***Only A Pavement Away***

*Stability Through Employment*

**The charity that supports people facing homelessness, prison leavers and veterans into careers within hospitality.**

**Strategy Document: 2022-2027**

*“To a person facing or experiencing homelessness, a Café, a Pub, a Bar, a Restaurant and crucially, a job, is ‘’Only A Pavement Away”,* Greg Mangham, *Founder & CEO*

***Our Purpose***

To transform lives through careers in hospitality

***Our Ethos***

The ethos is based on a very simple concept, that no matter who or where you are, you are: ‘***Only A Pavement Away’***

**From:** Homelessness, Rough sleeping, unemployment, despondency, crime/offending, lack of self-confidence, self-belief and/or self-esteem.

**To:** Employment, training & development, excitement, career progression, brighter future, stability, security, accommodation, self-worth, fun, enjoyment and/or a second chance.

Only A Pavement Away will establish a staffing resource pipeline for the hospitality industry. The commercial benefits to all involved are as strong as or compliment the moral ones.

***Introduction***

Only A Pavement Away is a charity founded by representatives from the hospitality industry.

Only A Pavement Away will act as the pathway to help those who find themselves vulnerable and/or disadvantaged and are therefore struggling to get into work by:

* Offeringcareer opportunities within the industry
* Facilitate training and development programmes, creating capability for work and
* Offer financial support to overcome the barriers to employment including support with rent and other costs which may hinder stability

The programme will help the Homeless and those sleeping rough including those having to “sofa hop”, vulnerable veterans, prison leavers and disengaged youngsters, many of whom face homelessness and crime.

In time the project will extend to those with other vulnerabilities but who with the right support can work within the hospitality industry

Outside of the moral benefits, the project is under pinned by a strong commercial and financial benefit to the hospitality industry, by accessing a yet, untapped employment pool.

It is important to stress that Only A Pavement Away is not a recruitment agency and focuses solely on helping those on the project find work whilst in some cases offering financial support. Each category albeit intrinsically linked will be managed by a category specific Relationship Manager.

***The Hospitality Industry***

The UK hospitality industry will be looking for circa 1.3 million employees between now and 2026, of which some 300,000 will be new positions.

The issues around employment within the industry have been exacerbated by the perception of home grown nationals that hospitality is not a credible profession. Not only will the hospitality industry need to replace the loss of EU workers but also ensure that any replacements mirror the attitudes, behaviours and professionalism which is required in a customer focused service industry.

Forecasts for the future predict an increase in homelessness and rough sleeping due to various reasons including a cut to services, benefits compounded by a lack of housing and the financial crisis. Society is also faced with a growing and overcrowded prison population.

It is therefore only sensible to look to resolve both problems through one over- arching approach, whilst reducing the ever-increasing strain on government funding required to support those who find themselves in such extreme and vulnerable circumstances. There is also the issue of the “revolving door” syndrome where those who find themselves homeless gravitate to a life of crime, prison leavers find themselves homeless, vulnerable veterans may end up homeless or in prison and where many youngsters who are at odds with society find themselves either sleeping rough or embarking on a life of crime.

It is therefore both prudent and strategically sensible to explore alternative means of resourcing and associated recruitment pipelines to address the impending staffing shortfall facing the hospitality industry.

***Our Vision***

To place over 5000 jobs pa by the end of 2026 within hospitality for people facing homelessness, prison leavers and veterans.

***Our Mission***

Creating an effective pathway between employers in the hospitality industry and those charities whose main aim is to support those facing homelessness, prison leavers and veterans reintegrate back into society.

***Our Strategic Objectives***

1. Act as a pathway between the charities/associations and the hospitality industry.
2. Support those in vulnerable situations by creating employment opportunities, facilitating a route into work which was previously seen as prohibitive.
3. Ease the transition into work for those involved in the Only A Pavement Away project by creating a collaborative approach between The Only A Pavement Away member and the employer.
4. Facilitate training & development for members enabling them to be more work ready.
5. Build and develop long-term partnerships to safeguard the future of The Only A Pavement Away charity and its members.

***Our Values***

It is crucial to the hospitality industry and those that are vulnerable in our society for us to grow as an organisation. We must ensure that those within the hospitality industry, the Government, charities, and our customers understand the contribution and impact Only A Pavement Away has. Our values shape our behaviour, integrity and ultimately guide us to achieve our strategic goals. Our over-riding principle is that a career and life balance can only be achieved by “Stability Through Employment”.

**Tenacity**

We will never give up on our goals and will consider every feasible and ethical way to overcome obstacles that may hinder our purpose. At all times we must demonstrate creativity and adaptability.

**Empathy**

We have the empathy to relate to the needs of those involved in Only A Pavement Away, both employers and members and we will never forget that everyone is equal.

**Collaboration**

We will work tirelessly to support our members into work, whilst protecting their safety and privacy. We will ensure that all our employer partners understand the needs and desires of all Only A Pavement Away Members.

**Integrity**

We will always act with a sense of moral code and principles that enhance & promote The Only A Pavement Away purpose, no matter what barriers we are faced with.

***Our Strategic Goals***

Our priorities for 2022-2027 reflect the issues surrounding employment and retention within the hospitality industry and the growing numbers of vulnerable and disadvantaged people within our society.

To operate a sustainable non-profit organisation within the hospitality industry to provide opportunities for recruitment, training and housing for people facing homelessness, prison leavers and veterans, enabling them to reconnect with their communities as well as providing future employees for the Hospitality industry.

Only A Pavement Away will act as a pathway and focus solely on helping people from vulnerable situations get into careers whilst supporting those involved return to an independent lifestyle.

**1. Delivering the strategic plan for funding, to accommodate the growth of Only A Pavement Away over the next five years.**

a. The successful delivery of a multi-channel fundraising strategy to include strategic partnerships, individual giving, fundraising events, category specific and major donor income streams.

b. Fundraise c£878k pa to both support our Members into work on a continued basis whilst having the infrastructure to grow the charity for long term sustainability.

**2. Be the go-to charity in the hospitality sector for the employment of people facing homelessness, prison leavers and veterans and help to create a sense of self belief and positive fulfilment for those facing a future without hope.**

a. Provide clear channels and opportunities to access jobs in the hospitality industry and act as a preventative solution to those in danger of potentially entering homelessness, crime, destitution and /or vulnerability.

b. Recognition by Government, Partner Charities, Employers, and the Media as being part of a preventative solution to those in danger of potentially entering homelessness, crime, destitution and /or vulnerability.

**3. Implementing a communications strategy which enhances and builds on the reputation of Only A Pavement Away and its partners.**

a. To regularly showcase organisational successes to media, stakeholders and wider public highlighting the achievements of the charity and using successful stories of Only A Pavement Away members

b. Facilitating the network of well-known leaders in the industry, celebrities and Only A Pavement Away Ambassadors to be spokespersons to help promote the charity

c. Delivering a digital strategy that looks specifically at how the organisation can build its online presence including an effective website, utilising social media, running online campaigns and virtual training.

**4. Develop the people and systems involved in sustaining the work Only A Pavement Away undertakes to deliver its purpose**

a. Develop the charity’s organisational structure to ensure Only A Pavement Away is the central point of contact between charities/organisations and employers looking to employ people facing homelessness, prison leavers and veterans into careers in hospitality.

c. Develop and maintain key systems that enable easy access and simple procedures to match potential candidates with jobs available through a sophisticated Jobs Board including and Tracking System including a Candidate Profile Portal.

***Societal Benefits***

**Public Benefits**

* Supporting homeless charities and organisations involved with ex-offenders and vulnerable veterans
* Getting people away from being homeless.
* Reducing the strain on the public purse.
* Reducing unemployment.
* Easing the drain on emergency services.
* Acting as a resource pathway giving people help accessing jobs which are potentially unattainable

**Charities / Homelessness**

* Supporting charities in their work.
* Provides a structure pathway to employment in hospitality through one pathway rather than disparate fractions.
* Facilitates space for more rough sleepers and vulnerable people to receive support from the charities.
* Restores self-esteem and dignity of those individuals affected.
* Helps to remove the stigma of homelessness, unemployment & being a prison leaver.
* Opens opportunities in the workplace.
* Facilitates a return to work/a non-street life.

**Industry**

* Resource supply train.
* Offers a single point of call for the recruitment of those looking to reintegrate into society.
* Training and return to work preparation completed prior to commencement.
* Portrays a positive perception of the hospitality industry as an exciting, professional, and worthwhile career choice.
* Strengthens the industry contribution to society in the eyes of government & constituency M.Ps.
* Opportunity to work with and put something extra into communities.
* Strengthens the perception that hospitality is the community.
* Proves a worthy case for fundraising.

**Local Communities**

* Reduces unemployment statistics.
* Helps alleviate the burden on local services such as police and healthcare.
* Takes Homeless people from the streets.
* Removes a vulnerable source target for criminal elements.

Improves the image of the areas/locations involved.

*# The commercial benefits to all involved are as strong as or compliment the moral ones.*

***Corporate Social Responsibility***

**Social Impact Off-Setting**

The same way that all responsible organisations have processes/programmes to demonstrate that they are actively off setting their carbon footprint*,* it now time to create a new type of corporate social responsibility activity, that focuses in an innovative way on how we can make an impact/contribution to society, our communities!

This social impact off-setting will enable the pub/hospitality industry to look at how they can make a societal/community based ‘contribution by looking at what actions can be taken that would ‘off-set the social impact’ of:

* homelessness, prison leavers and vulnerable veterans becoming excluded from society through lack of employment and accommodation.

The commercial benefits of engaging with the project more than justify the venture into these somewhat unchartered waters. There is also the fact that any new employees go through a rigorous return to work process by the charities/ associations involved.

Set standards and criteria will also be in place to protect both the new employee and the employer. In most cases the recruitment process is more stringent than when a non-Homeless person is employed.

**The Process & Benefits**

The criteria for entering the Only A Pavement Away programme is stringent and rigorously applied. The four key drivers are:

1. The candidate must be either homeless, rough sleeping, a prison leaver or having served with the military and leaving with either emotional or physical issues.
2. The candidate must come via a charity and an association involved with those identified above.
3. They must be deemed as vulnerable.
4. The supporting charity/association must have the framework to offer 6-12 support.

The charities /organisations involved will ensure the Only A Pavement Away member has the following:

1. National Insurance Number.
2. Right to Work documentation.
3. Access to a bank account.
4. Safe accommodation
5. Attitude and desire to work in hospitality

Charities will carry out a detailed programme taking people from Homelessness and rough sleeping and/or their situation into work through an integrated process involving employers and a network of support.

The Only A pavement Away members will receive via their supporting charities; an initial assessment, be entered onto the relevant training courses and then prepared for interview. Job brokerage is arranged with 12 months post-engagement support given by the referring charity/organisation.

A matching/similar process and procedure will be developed and apply to those joining the project from organisations supporting ex-service personnel and ex-offenders.

When attending an interview, the Only A pavement Away member will be expected to demonstrate four key behaviours:

1. Desire to return to work.
2. Commitment to moving forward.
3. A positive and proactive attitude.
4. An open and honest approach to the components / vagaries of returning to work in a new environment.

The money raised by Only A Pavement Away will be used to support those returning to work, provide training and supplement the resources required by Only A Pavement Away partner organisations, to manage the project and promote the jobs available. Only A Pavement Away will have partners that purely fund the project and operating partners who offer employment.

Outside of the moral benefits, the project is under pinned by a strong commercial and financial benefit to the hospitality industry whilst reducing the ever-increasing strain on funding required for those who find themselves in such extreme circumstances.

One of the main strengths of the project is that through the agreed processes the employer and interviewer are aware of the candidate’s previous circumstances.

This removes any cause for concern for the candidate when explaining their career history, proving a fresh start. The openness and transparency of the process is a key determinant in forging a bond and sense of honesty between the employee and employer.

On employment the candidate will receive the same remuneration package as anyone else in a similar appointment

***The Only A Pavement Away Team***

**Trustees**

**Greg Mangham** - Founder & Chief Executive of Only A Pavement Away

**Tony Sophoclides** – (Chair) Strategic Affairs Director Hospitality UK Hospitality

**Matt Wyatt** – (Treasurer) Senior Partner at Wellers Accountants

**Ben Stackhouse** - Owner & Founder of Pub Love

**Mollie Stoker –** Group General Counsel & Company Secretary at DWF

**Andy Hornby –** Chief Executive Officer The Restaurant Group

**Fiona Eastwood –** Chief Operating Officer at Merlin Entertainments

**Dulal Ahmed** - Employment Services Manager Crisis (Homelessness)

**Maria Stanford –** People & Talent Director at WSH

**Jennie Koo –** Head of Operations Risk Management at Capital One plc

**Paul Pavli -** Managing Director at Paul Pavli Consultancy and Hospitality Non-Exec / Advisor

**Steve Alton –** Chief Executive at British Institute of Innkeeping

**Emma McClarkin –** Chief Executive of the British Beer & Pub Association

**Ambassadors**

**Tom Aikens -** Celebrity Chef & Business Owner

**Emma Osman -** Actress, Model & Writer

**Joshua Jarvis -** Founder Wing Shack

**Major Scott Mills -** Royal Marines (Retired) & Life Coach Consultant

**Luke Mabbott –** Public figure, Reality star & influencer

**Advisors**

**Dawn Redman** – Founder & Owner of Hospitality jobs UK

**James Hacon** – Managing Director at Think Hospitality

**Paul Campbell** – Managing Director at Hill Capital

**Katy Moses** – Founder & Owner KAM Media

**Mark Stretton** – Founder & Owner Fleet Street Communications

**Lina Olea –** Owner Cafecito Consultancy

**Nicola Bates –** Director of External Affairs at The Portman Group

**Kate Groves –** Communications & Engagement Director at Complete Technology Group Ltd

**Peter Martin –** Founder Peach 2020 & Industry Consultant.

**Robert Nieri -** Charity Lawyer

**Sarah Clover -** Barrister

**Leadership Team**

**Karen Wallin –** Fundraising & Marketing Advisor

**Dolores Panetier** – Head of Employment

**Louise Robinson** – Veterans & Custodial Relationship Manager

**Hannah Barnett** – Homeless Relationship Manager

**Ria Garrett** – Employer Relationship Manager

**Will Edwards** – Education & Development Coach

**Liam Delmas-Hamilton** – Admin Support Officer

***Appendix A: Trustee Profiles***

### Greg Mangham – Chief Executive Officer - Only a Pavement Away

In 2002 after having spent nearly 25 years in corporate life culminating in being an Operations Director Greg started his own Pub business. On the sale of this in 2005 Greg set up Resolution Leisure, a consultancy working in the pub, leisure and hospitality industries. Greg has also worked alongside a leading Corporate Financial Advisory Company and Private Equity with the aim of setting up a hybrid Pub Co.

In 2018 Greg founded Only A Pavement Away, a charity whose purpose was to help the homeless, rough sleepers, ex-offenders and VETs find work in the hospitality industry. Greg sees the industry as a key component of people’s leisure time and works with various hospitality associations.

### Tony Sophoclides (Chair) - Strategic Affairs Director - U.K Hospitality

Tony Sophoclides is Strategic Affairs Director for UK Hospitality, a trade association formed in early 2018 by the merger of the Association of Licensed Multiple Retailers and British Hospitality Association.

A public affairs and media specialist, Tony has a strong background in consultancy, as well as having worked for more than eight years in Parliament and a spell on Capitol Hill, Washington DC. He was previously a researcher for several backbench MPs and political adviser to Rt Hon John Prescott MP in both opposition and government.

Tony has a MA (Hons) Distinction in Diplomatic Studies and a BA(Hons) in Politics, Philosophy and Economics. He is father of two adult daughters. He enjoys live music but his own attempts to play the guitar and double bass are yet to attract a paying audience.

### Matt Wyatt (Treasurer) - Senior Partner at Wellers Accountants

Matt works in the London and Oxfordshire offices, advising a diverse portfolio of clients. He has a wealth of experience providing compliance and advisory services to the hospitality and charity sectors. Matt’s approach is to work closely with clients to understand their organisation, history, aims and ambitions to deliver advice and solutions that add value to their operations and guide their future development.

Matt started his career at Wellers as a trainee accountant in the Oxford office in 1999. He gained the ACA qualification in 2004 and went on to become a partner at the firm 7 years later. Today, he also acts in the role of Finance Director for Wellers. In his spare time Matt has a passion for music, both listening and performing, and is a keen golfer.

### Ben Stackhouse - Owner & Founder of Pub Love

Ben is the Founder & CEO of PubLove, a London based pub hostel company. PubLove deliver a unique accommodation experience, genuine hospitality and the buzz of the London food and drink scene on their mission to love pubs back to life.

Ben grew up in hospitality, first in a family run pub, then a hotel in Torquay, so it’s in his bones. He founded PubLove in 2007 using family savings and his credit card. Over the next 10 years Ben grew PubLove to 6 London locations.

In 2017 PubLove became a managed partner of the EI Group (formerly Enterprise Inns). This partnership provides PubLove with the investment and new site opportunities to help deliver its vision of creating a National Pub Hostel brand. Alongside growing PubLove, Ben is a husband, a father of two, a mentor, an investor and a keen supporter of the hospitality industry.

**Mollie Stoker - Group General Counsel & Company Secretary at DWF**

Mollie is currently the Deputy Group General Counsel for the Ocado Group having joined in May 2021.

Mollie is an experienced General Counsel and Company Secretary having worked in a broad variety of roles in fast moving consumer goods and professional services.

Mollie qualified as a lawyer at the law firm Slaughter and May and spent a number of years practising as a corporate lawyer in the City before making the move in-house and taking on executive level roles at Suntory Beverage and Food Europe (including as General Counsel and Company Secretary of Lucozade Ribena Suntory and the Director of Business Development for Suntory Beverage and Food Europe) and latterly at the DWF Group, the largest listed global law firm, as Group General Counsel and Company Secretary.

Mollie is an advocate of diversity and inclusion, mentors several women across multiple industries and was the executive sponsor for gender at DWF working with its board to ensure meaningful diversity and inclusion measures were instituted throughout the business.

**Andy Hornby – Chief Executive Officer at The Restaurant Group**

Andy joined The Restaurant Group as Chief Executive Officer on 1st August 2019. Andy is an experienced company Chief Executive, with strong consumer and digital credentials. He was previously Co Chief Operating Officer of GVC Holdings PLC (“GVC”). After joining Gala Coral in 2011, he was successively Chief Executive of Coral, Chief Operating Officer of Gala Coral, Chief Operating Officer of Ladbrokes Coral (following the merger with Ladbrokes in 2016) and Co Chief Operating Officer of GVC (following the purchase by GVC in 2018).

Prior to joining Gala Coral, Andy was Group Chief Executive of Alliance Boots from 2009 to 2011, having previously held positions as Chief Executive of Halifax Retail, CEO of the Retail Division of HBOS plc, Chief Operating Officer of HBOS plc and then Chief Executive of HBOS plc from 2006 to the end of 2008. Earlier in his career Andy held a range of roles at Asda, the supermarket retailer, including Retail Managing Director and Managing Director of ‘George’ clothing.

**Fiona Eastwood - Chief Operating Officer at Merlin Entertainments**

Fiona Eastwood is Chief Operating Officer of Merlin’s Midway attractions encompassing 100+ sites in 22 countries across existing estate, new openings and franchise operations.

Fiona was previously Managing Director, Midway Attractions a role to which Fiona was appointed in 2019, following a period as Managing Director, Resort Theme Parks. In 2015, Fiona joined Merlin as Global Marketing Director, Midway Attractions, responsible for driving all aspects of brand strategy and marketing across a global portfolio of Midway brands.

Prior to Merlin Fiona was at BBC Worldwide, where she was responsible for strategic planning, brand management, market research, ancillary revenues, and branded partnerships across Nordics, CEMA, Asia and Latin America. Previously, she held roles as Managing Director, Consumer Products and Commercial Director for one of the BBC’s biggest international brands, Doctor Who.

### Dulal Ahmed - Employment Services Manager - Crisis (Homelessness)

Dulal has over 20 years’ experience supporting vulnerable and disadvantaged people to progress and achieve their goals. The last 12 years have been specifically supporting people into employment. Dulal is currently Employment Services Manager at Crisis and has been involved with OAPA from the onset and brings his experience and knowledge of the sector to the project.

**Maria Stanford - People & Talent Director at WSH**

Maria is the People & Talent Director at WSH, a role she has held since January 2019. Her career has been largely in the hospitality and retail sectors, and she has held senior positions in Selfridges Group, Marks & Spencer, Pret A Manger and Wagamama.

Outside of work, Maria has volunteered her time on a pro bono basis for several years. She recently completed a 9-year term as a University Council member. When time permits, she loves to travel and has a somewhat obsessive interest in cooking and eating.

Maria is a Fellow of the Chartered Institute of Personnel & Development and is a qualified executive coach.

**Jennie Koo - Head of Operations Risk Management at Capital One plc**

Jennie specialises in Risk Management and is currently the Head of Operations Risk Management at Capital One. As an experienced Risk Professional, Jennie has undertaken a wide range of roles from Interim Head of Chief Risk Officer's Office, Credit Risk in a Business and Commercial Banking arena, Risk Transformation Projects, Operational Risk Management to managing Risk Assessments for demonstrating compliance to CRD IV and remuneration principles for senior executives.

Jennie balances her day job with a myriad of volunteering work including a role on the Executive Board of Women in Banking & Finance (WiBF), a non-profit organisation run by volunteers for the promotion and advancement of women in the financial services industry. In addition to her work with WiBF, Jennie is an advisory board member to the Aston University Enactus team, and mentors with the Prince's Trust where she proactively supports the pipeline development and challenge of social mobility enabling young people to succeed and achieve their full potential.

Jennie thrives on being able to drive economic growth through connecting equality and inclusion whilst breaking down misconceptions embedded into society that prevents opportunities being in reach for all.

**Paul Pavli – Managing Director at Paul Pavli Consultancy and Hospitality Industry Non-Exec Advisor**

Paul’s career spans over 30 years in hospitality & leisure with FTSE businesses such as Whitbread, JD Wetherspoon & Punch Taverns.

Paul’s consultancy business works with businesses operating in the hospitality and leisure sector. He is an Exec / C-suite leader with expertise in growth, turnaround, & business sale, exit in Private Equity & Plc’s.

Paul is an advocate of diversity & inclusion & proactively supports & develops talent. His interests include the Plan B Mentoring Program, committed to the development of women to progress in their careers, he is Non-Exec Chairman at Transition, a learning & development business, a School Governor at LVS Oxford, a special needs school which is part of The Licensed Trade Charity.

***Appendix B: Partners***

**Charities & Associations**

|  |  |  |
| --- | --- | --- |
| 999 Club | Milton Keynes College | Spear |
| Activate Learning | Ministry of Justice | SHP (Single Homeless Project) |
| Ashford Together | New Futures Network | Sodexo |
| Barnabus Manchester | New Beginning Reading | St Martin’s in the Field (The Connection) |
| Big Issue Foundation | NewWay Project | St Basil’s |
| British Legion | Novus | St Mungo’s |
| Caring in Bristol | People Plus | St Petrock’s |
| Caritas Anchor House | PLIAS | Stand Out |
| Catch 22 | Poppy Factory | Switchback |
| Centrepoint | Poppy Scotland | Thames Reach |
| CFO Activity Hub | Princes Trust | Thames Valley Housing |
| Clock Tower Sanctuary | Project Nova | The House of St Barnabas |
| Crisis | Prospect | The Not Forgotten |
| De Paul | Restart Lives | This is Growth |
| Fat Macy's | Robes | Turning Tides |
| Glassdoor | Royal Marines | Twining Enterprise |
| Help for Heroes | RNRMC | Walking with the Wounded |
| Hill Song | Salvation Army | Weston College |
| Langley House | Shaw Trust | Yes Outdoors |
| LTEN | Sifa Fireside | YMCA |

**Employers**

|  |  |  |
| --- | --- | --- |
| Artfarm | Gentleman Barista | Paddy & Scott's |
| Assembled live | GLH Hotels | Peach Group |
| Barworks | Greene King | Pizza Pilgrims |
| Beds & Bars | Greggs | Pizza Union |
| Belmond | Grosvenor Casinos | Pret Foundation |
| Big Table Group | Hand Picked Hotels | Pub Love |
| Bill’s | Honest Burgers | Qoot |
| Brasserie Bar Co | Hush / Hache Burgers / Cabana | Redemption Roasters |
| Brewdog | IHG Hotels | Red Carnation Hotels |
| Brewhouse & Kitchen | Incipio | Red Mist Leisure |
| Brunning & Price | Interstate Hotels | Royal Air Force Club |
| Burger & Lobster | Ivy Collection | Seoul Bird – Judy Joo |
| Caravan Restaurants | JW Lees | SSP |
| Castlebridge Hospitality | Kew Green Hotels | Strand Palace Hotel |
| Coaching Inns Group | LeBab | Tap Social |
| Clink Hostels | Livelyhood | The Restaurant Group |
| Coffee No 1 | Lina Stores | The Pepper Collective |
| Cook | Los Mochis | Thwaites |
| Corbin and King | MacDonald Hotels | Top Golf |
| Culpepper | Malmaison | Unita 4 |
| Darwin & Wallace | Marriott Hotels | YEO |
| Dickie’s | Match:Box | Youngs |
| Eataly | Marugame | Yummy Collection |
| Fullers | McMullens | Wagamama |
| Gaucho & M Restaurants |  |  |

**Our Partners/Supporters**

|  |  |  |
| --- | --- | --- |
| ABK Beers | Feel Good Drinks | Oxfordshire Homeless Movement |
| AG & G | Fleet Street Communications | Paddy & Scotts |
| All Party Parliamentary Beer Group | Freeths | Paul Pavli Consultancy |
| Appetite 4 Recruitment | Fresh Direct | Pasta Remoli |
| Asahi | Freemasons/UGLE | Pennies |
| Atheneaum Hotel | Flow Training | Portman Group |
| AVLP | Greene King | Pret Foundation |
| AVJ Design | Harri | Qoot |
| Barclays | Hill Capital | Room to Reward |
| Barcode | HIT Training | Rowledge Associates |
| Beds & Bars | HOSPA | SKY |
| Beond | Hospitality Action | Stoll |
| Big Hug Brewing | Hospitality Jobs UK | Strand Palace Hotel |
| BII | Inspirational Venues | Team Pak Consulting |
| Billington Group | Ivy Collection | Thomas Franks |
| British Beer & Pub Association | KP Snacks | The Right Course |
| Brakes | Leathams | Think Hospitality |
| Bidfoods | Licensed Trade Charity | Tom Aikens |
| Brewfitt | Leisure Jobs | Tried & Supplied |
| Bums on Seats | LUPA Foods | UK Hospitality |
| CGA | McMullens | Venners |
| Caterer.com | Mandarin Oriental Hyde Park | Vestey Food Group |
| Crisis | Nestle | Wellers |
| Christies | Ocado | Yapster |
| Corbett Foundation |  |  |