

**beyond
food**

inspiring a future
beyond homelessness

BRIGADE

BAR + KITCHEN



**Celebrating 8 years of Beyond Food
at Brigade Bar + Kitchen**



Beyond Food Foundation – Inspiring futures beyond homelessness



Introduction

It's great to have the opportunity to tell you more about the journey of Beyond Food over the last 8 years. In 2011, together with PWC, we created our Social Enterprise restaurant Brigade Bar + Kitchen (called Brigade Bar & Bistro until our refurbishment in 2018).

Our mission to inspire people who are at risk of, or who have experienced homelessness to gain meaningful employment is lived out in the reality of our proactive, life-changing programmes that we run here at Brigade. We have strived relentlessly to find solutions to the issues of homelessness and believe we have created unique, inspiring & life-giving programmes.

This report gives you a flavour of our work, our people and the impact of our programmes. Enjoy reading the real-life stories of some of our apprentices and the incredible life-changing experiences they have been on. I honour their bravery and determination.

And yet all of you, our friends, are also part of Beyond Food. You help make it possible for some of the most vulnerable people in our society, with the most complex needs, make changes that re-focus their lives for the future.

The world we live in is difficult to navigate, day by day more people find themselves homeless and outcast to the peripheries of society. The need for Beyond Food is ever growing.

We hope you continue to support our work in whichever way you are able and happy to.

Simon Boyle
Founder
Beyond Food & Brigade Bar + Kitchen

The homeless issue*...

Most people are fortunate enough never to experience homelessness. But for those that do its very traumatic and very hard to escape from, damaging physical and emotional well-being.

- **Rough sleeping in London has more than doubled in the last six years**
- **Over 1,100 sleep rough on the streets of London every night**
- **Research indicates that 62% of homeless people are hidden and may not show up in official figures**
- **On average, homeless people die at just 47 years old**
- **A homeless rough sleeper is 35 times more likely to commit suicide than the average person**
- **Homeless people are 13 times more likely to be a victim of violent crime and 47 times more likely to be a victim of theft**
- **Around a third of homeless people on Job Seekers Allowance have been sanctioned, which is disproportionately higher than the general population**

*References on page 17

Homelessness causes a cycle of vulnerability with significant cost to the individual and the taxpayer

People who experience homelessness for three months or longer cost on average

Costs to society

£4,298

per person to NHS services

£2,099

per person for mental health services

£11,991

per person in contact with the criminal justice system

£90,000

Ex-prisoners who are homeless upon release are more likely to re-offend than those who have stable accommodation

Homelessness is an increasing problem in the UK, but despite this we continue to see how our work changes the lives of the individuals we work with and of those around them.



GOOD FOOD DOING GOOD

Beyond Food has been working alongside Brigade Bar + Kitchen for 8 years. Together we have been working tirelessly to fulfil our mission to inspire, support and train people who are at risk of, or have experienced homelessness, to gain meaningful employment.

Homelessness is an increasing problem in the UK, and our work changes the lives of the individuals we work with and of those around them.

Hear from Jack and Kate* about their experiences as Beyond Food apprentices

Jack 52, Cohort 9 – was introduced to Beyond Food after serving a two-year prison sentence and now works as Chef de Partie at a private members club in London's Mayfair.

Growing up in South West London, Jack took inspiration from his mother's home cooking and sister's job as the Head Chef of a well-known prison in the USA. Despite a love of food, he ended up working in warehouse management, a physical role that became increasingly difficult with age.

Since leaving prison, whilst living in supported housing and faced with the prospect of trying to find work at a relatively old age and with a prison sentence on his record, Jack was recommended the Beyond Food apprenticeship by his parole services and has never looked back.

Upon completing the Beyond Food apprenticeship in 2015, his journey has taken him to some of the UK's best-known kitchens, including Claude Bosi's flagship, Michelin-starred restaurant Bibendum, as well as the chef's former gastro pub venture, The Swan Inn in Surrey.

Jack says:

"It's life changing but you need to be committed. It's a challenge trying to find work with a prison sentence on your record and the apprenticeship has opened a lot of doors for me in that respect.

I learnt so much from the outset, from cleanliness and handling food to specific skills and expertise. One of the areas I took ownership of at Brigade was fish – that was my section – and to this day I do all the fish work in the kitchen.

Chefing is not easy – I used to work 18-hour days – but it's hugely fulfilling and my friends and family love what I'm doing."

Gavin, Cohort 14



*Names have been changed

Kate 57, Cohort 9 – Before gaining a place on the Beyond Food kitchen apprenticeship, Kate had been homeless, a victim of domestic violence and was taking solace in alcohol. Though she had been offered a lifeline in the form of her own flat, maintaining this was reliant on a regular income and more stable lifestyle. After being referred to the scheme by her key worker, the Beyond Food United Kitchen apprenticeship gave her the confidence to find work, stay away from alcohol and tackle any of the other challenges that life might throw at her.

Kate's first introduction to the scheme was through the Fresh Life workshops, where she learnt many of the food, hygiene and working-life skills that would be so crucial to her full-time apprenticeship. She particularly remembers some of the inspirational days out, such as a visit to Borough market, as well as coming across new and exciting ingredients.

For Kate the routine was hugely beneficial in keeping her motivated and focussed on self-improvement. **"I had something to look forward to"** she explains, "whereas before it felt like I was in a cycle of self-pity."

Having qualified from the apprenticeship, Kate initially went to work with the high-profile Sea Containers London (formerly the Mondrian Hotel).

She however found the hours too long and opted instead for an in-house catering role in a large company.

Akberet, Cohort 14



In fact, one of the major challenges coming out of the apprenticeship was adjusting to the often-long hours and intense working life common in many professional kitchens, compared with the more reasonable hours worked at Brigade (8-hour shifts) and supportive environment.

Kate has found the ongoing support provided by the Beyond Food team to be particularly beneficial: "Jan, Beyond Food's Support and Progression manager continues to be a big support; I text or ring her about problems I may have, and Simon is a very special man and I would happily pick up the phone to him if need be."

Our method for inspiring a future beyond homelessness

Over the years we have improved our knowledge and determination to find a successful solution to help individuals with the transition from homelessness to standing on their own two feet. The diagram on page 10 outlines our way of working which continues to improve year on year.

All participants and support workers start by engaging with our outreach programme **Breakthrough Kitchen**. Participants can then apply for and complete each stage of our process up until our 2 year apprenticeships – United Kitchen and OutFront.

For those not applying to become apprentices we signpost them to other opportunities.

We also allow participants to return to our programmes, as not everyone is ready or able to progress to the end first time around. This way we can build the skills and confidence of everyone we work with at their pace and according to their situation.



Supporting apprentices – Beyond Food works with Brigade Bar + Kitchen to provide year 1 of our apprenticeship programme in front of house and kitchen role.

“Working at Brigade is unlike any restaurant I have worked in before because we are not only looking after our guests but also our apprentices. I feel very privileged to be a part of the development of our apprentices and proud to witness their transformation. This is especially evident when discussing the apprentice’s journey with our guests who are always curious to hear more about the work that we do.”

(Amanda, Deputy Manager, Brigade Bar + Kitchen)



“As a young person who works hard for her income it is incredibly positive being able to physically see where charitable donations go. I am able to see the money from things like the supper clubs going to external activities for the apprentices, for them to develop skills and further their education in the hospitality industry”

(Bronwyn, Front of House, Brigade Bar + Kitchen).

Restaurant Takeovers – organisations who are looking for a unique socially responsible volunteering activity can ‘take over’ Brigade Bar + Kitchen for a day or a few hours.

In November 2018 30 volunteers (a mixture of staff from Cisco, Cohesity, Intel, Pure Storage, Commvault, Scalify and Tech Data brought together by Crème Conferences) took over Brigade for an afternoon to prepare an 80 person dinner. Each volunteer was given a specific role in the kitchen, behind the bar or as a host or wine waiter. 10 staff from Brigade including apprentices oversaw the volunteers work and shared the life changing work of Beyond Food. Each company contributed to the cost of running the takeover, food for dinner, and made a donation on the night. Over £24,000 was raised with donations from dinner guests and the companies involved.

“We had a blast working for a worthy cause, and what an inspirational guy Simon is...This was a unique event and a first in many respects! It deserves to be promoted and get airtime! A real pleasure to be included in supporting such a great event.”

(Corporate participant from Cohesity).

It's also about relationships...

Beyond Food is unique; to have a real impact we go beyond just the professional training to support people in a holistic way. We have a dedicated team of support and progression experts that counsel, coach, mentor, challenge and cajole. From a wide range of issues from organising their finances or housing, to their mental health resilience. In 2020 we are setting up a specialist drug and alcohol support service to meet the ever-increasing needs of all our trainees and apprentices.

We even provide a vision and structured plan for where they will take themselves after completing their training. We have designed a robust set of challenging tools that we use with our trainees throughout our programmes. For example we recognise the 'necessary separation' that is needed between our participants and certain individuals, places or substances. We know from our experience that using these tools will facilitate successful transitions into employment.

All our team build relationships with participants at each stage of our Beyond Food method. It means we can really support people during the tough times and participants often come back informally after leaving our programmes and can ask for a little extra support or advice if needed.

"The further we get through the programmes the more at ease our participants are talking to me about the stuff that they feel is holding them back or causing them problems. We become a sounding board for a lot of them... we will try and help them breakdown any barriers to their success on the programme." (Support staff member).

"It's about love and support...having people tell you and believe in you that you can do something and make something of your life." Former Apprentice.

How we collaborate

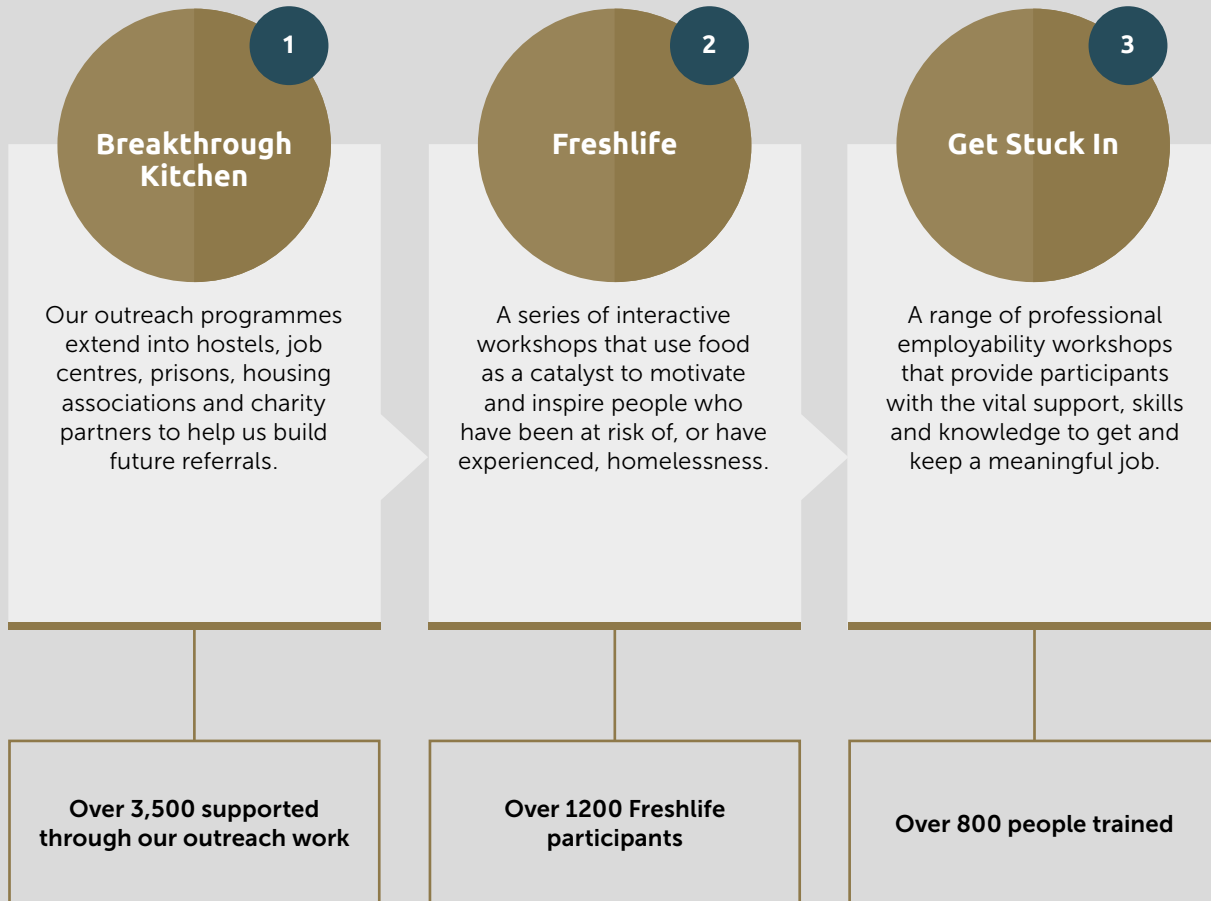
- **Brigade Bar + Kitchen** (managed and operated by Beyond food Community Interest Company) – a social enterprise restaurant serving customers from ground and 1st floor of The Fire Station, Tooley Street London Bridge.
- **Beyond Food Foundation** registered charity fundraising and delivering programmes for people who are at risk of or have experienced homelessness.
- **PwC** Initiated and developed The Fire Station as a Social Enterprise hub housing The School for Social Entrepreneurs, SEUK, BeyondFood and Brigade. PwC provide volunteers and crucial funding support for Beyond Food through the PwC Foundation.
- **Baxterstorey** Day-to-day management of Brigade Bar & Kitchen, providing hospitality training services to Brigade Bar + Kitchen and Beyond Food, as well as back office services.
- **Collaborations** with many other funders, corporates, hospitality and homelessness sector supporters on specific projects.



Leon, our Chef Trainer working with our apprentices



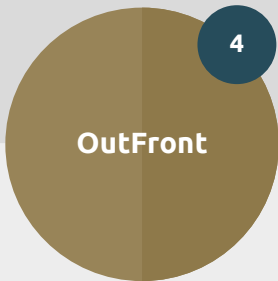
Happiness is not at the end of the road... it is the road





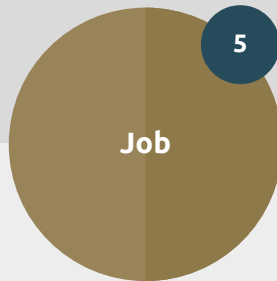
United Kitchen

OR



OutFront

2-year hospitality service apprenticeships – in the kitchen or front of house. Year 1 equips our apprentices with skills, qualifications, and work experience at Brigade; year 2 is a full-time position within a world class employment partner.



Job

A long term meaningful career in hospitality and beyond.



120 apprentices trained

In Spring 2019 over 86% of our apprentices were known to be in paid employment

Get involved and help shape the future of Beyond Food

It has been an amazing journey so far with all the expected highs and lows of working on the issues of homelessness, and running a busy restaurant and charity.

Over the coming years we will continue to deliver on Beyond Food's core mission and proven method. We are also developing new areas of work, and we need your support in order to achieve greater impact.



Keep coming to Brigade Bar + Kitchen

The experience our apprentices get at Brigade is invaluable and just coming to the restaurant is an important way to contribute to our work.

As a social enterprise, all our restaurant profits feed back into the work of Beyond Food

Provide charitable grants and donations

We have gratefully received funding from various individuals and organisations in the hospitality education, financial services and professional services industries.

We're always looking for support to increase our core funding and develop new projects. If you know of any businesses, trusts or foundations that would be interested in supporting us, or you would like to donate as an individual, please get in touch or go to our Beyond Food page on the Virgin Money Giving website.

Volunteer with us

We are open to support from volunteers to help boost our fundraising efforts, raise awareness of beyond food and our approach.

Book your conference or meeting at Brigade Bar + Kitchen

We have a range of rooms and catering packages to meet all your business needs.

Join or host an event with us

At Brigade Bar + Kitchen we host events such as our restaurant takeovers and infamous monthly Supper Clubs, where we invite celebrated Chefs to work alongside our apprentices on special evenings of amazing food and the sharing of human stories.

beyondfood.org.uk/our-events

Support new skills-based learning services linked to employment opportunities

We understand the barriers many people face around moving back into employment and we're well placed to develop more skills-based learning services, like our apprenticeship scheme.

We are open to new partnerships and contracts with providers or services focused on supporting people back into employment in the catering industry, but also other industries.

Think outside the box

If you think you could partner with us in some way, please get in touch. We are always open to new ideas!

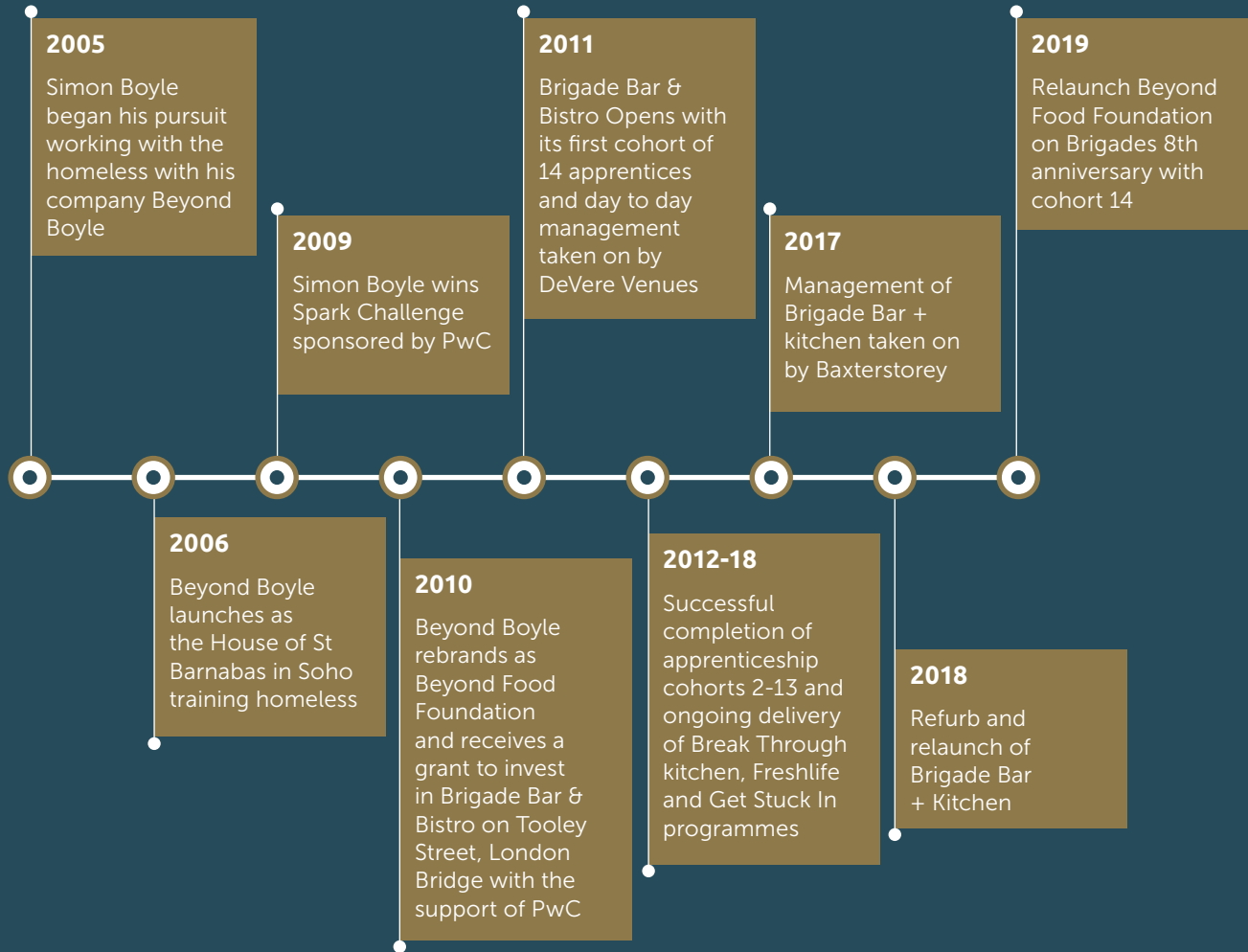
Beyond Food Foundation

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Timeline



Brigade

Beyond Food has been working alongside Brigade Bar + Kitchen for 8 years. Together we have been working tirelessly to fulfil our mission to inspire, support and train people who are at risk of or have experienced homelessness, to gain meaningful employment.

We do this in an inspirational setting. Our training restaurant, bar, private rooms and cook school.

We employ amazing staff that not only have a desire to cook and service outstanding food but also wish to help train and develop vulnerable people in a live working environment.

In 2018 our space was completely refurbished. During the refurbishment we took time to refocus our whole hospitality business giving it an uplifting mission to purchase directly from farmers, fishermen and food producers. We also support many social enterprises through our purchasing.

Our cook school not only serves as a training space for our United Kitchen apprentices but as a corporate team building space that brings a whole new social impact experience to clients that wish to give back whilst doing something unique.

Our food and service

- Simple, accessible and really tasty
- 80% of ingredients bought directly from the producer, farmer or fisherman
- Sustainable wood fired kitchen
- Chefs passionate for great cuts grilled and smoked
- On-the-job training: apprenticeship, kitchen & front of house
- Apprentice training every Friday in the kitchen, classroom, inspirational trips and work experience
- £1 from every cover goes to Beyond Food training costs







References

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BAR + KITCHEN

Thank you!

We consider ourselves very fortunate to have a great support network – including donors, employers, training providers, volunteers and homeless organisations. They all contribute in many different ways and we couldn't have achieved what we have without them.