



**SAVOY EDUCATIONAL TRUST
ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR 1ST APRIL 2021-31ST MARCH 2022**



Charity Number 1161014

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Photographs on front cover: Hospitality Action 'Back to the Floor 5'; Royal Academy of Culinary Arts 'Adopt a School'

CHARITY INFORMATION

<i>Trustees:</i>	Howard Field, FCA, FIH, FHOSPA (<i>Chairman</i>) Robert Davis, MBE, DL, MA (Cantab) Ramon Pajares, OBE, FIH, MI (<i>retired 30th October 2021</i>) Dr Sally Messenger, FIH David Taylor, FIH, MI Terry Waldron, FIH (<i>retired 17th June 2022</i>)
<i>Secretary to Trustees:</i>	Margaret Georgiou
<i>Chief Executive:</i>	Julia Sibley, MBE
<i>Trust Accountants:</i>	The Trust Partnership
<i>Charity Registration Number:</i>	1161014
<i>Place of Registration:</i>	England and Wales
<i>Principal Office:</i>	Office 5.23, 60 Cannon Street, London, EC4N 6NP. Telephone: 020 4509 7445 E: info@savoyeducationaltrust.org.uk W: www.savoyeducationaltrust.org.uk
<i>Investment Advisors:</i>	Cazenove Capital Management 1 London Wall Place, London, EC2Y 5AU Investec Wealth & Investment Limited 30 Gresham Street, London, EC2V 7PG
<i>Auditor:</i>	RSM UK Audit LLP Portland, 25 High Street, Crawley, West Sussex, RH10 1BG
<i>Solicitors:</i>	Macfarlanes LLP 20 Cursitor Street, London, EC4A 1LT
<i>Bankers:</i>	The Royal Bank of Scotland PLC London Drummonds Branch 49 Charing Cross, London, SW1A 2DX

STRUCTURE, GOVERNANCE AND MANAGEMENT

CONSTITUTION

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

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

GOVERNANCE AND MANAGEMENT

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

The Trustees consider that the Board of Trustees, together with the Chief Executive and the Secretary/Administrator make up the key management personnel of the charity. They are in charge of directing and controlling the charity and running and operating the charity on a day to day basis. All Trustees give their time freely and no Trustee remuneration was paid during the year under review. Trustees expenses amounted to £281 (2021: £0).

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

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

TRUSTEES

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

Howard Field, FCA, FIH, FHOSPA
Robert Davis, MBE, DL, MA (Cantab)
Dr Sally Messenger, FIH
Ramon Pajares, OBE, MI, FIH (*retired 30th October 2021*)
David Taylor, FIH, MI
Terry Waldron, FIH (*retired 17th June 2022*)

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

In accordance with good governance, the Trustees also consider it appropriate to rotate the role of Chairmanship. The role commences at the start of each financial year having been voted upon by the Trustees at one of their quarterly meetings. The appointment is for an initial term of one year, although this can be extended if it is the wish of the Trustees. For the year 1st April 2021-31st March 2022 Howard Field undertook the role of Chairman having been re-elected to continue in this role for a further year at the December 2020 meeting.

Potential Trustees will receive background information on the Savoy Educational Trust which will include the Trust Deed, Minutes of meetings, Annual Report and Accounts and job description for a Trustee of the Savoy Educational Trust. They will also receive documentation on what is expected of them under charity law, with particular reference to Charity Commission news and guidance publications such as 'CC3: The Essential Trustee', 'Welcome – you're a charity trustee', 'NCVO's The Good Trustee Guide', 'Charities and Public Benefit', and 'CC29: Conflicts of Interest'. 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.

The Trustees give due consideration to the principles outlined in the 'Charity Governance Code' for larger charities and where appropriate apply the principles in their governance and decision making processes. They also take note of guidance issued by the Charity Commission and other bodies on how to navigate the Trust, particularly during the recent challenging times.

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

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

INVESTMENT COMMITTEE

In order to minimise administrative costs and benefit from economies of scale the Trust collaborates with The D'Oyly Carte Charitable Trust on matters of Fund Management. A joint Investment Committee comprising of representatives from both Trusts meets with the Fund Managers bi-annually to review and monitor investment performance and asset allocation. In the year under review the Fund Managers also presented to the full Board of Trustees at their December meeting. Members of the Investment Committee from the Savoy Educational Trust include Howard Field, although any Trustee can attend the meetings. Notes of these meetings and full financial data are circulated to all Trustees. There is a 'Terms of Reference' document for the Investment Committee which has been approved by all Trustees.

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

PUBLIC BENEFIT STATEMENT

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

The Trustees wholeheartedly believe that they can demonstrate that their grant giving activities outlined in the **objectives and activities** and the **activities, achievements and performance** sections of this report are carried out for the public benefit and clearly meet the two key principles of public benefit and also the requirements of 6.1 and 6.2 of the Charity Governance Code for larger charities on Equality, Diversity and Inclusion.

RISK ASSESSMENT

The Trustees have given consideration to the major risks to which the Savoy Educational Trust is exposed and satisfied themselves that systems or procedures are established in order to manage those risks. The Trustees have detailed their risk assessment policy in a document covering the major risks to the charity. The policy outlines and details the risk; who is responsible; the impact of the risk; the probability of an occurrence; and the arrangements that are in place to mitigate the risk. During the last review the policy document identified the following areas of risk and detailed how each should be addressed:-

- 1. Governance**
- 2. Strategic**
- 3. Operational**
- 4. Financial**
- 5. Regulatory**
- 6. People**

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

ENVIRONMENTAL POLICY

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

TRADEMARK REGISTRATION

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

OBJECTIVES AND ACTIVITIES

REVIEW OF THE YEAR – THE HOSPITALITY INDUSTRY AND EDUCATION

The impact of the Covid pandemic over the last two years is estimated to have cost the hospitality industry £115bn, according to UKHospitality. With a full 24 months of data now available, hospitality, which in normal times generates up to £140bn a year, lost 45 weeks of sales since March 2020. UKHospitality Chief Executive, Kate Nicholls states: *"These figures lay bare the utter devastation that two years of this terrible pandemic has wreaked on the third largest private sector employer in the UK, with thousands of businesses closed, many on the brink of collapse, and countless jobs lost. Who'd have thought two years ago that we'd now be looking at a once vibrant industry brought to its knees? Tragically, in addition to the devastating monetary losses are the damaging and long-term psychological effects on thousands of people in the sector who have lost their livelihoods, and in some cases, seen their life's work ruined."*

It is with much relief that data since the start of 2022 is much brighter and after two tough years, the optimism of business leaders and investors is returning. The statistics in Chart 1 (courtesy of UKHospitality) outline the key numbers for Hospitality in 2022.

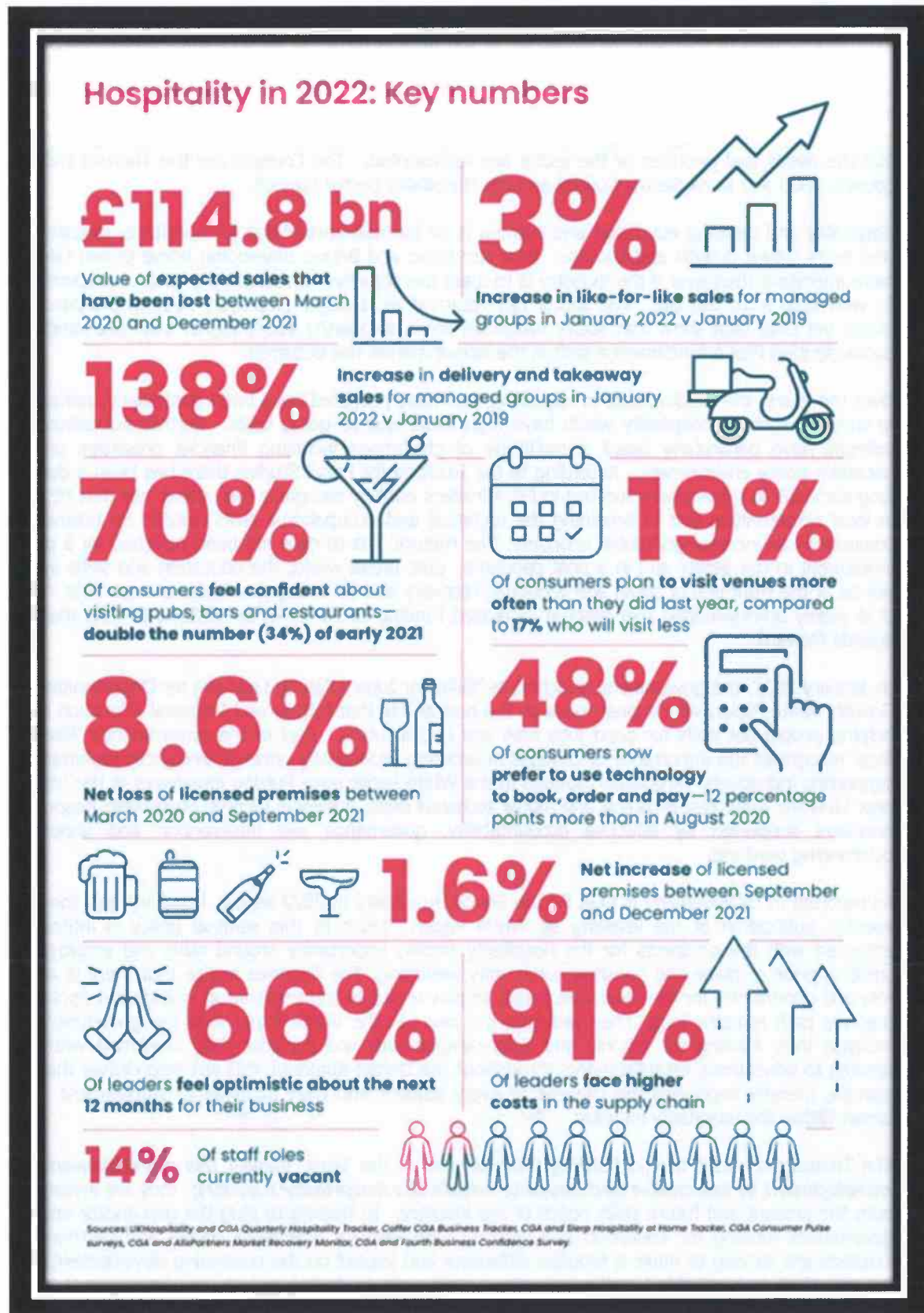


Chart 1

The hospitality industry makes an enormous contribution to the UK economy. It is a dynamic, vibrant and innovative sector delivering vital jobs, growth and investment in the heart of local communities - important culturally, socially and economically. It gives our cities and towns their distinctive character, enriches the lives of local residents and shapes perceptions and memories for visitors. The pandemic clearly illustrated that when hospitality struggles, the entire UK economy struggles and this led many to believe that one consequence of the pandemic is the government's acknowledgement and realisation of the importance of the hospitality industry in driving forward economic growth and employment in all geographical areas of the United Kingdom. This has led the Government to set up three Sector Councils, comprising of leading industry representatives, acting not only as a sounding board and point of dialogue between Ministers and the industry but more broadly working to ensure that the needs and priorities of the sector are represented. The Councils are the Tourism Industry Council, Food and Drink Sector Council and the Hospitality Sector Council.

Hospitality and catering education and training is an intrinsic part of the UK hospitality industry and vital to its future growth and success. Post pandemic and Brexit, developing home grown talent is more important than ever if the industry is to meet the objective of recruiting a greater proportion of its workforce from the UK. The sector has returned as a major employer, nearing pre-pandemic levels, yet ONS data show that sector vacancies are a staggering 102% higher than pre-pandemic, demonstrating that a fundamental shift in the labour market has occurred.

Over the years, the funding cuts in education that have prevailed have been particularly detrimental to subjects such as hospitality which have high initial and on-going costs. Further Education (FE) colleges have particularly faced a multitude of challenges including financial pressures and an uncertain policy environment. According to the Institute for Fiscal Studies there has been a decade-long standstill in government funding in FE. Ministers publicly recognise the critical role that FE plays in local communities and in providing the technical and occupational skills needed by business to compete in an increasingly global economy. The rhetoric has to date not been matched by a proper investment in the sector and in a post pandemic, post Brexit world, the education and skills system will be at the front line of social and economic recovery and FE colleges will play a major role in this. It is widely acknowledged that without increased funding to FE it will be difficult to take the skills agenda forward.

In January 2021, the government launched its 'Skills for Jobs: Lifelong Learning for Opportunities and Growth' White Paper, with a clear focus on the pivotal role that further and technical education has in helping people get skills for good jobs now and in the future. Part of the government's 'Plans for Jobs' recognises the importance of colleges in boosting productivity, strengthening communities, and supporting individuals. Proposals included in the White Paper are:- Putting employers at the heart of post 16-skills; Advanced technical and higher technical skills; A flexible lifetime guarantee; Responsive providers supported by effective accountability, governance and intervention and supporting outstanding teaching.

As reported in UKHospitality & CGA Future Shock Hospitality in 2022 report, February saw the long-awaited publication of the levelling up White Paper. Much of this seminal policy is intrinsically entwined with the prospects for the hospitality sector, importantly around skills and employment, creating pride of place and boosting community wellbeing. The Trustees realise that there is a clear role and opportunity for the charitable sector to play a part in the levelling up agenda but appreciate that the path remains long. They welcome the news in the White Paper that the government will increase their funding for schools and skills development and consider that, combined with their funding to educational establishments throughout the United Kingdom, this will help deliver the skills agenda, thereby improving the chances of every student and their pathway to employment and a career within the hospitality industry.






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 helping to plug the gap and/or enhance government funding for education and working with relevant 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, can play a major role in driving growth and employment for the UK economy.

THE SAVOY EDUCATIONAL TRUST'S YEAR AT A GLANCE:-

The year under review finally saw the lifting of all Covid-19 restrictions. This was undertaken on a phased basis during the year and throughout the four nations of the UK. Despite the lifting of restrictions, the strong demand on Trust funds, following the disruption caused by the pandemic in the previous year, continued. For this reason, the Trustees upheld a substantial level of funding in order to help support their recipient base as they recover from the wide reaching impact of the pandemic and look to moving forward.

1. ORGANISATIONS SUPPORTED BY THE SAVOY EDUCATIONAL TRUST

A breakdown of the grants awarded, the value and percentage of funding appear below:-

-  **24 Schools with grants of £618,335 - 39.05%**
-  **12 Further Education Colleges (FE) with grants of £358,343 – 22.63%**
-  **3 Universities (HE) with grants of £46,700 – 2.95%**
-  **26 Charitable organisations with grants of £535,735 – 33.83%**
-  **4 Competitions with grants of £24,420 – 1.54%**

Grants to Schools, FE and HE were awarded for a variety of projects that would enhance and enrich the quality of their hospitality education and provide realistic training facilities 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 catering and hospitality industry. According to Sally Beck, FIH, MI, General Manager of The Royal Lancaster London and former Hotelier of the Year and founding member of the Hoteliers Charter: ***"The future of our industry is in our schools, colleges and universities which is why we must improve our work experience schemes, internships and graduate programmes and show that the hotel industry is progressive and exciting as well as best in class within the hospitality industry."*** The provision within education of a realistic and commercial working environment allows for the smooth transition from education to the workplace for students and is pivotal at a time when employers can no longer rely on skills from abroad. This is best described by the 2019 winner of The Gold Scholarship, Elizabeth Forkuoh where she explains that one aspect of the college she really enjoyed was her experience in its training restaurant, 'Merlin's' stating that: ***"It's essential and really important to have a realistic environment. It prepares you for the real work."***

Grants were also awarded to **26 Charitable Organisations** for a wide range of hospitality related projects. This included a grant to a charity that supports hospitality employees experiencing hardship and/illness. Grants also went to 3 projects supporting employees of small companies and lecturers/students at FE colleges with training sessions on Mental Health, Personal Resilience and the Mental Health First Aid qualification. The importance of mental health issues have become all the more prevalent during and post pandemic. The Trustees also wish to highlight under this category the support they gave to the important area of Continuing Professional Development. In conjunction with the **Innholders Charitable Foundation** they 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) and Cornell University (USA).

The Trustees recognised and rewarded the achievement of specific skills by offering their support to **4 Competitions**. The Trustees were delighted to be one of the recipients of an award announced at the Annual General Meeting of the Craft Guild of Chefs. This was to acknowledge the Trust's support of competitions to ensure they are inclusive to all students and young people irrespective of background.



Award from Craft Guild of Chefs

2. COVID-19

The Covid-19 pandemic and the lockdowns that ensued affected not only businesses but also educational establishments and training providers. Vocational courses with a focus on practical teaching had to find innovative ways of delivering their curriculum. Charitable Trusts had to pivot their offering to continue to help some of the most vulnerable in society. The lockdowns impacted the timeframes for projects in different ways. Some took the opportunity to move their projects forward whereas others, where social distancing was impractical, were postponed.

During the year, the Trust's executive team monitored all projects and worked closely with grant recipients, not only to offer guidance and support, but to gain an understanding of what was going on and what was needed in order to aid the satisfactory conclusion of those projects supported. Where it was evident that a project could not proceed, consideration was given to an alternative use of the funds that would continue to meet the core purpose of the Trust. The Trustees were kept fully aware of developments.

3. THE SPRINGBOARD CHARITY – SPRINGBOARD TO 2022

In the previous financial year, the Trustees awarded funding to The Springboard Charity for the Springboard to 2022 initiative. Described by Springboard as the solution to tackling hospitality's long-term staffing crisis, Springboard sought to give the industry space to focus on the current challenge of rebuilding from the Coronavirus pandemic, whilst they ensure there is a skilled and engaged talent pipeline ready when the industry needs it.

Springboard to 2022 also coincided with the Trust's 60th anniversary, and with this in mind, juxtaposed with the known challenges faced by the hospitality industry, the Trustees considered that an initiative, focusing on 'Futureproofing Hospitality's Talent Pipeline', was very worthy of their support and sat perfectly within the aims and objectives of the Trust. They became a leading partner in the Springboard to 2022 initiative by awarding £1,000,000 - the largest ever single grant awarded in their 60 year history.

The goal is to have 10,000 young people trained and ready for work by December 2022, in line with industry recovery. Specifically the investment from the Trust would enable Springboard to directly train and support 1,000 young people's journey into traineeships, apprenticeships, and direct employment by April 2022, as well as playing a key role in the delivery of the total target of 10,000 young people into work, in collaboration with their delivery partners.

In their evaluation of Springboard to 2022 submitted in May 2022, The Springboard Charity reported that 1,075 young people had found employment so far, as a direct result of Savoy Educational Trust funded courses, as well as contributing to 6,321 young people securing work in hospitality through Springboard to 2022.

Julia Sibley was delighted to have been the recipient of the Chris Beaumont Outstanding Contribution Special Award at the 2022 Springboard Awards for Excellence.



Julia Sibley and Margaret Georgiou with Ade Adepitan at 2022 Springboard Awards for Excellence



The Springboard Charity – Springboard to 2022

4. STRATEGIC REVIEW

In the year under review the Trustees continued discussions around the formulation of a strategy to ensure the Trust continues to invest in skills, training and education that will support the present and future needs of the hospitality industry. In the ensuing year, the Trustees would look to appoint at least two additional Trustees thereby ensuring there is a full complement of diverse skills on the Board.

5. INCOME AND EXPENDITURE

For this year, the total investment income for the Savoy Educational Trust amounted to **£1,174,434** (2021: £1,307,599). **Costs of raising funds**, namely fund management fees, totalled **£246,353** (2021: £228,338). **Grants awarded** totalled **£1,581,533** (this includes a grant of £2,000 awarded in 2021 written back) (2021: £2,743,985). **Support and Governance costs** totalled **£198,183** (2021: £184,203). The investment income, grants awarded, support and governance costs, and costs of raising funds are illustrated below in Chart 2.

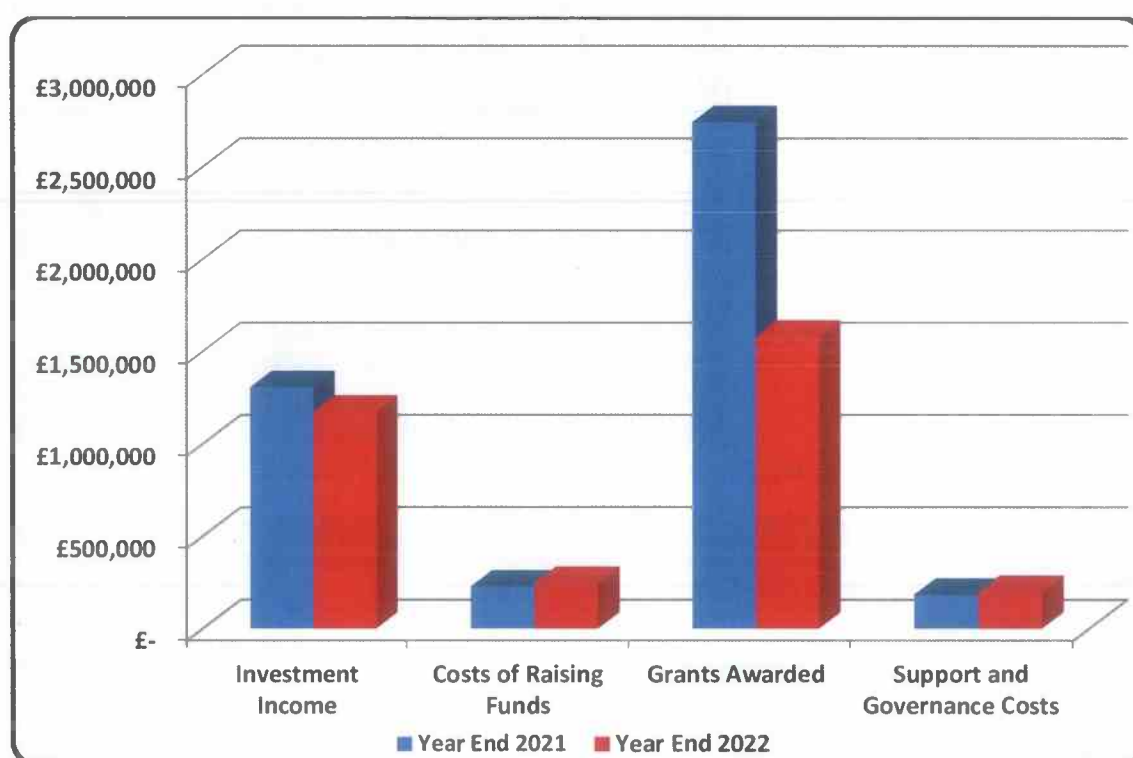


Chart 2

APPLICATION PROCEDURE

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

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

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

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

AIMS AND STRATEGIC OBJECTIVES

The core purpose of the Trust is the **advancement and development of education and learning** within the hospitality industry. To fulfil its core purpose, the Trust works closely with colleges of Further and Higher Education (FE & HE), industry associations, charitable organisations, employers and other interested stakeholders in order to:-






-  *Establish and maintain contacts with schools, colleges, universities and other providers of recognised qualifications for those studying for careers in the hospitality industry.*
-  *Promote and provide scholarships to help develop and enhance education, training and continual professional development.*
-  *Recognise and reward the achievement of specific skills by supporting the leading industry competitions with educational scholarships/prizes.*
-  *Encourage and sponsor further learning opportunities relevant to the industry by all modern forms of technology and communication.*
-  *Work closely with a network of key people on current matters affecting education, training and issues such as skills development, recruitment and retention.*

Chart 3 below outlines the Trust's core purpose.



ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

In the year under review, **the grants awarded** amounted to **£1,581,533** (2021: £2,743,985). This section of the report highlights the grants awarded against what continued to be a challenging year for many organisations.

STRATEGIC AREA

Educational Establishments

The Trustees consider that grants to educational establishments is an important part of their grant giving activities. From the world of education, the future employees of the hospitality industry will be sourced. It is vital, therefore, that the learning experience students encounter during their journey to work in hospitality is a positive one. Juxtaposed with this have been endemic budget constraints that can be particularly detrimental to vocational subjects such as hospitality. This can hinder educational

establishments in their efforts to offer 'fit for purpose' hospitality courses, facilities and/or added value activities. The following pages contain a listing and synopsis of all grants to educational establishments that the Trustees consider will showcase hospitality as a viable career option.

In the period under review, the Trustees awarded grants totalling £618,335 to 24 schools (2021: £904,907 to 23 schools) for the following projects:-.

Bristol Free School

£49,263

This academy school, a member of the Russell Education Trust, in North-West Bristol, is co-educational with over 1,100 pupils aged 11-18 on roll. The school report that the delivery of Food Technology and Nutrition is mission critical for them as they aim to prepare their young people with a rounded education in terms of offering a wide variety of qualifications, but also preparing them with important practical skills. This subject is an incredibly popular GCSE option and is hugely oversubscribed, hence the application to the Trust. Funding was awarded to help develop and enhance the current food technology room and to re-purpose another classroom to provide a second room. The vision is to have two modern food teaching rooms offering a good layout with maximum workspace and refreshed cooking equipment. The two rooms will be an inspiring environment for the students to learn and develop a love of cooking, an understanding of nutrition and encourage further education in these areas.

Broadland High Ormiston Academy

£54,550

This co-educational academy in Hoveton, Norfolk for pupils aged 11-16, with 700 currently on roll, was awarded funding to help completely overhaul their kitchen space and facilities to make them much more fit for purpose for food technology and ensure that they can continue to offer vocational qualifications for years to come. Following demand for hospitality and catering amongst their student cohort they have invested in this area by providing professional hospitality and catering staff and by creating partnerships with FE providers and local businesses. In this way they are already contributing to supporting the UK hospitality and catering sector. The pandemic has placed enormous demands on education providers to 'catch up' in terms of academic achievement. Against this backdrop, Broadland High and Ormiston Academies Trust have recognised the unique value of hospitality and want to see it flourish. The academy's ambition is to become a local centre of excellence for catering and hospitality in North Norfolk, supplying the next generation of skilled UK workers who have a passion for the industry.

Brookvale Groby Learning Trust

£16,000

This school, based in Groby, Leicestershire, offers education to students aged 11-19 and currently has 1,500 students on roll. The school has a strong food department which starts in Year 7 and goes through to GCSE equivalent classes in hospitality and catering. Funding was awarded to help the school completely refurbish their KS4 food technology room. This will benefit the whole school and also improve access for disabled students by incorporating a wheelchair friendly area. The refurbishment will help increase the uptake of hospitality as an option and hopefully attract more post 16 students to remain and study to KS5.

"Since the room was reconfigured and a new kitchen built, it has been much easier to teach in because all students can be seen in the room, as dividing spaces are all at work top height, and with the increased storage we have been able to give each preparation space its own equipment which means the students have easy access to everything that they require in lessons. This has made lessons much more organised and students have found using the room much simpler and more enjoyable." Business Director, Brookvale Groby Learning Trust

Camelsdale Primary

£400

This primary school, built in 1904 and located in Haslemere, is the oldest County Council School in West Sussex. Funding was awarded to help purchase materials, such as invitations, table decorations, napkins, place mats, food ingredients, aprons and chef hats, menu board and serving dishes for their project 'Grow It, Cook It, Eat It.' The school has a well-equipped kitchen to teach food technology as well as a very smart dining facility "Humphrey's Café". This project aims to teach their pupils how to become excellent small vegetable plot gardeners, cooks and hosts. This all culminates in an annual Christmas lunch with their local Hammer Over 60's Club. The project involves up to 32 Year 6 pupils, 10 members of staff and over 30 from the Over 60 Club.

Clevedon School

£30,530

This school is a coeducational secondary school located in Clevedon, North Somerset, which has 1,170 pupils aged 11-18 currently on roll. Funding was awarded to help refurbish the food technology and catering teaching spaces to deliver the new curriculum offer and meet the need for a community teaching space to further enhance the provision of courses. In their application, the school stated that they aim to inspire students to become future leaders within the hospitality and catering sector. With revamped facilities, they will be able to offer more opportunities, enter competitions and have a flow of students progressing to work in hospitality.

During the Covid lockdown, the school ran a free fruit and vegetable stall to support the community in the provision of delivering home cooked, healthy meals. This emphasised the important role that the school plays in providing food education and setting opportunities for employment within the sector.

"I am simply elated and so, so grateful. This will make such a difference. At the end of a very long week, I am now simply beaming with joy – which is quite a rapid turnaround feeling as I was, semi-exhausted after Staff Cross country, then I read the email! Wow. Thank you for your support and guidance through the process. When I get off the ceiling, I will send the necessary details. Thank you." Head Teacher, DT Staff and of course the students

Coundon Court School

£7,697

This school is an all-inclusive academy in Coundon, Coventry, for 11-18 year olds, with 1,800 students currently on roll. Funding was awarded to help purchase the appropriate scientific equipment for the food preparation and nutrition courses on offer. The academy state that having a practical approach through KS3, a rigorous KS4 Food Preparation and Nutrition GCSE and a KS5 Food Science and Nutrition course, they have a full spectrum of what food can offer as a career in hospitality and nutrition. They also plan to make use of their strong links to hospitality and arrange suitable visits.

Esher High School

£3,669

Esher High School is an 11-16 comprehensive school in north Surrey, which provides education to secondary school students from the area of Esher, Cobham and Molesey. Esher High is a truly comprehensive school with a wide intake of children and 20% of them eligible for pupil premium funding. Those studying Catering are progressing well through their courses and have a good understanding of cooking skills. The school wished to improve the understanding of working in the hospitality industry by offering students the opportunity to run a pop-up restaurant for teachers and their parents. Whilst they have a food room with teaching kitchens which are suitable for this project, they did not possess any of the required serving equipment. To simulate a professional restaurant environment, and for sustainability reasons, the students would prefer not to use disposable products, hence the application for a grant to buy crockery, cutlery and serving equipment that can be reused over numerous events.

Farney Close School

£16,750

This is an independent residential special school, based in Haywards Heath, West Sussex, which provides weekly boarding and can accommodate up to 72 children. The children aged between 9 and 18 have a range of social and emotional difficulties. Funding was granted to help upgrade the cookery room. This will enable the school to work with years 9-12 to complete the Hospitality and Catering Levels 1 and 2 course to enable them to achieve and gain the qualifications they require to continue learning at 6th form colleges or begin an apprenticeship. The school report that hospitality gives students the opportunity to learn about the industry and develop the transferable skills linked to the world of work.

"We cannot thank you enough for your generosity and kindness throughout the application process and for all the hard work that went on by the team at the Savoy Educational Trust. Thank you again and to the Trustees in believing in what we are doing at the school. The students are very excited and want to say a personal THANK YOU for helping us." Fundraising Co-Ordinator, Farney Close School

Launceston College**£60,000**

This is a mixed secondary school and sixth form with academy status located in Launceston, Cornwall for 11-18 year olds, with 1,322 students on roll. Funding was requested to renovate one of their existing food technology rooms into an industrial standard professional kitchen. This would give the school two professional kitchens and three food technology rooms and provide the space and availability for them to offer a comprehensive apprenticeship programme. The school has extensive relationships with local employers who currently work with them. With close links to local industry, another objective of the renovation is to assist the local and surrounding communities with students who are equipped with the skills to meet their employment shortage and to be a feeder school for future employees or apprentices. The Trustees were pleased to note in the application that all culinary skills students from the previous year 12 have gone out into local employment in the hospitality sector.

"Wow – thank you so much for the fantastic news – we are thrilled and extremely grateful!" Project and Communication Manager, Launceston College

Litcham School**£60,000**

This is a mixed all-through school located in Litcham, Kings Lynn for 4-16 year olds, with over 750 pupils currently on roll. Funding was awarded to help renovate and refurbish the school's food room. The objective of the refurbishment is to deliver a contemporary and elite level facility that inspires the pupils and allows the facility to be used as the starting focal point of a hub within the Litcham area for excellence within the Catering and Hospitality industry. This helps to develop networks and mutually beneficial relationships between the school and employers. The school aims to develop an effective pathway to employment for their pupils, and to provide local employers with high class, industry ready employees.

Manchester Communication Academy**£68,000**

This is a co-educational, non-selective academy school in Harpurhey, Manchester, part of the Greater Manchester Academies Trust, with c1,200 students aged 11–16 years currently on roll. Funding was awarded to help refurbish one of their two specialist food rooms to ensure that it offers a safe and stimulating specialised environment to educate students on the hospitality and catering industry. The school anticipate that by educating students on the subject, generating an interest in the industry, and giving the students the opportunity to experience it first hand by putting culinary skills into practice, this will inspire the next generation of hospitality and catering professionals.

In the application the Trustees were pleased to note that the academy has built relationships with professionals in the industry from the local area to increase the number of post 16 opportunities for their students. The new facilities will really help develop these relationships by offering the relevant experience for the students.

In their evaluation the school responded to some of the questions on the form as follows:-

What was the relevance of this project for the hospitality industry?

Educating students on the subject, generating an interest in the industry and giving students the opportunity to experience the industry first hand by putting into practice culinary skills, knowledge and understanding leading to an interest in pursuing a career in the hospitality industry. Inspiring the next generation of hospitality and catering professional as well as introducing members of the community to the Industry providing an opening and opportunities for them also.

If the project was designed to benefit specific individuals, how were they selected and what criteria were used?

The project was designed to benefit all students at Manchester Communication Academy. The students use the food technology specialist from primary age all the way up to year 11. The rooms are also used by community members to educate and skill build parents, guardians and members of the community who are in need such as the elderly and the homeless.

If any of the planned outcomes/outputs were not achieved please explain why and how they differed from the original objectives

We are currently in the process of building partnerships with professionals in the local area to host cooking masterclasses and to use our facilities to build hospitality and catering opportunities for our students. This is ongoing.

We are excited to announce that after receiving funding from [Savoy Educational Trust](#), [Manchester Communication Academy](#) have two new fitted kitchens. Thank you to all those involved in helping us to refurbish the kitchens, the students and staff are enjoying cooking using the new kitchen facilities.



Students working in refurbished facilities - Manchester Communication Academy

Mayfield School

£44,132

Mayfield is a local authority maintained secondary comprehensive school of 2,000+ pupils, with an 11-18 age range. Funding was provided to refurbish the food technology room. The school believe that having a room that can offer a modern and functional space and provide a stimulating environment will maintain students' interest in the subject. It will also enable them to widen the delivery of the food and nutrition curriculum to include more students and classes. The overarching significance is the 'widening of participation' at every level which will eventually lead to the hospitality and catering sector and beyond. At Mayfield, they have a commitment to the education of the whole child; maximising academic outcomes and progress whilst at the same time, equipping all students with skills, knowledge and competencies in and out of the classroom. The refurbishment of the food technology classroom will enhance the life skills of all the students.

It was anticipated that the refurbishment work would commence at the end of October 2021. However, the school made contact with the Trust to state that due to many external factors, Covid-19 being one of them, they were unable to start the works and proposed that the project be put on hold

until the summer 2022 break. They added that one advantage of rescheduling the works - estimated to take between 3-5 weeks – is less disruption to their teaching timetable.

Rothesay Academy

£4,433

This is a remote school serving the island community on the West of Scotland. It is a local authority



(Argyll and Bute) maintained school that is part of Rothesay Joint Campus which covers pre-school to S6 (ages 3-18). High levels of free school meals and uniform are provided to pupils. The joint campus strives to work as One Community, One Campus, One School to ensure all pupils, regardless of their skills, ability or role, feel a sense of belonging. Funding was provided to purchase 16 iPads (see photos) for use in their hospitality department to help with the delivery of a variety of hospitality professional qualifications.



Saint Aidan's CofE High School

£1,800

Saint Aidan's is a CofE High School in Poulton le Fylde, Lancashire for 11-16 year olds. Funding was awarded to help with a school trip to London in July 2022 for Years 8, 9 and 10 Food Preparation & Nutrition students. The focus of the visit is food and the food industry. There are 36 students attending the trip, many of whom are Pupil Premium and SEN students, hence making this trip accessible for all. Specifically, the grant from the Trust will support a visit to Baxter Storey, a meal at Beyond Food's 'Brigade' restaurant; together with a hands-on 'Bakery' experience at Bread Ahead Bakery School. These visits will help the students develop their practical skills and knowledge of ingredients.

St Mary's Catholic Primary School

£4,500

This is a Roman Catholic primary school located in Newcastle for 4-11 year olds. Funding was provided to help build a double kitchen area for the children to be able to use in the curriculum as well as out of school lessons. The school is in a very deprived area with the school currently catering for very low income families. The food technology room is needed to help with basic skills, family partnership and the introduction of hospitality as a career for both children and adults.

Sandbach High School & Sixth Form College

£9,376

This all-girls secondary school and sixth form, with academy status located in Sandbach, Cheshire, currently has 1,430 students on roll. Funding was granted to help purchase new equipment that is fit for purpose. This will help create an inspiring teaching area where students can learn a broader range of complex and technical skills, stimulating their passion for food and cooking and a desire to continue towards a career in the food and hospitality industries. The school believe that if the students study in a professional working environment, with a range of equipment available, this will allow them to develop passion, excitement and creativity for the industry.

School 21

£4,500

This school is part of the Big Education Trust charity and offers education for 5-18 year olds in Newham, London. Level 1 & 2 Hospitality and Catering is a popular course with a significant increase in student uptake since it was first offered at the school two years ago. Three students from the first graduating cohort have also chosen to study at Westminster Kingsway College. The school wants to give their students exposure to the real working environment of the hospitality and catering industry and therefore requested funding to be able to purchase specialist kitchen equipment.



School 21

Settlebeck School

£30,000

This is a small co-educational, secondary school with academy status, in Cumbria for 11-16 year olds with 200 students currently on roll. Funding was requested to help with the refurbishment of the food technology room. The school reported that GCSE Food Preparation and Nutrition is offered to all KS4 students and is heavily oversubscribed. This qualification gives students a well-rounded understanding of food provenance, nutrition and food hygiene as well as food styling and sensory evaluation; all of which link directly with the industry. The Trustees were also pleased to learn that the school regularly hosts hospitality events and with support from Kendal College, these events offer students a chance to work in a professional kitchen. In 2021 the school reported that 5.5% of students were considering applying to Kendal for their Professional Cookery programme.

Storrington Primary School

£10,000

This is a primary school in West Sussex that delivers not only the National Curriculum but also essential life skills such as gardening, cooking and nutrition. They also support their community, particularly those who come from disadvantaged backgrounds, by offering fruit and vegetables produced in the school's vegetable patch, free of charge. Funding was awarded to help purchase new equipment for their food technology room so that it is an inspiring space for pupils to learn in, develop their skills, and broaden their experience of food preparation and nutrition. This will help the pupils understand how these skills can lead to a career in the hospitality industry.

The Ashcombe School

£60,000

This is a coeducational secondary school and sixth form in Dorking, Surrey for students aged 11-18, and currently has 1,408 students on roll. Funding was provided to help with the refurbishment of one of the school's three food technology rooms. This refurbishment will enable more effective and safe delivery of lessons and increase active participation and engagement of students. The school also believe that the new facilities will improve the students' understanding of food and nutrition, which will develop life-long practical skills and encourage them to pursue further education and career opportunities in catering and hospitality. The Trustees were pleased to note that each year a number of the school's students go on to study catering and hospitality at college, including Westminster

Kingsway College. On average a further 10 students go directly into hospitality roles, the majority taking up apprenticeship placements.

The original plan was for the refurbishment work to be completed between February and April 2022. Unfortunately, due to existing commitments from their preferred supplier, supply chain issues, and having to work around the school's examination schedule, the work is now planned to start in June with completion expected by the end of July.

"Many thanks to you and the Trustees for approving our grant request. Staff were delighted to receive the news. The project will have such a positive impact on the teaching and learning experience and career prospects of our students. We plan to share the good news with our students and their families initially via a letter from the Head."
Business Support Officer, The Ashcombe School

The Centre School

£4,143

This is a special school providing education for 110 students aged 11-18 with Education Health Care Plans from across Cambridgeshire. Vocational experience is of real importance to the students and the school requested funding to expand their café (Café at the Centre), thus ensuring they have the relevant equipment for students to build their confidence, learn new skills and harness their passion for the hospitality and catering industry.

The Cooper School

£40,000

This is a coeducational secondary school and sixth form with academy status, based in Bicester, with 1,291 students on roll. Funding was awarded to help refurbish one of the school's food technology rooms. The school report that there is a strong passion for catering and hospitality courses amongst the students and they see this subject as an important industry locally with huge potential for young people on their career journey. The improved facilities will help inspire future generations of students with the passion for hospitality and will allow them to have the necessary practical experience required for further education and apprenticeships. The new food technology room will also allow greater connection with local business partners in the hospitality and catering industry.

"Thank you very much for awarding us a grant towards the refurbishment of our hospitality and food preparation teaching spaces. At a time, when the pandemic is once again starting to have an impact on our staff and students, it was lovely to have some good news. Anecdotally it was late in the day when I went to share the news with the technology department and most of the students had gone home, but there just happened to be a small tuition group in the room when the announcement was made – they were extremely excited and energised about the prospect of a refurbished teaching space, which was great to see. We are really looking forward to seeing the impact this money has on the student learning and development going forward. We will of course update on the progress and outcomes of the project in due course. Once again on behalf of all staff and students at the Cooper School please accept our thanks for your support."
Chief Financial Officer, The Cooper School

The McAuley Catholic High School

£1,592

This academy is a coeducational Catholic Academy in Doncaster, Yorkshire for pupils aged 11-18 with 1,622 students on roll. Funding was awarded to help the school purchase 2 industrial fridges for their food technology rooms. These fridges will give the students a real life example of how commercial kitchens operate.

Wyedean School and Sixth Form Centre

£37,000

This is a secondary school and sixth form with academy status, based in Sedbury, Gloucestershire, with 1,250 students on roll. Funding was awarded to help with the relocation and installation of a new food technology room. The school believe that the new room will offer improved outcomes and the students will have a far better learning experience and produce better quality food in an updated environment. The technical ability and experience the students will gain in the new commercial kitchen will produce a stronger foothold in future career paths. The school are also keen that the new facilities will provide a space for learning to continue outside of school hours and serve a wider community beyond the school. Educating the community and developing entrepreneurial

opportunities using the facilities will be hugely beneficial for many more students in the future. The school also plan to run industry specific career events in the new facilities. This will not only increase the student uptake but also provide a platform to expose students to career related possibilities within the hospitality and food industry.

"We have completed the project, a couple of bumps in the road didn't stop us and we are delighted with the results. We couldn't have done it without the funding support from yourselves and we are incredibly grateful. I will get some photos to you ASAP to showcase the room (and students work!)" Vice Principal Finance and Business, Wyedean School and Sixth Form Centre



Wyedean School and Sixth Form Centre

In the year under review, the Trustees awarded funding of **£358,343 to 12 Further Education (FE) colleges** (2021: £404,876 to 13 FE colleges) for the following projects.

City College Plymouth

£17,649

City College Plymouth (CCP) based in Plymouth, Devon has over 12,000 students. The college offers a wide range of training from the age of 14 to adult and strongly embeds real-work experience learning in a variety of environments. The college trains 10% of Plymouth's population and supports the region's capacity to meet current and future economic and labour market demands, including those for the catering and hospitality sector. The programmes offer numerous objectives, including progression to further training or employment, addressing skills gaps and essential employability skills, all whilst meeting local employers' needs.

Funding was requested to continue to offer and develop the successful Junior Chef Academy programme. Working with schools, this programme offers extra curricula catering training to pupils in mainstream education, across three progressive levels. It develops skill, knowledge, teamwork, and confidence based around a love of food all delivered within a professional catering environment that the young chefs find challenging and motivational. The college also requested further funding to run the Junior Barista Academy which teaches key industry skills in a professional working environment to meet industry requirements whilst also raising the opportunity and aspirations of CCP's students.



CCP report that: *"The young chefs and baristas are taught by skilled chef tutors, front of house tutors and assessors within our demonstration/training kitchens as well as our top of the range production kitchens and front of house areas where student teams run our commercial and inspirational restaurant and recently refurbished deli, PL1. Our aim from both Academy programmes is to inspire young people to consider undertaking future training on either the full-time programmes or the apprenticeship study programmes offered at the College. This would then lead them to enter exciting and diverse careers offered within the hospitality sector and catering industry. Additionally, through these active after school learning programmes the awareness of food hygiene practices, health and safety in the 'workplace' and the benefits of a healthy diet will be strengthened."*

Dumfries & Galloway College

£14,046

Dumfries and Galloway College (DGC) is the regional FE college with campuses in Dumfries and Stranraer, which are 75 miles apart. It regards itself as a college without walls, creating flexible learning approaches to suit everyone.

The project for which funding was awarded was to develop a bakery specific training facility within the hospitality area at the Stranraer campus. This specialist area is to provide bakery related qualifications and the creation of a realistic and commercial working environment which allows for a smooth transition from education to the workplace for the students, as well as expand the excellent community engagement the campus is already involved in. The grant awarded was specifically for the purchase of high specification bakery ovens. The college report that food and drink is Dumfries and Galloway's largest, fastest growing, and most valuable economic sector, worth £1.2bn to the region's economy. The Trustees were pleased to note that the college work closely with local employers and that a high proportion of students leave the college and move into work within the hospitality sector.

In a press release issued on the 17th December 2021, the college stated: *"Dumfries and Galloway College has announced plans for a new bakery training area at its Stranraer campus. The college bakery has been confirmed thanks to a generous grant of £14,046 from the Savoy Educational Trust. Once complete, the new facility will see the installation of specialist bakery ovens as well as full and part-time bakery courses and qualifications becoming available. Dumfries and Galloway is incredibly grateful to the Savoy Educational Trust for its generosity and looks forward immensely to this development and the new and exciting opportunities it will bring students."*

"I'm delighted to welcome the news of this development for our Stranraer campus. The facilities it will bring will allow us to further improve our hospitality learning and teaching and will be of real benefit to our students. I'd also like to thank the Savoy Educational Trust for their generous grant, it means so much to my colleagues and I."
Chef Lecturer, Dumfries and Galloway College

"Our new college bakery will provide the South of Scotland with a place in which aspiring bakers can learn their craft and build their future careers in a supportive environment which is equipped with everything they need. On behalf of our entire college community, I would like to thank the Savoy Educational Trust for their generosity in providing this grant."
Principal, Dumfries and Galloway College

Folkestone College

£60,000

Folkestone College was incorporated in 1992 as Thanet College but following several more mergers with other local colleges has now become the East Kent Group. This college delivers catering skills training to over fifty students each year at Levels 1, 2 and 3, providing critical skills to meet local employer demands.

Funding was awarded to help the college purchase kitchen equipment to enable them to create a new restaurant at the front of the Folkestone College site through the renovation of a previously derelict building. The new restaurant operation will be open 7 days a week as the college understand that a key element of the student experience is to access sufficient meaningful work experience to enable them to leave college work-ready through fulfilling as many hours of placements as possible. The curriculum is reviewed regularly to meet the needs of employers through employer advisory groups hosted by the college, responding directly to skills gaps and issues of work-readiness through educational experiences. The project will primarily address culinary skills for chefs, but also general work-readiness, inter-personal skills and management and leadership skills. The industry standard facilities of the restaurant and kitchen spaces will enable transformational vocational learning experiences based on project-based assessments of the demonstration of employment skills within real-world contexts that meet professional expectations.





Anne's Restaurant and kitchen space, Folkestone College

Riverside College

£6,757

Funding was requested to support students from low income households in purchasing professional kitchen and restaurant uniform and equipment such as knife sets, which would give them the same opportunities as all other full and part time students and allows them to progress within their chosen career within catering and hospitality. It also enables them to seek part-time employment within the catering and hospitality industry, progressing into full-time employment on completing their qualifications. This project is designed to benefit all learners, 16-18, 19+ apprenticeships, on each level of course, full time/part time and short programmes. All learners are interviewed, to ensure correct level relating to grades including English and Maths, thereby ensuring that quality and correct provision is given to each individual learner.

South Devon College

£23,066

South Devon College has been in existence since 1931, providing training and learning opportunities for Torbay and South Devon. The college continues to play a part in the regeneration of the local area, including hospitality, catering and tourism industries which are crucial to the 'English Riviera' economy. By challenging their staff, apprentices and students, the college will continue to ensure the training and enrichment is of the highest possible standard and is industry relevant. They realise that preparing young people for a lifetime in the hospitality and catering industry is a massive undertaking. By working together with industry leaders and service providers they aim to give their learners the best possible introduction to the industry. The college mission is "Inspiring our community through learning for all" and their core values are Aspiration, Inclusion, Innovation, Support and Progress.

A number of projects for which funding had been awarded in the previous year had, unfortunately, not progressed, due to Covid-19. The deferred funding was carried forward and added to the funding awarded in the year under review to be used for a variety of purposes, which include: championing the aspiring chefs of tomorrow by continuing funding for the JCA programme (for 10–15 year olds), which has been running very successfully at the College for many years; community activities, including Courses to Careers for NEET students to help re-engage students through positive approaches; the learner support fund which supports students to overcome barriers to success; cultivate positive outcomes through enrichment activities and work experience; and finally, additional PPE for Covid and the partial refurbishment of the kitchen.

Tameside College

£4,500

Funding was requested to support students whilst they undertake work experience. Students require relevant, realistic work experience that needs to be of a high calibre. This experience also provides them with the opportunity to develop their soft and hard employability skills, enabling the learner not only the chance to gain relevant experience in a high-end establishment within the food and hospitality industry but also to prepare them for the world of work. This work experience will add substantial value to their CV and/or job applications upon successful completion of their qualification.

This year has been amazing loads of learners getting experience but who would have thought that through the help of the [Savoy Educational Trust](#) we would have been able to send 6 learners to work with [Simon Rogan Restaurants](#) at L'enclume and Rogan and Co. Wow what an experience.

Thank you [Margaret Georgiou Julia Sibley MBE](#) and the board at the [Savoy Educational Trust](#) without whom this would never have happened. And a Massive thank you to [Marcin Maryniak, MBA](#) and [Simon Rogan](#) who gave our learners an amazing experience.

Trafford College

£75,000

Trafford College based in Timperley, Cheshire is a provider of further education for 16-18 year olds, 19+ and adults, offering a wide range of hospitality programmes and apprenticeship standards.

In their application, the college stated that they wanted to invest in a new pastry kitchen to cater for larger group sizes due to their ever growing apprenticeship provision and continued growth of full-time pastry students. Trafford is currently the only college in the Greater Manchester area to offer L2 and 3 Bakery standards and they were preparing to deliver the L3 Patisserie standard from January 2022. Updating the facility will allow the team to remain at the forefront of hospitality education, preparing learners to be successful in their chosen careers. The outstanding provision has recently achieved centre of excellence status from WorldSkills UK. The funding was used for the purchase of specific pastry equipment for the new kitchen. By improving the upkeep and quality of resources in the pastry kitchen, this will help ensure the students have access and exposure to high quality industry equipment, thus preparing them for the world of work. The new facilities will also encourage more learners which will provide opportunities for the department to grow, future proofing the sustainability of the department and meeting the demands of the local labour market.



Pastry kitchen, Trafford College

University College Birmingham


£30,000

Formerly called Birmingham College of Food, UCB is one of the UK's leading providers of hospitality and catering development and education from Level 1 to Master's degrees. They have a considerable track record in developing responsive and innovative programmes that meet the needs of students, industry, and the regional and national economies.

Funding was requested to enable UCB to continue to offer "Savoy Educational Trust Scholarships." This funding allows UCB to continue to extend its activities encouraging people from deprived backgrounds to access and be successful on their programmes of study. It also allows the college to encourage a larger number of people from socially and economically deprived backgrounds to gain a chance of employment in one of the UK's most exciting industries.

The funding awarded will provide one hundred 'Savoy Educational Trust Scholarships' which consist of a hospitality-professional starter pack for students from low-income households. Each scholarship is worth £250 and enables the purchase of books, chef whites, food service uniform, safety shoes, knives and other important personal equipment. Funding was also offered to provide specific individual support to students experiencing financial difficulty or find themselves in a position where such difficulties prevent them accessing or completing their chosen programme. For example, support with travel costs and/or childcare for those on low income.



 Dan Lee led a group of students in preparing, cooking and serving a five course dinner at University College Birmingham (Image: University College Birmingham)

In their evaluation the college responded to the question: **If the project was designed to benefit specific individuals how were they selected and what criteria were used?** as follows:-

"2020/21 has been a particularly challenging year due to the impacts of the coronavirus pandemic. We have seen a huge increase in financial difficulty amongst both our college and university level students which has been impacted upon their ability to engage with their studies and led to an increased risk of non-continuation.

Digital poverty has been an ongoing issue throughout the pandemic as many of our students live in deprived areas and have limited access to IT equipment and support with internet facilities to complete their work. We therefore made the decision to extend our hardship support to include IT equipment and support with internet costs where needed.

One campus re-opened for in-person teaching and we saw an increase in the number of college students requiring additional travel support to allow them to attend. Primarily this was a result of a drop in parental income at home due to furlough and loss of employment."

The project benefited those students from low-income households, means testing was undertaken by the Student Services Team and evaluated with evidence submitted by the students upon application.

UCB also reported on the unspent funds from grants awarded in year-end 2021 for the Young Chefs Academy and Young Bakers Academy programmes that were put on hold due to Covid-19. These took place during academic year 2021/22 and the funds were utilised. Guest speakers at the Young Chefs Academy programme lunch served to parents and invited guests included Dan Lee (Masterchef 2021 winner) and Monty Stonehewer (MasterChef 2019 finalist), both UCB Alumni. It is envisaged that the unspent funds for the Young Waiters Academy programme and the UCB Young Chef of the year Competition - also put on hold due to Covid-19 - will be spent in the academic year 2022/23.



UCB - Young Chefs and Young Bakers Academy

Wakefield College

£24,375

This is a general FE college offering provision to all age groups, both full and part time, making a significant contribution to the reduction of NEETS within the district. The college also provides specific programmes to help the unemployed gain new skills and get employment.

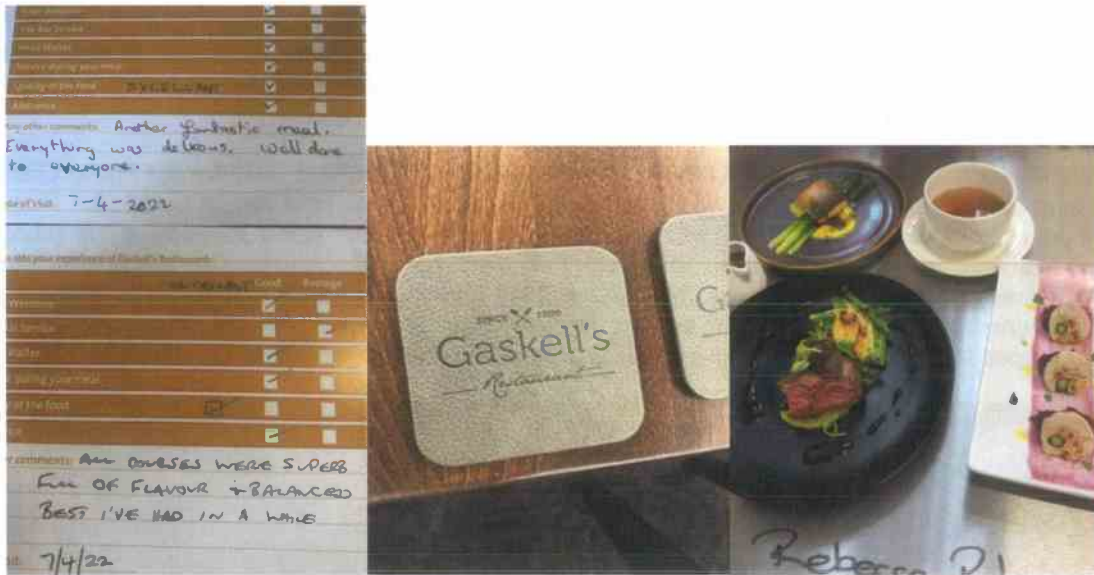
In their plan to develop its sustainability and carbon footprint responsibilities, the department purchased a plot of land to allow chefs to grow herbs and with the shared use of a poly tunnel and vegetable beds to grow vegetables for Gaskell's Restaurant, classroom use, and packaging and labelling within Gaskell's Deli. The intention is also to utilise food waste as compost to help raise the appreciation of both food mile impact as well as the use of different varieties and uses of vegetables, with the aim of improving diet through awareness. The herb garden will also be utilised for low level learners as a sensory area.



Vegetable bed and poly tunnel, Wakefield College

The aim of the project is to provide a modern learning environment that attracts and retains learners, and this environment, with equipment that reflects current industry standards, will enable learners to easily complete the transition to the world of work. This will raise aspirations, motivate learners to

reach their full potential and either gain meaningful employment or continue with education. Funding from the Trust was used to purchase modern, fit for purpose, industry relevant equipment and uniforms for both Gaskell's restaurant and the poly tunnel and vegetable bed.



Gaskell's restaurant, Wakefield College

In their evaluation the college responded to questions on the outcomes and measurable outputs relating to each objective and the measurable impact with evidence as follows:-

"Sufficient materials were purchased to meet the needs of continually evolving qualifications. (production of smoothies with F&B course as an example)

Quantity of materials ensured assessment was equal and fair to all.

Quality of equipment especially crockery inspired students and allowed them to demonstrate creativity and flair, a requirement of higher mark bands.

This carried on to excellent feedback from customers within the restaurant where the presentation and quality of food was praised.

Purchase of reception desk enabled L3 F&B students a focal point from which to run the restaurant during assessments. The restaurant now has a clear identity with provision of artwork.

L3 Students planting their own vegetables provided a sense of ownership and respect for products as well as a clear link to sustainability and information required for practical Gastronomy unit.

25% of learners undertaking L3 7100-86 achieved a distinction grade.

3 students undertook work placement at Devonshire Arms Hotel, all were offered a full-time position. Two students undertook work placement at Barons Eden, Hoar Cross Hall, all students commented equipment used within college was the same or similar to that on placement. Students also commented the techniques and processes used within college reflected those on placement. Positions offered were to students on L2 Kitchen and Larder course as well as the L3 Food and Beverage supervisor's course.

Provision of uniform to adult learners enabled them to access the course at no financial burden and allowed HC funds to be directed towards support, with a new support mentor hired for 1.5 days a week."

Waltham Forest College**£52,000**

This college is a stand-alone FE college in NE London with circa 2,000, 16-19 year old students on full time programmes and 5,000 adult students mostly studying part time, together with 920 apprentices.

The college stated that the current space that is designated as a training restaurant consists of two adjoining rooms that they would like to open up to make one large room. Funding was requested to make it into a modern, attractive, flexible training restaurant that will give students the benefit of a range of catering opportunities to broaden and build their skills and expertise, as well as encouraging both internal and external customers to a variety of events. The intended restaurant refurbishment will align with the college's vision to offer an excellent dining experience with both the kitchen and front of house staffed by Hospitality and Culinary Arts' students. The new restaurant will provide a modern real working environment for the students, allowing for maximum high-quality learning and practical training opportunities and equipping the students with the experience necessary to secure good employment opportunities after graduating from the college.

West College Scotland**£19,950**

West College Scotland (WCS) was formed in 2013 by the merger of Clydebank College, James Watt College in Greenock and Reid Kerr College in Paisley. They have more than 21,500 people studying across their campuses and hold a unique position in the communities of the West region as they seek to widen access to education for people from all backgrounds. The college is a key partner in the West Region of Scotland delivering vocational education and training to a catchment area representing 1.2 million people.

Funding was awarded for the purchase of outdoor kitchen equipment for the WCS 'Outdoor Kitchen Project'. This will create outdoor kitchen spaces across their three campus locations (Paisley, Greenock & Clydebank) to expand learning opportunities to meet the growing demand and growth of outside catering. The sharp increase of outdoor catering and services provides a key learning point for the students and the project will provide experiential learning opportunities in a 'real' take away environment. The college believe that as more people are wanting outdoor takeaway options it is important that they upskill their hospitality students with these learning opportunities to meet the changing needs of the hospitality sector.

West London College**£31,000**

This is a FE college with campuses across 3 London boroughs. The Hospitality & Catering department delivers courses across two sites, Southall and Hammersmith & Fulham, where they offer a wide range of City & Guilds courses from Entry Level 3 to Level 3 in Food Preparation & Cooking, Patisserie & Confectionery, Food & Beverage, and Food Safety.

The college requested funding towards a project they are undertaking that will provide industry standard facilities and equipment so that they can train and prepare their students for employment in the food and hospitality sector. The focus is specifically to introduce and train students in the latest technology and specialist catering and hospitality equipment. This equipment included: state of the art and industry standard ovens, electronic point of sale system and equipment, as well as specialist freezers. This funding will enable the college to train students in technical skills that will make them 'employment ready', support them on their career path and help them contribute to the future economic growth within the sector.

In the period under review, the Trustees awarded funding of £46,700 to 3 HE establishments (2021: £60,200 to 3 HE establishments) for the following projects:

Middlesex University**£3,500**

Middlesex University has a well-established Hospitality and International Tourism Management programme offered at both undergraduate and postgraduate levels. Whilst their programme provides students with some practical opportunities for those undertaking the tourism modules, for those specialising in hospitality such opportunities are currently lacking. For this reason they sought funding for a weekend fieldtrip for the year 3 and postgraduate hospitality students (approx. 30), to an emerging hospitality business that offers glamping services, located just outside London. The project will give students direct hands-on experience of an important new business model in the accommodation sector, which is disrupting a market that to date has been dominated by the hotel

and peer-to-peer sectors. The students will gain valuable understanding of the key features that make this rapidly growing industry so successful, motivating and informing them to engage in innovative entrepreneurial activities, and significantly enhancing their learning and development.

Oxford Brookes University

£2,000

The 'Field-to-fork' fieldtrip is designed to be an experiential learning experience aimed at undergraduate and postgraduate hospitality management students, primarily those studying on the Food, Drink and Culture module. The Oxford School of Hospitality Management has been running these fieldtrips for students since 2012 so they can appreciate: a) how different stakeholders including livestock and vegetable farmers, food and drink producers, retailers and hospitality operators interact to create value for multiple communities; and b) the positive and negative impacts of different methods of food production, distribution and consumption. Participation in the fieldtrip is voluntary and the opportunity to participate is open to everyone at the School. Attendees vary between 33 and 40 per year. Funding from the Trust is used to help pay for site visits, food and drink for the students.

In their evaluation of the grant the following response was given to the question **what was the relevance of this project for the hospitality industry?**

"These trips are often transformative for students who develop through them a better understanding of the impacts of the international food system; and more importantly, that there are economically and environmentally sustainable alternatives. They can use the insights gained through these trips to grow as future leaders and thus make informed business choices in their future careers. Students have used the fieldtrip to establish connections in the region and gain knowledge, which has informed future assessments, underpinned their dissertation research, created placement opportunities and inspired their entrepreneurial decisions. We also make a point of supporting local enterprises in the region, which exemplifies the impacts of alternative food networks."

University of Surrey

£41,200

In the previous year end the Trust awarded funding to the university in order to establish the Savoy Educational Trust 'Masters in Strategic Hotel Management' Scholarships. The funding continued in the year under review. In their application the university acknowledged that they want to ensure that the brightest talent is best positioned to take up and build their careers in the industry. They believe that in encouraging graduating students to extend their studies through enrolling on the Masters programmes, they will be providing them with a greater level of employability as the industry continues to recover.

Over the course of their undergraduate studies, students develop knowledge, skills and experience in hospitality. This investment in these skills needs to be protected and nurtured. The Savoy Educational Trust 'Masters in Strategic Hotel Management' Scholarships directly contribute to protect and nurture those students who will be the future leaders in this sector. The funding is for 4 students who have a 1st or 2.1 and will be selected by application and interview. The scholarships are advertised in November and July annually with a view to the awards being granted in January and August with the MScs commencing in February and September.

Thank You!

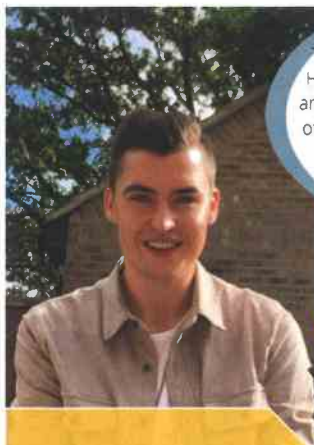


SAVOY EDUCATIONAL TRUST

A SET Reflection

An overview of our year on the MSc in Strategic Hotel Management at the University of Surrey

Your September Scholars of the SET



Greg Staunton

"This semester has gone by so quickly! However, the opportunities which have arisen from working hard are now paying off. The future is bright, and I'm ready to make my mark on the Industry I love."

"This semester has been challenging in the best way possible and has enabled me to challenge myself for the future"



Lydia Clark-Sutton

SAVOY EDUCATIONAL TRUST SCHOLARS 2021-22'



"This has been one of the most rewarding experiences of my life and I am so grateful to have received the savoy educational trust scholarship. The lessons I have learnt, friends I have made and networks I have gained are for life and I cannot wait to take the knowledge I have gained into the practical working environment."



Jess Munt & Hanna Horvath
End of Year Report

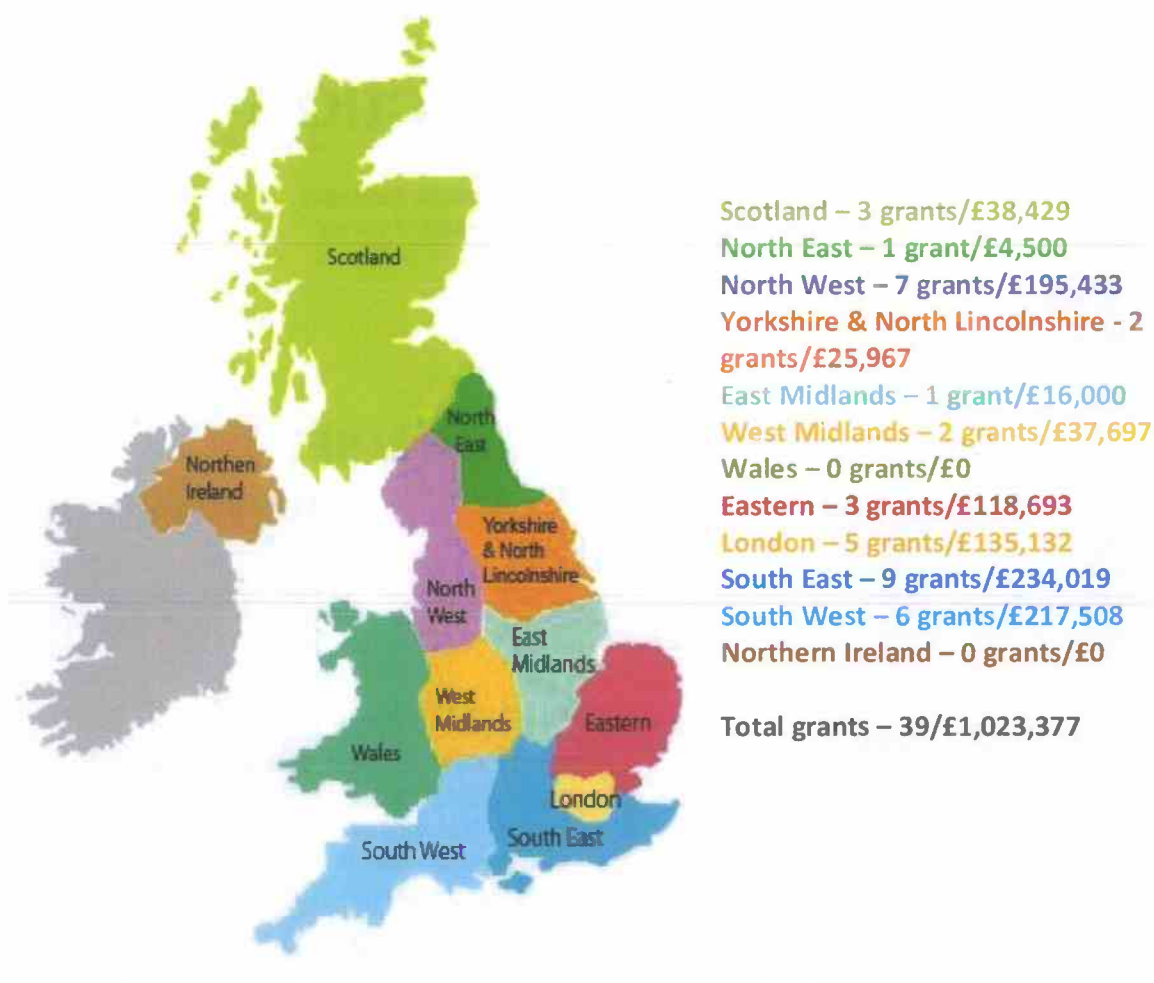


"Doing this Masters has opened so many doors to the world of hotels. My undergraduate studies mainly focused on tourism, but now as I gained specialist understanding of hotels, I feel much more confident to bring these knowledge together. I have particularly enjoyed learning about investment and the financial side of hotel operations, including using a real-life hotel simulation".

Recipients of the Savoy Educational Trust 'Masters in Strategic Hotel Management' Scholarships, University of Surrey

Geographical Breakdown of Schools, FE and HE Establishments

Chart 4 below shows the number of grants and the amount awarded directly in the year under review to Schools, FE and HE in each of the regions.



In the year under review the Trustees awarded funding of £535,735 to 26 charitable organisations (2021: £1,342,491 to 22 charitable organisations) for a wide range of hospitality related initiatives. The charities supported include those specifically focused on the hospitality industry, together with charities that have wider remits for projects that showcase the many routes into and varied roles there are in the hospitality industry. The individuals that participate in the projects have often experienced educational, social and/or economic disadvantage. Many have disengaged from mainstream education, have experienced homelessness and/or are ex-offenders. Through such projects they are given the opportunity to undertake practical training and also study for qualifications that could lead to a long and fulfilling career in the hospitality industry. Details of the grants appear below and overleaf.

Apprenticeships in Hospitality CIC

£5,000

The Apprenticeship in Hospitality Scotland (AHS) started in 2014 with a vision to create a world class, industry led, hospitality apprenticeship programme. The programme, aimed at developing young professionals in the industry, is to encourage participants to establish a career in hospitality, leisure and tourism. It is run by a partnership of employers across Scotland dedicated to providing the best training for the young hospitality apprentices. Funding was awarded to help give the apprentices an educational experience by way of a 'Learning Journey'. This will give them exposure to different parts of the hospitality industry and enable them to see the wide range of opportunities within the industry and encourage them to plan their future careers.

Be Inclusive Hospitality CIC

£10,000

Be Inclusive Hospitality is a not-for-profit organisation formed to address racial inequality within the hospitality, food and drink sectors. They reported that this apparent lack of diversity is visible within leadership positions, despite Black, Asian and ethnic minorities representing over 17% of the workforce. With a strong focus on community, the enterprise focuses upon up-skilling the network by way of learning and development initiatives. Their mission is to drive education, amplify voice, build a strong community and accelerate racial equality within hospitality. Funding was awarded to help develop a project to support professional skills development and wellbeing initiatives for ethnic minority employees at various career levels. This would be done by providing a series of monthly workshops delivered digitally or in person.



Be Inclusive Hospitality CIC

Beresford Street Kitchen

£4,500

Beresford Street Kitchen (BSK) consists of a café, catering workshop, outside catering and print shop that provides training and employment to forty-six people with learning disabilities and autism, mainly in the hospitality industry. The vision is of an inclusive workforce where people with learning disabilities and autism have the potential to maximise their potential, be recognised for their skills and regarded positively, with respect. After finishing their training at BSK, individuals are supported into employment in the hospitality industry. Funding was awarded in the previous year for one bursary which enabled a crew member to complete a full year of hospitality training. BSK have now launched The BSK Academy and the Learning for Life education programme. Funding was awarded to support the same crew member into their second year at BSK so they can continue their training in hospitality as well as joining the academy.

"That is fantastic news, thank you so much for your continued support, it means so much to all the crew and their families." Fundraising Manager, Beresford Street Kitchen/Aspire

Beyond Food Foundation

£12,500

Beyond Food Foundation (BFF) is a charity that provides training and support to people who have been impacted by homelessness, mental health, addiction, those with a criminal record or who are at risk of homelessness. Their programmes focus on getting people into fulfilling and meaningful employment thus breaking the cycle of homelessness, unemployment and poverty. BFF have conceived a three-stage programme that prepares participants for an apprenticeship, provides first class training and work experience within the hospitality industry and at the same time addresses a chronic social problem in London. Funding was awarded to help BFF have this three-stage programme benchmarked with City and Guilds so that everyone who engages has a qualification certificate to share with future employers and show their progress and commitment to learning. The certification will enable attendees to provide evidence of life-long impact and deep-rooted change.





Beyond Food Foundation and Brigade Bar and Kitchen

Feasted CIC

£4,490

Feasted was borne from a desire to break the cycle of disadvantage experienced by the local young people in Stoke-on-Trent and an understanding of the part hospitality can play in doing so. It is led by a team of passionate, innovative chefs and educators who strive to provide inspiring experiences and opportunities that have a lasting impact on future life chances. Feasted teach individuals to cook, whilst educating them about learning and employment pathways for the culinary arts and hospitality. They provide an intensive, immersive experience for those who need to 'be part of something' - those who are often disengaged and at risk of future unemployment and need support to develop vital personal and professional skills. Funding was awarded to help them deliver a project that works with thirty disadvantaged young people who will take part in an intensive 10-week programme for 3 hours each week which will immerse them in cooking and hospitality, with a view to boosting self-worth, raising aspirations, changing attitudes and building clear pathways into hospitality education and employment.

Feed The Hungry

£4,500

Feed The Hungry UK (FTH UK) is a faith-based charity, whose ethos is to work in collaboration with other organisations to collate, administer and distribute surplus food supplies across the UK and provide a resource to reduce food poverty. Recently FTH took over a Regional Food Distribution Hub in Coventry, (now renamed The Halo Centre) and is developing the 25,000 sq. ft. facility into a training centre based around food and distribution, to especially help young people into new careers. FTH stated that in taking on The Halo Centre they have an amazing opportunity to provide employability training, debt, ESOL, English and Mathematics courses, and practical training in their commercial kitchen facility. FTH have developed a resilience model that provides training and employment skills, using food and work experience as the core elements. Funding was awarded to help with training costs and/or equipment for the employability training courses.

Hospitality Action

£150,000

Funding was awarded to Hospitality Action (HA) to be used for their on-going response to Covid-19, namely to continue with their efforts to disburse funds to households experiencing acute poverty because of the pandemic. HA award emergency/recovery grants of £250 to applicants whose financial circumstances have been adversely affected by loss of employment. HA also supplement these grants with two discretionary top-up streams: the 'Family Support' grant, helping families with additional payments of up to £450 to pay for food, utility bills and schooling costs; and the 'Meet the Gap' grants, offering supplementary amounts of up to £500 to help applicants with general living costs while they are waiting for Universal Credit payments. In the application HA anticipated receiving many more emergency requests once furlough came to an end from people facing delays in accessing benefits and needing time to adjust to reduced income and seek employment. In addition, increasing numbers of applicants are approaching HA for support with rent, council tax and utility arrears. By shoring up their finances, they aim to safeguard their mental health and allow them to rebuild their careers.

HA reported that since the start of the pandemic, they have spent some £2.3m and awarded 7,400 grants to hospitality households across the UK. The Trustees understood that their grant will therefore enable HA to offer further 'Family Support' and 'Meet the Gap' grants.

We've got you.

Hospitality Action was established in 1837 and has since offered vital assistance to all who work, or have worked within hospitality in the UK.

The Trustees were pleased to note that HA's work to support the sector was recognised with several awards: The Charity Times Charity of the year, Charity Times Digital Fundraising Campaign of The Year and the Association of Charitable Organisations Campaign of the Year.

Hospitality Health

£4,500

Hospitality Health (HH) is a Scottish charity, formed in August 2018 to support hospitality staff. HH are very aware that the industry has become more stressful for management and staff and the lockdown has compounded this. The charity provides links and support for addictions, anxiety, stress, resilience, and other mental health issues. They have held training sessions in FE colleges on resilience and are now supporting the training of Mental Health First Aid courses for staff in the industry. Funding was awarded to help HH deliver Mental Health First Aid training to thirty full-time employees from hospitality establishments across Scotland. They report that given the turmoil many employees have faced over the last 18 months, there is increased likelihood of mental health difficulties being exacerbated within the workplace and it is imperative that teams can manage these effectively. This will also help staff to feel safe to seek the support they require.

Hospitality Industry Trust

£30,000

Hospitality Industry Trust Scotland, (HIT) is a Scottish based charity whose mission is to assist people to achieve their potential within Scottish hospitality. Since 1994 HIT Scotland has helped those training to enter the industry and those already within, to realise their full potential. This is achieved through bursaries, scholarships, the Emerging Talent conference and other industry initiatives.

At the time of their application in May 2021, HIT reported that the last twelve months had been unprecedented for the global industry and charitable organisations. Their scholarship programme continued although it pivoted from live scholarships, into a major online talent development programme which helped thousands of students and industry personnel. For the year under review they plan to continue to offer scholarships. Ideally, many of these will be experiential learning activities however with the experience of the past year, they will continue to offer online scholarships as these make the learning more accessible and inclusive across the whole of Scotland. They plan to deliver industry events to get people back together and sharing experiences, and these will be industry led and supported by further and higher education through engagement with students at every step of the planning and delivery.

Due to the challenges faced by employees (both students and full-time industry professionals) over the pandemic, the need and relevance of HIT's development programmes is even more at the

forefront. They have evolved the nature of their development programmes massively and they will continue to develop scholarships and training interventions that are fully industry led.

Thanks to the following trusts for their continuing support of our scholarship programme



C R E R A R
- T R U S T -

HIT Scotland Scholarships



Hotel School

£61,000

Founded by The Passage Charity and The Goring Hotel in 2017, Hotel School is a charity that teaches hospitality skills through practical their training programme to vulnerable people who have experienced homelessness or significant barriers into employment. Having taught the skills it supports the students with their first steps into work with the overarching objective of finding them sustainable employment. Over forty hospitality businesses take part as employers, trainers and teachers. More than twelve charities refer clients into the programme. There is a team of one hundred volunteer chefs, teachers, service professionals and hospitality experts.

Funding was awarded to help with a range of items associated with the practical training programme that Hotel School provides to each cohort of approximately twelve people, for example, travel costs, uniforms, small equipment, together with some funding towards the employment costs of the trainer and visiting chef trainer.



INSPIRING



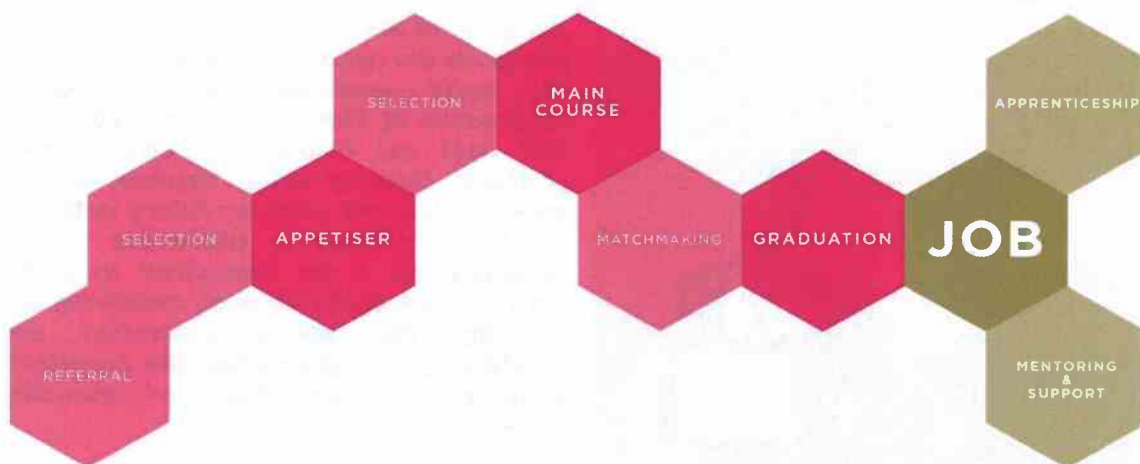
TEACHING



CONNECTING



SUPPORTING



Hotel School

Innholders Charitable Foundation

£50,000

Primarily funded by the Innholders Charitable Foundation and the Savoy Educational Trust, with additional backing being provided by the Master Innholders Charitable Trust and the Lord Forte Foundation, over £2 million has been spent training and developing over 240 hoteliers in the UK hospitality industry since the Innholder scholarship was established in 1997.

Designed to take professionals from managers to leaders, the Innholder Scholarship offers an invaluable opportunity to attend management courses at world-renowned universities and addresses the very important area of continuing professional development.

Candidates attend either the Talent Development Programme at Cranfield University, UK or the General Managers Programme at Cornell University, USA, with the entire cost of tuition, board and lodging included. Worth over £10,000 each, the scholarships provide vital training and development in managerial skills, industry best practice, market evolution and global future challenges.

In the year under review, following interviews held in October 2021, 11 scholarships were awarded:

9 candidates were awarded a Scholarship to attend a course at Cranfield University in March 2022 entitled **"Talent Development Programme"**.

2 candidates were awarded a Scholarship to attend a course at Cornell University in June 2022 entitled **"Professional Development Programme"**.

Feedback received from previous scholars:

2020 Cranfield Scholar: *"I would like to pass on my sincere and humble gratitude to the Savoy Educational Trust for their ongoing support of the St Julian's Scholars (SJS), which has given me the once in a lifetime opportunity of joining the Cranfield General Management Programme. Starting with my feedback report, I would like to provide assurances that I shall not only take the learnings from the programme to give back to my current company, but that I shall also endeavour to give back to the industry over many more years to come and become a lifetime advocate of the SJS to encourage future generations."*

"The Cranfield programme has provided me with valuable insights and tools to become a more rounded leader and helped me focus on things differently. In addition, it was fascinating to do the course with senior leaders from a range of different industries."

2020 Cornell Scholar: *"I would like to offer my special thanks and express my deep*



gratitude to the Savoy Educational Trust for giving me the opportunity to visit Cornell for the world renowned General Managers Programme at The Cornell University. GMP will help me further my career, hone strategic thinking skills, explore how to create value and plan for future action to tackle business challenges and opportunities. I am committed to giving back to the industry through mentoring and coaching the young generation and establishing and promoting the hospitality industry as an enriching and rewarding career.

"Giving is an act of generosity. Giving is sowing a seed. The seed will produce great harvest of fruits."

Throughout the course, I was commended on my participation, knowledge and understanding of subjects. I won 3 out of 4 assignments."

Inspired Community Group CIC

£4,500

Inspired Community Group's (ICG) ambition is to stimulate minds about future careers and to give young people a clear, relevant pathway and support them in making an informed decision about their future career. Their flagship project is 'The Motivator Programme'. This is a trained volunteer network group who are passionate about their jobs, love their industry and care about helping others. Each Motivator receives specialist training to deliver a powerful message aimed at young people to inspire them about a hospitality sector career. Once trained, the Motivators are linked to a school and will commit to one school engagement per term as a minimum (3 activities per year). Motivators will also act as 'talent scouts' for their business building up a network of potential recruits for their organisations. Funding was awarded in the previous year for a pilot project, which due to its success enabled a further grant to be awarded in the year under review to allow ICG to continue their work. They plan to train twelve Motivators from the hospitality sector to work with twelve schools in London and Kent. They work closely with the Careers and Enterprise Company network of Enterprise Coordinators to access the schools and students.



Institute of Hospitality

£10,152

The Institute of Hospitality (IoH) is the professional body for hospitality professionals. Their purpose is to promote professionalism through lifelong learning with a vision to inspire hospitality professionals to perform at their very best and earn the recognition they deserve.

In the year under review two grants were awarded to the IoH for the following:

Mentor Me - £6,152

Mentor Me is mentoring with a difference as it focuses on career growth and development for both experienced and new hospitality managers. The Institute's global student members, apprentice members and associates are matched with experienced members and fellows to undertake some guided learning on topical industry issues alongside monthly meetings. The funding provided by the Trust enabled a new section of the programme to be developed within the website called 'Expert Mentoring Programme' (EMP). This is an evolution of the current programme that allows mentees to select mentors on a specific subject in which they need support for their CPD. The subject areas are defined by the five pillars of hospitality management – The Customer/Guest, Business, Team, Leadership and Self-Care. The new platform allows mentees to work with a mentor over a short period of time to give high quality and focused mentoring support, resulting in a powerful outcome for the mentee.

"I'm IN" - £4,000

"I'm IN" is the IoH's podcast series made by their members for their members. This podcast, presented by member Phil Street, is aimed primarily at members of all levels, individual and corporate, but is also accessible to the whole hospitality industry. Each podcast has a strong continuing professional development focus covering umbrella topics with a panel of members of all grades and a broad industry cross section. The funding provided by the Trust was used to develop the website and link to mainstream podcast platforms; digital marketing agency spend to help reach global hospitality audiences; develop and align the content to support CPD.



Institute of Hospitality

17m · 🌐

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'Diversity V Inclusion' is the title of Episode 9 of our [Caterer.com](#) & [Savoy Educational Trust](#) sponsored [#Hospitality](#) podcast, [#imin](#).

Podcast guru Phil Street FIH interviews Sian Rann AIH, Dr Maria Gebbels, PhD MIH & Robin Sheppard FIH.

You can find it in the usual podcast places.... [See more](#)



Oxford Cultural Collective

£40,000

Oxford Cultural Collective (OCC) is an educational body that specialises in hospitality and gastronomy. OCC's various educational projects are focused on extending opportunity, enhancing cultural understanding and achieving positive social impact. It operates educational projects with partner universities, stages engaging cultural events and offers scholarships to those with a personal or professional interest in food, drink and culture. In the coming years, OCC aims to exert positive influence on education in the fields of hospitality and gastronomy, to embed a more progressive approach that maximises opportunity for all learners.

The Trust awarded funding to facilitate two final stages of planning, as a prerequisite to the formation and launch of The Academy of Hospitality and Gastronomy, a new UK-based higher education institute. This will consist of: Stage 1 – a full feasibility study and business plan (including external validation required for capital funding), appointment of advisory board, and securing university partner (in principle). Stage 2 (conditional on outcome of Stage 1) – secure capital funding, establish operational and governance structures, sign contract with university partner, build community of support across business and civil society, and undertake site identification. The funds will be used specifically towards the salaries and expenses of a Project Leader and Project Administrator and evaluation/validation by external finance/consultancy firm.

Pilot Light/Learn Resilience

£11,450

Pilot Light was set up in November 2016 by two chefs with the aim to open up the dialogue about mental health within the hospitality industry. Learn Resilience was founded to help organisations build healthy and compassionate workplaces. They offer training and consultancy support for organisations to help remove the stigma attached to mental health by raising awareness and improving resilience within the organisation.

As hospitality began to reopen post Covid, Pilot Light/Learn Resilience recognised there was a huge impact on individuals' mental wellbeing, and they formed a partnership to help SMEs. They sought to offer free Mental Health First Aid (MHFA) training to small hospitality businesses so that each organisation has at least one trained person who will champion awareness and support the mental health needs of the team.

Funding was awarded for fifty volunteers to be trained in MHFA within small independent hospitality businesses (maximum fifty employees).

Feedback from participants

"Very thankful to be able to do this course, thanks to Savoy Educational Trust for funding. 9am starts were at times hard, and the topics covered heavy, but overall, I'm glad I saw it through. Thanks to Philip as well for being a wonderful instructor."

"Thanks to Philip and everyone involved putting together the course and content behind it. It is a very comprehensive overview of mental health, helping you learn skills to apply to everyday life as well as specific mental health crises that arise in and out of the workplace and tools to pass on training to your colleagues. The workbook exercises are very useful in helping you apply the practical skills in what could be seen as very difficult situations."

Room to Reward

£3,000

Room to Reward, founded in 2015, is a unique volunteer-recognition charity created to say 'thank you' to the Hidden Heroes – inspirational volunteers who give up their time to make a difference to those who need it most. Their partner hotels donate their unsold rooms, charities and community groups nominate their Hidden Heroes for a break, and Room to Reward make it happen.

Room to Reward now works with over five hundred hotels throughout the UK – as well as a handful of properties in Europe. Over one thousand inspirational volunteers have been given a well-earned break and the value of the donated unsold rooms exceeds £500,000. Funding was granted to help the charity re-open in order to continue to fulfil their objectives. Like many organisations, they were hit hard by Covid-19 and unable to operate.

Royal Academy of Culinary Arts' Adopt a School Trust

£77,905

Adopt a School (AAS) was founded in 1990 by the Royal Academy of Culinary Arts. The vision is that every child learns about food in a holistic sense and has the confidence to eat well, be healthy and happy. The programme teaches children about food, cooking, food provenance and sustainability, hygiene and the importance of eating together. As well as their chef team, one hundred chefs and hospitality professionals volunteer their time to deliver high quality, healthy food education to over 17,000 children annually in primary schools across the country. Sessions are delivered mainly in primary schools but also in secondary and SEN schools, hospitals and on farms. AAS have devised a course of three sessions per year delivered to one year group teaching children the basics of food and cookery without the need for cooking facilities. Sessions include taste and sensory, practical cookery, bread-making and front of house.

Funding was awarded for a teacher to cover parts of London as currently the part-time London chef and volunteers are unable to meet the high demand from London schools. The chef will deliver sessions to primary school children in a range of settings, and will also identify, train and work with local chefs and front of house professionals to promote AAS activities and support them in their delivery of sessions to schools. The funding was requested for a three year period and each subsequent payment will be dependent upon the receipt of a satisfactory evaluation report.



Royal Academy of Culinary Arts' Adopt a School

"Adopt a School has been a fantastic experience for our children who are learning direct from the top professionals in the food industry. Not only is it getting them to appreciate the importance of food in making us healthy but it is also whetting the appetite for a potential career in hospitality." Headteacher at Allenbourne Middle School

"I carry out Adopt a School sessions with the backing of my employer, as the sessions fit into our outreach policy, as well as being one of the highlights of my year! The sessions contain such important messages and life skills that all children should know about. The children are learning without realising it a lot of the time, and their faces tell the whole story. I wish that Adopt a School had been around when I as a kid." Sous Chef at House of Commons

Saira Hospitality

£4,500

Saira Hospitality is a non-profit organisation that partners with hospitality brands to educate and empower local communities. They create pop-up and permanent hospitality schools that provide individuals from disadvantaged backgrounds and under-represented communities with the knowledge and skills they need to build a career in hospitality. In doing so, Saira creates dedicated, engaged workforces, improves community diplomacy and significantly reduces staff turnover for the partner hotels, while providing good employment opportunities for those who need it most.

In May 2022 Saira launched their first permanent school in East London. The school will help source and hire talent, providing vital support to London's hotels that are facing an unprecedented staffing crisis. Funding was awarded for primary needs for the first cohort of students, namely transport costs and to help with the costs of a part-time Impact Manager.

Spitalfields Crypt Trust

£4,500

Spitalfields Crypt Trust (SCT) has for more than fifty years worked with thousands of people in East London affected by addiction and homelessness. They support around 600 individuals each year, with services including open access drop-in for the homeless, residential recovery accommodation providing abstinence-based intensive therapeutic programme, housing first provision for those not yet ready to commit to abstinence, two move-on houses, life skills and other training courses, education, training and employment support, work placements in their social enterprises, and their peer-led recover community – Choices.

Funding was awarded to help with the training costs of five trainees at the café, Paper and Cup, which opened in Shoreditch in 2012 and provides tailored training and work experience in hospitality. The café is one of their social enterprises, earning income for SCT while at the same time providing tailored training and work experience in hospitality. It is also a vital part of the support the SCT provide to people in recovery from addiction and homelessness.

Square Food Foundation

£4,500

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

Funding was awarded to help with their 'How to be a Chef' (HTBAC) programme. This is a 12 week (2 days per week) accredited, vocational programme in cookery that encompasses skills, techniques and ingredients, and also covers sustainability and food waste. HTBAC enables young people to fulfil their potential by providing new educational experiences and providing real skills relevant to an industry that so badly needs skilled and work-ready employees. By intervening early SFF can enhance life chances and create a pool of employable young people. The funding from the Trust will be used for employment costs, guest chef fees, volunteer costs, ingredients and registration costs for BTec and Food Safety certificates.

Team Domenica

£4,500

Team Domenica is a social enterprise charity whose vision is for people with learning disabilities to be valued in the workplace, to reach their full potential and feel included as members of society. They deliver training, education, wellbeing and employment programmes to over 70 young people (aged 19-25) with learning disabilities.

Based in central Brighton & Hove, these training programmes are delivered through a unique three-tier set-up of Training Centre, Training Enterprises, and Employment Centre. Through this set up they provide employment programmes to young people with a wide range of ability, referred to as their 'candidates', to more accurately reflect and emphasise their role as people ready for employment, hopefully within the local hospitality industry. For the new training enterprises to succeed in a sustainable way they were seeking funding to contribute to the salary of an overarching 'Training Enterprise Manager' to oversee the management and training of all staff and ensure that candidates receive adequate support in their training.

A new Café Domenica opens

As we continue to support more and more young people with learning disabilities, we must continue to grow our training capacity. And so we have opened another new Café Domenica in central Brighton & Hove at Jubilee Library. Not only does this mean that we will be able to offer even more training opportunities to young people with learning disabilities but it is a wonderful opportunity for our candidates to engage with the central Brighton community, to demonstrate their skills and show they are capable and confident young people ready for employment.



Team Domenica

The Avenues Youth Project***£4,500***

The Avenues Youth Project's (AYP) mission is to give hope and opportunities to children and young people in West London, so they fulfil their potential and grow up prepared for adult life. The AYP's team of youth professionals provides a safe, caring, youth-led space in a disadvantaged inner-city area, where young people can learn, develop and build towards a brighter future. Open access after school, evening and holiday programmes take place in their purpose built youth centre in North Westminster. Activities encompass cookery, music, art, dance, sport, radio, skills development and career pathways. Funding was awarded to help provide a new professional kitchen. The AYP stated that the kitchen is at the heart of their work and cooking is one of the most important skills they teach young people. Their in-house programme for kitchen skills training aims to inspire a vocational interest in catering and hospitality for 15-18 year olds. The AYP encourages that path and opens doors for young people to gain experience where possible.

The Burnt Chef Project CIC***£19,440***

The Burnt Chef Project (BCP) launched in May 2019 was set up with the sole intention of eradicating mental health stigma within hospitality.

During 2021, BCP trained over six hundred students across eighteen colleges in mental health awareness and healthy coping mechanisms in order to reduce the growing number of mental health issues experienced by the new generation of hospitality professionals entering the industry. Their aim, going forward, is to run training courses with even more colleges ensuring that the grass roots of the industry are trained in additional modules such as personal resilience, mental health awareness, conflict resolution, financial skills, drug and alcohol awareness and equality and diversity training. Funding was requested to cover the cost of delivering at least twenty-five training sessions face-to-face across the country, together with full MHFA training to thirty-two lecturers so they can better support the future generation.

A big thank you [Simon Barton](#) and [The Burnt Chef Project](#) for the opportunity to take part in [Mental Health First Aid \(MHFA\) England](#) two day course. The training was insightful, engaging and I have come away so much more equipped for my role in College. [#training](#) [#mentalhealth](#) [#chef](#) [#thankyou](#) [#opportunity](#)

The Federation Café***£1,298***

The Federation Café is a community café which is run by Pebble Brook School. This is an educational establishment for young people from the ages of 11-19 with learning disabilities. Their aim is to prepare their young people for a valued role in society and they do this by offering the students work experience in the café, supported internships and a programme based on preparation for work within the hospitality and catering industry. Funding was awarded to help enhance training and education facilities for the students working in the café, with the purchase of a new till, deep fat fryer and uniforms. As the café is a training hub for students, it is important they are provided with the uniform needed for professional and health and safety reasons.

The House of St Barnabas***£4,500***

The House of St Barnabas (HoSB) is a charity and social enterprise, which provides employment and skills training and mentoring support through their Employment Academy to help people who have experienced homelessness. Based within a Grade 1 listed Georgian townhouse, their private members club allows HoSB to offer their participants on-site work experience at reception, behind the bar, on the floor, in the kitchen and their own offices. Since their launch in 2014, 258 people have graduated from their programme. The HoSB's Employment Academy delivers an 8-week Employment Preparation Programme focusing on hospitality and employability. The programme has three themes (personal leadership, employability and work experience) which are blended throughout the eight weeks. Participants work towards City & Guilds qualifications in hospitality and business administration, including practical assessments.

Funding was awarded for the Employment Academy, and the grant will enable twenty people who have experienced homelessness to complete their Employment Programme and be supported to move into work.



The House of St Barnabas

Well Grounded Jobs CIC

£4,500

Well Grounded Jobs (WGJ) provides accredited training and wider support for vulnerable adults with complex needs to obtain sustainable employment within the coffee sector. WGJ's aims are to support those furthest from the labour market to obtain the skills, confidence and work experience needed to access employment; tackle social exclusion arising from unemployment by meeting the needs of their 135 partner employers for well-trained and enthusiastic WGJ graduates; work with the sector to invest in local talent, provide progression pathways to support career development and improve diversity.

Funding was awarded to support a 6-month (including recruitment and evaluation) Speciality Barista course for ten trainees, recruited from WGJ's network of referral agencies in the host boroughs.

WHAT WE DO



PROFESSIONAL COFFEE TRAINING
(SCA ACCREDITED)



EMPLOYABILITY COACHING AND
SKILLS DEVELOPMENT



WORK PLACEMENT AND
MENTORING



PROGRAMME AFTERCARE AND
EMPLOYMENT PROGRESSION

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 for the provision of education, training and development of the competition finalists/winners.

Paul Jervis of Westminster Kingsway College believes that *"Competitions offer something unique, whether it's in small groups or as an individual. Even with our realistic working environment here, our staffing levels don't represent the reality in industry, and that's where a competition pushes people."*

Competitions by their very nature of face-to-face contact continued to be impacted and challenged by the effects of Covid-19. As with the previous year, some organisers used a combination of virtual and physical settings to stage their competition.

In the year under review the Trust supported 4 industry competitions/prizes with grants totalling **£24,420** (2021: £59,211 also to 4 competitions/prizes). Following on are details of those competitions/prizes that received funding.

British Culinary Federation

£5,000

The formation of the British Culinary Federation (BCF), the National Member of World Chefs, is the result of the Midlands Association of Chefs and the Chefs & Cooks Circle amalgamating in 2005. The BCF has strong links with the industry, including schools, colleges, armed forces, caterers and professional supply companies. Funding was required to help the BCF cover the costs of recruiting, coaching and in-depth training of young chefs between the ages of 18-25 to help them reach the required culinary standards. This will enable them to represent England in the competition arena as England's Junior National Team competing both in the UK and on the world stage at such events as the Culinary Olympics and the Culinary World Cup. The training and coaching of young chefs to this high standard will enhance their future career and make them feel proud to represent their country and the hospitality industry.

Institute of Hospitality

£4,420

The Institute of Hospitality (IoH) requested funding for the UK Restaurant Manager of the Year competition (RMOY). The IoH understands the importance of raising the profile of food and wine



service and the need to continuously raise standards in the front of house restaurant trade, together with helping the sector to attract talent. The UK RMOY competition, through a series of challenging stages, seeks to find the restaurant manager who excels at front-of-house, has good people skills, can manage and inspire a team, and can demonstrate strong business acumen and a thorough knowledge of the restaurant industry.

The winner of the RMOY 2022 was Abigail Clarke (pictured with CEO of IoH, Robert Richardson), who is restaurant manager of Charlie's at Browns Hotel, London. The funding from the Trust will be used to offer Abigail a career enhancing learning and professional development programme designed specifically for her.

"The UK Restaurant Manager of the Year acknowledges and rewards the best in our industry. All competitors gain opportunities to develop their knowledge, skills, and confidence, meet with and test themselves against others in the same profession, and develop their professional networks." Chair of Judges, John Cousins FIH, Food and Beverage Training Company

Nestle UK – Nestle Toque d'Or

£11,000

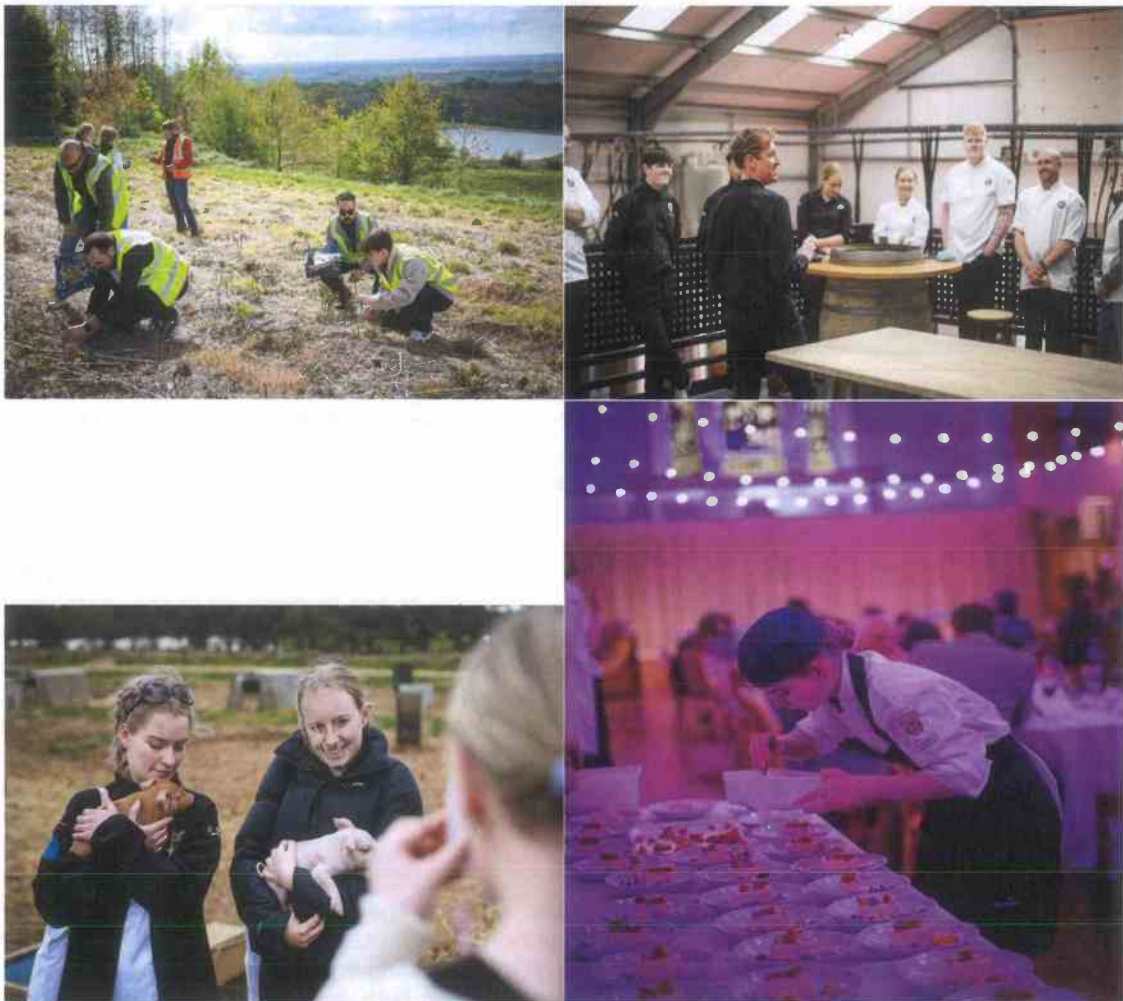
The Nestlé **Toque d'Or** competition is an initiative created by Nestlé Professional to showcase young talent and skills within the hospitality industry. It is a national competition that links industry and education and has the reputation for inspiring and challenging catering students up and down the country. During its 34 years, Toque d'Or has really helped to bridge the gap between the theories of the classroom and the reality of the industry. The competition has evolved significantly since its inauguration in line with the changing needs of the UK foodservice industry and education. The competition aims to educate and test entrants in both practical, service-based and business focused tasks, concentrating on key areas such as social media promotion, business management and sustainable food and drink.

Toque d'Or is open to all Back and Front of House students and apprentices who are studying at Level 2 and above. The students will all compete as individuals representing their college in their own strand of the competition. This means that Toque d'Or is providing equal billing for front and back of house and there is the opportunity to engage with colleges both small and large. The mantra of Toque d'Or is: **'we will show you, challenge you and test you'**.

This year, the Toque d'Or competition saw over 400 Back of House and Front of House superstars register to compete, representing 50 colleges and businesses from across the UK. A total of 38 competitors then took part in the National Heats stage putting into practice everything they had learned to date about balanced diets. From this stage just 9 finalists were selected - 3 Back of House and 3 Front of House students to go onto the Grand Finals, to compete for the Back of House winner and Front of House winner, together with 3 Back of House apprentices.

Katya Simmons, Managing Director of Nestlé Professional UK&I said: *"We were delighted this year to have a live heat stage of the competition and again the standard was incredible. The talent the competitors displayed was overwhelming and everyone who has taken part should be very proud. They are all a credit to the hospitality industry. We are so proud to support the young talent within the hospitality industry, equipping them with the experience and skills to succeed in their careers. This year's theme – Balanced Diets and Sustainable Futures – was important for finalists, giving them insights on new trends and increasing their knowledge on sustainability."*

The Grand Finals week, which took place 25th-29th April, included exciting challenges and opportunities around the theme of 'sustainable futures' which allowed the competitors to develop a variety of skills as well as being put through their paces. The Fine Dining Challenge was the final task for the 9 finalists who used ingredients from Loddington Farm, Bolney Wine Estate and Dingley Dell to deliver a three-course fine dining menu to 50 VIP guests including the Toque d'Or judges. This final challenge gave competitors the opportunity to put into practice the knowledge and skills they learnt during the week. The winners were announced at the Awards event held at Soho House on 29th April.



Nestlé Toque d'Or – Grand Finals week



Nestle Toque d'Or 2022 winners

The Back of House Student winner was **Samantha Watkins from Loughborough College**, who commented: *"I am so happy to have won, I have made so many good friends during the Toque d'Or 2022 competition and learnt so many new skills and experiences. I would like to travel the world learning more about different food cultures starting with the winner's trip to Dubai and Abu Dhabi."*

The Front of House Student winner was **Tara Humphrey from City of Glasgow College**, who commented: *"I am incredibly proud of what I have achieved, it was a tough competition against two incredible finalists, but we worked well as a team, and I have made friends for life. The competition has been a huge learning experience and the Finals Week enabled us to learn so many new processes and to see the bigger picture from farm to fork which is essential for front of house."*

A grant of £1,000 for catering equipment to be purchased from Russums was awarded to each of the 6 colleges who had students competing in the Grand Finals, (3 Front of House and 3 Back of House) and a grant of £2,500 for both the Front of House winning college and the Back of House winning college.

The Craft Guild of Chefs

£4,000

The Craft Guild of Chefs **Graduate Awards** provide formal recognition of the culinary excellence of a young working chef. The main objective is to encourage young chefs to improve their skill levels and assist in their educational progression, giving support to those with learning disabilities and providing a credible accreditation that is recognised by the industry. Whilst prestigious for the chef, the Award is also a great credit to the mentor and employer. All working chefs under the age of 25 can compete for a Graduate Award by having their knowledge and skills tested in this free nationwide culinary challenge. During the last 18 years, over 80 chefs have achieved the Graduate Award. These awards are known for accelerating the careers of ambitious and talented young chefs and have seen its alumni going on to win some of the UK's most respected culinary titles and earn Michelin stars.

The chefs had to achieve a mark of 85% or higher in a series of culinary challenges. This included a multiple-choice paper test, fishmongery and butchery skills tests, the creation of classic recipes and the preparation of their own dish using a basket of mystery ingredients.

In 2021, 22 chefs and 8 pastry chefs started the journey, with 12 chefs and 4 pastry chefs succeeding to the final exam. Receiving a pass mark in the kitchen and larder exam and a Graduate Award were Charles Knight, commis chef at the House of Commons; George Baldwin-Edie, development chef for Marks & Spencer; Theo Hadjitofi, chef de partie at De Banke Group; and Joshua Singer, demi chef de partie at Artichoke. Meanwhile, Beth Disley-Jones, pastry chef de partie at the Art School restaurant, made the grade in the pastry exam. The title of Highest Achiever in the Kitchen was awarded to George Baldwin-Edie with Beth Disley-Jones awarded the Pastry Highest Achiever.



George Baldwin-Edie and Beth Disley-Jones with certificates

Craft Guild of Chefs vice president Steve Munkley said: *"This group of finalists have really come together in this process and supported each other during the challenges of 2021. That's what being a good chef is all about; working as a team, giving and taking advice and learning from each other."*

Russell Bateman, head chef at the Falcon Hotel, Castle Ashby, who chaired the examiners, added: *"The standard throughout was excellent across all three courses and there has been a real positivity in the kitchen. This is never an easy exam – it's not designed to be – but just completing the process helps a chef to grow their skills."*

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

GRAPHICAL ANALYSIS OF ACTIVITIES

Allocation of Grants 1st April 2021-31st March 2022

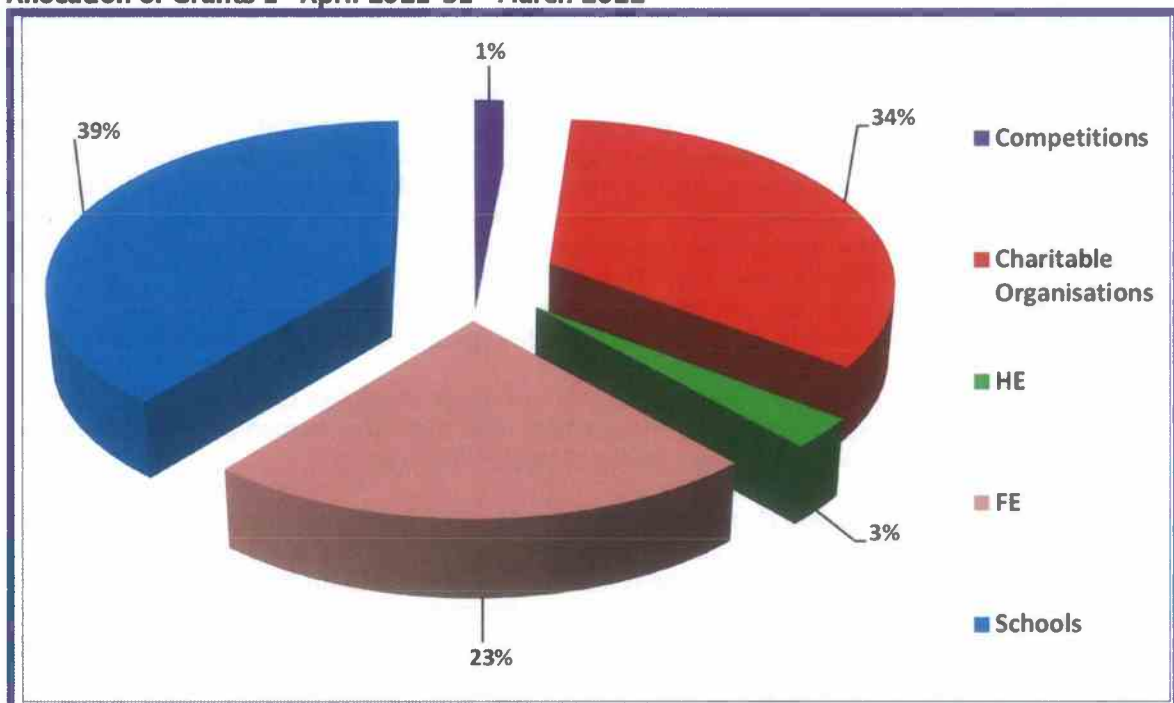


Chart 5 – Allocation of grants for specific areas of support in this financial year

Allocation of Grants for Years ending 2020-2022

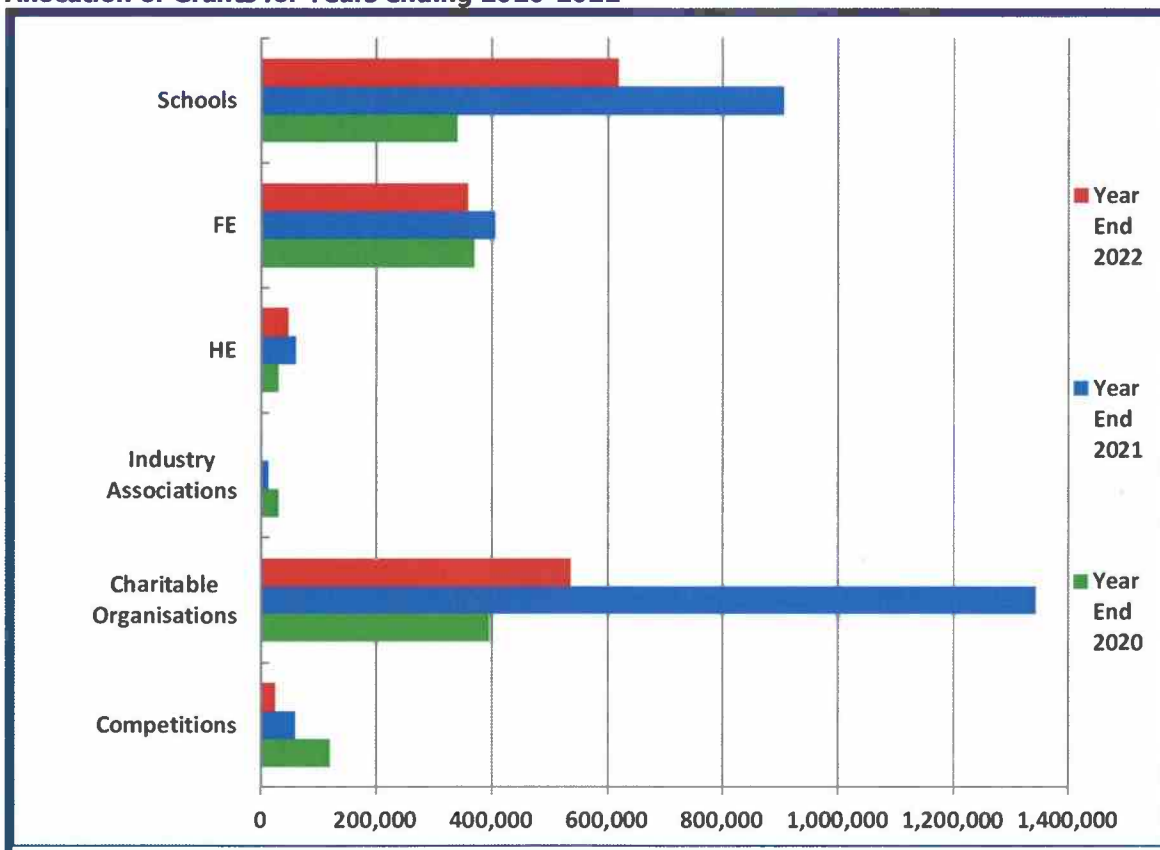


Chart 6 – Allocation of grants over a three year period

EVALUATION PROCEDURE AND PROCESS

The Trustees are aware that the ultimate responsibility to ensure charitable funds are spent appropriately, including being used as expected by the recipients, lies with them. They consider that systematic evaluation of a project is important for a formal analysis of what has been achieved, for a chance to reflect on the experience, and to inform future work that might be undertaken. The interim monitoring and end of grant reviews help to measure impact and performance and to identify whether the targets and outcomes outlined in the application for funding have been met.

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

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

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

- ❖ The sum of £2,000 was written back into the accounts as Covid-19 impacted on the ability of the recipient to run the full programme of Junior Chef Academies. The grant was awarded in the year ended 2021.

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

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

FINANCIAL REVIEW AND RESULTS

FINANCIAL ANALYSIS OF THE YEAR

Markets started the year well, supported by the rapid roll-out of Covid-19 vaccines and continued support from governments and central banks around the world. Growth in domestic consumption within the US was particularly strong, helping US equity markets reach all-time highs during the year. Towards the end of 2021 the emergence of the Omicron variant caused some investor uncertainty with fears that it could derail the global economic recovery, though most markets were able to look through the potential impact as investors focused on economic resilience and corporate earnings. There was however a divergence in market performance with Emerging Markets, notably China struggling to keep pace with western markets given increased regulatory scrutiny in certain sectors as well as renewed Covid-19 outbreaks, leading to new lockdowns in some major Chinese cities.

At the start of 2022 Russia's invasion of Ukraine caused a global shock. In addition to the tragic human implications there were also impacts on markets, with equities declining and bond yields rising. Commodity prices soared given Russia is a key producer of several important commodities including oil, gas, and wheat. This amplified existing concerns over inflation pressures, which could force central banks to raise interest rates quicker than initially anticipated, which has weighed on investor sentiment.

The Trust's portfolio performance for the year under review continued to mirror the strong market conditions. The upward trajectory that occurred in the previous year end – when compared to that of year end 2020 when Covid-19/lockdown impacted heavily on the markets – continued to prevail. As shown on the balance sheet, the value of the Trust's net assets as at 31st March 2022 was **£66,090,111**. This is an increase of 4.86%/£3,065,031, over the previous year (2021: £63,025,080). Measured against the previous year, there was a decrease in the dividend income received which totaled £1,174,434 (2021: £1,307,599). This primarily reflected the change in strategy for the portfolio held with Cazenove Capital Management with a move into direct global equities that offers capital appreciation rather than dividend income.

The Trustees derive their income entirely from their investments. In the year under view, the Trustees continued to receive quarterly distributions from their Fund Managers which for the year totaled £1,800,000. The distributions consist of earned income, topped up by capital. This enables the Trustees to implement more robustly the total return strategy they operate by and mitigate against any fall in dividend payments. It also helps when compiling their annual budget.

FUND MANAGEMENT

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

For the year under review the Trust's portfolio was managed by Cazenove Capital Management and Investec.

The Investment Committee and Trustees are mindful of their obligation under the Trustee Act 2000 to conduct periodic independent reviews of their Fund Managers with the last such review taking place in January 2020 by Portfolio Review Services.

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 both Fund Managers adopting a medium/high approach to risk and investing in a balanced and diversified portfolio of equities, bonds, alternatives and cash.

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

During the year (and as mentioned earlier) Cazenove Capital Management implemented their alternative strategy for the portfolio utilising a direct global approach to equities with pooled alternative funds to provide diversification.

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

INVESTMENT PERFORMANCE

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

Cazenove Capital Management (CCM): Against this backdrop, the total return achieved for the financial year was 9.4% which was marginally ahead of the bespoke benchmark return of 9.3%. The long-term target return of CPI+4% posted an estimated 10.4% by comparison.

The portfolio's equity allocation was the most significant contributor to performance over the year, with particular strength seen in the portfolio's US equity exposure. By contrast, having been one of the largest contributors last year the allocation to Emerging Market equities detracted from performance this year, predominantly driven by increased regulatory scrutiny in the technology and private education sectors which had a detrimental impact on some of the underlying holdings. Elsewhere, the portfolio's allocation to diversifying assets, notably the property and private equity exposures were particularly helpful.

In terms of positioning, at the start of 2022 the expectation was for strong economic growth, albeit slower in comparison to 2021, driven by elevated consumer spending given ongoing pent up demand. However, rising inflation and weak consumer sentiment have the potential to feed through to lower consumer demand. The outlook is therefore for weaker growth in 2022 than previously forecasted. Inflation is likely to remain elevated in the near term and could prove to be more persistent as a result of supply disruption in commodity markets caused by the Russia Ukraine conflict.

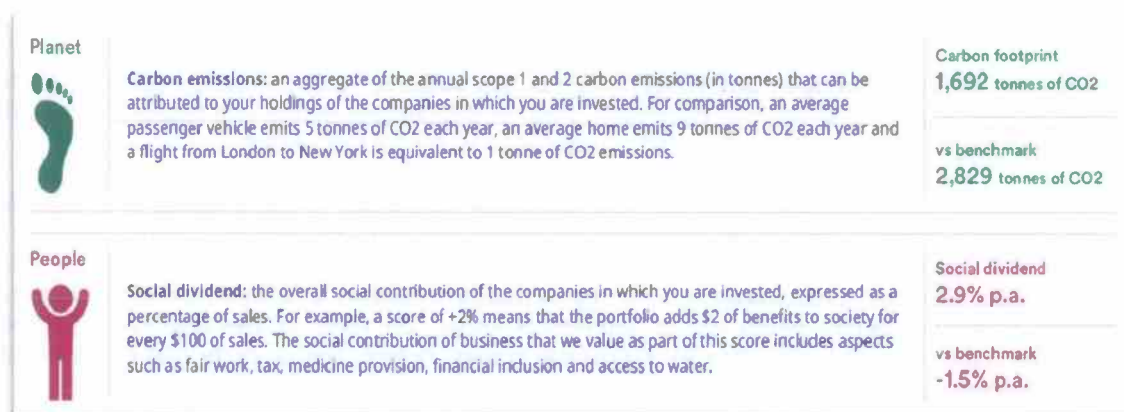
Recent developments have therefore raised the risk of stagflation – a period of high inflation and low or negative growth. Although, happy to remain neutral equity at this stage, CCM have made some adjustments within the equity allocation. They have begun to increase the "quality" bias within the portfolio, preferring larger companies with stronger balance sheets and greater ability to pass on higher input costs to consumers and protect margins, whilst lower quality, long duration companies may struggle in a more stagflationary environment.

Investec: Over the year the portfolio managed by Investec generated a positive return as the majority of the period witnessed further economic recovery from the global pandemic. The last quarter was turbulent however as investors were unnerved by a rapid acceleration of expected interest rate rises to combat high inflation, itself exacerbated by the Russian invasion of Ukraine and the economic sanctions which have ensued. These factors undermined, to a degree, the performance achieved in the initial nine month period and led to a more muted overall return for the year. The total return achieved for the financial year was +6.0% which was behind the bespoke benchmark return of +10.5%. The long-term target return of CPI +4% posted an estimated +10.7% by comparison. The shortfall relative to the benchmark relates to underperformance in equities. The high quality businesses which have held for many years succumbed to a degree of profit-taking after a strong run, whereas market sectors which were particularly strong included oil (where Investec have very little exposure), defence (not held) and tobacco (not held). Investec continues to invest in high quality companies with sustainable earnings growth in the belief that this will be rewarding in the long-term.

SUSTAINABLE 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. Consideration of Environmental, Social and Governance (ESG) factors as part of an investment decision has become more commonplace and there is more academic and practical research to prove that these factors can have a meaningful impact on both the sustainability and financial returns of companies.

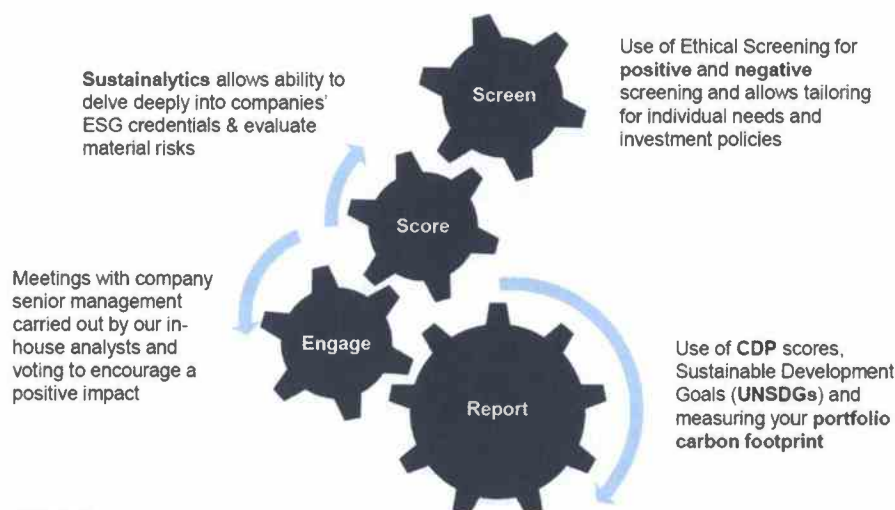
CCM state that good stewardship is integrated within their investment process. They believe all investments have an impact on people and planet. To provide further insight into the Trust's portfolio, they include an overall assessment of the impact of the Trust's equity investments on people and the planet, and a comparison against an appropriate benchmark. They provide two metrics encompassing planet and people as outlined below:-



Investec have seen increased demand from charity clients on ESG reporting with, for example clients wishing to see what the carbon emissions are from their portfolio or what their exposure is to companies that score poorly from an ESG risk rating perspective. They have embedded ESG considerations into the investment process and use the services of Sustainalytics, a leading ESG scored provider, to provide ESG risk scoring as well as institutional Shareholder Services (ISS) to provide data to enable them to identify companies that are contributing positively to the UN Sustainability Development Goals. Charities have also become increasingly interested in how their managers engage with the companies they invest in and again wish to see examples of engagement and collaboration with other investment houses to deliver positive ESG outcomes and greater disclosure. As such, they are a signatory to both the United Nations Principles of Responsible Investment and the UK Stewardship Code 2020.

Ethical and Responsible Investing

ESG considerations embedded into our investment process & monitored throughout



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

RESERVES POLICY

In July 1998 the Savoy Educational Trust realised £36,800,584 from the sale of their shareholding in the Savoy Group plc. This sum formed the capital assets of the Trust and since that date has been invested in a diversified portfolio of investments. This formed part of the transfer of assets into the CIO which amounted to £53,140,809 at the date of transfer, 3rd June 2015. The reserve balance at year end 2022 was £66,090,111 (2021: £63,025,080).

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.

GOING CONCERN

The Trustees are long term investors and are capable of meeting all their liabilities comfortably. They are also able to confirm that there are no material uncertainties about the Charity's ability to operate as a going concern.

TRUSTEES RESPONSIBILITIES

The Trustees present their annual report and financial statements of the charity for the year ended 31st March 2022. The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, the

Charities Act 2011 and Accounting and the Charities Statement of Recommended Practice (second Edition) and Financial Reporting Standard FRS 102.

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

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

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

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

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

PLANS FOR THE FUTURE

The Savoy Educational Trust works within the very diverse and evolving sector of hospitality. The Trustees strive to take account of and be influenced by what is happening in the industry particularly with reference to the long term challenges it faces post Covid-19 and Brexit. At the same time the Trust operates in the world of education and therefore also needs to embrace current developments in that field. Education continues to face its own challenges and this is particularly pertinent for a subject that relies heavily on having funds available to deliver both the theoretical and practical elements of the curriculum.

The Trustees are committed to ensuring hospitality education remains coherent, relevant and fit for purpose. The Covid-19 crisis and Brexit have highlighted even more how important it is for industry and education to work together. By doing this they can attract, nurture and provide the necessary skills to support careers in hospitality.

The general feeling is that the industry can build on the goodwill and new-found appreciation that both the Government and people have of hospitality. In July 2021 the government launched their strategy to support the recovery of the hospitality recovery. To help improve the sector's resilience, the strategy will explore options for vocational skills and training that support careers in the sector including apprenticeships, bootcamps and other qualifications like a T-Level, and working with the sector to raise the profile of careers in hospitality.

May 2022 saw the launch of UKHospitality's Workforce Strategy. This strategy aligns with government and wider societal objectives and is designed to work alongside and support the Hospitality & Tourism Skills Board. It will develop a framework of skills for hospitality, looking at secondary, further and higher education, apprenticeships, and other in-work training, creating attractive educational pathways into the industry and a 10-year project to reverse the loss of hospitality courses and catering colleges.

The Trustees believe that by monitoring and considering the environment in which they operate and taking into account external factors as described above when developing and reviewing their strategic

objectives, they can continue to help support those projects that should, in the long term, demonstrate considerable innovation, impact, create value, and make a difference to the advancement and development of education and learning within the hospitality industry.

STRATEGY, OPERATIONAL AND GOVERNANCE

The Trustees in the ensuing year will look to:-

- Continue to review the Trust's operating and governance structure, resources and location;
- Appoint at least two further Trustees to ensure there is a full complement of diverse skills on the Board;
- Use an external provider to review and update the Trust's IT systems. The new arrangements will also take into account the new hybrid way of working.
- Review and update their Risk Assessment Policy.
- Put in place, in conjunction with the Fund Managers, an Ethical Investment Policy that will complement their Investment Policy.

This report was approved on behalf of the Trustees by:



**Howard Field, FCA, FIH, FHOSPA
Trustee**



**Margaret Georgiou
Secretary to the Trustees**

Dated this 22 **day of**

September **2022**

Opinion

We have audited the financial statements of The Savoy Educational Trust (the charity) for the year ended 31 March 2022 which comprise the Statement of Financial Activities, The Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

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

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

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

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

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the Statement of Trustees' responsibilities set out on pages 53-54 the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

The extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities are instances of non-compliance with laws and regulations. The objectives of our audit are to obtain sufficient appropriate audit evidence regarding compliance with laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, to perform audit procedures to help identify instances of non-compliance with other laws and regulations that may have a material effect on the financial statements, and to respond appropriately to identified or suspected non-compliance with laws and regulations identified during the audit.

In relation to fraud, the objectives of our audit are to identify and assess the risk of material misstatement of the financial statements due to fraud, to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud through designing and implementing appropriate responses and to respond appropriately to fraud or suspected fraud.

However, it is the primary responsibility of management, with the oversight of those charged with governance, to ensure the entity's operations are conducted in accordance with the provisions of laws and regulations and for the prevention and detection of fraud.

In identifying and assessing risks of misstatement in respect of irregularities, including fraud, the audit engagement team:

- obtained an understanding of the nature of the sector, including the legal and regulatory framework, that the charity operates in and how the charity is complying with the legal and regulatory framework;
- inquired of management, and those charged with governance, about their own identification and assessment of the risks of irregularities, including any known actual, suspected or alleged instances of fraud;
- discussed matters about non-compliance with laws and regulations and how fraud might occur including assessment of how and where the financial statements may be susceptible to fraud.

As a result of these procedures we consider the most significant laws and regulations that have a direct impact on the financial statements are FRS 102, Charities SORP (FRS 102), Charities Act 2011 and the charity's governing document. We performed audit procedures to detect non-compliances which may have a material impact on the financial statements which included reviewing the financial statements including the Trustees Report and remaining alert to new or unusual transactions which may not be in accordance with the governing documents.

The audit engagement team identified the risk of management override of controls as the area of the financial statements were most susceptible to material misstatement due to fraud. Audit procedures performed included but were not limited to testing manual journal entries and other adjustments, evaluating the business rationale in relation to significant, unusual transactions and transactions entered into outside the normal course of business and challenging judgements and estimates.

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

Use of our report

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

RSM UK Audit LLP

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

22 September 2022

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

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2022**

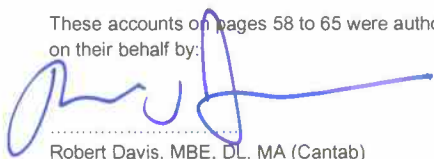
	Note	2022 Total Funds £	2021 Total Funds £
Income			
Investment income	2	1,174,434	1,307,599
Total income		<u>1,174,434</u>	<u>1,307,599</u>
Expenditure			
Costs of raising funds			
Investment management costs	3	246,353	228,338
Expenditure on charitable activities:			
Educational Institutions/ Associations/ Charitable Trusts	4	1,734,416	2,849,570
Competitions and prizes	4	45,300	78,618
Total expenditure on charitable activities		<u>1,779,716</u>	<u>2,928,188</u>
Total expenditure		<u>2,026,069</u>	<u>3,156,526</u>
Net expenditure before gains and losses		(851,635)	(1,848,927)
Net gains on investments	9	3,916,666	10,685,223
Net income and net movement in funds for the year	12	<u>3,065,031</u>	<u>8,836,296</u>
Reconciliation of Funds			
Total Funds Brought Forward		63,025,080	54,188,784
Total Funds Carried Forward	12,13	<u>66,090,111</u>	<u>63,025,080</u>

The notes on pages 61 to 65 form part of these accounts

**BALANCE SHEET
AS AT 31ST MARCH 2022**

	Note	At 31st March 2022	At 31st March 2021
		£	£
Fixed Assets			
Tangible Fixed Assets	8	-	-
Investments	9	<u>65,892,668</u>	<u>63,521,173</u>
		65,892,668	63,521,173
Current Assets			
Debtors and prepayments	10	<u>54,896</u>	<u>74,288</u>
Cash at Bank and in hand		<u>251,232</u>	<u>532,662</u>
		306,128	606,950
Current Liabilities			
Creditors: amounts falling due within one year	11	<u>(108,685)</u>	<u>(1,103,043)</u>
Net Current Assets		197,443	(496,093)
Net Assets		<u>66,090,111</u>	<u>63,025,080</u>
Funds			
Unrestricted Funds	12	<u>66,090,111</u>	<u>63,025,080</u>
		<u>66,090,111</u>	<u>63,025,080</u>

These accounts on pages 58 to 65 were authorised and approved by the Trustees on 22/9/21 and signed on their behalf by:



Robert Davis, MBE, DL, MA (Cantab)
Trustee



Howard Field, FCA, FIH, FHOSPA
Trustee

The notes on pages 61 to 65 form part of these accounts

**STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 31ST MARCH 2022**

	Note	2022 Unrestricted Funds £	2021 Unrestricted Funds £
Cash used in operating activities	16	<u>(3,001,035)</u>	<u>(2,175,041)</u>
Cash flows from investing activities:			
Investment income		1,174,434	1,307,599
Purchase of investments		(12,919,318)	(39,519,566)
Proceeds of disposals of investments		14,528,257	40,495,843
Payments to investment portfolio cash		<u>(63,768)</u>	<u>(130,567)</u>
Cash provided by investing activities		<u>2,719,605</u>	<u>2,153,309</u>
Decrease in cash and cash equivalents in the year		(281,430)	(21,732)
Cash and cash equivalents at the beginning of the year		532,662	554,394
Total cash and cash equivalents at the end of the year		<u>251,232</u>	<u>532,662</u>
Cash balance comprises			
Cash at bank		<u>251,232</u>	<u>532,662</u>

The notes on pages 61 to 65 form part of these accounts

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2022**

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

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value except for investments which are recognised at market value. The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

In light of the recent COVID-19 pandemic, the Trustees will continue to review and flex the level of grants they award in the coming period. The charity continues to have a significant reserves balance, which increased to £66,090,111 (2021: £63,025,080) in the year, to meet its committed and fixed costs for the foreseeable future. The Trustees therefore consider the going concern basis of accounting to be appropriate in the preparation of the financial statements.

b) Income and Expenditure

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

c) Grants Payable

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

d) Status

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

e) Taxation

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

f) Value Added Tax

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

g) Fixed Assets

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

h) Depreciation

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

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

i) Allocation of support costs

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

j) Costs of raising funds

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

k) Pension

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

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2022**

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

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

m) Reserves Policy

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

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

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

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

n) Debtors

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

o) Cash at bank and in hand

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

p) Liabilities

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

q) Financial Instruments

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

r) Judgements and key sources of estimation uncertainty

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

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

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

	2022 £	2021 £
2 Investment income		
Listed investments	1,174,430	1,307,561
Interest from cash deposit	4	38
Total investment income	<u>1,174,434</u>	<u>1,307,599</u>
	2022	2021
3 Costs of raising funds	£	£
Investment Management Fees	<u>246,353</u>	<u>228,338</u>

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2022**

	2022 £	2021 £
4 Charitable activities		
Costs of grantmaking		
Educational Institutions	1,734,416	2,849,570
Competitions and prizes	45,300	78,618
	<u>1,779,716</u>	<u>2,928,188</u>
Grants committed but not paid at start of year	(1,028,000)	(48,000)
Grants paid during the year	2,584,033	1,763,985
Grants committed but not yet paid at end of year	25,500	1,028,000
Grants awarded during the year	<u>1,581,533</u>	<u>2,743,985</u>
Grants awarded and paid during the year (pages 66 to 67)	1,558,033	1,715,985
Grants committed in year but not yet paid at end of year	25,500	1,028,000
Grant awarded in 2021 written back	(2,000)	-
Support and governance costs (see note 5)	198,183	184,203
Total cost of charitable activities	<u>1,779,716</u>	<u>2,928,188</u>

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

	2022		
	Educational Institutions	Competitions and prizes	£
5 Support and governance costs			
Accountancy fees	9,154	144	9,298
Audit fees	10,161	159	10,320
Legal and Professional	1,920	30	1,950
General office expenses	8,418	132	8,550
Office rental	33,044	518	33,562
Staff costs and emoluments	132,426	2,077	134,503
	<u>195,123</u>	<u>3,060</u>	<u>198,183</u>
			2021
Accountancy fees	8,676	191	8,867
Audit fees	9,510	210	9,720
Legal and Professional	-	-	-
General office expenses	4,863	107	4,970
Office rental	33,614	741	34,355
Staff costs and emoluments	120,513	2,658	123,171
	<u>180,229</u>	<u>3,974</u>	<u>184,203</u>

	2022 £	2021 £
Audit fees comprise:		
Audit fee	<u>10,320</u>	<u>9,720</u>

	£	£
6 Staff costs and emoluments		
Salaries and fees	119,072	108,206
Social Security costs	4,196	3,946
Pension costs	10,416	10,200
Healthcare	819	819
	<u>134,503</u>	<u>123,171</u>

The Trust considers its key management personnel comprise the Trustees, Chief Executive and Secretary to the Trustees. The total employment benefits of the key management personnel were £134,503 (2021: £123,171).

One employee had employee benefits (including salary and healthcare and excluding employer pension costs) falling between £60,000 and £70,000 in the year (2021: one employee). The figure of salaries and fees includes the fees of the Chief Executive who is self employed and works on a part-time consultancy basis.

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

Management and Administrative staff	<u>1</u>	<u>1</u>
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**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2022**

7 Pension Costs

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

	2022 £	2021 £
Staff pension contribution	<u>10,416</u>	<u>10,200</u>

8 Tangible Fixed Assets

	Computer Equipment £	2022 Total £
Cost		
As at 1 April 2021 and 31st March 2022	<u>199</u>	<u>199</u>
Depreciation		
As at 1 April 2021 and 31st March 2022	<u>199</u>	<u>199</u>
Net Book Value		
As at 1 April 2021 and 31st March 2022	<u>-</u>	<u>-</u>

	2022 £	2021 £	2021 £
9 Investment assets			
Listed investments			
Market value at 1 April 2021	62,815,058		53,106,112
Additions during the year at cost	12,919,318		39,519,566
Disposal proceeds	(14,528,257)		(40,495,843)
Realised Gains	870,686	3,149,359	
Un-realised gains	<u>3,045,980</u>	<u>7,535,864</u>	
	<u>3,916,666</u>		10,685,223
Market value at 31st March 2022	<u>65,122,785</u>		62,815,058
Cash held for Investment	769,883		706,115
Total Investment value at 31st March 2022	<u>65,892,668</u>		<u>63,521,173</u>

Investment at market value comprised of:

	UK £	Overseas £	Total £	Total £
Pooled Investment Vehicles	21,337,616	38,209,961	59,547,577	56,938,685
Fixed Interest Securities	1,645,852	3,929,356	5,575,208	5,876,373
Cash	769,883	-	769,883	706,115
	<u>23,753,351</u>	<u>42,139,317</u>	<u>65,892,668</u>	<u>63,521,173</u>

Historical Cost of Investments	<u>54,343,002</u>	<u>54,583,096</u>
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All the Trust's Investments are held in the United Kingdom.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2022**

	2022	2021
	£	£
10 Debtors and prepayments		
Interest and dividends receivable	38,738	57,580
Sundry debtors	16,158	16,708
	<u>54,896</u>	<u>74,288</u>

	2022	2021
	£	£
11 Creditors: amounts falling due within one year		
Accruals	75,905	74,176
Grants payable	25,500	1,028,000
Sundry creditors	7,280	867
	<u>108,685</u>	<u>1,103,043</u>

	2022	2021
	£	£
12 Unrestricted Funds		
General Funds		
Balance at 1 April 2021	63,025,080	54,188,784
Increase during the year	3,065,031	8,836,296
Balance at 31 March 2022	<u>66,090,111</u>	<u>63,025,080</u>

13 Analysis of Net Assets Between Funds	Investments	Net Current & Fixed Assets	2022 Total
	£	£	£
Unrestricted Funds	65,892,668	197,443	66,090,111
	<u>65,892,668</u>	<u>197,443</u>	<u>66,090,111</u>
	Investments	Net Current Liabilities & Fixed Assets	2021 Total
	£	£	£
Unrestricted Funds	63,521,173	(496,093)	63,025,080
	<u>63,521,173</u>	<u>(496,093)</u>	<u>63,025,080</u>

14 Payments to Trustees and Professional Indemnity Insurance

No Trustee received any remuneration from the Trust for their services during the year. Expenses amounting to £281 were reimbursed to one Trustee during the year (2021: £nil) in relation to travel costs.

Professional indemnity insurance with a cost of £2,253 (2021: £1,769) was bought to protect the charity and the Trustees from losses arising

15 Ultimate Controlling Party

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

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

	2022	2021
	£	£
Net movement in funds	3,065,031	8,836,296
Deduct interest income shown in investing activities	(1,174,434)	(1,307,599)
Deduct gains on investments	(3,916,666)	(10,685,223)
Decrease / (increase) in debtors	19,392	(638)
(Decrease) / increase in creditors	(994,358)	982,123
Net cash used in operating activities	<u>(3,001,035)</u>	<u>(2,175,041)</u>

THE SAVOY EDUCATIONAL TRUST CIO

66

GRANTS, PRIZES, SCHOLARSHIPS AND AWARDS
FOR THE YEAR ENDED 31ST MARCH 2022

	2022 £	2021 £
GRANTS-EDUCATIONAL INSTITUTIONS/ASSOCIATIONS/CHARITABLE TRUSTS		
All Saints Academy Plymouth	-	37,968
Apprenticeships in Scotland CIC	5,000	-
Artichoke	-	2,300
Be Inclusive Hospitality CIC	10,000	-
Beresford Street Kitchen	4,500	9,750
Beyond Food Foundation	12,500	12,200
Big Education Trust	4,500	-
Bristol Free School	49,263	-
British Nutrition Foundation	-	15,000
Broadland High Ormiston Academy	54,550	-
Brookvale Groby Learning Trust	16,000	-
Bury College	-	120,000
Callander Youth Project	-	17,443
Camelsdale Primary School	400	-
Cavendish School	-	75,000
City College Plymouth	17,649	11,766
Clevedon School	30,530	-
Cook School	-	4,500
Coundon Court School	7,697	-
Craven College	-	60,000
Dumfries & Galloway College	14,046	-
Esher High School	3,669	-
Farnborough College of Technology	-	22,608
Farney Close High School	16,750	-
Feasted CIC	4,490	-
Featherstone Primary and Nursery School	-	4,500
Feed the Hungry	4,500	-
Folkestone College	60,000	-
Framingham Earl High School	-	15,680
Great Yarmouth Charter Academy	-	18,600
Greater Manchester Academies Trust	68,000	-
Grimsby Institute of Further and Higher Education	-	1,000
Hele's School	-	64,777
Hospitality Action	150,000	50,000
Hospitality Health	4,500	-
Hospitality Industry Trust (HIT) Scotland	30,000	30,000
Hospitality Professionals Association (HOSPA)	-	12,300
Hotel School	61,000	-
Inspired Community Group CIC	4,500	4,500
Institute of Hospitality	10,152	-
Launceston College	60,000	-
Learn Resilience	11,450	-
Litcham School	60,000	-
Longfield Academy	-	50,732
Loughborough College	-	29,755
Mayfield School	44,132	-
Merton College	-	500
Mission EmployAble	-	10,000
Mullion School	-	55,000
North Halifax Grammar School	-	43,342
Orchard Hill College Academy - returned grant	-	(40,000)
Oxford Brookes University	2,000	-
Oxford Cultural Collective Trust	22,500	-
Plympton Academy	-	27,196
Plymstock School	-	69,514
POP Recs CIC	-	24,669
Prisoners Education Trust	-	3,766
Ringwood School	-	55,000
Riverside College	6,757	5,636
Room to Reward	3,000	-
Rothersey Academy	4,433	-
Royal Academy of Culinary Arts 'Adopt-A-School' Trust	77,905	-
Runshaw College	-	2,650
Sandbach School	9,376	45,000
Carried forward	945,749	972,652

**GRANTS, PRIZES, SCHOLARSHIPS AND AWARDS
FOR THE YEAR ENDED 31ST MARCH 2022**

	2022 £	2021 £
GRANTS-EDUCATIONAL INSTITUTIONS/ASSOCIATIONS/CHARITABLE TRUSTS (continued)		
Brought forward	945,749	972,652
Settlebeck School	30,000	-
Shiva Foundation	-	4,304
Sir John Lawes School	-	45,000
South Devon College	23,066	14,300
Spitalfields Crypt Trust	4,500	4,300
Square Food Foundation	4,500	1,489
St. Aidan's CE High School	1,800	-
St. John Fisher Catholic Church	-	33,568
St. Joseph's RC School	-	55,000
St. Mary's Catholic Primary School	4,500	-
Stamford Welland Academy	-	3,400
Storrington Primary School	10,000	-
Tameside College	4,500	-
Team Domenica	4,500	4,500
The Ashcombe School	60,000	-
The Avenues Youth Project	4,500	-
The Burnt Chef Project	19,440	-
The Centre School	4,143	-
The Charles Dickens School	-	60,000
The Cooper School	40,000	-
The Crumbs Project	-	4,500
The Deepings School	-	12,000
The Federation Café	1,298	-
The Food Teacher	-	1,200
The Forest School	-	60,000
The House of St Barnabas	4,500	4,500
The Hundred of Hoo Academy	-	70,150
The McAuley Catholic High School	1,592	-
The Reach Free School	-	556
The Springboard Charity	-	110,000
The St. Marylebone CE School	-	2,924
The Worshipful Co of Innholders	50,000	-
Trafford College	75,000	-
University College Birmingham	30,000	57,495
University of Essex	-	9,000
University of Surrey	41,200	41,200
Wakefield College	24,375	-
Waltham Forest College	52,000	-
Well Grounded	4,500	-
West College Scotland	19,950	25,370
West Faversham Community Association	-	5,570
West London College	31,000	-
West Nottinghamshire College	-	53,796
Wyedean School	37,000	-
	<u>1,533,613</u>	<u>1,656,774</u>
GRANTS-COMPETITIONS & PRIZES		
British Culinary Federation	5,000	-
Institute of Hospitality	4,420	-
Nestle UK Ltd for Toque D'Or	11,000	10,250
The Craft Guild of Chefs	4,000	6,000
The Springboard Charity FutureChef Programme	-	40,961
University College Birmingham - UCB Young Chef of the Year®	-	2,000
	<u>24,420</u>	<u>59,211</u>
GRANTS AWARDED AND PAID DURING THE YEAR	1,558,033	1,715,985
Grants awarded in 2021 and paid in 2022	1,026,000	48,000
GRANTS PAID DURING THE YEAR	<u>2,584,033</u>	<u>1,763,985</u>
GRANTS AWARDED AND NOT PAID AT THE END OF THE YEAR		
Middlesex University	3,500	-
Oxford Cultural Collective Trust	17,500	-
Saira Hospitality	4,500	-
The Geoffrey Harrison Foundation	-	18,000
The Springboard Charity	-	1,000,000
University of West London Scholarship Scheme	-	10,000
	<u>25,500</u>	<u>1,028,000</u>