



Candidate Information Pack

A guide to our Charity and Schools

licensedtradecharity.org.uk

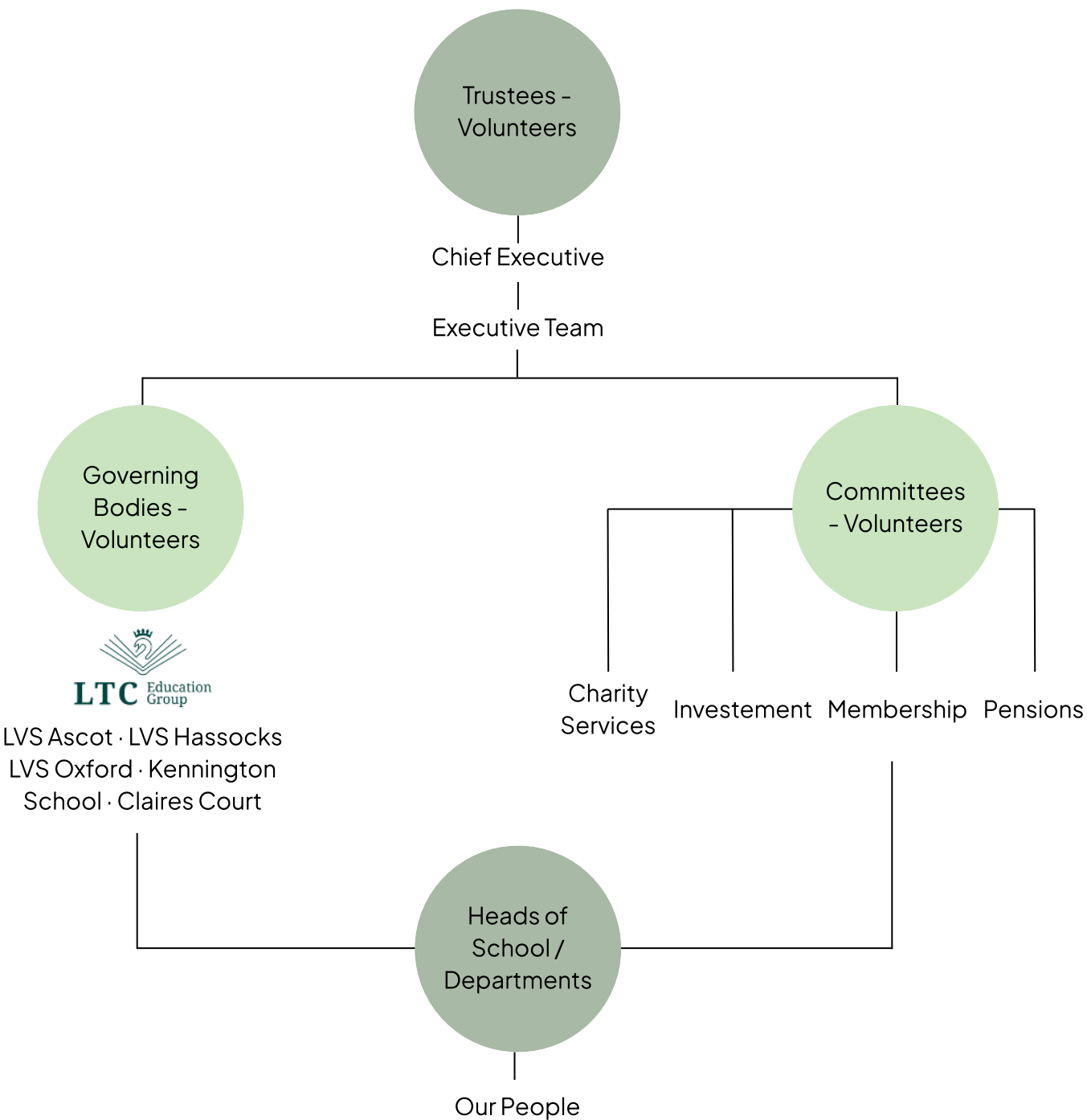
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Serving Drinks
People Since 1793

Our Heritage and Structure

The Licensed Trade Charity and our schools within the LTC Education Group - the education arm of the LTC - are exciting places to work. We have been helping individuals in need from the hospitality sector since 1793 and we have been educating children since 1803 when we opened our first school.

We are proud of our heritage and of the stability and security that gives all areas of our organisation. While our structure takes a little explaining, we are proud of the career opportunities that structure presents.

Our Structure



Message from the CEO



I am deeply proud to lead an organisation whose purpose is both simple and profound: to transform lives and to unleash potential.

At the heart of our success are our people. Across our schools and charity services teams, you will find people who truly live our values and embody The LTC Way. We are deliberate about who we bring into our organisation, people with integrity, curiosity and courage. People who are adaptable, thoughtful, and willing to take risks in the pursuit of something better. Above all, people who approach their work with optimism and a genuine 'can do' spirit. We know that when you bring together the right people, in the right roles, with the right mindset, extraordinary things happen, and that is our greatest advantage.

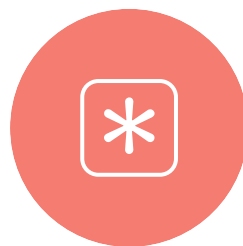
Our Core Values (The LTC Way)



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

The Licensed Trade Charity is the proud steward of a family of five independent schools, united under the LTC Education Group. For generations, our schools have not simply followed best practice, they have helped to define it. Education is in our DNA. For over 200 years, we have been shaping futures and developing young people for the world of work or further education. Our Royal Charter, granted in 1836, and the enduring patronage of His Majesty the King Charles III, speak to a legacy of trust, service and national contribution that continues to inspire us today.

Each of our schools expresses our mission in its own distinctive way. LVS Ascot stands as a vibrant, inclusive community, co-educational, non-selective, and proudly welcoming children of all abilities from ages 4 to 18. It is a place where belonging comes first and where every child is known and valued.

Clares Court, in Maidenhead, brings its own rich tradition as a values-led school, combining nurturing care with high ambition for boys and girls aged 2 to 18, and now an important part of our growing family. Alongside our mainstream schools, our specialist provision reflects our deep commitment to those who need us most. Our schools in Oxford and near Brighton, and our newest school near Portsmouth opening in September 2026, are dedicated to young people with autism. These are places of expertise, compassion and possibility, where pupils are supported to flourish, to find their voice, and to achieve outcomes that once may have seemed out of reach.

We must never forget that we are, first and foremost, a charity. Our purpose extends beyond education into the wider licensed hospitality community we exist to serve. Through practical advice, emotional support and financial assistance, delivered via our website and 24/7 helpline, we stand alongside individuals and families when they need us most.

Everything we do is driven by a belief in people, their potential, their resilience, and their capacity to grow. That belief has sustained us for more than two centuries. It will carry us forward for many more.

Chris Welham



Our Benefits

- Competitive salary.
- Employee Assistance Programme including access to 24/7 telephone counselling.
- Access to HSF health care plans.
- Free food, refreshments and parking.
- Choice of contributory pension schemes.
- Fully supported training and CPD.
- Great working environments.
- Life assurance.
- Residence (for appropriate roles).
- Cycle to work scheme.
- Fee remission.

We are proud that behind our commercial operations, which generate a profit, there sits our purpose as a charity; to help those in need and to educate – Profit with Purpose



The Licensed Trade Charity and Education Group

in Numbers



740
members of staff
(approx.)



Educating
children since
1803



Helping licensed
hospitality people since
1793



160+
acres of beautiful
grounds across
our 5 sites



44,906
licensed hospitality
people helped in
2025



£1.8m
in grants and services
awarded in 2025



20
or fewer students
in LVS Ascot classes



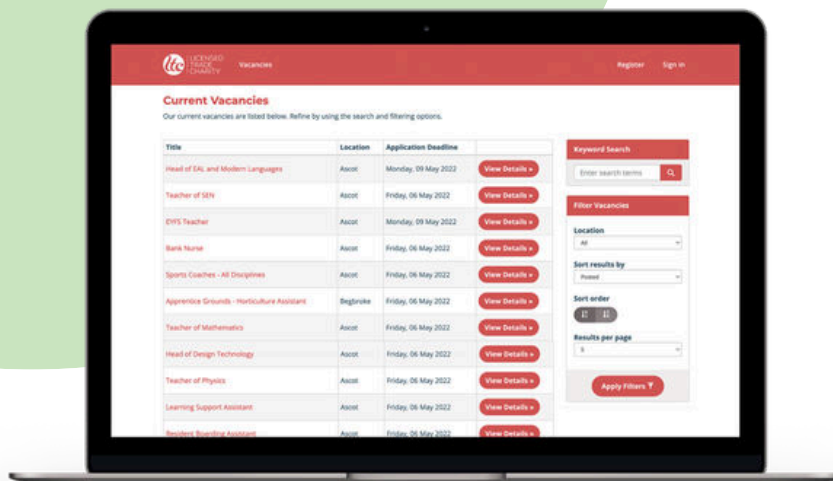
100%
go on to further
education or work
(LVS Hassocks & LVS Oxford
students)



11
employees trained via
apprenticeship levy
2025

How to Apply

Visit www.licensedtradecharity.org.uk/work-for-us to see all our vacancies.



Find us

Licensed Trade Charity
Heatherley
London Road
Ascot
Berks
SL5 8DR

LVS Hassocks
London Road
Sayers Common
Hassocks
BN6 9HT

Kennington School
182 Five Heads Road
Catherington
Waterlooville
PO8 9NJ

LVS Ascot
London Road
Ascot
Berks
SL5 8DR

LVS Oxford
Spring Hill Road
Begbroke
Oxford
OX5 1RX

Clares Court
1 College Avenue
Maidenhead
Berkshire
SL6 6AW

Diversity, Inclusion and Safeguarding

At our locations, Diversity and Inclusion are so important in creating a diverse talent pool. It encourages employee retention, financial performance and an exciting culture to work in.

The Licensed Trade Charity is committed to safeguarding and promoting the welfare of children and we expect all staff to share this commitment. Our posts are exempt from the Rehabilitation of Offenders Act 1974; pre-employment references and enhanced DBS are completed together with statutory bodies checks.

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What our LTC Community says

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Jola
Head of Charity
Services

The support I have received from the charity in the form of mentoring and formal training, has been instrumental in my career development, and has enabled me and the wider Charity Services team to reach and support many more people from our industry who require our specialist help and services. I have completed my ILM level 3 in Management and Leadership and have recently started a Masters Degree in Management and Leadership, all which will help me towards my goal of effectively leading and developing my team.



Ben
Facilities Manager

Learning and developing is something that we should always be striving to do throughout our career. With the support of the Licensed Trade Charity, I have been given every opportunity to do so on a daily basis through courses such as the ILM, Health & Safety training, and support, guidance and coaching from my line manager. I am learning from the rest of my team, who are also constantly learning and developing, as experienced professionals or novice apprentices. We have a culture across the organisation to support each other's needs, to develop and improve and be the best we can.



Natalie
Deputy Head Co-
curricular & Pupil
Outcomes

LVS Ascot is a wonderful place to work. Since joining in 2014, I have been given so many opportunities for both personal and professional growth. It is a supportive and innovative community, filled with like-minded individuals who want the very best for the pupils we teach and support.

Each year has brought a new challenge, and this is something that has kept my time here exciting. Not to mention, the pupils are simply wonderful — it is a pleasure to support them on their journeys and inspire them to become the very best versions of themselves.

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To find out more about working for the
Licensed Trade Charity or our Schools
contact us on

01344 882770

or email HR@ltcharity.org.uk



licensedtradecharity.org.uk