



THE SAVOY EDUCATIONAL TRUST

ANNUAL REVIEW



FOR THE YEAR 1ST APRIL 2007-31ST MARCH 2008



CHARITY NUMBER 313763

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THE SAVOY EDUCATIONAL TRUST

CHARITY INFORMATION

<i>Trustees:</i>	Dick Turpin, FIH (<i>Chairman</i>) Cllr Robert Davis, DL, MA (Cantab) Stuart May, FIH Ramon Pajares, OBE, FIH Michael Parker, LVO
<i>Secretary to Trustees:</i>	Margaret Georgiou
<i>Chief Executive:</i>	Julia Sibley
<i>Trust Accountants:</i>	SRJ Accounting Services Limited
<i>Charity Registration Number:</i>	313763
<i>Place of Registration:</i>	England and Wales
<i>Principal Office:</i>	Queens House, 55-56 Lincoln's Inn Fields, London WC2A 3BH. Telephone: 020 7269 9692 Facsimile: 020 7269 9694 E: info@savoyeducationaltrust.org.uk W: www.savoyeducationaltrust.org.uk

STRUCTURE, GOVERNANCE AND MANAGEMENT

CONSTITUTION

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

GOVERNANCE AND MANAGEMENT

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

TRUSTEES

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

Mr. S. May, FIH (*Chairman for the year 1st April-31st March 2008*)

Mr. M.T. Parker, LVO

Mr. R. Turpin, FIH

Mr. R. Pajares, OBE, FIH

Cllr R. Davis, DL, MA (Cantab)

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 audit the skill set of the existing Trustees in order to maintain a balanced board with the relevant and current skills, knowledge and expertise needed for their particular sector and to carry out the board's strategic vision.

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.

INVESTMENT COMMITTEE

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

PUBLIC BENEFIT

The implementation of the Charities Act 2006 has highlighted the need to demonstrate that the aims and activities of the Trust are entirely for the public benefit. The Trustees consider that their strategic objectives have identifiable benefits relating to the aims of the Trust. In the forthcoming year the Trustees will give further consideration to the Charity Commission's guidance on public benefit and the advancement of education.

RISK ASSESSMENT

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

TRADEMARK REGISTRATION

In the previous year end the Trust successfully registered its logo. In the year under review, having obtained the relevant consents, the Savoy Educational Trust also registered its name.

OBJECTIVES AND ACTIVITIES

REVIEW OF THE YEAR

The hospitality and tourism industry is an extremely diversified and dynamic sector and one that plays a leading role in the economy. In their 2007 publication *'Trends and Statistics'* the British Hospitality Association reported that the size of the industry – at £106.9bn – is in excess of the official government estimate and is already above the government's 2012 growth target of £100bn. The industry, unlike many others, remains very labour intensive employing over 1.8 million people in the United Kingdom. It has a mainly young workforce with just over a third of staff under 25 years of age and for many it is an entry point into the labour market. The industry also employs a higher than average number of ethnic minorities and female staff.

As part of the government's new Tourism Strategy – "Tomorrows Tourism Today" – the industry has made a commitment to drive up economic growth by 2010. The strategy will seek to create many additional new jobs and will require a substantive and sustained investment in new skills and qualifications, particularly for those working in jobs requiring supervisory, management and chef skills. There is still much that needs to be done when the strategy is contrasted with the findings highlighted in *Trends and Statistics 2007* where almost four workers out of ten either have no qualification at all or have the basic NVQ Level 1. A characteristic of the industry is that it is dominated by small businesses – over 80% employ fewer than 50 people. Often such establishments will find it financially difficult and/or lack the resources to offer training and development to personnel, other than that required by law.

The National Skills Academy for Hospitality has been given the green light after the bid was approved by government following submission of a five year business plan. The Trustees were delighted to learn that the bid included three substantial projects they have previously funded, namely the Bournemouth Hotel School, Junior Chefs' Academy, and the National Centre for Professional Development 'VSQ'. The Academy

which anticipates welcoming its new learners as early as September 2008 will deliver talent for hospitality employers – showcasing the very best, and raising the bar by developing world class training. The National Skills Academy network currently has seven active sectors – including construction, financial services, manufacturing and fashion retail – and is made up of innovative employer-led centres of excellence, delivering training specifically to meet each sector's needs.

The 2012 London Olympic and Paralympic Games will also provide the focus needed for the industry to raise skills standards significantly and ensure the industry attracts, retains and develops a high quality workforce. The hospitality industry has been called upon to strengthen its partnership with the 2012 London Olympic team and seize the massive opportunity the Olympic Games presents for the sector. Lord Sebastian Coe has acknowledged that the industry's support early on in the bid process had been vital. VisitBritain estimates that the tourism legacy from the 2012 Games will be in the region of £2bn.

There is an increasing focus on skills development achieving economic success as highlighted in the recent Leitch report '*Prosperity for all in the Global Economy: World Class Skills*' issued in December 2006. The report maintains that low level skills can hold back productivity and growth and if not addressed will result in increasing inequality and the marginalisation of some groups within the labour market. The challenge is to connect the Leitch Review's aspirations and recommendations to develop an education and training system that works for everyone, maximising the benefits to individuals, organisations and the economy.

The report '*Skills in a Global Economy*' by City & Guilds emphasised that the ability of companies and national economies to flourish or flounder will increasingly be based on the skills levels of their workers. The report also highlights the radical shift in the traditional workforce structure, with progressively fewer young people entering the workforce and older workers forming an ever larger segment of employment. The skill levels required for employment will continue to rise, whilst the flow of new skills and capability through young recruits will become rarer. This change – caused by the fall in the UK birth rate, increase in longevity and in the pace of technological and business change – will mean that the success of the national economy will become increasingly dependent on the skills of those adults already in the workforce.

The Trustees consider that in fulfilling the main aim of the Trust, ***namely the advancement and development of education, training and qualifications within the hospitality industry***, they are investing in both the present and future skills needs of the industry. This is also in keeping with the government's plans to 'help develop a modern further education system that contributes fully to the nation's vocational skills'. 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.

For the year under review the total incoming resources for the Savoy Educational Trust amounted to **£1,488,202**, (9.34% increase on 2007: £1,361,071) with total resources expended amounting to **£924,625** (14.87% decrease on 2007: £1,086,206). Resources expended for the year under review can be broken down as follows (*see also Table 1*):-

The amount expended on **charitable activities** amounted to **£633,701**. This was a 20.97% decrease on 2007 where the amount expended on charitable activities was £801,930.

Support costs totalled **£81,196**, a 9.76% increase on the 2007 total where support costs amounted to £73,978.

Governance costs for the year totalled **£43,238**, a 12.68% increase on 2007 where costs totalled £38,373.

Fund Management fees, namely the costs of generating funds, amounted to **£166,490**, a 3.16% decrease on 2007 where costs of generating funds amounted to £171,925.

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.

Operating within such a diversified industry, the Trust covers a wide spectrum of charitable activities. Included in this review are details of how the incoming resources of the Trust were applied.

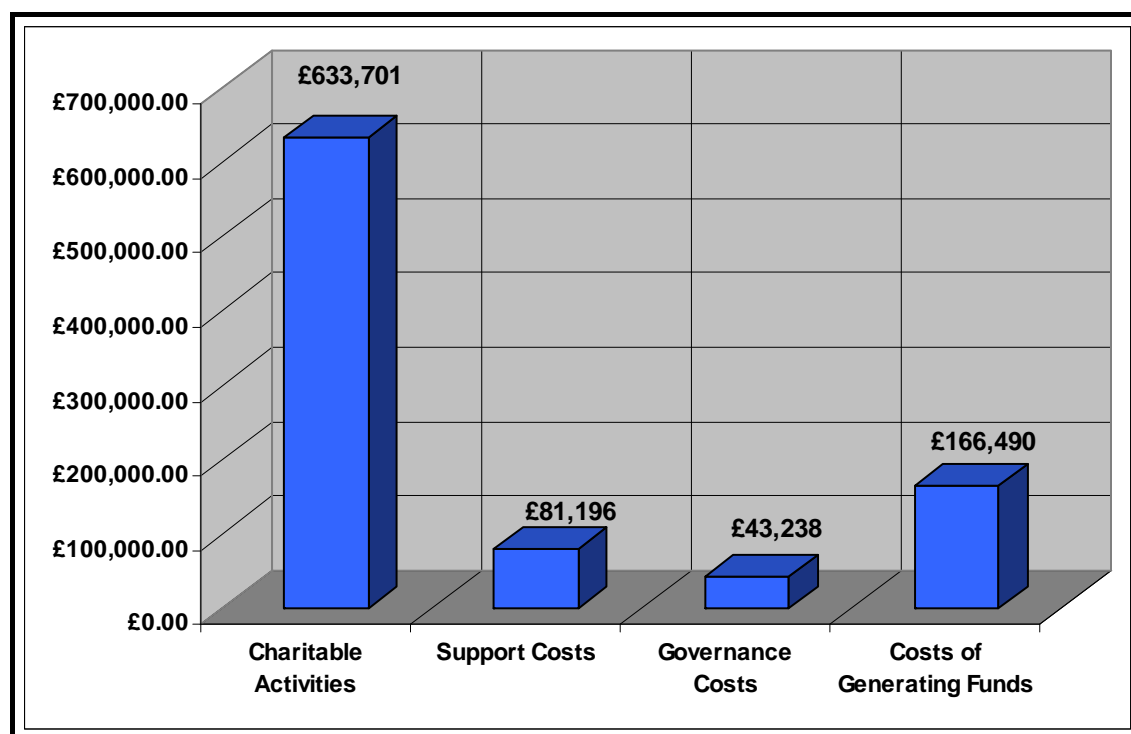


Table 1

APPLICATION PROCEDURE

The majority of applications for assistance are considered by the Trustees four times a year in March, July, September and December.







The Trustees welcome applications for funds from educational establishments with a hospitality department; industry associations and organisations with specific educational projects; and individuals who are undertaking a hospitality degree/postgraduate course or a craft course. The Trustees are especially keen to help initiatives that avoid duplication with other projects and encourage organisations, where feasible, to work together. The Trustees believe wholeheartedly in helping well

thought-out, balanced projects that will, in the long-term, make a real difference and impact on the hospitality industry.

Those wishing to apply for a grant should initially write to the Trust with an outline proposal. In the majority of cases applicants qualifying for consideration will be asked to complete an application form giving detailed information on the application/project and an outline budget. It is preferable that the person with the highest authority within an organisation should sign the application form prior to submission to the Trustees. In some cases applicants will be asked to provide supplementary evidence in the form of a letter or report from an unrelated party to help quantify, qualify or generally expand on the reasons given for the application. The letter/report should, whilst supporting and endorsing the project, also help explain the need for the Trust to support the application.

AIMS AND STRATEGIC OBJECTIVES

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

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

In order to fulfill its aims the Trust seeks to work closely with colleges of Further and Higher Education (FE & HE), hospitality associations, employers, charitable trusts and other interested stakeholders such as the industry's Sector Skills Council People 1st.

In 2002 the Trustees developed a strategic plan for achieving the Trust's main aim. They defined those activities that would meet this aim and would enable the Trust to continue to be a major influence in education, training and development for the hospitality industry. Strategic ranges were introduced encompassing the various areas of activity. Since its implementation the strategy has been reviewed every two years to ensure that the Trust's grant giving activities continue to be sufficiently focused and relevant in matching the aims and objectives of the Trust with the current skills profile, developments and needs of the hospitality industry.

The Trustees recognise that the world and industry in which they now operate has changed substantially since the Trust was established some 46 years ago. With this in mind they considered it appropriate to conduct a strategic review of all aspects of the Trust's work. An external facilitator was appointed to help review the Trust's current remit, determine its future strategy and agree actions which would enable the strategy to be implemented effectively. The review culminated in the facilitator presiding over a meeting held on the 17th September 2007 attended by the Trustees and personnel followed by a report of the findings and feedback which covered issues such as: *clarification of industry beneficiaries; current strengths and weaknesses; image and feedback; market influences; strategy development; other considerations*. This helped the Trustees update the strategy for the forthcoming year, and at the same time, to formulate an action plan for moving forward. Further details appear in the 'plans for the future' section of this review.

For the year under review the Trustees remained committed to supporting learning and skills development for the hospitality industry. This embodies the main aim of the Trust which is the ***advancement and development of education, training and qualifications within the hospitality industry***. The strategic objectives are outlined below:-

Strategic Area

Education

- ✚ The Trust would continue to assist Schools and FE colleges play a leading role in providing the technical and vocational skills required by the hospitality industry.
- ✚ The Trust would continue to help HE establishments provide a ladder of opportunity for student learning.
- ✚ Also in furtherance of the main aim of the Trust there would be support for those enterprises that are finding new ways of educating, training and learning.
- ✚ The Trustees would continue to support bursary schemes for both FE and HE students and to promote and provide scholarships by supporting projects involving career development.

Strategic Area

Associations/Organisations

- ✚ The Trustees would maintain their support of trade associations and organisations requiring funding for specific educational projects.

Strategic Area

Individuals

- ✚ The Trustees consider it important to continue awarding small grants directly to individuals undertaking hospitality related courses. At the same time they are mindful that this area carries a higher element of risk. In order to minimise the risk grants are, in the majority of cases, made payable to the university, college or training provider.

Strategic Area

Competitions

The Trustees would continue to recognise and reward the achievement of specific skills by supporting the leading industry competitions. Funding allocated for competitions is specifically targeted for the provision of educational scholarships/prizes as this fits comfortably within the remit of the Trust. The scholarships should be used in a way that furthers the education, training and development of the individual.

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

In the year under review the amount expended on charitable activities amounted to **£633,701**. This included a good mix of reactive and proactive projects which identified the key deliverables that would lead to the achievement of the strategic objectives, and went some way to meeting the challenges of the global skills agenda outlined in the 'review of the year' section.

The Trust's charitable activities appear below under the four strategic areas of support. Also under this section (pages 38-41) the Trustees report on projects awarded funding in previous year ends which have made considerable progress or come into fruition during the year under review.

STRATEGIC AREA

EDUCATION

The Trustees consider that projects supported under this strategic area are at the very core of the Trust's main aim. Grants totalling **£436,611** were awarded, although a refund of £9,000 from a grant accrued in the previous year for this strategic area reduced this figure to **£427,611** (2007: £572,847).

In keeping with the objectives of the strategy and one of the aims of the Trust, namely *establishing and maintaining contacts with schools, colleges, universities and other providers of recognised qualifications for those studying in the hospitality industry*, there continued to be a strong emphasis on the funding awarded to educational establishments throughout the United Kingdom. This covered a wide range of projects and was spread between schools; colleges; universities; enterprises finding new ways of educating, training and learning; and a charitable trust.

The following pages contain further analysis, together with a listing and synopsis of all grants awarded by the Trustees in the year under review under this strategic area:-

Strategic Objectives


The Trust would continue to assist Schools and FE colleges play a leading role in providing the technical and vocational skills required by the hospitality industry.

The Trustees would continue to support bursary schemes for both FE and HE students and to promote and provide scholarships by supporting projects involving career development.


Activities, Achievements and Performance

The Trustees awarded funding totalling **£58,316** to **5 schools** and **£102,856** to **9 FE Colleges** for projects which would:-

- ❖ *Schools – Help refurbish classrooms and enhance existing facilities to provide students with a professional vocational facility in order to meet the growing demands for vocational education on the school curriculum.*
- ❖ *FE Colleges – Keep up-to-date and renovate certain areas. When submitting such applications many colleges stress that to recruit, motivate and inspire students of hospitality, it is vital that they are in a position to offer modern training facilities that meet today's industry requirements. Facilities that provide a realistic working environment offer the student both a smooth transition to the workplace and a positive experience of the industry they are about to enter. The provision of such facilities can be an extremely costly exercise and in many cases outside the budget constraints of catering faculties.*
- ❖ *Grants were awarded to FE Colleges to reward excellence and alleviate hardship by offering student scholarship and bursary schemes. Those establishments who receive funding for bursaries are adamant when submitting evaluation reports that in many cases students would not be in a position to either commence or continue their studies without this help.*

SCHOOL	GRANT	PROJECT
<p>The Alsop High School, Walton, Liverpool</p> <p><i>"Since last speaking to you the profile of Food Technology/Catering has risen in the school. Students are keen to come to lessons and cannot wait to move up to year 10 so they can take part in the GCSE Catering."</i></p> <p>Head of Food/Catering, The Alsop High School</p>		<p><i>For the purchase of new equipment and books for their catering department and to take 26 students to School in Cumbria to learn basic chef skills including filleting fish and making garnishes.</i></p>  <p><i>Lucy's Cooking School</i></p>
<p>Bottisham Village College, Bottisham, Cambridge</p>		<p><i>For the refurbishment/development of a domestic food technology classroom into a specialised industry standard catering classroom to expose the students to a work related environment. Funding would include the purchase and installation of specialist catering equipment and construction of a demonstration area with digital projector and multi</i></p>

		<p>media facilities. This will complete phase two of a project to extend their catering suite to two rooms and provide a base for Bottisham Village College, a LEA maintained secondary school, to deliver the new Hospitality and Catering Diploma which will be open to students throughout Cambridgeshire. Phase three will extend the suite to 3 rooms and complete the project.</p>
<p>Haringey Sixth Form Centre, Tottenham, London</p>		<p>Grant to purchase specific equipment for their training restaurant to enable those students studying Food and Drinks Level 1 to practice in a realistic working environment. This would include a coffee machine, grinder and water filter, together with the technical support; various glasses and waiting equipment and table linen.</p>
<p>Manchester Academy, Moss Side, Manchester</p>		<p>Manchester Academy rose out of the ashes of Ducie High School to become an Academy in 2003 with Business and Enterprise as its specialism. Their brief is to:-</p> <ul style="list-style-type: none"> • Challenge the culture of educational underachievement and to deliver real improvements in students. • Have a key part to play in the regeneration of communities. • Help break the cycle of underachievement in areas of social and economic deprivation. • Offer local solutions to local needs. <p>They were awarded a grant from the Trust to help design, build and equip an industrial kitchen with space for a café. The facility would enable Manchester Academy to:-</p> <ul style="list-style-type: none"> • Develop and run accredited and lifeskills courses, challenges and invite chefs to give masterclasses. • To upskill Key Stage 3 and Key Stage 4 students to allow them to take up placements in the lifeskills industry. • Provide courses for Key Stage 2 students and their parents. <p>Hospitality and Catering is one of their most popular Key Stage 4 courses and to date has always been oversubscribed. The Academy state that this is mainly due to the inadequate resources with only one traditional food kitchen and a small kitchen in their 'Skills Studio'. Their application included the statement "that an industrial kitchen at Manchester Academy would help shape and change lives."</p>
<p>Virgo Fidelis Convent Senior School, Upper Norwood, London</p>		<p>Grant to enable the School to purchase equipment required for their new training restaurant to be housed in the Hospitality section on the ground floor of their new Creative Learning Centre. The facility would provide standards enabling education and training in an environment that meets with commercial standards thus inspiring students to take up a career in hospitality. The School has registered for the BTec National Diploma in keeping with the 14-19 agenda and in preparation for the new schools</p>

		<i>diploma in 2009. Having received an approach from the Local Authority they have also agreed that students from other institutions will be permitted to use the Centre.</i>
FE COLLEGE	GRANT	PROJECT
Birmingham College of Food, Tourism and Creative Studies (now the University College Birmingham)		<i>To provide 40 x £250 Savoy Educational Trust Scholarships for academic year 2007/08 consisting of a 'hospitality-professional starter pack' for students suffering hardship in their first year at the College. The Scholarships are awarded through the Student Services Unit that has experience in dealing with student hardship applications.</i>
The Blackpool & Fylde College		<i>Funding was awarded to the College to cover a large array of projects, namely to:-</i>
<i>"The staff and students would like to convey our thanks for the financial support awarded last academic year and would hope that the Board of Trustees agree that we did our best to ensure that this financial support was well spent. Thank you."</i>		
Head of School of Catering & Food Production, Blackpool & The Fylde College		
		
Blackpool & The Fylde College winners of Nestle Toque d'Or 2007		<ul style="list-style-type: none"> • <i>Support those suffering hardship with the purchase of equipment, knives and uniforms. The College report that 100% of students who benefited from the Trust's support in the previous year all stayed for the full duration of the programme, with 89% of these students progressing to NVQ Level 2.</i> • <i>Work with local agencies such as Connexions to develop a re-energising course based on an action packed work/skill/fun week for small groups from the NEET category to help prepare them for work.</i> • <i>Support students with overseas visits and exchanges in Eastern Europe thus preparing them to compete on a European footing.</i> • <i>Help the College extend school links and promote the hospitality and catering profession as a worthwhile career and to provide support to enable students to compete at regional and national level. The College won the prestigious Toque d'Or Competition in 2007.</i> • <i>Deliver 2nd chance opportunities for 12-15 clients who have/had problems with drink/drugs dependency, by offering training at the local Salvation Army Headquarters.</i> • <i>Help students celebrate their success at the end of their College course with a celebration evening.</i>
The Bournemouth & Poole College		<i>To support up to 14 students on the College's 'Specialised Chefs' course with accommodation costs at the Hyelm Hostel in Hampstead whilst they are training in London. The students are mostly 16 and 17 years old and away from their families for the first time.</i>
Lakes College		<i>Grant to update and renew both the College's training restaurant 'La Rue' and the production and other kitchens with specialist equipment so they are able to:-</i> <ul style="list-style-type: none"> • <i>Better represent the sector standards their students will be progressing to when they move into employment.</i> • <i>Offer a higher level of learning experience and</i>

		<p><i>thus make their learners more employable.</i></p> <ul style="list-style-type: none"> • <i>Provide an accurate real working environment for their students through a higher standard and more professional restaurant service to their local community.</i>
New College Nottingham		<p><i>Funding was awarded to help the College provide 15 scholarships for Work Based Learning apprentices undertaking level 2 and level 3 programmes in Professional Cookery. The scholarships are based on progression planning to encourage young, gifted and talented chefs to continue their Work Based Learning studies from NVQ level 2 to NVQ level 3 and in 2008 to promote progression from level 3 to the Foundation degree newly validated by Nottingham Trent University. Student scholarships would be paid in two installments, namely one payment of £250 at the beginning and one of £250 on successful completion of their studies. If a student withdraws at any stage they would be expected to repay the initial £250.</i></p>
Perth College		<p><i>Grant to be used during academic year 2007/08 to provide bursaries to needy students undertaking hospitality related courses. The College reported that funds were divided between 9 students.</i></p>
Redbridge College		<p><i>Grant to enhance the student learning experience by helping the College purchase multi media equipment for their Hamilton training kitchen. The equipment would include two suspended 42" Panasonic plasma screens each side of the kitchen with a mini dome camera and wall mounted speakers with tie clip microphones for the lecturers. All learners within the School of Hospitality go through initial assessment and interview and the College state this facility will support individual learning styles, especially for those with additional learning needs, those who have English as a second language and their 14-16 curriculum.</i></p>
<p>South Devon College</p> <p><i>"I enjoyed learning about new foods, cooking and making new friends."</i></p> <p><i>"I want to be a Chef."</i></p> <p><i>This has definitely made me think about catering as a career."</i></p> <p>Pupils on the Junior Chefs course</p>		<p><i>The College successfully applied for funding during academic year 2007/08 on the basis of 'Developing Culinary Skills for Excellence in Chef Training at South Devon'. The application was based on three key objectives that the College felt reflected their local priorities but also responded to the emerging national skills agenda, namely to:-</i></p> <ul style="list-style-type: none"> • <i>Continue the Junior Chefs School and provide training to school pupils that will develop basic cooking skills in a professional catering environment whilst they learn about potential careers and progression onto full time courses.</i> • <i>Develop enrichment activities for full time students that will enthuse, inspire, provide additional skills, enhance knowledge and give students confidence in preparation for competition work.</i> • <i>Enable staff and students to engage in national cookery competitions and thus contribute to</i>

		<p>raising the profile of the Hospitality and Catering Section for its standards of culinary training.</p> <p>Reporting on these objectives the College state that they were able to:-</p> <ul style="list-style-type: none"> • Plan and run 6 Junior Chef courses during the academic year. • Participate in various competitions including the Major International Culinary Challenge, the Royal Navy Inter College Competition, and the Salon Culinaire International de Londres where they are delighted to report that staff and students came away with gold, silver and bronze awards.
<p>Westminster Kingsway College</p> <p><i>“Overall EHL and Switzerland provided me with a fantastic experience, which has not only allowed me to grow academically but also on a personal level. I am confident that the skills and knowledge I have gained will assist me when furthering my education and career.”</i> Student on summer school programme at EHL</p>		<p>Funding was awarded to Westminster Kingsway College for the following:-</p> <ul style="list-style-type: none"> • To enable some of their students to undertake a summer school programme at the Hotel School in Lausanne. • To enhance student learning during the academic year 2007/08. This includes rewarding excellence; help in cases of hardship; supporting the College's Culinary Art Team competition work; and student study trips.

*“The course continues to be extremely successful and this, in part, is due to our ability to offer good, safe, secure accommodation in London for our **first year students**. Our new group of students are very much looking forward to their placements next year. We could not offer a good standard of accommodation to our students whilst training in London without the significant support from the Savoy Educational Trust. Our students and their families wish us to thank you on their behalf and we have given student feed-back on their accommodation and general experience of living in London in our report.”* **Funding Development Director and Futures Training Co-ordinator, The College Foundation, Bournemouth & Poole College**



Developing Culinary Skills for Excellence in Chef Training at South Devon College

"We have been delighted with the achievement of our students this year and feel that all the activities undertaken have enriched their learning experience and developed a real sense of pride in being a catering student at South Devon College. Our culinary skills have received national recognition which we set out to do and our Junior Chefs school has given many young people an appreciation and enjoyment of cooking which we hope will sow the seeds of aspiration towards a career in catering. These initiatives would not have taken place without the generosity of the Savoy Educational Trust and on behalf of our learners and South Devon College I would like to thank the Trustees for their support and continued interest in our development." **Section Head Catering, Hospitality and Tourism, South Devon College**

HOSPITALITY INDUSTRY TRUST

During the year under review, the Trustees awarded funding to Hospitality Industry Trust (HIT), a registered charity, whose remit includes the awarding of grants to FE and HE Colleges in Scotland for the provision of bursaries to students of hospitality. The aim of the bursary scheme is to assist people achieve their potential whether from Scotland or beyond. The Trust's grant, together with funds from other sources, enabled HIT to award grants to 27 FE and HE establishments in Scotland who in turn provided bursaries for 772 students. In the main the funds are used to help with travel expenses and equipment. Each establishment is asked to administer the provision of financial awards themselves as they know the people who really need and deserve the financial help. An annual feedback form, submitted by the colleges and universities as a requirement for HIT funding, indicates that the HIT Scotland bursaries are working as an important safety net preventing students from giving up their studies for purely financial reasons.

"A new cookery book will help me revise for classes and the new whites are brilliant."


"I live in Alness and its costing me £21.00 per week on travel – didn't think it would be that expensive but I really want to carry on to my HNC."


"I would like a newer edition of advanced practical cookery and a couple of new knives to help me finish my course."

Bursary Recipients

The Trustees also gave a grant to the City & Guilds of London Art School of to enable them to award bursaries to their students during the academic year 2007/08.

Strategic Objectives

 The Trust would continue to help HE establishments provide a ladder of opportunity for student learning.

 The Trustees would continue to support bursary schemes for both FE and HE students and to promote and provide scholarships by supporting projects involving career development.

Activities, Achievements and Performance

The Trustees awarded funding totalling **£95,000** to **4 HE establishments** for projects that would enable them to:-

- ❖ Give added value and enhance student learning in a variety of ways.
- ❖ Reward excellence and alleviate hardship by offering student scholarship and bursary schemes. As with the FE Colleges, those HE establishments who have received funding for bursaries report that in many cases students would not be in a position to either commence or continue their studies without this help.

UNIVERSITY	GRANT	PROJECT
<p>Bournemouth University</p>		<p>Grant for a Bursary Awards scheme to assist promising students undertaking the Hospitality and Tourism Masters' programme at the University.</p> <p><i>"I am pleased to report that the students awarded a bursary last year have both completed the taught element of the programme and are now completing their dissertations. Once again, I would like to thank the Savoy Educational Trust for their support and their kindness in providing these awards to our students."</i> Dean – School of Services Management</p>
<p>Oxford Brookes University</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p><i>"Over the last few years our work in the field of gastronomy/food studies has grown dramatically, to the point where it is now becoming one of the Department's true distinguishing characteristics. This is due in no small part to the generous support that the Trust has provided over recent years."</i></p> <p>Head of Department – Hospitality Leisure and Tourism Management</p> </div>		<p>Grants were awarded to Oxford Brookes University for the following:-</p> <ul style="list-style-type: none"> • To be used in a variety of ways that would add value and enhance student learning, as well as reward excellence and provide bursaries in academic year 2007/08. Activities would include student attendance at symposiums and conferences; career planning; Wine & Spirit Educational Trust courses; student participation in projects relating to the development of hospitality and tourism markets; undergraduate student exchange programmes to partner universities located in Australia, Hong Kong, Canada and the USA; bursaries for undergraduate and PhD students. • For the Martin Radcliffe Fellowship established at the School of Hospitality, Leisure and Tourism Management at Oxford Brookes University in memory of the late Martin Radcliffe, a former Chairman and Secretary of the Trust to support research and scholarship in the area of food and gastronomy. The current Martin Radcliffe Fellow is Dr. Rebecca Hawkins. An annual lecture is also hosted by the University in conjunction with the Fellowship with the last such lecture being delivered by Baroness Susan Greenfield and entitled 'The Food Ethics Debate: Objectivity or Emotion'. The Trustees have agreed to fund the Fellowship for a term of five years with each year's grant being dependent on a satisfactory annual evaluation of activities and therefore entirely at the discretion of the Trustees.

<p>Thames Valley University</p>		<p>Grants were awarded to Thames Valley University (TVU) for the following:-</p> <ul style="list-style-type: none"> • To be used in a variety of ways that would add value and enhance student learning, reward excellence and provide bursaries in academic year 2007/08. Activities would include educational study trips; prizes to reward student achievements; and for student bursaries. • To reward excellence by enabling one or two students to attend a summer school (usually, though not exclusively, Cornell Hotel School, USA). "Please convey to the Trustees our thanks from all the students and lecturers at TVU. We know that without this generous support we would not be able to provide such an exciting educational experience for so many of our students." Programme Leader, Hospitality & Leisure Studies, TVU
<p>University of Strathclyde</p> <div data-bbox="256 913 643 1688" style="border: 1px solid black; padding: 5px;"> <p><i>"It is impossible for me to draw a single conclusion from my experience at Cornell. It has taught me so much from how to build contacts, how to earn respect, to team work, to participating in a stimulating discussion. The list goes on. It has given me the confidence to think about my future and to chase my goals. I cannot express the feelings of pride I have participating in and winning this scholarship. I appreciate the opportunity I have been given and plan to use it to my advantage both now and in the future. Thank you for giving me this fabulous experience and opportunity."</i></p> <p>Recipient of Cornell Scholarship - University of Strathclyde</p> </div>		<p>Grants were awarded to the University of Strathclyde for the following:-</p> <ul style="list-style-type: none"> • To be used to facilitate, support and develop students and staff in the Department of Hospitality & Tourism Management in academic year 2007/08. • To reward excellence by enabling one or two students to attend a summer school (usually, though not exclusively, Cornell Hotel School, USA). • For the Sir Hugh Wontner Lectureship and the Sir Hugh Wontner Lecture. Funding enables Strathclyde to designate a lectureship within the School 'The Sir Hugh Wontner Lecturer in Hotel Management'. The current holder is Erwin Losekoot who divides his time between teaching, research and administration. The Trust also sponsors 'The Sir Hugh Wontner Lecture' held annually for students and invited guests at the University. This year the lecture was delivered on the 13th February 2008 by Robert Cook, CEO, Malmaison and Hotel du Vin and was entitled 'Breaking the Mould'. The Trustees have agreed to fund the Fellowship for a term of two years with each year's grant being dependent on a satisfactory annual evaluation of activities and therefore entirely at the discretion of the Trustees. <div data-bbox="826 1653 1457 1975" style="border: 1px solid black; padding: 5px;"> <p><i>"This has been a busy and rewarding one for the department and for myself as the Sir Hugh Wontner Lecturer. I can assure you that your support for our work in providing a quality educational experience for the future managers of our industry is extremely valuable, as is demonstrated by the high quality of graduates we provide the international hospitality and tourism industry with."</i></p> <p>Erwin Losekoot, Sir Hugh Wontner Lecturer</p> </div>

Table 2 below shows the geographical breakdown of the grants awarded to schools, FE and HE establishments during the year under review, together with a comparison of the previous year.

REGION	No. of grants		Amount	
	2007/8	2006/7	2007/8	2006/7
London	5	4	£59,867	£101,000
South East	2	2	£48,000	£ 29,800
South West	3	4	£34,560	£ 53,407
Midlands	2	4	£17,500	£ 70,407
North West	4	1	£56,245	£ 16,650
Scotland	2	1	£40,000	£ 37,000
TOTAL	18	16	£256,172	£308,264


Table 2

Strategic Objective

Also in furtherance of the main aim of the Trust there would be support for those enterprises that are finding new ways of educating, training and learning.

Activities, Achievements and Performance

The Trust also seeks to help initiatives that promote and develop innovative and specialist ways of learning about and training for the hospitality industry. For the year under review grants totalling **£95,439** were awarded to the following establishments:-

ESTABLISHMENT	GRANT	PROJECT
<p>Compass Group Foundation</p> <p><i>"We are grateful for your support and in summary would indicate that your funding has helped sophisticate and develop the Junior Chefs Academy programme to provide a two tier educational and fun activity that not only creates passion and interest in food and hospitality but also educates the young about health, nutrition and lifestyle. Furthermore your funding has greatly assisted us in the developing a complimentary Junior Restaurant Academy that with a little more development will be available to all other existing centres by September 2008. The pilot in Autumn 2007 at Westminster Kingsway College resulted in all 8 candidates graduating on the 8th December." Reporting on 2007 grant - Compass Group Foundation</i></p>		<p><i>To support the Junior Restaurant Academy project. The grant from the Trust will be used to help provide suitable equipment at the approved colleges where the project will run to enable the students to practice their barista and mixology skills in order to captivate their interest and maintain motivation. The objectives are to build on the already successful Junior Chefs Academy by stimulating demand for food service roles as well as food production opportunities; to demonstrate the diversity of opportunities available in the hospitality industry; and to add to the talent pool of hospitality employees.</i></p> <p>Junior Restaurant Academy Graduation</p> 

**Design Dimension
Educational Trust – Focus on
Food**

"I am writing to express my excitement and gratitude at having been fortunate to receive a visit from the cooking bus to our school. The bus itself was amazing – nothing could prepare parents, staff and most importantly the children for the initial impact on first entering the bus. The quality of the fittings and resources were outstanding and ably supported by high quality teaching and learning. The structure used to reach pupils, staff and parents is highly successful in motivating, inspiring and enabling and will ensure sustainability of developing healthy cooking at our school – and hopefully our community. This of course is further supported by the commitment to provide us with the 'cookit' cooking kit. Key however to the success of the learning outcomes successfully achieved by staff, pupils and parents was the dynamic teaching skills of Sian and Richard. The quality of the introduction to cooking, the organisation of resources, the planning of lessons, the range of recipes offered was outstanding. Their actual teaching styles provided an excellent balance of demonstrations, observation, active and experimental learning. The enthusiastic manner in which every session was delivered ensured everybody went away with a feeling of success." **Head Teacher – Cwm Primary School**

*The Trust maintained its support of **The RSA Focus on Food** Cooking Bus programme with funding awarded to Design Dimension Educational Trust for the 'Focus on Food Teacher Fellowship'. Focus on Food consider that the Cooking Bus programme takes food and health education to a new dimension as regards innovation, breadth of impact, sustainability and value for money. The Cooking Buses – articulated pantechnicons that convert to high tech state-of-the-art fully equipped kitchens/classrooms enabling sixteen individuals to cook on board per teaching and learning session – tour the country visiting schools in term time and supporting pertinent health agencies and community groups outside term time. There are currently four Cooking Buses in operation supported by the Food Standards Agency, Yorkshire Forward, the Welsh Assembly Government and the Big Lottery. Since its launch in 1998 the Focus on Food Campaign (FOFC) has maintained there is little point in exhorting individuals who do not have the practical cooking skills to take control of their food lives to modify their poor dietary behaviour. FOFC has been lobbying hard in this respect and believes it should take some credit apropos the Government's announcement by the Secretary of State for Children, Schools and Families, Ed Balls, on the 22nd January 2008 "Every young person will do compulsory practical cooking lessons for the first time ever. From 2011, every 11-14 year-old will be given hands-on cooking lessons in how to make cheap healthy dishes from simple, fresh ingredients." While FOFC is delighted by the Government's move it believes that there is a severe shortage of food technology teachers with the skills and knowledge to teach cooking and maintains therefore that the Campaign's workshops have never been in greater demand. All FOFC services are provided free of charge and funded via sponsorship.*

The Trust's grant, in partnership with a co-sponsor, will fund the FOFC's two most experienced teachers from January 2008-January 2009. The Focus on Food teachers' brief can be illustrated as thus: During the 12 month sponsorship term it is anticipated that the FOFC would deliver the following three measurable outcomes:-

- (1) Young people switched onto cooking and healthy 'self-catering'. **Target = minimum 5,760 young people.***
- (2) Maximum FOFC trained teachers/health professionals equipped with the correct pedagogic skills to deliver best practice practical food education. **Target = 800 directly trained teachers/health professionals.***
- (3) Young people genuinely interested in careers in the hospitality industry following exposure to exemplary culinary experiences,*

		<p>environments and professionals. Target = minimum 5,760 young people.</p> <p><i>In a detailed evaluation report on the funding awarded to them in year end 2007, FOFC confirmed that they successfully achieved the three measurable outcomes outlined in their application.</i></p>
<p>Fifteen Foundation</p> <div data-bbox="256 465 639 1272" style="border: 1px solid black; padding: 5px;"> <p><i>"I can't believe it's five years since we opened Fifteen at Westland Place. I certainly had no idea that Fifteen would become such a well known global brand. I love that Fifteen is a real business providing not only a place where young people get brilliant training, but also much of the cash to pay for that training. Fifteen is truly a social enterprise. We haven't always got it right but without taking risks we won't make progress. I remain every bit as passionate as I was in 2002. I want to see Fifteen get better, stronger, more profitable and cleverer about what we offer young people in need of a second chance."</i></p> <p>Jamie Oliver – Founder and Trustee of Fifteen Foundation</p> </div> <div data-bbox="256 1301 639 1626" style="border: 1px solid black; padding: 5px;"> <p><i>"Fifteen was the changing point in my life. I felt lost. In the kitchen I feel my purpose. What Fifteen has done for me, most importantly, is given me a piece of myself back that somehow had been lost. It has put me on a path."</i></p> <p>Fifteen graduate 2007</p> </div> <div data-bbox="256 1659 639 1883" style="border: 1px solid black; padding: 5px;"> <p><i>"I love working with the new trainees. I see me self there. I love sharing my passion and potential with them. I'm a million miles from where I'd thought I'd be."</i></p> <p>Fifteen graduate 2004</p> </div>		<p><i>The main purpose of the Fifteen Foundation is to inspire disadvantaged young people by giving them the opportunity to create a better life for themselves in the restaurant, hospitality and catering sectors, through practical training and work placements over an 18 month period. All trainees must be aged 16-25 and unemployed. They are recruited through partner organisations; namely homeless charities, probation, youth charities and Job Centre Plus. The level of demand for places is possibly the greatest indication of need – every year 1,000 homeless/ex-offender/unemployed young people apply for just 20 places. The grant from the Trust would be used specifically to support the new group of trainees at Fifteen with the cost of providing start up kits (chefs whites, chefs knives, and clogs) and the sourcing trips to top quality food producers around the United Kingdom and Italy.</i></p> <p><i>Fifteen has now been in operation for 5 years and recently published 'Fifteen: Life in the present tense' a Social Report on the work of the Fifteen Foundation in London. To ensure objectivity and credibility of the social report process they invited social researcher Gerard Lemos to investigate and draw his own conclusions about the value of what they do with and for young people. Here are some comments from the review:-</i></p> <p><i>"For young people if they can stick with it and get through the course, Fifteen works. It is not an exaggeration to claim that Fifteen has saved lives as well as helping young people see themselves and their futures differently. One graduate, who responded anonymously to the review said about his or (her) time at Fifteen: "I had a passion that stopped me from committing crime, something to live for, you're getting paid to learn." This neatly sums up what Jamie had in mind when he founded Fifteen."</i></p>
<p>Tower Hamlets Summer University</p>		<p>Tower Hamlets Summer University (THSU) was first piloted in 1995 and brings together young people from diverse backgrounds for an enriching educational experience. Aged between 11 and 25 they have the chance to experiment and sample new learning opportunities. All courses and activities are</p>

free. THSU is now firmly established locally as an organisation with strong identity and appeal for young people receiving several awards. THSU has also been commissioned by London Challenge (Department for Education and Skills) to facilitate the development of Summer Uni's in every local authority in London, based on their model. The grant from the Trust will be used for the 2008 Summer Programme relevant to the Hotel, Catering and Tourism industry. It will enable THSU to provide 130 hours of tuition on 8 courses for up to 123 young people between the ages of 11 and 25, namely in: Tourism and Customer Care; Telephone Techniques; International Cookery; Curry Heaven; Chinese Cookery; and Thai Fruit Carving. The objectives are to equip young people with the skills needed for safe and hygienic handling of food and equipment in the kitchen; actively promote catering, hospitality and tourism to young people who would not otherwise be encouraged to pursue careers in these industries, so broadening their horizons and encompassing the opportunities coming available across London in the lead up to 2012 and beyond; and to give them skills and knowledge to cook healthy and nutritional recipes in a fun and non-judgmental atmosphere.



Focus on Food 'Cooking Bus'

Strategic Objective

- ✚ The Trustees would continue to support bursary schemes for both FE and HE students and to promote and provide scholarships by supporting projects involving career development.

Activities, Achievements and Performance

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. That person could be a student entering college/university to study for a formal qualification or someone already working in the 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.

ESTABLISHMENT	GRANT	PROJECT
<p>Worshipful Company of Innholders</p> <p><i>"A unique learning experience with a global perspective. A fantastic opportunity from the Worshipful Company of Innholders and the Savoy Educational Trust. The General Managers Program at Cornell University has given me the chance to examine my professional and personal aspirations in a rich learning environment." 2007 Scholarship winner</i></p> <p><i>"Since being back from Lausanne, I have been more involved in areas of operation and showing interest in the general running of the hotel. The Scholarship has increased my confidence enabling me to challenge things that I feel need to be. It's also given me a real passion for hospitality and drive to be successful." 2007 Scholarship winner</i></p> <p><i>"After Cranfield I have gained a better understanding and more enthusiasm for what I need to achieve in both changing my behaviour and becoming a more rounded and influential individual in the company. I have allowed myself to come out of my comfort zone and have taken a lead role on a company project as well as lead a session with my Senior Management colleagues. I would not have put myself forward before Cranfield." 2007 Scholarship winner</i></p>		<p>Worshipful Company of Innholders/Savoy Educational Trust Cranfield/Cornell/Lausanne Scholarships - This Management Scholarship scheme is indicative of the commitment both organisations seek to make in the very important area of developing general management potential. 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.</p> <p>The purpose of the Scholarships is to introduce middle management in the hospitality industry to senior/general management techniques by exposure to short intensive courses of management education, thereby providing experience, skills and training not readily available in the workplace. Winners of the Scholarships can undertake a two week course at Cranfield University School of Management or Cornell University. Those awarded a Scholarship to attend the Ecole Hôtelière de Lausanne will undertake a number of modules.</p> <p>Applicants for these Scholarships have to submit a written paper and if shortlisted are then invited to attend a series of interviews at the Innholders Hall. The interviewing panel includes the Chief Executive of the Trust. For the year under review following interviews in November 2007, 15 Scholarships were awarded (2006: 13). Scholarship winners will undertake the following courses at:-</p> <p>2 will attend the "The General Managers Program", Cornell University, 9-19 June 2008</p> <p>9 will attend the "Developing General Management Potential Programme", Cranfield University, March, June or October 2008</p> <p>4 will attend the Ecole Hôtelière de Lausanne Summer Programme in 2008</p> <p>A further development of The Worshipful Company of Innholders/Savoy Educational Trust Scholarships is the formation of the alumni for graduates of the Scholarships entitled the St. Julian's Scholars founded to provide a structure for continuing education, building upon the techniques and skills acquired by attending some of the world's leading centres of education.</p>


In meeting another objective of the Trust’s strategy, funding awarded to associations and organisations was once again focused on supporting specific educational projects. Grants totalling **£151,800** were awarded (2007: £143,946). When considering grants under this strategic area, the Trustees are comfortable with the fact that the industry’s various trade associations are now fully aware of the Trust’s objective of supporting applications with a strong educational bias. The Trustees also believe that when submitting applications, associations have taken on board the need that, wherever feasible, they collaborate or can demonstrate that they have explored the possibility of collaborating on projects thereby avoiding any unnecessary duplication whilst maximising the difference and impact they make to the hospitality industry. The following pages contain further analysis, together with a listing and synopsis of all grants awarded by the Trustees in the year under review under this strategic area:-

Strategic Objective

The Trustees would maintain their support of trade associations and organisations requiring funding for specific educational projects.

Activities, Achievements and Performance

During the year under review the Trust helped **7** (2007: 10) different associations/organisations with funding covering a wide range of projects. Details of these appear below:-

ASSOCIATION/ ORGANISATION	GRANT	PROJECT
<p>Academy of Culinary Arts – ‘Chefs Adopt a School’</p> <p><i>“I learned from the Chef’s visit that the tongue has 4 tastes: sweet, salt, sour and bitter. I also learned that if you burned your tongue your sweet taste-buds will disappear for a few days. I enjoyed all the tastes. I really, really, really liked the chef’s visit. It was great.”</i></p> <p>Pupil from Banchory Primary School on ‘The Chef’s Visit’</p> 		<p><i>The principal objectives of the Academy of Culinary Arts (ACA) are to promote public awareness and appreciation of the highest standards of food, nutrition, cooking and service, by example and education; and also to encourage young people into the industry through training. Funding was awarded for The ‘Chefs Adopt a School’ charitable long-term project which enables Academy members – Chefs - to ‘Adopt a School’ and teach children from primary and secondary schools about food, where it comes from, how to taste it and how to cook it. The ‘Chefs Adopt a School’ programme is structured around workshop sessions suitable for children from 7 to 11 and has been designed to integrate well with Key Stages 1 & 2 of the national schools curriculum. A slightly adapted programme is also delivered to a number of special needs schools, whose students enjoy the sessions enormously.</i></p> <p><i>The ‘Chefs Adopt a School’ programme has a network of over 200 chefs who have each adopted at least one school and who implement the strategy to over 380 schools, reaching some 17,000 children annually. There are a further 350 schools on a waiting list.</i></p>

Academy of Food & Wine (AFW)

"Great day, very knowledgeable presenters. Thank you."

"Very educational day. All the presenters are very good. All the aspects and details of the course were well explained."

"Fantastic day very well organised and presented All the presenters and staff very approachable."

Delegates at the Skill Build Seminars

Feedback comments and photograph from first Pilot programme for the 'Licence to Work in Hospitality Service'

"The course was excellent."

"Thank you, you've helped me gain back my confidence – I hope you can do so with many more people."

"The course gave me loads of knowledge, tutors were brilliant and they know what they're talking about."

"We've never had an optional course which achieved 100% retention rate. The course, tutors and materials are obviously spot on."

"The course was effective, not only for use in hospitality service roles but the wider communication and customer service skills elements. It would be useful in many areas – perhaps the course can be tweaked to target other areas."

"This was so much fun. I loved it. I learnt so much and hope you'll be able to help many more people."

AFW was established to advance the education and training of persons preparing for entry, or engaged in, the service of food, wine and beverages. In the year under review they received funding for the following initiatives:-

For the Skill Build Seminar programme. The Seminars are run all over the United Kingdom and follow a common theme. This includes practical aspects such as learning how to open and pour Champagne, open and decant a red wine and the process of blind tasting wines. In addition, delegates also get to improve their knowledge of different wine producing countries or regions with two regional wine tastings each session. The programme usually finishes with an after dinner session which includes areas such as sweet wines, fortified wines, cognacs, liqueurs and coffee. The objectives of the seminars are to encourage education and training in the industry and promote learning to individuals – particularly concerning the craft skill elements. The Seminars also allow delegates to meet with experts in their fields thereby allowing them access to first-hand knowledge. They are relevant to both newcomers and experienced Sommeliers or wine waiters looking to enhance their product knowledge. The Trust's support, together with that of trade sponsors and technical experts from AFW enable these seminars to be offered free to all attendees. During the year 1st August 2007- 31st July 2008, AFW will run seminars in 30 locations training in the region of 50 delegates from the industry at each seminar.

For the 'Licence to Work in Hospitality Service' Entry Level course. The fundamental aim of the programme is to create a pool of potential new recruits to the hospitality service industry with a 'minimum standard' of knowledge and skill. The Licence to Work initiative emerged as a response to industry's staff shortages, particularly in terms of front of house personnel. The programme provides its students with a basic grounding in some key skills areas. Spread over 10 days, which can be run consecutively or, one day a week, the 60 hour programme and final examination covers customer service, food, wine and bar service, basic interview skills, Health and Safety, and importantly for all employers, also provides successful candidates with the basic Royal Institute of Public Health Food Hygiene Certificate which is a mandatory requirement for those who handle food for public consumption. Successful students also receive a guaranteed interview. Initial recruitment will be aimed at the unemployed with delegates representing third-agers, women-returnees, refugees, Jobcentre Plus users, Springboard 'summer schools', and from 'into work' programmes. There is no admission requirement as the programme is designed for those with no or very little knowledge



of the hospitality service industry. The 'Licence to Work' model is designed to be flexible and can be used by anyone. The practical elements need only to be altered to fit a different area, be that for chefs, housekeeping, or concierge. An update on the programme following the first pilot course appears on page 28.

Hospitality Action – The Ark Foundation

"The talk was brilliant and I'm sure will have a profound effect on us."

"Excellent, extremely blunt and honest."

"The best, most thought provoking talk I've ever been to – it truly made an impact."

Quotes from Students

"The Ark Foundation's presentation on addiction by Michael Quinn pulled no punches. The delivery was pithy, relevant and to the point - the students listened intently to every word. I urge all colleges to book a session as soon as possible."

Chef's Academy Newcastle

"We recently witnessed the excellent alcohol and drugs awareness seminar that Peter Kay from the Ark Foundation delivers. His down-to-earth approach had an effect on all of us, and we would recommend Peter to any catering college interested in this subject. He was extremely frank about the devastating effects that alcohol and drugs have had on him throughout his career, and bases his seminars on his very personal experiences."

Hospitality & Catering Warrington Collegiate

Funding was awarded to **Hospitality Action's Ark Foundation** to further develop and expand their seminar programme to students of hospitality, aged 16-19, at Colleges and Universities throughout the United Kingdom. By way of educational seminars the Ark Foundation provides advice and information on how to avoid becoming an alcohol and drug misuser and seeks to help combat binge drinking and to inform of its effects on the mind and body of the young and impressionable members of the hospitality industry. The seminars are designed for people to be able to identify with certain behavioural traits, recognise in themselves some of the characteristics described by the Presenters, who call on many of their own experiences with abusive alcohol drinking and drug misuse to illustrate and emphasise the problem facing the hospitality industry. In supporting the Ark Foundation the Trustees acknowledge that drug and alcohol abuse, particularly amongst young people, is a problem for society as a whole but appears to be particularly prevalent amongst employees of the hospitality industry.

The Ark Foundation is now in its seventh year and reported the following measurable outcomes for the calendar year 2007:-

Students attending seminars	9781
No. of Colleges visited	203
No. of seminars held	240
No. of first time visits	12
Colleges requesting repeat visits	100%

"A quarter of all UK adults, 11 million people are regular binge drinkers."

BUPA Wellness Survey, Dec 2005

"Britain has the fastest growing death rate from cirrhosis in Europe."

The Lancet, Jan 2006

"1 in 4 young men use Cannabis."

Office for National Statistics

<p><i>Institute of Hospitality (IoH)</i></p>		<p><i>This grant was awarded to the IoH under their Patrons Scheme. Following a significant conversion of the IoH's Library – driven by the needs of their members for current, high quality information that would be easily accessible, funding from the Trust was used to make a significant purchase of e-books in early 2007, brining the e-book collection up to almost 250 titles.</i></p>
<p><i>Master Innholders Charitable Trust</i></p>		<p><i>The Trust is a sponsor of the General Managers' Conference. The funding enables the Master Innholders to provide top class speakers and also to keep delegate costs down making the event more affordable, particularly for young hoteliers who are encouraged to attend as part of their ongoing professional development.</i></p>
<p><i>Public Concern at Work</i></p>		<p><i>An annual grant is given to this organisation whose strategy is to publicise good practice in all sectors and conduct research into issues of public and corporate governance. They aim to get people to think of others; explain how influence can work; see both the wood and the trees; promote public interest whistleblowing. The funds from the Trust are used for their helpline and public education work.</i></p>
<p><i>Rob Rees Limited – 'Get Gloucestershire Cooking'</i></p> 		<p><i>Funding was awarded to build on the success of 'Get Gloucestershire Cooking' and to take it to a new level. This project, previously funded by the Savoy Educational Trust, inspired Gloucestershire's communities to 'get cooking' through a series of practical cookery support events. The second phase would seek to raise the profile of catering and the importance of cooking even further, and integrate the work into wider county projects such as Gloucestershire's 'Food Action Zone', the Forest of Dean's 'Real Food Campaign', the Tourism Skills Network's 'Chefs 4 Schools' activity, and Kraft's 'Health 4 Schools programme'. The application referred to the demand from the local community for this project, especially from the Pupil Referral Units and Reintegration Service who would be the focus of this work, with other secondary schools also involved. The objectives of the project are to inspire people to cook; educate people to British, safe, wholesome and affordable food and its journey over the last 40 years; and promote catering as a career choice.</i></p> <p><i>The Trust's grant would be used to redesign and print marketing materials - such as campaign stickers; help modernise the 'Get Gloucestershire Cooking' website and resource models and to cover some management costs; to purchase chefs' jackets and other specialist equipment for young learners; purchase ingredients; and to subsidise young peoples' attendance at the 'Step Back in Time' event on the 3rd April 2008 where Phase 2 of 'Get Gloucestershire Cooking' will be launched.</i></p>

"AFW has just completed its first pilot of the Licence to Work in Hospitality Service with Job Centre Plus. It was a wholly optional course; the delegates did not have to attend in order to receive their benefits, as in the other programmes. Run at the London Metropolitan University AFW took 16 individuals through the full 10 day course. This first pilot has been a great success with we believe the highest retention rate (100%) of any training course Job Centre Plus has seen. Of the 16 delegates who took the course, 14 passed and have been given their guaranteed interview. AFW now has 14 basically trained individuals available to work in the sector. Going forward AFW would like to run several more of these pilots in order to have a larger trial figure and will be running 3 more with Job Centre Plus before the end of June. It is hoped that AFW will then franchise the Licence to Work programme."

AFW - Licence to Work update

In the year under review the Trust also supported 3 (2007: 2) charitable organisations undertaking hospitality related educational programmes targeting both the young and disadvantaged members of society. This also fulfils the strategic aim of the Trust to support organisations that are finding new ways of educating, training and learning. Further details appear below.

CHARITABLE ORGANISATION	GRANT	PROJECT
<p><i>Crisis</i></p>  <p>Crisis Skylight Newcastle learning and activity centre</p> <p><i>"One of the key developments was the opening of our second Crisis Skylight learning and activity centre in Newcastle, based on our highly successful model developed in east London. Already the new centre has become a vibrant place of learning and the Café is drawing in the public. We have had a great deal of support from local agencies and colleges. We look forward to working with them closely over the coming months."</i> Chief Executive, Crisis - Crisis Impact Report 2006/07</p>		<p><i>A grant was awarded to Crisis towards the cost of training homeless people in hospitality/catering skills at the new Skylight Newcastle Café. The Café opened in July 2007, using the lessons learned from developing the successful Skylight Café in east London. The London Café opened in 2004 and in 2007 was awarded the National Institute of Adult Continuing Education 'Opening Doors to Adult Learners Award' for outstanding innovation, creativity and commitment to learning. The Skylight Newcastle Café is a social enterprise project, and is part of the new Crisis Skylight Newcastle learning and activity centre for homeless people, based in City House in central Newcastle. The Skylight Newcastle Café will enable homeless people to learn the skills necessary to re-enter the world of work thereby breaking down the cycle of homelessness. It will provide a supportive environment for trainees to work towards the following accredited hospitality/catering qualifications:-</i></p> <ul style="list-style-type: none"> <i>• Food Safety – NCFE Level 2</i> <i>• Food Preparation – NCFE Level 2</i> <i>• Customer Care – NCFE Level 1</i> <p><i>The trainees will also learn employability skills including work ethic, dependability, team working and attitude to supervision. The Trust's grant will be put towards the salary cost of providing training, and for food materials used for training purposes for 10 homeless people.</i></p> <p><i>Outlining the needs for the project, Crisis state that research from the Office of National Statistics highlights the fact that there is a need for homeless people to access training when compared with the national average of the population. Research</i></p>

"Tackling homelessness is not just about providing someone with a roof over their head: we aim to give people back their

- Creativity**
- Self-esteem**
- Sense of achievement**
- Friends**
- Motivation**
- Happiness**
- Job**
- Respect**
- Home**

At Crisis we deliver practical solutions together with emotional support to empower homeless people to be agents of change in their own lives."

Crisis Impact Report 2006/07

*undertaken by Crisis would indicate that there is a need for routes to get homeless people **back into work**. This research shows that a high number of homeless people want to work now or in the future. At the same time, a report 'Leading the Way' (Regional Economic Strategy for One North East England, 2006-2016) states that the key economic growth areas for the region over the 10 years include the Food and Beverage sector.*

Reporting on the previous year's grant from the Trust for the Skylight Café London, Crisis gave the following measurable outcomes:-

Original Target	Progress Jan-Dec 07
20 people recruited onto the course	28 people recruited onto the course
10 people achieving certification	All 28 people achieved a Crisis Food Health & Safety certificate
10 people progressing into employment	7 people have progressed into employment
12 people improving their employability skills	All 28 people have increased their employability skills by achieving their Food Health & Safety Certificate

The Prince's Trust – 'Get into Cooking'

"Our 'Get into' initiative helps young people get into specialised areas of work, including the catering industry. But the greatest impact of our work is our ability to help young people gain confidence and motivation, building a sense of worth. The Prince's Trust makes a real difference to young people's health and well-being, which contributes to their motivation to get work or go back into education and training, which in turn makes them feel better about their lives. A virtuous circle."

The Prince's Trust Report – "Fit for the Future" published in 2006

"You go down the job centre, look on the job boards – they've got a number of jobs there, but they are looking for people with experience. How can you get experience if you've never worked before?"

Jack, unemployed

The Prince's Trust 'Get into Cooking' programme was launched in April 2004 by HRH The Prince of Wales.

The programme aims to provide disadvantaged young people aged 16-25 with the skills, confidence and opportunities they need to secure a job or enter further education within the hospitality sector. The grant from the Savoy Educational Trust will support the 'Get into Cooking' 2008 programme in Northern Ireland where currently there are around one in ten 'economically active' 19-24 year olds who are not in employment. The rate for unemployment for 19-24 year olds is now more than twice the rate for older workers, amounting to around 10,000 young people. The Prince's Trust runs the programme with the help of Michael Deane, proprietor of Northern Ireland's only Michelin-starred restaurant. Beneficiaries are recruited through outreach work in partnership with local organisations such as Connexions, Jobcentre Plus and as a progression route from other Prince's Trust programmes. Advertisements are also placed in local Newspapers and Journals. The programme consists of 'taster days'; one week course; three week work placement; one week training kitchen; graduation dinner; 1:1 mentoring support.

The overall objectives are to:-

- Engage with up to 40 unemployed young people from Northern Ireland to help them develop a greater understanding of the employment and training opportunities available to them.

<p><i>"We would like to express our sincere gratitude to the Trustees for enabling us to run the 'Get into Cooking' course in Ireland again this year. Your support has greatly improved the prospects of these nine disadvantaged young people. Thank you."</i> Development Executive reporting on 2007 'Get into Cooking' programme</p>	<ul style="list-style-type: none"> • <i>Enable up to 15 young people per programme to progress onto the bespoke training course.</i> • <i>Provide beneficiaries with an all round package of information, guidance and vocational training which will remove barriers to securing employment in the hospitality industry.</i> • <i>Improve the beneficiaries softer skills such as confidence, self esteem, motivation, time-keeping, communication and team working.</i> • <i>Meet the existing skills shortage in the hospitality industry.</i> <p><i>The Prince's Trust reported that of the 12 young people who in 2007 embarked on the full five-week core 'Get into Cooking' Northern Ireland programme, 9 went on to complete the course with 7 of these previously long-term unemployed young people now working in prestigious kitchens.</i></p>
<p>Switchback</p>	<p><i>Switchback received charitable status in 2007. It aims to support 18-24 year old offenders that are involved in catering to convert what they learn inside prison kitchens into real, positive change on release. Through professional and work-based training, personal development and addressing the practical issues at the heart of the re-offending cycle, sustainable employment in the hospitality industry becomes a realistic option for this vulnerable group. There are 5 phases to the Switchback programme:-</i></p> <p><i>Phase 1 takes place inside the prison kitchen where trainees take part in programmes provided by the prison service. This may include Entry Level or NVQ courses.</i></p> <p><i>Phases 2 and 3 take place in the Skylight Community Café in east London after trainees have been released. When trainees are not working or training in the café, they will be working with their Switchback mentor on practical support or personal development sessions. The time spent in the café will provide trainees with the chance to complete any formal training courses that were started in custody as well as learning the work-based skills needed to become job-ready.</i></p> <p><i>During Phase 4, trainees will take part in a fixed-term, unpaid work placement in the hospitality industry. Switchback Mentors will work with employers to support trainees through the experience and ensure transfer of learning.</i></p> <p><i>The focus of the programme is Phase 5 in which Switchback Mentors help trainees into paid employment through links with employers, transfer from work placements and supported job searches. The grant from the Trust will provide bursaries to facilitate the educational and training elements of Phases 2 to 4 for 9 trainees. This will include professional accreditation that is not already supplied by the Skylight Community Café, and work placement support.</i></p>


"We have just received the Savoy Educational Trust's generous donation of £13,500 for nine bursaries for young people on the Switchback programme. This donation really makes a huge difference to us; giving us the means to offer young people leaving prison the opportunity to make a positive, lasting change. The donation has already had an impact that goes beyond the bursaries it will fund. This is because the backing of a well respected organisation such as the Savoy Educational Trust has helped us attract further funding and support. Together, this gives us a really solid foundation from which to move forward. We have trainees signed up for the programme in two out of our three partner prisons and have started to work with them pre-release. We're looking forward to providing them with some practical options when they are released from custody. Thank you for making this possible, it means a great deal."

Director – Development, Switchback

STRATEGIC AREA

INDIVIDUALS

Strategic Objective

 The Trustees consider it important to continue awarding small grants directly to individuals undertaking hospitality related courses. At the same time they are mindful that this area carries a higher element of risk. In order to minimise the risk grants are, in the majority of cases, made payable to the university, college or training provider.

Activities, Achievements and Performance

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

In the year under review **8** grants ranging from £250 to £500 were awarded to individuals culminating in a total of **£3,500**. In the previous year 21 grants were awarded totalling £7,937. The drop in the number of grants awarded is due to a decline in the number of individuals who see their application through to completion. The Trustees are mindful of the fact that this strategic area carries a heavier element of risk. In seeking to minimise the risk the grant is sent to the individual but made payable to the university, college, supplier, or training provider. The individual is informed of this fact at the early stage of the application process and it would appear that in some cases such a condition has served as a deterrent.

The 8 individuals awarded funding were studying with 7 different establishments/training providers and were undertaking a wide range of hospitality related courses.

When reporting on grants to individuals it is important to state that a significant number of grants awarded to colleges, universities and organisations are used by them to offer student scholarships and to assist with hardship cases. Therefore a far

greater number of individuals benefit from Trust funding than indicated in the total outlined in this section.

STRATEGIC AREA	COMPETITIONS
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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 by providing educational scholarships for leading industry competitions and by awarding prizes. The Trustees do this by working closely with competition organisers to ensure that the funding is targeted towards the education, training and development of the competition finalists/winners. There is no doubt that investment in skills has boosted Britain's eating-out image, with Britain having more Michelin-starred restaurants than ever before, principally run by British chefs.


In the year under review, the Trust supported **9** industry competitions and awarded **4** City & Guilds examination winners' prizes with funding totalling **£53,223**. A refund of £2,433 from a grant accrued in the previous year for this strategic area reduced this figure to **£50,790** (2007: 12 competitions/5 City & Guilds prizes, £77,200). Detailed below are those competitions/prizes that received funding from the Trust.

Strategic Objective

✚ The Trustees would continue to recognise and reward the achievement of specific skills by supporting the leading industry competitions. Funding allocated for competitions is specifically targeted for the provision of educational scholarships/prizes as this fits comfortably within the remit of the Trust. The scholarships should be used in a way that furthers the education, training and development of the individual.

Activities, Achievements and Performance

ASSOCIATION/ ORGANISATION	GRANT	COMPETITION
<p>Academy of Culinary Arts</p> 		<p><i>The Academy of Culinary Arts were awarded funds for their Annual Awards of Excellence to enable them to provide a travel scholarship of £2,000 to each of the three individuals who received the highest marks in the chef, pastry chef and service categories. The winners featured in the photograph from left to right were Will Torrent – Richings Park Golf Club (pastry chef); Joshua Duncan – The Commonwealth Club (kitchen); and Christopher Peck – The Gleneagles Hotel (service). Previous winners have travelled to France, Italy, USA and Mexico.</i></p>
<p>Academy of Food & Wine Service (AFW)</p>		<p><i>The grant enables AFW to offer the following awards, aligned to their Annual Awards programme:-</i></p> <p>£2,000 Sommelier Scholarship - the winner, Alvaro Marcos Garcia, from Theo Randall Restaurant,</p>

		<p>London will visit the vineyards and wineries in Beaujolais during the harvest time to enable his involvement in harvesting and interactive wine making.</p> <p>£1,000 Philip Thornton Award for the best college student. In the year under review this went to Karl Johnson from First College, Skegness, Lincolnshire who, as well as receiving a small cash prize, will undertake a work placement in London.</p>
<p>Amicale Internationale des Sous-Directeurs et Chefs de Réception des Grands Hôtels (AICR)</p> <p><i>"There are 12 amazing people on the stage today and I am honoured to be here, and in Dubai. To take home the David Campbell trophy is an incredible experience."</i></p> <p>Markus Mormels</p>		<p>Receptionist of the Year Final – The Trust supported the British Receptionist of the Year Competition held on the 3rd December 2007 at the Goring Hotel. The winner was Markus Mormels from Four Seasons Canary Wharf Hotel, London who then went on to compete and win the International Receptionist of the Year event on the 17th April 2008 in Dubai.</p> <p>The grant from the Trust is used to cover the costs of a work experience programme for the winner.</p>
<p>The Craft Guild of Chefs</p>  <p>Finalists – Craft Guild of Chefs 2007</p>		<p>The Craft Guild of Chefs' Graduate Awards provide formal recognition of a young working chef's culinary excellence. Prestigious for the chef, the Award is also a credit to their mentor and employer. All working chefs aged 23 years or under can compete for one of the Awards by testing their knowledge and skills in this free nationwide culinary challenge. Graduate achievers in 2007 were: Steven Wilson from the House of Commons who was named the top achiever and Mark Froydenlund from Westminster Kingsway College who was the only other chef out of 12 finalists to achieve the 85% pass mark.</p> <p>Funding from the Trust is used to provide work placements for the achievers at any venue of their choice.</p>
<p>RAF Halton</p>		<p>The Trust supported the RAF Catering Skills Competitions and Awards by providing a trophy for the RAF Senior and Junior Steward Competitions.</p>
<p>The Restaurant Association</p>		<p>The Young Chef Young Waiter (YCYW) Competition was created in 1984 to identify and nurture the talents of the foremost young chefs and waiters in Britain. Over two decades it has evolved to become an industry favourite and provides the next generation of culinary stars the opportunity to showcase their aspiring talent and skills early in their career. The Competition is open to chefs or waiters, working full time in the UK within the hospitality industry and aged 24 or under.</p> <p>In the year under review, funding from the Trust was used to provide:-</p> <ul style="list-style-type: none"> • The prize money for the 1st, 2nd and 3rd placed YCYW which proves a major attraction in encouraging entries to the Competition. • The practical skills tests at the 4 regional



Young Chef Simon Christey-French and Young Waiter Matthew Mawtus

The Roux Scholarship



Judge Andrew Fairlie (left) with Daniel Cox

finals held at Adam Smith College, Fife; Darlington College; Birmingham College of Food Tourism and Creative Studies; and Thames Valley University in London.

- *Prizes to the winning Chef and Waiter at each of the 4 regional finals. For the chefs this consisted of a 'set of knives', Larousse Gastronomique, and subscription to Restaurant Magazine. For the waiters a WSET Level 2 course, a Lagiole corkscrew, and 'Setting the Table' by Danny Meyer.*

The final held at Westminster Kingsway College on the 15th October 2007 saw 8 chefs and 8 waiters competing for the coveted titles of Young Chef Young Waiter. The winner of the 2007 Young Chef title was Simon Christey French from the Square in London and the 2007 Young Waiter title went to Matthew Mawtus from Gordon Ramsay at Claridge's.



Young Chef Young Waiter 2007

The Roux Scholarship – *The competition was established in 1983 by Albert and Michel Roux with the dual objectives of encouraging young talent and providing a springboard and framework for young chefs to achieve their full potential. The competition maintains the personal involvement of the Roux family from the setting of the ingredients and recipes in regional and grand finals, through judging at all stages of the competition, to setting up the winner's stage in Europe. Other judges include Gary Rhodes, Brian Turner, Heston Blumenthal and Andrew Fairlie who was the first Roux Scholar. The opportunity for the winner to cook for three months at a 3-star Michelin restaurant in Europe of his or her choice makes this a popular competition. There are now six Roux Scholars who have either gained Michelin stars in their own right or who are custodians of the accolade at their current restaurants.*

For the year under review, the 25th Roux Scholarship winner was Daniel Cox from the fine dining division of Compass Group at UBS in London. Daniel received a cash prize courtesy of the Trust to be used for career development and the opportunity to undertake a three-month stage in Europe with all



Daniel Cox – Roux Scholar 2008

expenses paid and an allowance for the duration of the training. The remaining five finalists received the sum of £1,000 from the Trust to be used towards furthering their career development.

Commenting on his win, Daniel said: " I can't believe I've just won. This is amazing ... I would never have dreamt it ... this is the best moment of my life. "

"The whole Roux Scholarship is a great experience and I would advise any young chef who has ambition and wants to test themselves in the best competition in the country to enter. As for me, the experience went way beyond my expectations. A lot of people work very hard behind the scenes to make this a day to remember for you."

Andrew Wilson, 2007 Finalist

**The Savoy Gastronomes
'Olive Barnett Award'**



The '**Olive Barnett Award**' was created by the **Savoy Gastronomes** in 1975 to honour Olive Barnett's contribution to the industry. The Award is now made annually to the most outstanding young person under 30 working in a customer-facing role in any sector of the industry. The Award recognises potential and also showcases the importance of customer facing roles in delivering business success. The funds from the Trust are used to provide career development grants to the award winner, runner-up and third placed competitors. In the year under review they were:-

Winner – Edward Vitta, Langham Hotel, London (pictured holding his certificate) who receives a career development grant of £1,000 per year for three years;

Runner-up – Sarah Ingram, Holborn Bars, De Vere Venues, London who receives a development grant of £750 per year for three years;

Third placed – Simon Houston, BaxterStorey – BBC Scotland (Pacific Quay) who receives a development grant of £500 per year for three years.

The Olive Barnett Award is partially funded from income derived from the Olive Barnett Endowment Fund.

UK Skills



Will Torrent



Julie Doig

U.K. Skills was established in 1990 with the primary purpose of raising skill levels in the United Kingdom through skills competitions and managing the U.K. team that competes in the **WorldSkills Competition**. WorldSkills is run bi-annually, pitting the best young people against each other in skills areas that range from beauty therapy, web-design, landscape gardening and hospitality. It is a test both of skills and training provision, with UK entrants undergoing an intensive year-long training programme prior to the event. The 2007 Competition was held in Shizuoka, Japan on the 15th-18th November 2007 where 800 competitors



Graham Squire

"The hospitality sector is a hugely important, growing sector of the economy, and events like WorldSkills will, hopefully, help attract young people into the industry and understand the prospects offered by it." **David Lammy MP, Skills Minister** who travelled to WorldSkills.

UK Team



aged under 23 competed for gold, silver and bronze medals from 48 member countries across 47 vocational skills. The UK's overall placing of 11th in the world and 4th in Europe was an improvement of one place on 2005.

The Trust's grant is used to meet some of the costs involved in the selection, training and development of those competing in the competition in the Cookery, Pastry, and Restaurant Service categories. In the year under review they were:-

Cookery – Graham Squire (placed 12th in the Cooking category and missed a medallion of excellence by the narrowest of margins).

Pastry – Will Torrent (placed 6th in the Confectioner/Pastry Cook category – the highest ever achieved by a British competitor).

Service – Julie Doig (placed 17th in the Restaurant Service category).

Chris Humphries, Chairman of UK Skills and newly appointed chief executive of the UK Commission for Employment and Skills said: "Skills matter to UK businesses and the UK economy, and WorldSkills provides the ultimate benchmark of a nation's young people, and the education and training we provide them. These 22 young UK competitors rose to the challenges presented by the WorldSkills competitions and confirmed that they are indeed true champions – up there with the best in the world. To them all, to our medal and medallion winners, and to their teachers and trainers, UK Skills offer our heartiest congratulations!"

City & Guilds 'Medal for Excellence'

Bearing in mind that the Trust was founded by four directors of the Savoy Hotel Limited whose motto is *'For Excellence We Strive'*, the Trustees are delighted to help institutions recognise excellence by awarding prizes. Every year approximately 100 people are chosen from over three quarters of a million eligible candidates to receive a prestigious City & Guilds 'Medal for Excellence'. They are each recognised for having displayed exceptional standards and achievements as a learner, lecturer or trainer. City & Guilds annually recommend to the Trust the top scoring candidates in the hospitality field to whom they have awarded a 'Medal for Excellence'. Those individuals receive a prize from the Trust at an awards ceremony held to celebrate the achievement and success of medalist winners from all areas of vocational education. For the year under review **4** prizes totalling **£1,000** were awarded at a ceremony which took place in London on the 16th April 2007. The medalists were:- **Marta Bell**, medalist for Level 2 NVQ Food Preparation and Cooking; **Polly Eardley**, medalist for Level 1 NVQ Food Preparation and Cooking; **Matthew Jackson**, medalist for Level 2 NVQ Catering and Hospitality; and **Rebecca Johnson**, medalist for Level 1 NVQ Catering and Hospitality.

Graphical analysis of the above listed activities appears in table 3 showing the allocation of grants for this financial year for the various strategic areas. Table 4 contains the allocation of funds over a three year period.

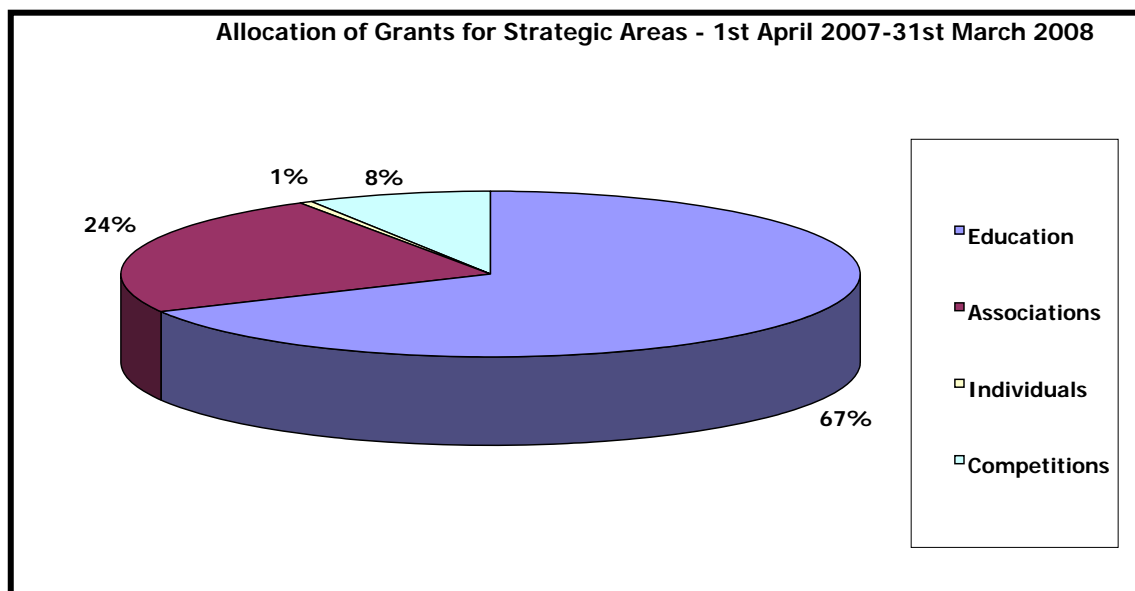


Table 3

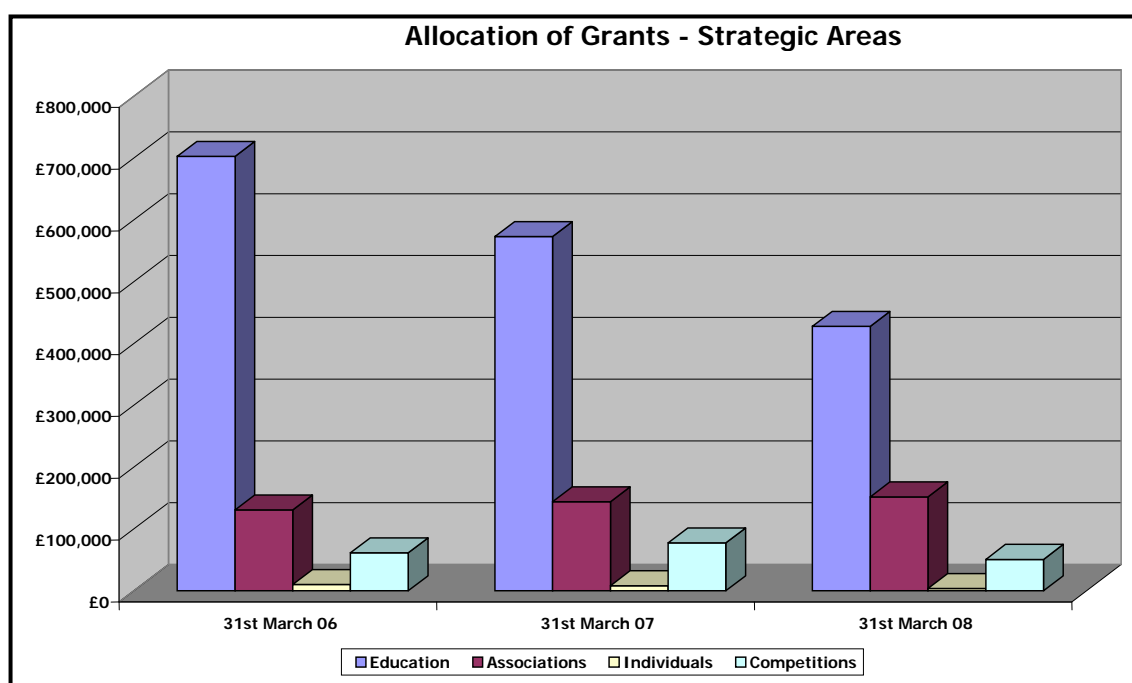


Table 4

EVALUATION PROCEDURE AND PROCESS

The implementation of the strategy has resulted in a more focused grant giving process. This is operated from the time of grant application, assessment and approval through to a vigorous programme of grant monitoring and end of grant review.

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. Specifically grant monitoring is undertaken both to measure the impact the Trust's funds have made to a project and to review and determine the future funding of a project if the intention is for the Trust to support over a period of time. The interim and end of grant reviews also help to identify whether the targets outlined in the original application have been met. The

monitoring and evaluation programme includes attendance by Trust personnel at project meetings, site visits and receiving written progress reports, photographs and CD Roms from grant recipients. It should also be stated that the Trustees will only consider repeat funding for a project/initiative where the recipient can demonstrate that the funds awarded have (a) been applied as intended; (b) met the specified objectives; and (c) have gone some way in making an impact or difference to the ultimate beneficiaries. When awarding grants consideration is also given to withholding an element of funding until satisfactory feedback and evaluation has been completed, submitted and approved.

In some cases 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. At the present time there are three such grants namely, Oxford Brookes University for the Martin Radcliffe Fellowship; University of Strathclyde for the Sir Hugh Wontner Lectureship; and the Academy of Culinary Arts for the 'Chefs Adopt a School' programme. 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.

PAST ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

It is not always possible for the Trustees to report on the breadth, depth or change a project has made during the scope of the financial year that funding was awarded. There are many occasions when projects funded are completed in the ensuing year or in the case of some of the major projects, years. For this reason evaluations on the success or impact of a project is a continuous process and one to which the Trustees place significant importance.

Detailed below are a snapshot of the completion and/or progress of various projects that received funding in previous year ends.

Strategic Area

Education

Dorchester Learning Centre were awarded a grant in January 2007 to help convert a classroom into a two work station kitchen and to set up a Cookery Club at the Centre. The Centre reported that the kitchen was completed during the Easter 2007 holidays in time for use in the summer term. Throughout that term, students of all ages and abilities worked with staff in the kitchen, having fun and learning at the same time. They learnt about health and safety, got to know the layout of the kitchen, found out how to use the equipment and made a whole variety of recipes including: muffins, pizza, biscuits, smoothies, stuffed peppers and cottage pie. Since the autumn term, time in the kitchen has been included on the Centre's timetable and they have put 10 students through the Unit Award scheme. Members of staff have also run an after school club, again with Unit Award accreditation where 2 students planned, prepared and served a three course meal for under £5.00 per head for 4 members of staff. Dorchester Learning Centre have many plans for the future and are currently considering employing a qualified teacher who can deliver to GCSE/NVQ standard. They are also in the process of building links with the wider community. Concluding her report the Pupil Programme Officer stated *"I hope the enclosed photographs will help you to understand just how much the students have benefited from the kitchen and also illustrate how proud they are of their achievements. What the photographs won't tell you is how much of a boost to their self esteem and self confidence it gives them when they have successfully completed a recipe and are then able to take their dishes home. On behalf of my colleagues I would like to thank the Trust once again for your generous grant, without which I am sure we would still be waiting for our kitchen."*

Lewisham College were awarded a grant in July 2006 to support learners who could not afford the required protective clothing and equipment for catering programmes. Four weeks into their programmes learners are required to purchase uniforms and in the past this expense has led to a large drop out. A small element of the grant was also used for transport costs in cases where employers would not cover such costs. Local opportunities are limited so it is vital that learners travel further afield in order to gain a wider experience of the industry. In their evaluation the College reported the following output/outcomes:-

How successful has the project been?

Hardship Funds: Beneficiaries: 236 uniforms and 87 knife sets.

The success of the project has been varied with the retention of adult learners (19+) still being affected by the increase in college fees. All learners were, however, provided with uniforms and equipment by the 4th week of term ensuring they could all take part in practical classes. An overall increase in retention of learners has been demonstrated over the academic year of 4% on the previous year rising from 83% in 05/06 to 87% in 06/07.

Transport Costs: 22 learners benefited from this experience

The grant enabled the College to send learners on a prolonged work placement of 2 days a week for the entire academic year. The learners then either progressed into employment from their work placements or onto level 3 programmes at the College. 100% of the level 3 professional cookery learners went into full time employment in the hospitality industry following the experience gained on the placement.

Training for Life is a charity, established in 1995, with a mission to contribute to a more inclusive society by empowering people with the self-belief that lives can be changed for the better. In October 2006 they received a grant from the Trust to be used to support the new group of apprentices so they can undertake the six month Hoxton Apprentice Programme.

Training for Life reported that Group 7 were recruited directly onto an exclusive front of house programme. The aim now is to have 2 groups of apprentices running at any one time – 6 Front and 6 Back of House – on a rolling, modular programme. This programme has been developed both in the light of previous experience and to provide far greater flexibility and more effective use of resources. In order to broaden the knowledge base of the apprentices and make them more attractive to potential employers, enhanced packages of IT, employability, and financial awareness have been introduced, along with a variety of additional one day/short courses to add to the existing Food Hygiene and Health & Safety training. These include First Aid, Manual Lifting, COSHH – Control of Substances Hazardous to Health, Conflict Resolution, Dealing with Drugs and Alcohol and - for the Front of House apprentices only - the BII's Professional Barperson's Qualification. Most of the courses will take place on a Monday throughout the programme and will be balanced by the longer-established programme of external visits to places such as Borough Market, New Covent Garden and Vinopolis that provide both education and some fun for the group. It is also intended to introduce a programme of mentors to apprentices to support their transition into employment.

Group 7 graduated in November with 4 of the 6 trainees graduating with a full NVQ Level 2. Of the remaining 2 trainees, one left the programme early, and the other decided to postpone training until the next Back of House group commenced in January 2008. The graduating trainees were supported by the Hoxton Apprentice Employment Brokerage team and have all been successful in securing employment. The Group 7 Apprentice of the Year, Hayley Ferris, pictured on the following page, has taken a full time position at Hoxton Apprentice and is thriving in her new role.



Since its opening the **Hoxton Apprentice** has received several accolades including a mention in Michelin Guide 2007 as a recommended restaurant; listed as one of 50 Best Places to Eat Brunch in the UK in the Independent January 2007; In 2006 Time Out rated the restaurant as one of the top 50 hot restaurants in London; Tatler Magazine included the Hoxton Apprentice in its 2006 list of the top 320 restaurants in the UK; Gordon D'Silva – Chief Executive of Training for Life – was awarded the Ernst & Young Social Entrepreneur of the Year in 2007; Hoxton Apprentice was awarded Social Enterprise Team of the Year at the Mayor of Hackney's Business Excellence Awards in 2006 and 2007.

Strategic Area

Associations/Organisations

Springboard Charitable Trust received funding in December 2006 for a project to develop, pilot and implement a 'Work Experience Support' programme which will help to improve the quality and impact of different types of work experience and student placements in the hotel sector. Springboard's research on people's perceptions of the industry as a career and the factors that influence career choice, (1999, 2000, 2003, 2006) identified that work experience is the single most important factor influencing career choice. The research also highlighted that work experiences in the industry were variable in quality often because those being asked to deliver the experience misunderstood the requirements. The programme involved two key strands:-

- The development of a comprehensive step by step work experience support compendium for employers in the hotel sector which covers every type of work experience requirement.
- An implementation programme over three years to ensure widespread use of the compendium and an improvement in the quality of work experience as a result.

Following nearly a year of background research, development, piloting, consultation and amendment, the compendium was completed in printed format and '**INSPIRE – the definitive guide to work experience**' was launched at the Master Innholders General Managers' Conference on 21st January 2008. Inspire is a four part compendium – each part covering a different type of work experience, namely:-

- Taster experiences for any potential recruit or influencer
- Two week work experience from school (year 10)
- Block or Day release from college
- 48 week student placement from degree programmes

Images of the packs appear on the next page.



'Inspire – the definitive guide to work experience'

FINANCIAL REVIEW AND RESULTS

FUND MANAGEMENT

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

For the year under review the Trust's portfolio was managed in equal proportions by Schroders Investment Management Limited and Lazard Asset Management. Subject to satisfactory performance the Fund Managers are re-appointed on an annual basis with the last re-appointment taking place in May 2008. The Investment Committee and Trustees are aware of their obligation under the Trustee Act 2000 to conduct periodic independent reviews of their Fund Managers.

INVESTMENT POLICY AND OBJECTIVES

The Trust's investment objectives are ***"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"***. The funds are invested in such a way as to maximise total return while providing a level of income agreed annually by the Trustees. For the year under review, the funds were invested within a bespoke benchmark recommended by each of the Fund Managers and approved by the Investment Committee and Trustees. The benchmarks aim to provide a yardstick for measuring the success of the investment managers whilst at the same time translating the charity's circumstances, objectives and willingness to bear risk, into a suitable asset allocation with appropriate diversification to provide protection against falling share prices and increased volatility.

INVESTMENT PERFORMANCE

The year under review proved a difficult and volatile one for the equity markets. The FTSE All Share returned -7.7% to 31st March 2008 driven by continued uncertainty in the markets. Overseas equity markets performed slightly better in aggregate – the MSCI World (ex-UK) Index produced a total return of -3.7% in sterling terms. Bond markets proved to be a defensive investment during the year with the FT Government All Stocks Index producing a total return of 7.6%. Against this backdrop the performance for the year from both Fund Managers mirrored the turbulent market conditions and resulted in a decline in the capital value.

SOCIALLY RESPONSIBLE INVESTMENTS

Naturally the primary investment objective is to achieve optimal financial returns 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. Indeed they believe that over time, companies which act in an anti-social or unethical manner will find it increasingly difficult to produce above average returns, whereas quality companies that combine good governance and corporate responsibility by operating at an environmentally and socially sustainable level are far more likely to survive and deliver long term shareholder value. Schroders provide a yearly report on their socially responsible investment activities.

RESERVES POLICY

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

The investment of the capital is the only source of 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 low level. They do, however, incorporate in their annual budget contingency plans for an increase in operating costs particularly with regard to further office relocation, rental and utilities.

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

DESIGNATED FUNDS – ENDOWMENT FUND




The Savoy Educational Trust received a legacy in year end 2001 of £30,000 from Olive Barnett, OBE who set up the Savoy Training Scheme and was also a former Trustee of the Savoy Educational Trust. It was requested by Miss Barnett that the funds be invested at the unfettered discretion of the Trustees to enable them to give an annual award. The Trustees agreed that they would match the sum received from the legacy and the capital would be ring fenced to provide an annual income to finance an award.

The income from this Fund is allocated to the Savoy Gastronomes for the 'Olive Barnett Award', details of which can be found on page 35.



PLANS FOR THE FUTURE

The Savoy Educational Trust works within the very diverse and evolving sector of hospitality. The Trustees therefore need to take account of and be influenced by what is happening in the industry particularly with reference to the long term challenges it faces. At the same time the Trust operates in the world of education and therefore also needs to embrace current developments in that area. This is particularly pertinent at this point in time when there is a shifting emphasis on the role of vocational education and the fact that all over the world, countries are beginning to realise that skills are one of, or even the, most important lever they have to maintain the competitiveness of their economies. The Trustees believe that by monitoring and considering external factors when developing their strategic objectives, they can help support those projects that should, in the long term, demonstrate considerable impact and make a difference to the advancement and development of education, training and qualifications within the hospitality industry.

As outlined in the 'review of the year' section the Trustees undertook a strategic review of all aspects of the Trusts work. This exercise helped the Trustees focus on the following key points:-

-  **Today** (where we are now)
-  **Future** (where we want to be)
-  **Managing the Change** (how we will get there)

OBJECTIVES AND ACTIVITIES

-  The Trustees will continue to support projects that aim to demonstrate considerable impact and make a difference to the advancement and development of education, learning, training and qualifications within the hospitality industry.
-  The Trustees will give particular emphasis to projects that support one or more of the following areas: **skills development, continuous professional development, and retention.**

Margaret Georgiou
Secretary to the Trustees