



THE SAVOY EDUCATIONAL TRUST ANNUAL REVIEW

FOR THE PERIOD 3RD JUNE 2015-31ST MARCH 2016



Charity Number 1161014

THE SAVOY EDUCATIONAL TRUST	Pages
CONTENTS	2
CHARITY INFORMATION	3
STRUCTURE, GOVERNANCE AND MANAGEMENT	4-5
<i>Constitution</i>	4
<i>Governance & Management</i>	4
<i>Trustees</i>	4-5
<i>Investment Committee</i>	5
<i>Public Benefit</i>	5
<i>Risk Assessment</i>	5
<i>Environmental Policy</i>	5
<i>Trademark Registration</i>	5
OBJECTIVES AND ACTIVITIES	6-12
<i>Review of the Period</i>	6-10
<i>Application Procedure</i>	10-11
<i>Aims and Strategic Objectives</i>	11-12
ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE	12-40
<i>Educational Establishments</i>	12-26
<i>Scholarships/Career Development</i>	26-27
<i>Industry Associations</i>	28
<i>Charitable Organisations</i>	28-33
<i>Individuals</i>	34
<i>Competitions/Prizes</i>	34-39
<i>Graphical Analysis of Activities</i>	39
<i>Evaluation Procedure and Process</i>	40
FINANCIAL REVIEW AND RESULTS	40-42
<i>Financial Analysis of the Period</i>	40
<i>Fund Management</i>	41
<i>Investment Policy and Objectives</i>	41
<i>Investment Performance</i>	41
<i>Socially Responsible Investments</i>	41
<i>Reserves Policy</i>	41-42
PLANS FOR THE FUTURE	42-43

Photographs on front cover, clockwise: Yarrow Hotel, East Kent College; Chefs Adopt a School; Mulberry Bistro at Burton & South Derbyshire College; students at The Basildon Upper Academy

CHARITY INFORMATION

<i>Trustees:</i>	<p>Ramon Pajares, OBE, FIH (<i>Chairman</i>) Robert Davis, MBE, DL, MA (Cantab) Howard Field, FCA, FIH, FHOSPA Michael Stapleton (<i>retired 16th September 2015</i>) Sir David Walker, KCVO, OBE, DL Dr Sally Messenger (<i>appointed 2nd March 2016</i>)</p>
<i>Secretary to Trustees:</i>	Margaret Georgiou
<i>Chief Executive:</i>	Julia Sibley, MBE
<i>Trust Accountants:</i>	The Trust Partnership
<i>Charity Registration Number:</i>	1161014
<i>Place of Registration:</i>	England and Wales
<i>Principal Office:</i>	<p>Room 160, 90 Long Acre, Covent Garden, London, WC2E 9RZ Telephone: 020 7849 3001 E: info@savoyeducationaltrust.org.uk W: www.savoyeducationaltrust.org.uk</p>
<i>Investment Advisors:</i>	<p>Cazenove Capital Management 12 Moorgate, London, EC2R 6DA.</p> <p>Investec Wealth & Investment Limited 30 Gresham Street, London, EC2V 7PG.</p>
<i>Auditor:</i>	<p>RSM UK Audit LLP Portland, 25 High Street, Crawley, West Sussex, RH10 1BG.</p>
<i>Solicitors:</i>	<p>Macfarlanes LLP 20 Cursitor Street, London, EC4A 1LT</p>
<i>Bankers:</i>	<p>The Royal Bank of Scotland PLC London Drummonds Branch 49 Charing Cross, London, SW1A 2DX.</p>

STRUCTURE, GOVERNANCE AND MANAGEMENT

CONSTITUTION

The Savoy Educational Trust was registered as a Charitable Incorporated Organisation (CIO) on the 23rd March 2015 with a charity number 1161014, having converted from their previous unincorporated status. At their meeting on 3rd June 2015, the Trustees signed the Deed of Resolution finalising the procedure for the conversion and the transfer of all assets to the new entity.

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

This Review will report solely on the period when the new CIO entity came into being until the end of the Trust's financial year.

GOVERNANCE AND MANAGEMENT

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

The Trustees consider that the Board of Trustees, together with the Chief Executive and the Secretary/Administrator make up the key management personnel of the charity. They are in charge of directing and controlling the charity and running and operating the charity on a day to day basis. The accounting function for the Trust is outsourced to The Trust Partnership.

TRUSTEES

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

Ramon Pajares, OBE, FIH (*Chairman*)
 Robert Davis, MBE, DL, MA (Cantab)
 Howard Field, FCA, FIH, FHOSPA
 Michael Stapleton (*retired 16th September 2015*)
 Sir David Walker, KCVO, OBE, DL
 Dr Sally Messenger (*appointed 2nd March 2016*)

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. They will also receive documentation on what is expected of them under charity law, with particular reference to Charity Commission news and guidance publications such as 'CC3: The Essential Trustee', 'NCVO's The Good Trustee Guide', 'Charities and Public Benefit' and 'CC29: Conflicts of Interest'. Following their appointment new Trustees will be invited to spend some time in the Trust office as part of their

induction process to further develop their understanding of the policies and practices of The Savoy Educational Trust.

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

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 and supplementary guidance on public benefit as defined in the Charities Act 2011 in determining the activities undertaken by the Trust for the advancement of education.

The Trustees wholeheartedly believe that they can demonstrate that their grant giving activities outlined in the ***objectives and activities*** and the ***activities, achievements and performance*** sections of this report 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 PERIOD

The UK hospitality industry remains a significant and robust force in the UK economy. A report prepared by Oxford Economics in September 2015 for the British Hospitality Association on the economic contribution of the UK hospitality industry, made the following key points:-

- ✚ In 2014 employment in the UK hospitality industry stood at 2.9 million jobs, equivalent to 9% of the total UK employment. It is the UK's fourth biggest industry in employment terms.
- ✚ The hospitality industry accounted for 17% of total UK net employment growth between 2010 and 2014. This means that hospitality made a substantial contribution to the UK's private sector jobs recovery over the past four years.
- ✚ Regionally, London and the South East have the largest shares of total UK hospitality employment, but the South West has the highest concentration of hospitality employment.
- ✚ The UK hospitality industry contributed an estimated £57 billion to UK GDP in 2014. This equates to almost 4% of total UK GDP.
- ✚ It is estimated that the hospitality industry accounted for £10 billion of foreign exchange export earnings in 2014. This was 2% of total export earnings (goods and services) in that year. Total overseas visitor spending in 2014 in the UK, which excludes expenditure associated with international students, is estimated at £22 billion. Spending on hospitality goods and services is therefore estimated to account for approximately 46% of this.
- ✚ On average, 1% of total investment in the UK economy is made by the hospitality industry. In 2014, gross fixed capital investment (excluding depreciation) by the industry is estimated to have been £5 billion. Investment by the hospitality industry impacts on employment in industries such as construction, furniture manufacturing, equipment manufacturing, and IT services.

In the report Oxford Economics also assessed the potential economic contribution of the hospitality industry over the next half-decade using three hypothetical scenarios. Taking each scenario into consideration it was noted that:-

- ✚ Under their baseline scenario, the hospitality industry is forecast to grow to 3.31 million direct jobs by 2020 (388,000 net additional jobs compared to 2014).
- ✚ In a midway scenario, the contribution of the UK direct hospitality industry rises to 3.37 million jobs by 2020 (454,100 net additional jobs compared to 2014).
- ✚ Under a high scenario, the hospitality industry is forecast to grow to 3.44 million direct jobs by 2020 (524,000 net additional jobs compared to 2014).

The Trustees are mindful that UK hospitality businesses range from some of the world's largest brands to some of the smallest and most innovative. They also acknowledge that the sector is over-represented in terms of its employment of young people. The workforce development charity estimate that 34% of the workforce are under 25, nearly three times the proportion of young people working across the economy as a whole (12%).

Hospitality and catering education and training is an intrinsic part of the UK hospitality industry and vital to its future growth and success. Although it has been acknowledged by government that the hospitality industry is one of the growth sectors likely to offer employment opportunities and positively contribute to the UK economy, particularly in the regions, the current drive to reduce the deficit will mean that funding cuts will continue to undermine the ability of educational establishments to compete and provide the excellent training content and quality they have worked hard to establish. Budget cuts can be particularly detrimental to subjects such as hospitality, which have high initial and on-going running costs. In a recent paper produced by the Sector Skills Council, People 1st, in May 2015, they state that "*funding in general and funding for Further Education (FE) in particular will be affected. FE delivery is important to a large number of employers – chef training for instance is essential to employers to provide skilled staff and bridge skills gaps.*"

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

SNAPSHOTS FOR THE PERIOD WERE:-

1. PROJECTS SUPPORTED BY THE SAVOY EDUCATIONAL TRUST

The Trustees awarded grants to **7 Schools, 1 Vocational Hub, 21 Further Education (FE) and 2 Higher Education (HE)** establishments for a variety of projects that would enhance and enrich the quality of their hospitality education so they can continue to play a leading role in providing the vocational and professional skills required for the success and growth of the UK hospitality industry.

The majority of funds awarded to Schools were used to develop and enhance the kitchen facilities within their Food Technology rooms. This will enable them to include in their curriculum a higher number of hospitality and catering qualifications and to increase the provision so that a larger number of students can acquire key practical skills and give serious consideration to a career in the industry.

The funding awarded to the Vocational Hub was used to purchase equipment for the industrial kitchen and restaurant being installed in their new catering training facility.

With regard to funding awarded to the 21 FE establishments, the chart below best illustrates how this was used:-

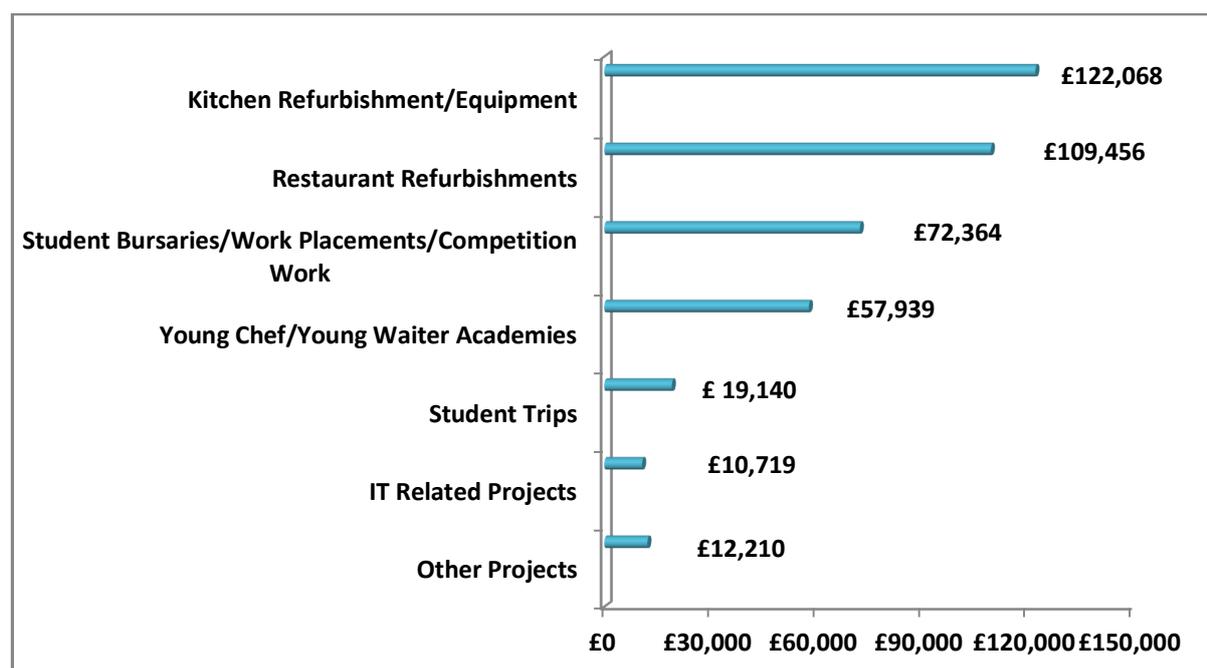


Table 1

As the chart demonstrates funding for FE was used in the main for kitchen and restaurant refurbishments enabling the creation of realistic and commercial working environments. Such facilities allow for a smooth transition from education to the workplace for the students. There was continued demand for bakery and patisserie equipment in order to meet the demands of local employers.

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

Funding was also awarded to FE establishments for IT provision within their hospitality department; to enable them to help their students with bursaries, cover the costs of work placements and compete in culinary competition work; and to support educational trips in the UK and overseas.

Grants to HE went towards the redevelopment and reconfiguration of a training kitchen facility at what is considered to be a leading centre of Hospitality and Tourism in West London. The other grant to a university located in the South West would be used to support extracurricular activities that would add value to student learning whilst developing relationships with future employers.

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

Grants were also awarded to **13 charitable trusts** running specific educational projects that showcase the many and varied roles there are in the hospitality industry. The individuals who participate in such projects are given the opportunity to undertake practical training and also qualifications that could lead to a long and fulfilling career in an industry that continues to grow and where there are many openings for employment. These individuals are often from disadvantaged backgrounds, have disengaged from mainstream education, have experienced homelessness or are ex offenders. An attractive facet of the industry is that the low barriers to entry mean that people can start working in the sector with little experience and over time progress into higher skilled and management positions.

Support was given to **2 industry associations**, one that helps individuals currently employed in a hospitality role in the public sector with a professional development programme and the other addressing the very important role played by current and future Revenue Managers with the updating and repositioning of a Revenue Management programme.

Small grants were awarded to **5 individuals** studying hospitality who applied directly to the Trust for assistance with fees and/or books and equipment.

The Trustees recognised and rewarded the achievement of specific skills by offering their support to **7 leading industry competitions and prize ceremonies**. The funds would be targeted for the provision of educational scholarships that further the education, training and the development of the individual.

2. ACCOMMODATION FOR APPRENTICES/STUDENT PLACEMENTS

In the report compiled last year for the former unincorporated entity, the Trustees highlighted under plans for the future their intention to continue to give due consideration to the viability of a project that will help with accommodation in particular for apprentices and/or students undertaking placements. The foundation for this project was based around the need for the industry to attract new young talent juxtaposed with the very high rental, transport and living expenses in most major city centres.

In the period under review the Trustees commissioned a detailed feasibility study focusing on various facets including the need, viability, structure and implementation of such a project.

The study included interviews with the Trustees and Executive office, together with some 35 people from various sections of the industry and education. From this a report on the findings was prepared for the Trustees. The research concluded that while this initiative was not without merit, for a variety of reasons it was not seen, by the vast majority of those consulted as an appropriate priority. It was a case of it would be 'nice to have' but not by any means a necessity. None of those interviewed considered accommodation to be a barrier to the take up of apprenticeships/work placements.

The Trustees concurred that the accommodation initiative was not a project that should be developed further. They did, however, consider that the study proved to be a very useful exercise in that it unearthed the opinions of many on the good work that the Trust currently undertakes and where further resources could be directed going forward, particularly in the light of funding cuts to education.

3. ADVISORY PANEL

The Trustees continued to work with the Advisory Panel. The Panel members do not have powers of authority but are in a position to offer the Trustees ideas and advice on the basis that they are directly involved in the hospitality industry and education. The Trustees may take all, some or none of the advice.

In the period under review it was agreed that the Panel would carry out research on mentoring which is considered to be a vital part of the learning and development process. To help with the research they will solicit the regional help of the St. Julian Scholars who have benefited from a scholarship from the Trust. The plan is to find out the number of schemes that are in operation, which schemes are doing well, where there are gaps, how the Trust can help support mentoring, and what training is available to prospective mentors. The second initiative, which again will work with the St. Julian Scholars and other interested partners, will look at how best to encourage people into the industry, particularly at a time of chronic skills shortages.

The findings will be reported on in the ensuing year.

4. OXFORD BROOKES UNIVERSITY

The Trust received back from Oxford Brookes University the grant of £600,000 awarded to them by the former unincorporated entity in year end 2012 for the creation of a 'Social Learning Space'. The facility was to be located in the redeveloped School of Hospitality Management which at the time of applying was envisaged would complete in time for academic year 2014/15. In the period under review, plans appeared to change and from discussions and reports that ensued it was confirmed that the 'Social Learning Centre' would no longer be located within the campus of the School of Hospitality Management at Oxford Brookes University. The plan was for it to now be located within a property yet to be identified that may also incorporate a training restaurant.

In the light of the information that the project had altered from its original format and was some time away from completion, and mindful of their fiduciary duties, the Trustees asked the University to return the grant. The University were asked to keep in touch and update the Executive office on their plans for this and other relevant projects that the Trustees may consider supporting.

5. INCOME AND EXPENDITURE

For this period the **total investment income** for the Savoy Educational Trust amounted to **£1,041,706**. **Grants awarded and paid** totalled **£944,596**. This includes two refunds totaling £3,193 awarded by the former unincorporated entity but excludes the refund of £600,000 referred to above. **Support and Governance costs** totalled **£152,978**. **Costs of raising funds**, namely fund management fees, totalled **£181,329**.

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

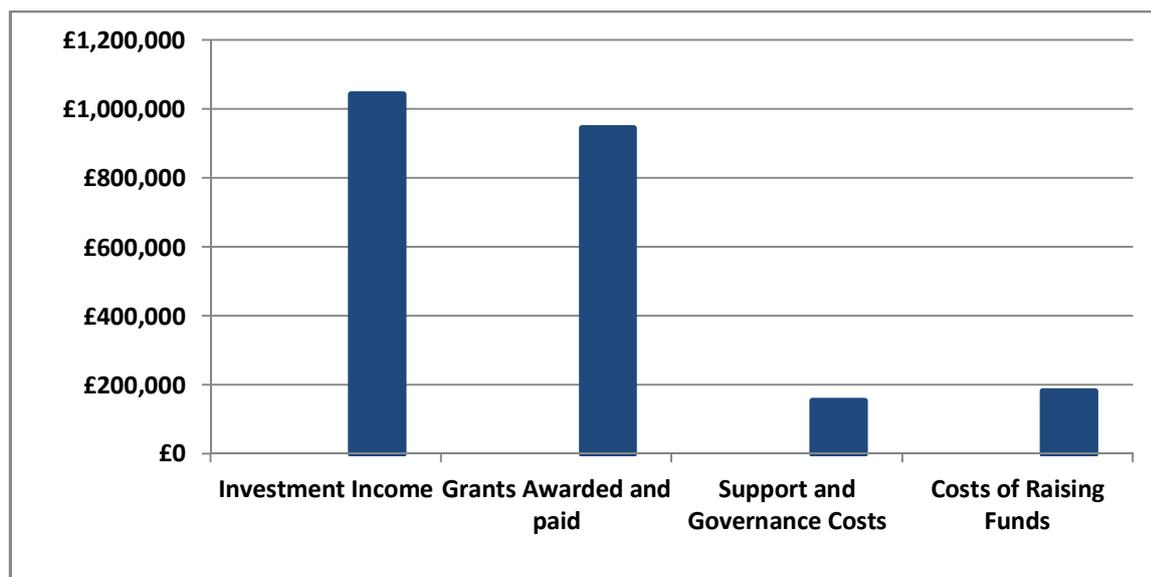


Table 2

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

APPLICATION PROCEDURE

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

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

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

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

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

We will want to know



AIMS AND STRATEGIC OBJECTIVES

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

- ✚ *Seeking out areas and initiatives where Trust funds can be usefully and properly applied to benefit the whole industry.*
- ✚ *Establishing and maintaining contacts with schools, colleges, universities and other providers of recognised qualifications for those studying 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.

The Trustees' strategic plan, first implemented in 2002 under the former unincorporated entity, has been reviewed regularly to ensure that the Trust's grant giving activities continue to be sufficiently focused and relevant in matching the aims and objectives of the Trust with the current skills profile, developments and needs of the hospitality industry.

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

In the period under review, the grants awarded and paid amounted to **£944,596**. As discussed in the 'review of the period' section of this report, budget constraints continue to impact heavily on educational establishments and third sector organisations. This has led them to think outside the box and search elsewhere in order to recover the deficits of those funds previously received from the public purse. The Trustees are acutely aware that their funding would appear to be all the more pivotal in the current economic climate at a time when skills are beginning to be seen as a new global currency. Below are those grants awarded during the period that the Trustees believe will help the recipients meet the challenges of the global skills agenda.

STRATEGIC AREA

Educational Establishments

The Trustees consider that projects supported under this strategic area are at the very core of the Trust's main aim and as such awarded grants totalling **£583,829**. The following pages contain further analysis, together with a listing and synopsis of all grants under this strategic area.

In the period under review, the Trustees awarded grants totaling £64,557 to 7 schools for the following projects:-

Hagley Catholic High School

£6,115

Hagley Catholic High School caters for students aged 11-18 years and has 1,066 pupils on roll. It is a multi-academy company within the Archdiocese of Birmingham, along with five primary feeder schools. Food education has been taught at the school since it was built in 1959 and the facilities are now cramped and outdated. They successfully applied for a grant that will help with the refurbishment of the food specialist room. The plan as shown in the photograph below is to remove the theory desks and replace with practical work stations, thereby doubling the number of students able to acquire key practical skills. The school then hopes to be able to introduce the new GCSE Food Preparation and Nutrition from September 2016. *"Once again can I thank the Trust for your support in this matter – this will make a huge difference to the quality of food education in our school."*

Teacher in Charge of Food Technology



It is our intention to replicate the work stations that you see protruding into the room on the left hand side and right hand side elevation, by removing the current theory space. We intend to add 4 additional cookers and 3 sinks. This will alleviate congestion in the existing practical area as the current number of students will be distributed between the existing practical space and the proposed new practical area.

Hagley Catholic High School

Mounts Bay Academy**£1,000**

Mounts Bay Academy is one of the three secondary schools serving Penzance for students aged 11–16 years. The academy is in an area of the county which has a high level of social deprivation and is looking to put more emphasis on enterprise and raising aspiration in learning. A new school initiative is to create joined up learning across various subject specialisms e.g. ICT, Design Technology, and Food Technology, whereby they all contribute to a final enterprise. The project chosen for the year was a pop up restaurant and the grant awarded by the Trust would be used for the purchase of relevant equipment for this restaurant. The academy considers that hospitality education supports one of its highest employers - namely tourism and hospitality - and believes this project will be a great way to provide students with a relevant, realistic and modern working environment so they have a positive experience and a smooth transition to the workplace. *"Wow! I have just received your letter and cheque for funding for our school's pop up restaurant. Thank you very, very much. Lots of smiles over here – great start to the Friday!"* **Teacher of Food Technology**

The Cotswold School Academy Trust**£13,038**

The Cotswold School gained academy status in 2010 and offers secondary education to pupils aged 11-18 years. In 2012 the school received funding from the Trust to help build a teaching kitchen. The facility has allowed class sizes of 24+ pupils and the inclusion of a catering GCSE which has been running extremely successfully for 2 years. The next step is to introduce a post-16 qualification in professional cookery delivered from the teaching kitchen. No such qualification is currently available within easy reach of the school. The aim of the Apprenticeship, which will be delivered by Gloucestershire College, will provide outstanding professional cookery training to aspiring chefs in the North Cotswolds; increase the number of high calibre post-16 candidates in the area; and promote the hospitality industry. The Apprenticeship will offer an NVQ Level 2 in Food Preparation – Cooking over a period of 18 months. The funding from the Trust will be used specifically to purchase specialist equipment needed to deliver the Apprenticeship programme.

"On behalf of our catering department, GlosCol and the students, we would like to thank you most sincerely for your support, encouragement and the generous grant with which we will purchase equipment for the new Post-16 apprenticeship programme. Without the Trust's support this simply would not have been possible and will make an enormous difference to the quality of teaching and learning as well as the skills base our young apprentices will have as they embark on their course."

Marketing, School Development and Facilities Manager

The Erme Primary School**£815**

The Erme Primary School is located in Ivybridge, Devon and was founded in 1865. There are 130 children on roll. Funding was requested to help with the development of the teaching kitchen they wish to establish in an underused area at the school. They have an above-average percentage of pupils that have a wide range of special educational needs and/or disabilities and are constantly seeking new ways for everyone to learn.

The Winston Churchill School**£6,950**

The Winston Churchill School is a mixed comprehensive school for ages 11-16 years in Woking, Surrey that supports 1,500 young people. The school successfully applied for a grant to help purchase equipment to enable them to develop a training kitchen and Barista café in a disused area of the community Sports Centre for students and unemployed adults. As well as gaining valuable work experience and skills in beverage and food production, communication and customer care, students will also gain qualifications in Barista Skills, CIEH Food Safety Certificate, and Customer Service thus enhancing their chances of employment in the hospitality industry or to further studies in catering/hospitality. The school also hopes that the café will build self-confidence in targeted students, particularly those who come from disadvantaged backgrounds, those with EAL and those with special educational needs. The school will look to utilise the facility after school, at weekends and during the school holidays to help ensure it is a sustainable project and to develop strong links with the local community.

"Our first students are already working towards their Barista qualifications. They have demonstrated a capacity to learn these new skills, develop their confidence and create saleable products. As well as Barista activities they are also learning to create cakes and biscuits. We invite you to visit us in person to see the impact this facility is making on the lives of these young people." **Business Manager, The Winston Churchill School**



Students putting their Barista skills to the test at The Winston Churchill School

Tomlinscote School and 6th Form College

£6,639

Tomlinscote School and Sixth Form College is a co-educational secondary school and 6th form college in Frimley, Surrey. The college has run catering courses for both pre and post year 11 pupils for five years earning itself a reputation within the area for well trained and industry ready students in hospitality based courses. They have recently been granted approved centre status to deliver City & Guilds qualifications which has resulted in an increase in enrolment with anticipated growth of 20% per annum over the next five years. Their application focused on the rising trend in students wanting to engage in Patisserie as part of their training, contrasted with the inherent problems faced within education in running specialised subjects that require specific equipment in order to deliver the course at the required standard. They successfully applied for a grant that would enable them to purchase a Rationale combination oven. This high spec equipment will help replicate current workplace practices and ensure that delivery is relevant and of a standard that meets industry expectations.

William Hulme's Grammar School

£30,000

William Hulme's Grammar School is a city academy in Manchester that is part of the United Learning Trust. It is co-educational and takes pupils from the ages of 3 to 18. The academy is expanding in size and by September 2017 will have a 2-form intake in the primary phase (60 pupils per year) and a 6-form entry in the secondary phase (180 pupils per year). They expect to continue to have a sixth form of up to 240 pupils. The school report that Food Technology (incorporating cooking and kitchen practices), is a very popular subject up to and including A-level. Currently there is only one kitchen facility for this subject and they wish to create a second kitchen by changing an existing area in the school in order accommodate the additional pupils. The newly created kitchen facility which will handle 16 pupils working in teams of 2 will provide students with a professional working environment and modern equipment. The grant from the Trust will help with the purchase of the equipment.

The Trustees awarded funding of £10,975 to 1 Vocational Hub for the following:-

Swale Skills Centre

£10,975

Swale Skills Centre provides training for students in the Swale area. They have capacity for 80 students in KS4 and 350 at post 16 on a range of vocational courses generally at qualification levels 2 and 3. Sittingbourne and the surrounding areas have quite a high NEET population and the students have very limited opportunities to develop their qualifications, skills and therefore careers in the immediate area. To address this, the Swale Academies Trust, backed by Kent County Council, invested heavily to create a post 16 'College' in Sittingbourne, with a large part of the provision being hospitality and catering. The centre wished to do this because the industry is such a large employer and hospitality and catering are two areas that have been proven to build the self-esteem and confidence of the students, whilst also laying the foundations for a career in the industry. Funding was provided to help the centre purchase equipment for the industrial kitchen and restaurant that was being installed in their new catering training facility.

The Trustees awarded funding totalling £403,897 to 21 FE Colleges. Details of the grants awarded appear below.

Basingstoke College of Technology

£5,920

Basingstoke College of Technology (BCoT) is a technical college offering vocational courses from entry level through to levels 3 & 4. It has always had a strong hospitality and catering provision offering Culinary Skills, Front of House and BTEC nationals in hospitality management. There is also an established college restaurant which gives the learners valuable experience serving customers. The Trustees were delighted to learn that looking at last year's statistics, 90% of students leaving BCoT went into a related employment within hospitality. The college is looking to replace all paper based accounting, stock taking, table booking and guest services and successfully applied for funding towards the purchase of a Zonal Aztec EPoS front of house management system.

Brooksby Melton College

£10,000

Brooksby Melton College is a specialist independent further education college based in the heart of Melton Mowbray, 'the rural capital of food'. In September 2015 the college opened its Rural Catering Centre to students and the public, offering students a chance to develop their skills in hospitality and catering whilst completing their vocational study programme. The centre aims to provide high quality food, drink and service to customers. Funding was requested to develop and provide equipment for use in the retail area within the Rural Catering Centre where food produced by the students can be sold. It will provide the students with the opportunity to develop their customer care, promotional and selling skills to customers and work towards business management skills, allowing them to progress to level 3. It will also help the college develop links with local rural food companies.



Brooksby Melton Rural Centre

Burton & South Derbyshire College

£50,000

Burton & South Derbyshire College is a medium sized General FE college located in the centre of Burton upon Trent. It plays an important role in the life of the town, making a significant contribution to the local economy. The college wished to complete the final stage of a state of the art development for the hospitality learners coming to the college and to showcase the opportunities available to them in the hospitality industry, in particular the food and beverage service sector. The project involved the provision of a 40 seater Bistro with a coffee lounge and dining reception area to complement the college's existing fine-dining restaurant. The provision of this Bistro facility will enable the college to extend its range of hospitality qualifications in the area of food and beverage services, especially those designed to meet the projected increase of local jobs in the hospitality industry over the next three years. Funding was provided for the purchase of furniture for the new Bistro.

"As a college we are extremely grateful for your grant approval and funding. Both staff and learners at the college are very excited that this project will now get underway ready for our September intake, and we are looking forward to sharing the success of the project with the Savoy Educational Trust." **Head of Department of Education, Business and Enterprise**



Mulberry Bistro – Burton and Derby College

Chelmsford College

£3,573



Sous vide demonstration – 12th October 2015

Chelmsford College has recently undergone a refurbishment of the two main kitchen areas and funding was requested for the purchase of equipment to enable up-to-date modern trends to be demonstrated to the students. The college believes it is vital that staff and students can mirror some of the workplace practices in and around the college catchment area and keep up-to-date with employer standards. As such the grant was used to purchase a sous-vide water bath, an Excalibur dehydrator, a poly science smoking gun and 2 vacuum packing machines.

Evaluating the grant, the college state that on their training day held on Monday 12th October 2015, in addition to employers – some of whom were new contacts to the college, and their level 3 students, they also invited the level 3 chef lecturer from Harlow College along with some of his level 3 students. On the question of what measurable impact(s) the project has made and what evidence do they have of these, the college responded that (1) the equipment has broadened the knowledge base of their students both practically and theoretically; (2) enabled better employer contacts which has resulted in new work placement opportunities; and (3) improved facilities as identified by the awarding body external verifier.

City College Norwich

£46,036

City College Norwich is a large, well-established College of Further and Higher Education, which is close to Norwich city centre. The college has a clear focus on responding to the national and regional skills agenda, whilst delivering a balanced portfolio of academic and vocational courses across a broad curriculum. One of the college's key strengths is employer engagement. The hospitality provision enjoys an outstanding reputation with employers and the public and is very proud of the fact that a high percentage of its students go on to work in top restaurants, hotels and holiday companies. The curriculum has been designed to meet the needs of students to develop learning skills within a vocational context. In order to continue to develop the students in providing work ready skills and opportunities, funding was required to update the operations of the Debut Café in line with industry practices. The grant awarded will help with the purchase of new equipment, furniture and crockery *"I would like to thank the Trustees for their vision and understanding in supporting the needs of our students for many years to come."* **Catering Manager**

City College Plymouth

£10,000

City College Plymouth believes it has a strategic role to play in building a better Plymouth through delivery of high quality education and training which will enhance students' employability skills and respond to the needs of the local communities it serves. They successfully applied for a grant to support 6 x Junior Chefs Academy (JCA) programmes of 18-22 students per course. This is a after school activity designed to encourage young people still at school who have an interest in cooking, to develop skills, knowledge, teamwork and confidence based around a love of food. The JCA programmes are delivered within a professional catering environment that the young chefs find

challenging and motivational. A combination of level 1, 2 or 3 courses will be run. In their application the college stated that progression on to JCA 2 has been 95% and parents and students have requested a JCA 3 course where the students can be stretched further gaining additional skills as well as be mentors and instructors to those on the JCA 1 course. The college state that these programmes help increase awareness amongst young people of the opportunities available to them in the hospitality industry and the career path they could follow. They also help bolster recruitment on to full time programmes in hospitality and catering. The funds will be used specifically to help reduce course fees for students suffering from financial hardship. A small element of the grant was used to offer taster sessions and enrichment activities, including competitions within local schools that promote aspirations and opportunity amongst young people in a challenging economic climate and encourages them to choose hospitality as a first choice career.



Junior Chefs Academy

Evaluating the various activities which the Trust's grant helped to support, the college report that in academic year 2015/16, 28 students undertook JCA level 1, 21 JCA level 2, and 20 JCA level 3. Participants have progressed on to a variety of courses at the college. Currently they have students who completed a JCA course in academic year 2013/14 that will progress on to a Level 3 Diploma in Professional Cookery in 2016/17. Some will undertake a Level 3 Food & Beverage Service Supervision course and six learners will progress to Level 3 Advanced Technical Diploma for Professional Chefs which is the highest qualification the college deliver.

The Young Chef team Challenge 'Inter School' cookery competition took place at City College on Tuesday 22nd March 2016 with 8 teams of 3 students. This was filmed by the BBC and presented during the local evening news, on 'Spotlight'. For the first time in many years, City College Plymouth entered a team into The Major Series Young Chefs' National Competition, South West Regional heats on 5th February 2016, with the college gaining medals in all categories entered, representing a very successful achievement. Taster sessions have continued with high level demonstration cookery by chef lecturers to prospective students. The success is measured by the fact that each session is attracting a maximum number of 16 learners per kitchen thus helping with recruitment for the JCA and full time courses. The college also reported on the recruitment events where chef lecturers delivered cookery demonstrations at 'Skills South West' and 'Flavour Fest', together with student work experience at TRANSAT 16, a global event held in Plymouth in April/May 2016 where student support was provided for the welcome reception, VIP gala dinner, and hospitality lounge.

Coleg Ceredigion

£39,965

Coleg Ceredigion is one of the smallest colleges in Wales with approximately 700 students in total located in two Campuses, Aberystwyth and Ceredigion. The campus in Aberystwyth services a large catchment area filled with restaurants, cafes, industrial catering outlets and also several high quality hotels. The college stated that they pride themselves on providing high quality training for those wishing to pursue a career in the industry. The current facilities need refurbishing and the college would like to upgrade and provide a fully functioning industry standard food preparation and food service area. This would enable the college to engage with hospitality employers within the area to develop suitably qualified staff to work within their food and hospitality premises. The refurbishment would also allow a further 10 places for students in the kitchen, thus increasing learner numbers by 60%. Each course would also allow an element of food service to be taught so that the future employees are multi skilled in all aspects of catering. Funding was awarded for a state of the art

demonstration cooking island that has built in induction hobs, ovens, a wok, preparation areas and refrigerated units. *"Many thanks for this fantastic opportunity to provide our students with a high quality working environment to increase their knowledge and skills within the industry. The students and tutors are certainly enjoying the island on a daily basis!"* **Business Development Manager**



Coleg Ceredigion

Cornwall College Camborne

£9,000

Cornwall is a rural community and it is difficult for learners to travel long distances to study the vocation of their choice. Cornwall College has a small catering training provision at one end of the County (Saltash), a larger one in the middle (St Austell) and the largest and oldest of the training provisions is the Camborne campus. The college successfully applied for a grant to develop a Young Chefs Club on each of its three sites to raise awareness and a passion for cookery, food and the food service side of the industry amongst 12-16 year olds. The hope is that this will create a pipeline of recruits for the college in the future, who in turn will support the labour shortage in the local industry. The grant will help purchase small equipment and induction hobs which are more manageable for the younger learners; together with chef whites that will be made available for all learners to ensure they have the appropriate PPE.

Reporting on the grant, the **Curriculum Lead Hospitality, Tourism & Professional Cookery** states: *"All the planned outcomes/outputs were achieved to date, but the true measure of success will be in the clubs' continuing growth and the increase of numbers of learners enrolling on professional cookery programmes over the future years. Feedback from parents has been good and the requests for additional groups have meant us reviewing our offer. The mini chefs clubs have been particularly successful. It is from this age group that we are seeing more schools requesting visits and workshops within the college."*



Young Chefs Club - Cornwall College Camborne

Parent/student comments:

"Definitely count Morgan in please. The course has not only helped him decide on his career direction but has had a noticeable impact on his self-confidence and self-esteem. My son loved it!"

"This is Zak and I'd love to do another chefs club! A lot of the dishes were of a higher skill than I thought they'd be, but done at a pace suitable for everyone. Would recommend 100%. I've got a friend who may also be interested."

East Kent College**£50,000**

East Kent College (formerly Thanet College) is a Further Education College providing vocational education and training to learners from 14 years old onwards.

**The Yarrow Hotel**

The college was recently successful in obtaining a capital grant from the Skills Funding Agency to support an ambitious project to re-develop a heritage building, at the front of the college's Broadstairs campus into a 28 bedroom 4**** hotel with a 64 cover fine dining restaurant, bar, salon, spa and conferencing facilities. The facility, which will be called The Yarrow Hotel, will aim to deliver a seamlessly high-quality customer experience alongside outstanding training and work experience opportunities for students. By taking a holistic view of employability requirements in hospitality and tourism (specialist and general knowledge, skills and personal capabilities), the project is

targeted on best-preparing students (at all levels) as the future workforce of the sector. These opportunities are deemed to be much needed in a region of the UK that is heavily dominated by the hospitality industry. The facility will also build on the college's reputation as a leading provider of training in hospitality and catering. This will be the first project of its kind in the UK within a Further Education College setting. The Trust's grant will be used to help the college purchase a number of items and pieces of kitchen equipment which will help provide industry standard facilities within the Yarrow Hotel.

Exeter College**£7,540**

Exeter College offers a wide range of Hospitality programmes from Entry Level 1 to Foundation degree. The grant from the Trust will be used to help fund an educational visit to the Bavaria region of Germany for the learners to experience the food and hospitality of the region. It will take place during May 2016. The educational visit is to encourage students to participate in culture, diversity and understand where and how the local produce is grown. The trip will benefit all students from Level 1 to Level 3 Food Preparation and Cooking; Food and Beverage Service including apprenticeship programmes.

"These educational trips provide an experience that cannot be replicated in the realistic working environments of our colleges; they do far more than cement the training provided in theoretical and practical workshops. These educational trips allow learners to explore their career options fully, break down barriers between levels and groups, provide life changing experiences, support multicultural diversity and take learners out of their comfort zone, giving them that little bit of confidence to explore their surroundings in a safe and controlled environment." **Head of Faculty – Hospitality, Hair and Beauty**



Exeter College - Educational visit to Bavaria

Gloucestershire College

£6,100

The college successfully applied for a grant to help fund their 'Chefs on Tour' programme. This was designed and set up to reach out to schools and their food technology and catering teachers and to work with learners at grass roots level. This 2 hour interactive catering road show is in its 8th year and now reaches over 35 schools a year. It has follow up sessions with individuals and groups to fully engage school learners in the world of hospitality. Feedback has shown that this programme really helps engage and enthuse learners in the choosing of a career in hospitality. In an interim report the college stated that once again the Chefs on Tour programme has been hugely oversubscribed.



Gloucestershire College – Chefs on Tour

Grimsby College

£6,000

Grimsby College aims to enrich the lives of all by providing high-quality, responsive education and training. They received funding to help take over 100 students who are studying a hospitality course to attend an enrichment trip to Hotelympia Salon Culinaire 2016 at the Excel centre in London. The aim of the project is to inspire the learners to increase their effort and commitment to their studies to ensure they have the qualifications and the ability to compete for jobs in the industry after they have completed their studies. A number of students also had the opportunity to participate in some of the events. The **Programme Leader for Professional Cookery** commented: *"The competitions have been a fantastic opportunity for our learners to showcase their talents and compete on a global platform, demonstrating their skills. I am exceptionally proud of Tom and Kayleigh and without the support of the Savoy Educational Trust, none of this would have been possible"*. Whilst visiting Hotelympia two students also received job offers for full time employment upon completion of their studies.

Grimsby College - Hotelympia**Kendal College****£3,000**

The college very sadly reported that their Castle Dairy restaurant, which had received funding from the Trust on previous occasions, suffered the impact of Storm Desmond in December 2015 and, as a result of the severe flooding, has had to close for six months whilst the property is refurbished. Due to the 700 year old timbers and grade 1 listed status of the building they have to ensure that the drying process is carried out correctly and in keeping with the requirements of English Heritage. In a bid to use the time of the staff well during the closure, they successfully applied for a grant to enable 5 members of staff (students and apprentices) to travel to Vienna for a two week placement to experience working in confiserie and patisserie departments of two Michelin starred properties.

**Castle Dairy Kendal – Storm Desmond and refurbishment****Mid Cheshire College****£4,000**

Mid Cheshire College has been in existence for 53 years and is a Further Educational Institute that specialises in vocational education and training. They want to relocate the college restaurant from the second floor to a more convenient and accessible area. This facility will offer level 1 to level 3 full time catering and hospitality courses and the new location will also offer them the chance to run an energy efficient teaching restaurant that will be open to the public several times a week. The grant from the Trust will be used to help the college purchase a Bain Marie, tables and chairs for the new restaurant.

Northbrook College Sussex**£22,100**

Northbrook College of Further Education near Worthing, West Sussex has been in existence for over 50 years. It aims to provide vocational/academic education to meet the needs of both local employers and students. The grant from the Trust will be used to help purchase a number of items and pieces of equipment. These will be used to help the college complete the refurbishment of the main production kitchen in order to meet industry standards; develop the training restaurant into a contemporary training establishment offering a modern commercial environment and also to install an EPoS system which students are required to use within the workplace. The refurbishment will help ensure that their students have the opportunity to learn using a broad range of skills thus enhancing their employment and progression opportunities.

Reeseheath College**£10,650**

Reeseheath College, based in Cheshire, is one of the leading specialist land-based colleges in the UK.



In 2012 the college opened a newly refurbished Food Centre, which had a new Bakery and Patisserie section. The grant from the Trust will be used to help the college purchase a Seimi continuous chocolate tempering machine with enrobing belt. They have recently validated a new Level 4 Patisserie and Bakery course which will create a progression route for their Level 3 Professional Bakery students and the purchase of this machine will enable the students to have up-to-date relevant industry equipment to use whilst studying on this course.

Reeseheath College – chocolate making

Riverside College**£6,653**

Riverside is a College of Further Education. The grant from the Trust will enable them to support 7 of their students who are suffering from hardship with the purchase of kitchen uniform and knives and restaurant uniform that are required for their course. This will allow students who come from socially deprived backgrounds the opportunity to study at the college and then progress into employment in the hospitality and catering industry upon completion of their course.

South Devon College**£38,400**

South Devon College provides training and learning opportunities for Torbay and South Devon. The college continues to play a part in the regeneration of the local area including hospitality, catering and tourism industries which are critical to the English Riviera economy. They successfully applied for a grant to be used for a variety of projects that come under the banner: *Inspiring Future Chefs; Removing Financial Barriers to Success; and Improving Employability and Outcomes*. The projects, outlined below, aim to support young people to develop culinary skills and progress into careers in hospitality and catering, namely:-

- five courses of the Junior Chefs Academy programme (each lasting 10 weeks), which has run at the college for some eight years and has gone from strength to strength;
- 12 community activities that will take catering out on the road at targeted events;
- bursaries for 50 students to attend London based work placement/enrichment trips, and bursaries for 40 lower achieving students to undertake a programme of more local enrichment activities over 3 days;
- a hardship fund for apprentices who are not entitled to any financial support for essential clothing and equipment;
- the subsidy of student participation at culinary competitions as the college recognise that competitions inspire, motivate and build confidence whilst helping the students learn new techniques and enhance their CV;
- specialist equipment to enable the college to extend their training to be relevant to new trends, technologies and techniques, namely: dehydrator, a BBQ smoker, meat slicer, 2 patisserie chocolate tempering machines, and a patisserie frame set.

Reporting on the measurable impact made by last year's grant, awarded by the former unincorporated entity, the **New Developments Manager** stated: *"Our focus is on building the pipeline of young people into hospitality and supporting every learner to achieve their best potential. The final impact can take several years to realise depending on the individual's ability and desire when they join us. We are building confidence and employability skills from often a very low level base to start with but with the support over several years of the Savoy Educational Trust, we are seeing a continual growth in student numbers and improved progression of our students each year. This year, we have achieved the highest quality work placement opportunities for our learners whose next step is employment - two of our students have been offered full time positions at the Ritz Hotel - and this would not have been possible without the support of this grant. We have also seen fantastic success in competitions with six students winning through to national finals and one of our apprentices won the best in class national award in the RLT3 Major Series National Final. She is now progressing on to our Foundation degree programme. A further three apprentices achieved awards in the same final. We are also delighted that two of our students with significant learning disabilities are*

progressing into full time employment in catering and hospitality roles at Torbay Hospital. Our Junior Chef Academy continued and included three 9 week courses with 32 children participating over three levels, plus a bespoke JCA for 55 pupils of South Devon High School over six months. Participants generally report that they are more likely to cook at home and have an interest in further studies in catering as a result of the course."



South Devon College – various student activities

"Being on stage in front of skilled chefs was extremely scary. When I was awarded the Best in Class I was overwhelmed as this was such a title to achieve and competition to win. From this busy year at college I feel ready to move into full time employment as a Level 3 apprentice. My lecturers have helped me find the perfect hotel to move on to and without them I wouldn't be the confident chef I am today. I feel much more independent as well as more skilled from all the opportunities that South Devon has given me." **Level 3 Apprentice**

University College Birmingham (UCB)

£60,150

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

- £16,500 to help deliver three Young Chefs Academy programmes in September/October 2015, January/February 2016 and May/June 2016. The grant is used specifically for employment costs, uniforms and food costs. The aim of the YCA is to promote a career in hospitality and to help develop a love of cooking and the pleasure in eating. In the evaluation from last year's funding, awarded by the former unincorporated entity, the college were delighted to report that they ran 3 courses with 2 cohorts of 16 students (96 students in total) which was a monumental success and a key driver to future recruitment. They had excellent rates of attendance, and levels of achievement. The students', parents' and lecturers' perception of the programme were very high.

Also what is even more interesting is that the college now have examples of students showing progression from an YCA through to a BA degree in Culinary Arts.

- £13,650 to help the college deliver three Young Waiters Academy programmes in September/October 2015, January/February 2016 and May/June 2016. Like the YCA, the grant will be used for employment costs, student uniforms and commodity costs for the programmes.

"I am keen to talk to you about the success of the Young Waiters Academy that the Savoy Educational Trust has supported. The programme is still attracting a very good level of interest and academicians express a real enjoyment from attending. As a consequence, recruitment has improved for our Front of House programmes and the YWA is proving to be a strong ambassador for the promotion of the profession to young people." **Food Service Lecturer**

- £12,500 to provide 100 'Savoy Educational Trust starter packs' of £250 each for students from low income households. These packs enable the purchase of books, chefs' whites, food service uniform, safety shoes, a set of knives and other important personal equipment.
- £5,000 to provide financial support with travel costs to those who cannot afford to attend their courses and £12,500 to provide financial support with other costs, for example childcare for those on low income who are experiencing financial hardship.



Young Chef and Young Waiter Academy Programmes

West Cheshire College

£4,810

West Cheshire College of Further Education has been in existence for over 46 years providing further and higher education to the community and the surrounding areas. The grant from the Trust will be used in part to help with the hire of the Hall at Holy Trinity Church, Blacon to enable the college to run their luncheon club for the local community. This link with the local community helps to provide a hot, healthy meal in a deprived area of Chester and gives the learners with additional and special needs the opportunity to develop confidence, self-esteem and skills for life. The students are all studying entry level as part of the Foundation Learning programme. This initiative has now been added to the college's enrichment programme in line with the new OFSTED Common Inspection Framework, giving learners the opportunity to experience real work in a hospitality and catering environment thus developing their vocational skills and enhancing their job prospects. The funding

will also provide for a residential trip in July 2016 as a reward for the hard work and excellent attendance of the students.

***Westminster Kingsway College (West Kennet Skills Centre)* £10,000**

Westminster Kingsway College have developed a new specialist provision for post 16 learners with learning difficulties and/or disabilities and this is delivered from the Kennet West Skills Centre, based on the site of QE11 Jubilee School, part of the Federation of Westminster Specialist Schools. They successfully applied for a grant to be used at the centre to help purchase professional catering equipment so that the pupils can set up a mini enterprise events company with a professional image to be known as the '*Kennet West Event Management Mini Enterprise Project – Young Caterers*'.

The Trustees awarded funding of £104,400 to 2 HE establishments for the following projects:-

***University of Bournemouth* £4,400**

The Hospitality Department at the University of Bournemouth successfully applied for a grant of £4,400 to be used over a two year period to help them support extracurricular activities that enhances student learning and are of significant value and interest to both the students and their future employers. The activities, aimed at developing the student experience of food and hospitality include visits to local specialist food producers and suppliers; a winery/vineyard tour and talk to support the WSET qualification provided by the University; visiting local hotels; travel to London for their annual student Conference and to Hotelympia; attendance at the IoH 'Passion for Hospitality' debate and other competitions such as EMCup and HOSPA's HOTS game. This array of experiences will be open to 75 students a year, thereby accessing 150 students over the two years of the project.

***University of West London* £100,000**

The London School of Hospitality and Tourism at the University of West London is widely recognised as a leading school of hospitality and tourism education in the UK. During its 65 year history, it has won numerous awards including an excellent rating from the Quality Assurance Agency and it was rated outstanding by OFSTED in 2013. Based in one of the world's foremost tourism centres, the school attracts students from a global base who pursue a very wide range of courses, from the taster courses of the Junior Chefs Academy right through to postgraduate courses in International Hotel Management. This broad range gives it a unique position amongst hospitality schools as it is able to cater to the aspirations of students from a variety of backgrounds.

An essential aspect of delivering a top quality educational experience is to have the highest standard of training facilities, fit for the 21st century, and ready to deliver the calibre of graduates the hospitality industry demands. The university is undergoing a major capital development programme aimed at providing an inspirational, technology rich and flexible learning environment that integrates student learning with personal and career development. Part of this redevelopment will be the refurbishment of the training kitchens which will aim to see the London School of Hospitality and Tourism's two main training kitchens redeveloped and reconfigured to create one large 'show and competition' kitchen that is fit-for-purpose and future-proof.

The Trust's grant will be used to help with this refurbishment and the Trustees were pleased to note that the proposed redevelopment will expand the size of each kitchen by 25%. This will increase the workstation capacity by 8, allowing them to cater for a greater number of students. The upgrade will ensure that there are 40 workstations that are reliable and robust. The new facility will have state of the art, cutting edge equipment to train and prepare the students for the world of work. The cooking station for lecturers at each end, connected to AV with a projection screen to allow for easy viewing, will be particularly useful for demonstrations from industry leaders so vital to enhancing the overall student experience.

Geographical Breakdown of Schools, Vocational Hub, FE and HE Establishments

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

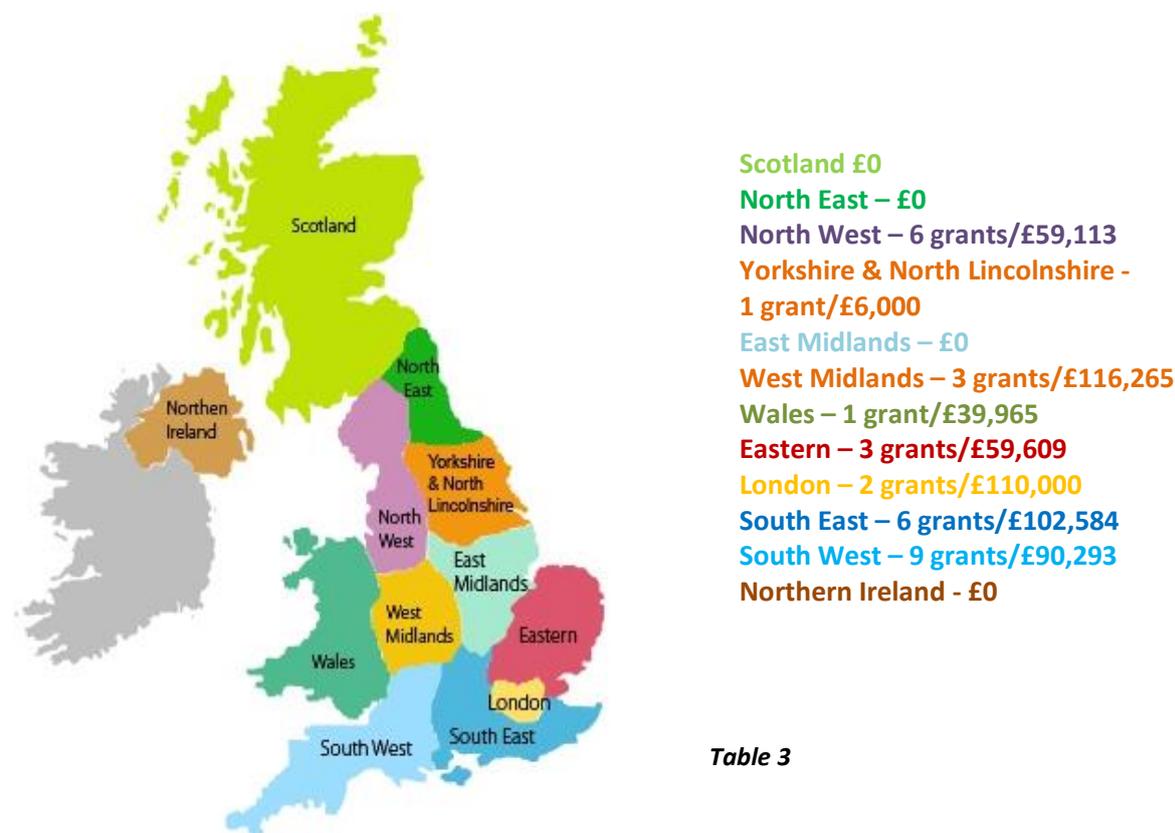


Table 3

SCHOLARSHIPS/CAREER DEVELOPMENT

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

Innholders' Charitable Foundation

£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. Learning from highly qualified leaders, areas covered include market evolution, future challenges, managerial skills and global demands.

Applicants for these Scholarships have to submit a written paper and if shortlisted are then invited to attend a series of interviews at the Innholders Hall. The interviewing panel includes the Chief Executive of the Trust. For the period under review following interviews in November 2015, **18 Scholarships** were awarded (November 2014: 20). Scholarship winners will undertake the following courses:-

Ten candidates were awarded a Scholarship to attend a course at Cranfield University in March, June or October 2016 entitled '**Accelerated Talent Development Programme**'



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** in June 2016 entitled '**Professional Development Program**'



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



2016 Scholarship recipients at Innholders Hall

2015 Cranfield Scholar: *"I feel very honoured to have received a scholarship for Cranfield and can't thank enough The Worshipful Company of Innholders and The Savoy Educational Trust, to enable me to take this opportunity. It truly has been a life changing experience. It has been an exceptional experience and a journey that will constantly continue. The course has given me the confidence, toolkit and the resources to change the way I work and to deliver more personally and professionally."*

2015 Cornell Scholar: *"I am very, very lucky to have been afforded this amazing opportunity and can only thank The Worshipful Company of Innholders and The Savoy Educational Trust for allowing for this to happen. It goes without saying that putting back into the industry the learning I gained from the GM Programme is a must do and I am already passing on this knowledge and mentoring others. My plan is also to deliver a session about Cornell to my fellow General Managers in the Manchester City Region (as Chair of the MHA) as well as within the hotel group I work, given what I view as my success in graduating on the course. From a personal perspective I can say without doubt that I won't have a more valuable learning experience within my career again."*

The Trustees awarded funding of £20,000 to 2 industry associations for specific educational projects as detailed below.

Hospitality Professionals Association – HOSPA

£10,000

HOSPA is a professional body with the purpose to support hospitality's Finance, Revenue Management and IT professionals to provide opportunities for career development, networking and keeping up-to-date with hospitality industry trends and standards. The current membership is 1,200 with members from financial roles, revenue managers and IT specialists. Membership levels range from student to fellow and there are currently 120 student members studying with HOSPA on Finance and Revenue Management programmes.

In 2011 they received funding from the Trust for the development of the HOSPA Revenue Management Programme and open access e-book developed with support from Oxford Brookes University and experts from the hospitality industry. In the period under review, funding was awarded to enable the current programme and e-book to be updated to reflect the latest trends in the discipline. This updating will include the repositioning of the HOSPA Programme in Revenue Management in a modular format to enable the course to be used more widely across the industry to benefit the growing body of Revenue Managers in the sector and also to provide access in bite sized learning format to those studying Revenue Management at universities and colleges.

Local Authority Caterers Association (LACA)

£10,000

LACA aims to set high standards of professionalism amongst Local Authority Caterers, to be the lead consultative body to the Government on all aspects of School Food and to equip caterers with a network of support and knowledge to meet future demands of the service. This grant followed on from funding awarded in the previous year end by the former unincorporated entity to LACA, and will help them offer a progression programme of training for Middle Managers in the Public Sector. The funding was requested for the completion, by 10 candidates, of 14 modules from the Level 4 Institute of Hospitality Diploma. This programme is a collaborative initiative with LACA, TUCO, Kendal College and the Institute of Hospitality and seeks to address the Sector Skills Council report indicating a skills gap at middle management level. *"I am delighted to tell you that the grant received last December has borne fruition and the learners completed the course and graduated at LACA's conference this July. This would not have been possible without the Trust's support."* **Chair of Member Services**

The Trustees awarded funding of £198,913 to 13 charitable organisations for a wide range of initiatives focusing on the hospitality industry. Details of the grants appear below and overleaf:-

Action Community Foundation

£10,253

Action Community Enterprises (ACE) is an alternative vocational education provider whose aim is to provide their students with an improved start or second chance in life. They work with young people and adults from the age of 14 who need additional and individualised support to progress into further education, apprenticeship or into employment. Many of their students have been excluded from school or are at risk of exclusion or are not in education, employment or training. ACE currently works with a wide range of schools, colleges and employers.

They applied for funding for a project designed to enable their students to access vocational education/qualifications in hospitality and catering with a view to progressing to further training or employment in the hospitality and catering sector. The grant would be used specifically to help with the purchase of a new electric 6 burner range; 4 freestanding induction hobs; 2 microwave ovens; 3 induction saucepan sets, stainless steel catering units; wash up sink, prep sink and hand wash sink; together with a commercial dishwasher, taps and fitting.

Equal People Mencap

£10,000

Equal People Mencap provides support to people with learning disabilities and other vulnerable individuals, their families and carers to participate in, contribute to and influence life in the community. This includes finding work, accessing education, developing skills, staying safe and healthy, living independently and building and maintaining meaningful friendships and relationships. The 'Making Food Work Project' enables individuals to experience and learn all aspects of catering

from growing vegetables and food in the allotment to preparing, cooking and serving meals in the Cook and Taste sessions and biscuit/cake making sessions as well as selling vegetables, biscuits and cakes on the market stall. Opportunities are available for both paid and training roles. The funding was awarded to help with the employment costs of a chef (18 hours for 30 weeks). Equal People Mencap believe the input from a professionally trained chef overseeing the Cook & Taste groups will improve the skills, confidence and standard of work of both the café assistants and Cook & Taste group leader. This should lead to further employment and training opportunities for the individuals in the catering industry. Reporting on the grant the **Finance and Facilities Manager** stated *"One of the employed catering assistants, now in his 50s, is in his first paid employment with the project."*

HealthWORKS Newcastle

£2,500

HealthWORKS Newcastle aim to provide support for people wanting to make positive changes to maintain or improve their health and contribute toward improving health inequalities leading to 'Better Health: Fairer Health'. They use a community development approach across all areas of their work. Some of their projects aim to upskill individuals so they may progress into further training/employment pathways. Within their Lemington Centre there is a Community Café – Liz's Café and funding was awarded to enable them to purchase a Gas Oven Range for use in the Café. This will allow HealthWORKS Newcastle to seek further funding to offer accredited courses in Food Hygiene and Nutrition, as well as develop new courses to run from both the kitchen and café area in the centre. In the evaluation, the **Change4Life West Newcastle Coordinator** stated: *"The increased opening time for the café has proved a success to the local residents and allowed others to use the venue for the first time. We purchased the cooker from a local supplier and Newcastle City Council installed it for free. Volunteer C has completed his work experience at the centre and enjoyed it so much he has continued to volunteer every other Saturday and during the school holidays. His teacher has since been in touch to say that it has helped him increase his confidence and skills base. He has passed his CIEH Food Hygiene course and has applied and will start at catering college in September 2016."*

Hospitality Action

£45,000

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

The Trustees agreed to award the sum of £45,000 per year for a two year term, subject to a satisfactory evaluation report being provided before the ensuing year's grant is released. In their first year report, Hospitality Action stated that with the grant they were able to deliver sessions at 186 colleges with 7,770 students in attendance. This was higher than their target number. The seminars were delivered by two presenters who are themselves in recovery.

"Our annual Hospitality Action talks are a vital part of the year in terms of our pastoral role with students. There is no doubt that over the years, Hospitality Action through speakers like Ken and formerly Peter have made a real difference to the lives of many youngsters and influenced many others before they make that life changing 'jump'. Our sincere thanks once again."

Senior Chef Lecturer, South Downs College

"I just wanted to say a huge thank you for the fantastic morning we had with Ken. His stories and first-hand experience was invaluable and for the first time I had students coming to me saying how much they got out of it. I can stand at the front and preach from a textbook but to have someone who has 'been there and got the t-shirt' and openly talk about real life experience is fantastic."

Lecturer, South Eastern Regional College

"We had a talk today from Andrew Brownrigg which was absolutely FANTASTIC, a great learning experience." **Student at Perth College**

Hospitality Industry Trust (HIT) Scotland***£25,000***

The Trustees awarded funding to HIT, a registered charity, whose remit includes the awarding of grants to FE and HE Colleges in Scotland for the provision of bursaries and scholarships primarily to students of hospitality whether from Scotland or beyond. The Trust's grant is used 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 colleges and universities that HIT deal with in Scotland.

HIT Scholars

HIT reported that in the period under review, the Trust's grant, together with funds from other sources enabled: (1) 18 FE and HE establishments to access hardship funds to support individual hospitality students; (2) 179 scholarships to be awarded to enhance educational opportunities; and (3) 16 students and lecturers from 12 different colleges and universities to go to Lausanne.

Nottingham & Nottinghamshire Refugee Forum***£3,000***

This charity began in 2000 with the aim of supporting Asylum Seekers and Refugees who were dispersed to Nottingham. They currently deliver support to over 8,000 people a year and have 150 regular volunteers. Within their building they have a run-down kitchen for which funding was requested to help with the refurbishment of the kitchen and café area. This will enable them to provide supported training for up to 10 volunteers a year in the hospitality industry and provide work experience for up to 15 volunteers a year. They will be recruited from their 150 volunteers.

Prisoners Education Trust***£5,100***

Prisoners Education Trust (PET) provides distance learning courses, tailored advice and careers guidance, and arts and hobby materials for prisoners in England and Wales. This provision, through the Access to Learning (A2L) programme is now in its 26th year and is proven by the Ministry of Justice to reduce reoffending. One of the key aims of PET is to provide learners with the skills training and recognised qualifications they need to assist them outside prison, enabling them to provide for themselves, their families, and to contribute to their communities after release. PET also seeks to influence long term change in the provision of education in prisons which is currently failing to give prisoners the tools they need to lead crime-free lives. Funding was awarded to enable 12 prisoners to benefit from the A2L programme supporting them specifically to undertake hospitality related distance learning courses over the next 12 months.

REAL Foundation Trust**£30,000**

The Real Foundation Trust, based in Ilkeston, Derbyshire, seeks to raise the aspirations of hard to reach and disengaged young people and their families. By creating opportunities to develop and nurture capabilities, it aims to enable them to participate independently and responsibly in society. In guiding young people on to the most appropriate pathways, the Trust aims to promote future economic wellbeing and healthy lifestyles. The REAL Alternative Provision School, which opened in September 2015 to support the charitable objectives, is a new initiative by the Trust to achieve these goals. It will provide an environment that not only supports the complexities of vulnerable students, but gives them a structured taste of the world of work. The focal point of the Mansfield base is a working kitchen, dining area and business hub that will give first-hand training and experience of this aspect of the hospitality industry. It will also enable them to deliver industry standard qualifications. Students will run it as an enterprise. The Real Foundation successfully applied for a grant to help them purchase equipment for the kitchen facility. *"I am writing to thank the trustees and say how delighted we are to receive your support for this project. The financial help will ensure that the young people who attend will receive the very best working environment in which to develop their skills and achieve qualifications."* **Managing Director, REAL Foundation Trust**

*Students in the new kitchen***Royal Academy of Culinary Arts – Adopt a School Trust****£36,860**

Founded in 1980, the Royal Academy of Culinary Arts is a leading professional body of Head Chefs, Pastry Chefs, Restaurant Managers and suppliers. While concerned with raising standards and awareness of food, food provenance, cooking and service, its objectives are primarily focused on the education and training of young people in the hospitality industry and the provision of development of career opportunities. In addition to the grant outlined below, The Royal Academy of Culinary Arts also received funding for their Annual Awards of Excellence, details of which appear on page 37.

The Adopt a School Trust (formerly 'Chefs Adopt a School') began in 1990 and officially registered as a charity in 2001. It teaches children and young people about food and cookery in a holistic way. The strategy is for experienced chefs and hospitality professionals who are members of the Royal Academy of Culinary Arts to deliver 2-4 annual sessions to children in their 'adopted' schools. All those who deliver the programme are trained by the Adopt a School team.

The first session focuses on the role of the chef and/or hospitality professional and his or her responsibilities, the importance of food hygiene and health and safety, healthy eating, why we need food, exploring the five senses and four tastes through different ingredients, identifying tastes using different coloured jellies, enthusing children about food and broadening their minds by encouraging them to try new foods, and table etiquette and service. The second session comprises a practical session, preparing a fruit and vegetable salad – children are taught knife skills within a safe environment and are shown how to use 'bridge and claw' techniques. This develops a much needed practical skill while also aiding their motor skill development. In the third session children are taught the art of bread making and why bread is so important and where it derives from. Bread is prepared and the children take the proved bread home to bake ensuring the whole family is involved. The children are then asked to bring photos into school of the finished product – the baked bread. The fourth session is known as Front of House. A number of children do not learn at home how to set or eat at a table. This session teaches children how to use a knife and fork correctly, how to set a table and participate in role-play activities set within a restaurant including how to take orders and serve bread and water. This helps promote social and interactive skills. Farm visits are also encouraged so

children can experience first-hand the journey of field to fork. The sessions are cross-educational as the programme covers mathematics, science, history, geography, English, languages and art.



Chefs Adopt a School

The Adopt a School Trust reaches over 21,000 children each year and they work with primary schools, hospital schools, and Special Educational Needs schools. When asked what benefits the children gained from the Adopt a School sessions, the **class teacher at English Martyrs Primary School in London** responded: *"A willingness to experience new tastes; an enthusiasm and interest in cooking; a desire to cook/prepare food at home; encouraging learning across the curriculum; development and/or enhancement of social skills; an understanding of the hospitality industry and the career opportunities that exist. The sessions were brilliant. The children learned a lot and were really excited when they knew a new session was coming up. I would love to be part of this programme again as the children really benefitted from the expertise of the chefs, Cyrus and Idris."*

Saint Mary Abbots Rehabilitation and Training (SMART)

£1,200

Saint Mary Abbots Rehabilitation and Training (SMART) is a charity that promotes recovery from mental illness through purposeful activity, particularly employment and training. 'Plot to Plate' is one such project that promotes a holistic approach to recovery and includes an additional catering social enterprise. Participants learn how to grow fruit, vegetables and herbs in SMART's garden and then how to cook, preserve and serve/sell their produce on a market stall and in SMART's community café and catering enterprise. The participants gain training in an accredited Food Safety programme and support to find employment in the wider community. The Trust's grant was used to cover the cost of the Level 2 Food Safety training.

The Cornwall Food Foundation

£3,000

The Cornwall Food Foundation manages the Fifteen Cornwall Apprentice Programme and Jamie Oliver's Fifteen Cornwall restaurant. They believe food skills are life skills and their mission is to inspire people in Cornwall through food and enable those in greatest need to achieve meaningful, sustained change through training, employment and better life opportunities, while adding value to the local economy. They train 16-24 year old NEETS with Cornwall College to become chefs through on the job training in their restaurant, with apprentices gaining formal qualifications (VRQ Level 1 and NVQ Level 2) in Professional Cookery after a 16 month programme. The grant from the Trust will help purchase equipment and chef whites for the apprentices.



Apprentice at work - photo by Beth Druce

The Geoffrey Harrison Foundation

£24,000

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

Funding of £24,000 per year for a term of three years was awarded by the Trust to enable the Foundation to continue with their Junior Chefs Academy programme for year 10 and 11 students to attend Saturday courses at Westminster Kingsway College and the University of West London. Each course can accommodate approximately 12 students and is run either over 5 full days or 10 half days. At a cost of £4,000 per course, it covers food preparation, cooking, presentation, hygiene, safety, food service techniques, along with team-working, nutrition, social interaction and business skills. The Trust's grant which would be matched with funds from their principal funder Harrison Catering Services Limited would enable them to run 12 courses per year over the three years – 2 courses per term at each institution. Evidence has shown that 70% of the attendees go on to study hospitality at a higher level and many ultimately enter the industry, thus achieving the objectives of the course and filling a need that would otherwise remain unfulfilled.



Graduates of Junior Chefs Academy

This grant is the first payment of the three year term with each year's grant being dependent on a satisfactory evaluation report including confirmation that 12 Junior Chef Academy courses were run across the two institutions.

The House of St Barnabas

£3,000

The House of St Barnabas (HoSB) is a charity and social enterprise, which offers accredited training (City and Guilds) and work experience within the not-for-profit private members club to help people who have experienced homelessness to rebuild their lives. The HoSB employment academy runs a 12-week Employment Preparation Programme focusing on Hospitality and Employability. The successful graduates receive City & Guilds Level 1 certificates in Introduction to Hospitality and Employability and Personal Development at the end of the course with the content focusing specifically on employment related teaching and training within the hospitality industry. They work with others who have the same goal and have developed a model that delivers a supportive environment where sustained employment has proven to be a reality. To date 77% of their graduates are in employment. The Trust provided funding to support one participant through the Employment Preparation Programme.

House of St. Barnabas



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 period under review **5** grants ranging from £160 to £500 were awarded to individuals studying at 4 different establishments culminating in a total of **£1,397**. 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**

"I firmly believe that participating in a wide range of competitions is a terrific opportunity to develop your skills, learn new techniques, gain valuable feedback and advice from experienced colleagues, and of course, to make new friends and acquaintances – many of whom will be retained throughout your career." **Steve Munkley, Salon Culinare Chef-Director**

In the period under review, the Trust supported **7 industry competitions/prizes** with grants totalling **£83,650**. Detailed below and overleaf are those competitions/prizes that received funding.

Academy of Food and Wine Service**£ 7,000**

The Academy of Food and Wine Service (AFWS) established in 1988, is the professional body for front-of-house and beverage service and has worked tirelessly towards raising the profile of food and wine service staff in the industry since its creation. In the period under review AFWS were awarded funding for the **2015 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, can demonstrate strong business acumen, and has a thorough knowledge of the restaurant trade. The grant from the Trust will enable AFWS to award a prize to the competition winner of a one week course at L'Ecole Hôtelière de Lausanne including help with travel and accommodation costs. The winner - announced at a reception on the 23rd November 2015 at The Royal Garden Hotel - was Ian Sturrock (*pictured with Julia Sibley and Margaret Georgiou*) from The Arts Club in London who will undertake the course in summer 2016.



"I had a truly life changing experience in Lausanne and I'm proud to say I've successfully received worldwide recognised certificates. The EHL programme is just the beginning, with the connections made and the continual guidance that the Professors offer, it is all part of a life long journey that I have begun. For me hospitality is a way of life; not just a job. With that in mind I would like to again thank the AFWS and Savoy Educational Trust for giving me this once in a lifetime experience." **Alper Zan, 2014 UK Restaurant Manager of the Year**

Army Catering Trust

£ 2,100

The grant from the Trust was awarded to the Continuous Professional Development Centre (CPD) of the Army Catering Trust to formally recognise the outstanding achievements of learners at an awards ceremony and dinner at Worthy Down on the 12th November 2015. The CPD centre is a work based learning provider exclusively concerned with soldiers within the chef trade group of the Royal Logistics Corp in the British Army. The funding was used to help purchase 14 Catering Education Toshiba tablets for each outstanding learner in the various categories.

Institute of Hospitality

£550

The Trust was a silver sponsor of the Institute of Hospitality's flagship student event – Passion4Hospitality 2016 which took place on the 14th March 2016. The event was developed to bring students, academia and industry together. It is an innovative event where leading industry figures share their knowledge and experience with students and graduates. There are five distinct parts to the day: careers exhibition; speed networking; student conference; HOTS business game competition to successfully operate a virtual hotel; and a debating competition. There is no admission fee for students to enter the competitions or attend the Conference. This year the student debate was: *"It's not worth spending money on staff training. The hospitality industry has such a high turnover they all leave as soon as they are trained."* The teams that made it through to the final were from the University of Brighton, arguing against the motion and the Hotel School The Hague, arguing for the motion. After a lively debate, the audience vote declared the University of Brighton as the winners.

Winning team – Laura Ricciotti, Erek Thuersam, Rachel Stevens - University of Brighton



Nestlé Toque d'Or

£19,000

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

The competition was revised in 2012 with the aim of supporting the modern college curriculum and reducing the resources required from colleges, lecturers and students. This proved to be very successful in the period under review with 156 team entries from 68 colleges registering to take part.

Following a first stage paper entry, 36 teams from 24 colleges progressed to the 6 regional heats which took place between February and April at various venues around the UK. Each college team consists of 2 chefs and 1 front of house student (to include a commis who ideally will be a first year student) who are required to prepare, cook and serve a two course healthy lunch for 6 covers.

The top 6 College teams from all of the heats earned a place in the Nestle Toque d'Or Grand Finals which took place in March 2016. They were: City of Glasgow College, Gloucestershire College, Sheffield City College (female team); University College Birmingham, University of Derby and York College. The finals ensure that students have the opportunity to experience the many facets of the hospitality industry and include creating and serving a 3 course menu at a fine dining dinner in London for 48 VIP guests; covering a lunch and dinner service at Bills Restaurants across London; taking part in a nutrition masterclass and a desserts masterclass.

The grant was used to award £500 for catering equipment to each of the 24 colleges who participated in the heats. In addition the 6 colleges who made the grand final received a grant for catering equipment to the value of £1,000 (with a further £1,000 for the winning college). The winning team, one of whom was a graduate of the Young Chefs Academy, was announced at a prestigious ceremony at the Dorchester Hotel in London on the 24th June 2016. Congratulations go to Megan Lyke, Katie Lewis and Jack Gameson, who triumphed in 2016 bringing home the Toque d'Or trophy to University College Birmingham.

Speaking after the event, **James Tanner, Chairman of Judges**, highlighted the importance of the competition and the role it plays in nurturing and inspiring talented youngsters: *"This year I have been completely bowled over by the passion, commitment and sheer talent that has shone through at every stage of the competition. It has been truly awe-inspiring. We may be in the midst of a talent crisis, but the level of passion and commitment demonstrated by these youngsters has been unquestionable."*

For **Megan Lyke**, a member of the winning team from **University College Birmingham**, the whole Nestle Professional Toque d'Or experience has been truly inspirational: *"Toque is different to every other competition. It is life changing, we know people will look at us differently. It has given us a stepping stone to our future with contacts, connections and experience."*

Chef Lecturer, Bradford College – Former Toque d'Or Finalists *"The Toque d'Or process evokes emotion I wouldn't have thought possible in a competition. Student teams tell me it is 'life changing' for them. While the content sits alongside the national curriculum, it ignites a passion within young people to go above and beyond what they're learning in college and takes skills to a whole new level. There's no better way for them to get their foot in the door when it comes to finding a job."*



Winning team of Jack Gameson, Katie Lewis, and Megan Lyke pictured with Neil Rippington, Dean of College of Food, University College Birmingham, and Anton Mosimann of Mosimann's

Royal Academy of Culinary Arts

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

The winners, announced at a Gala Dinner at Claridge's, London on 14th July 2015, were: Kitchen: Dorian Janmaat, Belmond Le Manoir aux Quat'Saisons; Pastry: Gabriella Cugno, William Curley, London; and Service: Thomas Borghi, The Ritz, London.



Dorian Janmaat, Gabriella Cugno, Thomas Borghi

£6,000

The Craft Guild of Chefs

The Craft Guild of Chefs' **Graduate Awards** now in their 13th year provide formal recognition of the culinary excellence of a young working chef. Whilst prestigious for the chef, the Award is also a credit to their mentor and employer. All working chefs aged 23 years or under can compete for a Graduate Award by having their knowledge and skills tested in this free nationwide culinary challenge that aims to take the learning that chefs accomplished at college and in the workplace to the next level. The examinations offer chefs the chance to prove they really are cutting edge and are making great progress in their careers.

The Graduate Award achievers were announced at a reception on the 4th September 2015 at the Lancaster Hotel, London. Reece Cosier, chef de partie at the Landmark Hotel, London was named the highest achiever with a score of 87%. He was closely followed by four other chefs who all achieved the tough pass mark of 85%. They were Olivia Baggley, chef de partie at Wiltons, London; Drew Snaith, junior sous chef at Brunswick House, London; Aaron Duffy, sous-chef at Grants Restaurant, Omagh, Northern Ireland; and Charlie Aggett, demi chef de partie at Hartwell House Hotel, Aylesbury.

To become a graduate, finalists completed a theory paper followed by butchery and fishmongery tests before creating a dish using a range of ingredients from a mystery basket. While in the kitchen, chefs also had to prepare a classic main course and dessert to impress the panel of expert judges. **Steve Munkley, Vice President, Craft Guild of Chefs** commented: *"Every year, I am truly amazed at the talent we are producing in the UK and this year's graduates epitomise this perfectly, showing expertise beyond their years in the butchery and fishmongery tests, mystery basket challenge and creation of a classic main and dessert in the final exam. Previous graduates such as Ben Champkin and Luke Selby have gone on to win our Young National Chef of the Year competition and we are looking forward to seeing what this year's exceptional group of graduates go on to achieve in their careers and in the industry as a whole."*

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



Graduate Award achievers



Highest achiever – Reece Cosier

£4,000

The Springboard Charity

£45,000

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

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

The Trustees agreed to award the sum of £45,000 per year for a three year term, subject to a satisfactory evaluation report being provided before the ensuing year's grant is released. In year one the focus would be on improvements to the content and infrastructure of the Futurechef Programme, namely:-

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

Year 2 will focus on consolidation and year 3 will concentrate on the growth of the programme and building the platform established in the first two years.

Springboard reported that the Futurechef programme 2015/16 supported 8,291 young people (aged 12-16) and 720 schools through a series of interventions which included 'Look and Learn', 'Have A Go', 'Learning Bites', 'Talks and Visits' and 'Work Experience' activities. Alongside the programme, 8,681 young people took part in the competition element. Serving up a menu of chicken with sundried tomatoes and chorizo mousse, followed by a dessert of baked pear with raspberry sorbet, Bethan Disley-Jones, aged 14 from Pensby High School Merseyside cooked her way into the judges' hearts at the Springboard's FutureChef 2016 National Final competition. On hearing that she had won Bethan said, *"I entered FutureChef because I saw what past winners had achieved and I wanted the chance to do the same. It's amazing to have won and I feel FutureChef will give me lots of opportunities for employment."*



Futurechef finalists at Westminster Kingsway College and Futurechef 2016 winner Bethan Disley-Jones

The runner up was Courtney McDowall, aged 16, from City of Glasgow College, Glasgow and 3rd was Connor Duncan, aged 16, from Menie Estate Golf Academy in Aberdeenshire.



Futurechef finalists' dishes

Below, graphical analysis of the Trust's activities appears in table 4 showing the allocation of grants for the specific areas of support.

Allocation of Grants 3rd June 2015-31st March 2016

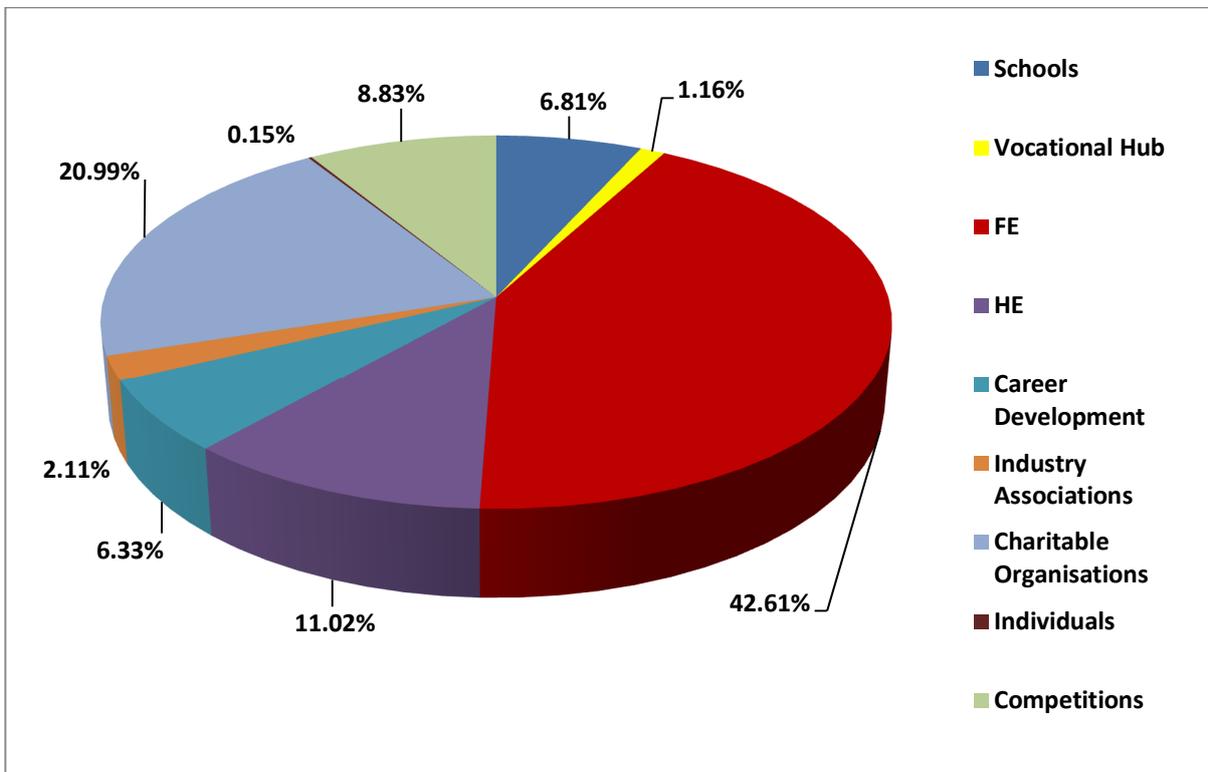


Table 4

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

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

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

FINANCIAL REVIEW AND RESULTS

FINANCIAL ANALYSIS OF THE PERIOD

Equity markets saw a meaningful pick-up in volatility with the FTSE All Share generating a negative total return of -3.9% to 31 March 2016 with weak commodity and banking shares impacting the index. Overseas equity markets also generated negative returns with the MSCI AC World Index returning -1.2%, with Asian and Emerging Markets particularly impacted. On the back of a strong return in the previous year, Gilts returned +3.2% as the 10 year Government Bond yield moved from 1.6% to 1.5% over the year, although this masks a peak in yields of 2.2%, as a perceived slowdown in Chinese growth and falls in the oil price added to the deflationary pressures. UK commercial property values, as measured by the IPD index, rose by 11.7% as rental growth improved. Cash returns have again been minimal given a UK base rate of only +0.5% p.a.

The Trustees report that the value of the Trust's net assets as at 31st March 2016 was **£50,319,933**. Investment income for the period totalled **£1,041,706**.

The Trustees derive their income entirely from their investments and acknowledge that the period under review reflected the lacklustre performance of markets, and the uncertainty caused by central banks' actions (and inactions). They continue to be fully aware of risks, both geopolitical and economic, particularly the resilience of the economic recovery and the outlook for inflation which are the key factors in the performance of the different asset classes.

FUND MANAGEMENT

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

For the period under review the Trust's portfolio was managed in equal proportions by Cazenove Capital Management and Investec Wealth & Investment Limited. Subject to satisfactory performance the Fund Managers are re-appointed on an annual basis.

The Investment Committee and Trustees are mindful of their obligation under the Trustee Act 2000 to conduct periodic independent reviews of their Fund Managers.

INVESTMENT POLICY AND OBJECTIVES

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

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

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

INVESTMENT PERFORMANCE

As stated in the Financial Analysis section of this report, the performance for the period from both Fund Managers mirrored the multifaceted backdrop of 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.

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

RESERVES POLICY

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

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

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

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

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 field. This is particularly pertinent at a time of large-scale funding constraints in both Higher and Further Education, area reviews, the implications following the publication of the post 16 skills plan, and high tuition fees.

It is widely acknowledged that countries recognise 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. The hospitality sector employs a higher percentage of young people compared to the economy as a whole and, because it desperately needs new young talent, the Trust is therefore in a unique position to help educational establishments provide the right environment to encourage the acquisition of skills and knowledge for the industry.

The government is also very keen to promote apprenticeships and has set a target of 3 million new apprenticeships by 2020. The hospitality industry has an important role to play and the hospitality trailblazer consisting of groups of employers recognised by government is developing three new apprenticeship standards for the sector.

As mentioned on page 9, under snapshots for the period, the Trustees have asked the Advisory Panel to work on two initiatives which they consider the Trust could offer further support to. These are (1) to research the various mentoring schemes currently available and (2) how best to encourage people into the hospitality industry. In addition to receiving the findings of the Panel, in the forthcoming year it was agreed that the Trustees would undertake a strategic review employing the services of an independent facilitator that would explore the following areas:

Strategic Objectives and Activities

- ✚ How best to enhance the reputation of the hospitality industry.
- ✚ Working in collaboration with professional bodies, support initiatives that promote and share best practice in FE/HE hospitality industry education and training with a view to achieving a coherent approach and common standards of achievement. This will take into consideration the area reviews and post 16 skills plan.
- ✚ Promote better leadership throughout the hospitality industry through the advancement of best practice, training and mentoring.
- ✚ The continuation and increase of the current support for projects that address 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.

Structure, Governance and Management

- ✚ Review the governance arrangements to ensure there is the full complement of key skills.

- ✚ Evaluate the merits of acquiring accommodation for the Trust including the sharing of premises with other interested parties.

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 and learning within the hospitality industry.

Margaret Georgiou

Margaret Georgiou
Secretary to the Trustees and Administrator