



## VISIONARYCHEFS.COM: EDUCATION

TRANSFORMING THE CAREERS OF JUNIOR CHEFS

With unregulated working conditions across the UK hospitality sector, attracting and retaining chefs has become a growing challenge. The mental well-being of kitchen staff is also a significant concern, highlighting the need for change.

To address this, the **Visionary Chefs Charter** celebrates employers who prioritise the welfare of all staff and encourages others to adopt best practices.

Employers who already meet the Visionary Chefs Charter criteria are invited to subscribe annually. This allows them to display the **Visionary Chefs logo** in their business and recruitment materials — signalling a safe, supportive, and respectful workplace for kitchen staff.

Beyond providing information, Visionary Chefs also reduces the reliance of local businesses on nearby colleges for full-time recruitment. Our website will connect students with employers nationwide, and our newly launched **Scholarship Program** helps fund student relocations to Visionary Chefs-accredited workplaces across the UK from 2026.

This scholarship is funded by subscribing employers and a series of fundraising dinners hosted by colleges and universities. We're actively seeking **visionary colleges/universities** who may be interested in hosting gala events to support both the scholarship fund and their own institution. Interested in getting involved?

All we ask from education settings is to display the **Visionary Chefs poster** on your notice board and encourage students to subscribe. Additionally, we'd love to collaborate with colleges and universities interested in hosting fundraising dinners — benefiting both students and institutions alike.

Let's work together to create a brighter, safer future for the next generation of chefs.



## Targeted Outcomes

Visionary Chefs depends on the support and influence of four key pillars

### Colleges / Universities

#### Before

We hope everything we've done for our students will be reciprocated by industry, for every student.

#### After

We're happy that our students are working with Visionary Chef accredited workplaces.

### Students

#### Before

I hope my new employer is going to respect me as an individual and provide a fair working environment

#### After

I've been employed by a Visionary Chef accredited employer. It's a great place to work and the future looks good.

### Employers

#### Before

There's no mechanism to attract junior chefs to our business despite a supportive team structure and processes in place.

#### After

Junior Chefs know what to expect in terms of fair working conditions and what we do to ensure manageable workloads

### The Dining Public

#### Before

I hope this meal wasn't produced alongside the bullying and humiliation often portrayed on TV.

#### After

Wow. If these guys can cook like this AND the chefs are treated properly... that's fantastic!

[visionarychefs.com](http://visionarychefs.com)