



**THE SAVOY EDUCATIONAL TRUST  
ANNUAL REVIEW  
FOR THE YEAR 1<sup>ST</sup> APRIL 2012-31<sup>ST</sup> MARCH 2013**



**CHARITY NUMBER 313763**

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*Photographs on front cover, clockwise: The Hospitality Academy at City College Plymouth training restaurant 'PL1' x 2; Students from West Cheshire College who carried the torch for the 2012 Paralympics; Shop at South Downs College; Finalists of FutureChef 2013 competition.*



## CHARITY INFORMATION

***Trustees:***

**Ramon Pajares, OBE, FIH (Chairman)**  
**Robert Davis, DL, MA (Cantab)**  
**Stuart May, FIH**  
**Michael Stapleton**  
**Richard Turpin, MBE, FIH**

***Secretary to Trustees:*** **Margaret Georgiou**

***Chief Executive:*** **Julia Sibley**

***Trust Accountants:*** **SRJ Accounting Services Limited/The Trust Partnership**

***Charity Registration Number:*** **313763**

***Place of Registration:*** **England and Wales**

***Principal Office:*** **Queens House, 55-56 Lincoln's Inn Fields,  
London WC2A 3BH.**  
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***Auditor:*** **Baker Tilly UK Audit LLP  
Portland, 25 High Street, Crawley,  
West Sussex, RH10 1BG.**

## **STRUCTURE, GOVERNANCE AND MANAGEMENT**

### **CONSTITUTION**

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

### **GOVERNANCE AND MANAGEMENT**

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

The day to day management of the Trust is delegated to the Chief Executive who is self-employed and works on a part-time consultancy basis and the Secretary/Administrator who is an employee of the Trust. The accounting function for the Trust is outsourced and from the 1<sup>st</sup> February 2013 the function transferred from SRJ Accounting Services Limited to The Trust Partnership.

### **TRUSTEES**

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

Ramon Pajares, OBE, FIH (*Chairman*)  
 Robert Davis, DL, MA (Cantab)  
 Stuart May, FIH  
 Michael Stapleton  
 Richard Turpin, MBE, FIH

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

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

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

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

## **INVESTMENT COMMITTEE**

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

## **PUBLIC BENEFIT STATEMENT**

The Trustees acknowledge that education is the most powerful tool there is in achieving social justice. Talent, wherever it exists should be sought out, supported and nurtured. They can confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to the Charity Commission's general guidance and supplementary guidance on public benefit in determining the activities undertaken by the Trust for the advancement of education.

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

## **RISK ASSESSMENT**

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

## **ENVIRONMENTAL POLICY**

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

## **TRADEMARK REGISTRATION**

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

## **OBJECTIVES AND ACTIVITIES**

## **REVIEW OF THE YEAR**

In their 2013 'State of the Nation Report', People 1<sup>st</sup>, the Sector Skills Council, report that the hospitality and tourism sector accounts for more than 2 million jobs which equates to 1 in 14 workers across the UK and the latest figures show that the workforce currently stands at 2,076,000. Increases in employment opportunities within the sector are higher than the average across the economy as a whole and demonstrate the resilience of the sector in the face of the economic downturn. As the hospitality and tourism sector continues to grow and other sectors contract, its relative importance to the UK economy is increasing. It is playing a critical role in helping people into

jobs as the low barriers to entry mean that people can start working in the sector with little experience and develop into higher skilled and management positions. This provides the Government with an opportunity to work with sector employers to help more people into work and to support its social mobility agenda.

In 2012 the hospitality and tourism sector played an important role in the success of events such as the Queen's Diamond Jubilee and the London 2012 Olympic and Paralympic Games. Key to this was the professional and warm welcome visitors received from the thousands of volunteers who were trained to enhance the visitor experience. These successes contributed to improved perceptions of the UK and the strengthening of the UK's position as a top-ten global brand. This has highlighted the UK's need for a skilled, professional workforce in the future to meet increasingly high visitor expectations. According to Visit Britain tourism contributes £115bn to the UK economy representing 8.9% of the country's GDP each year. A significant proportion of that comes from overseas visitors and is a valuable source of foreign exchange.

The majority, namely 82%, of the workforce is based in England, with 10% in Scotland, 5% in Wales and 3% in Northern Ireland. Longer term employment projections suggest that by 2020 the sector's workforce will have grown by 6%, which is higher than the projected increase for the economy as a whole. This includes the replacement demand which estimates that an additional 660,200 people will need to be recruited by 2020.

It is estimated that 211,910 people are working towards hospitality, leisure, travel and tourism qualifications in further or higher education across the United Kingdom. The majority of learners are studying either full-time or are on work based learning programmes such as Apprenticeships with training providers.

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

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

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

Other developments to report for the year under review were: -

#### **SAVOY EDUCATIONAL TRUST MBA**

Management and Leadership have been identified as important future skills needs for the hospitality industry. Managers require a range of skills, including generic management skills, social media and

marketing, and employee engagement skills in order to increase their professional business practices. Mindful of this and to help ensure the leadership of the future for the hospitality industry is as focused, relevant and informed as possible, the Trustees in the year under review took the decision to explore the possibility of supporting a number of people on a MBA programme at Cranfield University.

### **TRAINING FOR LIFE – DARTMOUTH APPRENTICE**

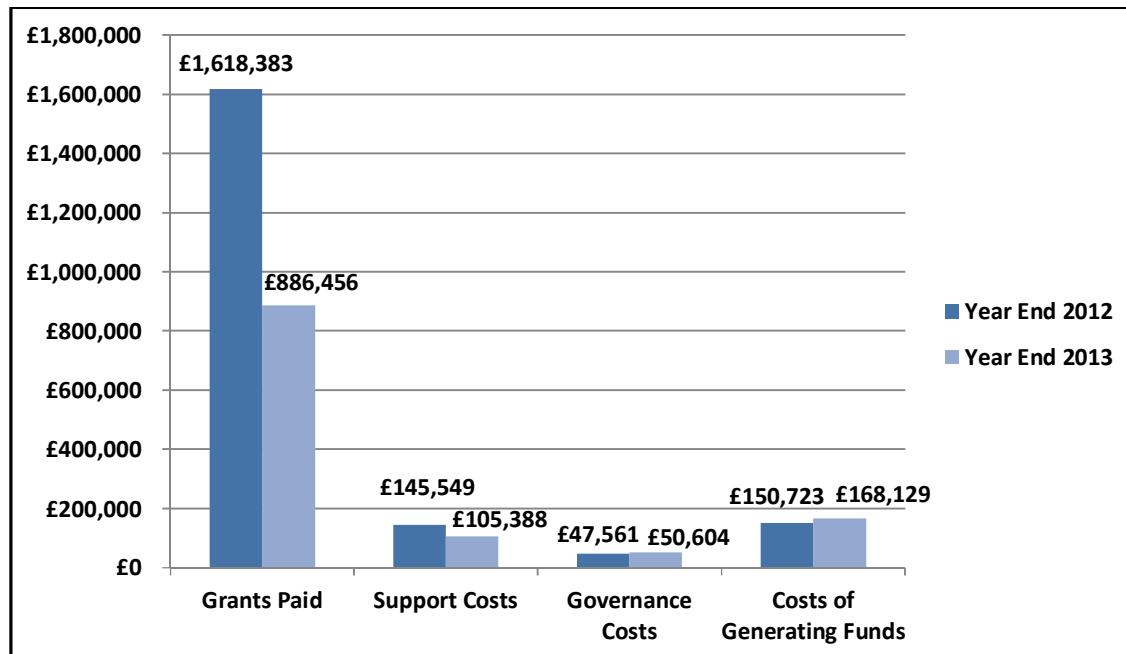
The Trustees were disappointed to learn that a project they have supported over a number of years fell victim to the economic downturn and funding cuts. The last grant awarded to The Dartmouth Apprentice was in the previous year end to support five apprentices with their training and two pre employability programmes for 20 participants. The Trustees were pleased to note, following receipt of an evaluation report, that their funding was used for the purposes awarded.

### **RICHARD TURPIN, MBE, FIH**

In the year under review Richard Turpin who was appointed a Trustee in 1998, received the Caterer & Hotelkeeper 'Lifetime Achievement' Catey which the industry refers to as its Oscars night. In the New Year Honours list he was also awarded an MBE for his charitable work.

For the year under review the **total incoming resources** for the Savoy Educational Trust amounted to **£1,238,723** (12.62% increase on 2012: £1,099,957). **Grants paid during the year** totalled **£886,456** (45.23% decrease on 2012: £1,618,383). As highlighted in last year's annual review a grant of £600,000 was awarded to Oxford Brookes University to support the creation of a social learning space within a new building that will house the Oxford School of Hospitality Management. It should be noted that the Trustees rarely award grants of that magnitude and would go some way in explaining the rather large decrease in the grants paid during the year under review. **Support costs** totalled **£105,388** (27.59% decrease on 2012: £145,549). **Governance costs** totalled **£50,604** (6.40% increase on 2012: £47,561). **Costs of generating funds**, namely fund management fees, totalled **£168,129** (11.55% increase on 2012: £150,723).

**The grants paid during the year, together with support costs, governance costs and costs of generating funds are detailed below in Table 1.**



**Table 1**

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

## **APPLICATION PROCEDURE**

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

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

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

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

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



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

## **AIMS AND STRATEGIC OBJECTIVES**

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

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

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

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

For the year under review the Trustees remained committed to investing in and supporting the learning experience and skills development for the current and future generations of the hospitality industry. The strategic areas and objectives for the year are outlined below and overleaf:-

### **Strategic Area**

#### **Educational Establishments/Associations/Charitable Organisations**

The Trustees would:-

- Assist Schools, FE and HE establishments enhance and enrich the quality of their hospitality education so that they play a leading role in providing the vocational and professional skills required for the success and growth of the UK hospitality industry.
- Award grants to FE and HE establishments to reward excellence and alleviate hardship by offering student scholarships and bursary schemes.
- Promote and provide scholarships by supporting projects involving career and continual professional development.
- Maintain their support of industry associations and charitable organisations requiring funding for specific educational projects.

## **Strategic Area**

### **Individuals**

- The Trustees consider it important to award 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 recognise and reward the achievement of specific skills by offering their support to 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 grants awarded and paid amounted to **£886,456**. As discussed in the 'review of the year' section, budget constraints continue to impact heavily on educational establishments and third sector organisations. This has led them to think outside the box and search elsewhere in order to recover the deficits of those funds previously received from the public purse. The Trustees are acutely aware that their funding would appear to be all the more pivotal in the current economic climate at a time when skills are beginning to be seen as a new global currency. Below are those grants awarded in the year that the Trustees believe will help the recipients meet the challenges of the global skills agenda.

### **STRATEGIC AREA**

### **Educational Establishments/ Associations/Charitable Organisations**

The Trustees consider that projects supported under this strategic area are at the very core of the Trust's main aim and as such awarded grants totalling **£805,406**. The sum includes a refund of (£18,000) for two grants awarded in the previous year end for projects that did not proceed.

The following pages contain further analysis, together with a listing and synopsis of all grants under this strategic area.

**In the year under review, the Trustees awarded grants totalling £217,466 to 8 schools.**  
Details of the grants appear below and overleaf:-

#### ***Beaufort Community School, Tuffley, Gloucester***

***£20,000***

Beaufort Community School is a Foundation school with Trust status providing secondary education for pupils aged 11–18. The grant from the Trust was provided to support the provision of a new teaching facility for Hospitality and Catering at Level 3 (i.e. in the Sixth form).

Courses at GCSE have been introduced successfully over recent years and the growth in popularity of these courses means that in order to deliver the new Level 3 course, the school needed to create a new teaching area equipped to industry standards.



**New teaching facility at Beaufort Community School**

*"The facility, as you will see from the photographs is a very real asset and very well used."* **Headteacher**

**Great Baddow High School, Chelmsford, Essex** **£30,000**

Great Baddow High School is a non-selective school providing secondary education for pupils aged 11–18. The grant would be used to help with the refurbishment of the three existing Food Technology rooms. This redevelopment will allow the school the opportunity to run Level 3 Food Science and Nutrition at Key Stage 5 and provide a realistic working environment for students studying GCSE Catering and Food Technology.

**John Taylor High School, Burton on Trent, Staffordshire** **£48,743**

John Taylor High School is a specialist Science and Leadership Academy providing secondary education for pupils aged 11-18. The grant would be used to help the school extend and refurbish the existing teaching catering facility in order to create a purposeful, dynamic teaching space and to extend the opportunity of qualifications offered in Hospitality and Catering at GCSE and A level or Level 2/3 equivalent. Opportunities for teaching groups within the local community will also be offered. The teaching space will have a focus on technology enabling lessons to be streamed, recorded and viewed by students, staff and parents at a later stage, in their own time.

*"The support of the Savoy Educational Trust has enabled John Taylor High School to provide a learning environment that will both improve and support students of all ages at the School. We will keep you informed of progress as it is made later this year and of course we would welcome a visit from your representative once the facility is open."* **Principal**

**Longfield Academy, Longfield, Kent** **£8,723**

Longfield is an Arts and Science Academy providing secondary education for pupils aged 11–19. In July 2011 the school moved into a state of the art, new £26m building and this included a £250k new professional training kitchen and bistro called the 'Telescope'. Following on from previous grants, this year's funding will be used to (1) purchase additional items of equipment to enable the Academy to offer a Level 3 course; and (2) help with the cost of purchasing some 'bistro' style furniture for The Telescope, which will help them introduce a 'fresher' more modern dining aspect into the bistro.

**Nether Stowe School, Lichfield, Staffordshire** **£30,000**

Nether Stowe School is a specialist Mathematics and Computing College providing education for 11-18 year olds. The grant from the Trust would help the School refurbish the old Food Technology room so that they can create modern industry style catering facilities for the teaching of Catering, Hospitality and Food Technology. The School believes that the introduction of GCSE double award in Hospitality and Catering will be of significance both in providing an accessible GCSE option as well as ensuring a high standard of academic success in this growth industry. The School report that students certainly enjoy their lessons and many express a desire to progress into the hospitality and catering industry.



**Pre refurbishment of facilities at Nether Stowe School**



**Refurbished facilities at Nether Stowe School**

**Saltash.net Community School, Saltash, Cornwall**

**£30,000**

Saltash.net Community School is a specialist Science, Mathematics and Computing College providing education for 11-18 year olds. The grant would be used to help the school refurbish their 1960's domestic style melamine teaching kitchen setup with a more commercial, hardwearing stainless steel design. This will not only stand up to high volume of use but will also give an authentic cooking environment in which the students can learn and develop their catering skills.

**Photos before**



**Photos after**



*"The refurbished catering room has made a huge impact in the quality of teaching and learning in food and catering - as you can see from the photos the room now looks in keeping with a*

*professional catering kitchen. The room is easier to keep clean, equipment is easily accessible and a separate teaching area has been created for theory work and demonstrations. Students using the room say it has the "wow factor". **Business Manager.** "It is much more hygienic and has made practical lessons run more smoothly." **GCSE Students***

### **The Cotswold School Academy Trust, Bourton, Gloucestershire £25,000**

The Cotswold School is a non-selective Academy providing education for 12-18 year olds. The grant would be used to provide a new Food Technology teaching kitchen by completely refitting an existing classroom space with all utility services and equipment. The school aim to extend their curriculum to include more hospitality and catering qualifications, provide vocational training, meet the needs of growing student numbers, encourage aspiring students and serve the wider community. "*The Cotswold School has been able to meet all the targets we had set ourselves: teaching greater numbers of students – we now have the space to instruct 24 students at a time in practical cooking lessons (previously only 12 could cook at a time) - introducing a new GCSE catering qualification, lifting the profile of cooking and food technology in the school and our school as a provider of training in the wider community. Without the funding, our new teaching kitchen simply would not have been possible.*" **School Development and Facilities Manager**

#### **Food Technology Teaching Kitchen**



### **Witchford Village College, Ely, Cambridgeshire £25,000**

Witchford Village College is a specialist Sports College providing education for 11-16 year olds. The grant would be used to help the school refurbish their existing catering and hospitality facilities. In doing so, the school aim to: attract and inspire new and existing students with an interest in pursuing a career in catering and hospitality; offer the local community a wide range of courses; begin to introduce certified courses which will enhance their employment prospects; and help the school generate increased revenue from attracting additional students which in turn would help them sustain and further develop the catering and hospitality facilities. "*We were absolutely delighted to hear that our application has been successful and that our refurbishment project can now proceed. The £25,000 grant will enable us to make a huge difference to the quality of the catering facilities at Witchford Village College and the benefits will extend not only to current and future students and staff but also the wider community.*" **Principal**

**The Trustees awarded funding totalling £275,462 to 16 FE Colleges.** Details of the grants awarded appear below and overleaf:-

***Blackpool and the Fylde College***

**£37,057**

***Prague Visit April 2012 and Graduation Day July 2012***



A grant was awarded to the College to cover a large array of projects, namely for: bursary awards for equipment and uniforms for the student intake of 2012/13; staffing cost for half post for Additional Learning Support; exam costs for hygiene courses and registration costs for NVQs; overseas exchange programme; visiting salons/exhibitions and competing in competitions; materials to provide road shows/shops for feeder schools; and support for the Awards evening at the end of the academic year to celebrate the successes of the students. Reporting on the impact of the bursary awards the **Head of School of Catering and Food Production** states that "*a total of 260 full time students received some level of financial support to equip and enrich their programme and time at the College. Although the retention dropped by 1% from the previous year to 95% it is still one of the highest in the College, with 90% of all new intake for last year rolling over to progress into this year.*"

***Chichester College***

**£3,500**

The College successfully applied for a grant to be used to purchase books (£500) which will be awarded at the end of each half term in recognition of good performance to date; and to purchase the required kitchen and restaurant uniform at a cost of £250 per student for 12 students (£3,000). This will enable the College to support those students where income is a barrier.

***City College Plymouth***

**£65,000**



A grant was awarded to help the College develop a high quality, well resourced, industry standard training restaurant. The facility would enable the College to promote the development of professional food and beverage and customer service skills. Hospitality is a successful and valued curriculum area within the College and the College consider there are great opportunities to develop this provision further to meet the future employment needs of the City and South West Region.

The restaurant was rebranded as PL1 (*pictured above*) and officially opened on the 15<sup>th</sup> November 2012 by local celebrity chefs James and Chris Tanner. Evaluating the grant the College state:

*"Our successful application to the Trust for £65,000, with match funding provided by the College, enabled us during 2012 to achieve our vision which was to refurbish our outdated training restaurant and create a more flexible and contemporary space.*

*Our opening on 1<sup>st</sup> October coincided with a full Ofsted inspection, the College having received two days' notice the previous week. Catering and Hospitality was chosen as one of the curriculum areas to be inspected. At the end of a busy week the College was graded as good with outstanding features but we are delighted to say that Hospitality and Catering was graded '1' outstanding. The support of the Trustees in enabling us to refurbish our restaurant and provide such an excellent resource for showcasing skills has been instrumental in our journey to outstanding.*

*The rebranding and relaunch has also been a catalyst for change and motivation. We are so grateful as a teaching team to the Trust and so proud of what we have achieved. The project has certainly contributed to the success of our curriculum delivery and helped to create the dynamic and enjoyable learning environment that our students experience. The College has a strategic role to play in ensuring that students learn and develop employability skills and that the curriculum offered is relevant to the needs of the local economy. Our newly refurbished restaurant has helped us to ensure that we are providing our students with the best opportunity to be prepared for their future careers and progress onto higher education and training or into employment."*

#### **Head of Curriculum Catering and Hospitality**

#### **Cornwall College Camborne**

**£40,000**

Cornwall College is investing in the redevelopment of the Catering and Hair and Beauty areas of the Camborne campus which they state is long overdue. They successfully applied for a grant to help them re-equip their main training/restaurant kitchen to include a demonstration theatre to bring it up to what is considered to be state of the art in terms of energy conservation incorporating induction hobs and heat recovery systems. The refurbished facility will become the focal point of culinary technology for students and industry alike to demonstrate cookery innovation for the future. The College consider that education needs to be pitched at a level, using equipment and training that is more sophisticated than that utilised by current industry so as to raise the benchmark of training within the locality. Their budget will cover most of the project but they required additional funds to complete the refurbishment to a high level of provision.

#### **Exeter College**

**£ 9,600**

Funding was awarded to help the College undertake an educational visit for 64 students to Reims, the Champagne producing region of France to experience a variety of artisan produce (*see photos below*). The visit will encourage students from Level 1 to Level 3 food preparation and cooking and food and beverage service including apprenticeship programmes to participate in culture, diversity and understand where and how produce is grown. On their return from the trip the **Deputy Head of Faculty** states: "*All students have benefited from the educational programme in which they gained first-hand knowledge and information to support their education here within the UK. All learners have a greater understanding of the quality of produce that is available if you look for artisan produce and that there are exceptional small independent producers who provide quality food and commodities to the catering and hospitality industry. On their return the students are more focused, dedicated and comment frequently about their educational visit. Some learners have now gained employment in France when they complete their studies this year so a real success story.*"



**Kingston College** £3,000

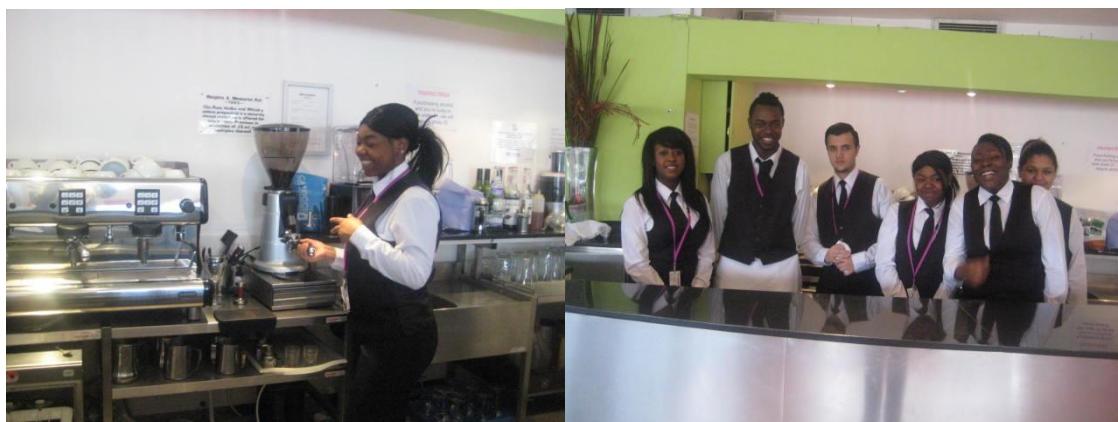
The grant from the Trust would be used to help purchase a reception desk/chair, a retail display cabinet, tea and coffee making facilities and IT and telephone equipment to support learners studying for the BTEC Front of House Operation qualification.

**Lakes College** £10,000

The College undertook a refurbishment programme for their 'La Rue' training restaurant and applied to the Trust for funding to purchase equipment which included crockery; Robot-coupe; candelabras; Jack stacks; and bertie boiler. The College outlined the following objectives in their application: (1) the refurbished facilities and equipment would give their learners a professional experience of working with the public in a safe/modern environment; (2) enhance the learner experience for added value through new and improved facilities; (3) improve the reputation of Lakes College West Cumbria, expanding their provision which has been identified through the labour market information. In their evaluation the College have informed the Trustees that the new facilities have led to improved and extended learning and assessment opportunities for both kitchen and front of house.

**Lewisham College** £6,500

Lewisham College of Hospitality undertook a project to refurbish their existing coffee facility to reflect current industry standards providing high quality beverages and accompanying high quality food offer. The College intend to offer and run the City and Guilds Barista (7102) course and the new facility will enable the provision and the training and skill levels required to capitalise on the many employment opportunities that exist within the Coffee industry. The grant from the Trust was used to help with the purchase of the Coffee espresso machine, grinder, knockout drawer, Britta water system, delivery, installation and training equipment, together with six bar stools. The refurbished facility can be seen in the photographs below.



**Macclesfield College** £2,000

Funding was awarded for an educational two day visit to London for 25 students all completing Level 3 programmes within the College. The visits would include high quality hotels and restaurant operations as well as Borough Market and the London Taste Festival in Regents Park. Commenting on the educational visit the Trust helped to fund in the previous year end, the **BTEC Hospitality Tutor** states "*This visit has inspired Macclesfield College students by giving them access to real professionals working at the top of their careers as well as driving forward the vast array of opportunities and creativity which our industry can offer them.*"

**Preston College** £35,000

Preston College serves a local population of approximately 250,000 within the City of Preston and the surrounding areas of Central Lancashire. Hospitality and Catering is well established within the curriculum portfolio. In the year under review, the College successfully applied for funds to purchase equipment for a project which aims to provide their most vulnerable learner cohort with a fully accessible, modern training kitchen. This will incorporate innovative VLE software and assistive technology, alongside specialist equipment appropriate to the needs of a wide range of learners. This new facility, unique in the Lancashire area, will provide a much needed response to the requirements of a changing learner demographic and will widen the appeal of the Hospitality and Catering industry.

The facility will also help the College target those with multiple difficulties progressing from specialist schools and colleges. In addition, the facility will support their work with the unemployed.

### **Runshaw College**

**£11,145**

Funding was awarded to Runshaw College for a variety of purposes, namely to: purchase laptops; uniform sets; for student trips; in-house demonstrations and guest talks; for a Hot Mix from Kitchequip; to cover food costs whilst practising for competitions; and for accommodation costs whilst students are on work placements. The objectives of the grant are to increase opportunity for all their students by ensuring that work placements, competitions and trips can be accessed by all to enhance the individuals' learning; to provide an excellent experience for students choosing Hospitality and Catering as a vocation; and to provide their students with the knowledge, skills and experience to ensure they are employable.



**Students from Runshaw College who competed in Seafood Competition; 2 x Student who competed in North West Young Chef Competition April 2013; and Student who undertook placement at Le Manoir aux Quat'Saisons**

### **South Devon College**

**£18,000**

The College were awarded a grant for a project comprising of three elements:-

(1) To enable them to run a Junior Chef Academy to encourage teenagers to develop culinary skills and develop an interest in a potential career in Hospitality and Catering. With the funds the College were able to deliver 6 further courses to 53 students. Successful parents' evenings have showcased the children's skills and enthusiasm, producing hot buffet items for family and friends.

(2) Bursaries for disadvantaged learners. More than 20% of the learners come from low income families and need additional funding support for quality uniform and knives that will help instil pride and professionalism into their experience at College. With funding cuts, learner support funds are extremely limited and extra funding is required to ensure that those who need financial support receive help so that hardship is not a barrier to any of the learning programmes. The College reported that having funding available to facilitate the purchase of chef uniforms and knives has helped several young students enrol and become part of an outstanding learning environment. The

funding has also helped to maintain a pool of spare uniforms and knives which aids students to replace lost items quickly so as not to miss any training sessions.

(3) Support for culinary competitions to inspire, motivate and build the confidence of the students whilst improving the College's reputation within the community and nationally. The College believe that through competitions students learn new techniques and skills, enhance their CV's and improve their self-esteem and confidence. The Trustees were informed that with the funds the College now have a mobile demonstration kitchen which was designed and built by the College's carpentry students to facilitate the Hospitality and Catering department to further enhance the learning opportunities of young people using competitions, food festivals and culinary workshops.

*"The College has a strategic role to play in the regeneration of the local economy, which in South Devon largely depends on the Hospitality and Tourism sector. It is recognised that there is a need for quality service and first-rate culinary skills. In developing these initiatives with the support of the Savoy Educational Trust we will be equipping our young people with workplace skills and knowledge required to secure employment in the future raising expectations, quality and standards."* **Section Head of Hospitality, Catering and Tourism**



**Junior Chefs Academy at South Devon College**

#### **Stafford College**

**£830**

The grant from the Trust would be used to help provide all catering students with structured industrial training opportunities in their first year; support a Cook and Serve Competition; and to help with transport costs and uniform costs for two students to undertake work placements.

#### **University College Birmingham**

**£27,000**

The grant from the Trust - aiming to build on the success of the funding awarded in the previous year end - would be used by the College during academic year 2012/13 for the following activities:-

- **£15,000** to enable the College to provide 60 x £250 Savoy Educational Trust Scholarships consisting of a 'hospitality professional starter pack' for students from low income households. These would be awarded through the College Student Services Unit - which is experienced at dealing with student hardship applications - to students that were struggling to find money to purchase hospitality text books, chefs' whites, a front of house uniform, safety shoes, a set of knives and other important personal equipment required in the first year of College. The College state that over 55% of their student population are from postcode areas defined by the Department of the Environment as 'deprived'.
- **£2,000** to provide specific individual hardship support to students who are experiencing financial difficulty and to provide specialist enrichment activities to the same group of students increasing the scope of the curriculum and their understanding of the hospitality industry.
- **£10,000** to help the College deliver two Young Chefs Academy programmes to circa 40 young aspiring chefs aged 14-16 (school years 10 and 11). The programme is run over a 10 week period on Saturdays commencing in September/October and January/February. Students are taught how to prepare and cook a range of starters, main courses, sweets and puddings. At the end of the course, the students prepare and present a three course lunch for parents and invited guests. Certificates and medals are presented to those students who have completed the course.

**Warrington Collegiate****£2,890**

The College is located in one of the most deprived wards in the country. Due to cuts in public funding and reduced funding from the Skills Funding Agency the College is finding that each year they have a considerable amount of learners who cannot enrol onto their chosen programme because they cannot afford the required uniform. They successfully applied to the Trust for a grant to enable them to purchase kit and equipment for 20 students who without support would otherwise struggle, or indeed find it impossible, to purchase necessary items.

**West Cheshire College****£3,940**

The grant will be used to help the College continue with their luncheon club for the local community at Blacon. £2,040 of the funds will pay for the hire of the Church Hall at Holy Trinity Church to enable their Special Needs Learners to run the kitchen and food service at lunchtime and £1,900 is to go towards the cost of the residential trip the College wish to organise for the learners in July 2013 at the end of the academic year.

*"I would like to thank the Savoy Educational Trust again for their contribution to this extremely worthwhile cause; the luncheon club provides significant interaction between learners with special needs and members of the local community. In these leaner times, it is vital that the College maintains these links and without contributions such as this, the future of the Blacon Luncheon Club would be gloomy indeed."* **Specialist Teacher**



**Student who worked at Blacon Community Lunch Club and who was chosen as a Games maker at the Paralympics and stayed in the Olympic Village for the duration of the Games**

**The Trustees awarded funding of £13,750 to 3 HE establishments** for the following projects:-

**Bournemouth University****£5,680**

The Trustees awarded funding of £5,680 to be used to continue the 'Savoy Educational Trust International Travel Award' which has been supported for a number of years at Bournemouth University. The grant, which together with unspent funds from the previous year end, will be used for two prizes of £3,000 each which are open to final year undergraduate students on the Hospitality Degree programmes and which would encourage and facilitate students to undertake international research in an area of specific interest and value to them (and potentially others) within the field of hospitality. Lucy Vierbergen and Mette Nielsen were selected to be the recipients of the 2012 Savoy Educational Trust Study Awards. The title of Lucy's study was '*the adoption and implementation of waste management systems: A comparative analysis of two groups' approaches to implementing best practice in large international hotel groups*'. This also represented a development of Lucy's dissertation. Mette undertook research into '*delivering a five star hotel experience in Dubai*'. This work built on and developed her dissertation research.



**Lucy Vierbergen in Boston**



**Mette Nielsen in Dubai**

**Cardiff Metropolitan University** £3,760  
 The Trustees awarded funding of £3,760 per year for a period of 3 years to be used to support 1 PhD fees-only scholarship within Hospitality. The Trustees awarded this grant on condition that they were involved with the selection of the topic to be researched and that this should be of relevance and benefit to the industry. The grant is given on the understanding that it will be reviewed annually and further funding will be given once the Trustees are satisfied with the evaluation report. The recipient of the PhD Scholarship is Katarzyna Minor whose research is entitled '*the effects of hotel engagement with daily deal websites on employment patterns and employee well-being*'.

**University of Brighton** £4,300  
 The Trustees awarded funding of £4,300 per year for a period of 3 years to be used to help provide a PhD bursary to support research in an area of interest to the Trustees. The funding from the Trust will also ensure matched funding by the University thus enabling a second bursary to be awarded. The grant is given on the understanding that it will be reviewed annually and further funding will be given once the Trustees are satisfied with the evaluation report. The recipient of the PhD bursary is Maria Gebbels whose research is on '*career mobility*'.

**Hospitality Industry Trust** £25,000  
 The Trustees awarded funding to Hospitality Industry Trust (HIT), a registered charity, whose remit includes the awarding of grants to FE and HE Colleges in Scotland for the provision of bursaries and scholarships primarily to students of hospitality whether from Scotland or beyond. The Trust's grant is used specifically by HIT in the following ways:-

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

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

HIT reported that in the year under review, the Trust's grant, together with funds from other sources helped them to award 119 scholarships. In addition, 13 FE and HE establishments benefited from the bursary scholarship programme.

In the year under review the Trustees also gave a grant to the **City & Guilds of London Art School** of £5,000 to enable them to award bursaries to their students during the academic year 2012/13.

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

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

<b>REGION</b>	<b>No. of grants</b>			<b>Amount</b>		
	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>	<b>2012/13</b>	<b>2011/12</b>	<b>2010/11</b>
London	2	5	4	£ 9,500	£ 79,280	£465,000
East	2	3	2	£ 55,000	£ 47,161	£ 60,000
South East	3	5	6	£ 16,523	£676,036	£ 94,916
South West	8	6	6	£213,280	£ 47,537	£114,605
Midlands	4	3	3	£106,573	£ 67,750	£ 37,315
North East	-	-	3	-	-	£ 80,419
North West	7	8	6	£102,032	£117,975	£ 78,113
Scotland	-	2	1	-	£ 51,500	£ 11,500
Wales	1	-	-	£ 3,760	-	-
<b>TOTAL</b>	<b>27</b>	<b>32</b>	<b>31</b>	<b>£506,668</b>	<b>£1,087,239</b>	<b>£941,868</b>

**Table 2**

## SCHOLARSHIPS/CAREER DEVELOPMENT

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

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

***£60,000***

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

The purpose of the Scholarships is to introduce middle management in the hospitality industry to senior/general management techniques by exposure to short intensive courses of management education, thereby providing experience, skills and training not readily available in the workplace. Winners of the Scholarships can undertake a two week course at Cranfield University School of Management or Cornell University. Those awarded a Scholarship to attend the Ecole Hôtelière de Lausanne will undertake a number of modules.

Applicants for these Scholarships have to submit a written paper and if shortlisted are then invited to attend a series of interviews at the Innholders Hall. The interviewing panel includes the Chief Executive of the Trust. For the year under review following interviews in November 2012, **14 Scholarships** were awarded (November 2011: 18). Scholarship winners will undertake the following courses:-

**Eleven candidates** were awarded a Scholarship to attend a course at Cranfield University in March, June or October 2013 entitled "**Accelerated Talent Development**".

**Two candidates** were awarded a Scholarship to attend the '**Ecole Hôtelière de Lausanne Summer Programme**'.

**One candidate** was awarded a Scholarship to attend a course at **Cornell University** entitled '**The General Managers Program**'.

*"I would like to thank everyone that was involved in the scholarship programme as, I am without doubt, convinced that both the programme itself and also the connections I have made have given me a fantastic opportunity to further myself and pass on my knowledge to others. It is great to mingle with people with similar passions to myself and work out ways to overcome issues or new developmental techniques."* **2012 Lausanne Scholar**

*"I feel extremely privileged to have been given this scholarship and know that it has already changed my attitude towards aspects of how I view and run my property. As General Manager of an independently owned and managed property, I represent the interests of the investors - none of whom are hoteliers - but at the same time, the interests of my staff and guests. The GMP furnished me with a far deeper understanding of many subjects but in particular, an investors or asset managers' perspective on creating value for the business which will make a big difference in enabling me to effectively manage upwards."* **2012 Cornell Scholar**

*"In terms of implementation and value to the business certainly the human resources strategy will allow me to develop our policies here and will help in finding a balance between the hospitality industry and being owned by a charitable Trust which supports social justice and fairness in society. We will drive to become a symbol of how to operate best practice for the industry, our ambition being to become market leader in this area....Someone said that attending the course was 'the best thing they had done professionally'. I completely agree."* **2012 Cornell Scholar**

**In the year under review the Trust awarded grants of £31,500 to 2 industry associations** who successfully applied for funding for specific educational projects. Details appear below.

***Institute of Hospitality*** **£4,500**

The Trust supports the Institute of Hospitality (IoH) with a grant for their Company Patrons Scheme. In the year under review the Trust's funds contributed to a wide range of projects within the Institute and also assisted with the continuing development and improvement of the Institute's education and information resources and services, for example the Extending Working Lives project and the development of a new search platform that would allow people to more easily search through the online resources and identify useful information and advice. **Their Chief Executive** reported that:

*"The Institute is a hub of information and knowledge for its members and these are provided through its Information Services team. The Information Services provided continue to grow, improve and develop and now includes access to over 400 hospitality e-books; over 60 hospitality e-journals; a comprehensive online Business HR catalogue and telephone help line; a regular CPD e-newsletter together with a series of Management Guides covering key issues of significance to hospitality managers, for example: Starting a Hospitality Business; Managing Without a Default Retirement Age and Performance Management in Hospitality Businesses. The Institute recognises the vital support provided by its Company Patrons in enabling it to serve the industry as efficiently and effectively as possible."*

***University Caterers Organisation (TUCO)/Local Authority Caterers Association (LACA)*** **£27,000**

TUCO aims to advance education and training in relation to catering activities, to provide quality standards in catering and to provide access to advice and information in respect thereof; and to provide a professional membership body. LACA aims to set high standards of professionalism amongst Local Authority Caterers, to be the lead consultative body to the Government on all aspects of School Food and to equip caterers with a network of support and knowledge to meet future demands of the service.

A grant was awarded to TUCO and LACA in the first collaborative project between both organisations that represent caterers and hospitality staff across the public sector in schools, further and higher education. The funding was awarded to help them offer four modules of the IoH Level 4 Diploma for 20 candidates. Each unit of training comprise of 10 guided learning hours which will be offered on a flexible basis. This programme is a collaborative initiative with the School Food Trust, Kendal College and the Institute of Hospitality. This grant followed on from funding awarded in the previous year end to LACA for Level 3 provision.

Reporting on the grant TUCO and LACA informed the Trustees that the programme started on the 19<sup>th</sup> April 2012 with 10 TUCO and 10 LACA candidates and ended on the 1<sup>st</sup> November 2012 with 20 managers awarded an Achievement Certificate for the first 4 modules of the Level 4 in Management for Hospitality and Tourism.



***The LACA and TUCO level 4 graduates celebrate their success with College organisers. Kendal College welcomes TUCO and LACA students to their Middle Management training course.***

**The Trustees awarded funding of £195,238 to the following 12 charitable organisations** for a wide range of initiatives focusing on the hospitality industry:-

***Academy of Culinary Arts***

**£35,000**



The principal objectives of the Academy of Culinary Arts 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. They also received funding for their Annual Awards of Excellence, details of which appear on page 29.

'Chefs Adopt a School' (CAAS) began in 1990 and officially registered as a charity in 2001. CAAS teaches children – in a holistic way – about food, food provenance, food growing, healthy eating, nutrition, hygiene and cookery. Over 200 professional chefs deliver sessions in the classroom which range in content from the four tastes and five senses, to advanced practical cookery. Each chef delivers approximately one session per school term to their adopted school. The charity reaches over 21,000 children every year and they work with primary schools, hospital

schools, pupil referral units and special educational needs schools. The CAAS programme has been designed to integrate well with Key Stages 1 & 2 of the national curriculum and has witnessed many children develop significantly with the aid of food and cookery as a vehicle for delivery of other subjects. The programme is part of a 'whole school' approach to healthy eating which embeds healthy eating messages into all aspects of the school curriculum by working in partnership with teachers, school cooks and parents. The programme has been developed further to include table 'etiquette' that not only addresses the issues of a high proportion of children who have never eaten around a table nor used a knife and fork, but also includes the important sector of the Academy, namely the Restaurant Managers and Service.

In 2013 the Academy of Culinary Arts were granted the honour of becoming the Royal Academy of Culinary Arts. This recognition acknowledges the contribution to education and training in culinary excellence.

The year under review marks the second of a three year funding agreement for the CAAS programme with each year's grant being dependent on a satisfactory annual evaluation of activities and therefore entirely at the discretion of the Trustees.

***Better Food Foundation (formerly Jamie Oliver Foundation)***

**£23,000**

The main purpose of the Better Food 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.

All trainees must be disadvantaged young people aged 18-24 and unemployed. They are recruited through partner organisations: homeless charities, probation services, youth charities and Job Centre Plus. They can also apply directly online. Of the hundreds of applications they receive, 75 candidates are selected for a face-to-face chance to convince them they are right. They have a taste test but ultimately what is required is a passion for food and a determination to get out of the situation the applicants are in. Of these, 45 go on to more intensive tests and team cook off, at the end of which 18 are offered a place on the Fifteen programme.

Fifteen: A Social Return on Investment (SROI) analysis, produced by Just Economics in September 2010 found that the Apprentice programme 'successfully creates routes into sustainable and fulfilling employment for young people who are experiencing significant barriers to work. Alongside this,

apprentices learn skills that will help them for the rest of their lives: to improve their professional and personal relationships and to cope with challenges they encounter'.

The grant from the Trust would be used specifically to support the new group of trainees at Fifteen who took over the restaurant in September 2012. The funds will cover the costs of sourcing trips in 2012/13 to top quality food producers around the UK and Italy.



**Fifteen sourcing trip to Le Marche**



**Fifteen sourcing trip to Label Anglais**

#### **Evesham Sea Cadets**

**£2,500**

The grant from the Trust would be used to help improve the facilities within the 'Galley' so that they can increase the number of Cook Steward training courses in the year 2013/14 and also expand on functions and events.

#### **Futureversity**

**£20,600**

Futureversity was originally piloted in 1995 by Lord Michael Young as a crime prevention initiative. It aims to promote independent learning; raise achievement; promote racial tolerance and good community relations; increase access to educational opportunities through creative partnerships between all sectors – statutory, voluntary, business and industry, and to involve young people in the organisation's development. Their vision is a world where all young people are valued and fulfil their true potential. Their mission is to open doors for young people through unconventional learning and innovative partnerships. Their largest area of work is the Summer Programme of free, high quality taster courses and activities, responding to local skills needs and the needs of young people. The courses combine academic and vocational study, job readiness assistance, volunteering initiatives and personal development. Their programmes are inclusive and open to all young people between the ages of 11-25. They attract many marginalised and disadvantaged youth from Tower Hamlets and the surrounding areas. They combine the expertise and resources available locally to offer unique high-quality experiences.

Futureversity successfully applied for a grant to fund those 2012 summer courses relevant to the hotel, catering and tourism industry. This enabled them to provide 10 courses consisting of 160 hours of tuition to 169 young people between the ages of 11 and 25 in the London Borough of Tower Hamlets. The courses were Tourism and Customer Care, International Cookery, 2 x Cake Making and Decoration, Chinese Cuisine, Thai Cookery, Thai Fruit Carving, Telephone Techniques, Young Master Chef, CIEH Level 2 Food Hygiene. In their evaluation, Futureversity reported that all the planned outcomes highlighted in their application were achieved.

#### **Hospitality Action**

**£45,000**

Funding was awarded to **Hospitality Action's Ark Foundation** to continue their seminar programme to students of hospitality, aged 16-19, whether on full time or day release courses at Colleges and Universities throughout the United Kingdom. By way of educational seminars the Ark Foundation provides awareness and advice through personal testimony and experience on the dangers of alcohol and drugs excess and to dis-spell the glamour surrounding social drinking and recreational drugs. The seminars seek to help combat society's binge drinking tendency and to inform of its effects on the mind and body of the young vulnerable members of the future hospitality workforce. In supporting the Ark Foundation the Trustees acknowledge that drug and alcohol abuse,

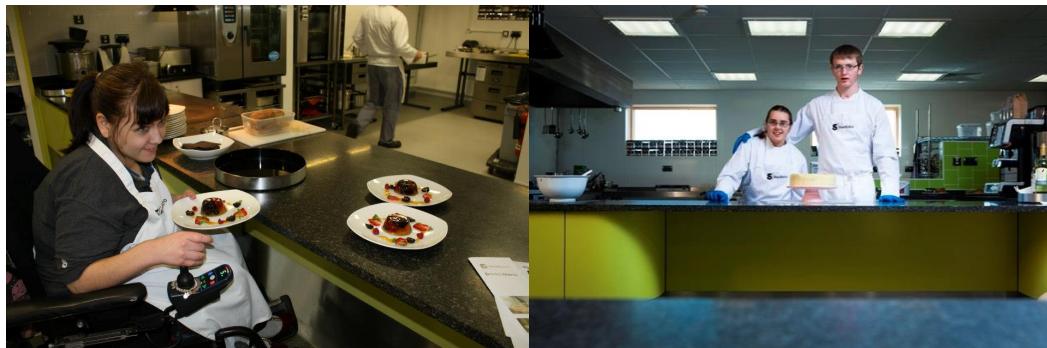
particularly amongst young people, is a problem for society as a whole but appears to be particularly prevalent amongst employees of the hospitality industry.

The Ark Foundation reported that with funding received from the Trust they were able to visit 200 Colleges in 2012/13.

*"As usual Peter's talk was inspirational. The college tutorial theme for this week is health, society and employability. Peter's talk certainly made a major contribution to the students' learning. One student admitted to Peter that since his talk last year, he is now free of all drugs. I am sure this honest young man is not the only one to have benefitted." **Basingstoke College***

### **National Star Foundation**

**£3,111**



**Above** students at **Star Bistro**; **below** **Star Pimms Summer Jelly - dish that the Star Bistro students entered into the competition**



Support was given to the Star Bistro – a project which offers work-skills opportunities to young people with disabilities. Located at the National Star College near Cheltenham, the Star Bistro offers young people with physical disabilities and/or learning disabilities the opportunity to gain practical work-skills in the hospitality industry in a sustainable quality setting that offers fresh, simple and localised menus. The grant from the Trust was used to purchase additional specialist equipment including talking scales, a talking thermometer,

angled measuring jugs, and specialist cutlery and crockery from the 'good grips' range to support the needs of their trainees whilst working in the kitchen and front of house; Food Hygiene certificates, and chefs whites and aprons (including some with poppers for those trainees with restricted hand function).

The Star Bistro team participated in the national cooking competition, Food Glorious Food, on ITV1 which set out to find Britain's best-loved recipe. Four of their young trainees took part in the TV programme and made it through to the final which was aired on Wednesday 24<sup>th</sup> April 2013.

### **Shoreditch Trust**

**£13,750**

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

They successfully applied for funding of £13,750 per year for a 2 year term to be used to help with their Blue Marble Training programme which seeks to support and nurture young people and adults to develop a long and fulfilling career in food and hospitality. The programme works with those most marginalised from the labour market that might not ordinarily get the chance to develop a career in the catering industry. In particular, the programme targets care leavers, ex-offenders and those who



have experienced homelessness. Blue Marble Training operates through 3 tiered levels of training: Foundation, Intermediate and Advanced. This approach offers a clear route of progression into the labour market. The training predominantly takes place at Waterhouse Restaurant – Shoreditch Trust's social enterprise training restaurant. Trainees (*see photos*) are exposed to a commercial, customer-facing environment from the outset. The grant is given on the understanding that it will be reviewed annually and further funding will be given once the Trustees are satisfied with the evaluation report.

The key outcomes for 2012-2014 are: to enable 160 adults and young people to achieve an NVQ Level 2 in Food Safety or VRQ Level 2 in Barista Skills; to enable 80 people to complete 100 volunteer hours within a commercial kitchen environment and for 60 people to progress into paid employment or training opportunities within the catering sector. Reporting on the first year's funding Shoreditch Trust stated that as at January 2013 56 individuals have achieved Food Skills Accredited Training (NVQ Food Safety Level 2); 12 have completed over 100 work experience placements; 8 into paid employment and 2 enrolled onto a Further Education catering course.

In order to effectively analyse the impact of Blue Marble Training, Shoreditch Trust commissioned a 'Social Return on Investment' report conducted independently by Future Business and published in August 2012. The report concluded that: "*Blue Marble Training demonstrates a successful model of work based training, supportive peer group and pastoral care that enables individuals to overcome their barriers to employment. Shoreditch Trust and Blue Marble Training are meeting the aims, objectives and outcomes expected of it by its stakeholders and funders. Working closely with ex-offenders and care leavers it is creating many outcomes including those that are not being invested in and this should be celebrated and disseminated.*"

#### ***The Bidwell Brook Foundation***

**£1,000**

The grant would enable the Bidwell Brook Foundation to purchase kitchen utensils for the use of the students in the small commercial-style kitchen at Lifeworks College of Further Education. The College is a bridge between school and adult life and offers an innovative programme of education and training for young people who have learning disabilities.

#### ***The Cornwall Foundation of Promise***

**£4,853**

The Cornwall Foundation of Promise and its training subsidiary Fifteen Cornwall train young people between the ages of 16-24 who are NEETS to become chefs of the future. Together with Cornwall College they have trained over 100 young people. They serve over 70,000 meals a year in their restaurant, focusing on quality, provenance and experience while giving apprentices, staff and guests every opportunity to learn about the food and beverages they serve, on the job, and in the classroom – with apprentices gaining formal qualifications (VRQ Level 1 and NVQ Level 2) in Professional Cookery after a 16 month programme. The Foundation stated that this year they have faced new challenges with regards to funding and have looked for new sources of income for each component of their programme.

They were awarded a grant from the Trust to assist with a very important segment of their project, namely to help purchase equipment for the apprentices so that each one can be issued with the same equipment which will help promote equality and let each apprentice start off on an equal footing.

### **The Geoffrey Harrison Foundation**

**£24,000**



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

Funding of £24,000 per year for a term of 3 years was awarded by the Trust to enable the Foundation to expand their Junior Chefs Academy programme for year 10 and 11 students to attend 10 week Saturday courses

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

### **The Prince's Trust**

**£16,074**

The Prince's Trust were awarded a grant for their '**Get Into Cooking**' programme in Northern Ireland which offers 16 disadvantaged young people aged 16-25, who are work ready but do not have the vocational skills, the opportunity to gain practical training and work experience in the restaurant industry. The four week programme aims to help them move into employment or take up further training within the hospitality sector. It is run in partnership with Belfast Metropolitan College. Participants will work towards three units from a City & Guilds NVQ Level 2 in Hospitality and Catering (Kitchen Services); a CIEH Level 2 Award in Food Safety, and an Emergency First Aid at Work Certificate. Participants will also receive employability skills training, including interview technique and CV skills. Participants will then be able to put their new skills into practice via a seven day work experience placement with leading restaurants across Greater Belfast including Michael Deane of Deanes Restaurants and Niall McKenna of James Street South. After the four weeks, each young person will be offered up to six months mentoring support to maintain momentum from the programme and progress into employment or further training.



*"I had been unemployed for a year and always wanted to get into cooking. The 'Get into Cooking' programme has helped me to rebuild my confidence and develop my cooking skills. The tutors and everybody involved were extremely helpful and I enjoyed all the qualifications I took there. My work placement was brilliant and I have managed to secure a full-time job from it. I have really enjoyed the programme and would definitely recommend it to other young people wanting to work in this sector."* **Participant, aged 20**

**The Springboard Charity** £6,350

The Springboard Charity exists to help young unemployed and disadvantaged people gain the necessary information, advice, education, support, skills development and assistance into sustainable employment in hospitality, tourism and leisure. In the year under review they received a grant to enable them to continue with the '**London Summer School Programme**' – an educational development programme designed to provide school and college leavers with a supported transition into sustainable employment in key skills shortage areas in the hospitality industry in London. It provides a tried and tested structured programme of work experience, short courses (food hygiene, health and safety, customer care), pre-employment training (motivation, confidence building, personal presentation, first impressions and body language, communication, team work), specialist careers advice, two week summer work placements in industry and ultimately supported entry into a variety of sustainable employment opportunities – including apprenticeships, direct employment or further/higher education.

The Springboard Charity reported that for the 2012 programme, 114 placements were offered to school and college students. 104 students were successfully placed and just over 50 students have successfully secured employment or hospitality related further education.

The Trustees agreed to fund the London Summer School Programme for a term of three years subject to a satisfactory annual evaluation report and the year under review marks the third and final payment. The Springboard Charity also received funding for the FutureChef competition, details of which appear on page 32.

**STRATEGIC AREA**

**INDIVIDUALS**

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

In the year under review **5** grants ranging from £50 to £500 were awarded to individuals studying at 5 different establishments culminating in a total of **£1,550**. The relatively low number of grants awarded for this strategic area is primarily due to the fact that individuals do not always see their application through to completion. The Trustees are mindful of the fact that this strategic area carries a heavier element of risk. In seeking to minimise the risk the grant is sent to the individual but made payable to the university, college, supplier, or training provider. The individual is informed of this fact at the early stage of the application process and it would appear that in some cases such a condition has served as a deterrent.

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

**STRATEGIC AREA**

**COMPETITIONS/PRIZES**

Competitions challenge, stretch and often motivate individuals to great heights within their profession. The Trustees recognise the importance of rewarding those who demonstrate good practice and aspire to further their development by entering various industry competitions. They are very keen to recognise the achievement of these specific skills and expertise by providing educational scholarships for leading industry competitions and by awarding prizes. Funding in the main is targeted towards the education, training and development of the competition finalists/winners.

*"Competitions are always important because they play their part in promoting the industry and pushing the limits and the boundaries of food."* **Michel Roux, Jr.** "Competitions are fundamental these days. They allow people to find out where their level is, and if you don't know what level you're at it's hard to know where to aim for." **Brian Turner**

In the year under review, the Trust supported **9 industry competitions/prizes** with grants totalling **£79,500**. Detailed below and overleaf are those competitions/prizes that received funding from the Trust.

### **Academy of Culinary Arts**

**£6,000**



The Academy of Culinary Arts (ACA) were awarded funds for their **Annual Awards of Excellence** to enable them to provide a travel scholarship of £2,000 to each of the three individuals who attained the highest marks in the Kitchen, Pastry and Service categories. The winners, announced at a Gala Dinner at Claridge's Hotel, London on 7<sup>th</sup> September 2012, pictured from left to right, were: Ian Musgrave, The Ritz (Kitchen); Melissa Paul, William Curley (Pastry); and Romain Crozat, Galvin at Windows (Service). 2012 marked the 30<sup>th</sup> anniversary of the awards.

*"I hope that through the Annual Awards of Excellence we can motivate and inspire the industry's young chefs, pastry chefs and waiters to undertake a career of training first for themselves, and then others; and to look outside the workplace to wider industry and opportunities."* **Chairman, ACA**

### **Academy of Food and Wine**

**£8,000**

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

- **£7,000** for the **2012 UK Restaurant Manager of the Year**

Competition which through a series of challenging stages, seeks to find the restaurant manager who excels front-of-house, has fantastic people skills, is able to manage and inspire a team, and can demonstrate strong business acumen and a thorough knowledge of the restaurant trade. The grant from the Trust enables AFWS to award a prize to the runner-up which takes the form of a one week course at L'Ecole Hôtelière de Lausanne including help with travel and accommodation costs. The runner-up - announced at a Gala Dinner on the 22<sup>nd</sup> October 2012 at The Westbury Hotel, London - was Paul Taylor then General Manager of TGI Friday's and now General Manager at 'Big Easy' Restaurant. In July 2013 Paul attended two, three-day modules at Lausanne entitled 'the Art of Exceptional Service' (see photo of Paul holding his graduation certificate after completing this module) and 'Key to Personal Effectiveness'. *"In summary, my week in Lausanne, kindly sponsored by The Savoy Educational Trust, was an amazing experience, and one that far exceeded my expectations. The skills I have learnt have definitely made me a stronger and more rounded operator."* **Paul Taylor**



- **£1,000** for the **Philip Thornton 2012 Award** which forms part of the Academy's Annual Awards programme. This was given to Kiri Rayner, a student from Oxford Brookes University. The prize is a week's work experience at Jumeirah Carlton Tower Hotel.

**Catering Training Squadron Worthy Down £500**

The Trust supported the Catering Training Squadron Food Services Wing 2012 Culinary Competitions and Awards Day by providing a prize of £500 towards the Junior and Senior Chef events, Junior and Senior Caterer events, Open Field and Cook and Serve competitions which were held on the 30<sup>th</sup> and 31<sup>st</sup> May 2012.

**Nestlé Toque d'Or £7,000**

The **Toque D'Or** competition commenced in 1988 with the aim of encouraging young chefs and waiters to recognise their potential talent and encourage their personal pursuit of excellence. It is a national competition that links industry and education. By competing, colleges can raise their profile by showcasing the qualities and capabilities of the students, as well as their teaching excellence. Competitions such as the Nestlé Toque d'Or go some way to improving students' learning, employability and organisational skills.

Each college team consists of a chef and front of house student. From the 22 colleges that participated in the initial heats between February and April at 6 different competitions and Salons around the UK, 8 colleges were selected to compete in the four-day Grand Finals event from the 9th-12<sup>th</sup> May 2013. At the finals the teams were asked to perform a wide variety of catering challenges that not only tested their ability but also demonstrated the breadth and richness of the foodservice industry. The 8 finalists were University College Birmingham, South Downs College, Blackpool & the Fylde College, The South West College – Dungannon, City of Glasgow College, University of Derby, Liverpool Community College, and West Anglia College.



**Grand Finals, May 2013**

The funds from the Trust would be used to provide catering equipment for those colleges who participated in the regional and grand finals.

The winning team announced at The Dorchester Hotel in London on the 4<sup>th</sup> June 2013 were from South West College. The team consisted of *Colleen McCann and Lauren Beavers (see photo)*.

**Roux Scholarship £12,000**

The **Roux Scholarship** competition was established in 1983 by Michel and Albert Roux. It is considered one of the premier competitions for chefs in the UK enabling the winner to realise their culinary dreams. Thus far 29 winners have travelled the globe as ambassadors of culinary excellence. However, it is far more than just a competition that ends with a prize. The Roux Scholarship offers the winner a career changing opportunity that is unrivalled and stretches far beyond the much coveted 3 month stage at a 3 Michelin starred restaurant. It is what follows that really counts and the advice and guidance that the Roux family gives that can make a career truly exceptional. The Roux family is personally involved throughout the competition from the setting of the recipes in the regional and grand finals, through judging at all stages of the competition, to setting up the winner's

stage. Other judges in 2013 included Rick Stein, Brian Turner, Angela Hartnett, James Martin, Raymond Blanc, David Nicholls and the first ever Roux Scholar – Andrew Fairlie.



Paul O'Neill, Senior Sous Chef at Ashdown Park Hotel (*pictured front 2<sup>d</sup> from left*), won the Roux Scholarship 2013 to become the 30<sup>th</sup> Roux Scholar. He beat off tough competition from the five other finalists who all prepared 'Salmon Chambord style with Sauce Genevoise' at the cook-off held at Westminster Kingsway College on the 25<sup>th</sup> March 2013. As part of his prize, Paul received an invitation to cook and train under the supervision of a leading chef at a prestigious 3-star Michelin restaurant in Europe for up to three months to the value of £5,000 courtesy of the Savoy Educational Trust. He has chosen to undertake his stage with Pierre Gagnaire in Paris.

The remaining five national finalists each received a £1,000 bursary from the Trust to be used towards furthering their career development. In addition all 18 regional finalists received a £100 voucher courtesy of the Trust to be used on culinary equipment from Russums.

### ***The Craft Guild of Chefs***

**£4,000**

The Craft Guild of Chefs' **Graduate Awards** provide formal recognition of the culinary excellence of a young working chef. Whilst prestigious for the chef, the Award is also a credit to their mentor and employer. All working chefs aged 23 years or under can compete for a Graduate Award by having their knowledge and skills tested in this free nationwide culinary challenge. The examinations offer chefs the chance to prove they really are cutting edge and are making great progress in their careers. 2012 marked the 10<sup>th</sup> anniversary of the awards and at a lunch held at the Royal Garden Hotel, five more achievers were announced. This takes the number to 32. The achievers were Rebecca Reeves, House of Commons; Ben Champkin, The Elephant Restaurant Torquay, Kristian Curtis, Simpsons Restaurant Birmingham, James Goodyear, Le Manoir aux Quat'Saisons, and Brian James, Bluebells Restaurant Berkshire. To become a graduate the five had to score 85% or higher in a final cooking exam at Westminster Kingsway College where they were judged by a panel of top chefs. Four of them reached the 85% pass mark, while James Goodyear became the highest achiever with an amazing 89% score.



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

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

**£ 7,000**



The '**Olive Barnett Award**', which honours Olive Barnett's contribution to the industry, is made annually to the most outstanding young person under 30 working in a customer-facing role in 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 winner, runner-up, and third placed competitors. In the year under review the final was held in the Savoy Hotel culminating on the 28<sup>th</sup> May 2012 with a reception where the award winners were announced from the 12 finalists who competed. The winner was Pamela Debattista from The Ritz (*see photo of Pamela holding*

*certificate}; the runner-up was Hanna Sherwood from London Marriott Grosvenor Square; and the third place went to Marissa Doel from First Protocol Events Management.*

The Savoy Gastronomes 'Olive Barnet Award' is partially funded from the Olive Barnett Endowment Fund.

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

**£35,000**

Since it was first introduced in 1999, **FutureChef**, has grown into a hugely successful, annual nationwide competition helping young people aged 12-16 to learn to cook, take an interest in food, and provide a unique insight into the world of professional cooking by capturing imagination, recognising talent and providing a potential platform to enter the hospitality sector. FutureChef was developed as a result of research findings into young people's perception of the industry. The research revealed that young people admire high profile celebrity chefs yet surprisingly few generally consider a career as a chef! It provides the industry with a talent pipeline and there is a growing FutureChef alumni progressing their careers in the industry. For those that decide not to enter the industry it succeeds in providing young people with a vital life skill that the National Curriculum currently fails to do. There are four stages to the competition and ultimately one talented student is crowned the FutureChef winner.

Running alongside the competition is the FutureChef 'wider' programme of activity. Funding from the Trust was used to support this programme which continues to develop. The aim is to extrapolate the benefits of linking participants up with mentor chefs from industry at an earlier stage of the competition and put into place a programme to help maintain the interest and enthusiasm of the participants irrespective of whether they progress to the next stage of the competition or not. A UK wide schedule of mentoring, work experience, demonstrations, skills challenges, careers presentations, workshops and master classes is designed to stimulate and nurture talent into the industry, along with advice on career options and entry routes available. The wider programme aims to provide teachers and young people alike with a real insight into what it is like to be a chef and the related career opportunities.

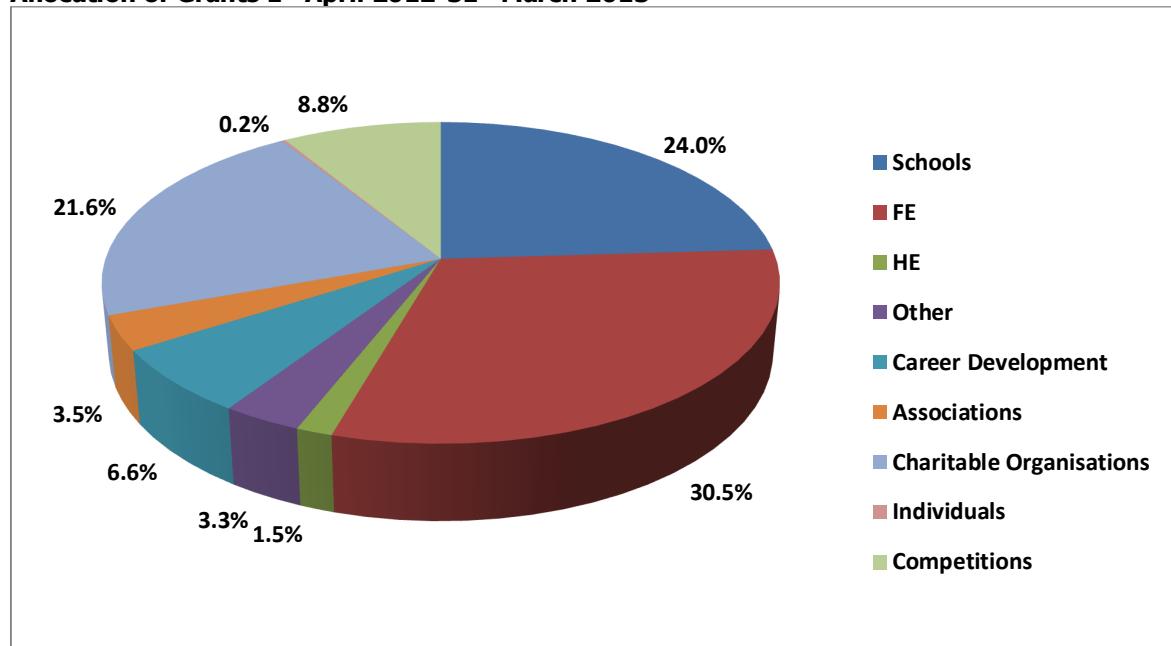
In 2013, the 13<sup>th</sup> year of the competition, 525 schools and 8,768 participants took part in the competition. As at May 2013, 3,807 young people were involved in the wider programme although information is still being collated so this number is likely to increase. The winner of FutureChef 2013 was Hayley Cancea aged 14 from The Deepings School, in the East of England. The runner-up was Kieran Paterson, aged 16 from The Lockerbie Academy in Central & Southern Scotland. On hearing she was the winner, **Hayley** said "*The thing I have enjoyed the most about taking part in FutureChef this year is how inspiring my mentor and judges have been towards me. This experience has helped boost my confidence 100%. I would like to follow my ambition of becoming a pastry chef one day. I have learnt many skills, braising, confiting, caramelising, meat preparation, de-boning meat, sugar work, how to make sorbets and ice-creams. My confidence has improved and I now find myself trying new ideas and putting my own twist on things.*"



**I to r FutureChef Finalists, Hayley Cancea, Kieran Paterson**

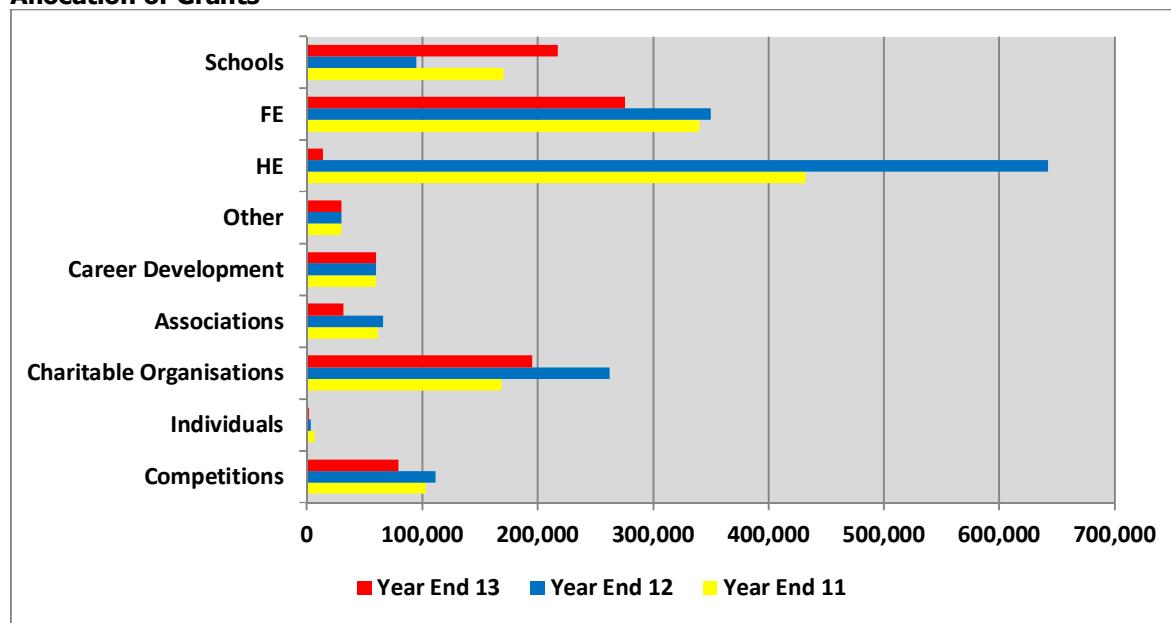
Below, graphical analysis of the Trust's activities appears in table 3 showing the allocation of grants for this financial year. Table 4 contains the allocation of grants awarded over a three year period.

#### **Allocation of Grants 1<sup>st</sup> April 2012-31<sup>st</sup> March 2013**



**Table 4**

#### **Allocation of Grants**



**Table 4**

## EVALUATION PROCEDURE AND PROCESS

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

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

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

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

## FINANCIAL REVIEW AND RESULTS

### FINANCIAL ANALYSIS OF THE YEAR

The year under review saw strong gains for equity markets with the FTSE All Share returning 16.8% to 31<sup>st</sup> March 2013. Small cap stocks performed particularly well. Overseas equity markets also generated strong returns with the MSCI World Index returning 18.4% in sterling terms over the period, with the bulk of this performance in the latter part of the 12 months. Increasingly positive market sentiment generally meant returns from higher yielding, lower rated bonds outperformed safer havens with the FTA Government All Stocks Index producing a total return of 5.3% and the iBoxx Sterling Corporate Bond Index 13.2%. Cash returns have been minimal given a UK base rate of only 0.5% p.a.

Against this vastly improved backdrop, the strong market gains were reflected in the capital value of the Trust's investments. As shown on the balance sheet the value of the Trust's total assets as at 31<sup>st</sup> March 2013 was **£46,088,429**, an increase of **10.85%** on the previous year where the Trust's total assets totalled £41,575,652. There was also positive news on the level of income received in the year under review with total incoming resources as at 31<sup>st</sup> March 2013 of **£1,238,723**, an increase of **12.62%** on the previous year where incoming resources totalled £1,099,957.

## 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, the last such appointment having been made in June 2012.

The Investment Committee and Trustees are mindful of their obligation under the Trustee Act 2000 to conduct periodic independent reviews of their Fund Managers. Having undertaken a review in the previous year end it was agreed at the 13<sup>th</sup> February 2013 investment committee meeting to give due consideration to conducting a review in the forthcoming financial year.

## **INVESTMENT POLICY AND OBJECTIVES**

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

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

## **INVESTMENT PERFORMANCE**

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

## **SOCIALLY RESPONSIBLE INVESTMENTS**

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

## **RESERVES POLICY**

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

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

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

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

## **DESIGNATED FUNDS – 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 31.

## **PLANS FOR THE FUTURE**

The Savoy Educational Trust works within the very diverse and evolving sector of hospitality. The Trustees therefore need to take account of and be influenced by what is happening in the industry particularly with reference to the long term challenges it faces. At the same time the Trust operates in the world of education and therefore also needs to embrace current developments in that area. This is particularly pertinent at a time of large-scale funding constraints in both Higher and Further Education and the fact that from September 2012 Universities and Colleges in England were able to charge new full-time students fees of up to £9,000 a year. At the same it is widely acknowledged that globally countries have realised that education and skills are one of, or even the, most important lever they have to maintain the competitiveness of their economies. It is also the case that vocational courses, when delivered correctly, can engage, enthuse and educate young people, hence are vitally important in times of increasing youth unemployment.

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

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

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

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

### **Objectives and Activities**

- ⊕ The Trustees will continue to give emphasis to projects that support one or more of the following areas: skills development, retention, continuous professional development, and those projects that demonstrate community involvement, long term sustainability and have due regard to the environment.
- ⊕ The Trustees will explore the possibility of supporting a number of people on a MBA programme at Cranfield University.

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