



LICENSED  
TRADE  
CHARITY

# Our Impact

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# Tim's Story

**Tim enjoyed life with his wife, three children, and pets until his relationship broke down, leaving him living alone for the first time in ten years.**

The breakdown impacted his mental health, leading to suicidal thoughts. Struggling to access support from his GP, Tim's situation worsened after a fall at work left him with poor physical health and mobility.

After a period of homelessness, Tim was given an unfurnished flat by the local authority. The LTC supported Tim with counselling to address his mental health issues, advice on the practical aspects of moving to new accommodation, navigating the benefits system, and financial support for essential household items, including a sofa bed so his children could stay with him.

Now, Tim is working towards rebuilding his life, maintaining his independence, and hoping to reconnect with his family. He is grateful for the support that has given him the chance to embark on a new, positive chapter in his life.

## 2023 Impact Report

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# A New Chapter for the LTC

I'm delighted to introduce our 2023 Impact Report as the new CEO of the Licensed Trade Charity.

Having worked in this sector for many years, I've always held the LTC with the utmost regard, and I was thrilled to take the helm of this incredible organisation in early 2024. The wellbeing, financial and practical support that the LTC provides to those working in, and retired from, our industry is truly inspiring.

The year 2023 presented significant challenges for the licensed hospitality sector. Rising bills and the cost-of-living crisis forced many operators to close their doors, leaving dedicated employees out of work. The pressures of everyday living were immense, and many people turned to the LTC for help and a second chance in life.

In this difficult economic environment, we saw a 43% increase in calls to our helpline compared to 2022. Thanks to the hard work and dedication of our team, we were able to assist over 45,000 individuals and provide £1.6 million in grants and services. The work of our Charity has never been more essential or more impactful.

In our schools, we continued to see exceptional results. At LVS Ascot, 97.7% of students achieved A-C (4-9) grades at GCSE, while our SEN schools maintained a 100% pass rate in BTEC qualifications, including Horticulture and Art. These accomplishments are a testament to the commitment and expertise of our teaching staff, who prioritise the education, wellbeing, and personal growth of every pupil.

As we look ahead, I'm excited to announce our new mission 'Transforming Lives, Unleashing Potential.' This speaks to not just our beneficiaries but also the invaluable contribution our teaching staff provide in our schools. Alongside this, we've developed a 5-year strategic plan to increase awareness of the Licensed Trade Charity and grow our charitable giving. Together with our team, Trustees, supporters, and dedicated volunteers, I'm confident we'll ensure even more people in need know about our services and can access the support they deserve.



Chris Welham  
Chief Executive Officer as of March 2024



We are here for all the wonderful hospitality people who work tirelessly to keep our communities vibrant and provide places to be together.

# Transforming Lives, Unleashing Potential

**The Licensed Trade Charity has been helping people in need from across the licensed hospitality industry since 1793. Today, we provide over £1million in charitable giving every year, helping more people than ever with practical, wellbeing, and financial support.**

The LTC is a safety net for all the people who work tirelessly within and are associated with the pub, bar and brewery community. We care about helping people, transforming their lives and providing the specialist support they need to manage the challenges of life and get back on track.

Our three successful independent schools – LVS Ascot, LVS Hassocks and LVS Oxford – are an integral part of the LTC, providing mainstream and SEN education for the children of those working in licensed hospitality, and generating an income that helps to secure the future of our Charity. Through our schools and portfolio of investments and properties, all of our costs are covered, which ensures that 100% of money donated to the LTC goes straight back to the people we help.



# Our Core Values

**We take  
responsibility  
for our actions,  
knowing our  
impact makes  
a difference**

**We strive for  
excellence,  
innovation  
and growth**

**We respect  
boundaries  
to achieve  
success**

**We are honest,  
flexible and  
intelligent  
risk-takers**



# Impact at a Glance

46,879

*people helped*

4,509

*calls to our helpline*

£1.6M

*awarded in grants and services*

564

*financial grants awarded to  
people in need (£300,488 in value)*

# How We Help



Wellbeing  
Support



Financial  
Support



Practical  
Advice

Our services are available through our free, confidential, 24/7 helpline on **0808 801 0550** and through our website **[www.licensedtradecharity.org.uk](http://www.licensedtradecharity.org.uk)** which gives access to more than 6,500 useful support resources.

## Our Services

# Wellbeing Support

**Prioritising mental and physical wellbeing is vital and we can provide crucial 'in the moment' support covering:**

- Access to trained counsellors for individuals, couples, children and young people.
- Dedicated critical incident support to help those who may experience a traumatic event in the workplace, such as a serious accident, violent encounter, or sudden death of a customer or team member.
- People leaders support services that help with consultancy and useful tips, enabling those managing a business or team to deal with a wide range of people problems.

Our services are available through our free, confidential, 24/7 helpline on **0808 801 0550** and through our website [www.licensedtradecharity.org.uk](http://www.licensedtradecharity.org.uk) which gives access to more than 6,500 useful support resources.

# £267,195

*distribution of wellbeing support services awarded*

# 5,008

*number of people helped*





£393,564

*distribution of financial support grants awarded*

1,075

*number of people helped*

## Our Services

# Financial Support

Money worries can have a significant impact on wellbeing whatever industry you work in. The financial challenges faced by those working in hospitality can often be unique. Factor in fluctuating tips, variable shifts and the ever-present uncertainty of seasonal work, and things can become challenging quite quickly.

At the LTC, we understand the challenges faced and our solution-focused support services offer:

- Access to one-off grants for individuals who have worked in the licensed hospitality sector for five continuous years or more and meet our criteria.
- Help with managing money through our partner, Nudge.
- An online debt advice service powered by our partner, StepChange, that helps individuals take control of their money situation.
- Advice on legal matters from our partner, Law Express, including a free phone call with a qualified legal advisor.

Our services are available through our free, confidential, 24/7 helpline on **0808 801 0550** and through our website [www.licensedtradecharity.org.uk](http://www.licensedtradecharity.org.uk) which gives access to more than 6,500 useful support resources.

## Our Services

# Practical Advice

**Our Practical Advice supports with challenges relating to housing, physical health, education and employment. We can help with:**

- Support for a wide range of housing issues, including help with preventing eviction and securing accommodation with our rent in advance and deposit grants. Also providing support with essential house repairs, guidance on tenancy rights and secure and affordable housing for over 55's through our partner, Anchor Hanover.
- Expert advice for those facing physical challenges from physical therapy to addiction support and employment rights.
- Dedicated advice and training for employment challenges including getting back to work after redundancy, dealing with an HR-related issue, or looking for a career change.

Our services are available through our free, confidential, 24/7 helpline on **0808 801 0550** and through our website [www.licensedtradecharity.org.uk](http://www.licensedtradecharity.org.uk) which gives access to more than 6,500 useful support resources.

# £843,581

*distribution of practical advice grants awarded*

# 729

*number of people helped*





# Caroline's Story



**Caroline came to the LTC when she heard from her manager about the support on offer. She lost her husband in 2023, leaving her to care for their two children alone. Her daughter had been sleeping on the sofa for months after her bed broke, and Caroline was struggling to come to terms with the loss. She was prescribed medication for depression and was on a long waiting list for counselling. As a coping mechanism, Caroline turned to gambling, which only exacerbated her financial troubles.**

Unable to work due to her bereavement and mental health issues, she found herself bringing home less money and was increasingly overwhelmed by her situation.

Caroline began to take steps towards recovery, banning herself from gambling websites and trying to pay off her arrears. However, the stress continued to mount as she struggled to balance her finances. The LTC stepped in, awarding her £4,000 to clear her debts, purchase a new bed for her daughter, and get back on track with her bills. Additionally, Caroline received counselling support to help her cope with her grief and depression.

Now, Caroline is feeling more optimistic about the future, focused on rebuilding her life, and looking forward to creating a brighter, more stable environment for her children.

# Our Schools

**Our schools are an integral part of our Charity, and we have offered an outstanding independent education to the children of those working in the licensed hospitality sector for over 230 years.**

Our schools, LVS Ascot, a day and boarding school for boys and girls aged 4-19, and LVS Hassocks and LVS Oxford, our specialist schools for young people with a diagnosis of autism, offer academic and vocational pathways that support students to reach their potential in an inspiring, aspirational and collaborative environment.

Our schools provide an income that, alongside our portfolio of investments and properties, secure the future of the Charity. This means that all our costs are covered, and ensures that 100% of money donated to us goes straight back to the people we help.





2023 Results

97.7%

*five or more A\* to C (4-9) grades*

100%

*pass rate English Literature & Language*

Our Schools

# LVS Ascot

**Our mainstream day and boarding school in Ascot, situated in 26 acres of beautiful parkland, offers outstanding purpose-built facilities, impressive academic results and small class sizes for boys and girls aged 4-19.**

LVS Ascot is an 'all-through' school, offering places for students in its Infant and Junior, Senior School and Sixth Form. Children can join the school at any age, or right at the beginning of their education.

The school also offers boarding places to all students aged 8 to 19, providing an on-site environment in which everyone can flourish.

Our facilities for students are modern, High-Tech and amongst the best in the UK. From science labs equipped with all the latest apparatus to art rooms with 3D printers, we invest heavily in ensuring our students are fully equipped for their time at university or their modern working life beyond LVS Ascot.

## Our Schools

# Bursaries, Discounts & Scholarships



**While LVS Ascot accepts students whose parents work in all professions, we maintain preference for those from licensed hospitality, offering discounts, scholarships and bursaries.**

**Our support covers:**

- Discretionary day-place scholarships for entry into all years from Yr. 3 onwards, typically covering up to 50% off day-place fees, but in exceptional cases up to 80%, which combined with a 20% trade discount, can meet the full cost of the LVS Ascot day fees.
- A 20% discount on fees for those who meet our criteria and work, or have worked, within the licensed hospitality sector.
- Bursaries which offer up to 100% off day fees (Yr. 3 onwards) and boarding fees (Yr. 6 onwards) and subsidy towards uniform, school trips and school materials. These are means tested and offered to children who would benefit from being educated at LVS Ascot due to family, educational or other reasons.
- The Frank Brake Trust Scholarship and The Worshipful Company of Innholders (WCI) Scholarship - these scholarships are awarded to pupils entering into Yr. 12 who wish to pursue a course of study in Hospitality. This may include a combination of subjects such as the Leith's Level 3 course, Business Studies A Level and one other A Level/BTEC.

## Our Schools

# LVS Hassocks

**LVS Hassocks is one of our Special Educational Needs schools.**

**The School's specialism is autism, and it offers day places to young people with autism aged 11-19.**

Many of the young people who are referred to LVS Hassocks have encountered negative school experiences as a result of their diagnosis. This may have been because school refusal or multiple school exclusions has meant a poor quality of life for the young person with special needs and their family.

LVS Hassocks has a structured educational environment and an approach that focuses on developing a young person's independence and confidence. It equips students with the functional skills needed for dealing with everyday life, both during their time at school and in later employment.

LVS Hassocks was the winner of the ISA SEND School for 2023.



2023 Results

**86%**  
**PASS RATE**

*GCSE Spoken English*

**100%**  
**PASS RATE**

*BTEC Home Cooking Skills (Level 2)*

*BTEC Horticulture (Level 2)*

*BTEC Art (Level 1)*

*Trinity Bronze Art Award*

*Sports Leaders Award*

*Duke of Edinburgh's Award Bronze*

*Duke of Edinburgh's Award Silver*



## Our Schools

# LVS Oxford

**LVS Oxford is a specialist school, offering day placements to young people with autism aged 11-19.**

With a structured educational environment and an approach that focuses on developing independence and confidence, the school equips students with the skills needed for academic success, employment and dealing with everyday life. Students gain confidence, make meaningful progress and achieve their ambitions.

LVS Oxford focuses on supporting students' wellbeing, building aspirations and preparing them for life beyond the school. An experienced team of teachers and teaching assistants provide specialised learning opportunities to make this happen.

Universal and targeted speech and language therapy is also provided, as well as occupational therapy on site.

The goal is for all students to become confident individuals, successful learners and responsible citizens.

2023 Results

# 19

*exams completed by students*

# 79%

*of the results were on or above predicted grades*

# 84%

*of the results were grades 4-9, an outstanding result for students with special educational needs*

# 100%

*of leavers transitioned to their chosen destinations, including college, studying Engineering, Hairdressing, City & Guilds Catering, Art and Design and Life Skills at City of Oxford College*



# Joshua's Story

**Joshua (16) lives with his Mum, Dad and two siblings above a pub. His parents have worked in the licensed trade for over 28 years and reside within the pub that they run as part of their General Management employment agreement with a large operator.**



The family has a reputation for successfully turning around failing pubs and have moved around a lot. They love their job, and want the best for their children, but often find it difficult to find pubs with accommodation large enough to suit their family.

As such, the family lives in cramped conditions and Joshua shares a room with his 14-year-old brother.

The regular moves have also caused disruption to the children's education, and their ability to build lasting friendships has suffered as a result.

Joshua is a good student and a keen sportsman. With another move for the family on the horizon, his parents applied to the LTC for a Sixth Form boarding bursary place for Joshua who said he wanted more stability, space and independence while he studies for his A-Levels.

The LTC has offered a bursary for Joshua to enable him to attend Sixth Form at LVS Ascot. He is really looking forward to the stability that this will bring, and enjoying an environment within which he can flourish.

This is the true story of someone who works in licensed hospitality, their name has been changed to maintain confidentiality.

# Our People

**Our people are passionate about helping and educating those within the licensed hospitality community.**

Through their unending dedication and hard work, we are able to transform the lives of many more people each year .

We focus on inspiring our people and advancing their professional development to improve the support they provide to our beneficiaries, which leads to more people using our services.

This means developing high-quality training and ensuring that our values and mission are clearly communicated to all our colleagues and volunteers.

Our Equity, Diversity and Inclusion agenda is included at the heart of this. We understand that creating a diverse, equitable and inclusive workplace is vital to our ongoing success and the future of our Charity. We are committed to keeping a firm focus on the sustainability of this agenda across our entire operations.

# 424

*people employed by LTC*



# 150

*volunteers and supporters*

# 2,790

*units of training*

# 13

*Apprentices*

# 3,828

*hours donated by  
Volunteers, Trustees and  
Governors*



# Nina's Story

**Nina is Head of Cover, Head of Senior School Extended Day, and Senior Teacher at LVS Ascot. She has been a part of the school teaching team for the past 24 years.**



My journey at LVS Ascot began 24 years ago when I reached out to offer assistance to the School. That moment marked the start of what has become an incredibly fulfilling career. Today, I'm honoured to serve as the Head of Cover, Head of Senior School Extended Day, and Senior Teacher.

In these roles, I am also responsible for completing the annual Independent Schools Council and Department for Education Census reports and liaising with various agencies and state schools to organise voluntary work opportunities for our Sixth Form students.

My career at LVS Ascot began as a part-time Learning Support Assistant (LSA) in the English Department, where I established meaningful connections with students. Over time, I transitioned into roles such as Cover Teacher, Non-Residential Tutor (NRT), and set management. I also served as the Practice Manager at our Medical Centre, playing a pivotal role in overseeing COVID testing procedures during the pandemic, before stepping into my current management positions.

LVS Ascot has been instrumental in my professional growth, offering extensive training and development opportunities that have broadened my skills and deepened my understanding of education and leadership. I've been fortunate to work under

great line managers who have consistently encouraged me to push my boundaries and reach new heights in my career.

What truly sets LVS Ascot apart is its people. The dedication, compassion, and inspiration of my colleagues and students have been central to my experience. On a deeply personal note, I will always treasure the immense support I received from management and colleagues during my battle with cancer. Their compassion and encouragement underscored the close-knit and supportive culture at LVS.

Looking ahead, I am enthusiastic about exploring further career opportunities within the school. For those considering joining our team, I highly recommend it. You will find an environment grounded in collaboration and support, and a genuine commitment to personal and professional growth. Additionally, LVS provides a wealth of resources for career advancement and further educational opportunities.

As I reflect on my time at LVS, I am filled with gratitude for the opportunities, experiences, and relationships I've gained. This community has enriched my life in countless ways, and I am privileged to continue being a part of it.

# Raising Money for Vital Support

- Fundraising is vital to the LTC as it not only delivers the resources for us to help those in need, it also gives us the opportunity to shout about what we do and to reach more people who can benefit from our support services.
- Because of our operational structure, our costs are covered by our schools and investments. This ensures that 100% of money donated to us goes straight back to the people we help!
- Our supporters help us fundraise by taking on epic challenges, giving monthly donations, offering their time to volunteer, providing prizes for events, and helping us to grow our awareness through event participation, PR and advertising.

**To all supporters who have helped us raise vital funds this year, thank you! Every penny makes a significant difference to the people we help.**

# £353,559

*received in donations*





# £1million Raised!

**After the incredible success of the Pedalling for Pubs debut ride in 2022, which raised vital funds for both the LTC and Only A Pavement Away, this epic bike challenge has only got bigger and better and the UK ride, Pedalling to Pubs, has grown alongside it.**

After 30 riders took on 400km in Kenya and 50 cycled 230km across the rolling hills of Devon in 2024, we were blown away when organisers announced that thanks to the combined efforts of campaign sponsors, organisers and riders banging the fundraising drum, over £1million had been raised by Pedalling for Pubs and Pedalling to Pubs since the initiatives founding!

This incredible figure has had a significant impact on improving the lives of people facing challenging times across the hospitality sector and we can't thank everybody involved enough.

In 2025, the newly named Hospitality Rides will take on Taiwan, while a host of new riders will be Pedalling to Pubs in the Lake District. We can't wait to see you all there!

# How to Get Involved

1

## Volunteers

Every year, our volunteers donate thousands of hours of their own time to help those who need it most. There are lots of ways to get involved and no experience is necessary. All training and support for our Volunteers is provided.

2

## Friends of LTC

Designed to connect those within the licensed hospitality industry through regular updates, engaging events, giveaways and more.

3

## Members

Honouring our history as a membership organisation, we offer Full and Associate Membership options. Membership is free, but by invite only, and is designed to support and bring together those within the licensed hospitality industry who can help raise awareness of the LTC and the support we offer.

4

## LTC Advisory Network

Our Advisory Network shares industry insight that ensures our support remains relevant for the sector.

5

## Trustees

Our Trustees are responsible for keeping proper accounting records and safeguarding the assets of the Charity.

6

## Honorary Companions

Our Charity figureheads who have made an outstanding contribution to our work.



# Teresa's Story

**Teresa Holman is a Tenanted & Leased Pubs Manager for Adnams, Southwold. She has been a dedicated volunteer for the LTC for the past 10 years.**

I have been connected to the licenced trade for about 30 years and was introduced to the LTC, and all it had to offer, by a colleague about 10 years ago. She was so enthusiastic about championing the cause that I decided to find out more.

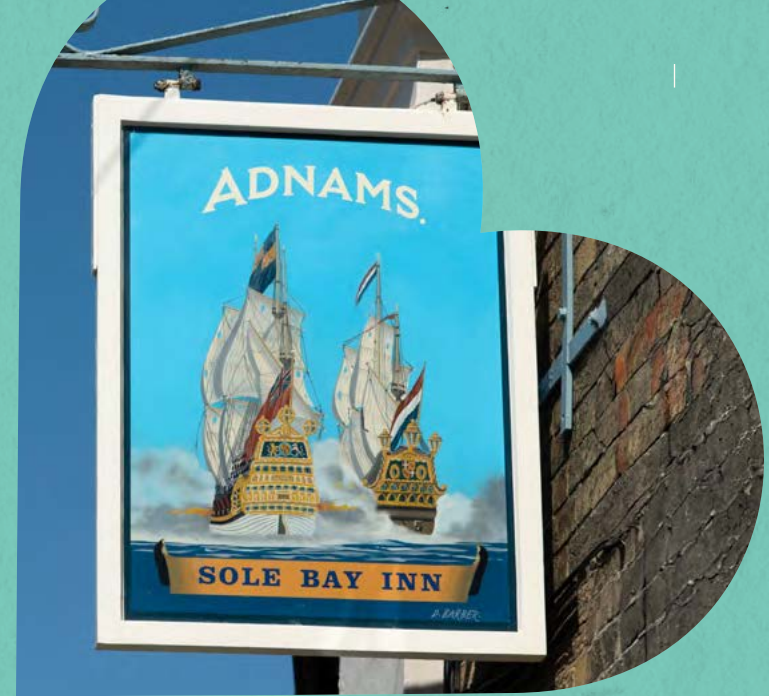
Once I learned more about how the LTC can help and had a conversation with an existing Volunteer, it was a done deal. How could I not seize the opportunity to give back, help others and be part of such a caring and supportive organisation?

As an LTC Volunteer, I visit potential beneficiaries when the Charity Services team feels that a face-to-face would be beneficial. This could mean that an applicant needs additional assistance with filling in forms; their circumstances are more complex; or simply that the Charity Services team feels that extra support or information is required.

The best thing about volunteering for the LTC is that I get to meet such amazing and courageous people – it's such an inspiration and a reminder that everyone needs a little help now and then.

The LTC is the most amazing, generous, and supportive Charity, full of wonderful, inspiring people. If someone had said to me 10 years ago that I would be a Charity Volunteer, I would have laughed and shook my head. It is the best thing I have ever done and gives me an immense amount of personal satisfaction that my small contribution is so valuable.

If you're thinking of volunteering for the LTC, please get in touch on **[volunteer@ltcharity.org.uk](mailto:volunteer@ltcharity.org.uk)**. You will get so much more out of the experience than you can ever put in! Give it a try, you will not regret it!



# Friends of LTC

Friends of LTC has been developed to help us tell more people in the industry about our services and to open a space where everyone can share, learn, collaborate, and help each other, knowing that there is always someone in the industry ready to lend a hand.

Friends of LTC is free and is designed to connect those within the licensed hospitality community, ensuring that everyone in our industry feels valued and supported.

## Friends of LTC can expect:

- **Engaging Events**

Fun-filled days out where we celebrate each other, share stories, and build lasting connections. We'll host several events throughout the year across the country.

- **Exciting Prize Giveaways**

A little something extra to look forward to!

- **Insightful Newsletters**

Packed with all the latest industry news, tips, and stories.



# Reaching More People

To reach and support even more people in the industry and to make it easier for them to find the information and help they need, we recently re-launched our website, [www.licensedtradecharity.org.uk](http://www.licensedtradecharity.org.uk), and unveiled our new podcast series, LTC Talks.



## Our Website

Full of advice, support, events, fundraising challenges and stories from the people we have helped, our website has been designed to help those in the licensed hospitality industry more easily access essential wellbeing tools and resources.

## LTC Talks

Our podcast aims to give those working in the licensed hospitality community a chance to listen to the stories of others who may have similar experiences, in an interactive and engaging way.

Each episode features exclusive guests and captivating stories that highlight the brilliance of our industry and tackle some of the biggest challenges faced by its people.

# Operator Partnerships

**Supporting a healthy workplace culture has never been more important, and now more than ever, licensed hospitality businesses are recognising the central role they play in supporting the wellbeing of their workforces.**

By partnering with the LTC, operators can prioritise not only the future health of their businesses, but also of the wider hospitality industry.

- We work closely together with operator partners, including large and small pub companies with managed and leased estates, family brewers, single site publicans and free trade suppliers.
- We form a key part of their ESG strategies and bring added value to their wellbeing programmes.
- We act as an Employee Assistance Programme, giving teams direct access to our services through our helpline, and providing 24/7 wellbeing support, financial support and practical advice.
- We collaborate regularly with partners, sharing our industry insights and building bespoke programmes that retain staff and ensure they are working at their very best.



# Nick Mackenzie

## CEO, Greene King

The LTC is an instrumental support structure for all those who devote their lives to delivering hospitality. The support is wide ranging, and the key outcome is that colleagues who may have had to leave the industry they love for reasons beyond their control are offered the support they need to manage difficult personal situations, allowing them to keep working in this vibrant and diverse sector.

At Greene King, our purpose is to pour happiness into lives, and this includes supporting our amazing team members who deliver great hospitality every day. LTC partners with Greene King to administer its employee support fund, a core part of our delivery on our purpose to our team members. Our Team Member Support Fund gives a safety net and helping hand to those team members who need it, providing some peace of mind to our colleagues and supporting Greene King's team retention.

Employee wellbeing is a core pillar in Greene King's social strategy, and our Team Member Support Fund, which is administered by the LTC, is an important part of our wellbeing programme. Like LTC, Greene King is striving to improve its social impact, having a positive impact on the communities in which it operates.



# Clive Chesser

## Former CEO, Punch Pubs & Co

The LTC is invaluable to the hospitality sector, particularly during a cost-of-living crisis.

The Charity empowers those in need within the industry who have fallen on hard times, to transform their lives and get back into a position of strength. Essential services include wellbeing support, financial assistance, and practical advice.

The LTC understands the uniquely specific needs and challenges faced by those in our industry. That's why they are such an empathetic shoulder to lean on for so many people.



# Andy Spencer

## CEO, Punch Pubs & Co

We work in close partnership with the LTC, which provides bespoke help to our people in a crisis. Our Business Support Team answers telephone enquiries and regularly signposts the LTC to our Publicans and Management Partners who may need additional assistance.

The LTC is an essential strategic partner and forms a critical part of our 2024 Punch Promise, supporting our Sustainable Development Goal 3 (Good Health & Wellbeing).

The Charity's values reflect our own; to empower our people to have the freedom, space, comfort, and confidence to come to work as their best selves.



# 2023 LTC Award Winners

Our annual LTC Awards give us the opportunity to celebrate and recognise some of our partner operators and supporters who give us the continued ability to help so many people within the industry.

Congratulations to our 2023 Award winners and thank you!



**Katy Moses  
& Steve Alton**

Special Recognition  
Award

**Alison Lee-Savage,  
LSG Purchasing**

Fundraiser of the Year

**Punch Pubs**

Staff Wellbeing Award  
(over 251 sites)

**Fleet Street**

Partnership Award

**Barons Pub Company**

Staff Wellbeing Award  
(under 250 sites)

# Our Operations

**As an organisation, we do whatever it takes to make sure that everyone who needs to, gets access to our support services.**

Throughout our history, we've been innovative and responsive to changing needs and in seeking opportunities to sustain our work.

Our financial management ensures that our portfolio of schools, investments, properties and operations are effectively managed to comply with key legislation and generate income to secure the future of the Charity.

As a diverse organisation with services that support so many people, our processes, policies, GDPR and safeguarding practices reflect our values and are robust and wide-ranging. We take our responsibilities to comply with regulation and legislation seriously and have a cohesive structure in place to check our operations and provide direction.



# £27,992,115

Turnover (2023)

# £25,753,086

Expenditure (2023)

Increasing our income is vital. The greater our income, the more people we are able to help and children we are able to educate.

# Our Operational Structure

Through our schools and portfolio of investments and properties, all our costs are covered, which ensures that 100% of money donated to the LTC goes straight back to the people we help.



# Governance

Our Trustees and Governors volunteer their time and are responsible for the overall governance and strategic direction of the LTC. Our Trustees delegate power, within agreed budgets and responsibilities, to committees that oversee the delivery of the Charity Services policy, Education policy and Fundraising activities.

**We are hugely grateful to all our Trustees and Governors who volunteer their time and expertise to the effective running of our Charity. Thank you!**



# Sustainability

We are dedicated to achieving a more sustainable future and are focused on educating and empowering individuals within the LTC to champion sustainability and the conservation of our natural environments.

99%

of waste in our schools is recycled.

## ELECTRIC CAR CHARGING STATIONS

are available at all LVS schools.

We're involving our pupils in defining and delivering our

## SUSTAINABILITY STRATEGY

to inspire the next generation to build a greener future.

132

## SOLAR PANELS

were installed on our swimming pool at LVS Ascot in Summer 2023 and we will continue to invest in this technology across our schools.

We have a continued commitment to

## LOWERING OUR CARBON FOOTPRINT,

by investing in renewable technology, increasing levels of thermal insulation and replacing redundant equipment.

# Looking Forward

**This is an exciting time for the LTC as we welcome our new CEO, Chris Welham, and continue to grow our team.**

With a new strategic Five -Year growth strategy in place, our aim is to help even more people, ensuring that everyone in the licensed hospitality industry can receive the support they need from the LTC.

**We are dedicated to transforming lives and unleashing the full potential of individuals and teams across our sector, committing to:**

- One in two people in the licensed hospitality industry knowing of the LTC by 2028
- Providing £2million per annum of charitable giving by 2028 in the form of grants and services
- Publishing the impact of our charitable services on individuals, employers and the state from 2025 onwards



**Because of the continued support of our partners, supporters, employees, Trustees and Volunteers, we can continue to change the lives of people across our industry every day, and for that, we thank you!**



# Thank You

**Licensed Trade Charity, Heatherley,  
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