British Menu. 2011 finalist, Steffan Davies, has since earned three Michelin stars, having worked at Eleven Madison Park in New York City, as well as taking part in the Culinary Olympics. In addition, a number of high profile chefs are willing to lend their name and expertise to the cause, including Tom Aikens, Clare Smyth, Monica Galetti, Tom Kerridge and Michel Roux Jr.

The Trustees agreed to fund the project over a three year term and having received a satisfactory evaluation report were happy to release the second year grant of £61,442 to support the further development of the FutureChef programme, focusing specifically on:

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

In 2020, the 20th year of FutureChef, the number of schools rose by 25% taking the total to 738 schools compared to 590 in 2019. Approximately 16,229 students between the ages of 12 to 16 took part in the competition which had 76 local finals and 12 regional finals. The competition has now seen over 100,000 school pupils involved since it began in 1999. The winner of Future Chef 2020 was Jodie Cochrane aged 16 from Trinity High School of Glasgow; the runner up was Maisie Speller, aged 14, from Notley High School & Braintree 6th Form, Essex; and 3rd was Jessica Batchelor, aged 15, from

Aboyne Academy, Aberdeenshire. Jodie beat 11 other finalists and wowed the judges with a stunning main course of steamed chicken supreme with stuffed tomatoes, vegetables and Spätzle, served with a wholegrain mustard cream sauce, followed by a dessert of a gluten-free dark chocolate brownie with peanut butter ice cream, caramelised bananas and butterscotch sauce. Jodie said: *"It's amazing, I can't stop smiling. It was so enjoyable, more fun than stressful. It was just such a great experience! I would never in a million years have thought I could win."*



2020 FutureChef winner Jodie Cochrane and with 2018 winner Catrin Manning and 2019 winner Jessica Mitchell



Jodie with Margaret Georgiou and Commodore David Smith CBE of Worshipful Company of Cooks



Winning main course and dessert

University College Birmingham**£2,000**

UCB were awarded a grant for their Young Chef of the Year competition. This is for 14-16 year olds within the West Midlands general region and aims to entice young people into a career within professional cookery. In 2020 the winner was Yasmin Fellows who attends Ridgewood High School and was crowned for her "unique take" on the roast beef dinner and humble lemon meringue pie. She will spend up to five days working with top chefs at Le Manoir aux Quat'Saisons as well as have a VIP masterclass with Glynn Purnell at Michelin-starred Purnell's in Birmingham. The funds from the Trust would be used to cover the cost of equipment and offer vouchers for the winning, second and third place schools.

UCB Young Chef of the Year Competition

Commenting on her win, **Yasmin** said: *"I was so nervous in the final, especially with burning the Yorkshire, but I managed to get back on track. I still haven't got over the fact that I won and am totally overwhelmed by the prizes. Competing was a big boost for my confidence. I initially thought my dishes would be unimaginative compared to the others, but then thought my most favourite meal ever is a Sunday roast. My nan and mom make amazing roast dinners, so I wanted to create my own version, including rich flavours to make it really tasty. Lemon meringue pie is an absolute favourite dessert of mine. I love the contrasting textures of the crumbly pastry, smooth lemon filling and fluffy meringue and think they really work well together. You can also get really creative when presenting it."*

Yasmin's **Food Technology teacher** said: *"I was thrilled at Yasmin's win, especially as the school won £500 towards cookery equipment. She has worked very hard towards this competition and deserves her success. This is an amazing competition that gives gifted and talented pupils an opportunity to challenge themselves and experience a professional environment. It is a privilege to work with such talented and committed students."*

University Hospitality Seminars Ltd**£3,750**

In the year under review the Trust supported the 9th Annual UK Young Restaurant Team of the Year 2020 competition. This offers 3 competitors per team (2 chefs & 1 waiter under the age of 21) the opportunity to compete in a live restaurant setting and is open to students from both HE and FE college training restaurants. The students compete in two semi-finals scheduled to take place at Loughborough College on 29th April and City of Glasgow College on 30th April. The grand final then takes place on the 1st July at Sheffield City College followed by the Awards Dinner at the University of Sheffield on 2nd July. The grand Final and Awards dinner are part of the prestigious 'Skills for Chefs' Conference. Funding was requested to help cover the travel costs for the students to attend the semi finals and final.

Due to Covid-19 this year's competition has been postponed and the organisers have decided to move all the 2020 finalists to a Grand Final in 2021 - the dates will be Wednesday 30th June for the Grand Final and 1st July for the awards dinner following the 'Skills for Chefs' Conference. Having consulted with the Trust it was agreed that the Trust's grant will be rolled forward to next year.

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

Allocation of Grants 1st April 2019-31st March 2020

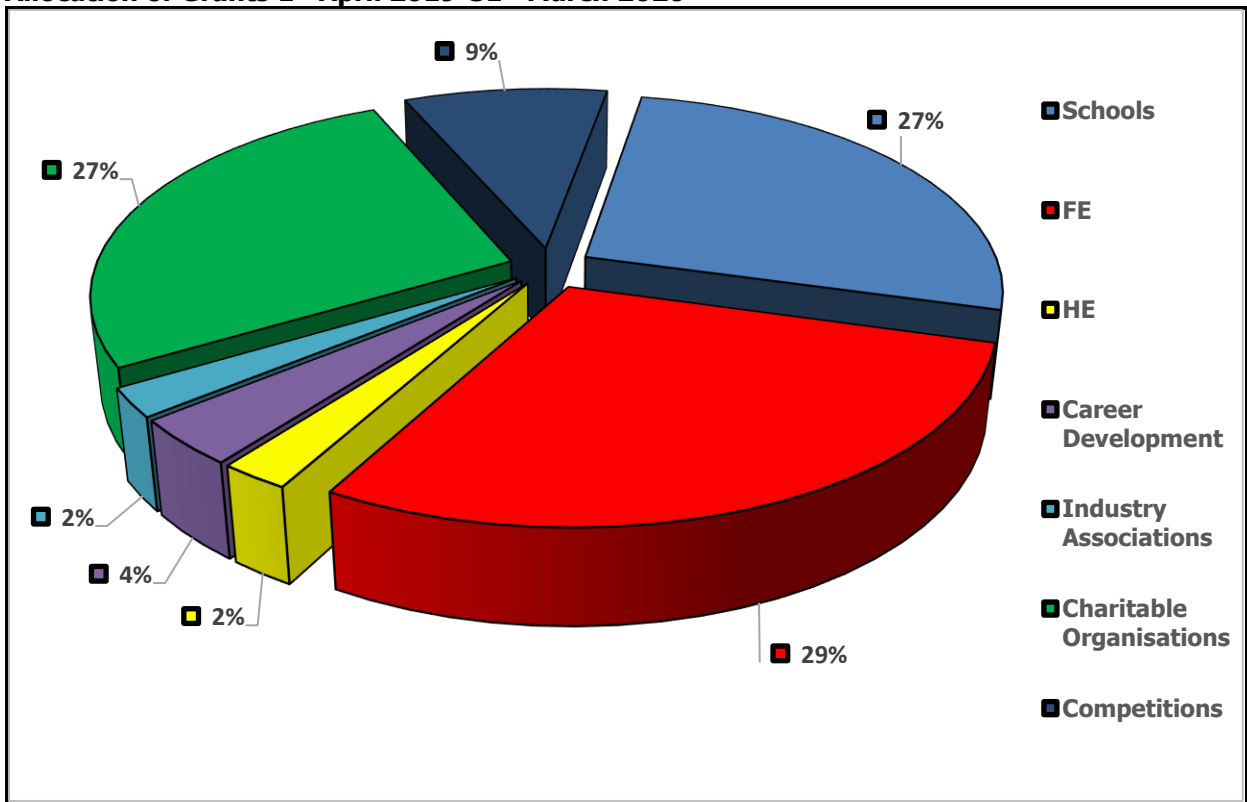


Table 4

Allocation of Grants for Years ending 2018-2020

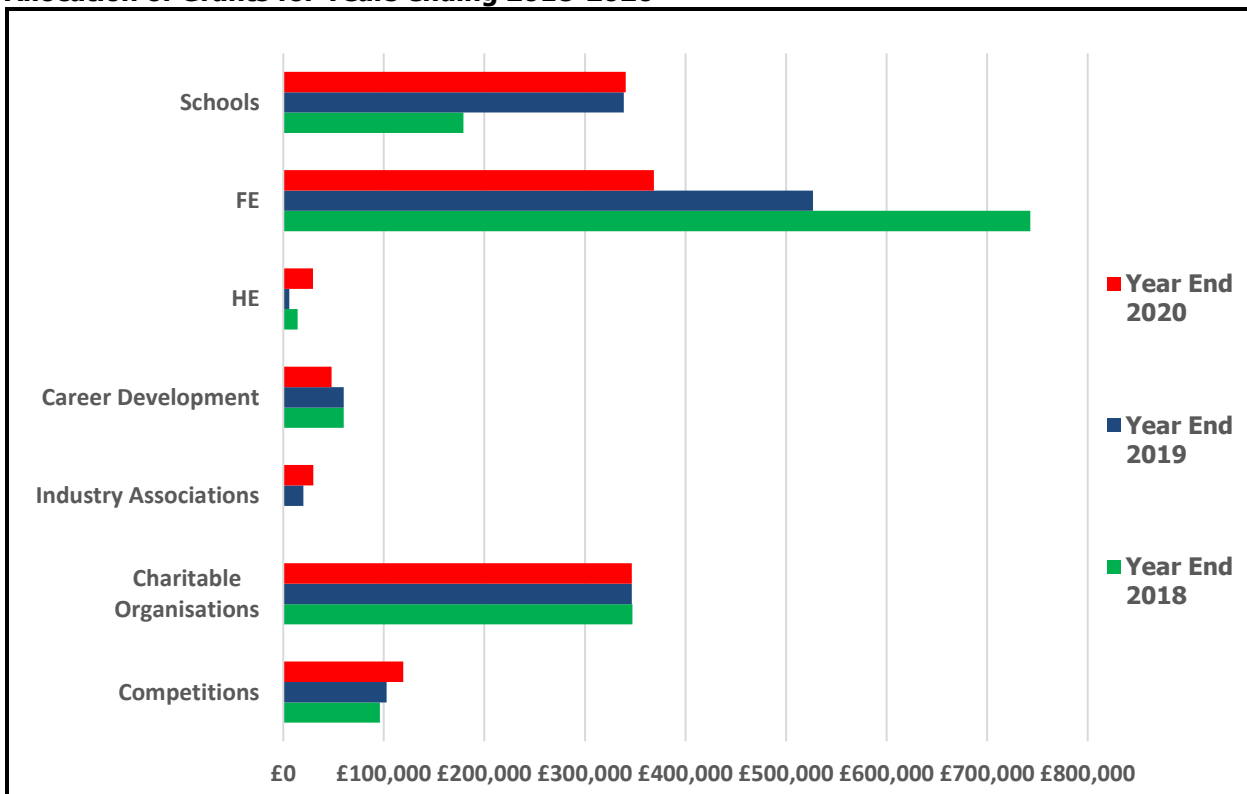


Table 5

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 process includes attendance by Trust personnel at project meetings, site visits, completion of the Trust's evaluation form and written progress reports, social media, and photographs from grant recipients. It should also be stated that the Trustees will only consider repeat funding for a project/initiative where the recipient can demonstrate that the funds awarded have (a) been applied as intended; (b) met the specified objectives; and (c) have gone some way in making an impact or difference to the ultimate beneficiaries. Should it become evident during the evaluation process that a project funded by the Trust is unlikely to proceed the recipient is asked to return the grant. This is also the case if part of the grant remains unspent. However, in light of the unprecedented circumstances with Covid-19, there will be a degree of flexibility shown on the understanding that the recipient enters into a dialogue with the Trust.

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

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

- ❖ The sum of £22,700 would no longer be accrued in the Trust's year end accounts for the Hotel School project. Due to various circumstances, the project had not expanded in the way that had been anticipated and the targets and outcomes differed substantially from those stipulated when the application was considered by the Trustees, and funding awarded on a 3 year term, in the year ended 2018. As outlined in the notes to the accounts, this sum has been brought back into this year's accounts.
- ❖ In the year ended 2019 the Trustees requested that the grant of £2,050 awarded to Unity Enterprises be returned as the programme for which they had been awarded funding was no longer proceeding. The sum of £651 has been received and appears in the notes to this year's accounts. The remainder will be written off.

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

It is also important to mention in this section that as outlined on page 10 of this report, the Trustees are aware that due to Covid-19, the timeframes for the completion and evaluation of projects are likely to change. The Trust's executive team will monitor all projects and work closely with grant recipients, to offer guidance and support and to gain an understanding of what is going on and what is needed in order to aid the satisfactory conclusion of all projects supported.

FINANCIAL REVIEW AND RESULTS

FINANCIAL ANALYSIS OF THE YEAR

It has been a challenging past twelve months for markets. Equity markets reached record highs in late February before recording one of the most pronounced market drawdowns in history with the S&P 500 falling -33.8% from peak to trough in less than a month, bringing to an end the longest bull market since records began (132 months). Having been driven higher by a phase-one trade deal

between the US and China and a Conservative majority in the UK at the end of 2019 markets have reacted dramatically to the near-global lockdown and the negative implications for economic growth due to the Covid-19 crisis. Against this backdrop, UK equities returned -18.5% and Global equities returned -6.7% (in GBP terms) over the twelve months to 31st March 2020. UK equities have underperformed other regions, predominantly due to the greater energy and mining sectors, which have suffered from the recent oil price war between Russia and Saudi Arabia, combined with the potential repercussions of a lower growth environment. In contrast, government bonds have held up well as investors have sought relative safety in these less risky assets, UK Gilts returned +9.9% over the same period.

The Trust's portfolio performance for the year under review reflected these challenging market conditions and whilst for the most part mirrored the record highs seen in late February, when it comes to reporting the results for the year under review, the value emulated the pronounced market drawdowns receding by some £6,368,436. As shown on the balance sheet, the value of the Trust's net assets as at 31st March 2020 was **£54,188,784**. (2019: £60,557,220). The Trustees are able to report that the positive territory the equity markets were in for over 10 months of the year resulted in healthy dividend distributions which saw an increase in their investment income which totalled £1,658,646 (2019: £1,598,975).

The Trustees derive their income entirely from their investments and whilst acknowledging that in the year under review income increased, are acutely aware that the impact of the coronavirus and unknown shape of the economic recovery, will mean that dividend payments over the next three years or so are likely to remain well below levels seen in 2019. There is no precedent for the current crisis but estimates of the eventual cut in dividends for the UK market as a whole in 2020 have so far ranged from around 25% to as high as 50%. To address this uncertainty, the Trustees have, in conjunction with their Fund Managers, put in place plans that will mitigate the risk of reduced dividend payments and help with budgeting. This is covered in more detail in the 'Plans for the Future' section on page 57 of this report.

FUND MANAGEMENT

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

For the year under review the Trust's portfolio was managed in equal proportions by Cazenove Capital Management (CCM) and Investec Wealth & Investment Limited.

The Investment Committee and Trustees are mindful of their obligation under the Trustee Act 2000 to conduct periodic independent reviews of their Fund Managers. As reported in last year's annual report, in the year under review Portfolio Review Services (PRS) were appointed to carry out the work of evaluating the Trust's the current managers, including a visit to meet the teams responsible for managing the charities' assets. From this a written report was produced leading to discussions by the Investment Committee and Trustees on the key points raised in the report. It was agreed to retain the services of both Fund Managers but to put in place some changes in the ensuing year.

INVESTMENT POLICY AND OBJECTIVES

The Trust's investment performance objectives are **"to provide for increases in annual grant giving while preserving the Portfolio's capital base in real terms using a total return approach"**. This is achieved by adopting a moderate (CCM) and medium/high (Investec) approach to risk and investing in a balanced and diversified portfolio of equities, bonds, alternatives and cash. Funds are invested in such a way as to maximise total return while providing a level of income agreed annually by the Trustees. Research has shown that the ability to apply a total return approach balancing investment return and spending helps to mitigate the impact of any decrease in income.

The long term objective of CPI +4% per annum (changed from RPI +4% on 1st July 2018) is over a rolling 5 year period and affords the Trust the best of both worlds i.e. a multi asset approach that is measured against relevant indices over the short term and a "target return" approach over the longer term that meets the investment objective as well as one in which the fund managers are more conscious of the downside. This will run alongside composite benchmarks for each Fund Manager as outlined below:-

Indices	CCM	Investec
FTSE All Share Index	40%	50%
MSCI World AC Index	25%	
FTSE World ex UK Index		25%
FTSE Government All Stocks Index	12%	20%
IPD UK All Balanced Index	7%	5%
Rogers Commodity Index	3%	
HFRXHF	13%	
TOTAL	100%	100%

Table 5

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

INVESTMENT PERFORMANCE

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

Cazenove Capital Management (CCM): Over the year to 31st March 2020 the portfolio's diversified approach has protected capital against the worst of equity market falls. The portfolio produced a total return of -9.1%, in line with the composite benchmark, while the long-term target of Inflation +4% rose by 5.8%. Whilst it has undoubtedly been an uncomfortable period for investors CCM are confident that the portfolio can weather the near term volatility and meet the objectives over the long term.

The portfolio has a diversified spread of assets, investing in a combination of equities, bonds, absolute return, property, private equity, diversifiers and cash designed to maintain the real capital value whilst generating a stable and sustainable level of income to fund grant making. As a result the portfolio has a lower projected level of volatility (or risk) than an all-equity portfolio.

CCM have retained their exposure to global equities though are cautious that the outlook for earnings has been significantly reduced due to Covid-19, but government central banks' actions have been supportive, and valuations have become more attractive after recent price falls. They remain underweight bonds as valuations remain expensive with yields near historic lows. Offsetting this underweight, they hold alternative investments for their attractive diversification characteristics.

Investec: Over the year the portfolio managed by Investec produced a total return of -7.6% net of fees compared with the bespoke benchmark return of -8.6%. The long-term target return of CPI +4% posted a return of +5.8% over the same period. Markets were strong over the first three quarters but then fell sharply in the final quarter, particularly in March, as a global pandemic devastated economies and markets. Investec continues to invest in high quality companies with sustainable earnings growth which is likely to be of particular importance at this time of uncertainty.

SOCIALLY RESPONSIBLE INVESTMENTS

The primary investment objective is to maximise total return within the agreed risk parameters and constraints. Providing that this objective is not compromised in the process, the Fund Managers

believe that it is also possible to develop a framework that allows a broader range of considerations, including environmental and social issues to be taken into account when selecting investments.

CCM state that good stewardship is integrated within their investment process. Consideration of Environmental, Social and Governance (ESG) factors as part of an investment decision has become more commonplace and there is more academic and practical research to prove that these factors can have a meaningful impact on both the sustainability and financial returns of companies. Their approach to sustainability is: ESG integration – they seek to integrate ESG factors into their research and investment decisions across asset classes using proprietary tools; Engagement – they actively engage with companies on material ESG issues to enhance their analysis or to seek improvements in performance; Voting – they assess resolutions and apply their voting policy and guidelines as outlined in their ESG policy; and Screening – they work with clients to redevelop ethical screens that reflect their values. CCM have invested heavily in developing tools to help their analysts, fund managers and clients navigate the turbulence ahead. One such tool is the SustainEx framework developed to quantify companies' social and environmental externalities, putting a monetary figure to the positive and negative impacts companies have on society. They have rolled that framework out across over 10,000 companies, providing an objective basis on which to assess impacts and risks through an economic lens.

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

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

RESERVES POLICY

In July 1998 the Savoy Educational Trust realised £36,800,584 from the sale of their shareholding in the Savoy Group plc. This sum formed the capital assets of the Trust and since that date has been invested in a diversified portfolio of investments. This formed part of the transfer of assets into the CIO which amounted to £53,140,809 at the date of transfer, 3rd June 2015. The reserve balance at year end 2020 was £54,188,784 (2019: £60,557,220).

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

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

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

COVID-19 – PROBLEMS/RISKS

The Trustees consider the main risk to be a decrease in the portfolio value of their assets. Although there are a variety of forecasts for the recovery such as 'V' or 'U' shape, the general belief is that markets will remain poor for the rest of the year but return thereafter. The Trustees are long term investors and are capable of meeting all their liabilities comfortably. They are also able to confirm that there are no material uncertainties about the Charity's ability to operate as a going concern.

TRUSTEES RESPONSIBILITIES

The Trustees present their annual report and financial statements of the charity for the year ended 31st March 2020. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16th July 2014.

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

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

PLANS FOR THE FUTURE

The Savoy Educational Trust works within the very diverse and evolving sector of hospitality. In the ensuing years, the Trustees will take account of and be influenced by what is happening in the industry particularly with reference to the long term challenges it faces in light of Covid-19 and the outcome of the post Brexit trade deal talks. At the same time the Trust operates in the world of education and therefore also needs to embrace current developments in that field which faces its own Covid-19 challenges both with funding levels and the delivery of a curriculum which is dependent on both theoretical and practical elements.

The Covid-19s crisis has highlighted even more how important it is for industry and education to work together. With education having to continue with blended learning for the foreseeable future, the Trust's flexible support will be even smore important in these difficult times.

GRANT MAKING POLICY

The Trustees need to keep the Trust relevant and ensure it is futureproofed particularly with reference to the applications they support. In the ensuing year they will:-

- Continue to ask applicants to explain the merit and value to the hospitality industry of the project for which they are requesting funding.
- In recognition of the fact that the hospitality sector employs a higher percentage of young people compared to the economy as a whole and, because it needs young talent, the

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

- The Trustees will continue with their activities and grant making policy and there are no plans to curtail or cancel future commitments.

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

GOVERNANCE

In the ensuing year the Trustees will continue to review the structure, governance and management arrangements for the Trust and ensure there is the full complement of key skills.

In light of the unprecedented events following the coronavirus pandemic the Trustees will assess whether the theory contained in their Risk Assessment Policy adequately met the practical challenges faced by the Trust.

FUND MANAGEMENT/INVESTMENTS

The Trustees are aware that in the face of such uncertainty, with the possibility of a prolonged or second lockdown, the portfolio value of their assets could decrease even further. They will continue to monitor developments with their Fund Managers. They will also in the ensuing year implement some changes to the mandate held with Cazenove Capital Management.

As stated in the Financial Section of this report, the Trustees derive their income entirely from their investments and are prepared for the sizeable cut in dividend payments in 2020 and beyond. To implement more robustly the total return strategy they operate by and mitigate against the fall in dividend payments, they have agreed in conjunction with their Fund Managers, for quarterly distributions to be made. These will consist of earned income and topped up by capital. The Trustees consider this will be of help when compiling their annual budget.

This report was approved on behalf of the Trustees by:

Howard Field, FCA, FIH, FHOSPA
Trustee

Margaret Georgiou
Secretary to the Trustees

Dated this

day of

2020

Opinion

We have audited the financial statements of The Savoy Educational Trust (the charity) for the year ended 31 March 2020 which comprise the Statement of Financial Activities, The Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2020 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

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

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on page 56 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Use of our report

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

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

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

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2020**

	Note	2020 Total Funds £	2019 Total Funds £
Income			
Investment income	2	1,658,646	1,598,975
Total income		<u>1,658,646</u>	<u>1,598,975</u>
Expenditure			
Costs of raising funds			
Investment management costs	3	228,966	224,425
Expenditure on charitable activities:			
Educational Institutions/ Associations/ Charitable Trusts	4	1,315,999	1,476,535
Competitions and prizes	4	141,001	117,035
Total expenditure on charitable activities		<u>1,457,000</u>	<u>1,593,570</u>
Total expenditure		<u>1,685,966</u>	<u>1,817,995</u>
Net (expenditure) before gains and losses		(27,320)	(219,020)
Net (losses) / gains on investments	9	(6,341,116)	2,049,954
Net (expenditure) / income and net movement in funds for the year	12	<u>(6,368,436)</u>	<u>1,830,934</u>
Reconciliation of Funds			
Total Funds Brought Forward		60,557,220	58,726,286
Total Funds Carried Forward	12,13	<u>54,188,784</u>	<u>60,557,220</u>

The notes on pages 63 to 67 form part of these accounts

BALANCE SHEET
AS AT 31ST MARCH 2020

	Note	At 31st March 2020	At 31st March 2019
		£	£
Fixed Assets			
Tangible Fixed Assets	8	-	-
Investments	9	<u>53,681,660</u>	<u>60,138,460</u>
		53,681,660	60,138,460
Current Assets			
Debtors and prepayments	10	73,650	57,149
Cash at Bank and in hand		<u>554,394</u>	<u>549,118</u>
		628,044	606,267
Current Liabilities			
Creditors: amounts falling due within one year	11	<u>(120,920)</u>	<u>(187,507)</u>
Net Current Assets		507,124	418,760
Net Assets		<u>54,188,784</u>	<u>60,557,220</u>
Funds			
Unrestricted Funds	12	<u>54,188,784</u>	<u>60,557,220</u>
		<u>54,188,784</u>	<u>60,557,220</u>

These accounts on pages 60 to 67 were authorised and approved by the Trustees on
on their behalf by:

and signed

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

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

The notes on pages 63 to 67 form part of these accounts

**STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31ST MARCH 2020**

	Note	2020 Unrestricted Funds £	2019 Unrestricted Funds £
Cash used in operating activities	16	<u>(1,769,054)</u>	<u>(1,796,049)</u>
Cash flows from investing activities:			
Investment income		1,658,646	1,598,975
Purchase of investments		(12,072,205)	(6,425,245)
Proceeds of disposals of investments		11,438,384	6,815,608
Receipts from / (Payments to) investment portfolio cash		749,505	(279,358)
Cash provided by investing activities		<u>1,774,330</u>	<u>1,709,980</u>
Increase / (Decrease) in cash and cash equivalents in the year		5,276	(86,069)
Cash and cash equivalents at the beginning of the year		549,118	635,187
Total cash and cash equivalents at the end of the year		<u>554,394</u>	<u>549,118</u>
Cash balance comprises			
Cash at bank		<u>554,394</u>	<u>549,118</u>

The notes on pages 63 to 67 form part of these accounts

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2020**

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

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value except for investments which are recognised at market value. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (January 2019) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

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

Due to the severe impact on financial markets of the COVID-19 global pandemic, the charities investment and reserves balance have been adversely affected. Whilst the full effect on future income is still to be fully understood, a decrease of 30% is anticipated in the year ahead. The Trustees will continue to review and flex the level of grants they award in the coming period in the light of this. The charity continues to have a significant reserves balance to meet its committed and fixed costs for the foreseeable future. The Trustees therefore consider the going concern basis of accounting to be appropriate in the preparation of the financial statements.

b) Income and Expenditure

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

c) Grants Payable

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

d) Status

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

e) Taxation

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

f) Value Added Tax

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

g) Fixed Assets

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

h) Depreciation

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

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

i) Allocation of support costs

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

j) Costs of raising funds

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

k) Pension

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

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2020**

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

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

m) Reserves Policy

In July 1998 the Savoy Educational Trust realised £36,800,584 from the sale of their shareholding in the Savoy Group plc. This sum formed the capital assets of the Trust and since that date has been invested in a diversified portfolio of investments. This formed part of the transfer of assets into the new organisation which amounted to £53,140,809 at the date of transfer, 3rd June 2015.

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

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

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

n) Debtors

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

o) Cash at bank and in hand

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

p) Liabilities

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

q) Financial Instruments

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

r) Judgements and key sources of estimation uncertainty

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

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

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

	2020	2019
	£	£
2 Investment income		
Listed investments	1,658,435	1,598,903
Interest from cash deposit	211	72
Total investment income	<u>1,658,646</u>	<u>1,598,975</u>
	2020	2019
	£	£
3 Costs of raising funds		
Investment Management Fees	<u>228,966</u>	<u>224,425</u>

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2020**

	2020	2019
	£	£
4 Charitable activities		
Costs of grantmaking		
Educational Institutions	1,315,999	1,476,535
Competitions and prizes	141,001	117,035
	1,457,000	1,593,570
Grants committed but not paid at start of year	(116,748)	(107,061)
Grants paid during the year	1,328,995	1,390,878
Grants committed but not yet paid at end of year	48,000	116,748
Grants awarded during the year	1,260,247	1,400,565
Grants awarded and paid during the year (pages 68 to 69)	1,212,247	1,362,817
Grants committed in year but not yet paid at end of year	48,000	37,748
Support and governance costs (see note 5)	196,753	193,005
Total cost of charitable activities	1,457,000	1,593,570

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

	2020	2019	
	Educational Institutions	Competitions and prizes	£
5 Support and governance costs			
Accountancy fees	9,161	967	10,128
Audit fees	8,521	899	9,420
Legal and Professional	2,442	258	2,700
General office expenses	7,008	739	7,747
Office rental	33,589	3,544	37,133
Staff costs and emoluments	117,254	12,371	129,625
	177,975	18,778	196,753
Accountancy fees	10,057	810	10,867
Audit fees	8,440	680	9,120
Legal and Professional	452	36	488
General office expenses	6,464	511	6,975
Office rental	34,524	2,780	37,304
Staff costs and emoluments	118,693	9,558	128,251
	178,630	14,375	193,005

	2020	2019
	£	£
Audit fees comprise:		
Audit fee	9,420	9,120

	2020	2019
	£	£
6 Staff costs and emoluments		
Salaries and fees	114,612	113,675
Social Security costs	4,687	4,475
Pension costs	9,484	9,298
Healthcare	842	803
	129,625	128,251

The Trust considers its key management personnel comprise the Trustees, Chief Executive and Secretary to the Trustees. The total employment benefits of the key management personnel were £129,625 (2019: £128,251).

One employee had employee benefits (including salary and healthcare and excluding employer pension costs) falling between £60,000 and £70,000 in the year (2019: one employee). The figure of salaries and fees includes the fees of the Chief Executive who is self employed and works on a part-time consultancy basis.

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

Management and Administrative staff	1	1
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**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2020**

7 Pension Costs

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

	2020	2019
	£	£
Staff pension contribution	9,484	9,298

8 Tangible Fixed Assets

	Computer Equipment £	2020 Total £
Cost		
As at 1 April 2019 and 31st March 2020	199	199
Depreciation		
As at 1 April 2019 and 31st March 2020	199	199
Net Book Value		
As at 1 April 2019 and 31st March 2020	-	-

	2020	2019	2019
	£	£	£
9 Investment assets			
Listed investments			
Market value at 1 April 2019	58,813,407		57,153,816
Additions during the year at cost	12,072,205		6,425,245
Disposal proceeds	(11,438,384)		(6,815,608)
Realised Gains / (Losses)	1,159,086	(286,271)	
Un-realised (Losses) / Gains	(7,500,202)	2,336,225	
	(6,341,116)		2,049,954
Market value at 31st March 2020	53,106,112		58,813,407
Cash held for Investment	575,548		1,325,053
Total Investment value at 31st March 2020	53,681,660		60,138,460
Investment at market value comprised of:			
	UK	Overseas	Total
	£	£	£
Pooled Investment Vehicles	27,971,371	18,842,442	46,813,813
Fixed Interest Securities	4,863,358	1,428,943	6,292,301
Cash	575,548	-	575,548
	33,410,277	20,271,385	53,681,662
Historical Cost of Investments			50,122,370
			47,834,440

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

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2020**

	2020	2019
	£	£
10 Debtors and prepayments		
Interest and dividends receivable	56,211	41,033
Sundry debtors	17,439	16,116
	<u>73,650</u>	<u>57,149</u>

	2020	2019
	£	£
11 Creditors: amounts falling due within one year		
Accruals	70,818	69,303
Grants payable	48,000	116,748
Sundry creditors	2,102	1,456
	<u>120,920</u>	<u>187,507</u>

	2020	2019
	£	£
12 Unrestricted Funds		
General Funds		
Balance at 1 April 2019	60,557,220	58,726,286
(Decrease) / Increase during the year	(6,368,436)	1,830,934
Balance at 31 March 2020	<u>54,188,784</u>	<u>60,557,220</u>

	Investments		Net Current & Fixed Assets	2020
	£		£	Total
Unrestricted Funds	53,681,660	53,681,660	507,124	54,188,784
	<u>53,681,660</u>	<u>53,681,660</u>	<u>507,124</u>	<u>54,188,784</u>
	Investments		Net Current & Fixed Assets	2019
	£		£	Total
Unrestricted Funds	60,138,460	60,138,460	418,760	60,557,220
	<u>60,138,460</u>	<u>60,138,460</u>	<u>418,760</u>	<u>60,557,220</u>

14 Payments to Trustees and Professional Indemnity Insurance

No Trustee received any remuneration from the Trust for their services during the year. Expenses amounting to £112 were reimbursed to one Trustee during the year (2019: one Trustee - £209) in relation to travel costs.

Professional indemnity insurance with a cost of £1,769 (2019: £1,759) was bought to protect the charity and the Trustees from losses arising from neglect or default.

15 Ultimate Controlling Party

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

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

	2020	2019
	£	£
Net movement in funds	(6,368,436)	1,830,934
Deduct interest income shown in investing activities	(1,658,646)	(1,598,975)
Add Losses / (Deduct) gains on investments	6,341,116	(2,049,954)
(Increase) / Decrease in debtors	(16,501)	15,009
(Decrease) / Increase in creditors	(66,587)	6,937
Net cash used in operating activities	<u>(1,769,054)</u>	<u>(1,796,049)</u>

GRANTS, PRIZES, SCHOLARSHIPS AND AWARDS
FOR THE YEAR ENDED 31ST MARCH 2020

	2020	2019
	£	£
GRANTS-EDUCATIONAL INSTITUTIONS/ASSOCIATIONS/CHARITABLE TRUSTS		
Amanda's Cook School Enterprise	-	4,500
Artichoke	-	2,300
Aylesford School	30,000	-
Baysgarth School	-	14,141
Be Enriched Elements	2,120	-
Beyond Food Foundation	-	9,550
Bethany School	1,350	-
Bournemouth University	1,000	2,000
Bradford College	26,390	-
Bury College	-	50,000
Caring Cooks of Jersey	4,480	3,000
Catch 22 The Multi Academies Trust Ltd	22,207	-
Centre for London	-	7,550
CIEH	169	-
City College Plymouth	17,649	58,319
Coffee Afrique	-	3,000
Combe Pafford School	4,500	-
Community Resources	9,988	-
Constance Bridgeman Centre	2,280	-
Corinium Education Trust	42,198	-
Cornfield School	11,215	-
Coventry University	-	1,362
Crisis	-	20,000
Dereham Neatherd High School	50,000	-
Dunottar School	-	23,579
Eagles Community Fund	-	49,970
East Point Academy	-	3,558
Egguckland Community	-	50,000
Exeter College	6,000	-
Family Gateway	5,295	-
Farnborough College of Technology	30,578	-
Fernhill School	3,750	990
Framingham Earl High School	888	-
Food Teachers Centre	-	5,000
Grimsby Institute of Further and Higher Education	2,014	1,000
Hethersett Academy	5,600	-
Hospitality Action	92,000	45,000
Hospitality Industry Trust	30,000	30,000
Hospitality Professionals Association	30,000	20,000
Hotel School	(22,700)	-
Huggard	3,300	-
Hugh Baird College	1,500	3,000
Kendal College	-	50,000
Kesteven & Sleaford High School	-	60,000
Kinnaird Primary School	1,000	-
La Salle Hotel School Liverpool CIC	50,000	-
Litherland High School	-	1,223
Merton College	3,000	500
Miss Macaroon C.I.C. Ltd	-	10,000
NPTC Group of Colleges	100,000	-
Newcastle College	-	60,000
Newent Community School and Sixth Form Centre	-	55,795
Northumberland College	-	39,185
Olive AP Academy	8,000	-
Orchard Hill College Academy	-	40,000
Oxford Brookes University	2,000	1,500
Pembrokeshire College	10,821	-
People First Independent Advocacy	4,500	-
Prisoners Education Trust	7,650	-
Ranelagh School	8,800	-
Riverside College	-	72,695
Roundwood Park School	45,000	-
	Carried forward	
	654,542	798,717

**GRANTS, PRIZES, SCHOLARSHIPS AND AWARDS
FOR THE YEAR ENDED 31ST MARCH 2020**

	2020	2019
	£	£
GRANTS-EDUCATIONAL INSTITUTIONS/ASSOCIATIONS/CHARITABLE TRUSTS (continued)		
Brought forward	654,542	798,717
Royal Academy of Culinary Arts 'Adopt-A-School' Trust	48,617	47,664
Runshaw College	2,500	-
Saint Aidan's CE High School	-	500
School 21	3,709	-
Sir John Leman High School	50,000	-
South Devon College	34,800	30,250
Square Food Foundation	2,245	2,445
St. Clare West Essex Hospice Care Trust	-	2,753
St. Helens College	-	10,710
St. Martin's School	-	60,000
Sunderland College	24,548	-
Team Domenica	4,500	-
Thames Reach	4,500	-
The Alcohol Education Trust	4,500	-
The Clink Charity	-	30,000
The Food Teacher	2,100	-
The Geoffrey Harrison Foundation	24,000	32,000
The House of St Barnabas	4,500	3,000
The Innholders' Charitable Foundation	48,000	60,000
The Larder CIC	-	5,000
The R.E.A.L. Foundation Trust	32,410	-
The Shelling Special Education Trust	-	28,885
The Springboard Charity	-	21,061
Ulster University	20,000	-
Unity Enterprises	(651)	2,050
University College Birmingham	77,575	69,375
University of Brighton	-	1,000
University of West London	6,500	-
Wakefield College	25,000	-
Warrington and Vale Royal College	6,080	2,000
Well Grounded	20,000	-
West College Scotland	-	22,658
West House	10,000	-
West Nottinghamshire College	-	27,158
West Suffolk College	-	30,000
	<u>1,109,975</u>	<u>1,287,226</u>
GRANTS-COMPETITIONS & PRIZES		
Academy of Food and Wine Service	-	7,500
Army Catering Training Trust	2,040	-
Association Culinaire Francaise North West Branch	3,000	2,000
Institute of Hospitality	-	1,500
Nestle UK Ltd for Toque D'Or	9,250	17,000
Professional Association of Catering Education (PACE)	4,500	-
RAF Culinary Competition and Awards	1,000	1,000
Royal Academy of Culinary Arts - Annual Awards of Excellence	-	6,000
The Craft Guild of Chefs	8,000	8,000
The Gold Service Foundation	7,290	-
The Springboard Charity FutureChef Programme	61,442	59,652
University College Birmingham - UCB Young Chef of the Year	2,000	1,000
University Hospital Seminars	3,750	-
	<u>102,272</u>	<u>103,652</u>
GRANTS AWARDED AND PAID DURING THE YEAR	1,212,247	1,362,817
Grants awarded in 2019 and paid in 2020	116,748	28,061
GRANTS PAID DURING THE YEAR	<u>1,328,995</u>	<u>1,390,878</u>