

TENDER EDUCATION AND ARTS

England & Wales · Charity number 1100214

Details

Other names UNTIL THE VIOLENCE STOPS, UTVS, TENDER V DAY

Status Registered

Legal form Charitable company

Company number [04627846](#)

Registered 2003-10-21

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: (A) TO ADVANCE THE EDUCATION OF THE PUBLIC ABOUT THE VIOLENCE AND ABUSE PERPETRATED AGAINST WOMEN AND YOUNG PEOPLE (THE "ISSUES"), IN PARTICULAR, BUT NOT EXCLUSIVELY BY:(I) ARRANGING PERFORMANCES AND OTHER ARTS ACTIVITIES THAT RELATE TO THE ISSUES;(II) ASSISTING, ENCOURAGING AND PROVIDING INFORMATION TO INDIVIDUALS AND INSTITUTIONS ABOUT PUTTING ON PERFORMANCES AND OTHER ARTS ACTIVITIES RELATING TO THE ISSUES;(III) PUBLICISING AND ENCOURAGING DEBATE OF THE ISSUES;(IV) UNDERTAKING AND ENCOURAGING OTHER TO UNDERTAKE RESEARCH ON THE ISSUES AND DISSEMINATING OR ENCOURAGING OTHERS TO DISSEMINATE THAT RESEARCH.(B) TO RELIEVE THE NEEDS OF WOMEN AND YOUNG PEOPLE WHO HAVE BEEN SUBJECT TO VIOLENCE AND ABUSE, IN PARTICULAR BUT NOT EXCLUSIVELY BY:(I) PROVIDING ADVICE, INFORMATION AND TRAINING TO GROUPS, INDIVIDUALS AND PROFESSIONALS WHO WORK WITH VICTIMS AND AGGRESSORS OF VIOLENCE AND ABUSE;(II) WORKING WITH VICTIMS AND AGGRESSORS OF VIOLENCE AND ABUSE;(III) INCREASING PUBLIC AWARENESS OF THE CAUSES AND IMPACT OF VIOLENCE AND ABUSE PERPETRATED AGAINST WOMEN AND YOUNG PEOPLE.

Activities: Please refer to the 2012-2013 Trustees Report for a full break-down of activities.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Arts/culture/heritage/science
- **Who:** Children/young People, The General Public/mankind

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,839,341	£2,116,978	£1,517,641	27
2024-03-31	£1,933,733	£2,011,479	£1,795,278	25
2023-03-31	£1,613,294	£1,579,754	£1,873,024	20
2022-03-31	£2,067,334	£1,348,880	£1,839,484	19
2021-03-31	£1,522,703	£1,155,589	£1,121,030	16

Trustees

Name	Role	Appointed
Alisha Lobo		2025-05-21
Amy Malik		2017-02-01
Andrew Minter		2024-02-21
Gaia Rose Cawley		2025-07-16
Laura Elizabeth Sanford		2022-11-02
Matthew Layton		2023-02-16
Morna Louise Bunce		2023-10-18
RORY CONWELL		
Ryan Davis		2025-07-16
Sharina Kaur Walia		2020-06-25
Simon Walker		2018-05-09

TENDER EDUCATION AND ARTS

England & Wales - Charity number 1100214

Accounts



Tender Education and Arts

Trustee Report and Accounts

Year Ending: 31 March 2025

Company Number: 04627846

Charity Number: 1100214





INTRODUCTION

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Structure, Governance and Management

Tender Education and Arts (trading as Tender) is governed by an elected Board of Trustees. The Board of Trustees is elected annually at the Annual General Meeting. Retiring members are eligible for re-election. The Board meets four times per year, with additional meetings scheduled when the company requires greater direction or support.

The Board of Trustees has legal, financial and fiduciary duties under Company Law and Charity Law, and responsibilities for ensuring that the organisation complies with the conditions placed on grants from public and other funders. The Board also has responsibilities for the organisation's strategy. Although the ultimate responsibility lies with the Board, the daily operational management of many of these duties is delegated to the Chief Executive Officer and her staff.

Policies and procedures for induction and training of Trustees

All new Trustees are invited to meet with the Chair and Chief Executive to discuss the work of the charity and, in particular, to be informed of:

- The obligations of Trustees and be given a copy of the Tender Trustees Code of Conduct
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles of Association
- Resourcing and the current financial position
- Key objectives and future strategic directions



The Charity Commission outlines four clear expectations for Trustees:

- Provide a safe and trusted environment. Safeguarding involves a duty of care to everyone who comes into contact with the charity, not just vulnerable beneficiaries like children and young people
- Set an organisational culture that prioritises safeguarding, so it is safe for people to report incidents and concerns in the knowledge they will be dealt with appropriately
- Have adequate safeguarding policies, procedures and measures to protect people and make sure these are made public, reviewed regularly and kept up to date
- Handle incidents as they arise. Report them to the relevant authorities including the police and the Charity Commission. Learn from these mistakes and put in place the relevant mechanisms to stop them happening again

All Trustees are required to hold an enhanced DBS (Disclosure and Barring Service), which is renewed every two years in line with Tender's safeguarding policies and protocols, or they must be signed up to the DBS Update Service. They should undertake safeguarding training every 2 years, attend Tender's "basic awareness of domestic abuse training", read "Keeping Children Safe in Education" by the Department for Education and we aim to ensure they visit a Tender project once a year when possible.

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director/trustee (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education and Arts are its directors/trustees, the Chief Executive Officer (CEO), the Chief Operating Officer (COO), the Finance Director, Development Director and the Director of Services. The directors/trustees are not remunerated, and remuneration of the CEO is set by the Board of Trustees.



OBJECTIVES

The summary objectives of the charity under its Memorandum of Association are:

1. To advance the education of the public about the violence and abuse perpetrated against women and young people.
2. To meet the needs of women and young people who have been subject to violence and abuse.

Public Benefit

Tender ensures that all its charitable activities focus on young people's needs and young people are involved in guiding our work. This includes advancing the direction of Tender's education programmes, supporting the organisation's operations and contributing to Tender's governance. We have due regard to the guidance issued by the Charity Commission.



"Working with you and Tender has been an absolute dream. [Our work together] has definitely given hundreds of children the tools to ensure their relationships are safe and joyful." - Teacher



Tender Strategy 2023-26

In 2023 Tender launched its three-year strategy, including an agreed core purpose and values, strategic objectives for 2023-26, and an organisational structure and management framework to support the achievement of Tender's strategic objectives.

In this second year of the three-year strategy we aimed to effect change through four streams of work:

- **Influencing** policy change and establishing a collective commitment to preventing abuse
- **Delivering** ongoing prevention work to equip young people with the skills and knowledge to have healthy relationships in our existing and new areas of activity
- **Innovating** by developing programmes for younger years, including Key Stage 1, and harnessing technology to increase our reach and create greater value for money propositions
- **Evidencing** "what works" to prevent domestic abuse and sexual violence

Key deliverables:

- We continued to deliver our established portfolio of services, reaching more young people and adults in our core regions of the UK, as well as expanding into new regions
- We began development of an innovative Healthy Relationships project for Key Stage 1 pupils (aged 5-7), to be piloted in 25-26
- We reached more young people in specialist settings and with special educational needs, including developing our technology-based product for neurodivergent young people, Relationship Goals, with the programme being delivered for the first time in our West and North regions
- We supported more educational settings across all four regions to achieve Healthy Relationships certification through participation in our whole setting approach programme, RE:SET
- We supported adults in educational settings and other youth settings (e.g. youth groups, church groups, third sector organisations) to develop the knowledge and skills to prevent unhealthy relationships and support young people for whom they have responsibility
- We increased the type and breadth of workplace training projects we delivered (with either a workplace culture or domestic abuse focus), to create a broader network of supporters to amplify our influencing work.



- We continued to embed consistent and robust monitoring, evaluation and learning frameworks across all Tender's programmes, ensuring outcomes are effectively used in the development of Tender's curriculum
- We maintained our commitment to organisational effectiveness and sustainability in order to ensure an effective operational structure to deliver the key activities listed above. We focused on strengthening seven key building blocks, which are detailed over the course of this report: communications; people and culture; diversity, equity and inclusion; curriculum; fundraising; technology; and Youth Board.

More information on all these deliverables is detailed below in the report.

ACHIEVEMENTS AND PERFORMANCE

This year we have continued to refine our monitoring and evaluation framework to ensure we consistently measure our impact, mapped against our mission, strategic outcomes and strategic priorities through a theory of change, building a robust evidence base to develop our own research outputs and encourage policy change.

In 2024-25 we are proud to have reached:

13,738 children and young people beneficiaries, directly through workshops and projects lasting one hour or more, such as enrichment day sessions and (our most commonly delivered) 2-day Healthy Relationships projects

12,376 children and young people beneficiaries, indirectly through assemblies, peer-led presentations and teacher-led workshops

5,280 adult beneficiaries, directly through adult training sessions

1,421 adult beneficiaries, indirectly through information sessions and workshops



	2024/25	2023/24
Number of projects, training sessions and events delivered by Tender	494	391
Total number of young people who participated in Tender's projects	26,114	27,548
Total number of adults who participated in Tender's trainings	6,701	7,177
TOTAL BENEFICIARIES	32,815	34,725

Although we delivered more projects overall, the number of beneficiaries reached in Financial Year 2024/25 is slightly lower than in 2023/24 due to a number of factors:

- The VRU-funded RE:SET INS programme (which accounts for a large proportion of beneficiaries) transcends several financial years and therefore the number of beneficiaries fluctuates over the 3-year period of funding. Last year's beneficiary numbers for RE:SET were particularly high due to one cohort of schools finishing and another two starting.
- We have delivered more Specialist Provision projects this year, which reach a smaller number of beneficiaries per project.
- The Mayor of London's Toolkit programme had high attrition rates, meaning we delivered a lot of sessions (hence the increase in total number of projects/trainings delivered this year) but with relatively low beneficiary numbers.
- We didn't receive funding to deliver the full number of 2-day Healthy Relationships projects we had aspired to this year.

Over the coming Financial Year (25-26) we have plans to increase the overall number of projects, particularly RE:SET, subject to funding. We therefore anticipate a rise in overall beneficiaries reached.



Outcomes data:

The following figures are from the data we have collected in this academic year (September 24-March 25), as we routinely refine and edit our survey tools over the school summer holidays. Going forward, we aim to build a picture of the feedback year-on-year, making fewer changes to the ways we gather data.

As a result of taking part in a 2-day/10-hour healthy Relationships project:

- **89%** primary school students demonstrated knowledge of healthy and unhealthy behaviours
- **71%** secondary school students could evidence conflict resolution skills
- Secondary school students showed a decrease in victim-blaming attitudes, with **79%** disagreeing with the statement 'people who stay in abusive relationships are partly to blame for the abuse' after the project, compared with 63% beforehand – a 16% decrease.
- **74%** students in specialist settings demonstrated an increase in empathy

As a result of taking part in the RE:SET whole school approach programme:

- **91%** primary school students demonstrated knowledge of the role of power and control in relationships
- **86%** students had knowledge of the gendered nature of abuse, in comparison to 61% before the project (a 25% increase)

As a result of taking part in Tender's adult training sessions:

- **98%** participants said they had a 'good amount' or 'a lot' of knowledge of the widespread nature of abuse, compared to 58% before the training (a 40% increase)
- **71%** participants said they felt 'very' or 'extremely' confident to respond sensitively to disclosures of abuse from children and young people

London & South-East

Tender has continued to deliver a broad spectrum of work in London & South-East, delivering work in both mainstream settings and specialist or out-of-school settings.

Mainstream school settings benefited from our 2-day Healthy Relationships project and our 2-day Healthy Friendships project in primary schools, as well as a range of more tailored



projects including our Enrichment Day and 1-day project models. **78 projects** were delivered to groups from Year 5 to Year 13 across London, **reaching over 5000 children and young people.**

Demand has been high for our **specialist provision** work in out of school settings, and this year we have reached a number of youth centres and youth justice services we've never worked in before. We were also pleased to work with 5 Alternative Provision and Youth Clubs working specifically with girls, thanks to the Big Give Young Women & Girls Fund. Tender's London and South-East team has pioneered much of Tender's Specialist Provision development this year, including holding a development day focusing on our resources to support vulnerable young people in specialist SEMH (social, emotional and mental health) and SEND (special educational needs and disability) schools and pupil referral units.

"I learnt a lot while having fun and then presenting our knowledge to our year was cool" -

Project participant, aged 14

North

This year our work in Tender North has remained strong, with **33 projects** taking place across the region, reaching **4,000** young people, either through directly receiving a Healthy Relationship or Healthy Friendship Project, or indirectly through peer-led presentations created and performed at the end of our 2-day projects.

Beckfoot Heaton Primary School committed wholeheartedly to Tender's whole school approach programme **RE:SET** this year, with a particular highlight being a group of students creating a fantastic campaign to share their learning to the rest of the school, involving the creation of 8 mini videos to demonstrate Healthy Relationships which were shared as part of the school's pupil leader and Tender Ambassador "Smart School Council" sessions. The school's dedication to the programme paid off, with the school being awarded their Healthy Relationships Champion School award in January 2025 at a special ceremony attended by staff and students. The school's headteacher accepted their Healthy Relationships Champion School award from acclaimed writer, rapper, world record breaking human beatboxer and Tender supporter, Testament. He commented: *"I am so honoured to be part of celebrating those who make a difference in young people's lives. It inspires all of us to think carefully about who we want to be and how we treat others."*



In January 2025 Lapage Primary School in Bradford became the next school to take on the RE:SET programme, which got off to a flying start with Programme Manager for the North Angharad introducing the programme to a group of parents. The school completed and reflected on the pre-project audit and staff survey and 78% staff completed Tender's 'Basic Awareness of Domestic Abuse' e-learning. We look forward to continuing the programme with Lapage School over the coming year.

East

We delivered **34 projects and trainings** in the East this year, reaching **2883 children and young people** in our work with schools and youth settings either directly through our projects or indirectly through peer-sharings. And we reached **89 adults** through training sessions.

Two schools, St Williams Junior School and Acle Academy, completed Tender's Whole School Approach programme, **RE:SET** this year, achieving Healthy Relationships Champion School status. The impact of RE:SET has been truly phenomenal at these schools. Right from the very first session with the students, it became clear that there were harmful attitudes being expressed by some of the boys, which the Project Delivery Team and Tender Mentor immediately mobilised to address. Activities included sharing a "misogyny in media" presentation with staff, mentoring vulnerable boys, whole school assemblies involving boys and girls, and a whole school positive male and female role model competition. The cultural shift within the school was extraordinary, with boys now openly challenging sexism in the corridors amongst their peers. Following the project there has been some incredible collaboration between the two RE:SET schools to share the positive masculinity work; the two schools have developed a mentoring initiative whereby some of the boys who participated in the programme at Acle are now mentoring boys at St Williams Primary school. This will encourage boys to talk to each other and learn from their peers in a positive and safe environment.

"One of the DSLs told me that there has been a massive reduction in misogynistic attitudes being reported since Tender :-)" Staff member, Acle Academy

Our **Specialist Provision** work has flourished in the region, having grown our relationships with a number of Alternative Provisions. We have successfully delivered projects this year for a group of young women in the Youth Justice System, a group of young people with the Norfolk Care Council and at a specialist provision for young people who have additional



learning and SEMH needs. We plan to work with another five Alternative Provision settings over the coming year.

We continued to expand our connections **in Suffolk**, now having a waiting list for multiple schools in the area, on top of schools in the original Norfolk region. Our work in **Cambridge** has also gone from strength to strength, with 7 projects having been delivered in the region. We have increased our profile in the East by attending events such as a wellbeing event called 'Positive Minds' run by the Norwich Youth Advisory Board which aims to raise awareness among young people of what mental health support is available to them. We delivered activities such as self-esteem hands and mindful colouring: *"I love this - it's made me realise there are lots of good things about being me"* – event participant

West

Our work in the West has continued to gain momentum this year, with **22 projects** taking place in the region, reaching **1,766** children and young people.

This year our West Team have worked hard engaging new settings and raising the profile of our work in the region, with a large proportion of the work taking place in settings that were new to Tender's work. We have also expanded the scope of our work in the region, delivering our first **Relationship Goals** interactive video game project to SEND young people, as well as a targeted project to a weekly open access youth group and a post-16 programme to 16–18-year-olds studying 'Early Years'.

We were pleased to continue Tender's third **RE:SET** programme in Bath this year, at St Michael's Junior Church School. St Michael's has been a fantastic school to work with, with a key highlight including the whole school taking part in a school-wide colouring competition using Mindfulness colouring sheets designed by the Pupil Leadership Team. In April the Tender Mentor also created the 'RE:SET Healthy Behaviour Awards', providing staff with three main criteria to observe throughout the school: being a kind and thoughtful friend/peer; negotiating conflict; self-regulation. Staff nominated students every week and shared posts on social media, which in turn led to caregivers tagging other parents to celebrate their children.

Our West Team were delighted to deliver our first project in a **Bristol** secondary school in November 2024 – Bristol Cathedral Choir. This marks the expansion into a new geographical area within the region. The school was extremely engaged with the programme and the teacher observing the project commented *"The facilitators provided a fantastic creative, warm and supportive environment, where all students felt confident to explore tough*



topics through a combination of insightful discussions, group work and practical drama. The impact of Tender's work with our young people will be lasting."

RE:SET

Tender's pioneering Whole School Approach programme, RE:SET, has continued to go from strength to strength this year. This programme involves us working with a school over a period of a year, supported by a dedicated Tender Mentor, to deliver direct work to children and young people, staff and parents, as well as working with a group of students to create a campaign to spread positive Healthy Relationships messages throughout the school. The role of the Tender Mentor is a particular strength of the programme, with one headteacher commenting *"The Tender mission struck a chord from the beginning which is why we signed up but what has been striking is the personal presence of a mentor. They have been approachable and a good leader. The mentor has felt part of our team, adapting to and understanding of the challenges our school faces. The mentor's presence has brought comfort and security; they work as a team with the school staff. Even staff who have been around for years have found it a valuable learning process."*

This year we continued delivering the programme across six London boroughs, funded by the Mayor of London's Violence Reduction Unit, as well as in each of Tender's geographical regions. We delivered the programme in **72** schools across all our regions, reaching a total of **14,157** children and young people and **3,741** adults.

One particular highlight of the programme is campaign workshops with a group of children or young people in each school, which involves the participants collaborating to develop a resource to share their learning with peers. The children who took part in campaign workshops this year have created some powerful and far-reaching campaigns, focusing on key healthy relationship messages such as equality, boundaries, consent, and where to go for help and support. Campaign media have included posters, podcasts, scripts, colouring sheets and videos. It has been fantastic to see the creativity, thoughtfulness, and variety of campaigns produced by pupils, as well as the commitment from schools in championing these messages across the whole school community. The enthusiasm and engagement from both pupils and staff has really helped to ensure these campaigns have a lasting impact beyond the classroom.

"My message to other young people is to make sure they know why you should not stay in an unhealthy relationship" - RE:SET campaign participant



In November 2024 Tender hosted an online Best Practice event for educators and partners from local councils, the London Violence Reduction Unit and Nurture UK to discuss relationship education and inclusion. Key themes included promoting positive masculinity in secondary schools, engaging parents and carers, and improving attendance. The event was a great success, celebrating the excellent work happening in schools and fostering a collaborative space for participants to learn from one another.

RE:SET Specialist Provision

The majority of our RE:SET programmes are delivered in mainstream schools, but we are proud to have also delivered this vital work in alternative provision and specialist settings too. These settings often face challenges with timetabling and staffing the year-long programme due to capacity, but the additional vulnerabilities of the participants makes the programme truly important and impactful in the settings that have committed to the programme. In July 2024 Urban Mission and Harwood School achieved their RE:SET Specialist Provision Champion School Award, closely followed by John Chilton in December 2024. In September 2024 we began RE:SET in three new settings; two alternative provisions and a specialist school. They are all undertaking the 'RE:SET lite' programme (a less intensive version, comprising just the direct Tender delivery elements) as none felt they could commit the staff time required for the full programme. We look forward to seeing how these settings progress with the programme over the coming year.

Adult Training

Tender's Adult Services team provides training to adults in educational settings and beyond to support Tender's core work of preventing domestic abuse in children and young people's lives.

INSETs

To reinforce the learning from Tender's 2-day healthy relationships projects for children and young people, we provide schools with "INSET" training sessions. These are designed to help teachers continue the conversation around healthy relationships with young people. Topics covered include domestic abuse, coercive control and the lived experience of young people. This year we delivered **62** INSET training sessions, reaching **1,239** staff members. *"I thought it was really good. There was a small enough group to apply our knowledge as well as enough teacher talk."* - Teacher participant, January 2025



Toolkit Programme

This year saw the continuation of the 'Ending Gender Based Violence Teacher Toolkit programme', which was initiated to support the 'Have a Word' campaign developed by the Mayor's Office for Policing and Crime (MOPAC). The programme involved delivering training sessions to primary, secondary and SEND teachers and governors across every borough of London, accompanied by online toolkit resources to enable teachers to facilitate conversations around gender-based abuse in their settings.

In November 2024 we were pleased to welcome the Mayor of London, Sadiq Khan, to a Tender workshop at Seven Sisters Primary School, to officially launch and celebrate the Primary School Toolkit. We're delighted MOPAC have extended the programme for a further year, from March 2025, to enable us to deliver more direct work with children and young people, training to the adults who support them and develop the Toolkit resource to benefit teachers across London.

"I found the training to be very useful, and the facilitators were very engaging. I have incorporated many aspects of the training in my practice with the young people I work with and the staff in my school. The free resources are incredibly useful, and I endeavour to use some of them in appropriate interventions with the children." – Toolkit session participant

City Bridge funded training

Tender's new 3-hour training for London-based Youth Charities focuses on the crucial role youth clubs, sports and drama groups play in preventing abuse in the lives of children and young people. The training consists of information-sharing on domestic abuse, coercive control and the vicarious impact of these issues on children, followed by a deep dive into contextual safeguarding and approaching disclosures in a safe and effective manner. Tailored specifically for youth charities, this training uses relevant case studies and exercises co-created with Tender's Youth Board.

Since delivery began in January 2025, **91%** of participants have rated the training as either 'Good' or 'Very Good' and **85%** found the training either 'Very' or 'Extremely' useful for their roles. *"Indeed, our team valued greatly this training and will have immediate benefits in terms of how we spot, intervene in, and prevent future instances of domestic abuse in and around our Centre."* - Training participant, January 2025



Post-18 Programmes

This year our RE:SET Whole University Approach programme continued in two settings; The University of East Anglia (UEA) and Bath Spa. The RE:SET Whole University Approach programme supports universities and student unions to review their current prevention provision of domestic abuse and sexual violence and embed effective, sustainable prevention in their campus culture; empowering, supporting and educating their staff and students. In March 2025, both universities completed the programme, being awarded Champion University status.

Following the training **100%** university staff participants said they would recommend this training to other staff, with one participant commenting they had learned *“how to engage students in these conversations through activities that break the ice and make the topics less scary”*.

OCN-Accredited Training

Our brilliant Adult Services Team has received ‘Assured Status’ for our OCN London-accredited courses; a Level 2 in Peer Mentoring & Facilitation and a Level 3 in Developing & Delivering Domestic Abuse training. *“This is a remarkable achievement and a testament to the hard work, dedication and high standards your team consistently upholds.”* – OCN London

Corporate Partnerships and Workplace Training

This year, Tender has expanded its reach and deepened its impact through tailored workplace training programmes delivered to a range of private and public sector organisations. By working with a range of audiences, from C-suite executives to graduate cohorts, we continue to promote healthy workplace cultures and help safeguard employees. Building on our core two-pillared training offer, we have adapted to meet evolving organisational needs such as introducing shortened Tender Talks and developing new content aligned with legislative updates such as the Worker Protection Act 2023 (Amendment of Equality Act 2010). In total, we delivered **15** workplace training sessions this year, reaching a total of **208** beneficiaries.

We have continued to grow and strengthen our corporate partnerships with long-standing partners in the legal and finance sectors. As corporate income becomes more important in Tender's financial model, we have also secured new partners to generate vital income to



reinvest in our work with children and young people. Our engagement with partners, including project visits, new corporate newsletters, and strategic events, has helped ensure that they remain connected to our mission. Our corporate partnership work is largely supported by Tender's Corporate Advisory Board who provide expert input into our workplace materials, facilitate introductions to new organisations, and champion our work within their networks.

Youth Board

Tender's Youth Board is made up of 18 young volunteers aged 16-25 and plays a vital – and growing – role at the heart of the organisation, contributing to decision-making and helping to shape Tender's programmes. Members' involvement ensures that young people, and the issues relevant to them, remain central to everything we do. Between 1st April 2024-31st March 2025 we held 17 Youth Board meetings, of which two were in-person. In January 2025 we welcomed 8 new Youth Board members, who have already been actively participating in meetings and opportunities.

Youth Board member Otilie shared her reflections on key highlights from a successful year: The past year has provided Tender's Youth Board with invaluable opportunities to influence and engage with the charity's work. We now meet bi-monthly and have recently welcomed a great number of new members. Of particular note is an increase in male representation on the youth board. A few board members attended the 'How to be a Boy: Conversations with Men' panel back in February which highlighted the ongoing importance of conversations around masculinity, what it means to be a boy, and men's vital role in the prevention of domestic abuse and sexual violence. The pre-screening of Netflix's Adolescence in March followed by a Q&A has become part of a much wider, national conversation surrounding incel culture, the manosphere and child-on-child abuse. Youth board members were able to give their reflections on educational resources now being developed by the charity in collaboration with the drama series.

Our online meetings have seen various masterclasses, from Rebecca Hitchen from the EAW Coalition looking at how to run a successful campaign, to the Speaker's Trust on delivering confidently in public, as well as welcoming internal speakers from the charity to nourish a connection between the Youth Board and the wider Tender team. The Youth Board has jumped at every opportunity granted to us, such as Leanne taking five weeks of work experience with the development team and Gaia speaking at the EAW Prevention Conference, discussing 'Young People and Misogyny in the Digital Age'. A really exciting in-person meeting in October saw a few Youth Board members help to develop the new City



Bridge Foundation adult training - contributing to various resources and handouts, before later in the year witnessing these resources being used firsthand in training sessions!

A final staple of the year has been the ongoing 'Tell Nicole' Campaign, run by the current Domestic Abuse Commissioner Nicole Jacobs. We have been able to contribute our statutory recommendations and thoughts on children and young people being victims in their own right. Zoya features in the Tell Nicole campaign video which was screened in Parliament at an event in April 2025 where Dame Nicole Jacobs launched her report on children's experiences of domestic abuse. It has truly been a year where Tender's Youth Board has flourished, and we can't wait to see what next year holds!

Safeguarding

Chief Executive Susie McDonald continues to lead on Tender's Safeguarding as Designated Safeguarding Lead, with the Safeguarding Team (made up of the Chief Executive, the Director of Services and all Programme Managers) meeting monthly to ensure the wellbeing and safety of children and young people remains at the heart of everything Tender does, and that rigorous processes and procedures are in place. Tender delivers termly Safeguarding update training, which all staff, freelance workshop leaders and trustees are expected to attend at least every 2 years.

We have a robust process for managing disclosures made by children during sessions, which workshop leaders are trained to understand and then follow. This is constantly monitored by Tender's DSL. This means that any child identified as vulnerable to or experiencing abuse or harm is flagged to the DSL in the education setting where the case is logged and then Tender's DSL follows up with the school to ensure that action is taken.

Disclosure rates have increased significantly in the last year:

	Disclosures	Cause for Concerns
April 2023-March 2024	47	72
April 2024-March 2025	121	96
% increase	157%	33%

Issues that come up regularly are experiences of domestic abuse in the home (historic and current), child on child abuse, and tech related abuse including accessing violent pornography, pressure to send sexualized images and being contacted by strangers online.



Diversity, Equity and Inclusion

Tender believes that everyone has inherent dignity and deserves to be treated equally and fairly, but inequalities in society make this harder for some people. We want Tender to be representative of the society we live and work in, and we want to be accountable to the communities we support with our services.

Tender's Diversity, Equity and Inclusion (DEI) Policy is actioned and monitored through four working groups comprised of staff from all departments and levels of seniority, and each connected to a trustee. In 2024/25, these groups have worked towards the following objectives:

Access to Services and Intersectionality

- Increase the proportionate number (and quality) of projects delivered to minoritized beneficiary groups (SEND and other)
- Ensure Tender's resources are fully inclusive of all gender identities
- Deliver training sessions on our VAWG prevention toolkit to SEND settings.

Key Successes:

- We expanded delivery of our Relationship Goals project in the West and North
- Tender staff undertook external training sessions in trauma-informed practice, understanding domestic abuse in the context of the LGBTQIA+ community, and more.

Key Challenges:

- Attendance at the toolkit sessions was lower than expected in some quarters; we plan to speak with those who did attend to understand what factors supported them to participate and embed this into future delivery

Accountability, Board and Leadership

- Develop Senior Leadership Team (SLT) and Trustee Board comfort and confidence in speaking about DEI with all stakeholders
- Publicly report on DEI work, reflecting honestly on successes and areas for improvement
- Identify mutually beneficial partnerships with by-and-for-led organisations in the VAWG sector, and actively seek funding for this work
- Increase accessibility of website and other public materials.



Key Successes:

- Many of these objectives are now business as usual; including a new Partnerships Policy, regular public reporting on DEI and website accessibility adaptations.

Key Challenges:

- Staff capacity to complete due diligence on all organisations we signpost to as part of our projects has been limited, but this process is now being shared amongst the Tender staff team

Culture and Working Practices

- Increase staff understanding and for staff to model definitions of inclusivity and workplace culture
- Develop an organizational position on diversity goals in the workplace

Key Successes:

- Knowledge bases about gender identity and disability and neurodiversity have been created, distributed and discussed by the whole Tender team
- All members of staff are invited to participate in optional monthly coffee chats with one other staff member.

Key Challenges:

- Capacity to complete data analysis to enable evidence-based decision-making to support the second listed objective. We are going to prioritise this in the next financial year

Representation, Recruitment and Retention

- Create and maintain a diverse workforce at all levels of the organisation.

Key Successes:

- Research has been completed on diverse recruitment channels, accessible recruitment policy and accessible/inclusive language for job advertisements
- Guidance has been created and implemented for Tender to adopt best practice within recruitment.

Key Challenges:

- As above, capacity to complete a data analysis to enable evidence-based decision-making to support this objective

Two of the working groups (Culture and Working Practices & Representation, Recruitment and Retention) have opted to merge to create a group focusing on Culture, Working Practices and Retention. This group will focus on actions that can be taken to nurture a positive



working culture, inclusive working practices for those with additional needs such as disability or neurodiversity and subsequently evaluate the impact this can have on retention.

Each working group has reflected on the past year in terms of progress made, priorities and capacity across teams to action objectives with integrity. In 2025/26, each group will work on new objectives to make the most meaningful and significant difference to our beneficiaries, staff, and the wider sector.

OTHER SUPPORTING ACTIVITIES

Tender Annual Awards

Tender's annual awards celebration was held in June 2024 at The Unicorn Theatre, kindly sponsored by Clifford Chance LLP. The event was a chance for us to celebrate the incredible work of children, young people, teachers, youth workers, schools and settings across the country in promoting healthy relationships and preventing abuse.

Guest host David Tennant gave a powerful speech about the importance of positive role models for boys and young men, and Tender's Patron Olivia Colman welcomed guests in a specially recorded film. Award presenters included Ambassadors Jodie Whittaker and Priyanga Burford, actor Toby Jones, MP Jess Phillips, human rights campaigner Tiernan Brady, Artistic Director of the National Theatre Rufus Norris, and solicitor and former CPS prosecutor Nazir Afzal OBE. The event was a wonderful recognition of the widespread support Tender has received from schools and fundraisers across the country.

Award winners:

University RE:SET Completion Award	Manchester Metropolitan University
Outstanding Secondary School Teacher	Sarah McNaughton <i>Oldfield School, Bath</i>
Being Brave Award	Martin, Shreen, Izzy, Daniel <i>All Saints Academy, Huddersfield</i>
Best Peer Ambassador in a Secondary School	Daniel, Joshua, Jasmine <i>Mulberry Woodside Academt, Haringey</i>

Keeping Children Safe Champion	Jill Smith, <i>Kings Oak School</i> and Paula McTernon, <i>Middle Park Community Centre London</i>
Outstanding Specialist Teacher	Linda Ughere <i>Urban Mission</i>
Best Peer Ambassador in a Primary School	Fahaad <i>Beckfoot Heaton Primary School, Bradford</i>
Healthy Relationships Changemaker	Beth Warmington <i>Landlark Foundation</i>
Outstanding Secondary School	St Mary Magdalene Church of England School, Greenwich
Outstanding Primary School	Lapage Primary School, Bradford
Outstanding Primary School Staff Team	Richard Garcha, Lauren Keen, Kevin O'Flaherty <i>Foxfield Primary School, London</i>
Outstanding Specialist School	New River College Primary School, London
Exceptional Creative Response in a Primary School	Greta, Sandy, Idrees, Renaye, Hiba, Zayn, Ahmed, Spoghmay <i>Highbury Quadrant Primary School, Islington</i>
Exceptional Creative Response in a Secondary School	Inka, Natalia, Eliza, Juliette, Lillyann, Annabel <i>Leigh Academy, Blackheath</i>





Tender at the Palace

In May 2024 Tender Ambassador and Olivier Award nominated actor Priyanga Burford joined Susie McDonald at Buckingham Palace for a special reception hosted by Her Majesty the Queen. Priyanga and Susie were proud to attend the reception, which recognised those who support survivors of sexual assault. In her speech at the reception, Her Majesty the Queen said: 'I have often heard victims say: speaking about the experience is one of the key ways to survive it. By sharing with one another today, we can strengthen our alliance against sexual abuse in all its forms.'

Tackling Misogyny in schools

In June 2024, Susie McDonald chaired Westminster Insight's Tackling Misogyny in Schools Digital Conference. Schools are increasingly concerned about the impact of the toxic influence of social media and purported 'influencers' that promote misogynistic rhetoric. Attended online by a wide range of professionals from primary and secondary education, safeguarding, social work and children's mental health, the event helped to raise awareness of challenging issues and discussed effective strategies for prevention and effective intervention against misogyny in schools. As Chair, Susie emphasized the importance of recognizing early signs of harmful behaviour and taking a preventative approach.



Home Office/Department for Education Project Visit

In June 2024 Tender hosted the shadow Home Secretary and shadow Secretary of State for Education, Rt Hon Yvette Cooper MP and Rt Hon Bridget Phillipson MP and Sarah Sackman, MP for Finchley and Golders Green at a Tender workshop at Whitefield School, kindly hosted by headteacher Chris Hunt. A group of Year 9 students participated in a Tender Healthy Relationship workshop, with Bridget, Yvette and Sarah observing the session. Afterwards, they chatted to the students about what they had learned. Young people said they loved the



interactive nature of the workshop and were pleased to be learning about an issue that feels so important to them.

Bridget spoke to the press at the time about the importance of tackling misogyny in schools, and we are pleased that the Labour Party manifesto included a commitment to “address misogyny and teach young people about healthy relationships and consent.”

“How to be a Boy: Conversations with Men” Panel Discussion

In February 2025 Tender hosted a fascinating panel discussion in front of an invited audience of Tender supporters and funders, focusing on the challenges facing boys and young men today. The speakers were historian Dan Snow, former Chief Crown prosecutor Nazir Afzal OBE, Global Director of Inclusion Clifford Chance LLP Tiernan Brady and Jermaine Gayle, educationalist. We were delighted that our Patrons, Olivia Colman and Ed Sinclair joined us and thanked everybody for their support.

Discussions covered the challenges boys and young men face in a world shaped by influencers and identity politics, and how our views of masculinity have shifted throughout history. Thank you to our friends at Leathersellers for their generous hospitality.



“With resource and focus, tackling male violence is a solvable problem” – Dan Snow



Workshop at the National Theatre

In November award-winning actor Toby Jones supported a Tender workshop at the National Theatre for guests who were interested in learning more about our workplace training and how that connects to our work with children and young people. A big thank you to Rufus Norris and his team for enabling us to use a space at the National Theatre!

New Years Honours List 2025

Susie McDonald, CEO of Tender, was recognised with an MBE for her services to young people and to the prevention of abuse in the 2025 New Year Honours list. Susie said:

"I'm absolutely delighted to receive this MBE, recognising my lifelong mission: to end domestic abuse and sexual violence. Tender is not my work alone, but the collective dedication of so many talented people across more than two decades. It all started with the genius and imagination of Tamsin Larby, Tender's founder. Abuse is preventable, if only children and young people are empowered with the right skills and knowledge – and our work is proven to do this."

Screening Netflix's Adolescence

In March 2025 Tender joined forces with Netflix drama Adolescence to raise awareness of the extremist misogyny rife in UK schools. Starring and co-created by Stephen Graham, Adolescence tells the story of 13-year-old Jamie Miller who is arrested for the violent murder of a teenage girl from his school. Launched at a special screening and panel discussion at Soho Hotel, the partnership between Tender and Adolescence aimed to shed light on online misogyny and its dangerous impact on young people today. Susie McDonald joined Adolescence co-creators Stephen Graham and Jack Thorne, and producer Jo Johnson to explore their motivation for the series and the action they hope it will inspire. Susie commented: *"We are proud to partner with the Adolescence team on this powerful, important production. Adolescence is a dynamic portrayal of the troubling attitudes spreading through our schools – and the horrific impact they can have. Our young people are at serious risk – and it's time to take action."*



COMMUNICATIONS AND SOCIAL MEDIA

Tender's social media engagement reached new highs this year, with increased capacity in the communications team meaning we were able to increase followers, diversify audiences and expand to new networks.

Over this financial year we have achieved engagement through:

- 3.2K followers on Instagram (1K new Instagram followers).
- 2.2K followers on Facebook
- 2.3K followers on LinkedIn

Instagram highlights

- 149.4k views on our posts
- 115.7k users reached
- 3.6K content interactions
- 388 posts published by the comms team

Facebook highlights

- 39.6K views on our posts
- 18.7K users reached
- 1.7K content interactions
- 3.8K visits to our profile

LinkedIn highlights

- 24K users reached
- 4.9K page views
- 2.5K unique visitors to our page



Tender Awards 2024

The Tender Awards campaign reached more people than ever before - with a little help from David Tennant. We achieved the highest engagement ever for a single post which received **1,531 likes** and reached almost **50k people**. We also engaged new supporter Toby Jones who has continued to work with and support Tender ever since.

16 Days of Activism

We finished 2024 with our annual 16 Days of Activism campaign. This year, Susie McDonald, Toby Jones, Tender staff and Youth Board members came together to call for an end to gender-based violence and promote the importance of high-quality relationships education, in a wide range of online content.

Valentine's Day campaign: #LoveLooksLike

Our annual Valentine's Day campaign this year was a photography competition encouraging schools and pupils to get creative with photography and take photos of what love looks like to them.

Ambassador Amy-Leigh Hickman took part in the campaign, posting her own #LoveLooksLike image on Instagram and encouraging others to enter. She joined the judging panel which also included professional photographer Rob Baker Ashton, Ryan and Otilie from our Youth Board and CEO Susie McDonald.

This campaign engaged schools, parents, and young people as well as the Tender Youth Board and one of our top Ambassadors, Amy-Leigh Hickman. The social posts showcasing our winners and runners up achieved twice the reach of other posts and increased our views with a new audience of non-followers through shares.

How to Be a Boy: Conversations with Men event

The Conversations with Men event provided quality content for our communications channels and achieved high levels of engagement of current followers. The content engaged corporate and policy stakeholders, with our main post on LinkedIn reaching nearly **1K users (951) and 178 interactions - including 12 reposts**.



Adolescence

Working with Netflix to promote their new series *Adolescence* brought the opportunity to develop dynamic content including photos with stars like Stephen Graham and interviews with the show's creators. This collaboration has significantly impacted Tender's brand recognition and exposure, resulting in over 600 new followers on Instagram. Our Instagram post with the highest engagement featured the interview with *Adolescence* co-creators, reaching **7K users, 9.2K views and 245 interactions**.

Big Give Campaign

In March 2025, Tender took part in the Big Give Arts for Impact which was a highly successful fundraising campaign. Likely due to the increased interest from *Adolescence*, the campaign raised its match-funding target without the need of a pre-organised donor for the first time. The campaign launch post on Instagram reached **29K users and 29.7K views**. Another highlight was a video recorded by broadcaster Dan Snow in support of the campaign to drive donations.

We have developed a comprehensive communications strategy for the coming year to capitalise on Tender's impact, maximise funding and influence, and drive forward Tender's ambitions. Through greater strategic engagement with the media, we aim to build Tender's profile as experts in relationships education and, in turn, amplify our voice and influence in policy discussions.

We will capitalise on Tender's diverse ambassadors to build awareness and drive engagement among the general public, particularly young people, parents and education staff. Harnessing the expertise of our regional teams, we will also develop and deliver local communications activities to spread awareness of Tender's work and mission across non-London areas of the UK.

Following our most successful year on social media yet, we will build on this engagement through integrated digital campaigns, with content tailored to each platform, and a dynamic new public newsletter. We will also be expanding our internal communications, improving consistency across Tender communications, and supporting staff to act as effective advocates for our work.



Tender in the Media

Throughout the year we have continued to use media to contribute to public debate surrounding domestic abuse and gender-based violence and raise awareness of Tender's work. Key highlights include:

Evening Standard "Show Respect" Campaign

In June 2024 London's Evening Standard attended a Tender workshop at St Mary Magdalene CofE School to mark the launch of their 'Show Respect' Campaign, observing a group of year nine students taking part in some of our key exercises. When asked what they had learned from the session, one female participant commented ***"Girls can feel they have no option other than to say yes to boys, but I learned I can offer other options. It's good to be able to spot warning signs and to see when someone is trying to put you under pressure."***

Launch of the Primary School Toolkit

In October 2024 Mayor of London Sadiq Khan visited a Tender workshop to celebrate the launch of our Teacher Toolkit for primary schools, developed in partnership with the Mayor's Office for Policing and Crime (MOPAC). The Toolkit aims to prepare primary school teachers to talk to children safely about healthy relationships. The Mayor said ***"I saw how teachers and workshop leaders will work with children to understand the power of their words and attitudes. This will teach the next generation to recognise inappropriate behaviour in an age appropriate way, and encourage them to champion healthy relationships and attitudes."*** Susie McDonald said: ***"By challenging potentially problematic attitudes at their root, we can prevent a culture of abuse against women and girls."*** The visit was covered widely in the broadcast and print media, including ITV Evening News, The Guardian, BBC London Evening News, the Evening Standard and Glamour Magazine.

No.10 Roundtable Discussion re: Adolescence

In March 2025, Tender's attendance at the Number 10 Roundtable to discuss Netflix show Adolescence sparked a wave of media activity. Susie McDonald was interviewed by CBS News about the impact of the show and the need to protect boys and young men. The piece explored Tender's work and showcased a Tender workshop at Holy Cross Primary School. Susie said: ***'I was relieved that the story that we've known for years is finally out there...We have to change our narrative. We have to pay attention to boys, we have to protect boys from becoming perpetrators.'*** Susie also wrote an op-ed for The Independent, commenting that ***"Violence like this can and must be prevented. Our government needs to be bold and brave."***



Concurrently, Youth Board member Ryan was interviewed about Adolescence, in a piece that was picked up by numerous media outlets, including London Evening Standard, the Independent and MSN News. Ryan commented *"It's been a long time coming for this conversation to happen... I see Tender's work as really essential... through education and open dialogue, Tender has probably given thousands of young people the tools to not only support one another but to challenge themselves and the assumption around what it actually means to be a man."*

Increasing Tender's sustainable future

Tender added capacity to our development team to focus on adding expertise to ensure investing in growth across all funding streams, thus diversifying our income to support long term sustainability. Through engaging events, visiting our work and regular updates from the team throughout the year, we managed to grow our Friends and Guardians major donor programme and continued to benefit from an engaged and highly effective corporate advisory board.

Policy & Influencing

Following the launch of Tender's strategy for the decade at Portcullis House in March 2024, Tender's team have been busy attending conferences and events across the country, as well as inputting into key consultations, with the goal of advocating for consistent, effective Healthy Relationships education for all children and young people.

Key activity this year includes:

Home Office Reception

In July 2024 Susie McDonald attended a Home Office reception, hosted by the Home Secretary and the Minister for Safeguarding and Violence Against Women and Girls, Jess Phillips MP, to hear about the Government's wider plans to tackle VAWG.

Labour Party Conference

In October 2024 Susie McDonald was invited to speak at the Labour Party Conference, at an event exploring the most effective ways to prevent domestic abuse and sexual violence. Other speakers included Yvette Cooper, Bridget Phillipson, and Jess Phillips.



Consultations & Policy Review

This year Tender actively participated in the Government's Curriculum and Assessment Review (CAR), attending consultation events and submitting our response to advocate for a strengthened RSHE curriculum as a key intervention in tackling VAWG. We argued for RSHE to be taught as a timetabled curriculum subject, from ages 5-18 with the right level of support and training given to teachers to deliver this complex and nuanced subject effectively. Our recommendations are reinforced by the findings of the DfE's own research into preventing sexual abuse in schools which acknowledges the benefits of schools engaging with external organisations like Tender to support delivery of the RSHE curriculum.

The Mayor of London's Office also invited Tender to participate in consultation meetings as it works towards its new VAWG Strategy for 2025-2029. The Mayor's long term ambition is to eradicate violence against women and girls so that "every woman and girl in London can live their lives without experiencing or fearing harassment, abuse or violence from men and boys."

The previous Government published draft guidance on RSHE in May 2024, and we submitted a response to this in July, urging the new Labour Government to abandon the draft proposal and undertake a more appropriate review in due course.

Roundtable Discussions

Over the 12-month period, Tender has attended and contributed to a series of roundtable consultation meetings and events held by government departments. These have included those taking place at the Home Office as it prepares its new Violence Against Women & Girls strategy (to be released in 2025), in particular where the focus is on prevention; and at the Department for Education as it reviews the guidance on the Relationships, Sex and Health Education curriculum.



As mentioned above, in March 2025 Prime Minister Sir Kier Starmer hosted a roundtable at Number 10 Downing Street with the creators of Netflix show Adolescence and key organisations working in the sector, including Tender's Chief Executive Susie, to discuss issues related to the series such as misogyny and incel culture. He said the aim of the roundtable was to discuss "what we can do as a society to stop and prevent young boys being dragged into this whirlpool of hatred and misogyny... there needs to be more dialogue with people cleverer than me, that's the big solution to this problem". Attending organisations included the Children's Society, NSPCC and Beyond Equality. Following the meeting, Adolescence was made available to all schools in the country and Tender was commissioned to create supporting resources to enable teachers to safely and effectively discuss some of the key issues raised in the series with the students in their schools. Access for teachers to drama series and the Tender teacher resource are through the organisation Into Film+.

Domestic Abuse Commissioner's 'Tell Nicole' Campaign

Tender's Youth Board has also engaged in our policy and influencing work, providing input to the Domestic Abuse Commissioner's (DAC) "Tell Nicole" Campaign. The Youth Board gave important feedback on the support needed by young people experiencing domestic abuse at home and what they want the Government to know. The DAC is using the responses to this campaign in its report to the Government, with recommendations for improving support for young people affected by domestic abuse.

London Assembly Police and Crime Committee Consultation

In February 2025 Director of Services Kate Lexen spoke on an expert panel, alongside Everyone's Invited and Professor Jessica Ringrose, as part of the London Assembly Police and Crime Committee's consultation into the impact of violence against women and girls on young people. Findings from the consultation were compiled into a report for the Mayor of London, listing key recommendations for addressing VAWG in the capital. Kate commented *"It has to be a whole community approach. We cannot just rely on parents to be tackling the issue... it has to be everyone that comes into contact with that child and young person, which fundamentally is schools as well."*

Profile Raising

Tender's senior team has taken part in and attended numerous conferences and events across the country, including:

- The Employer's Initiative on Domestic Abuse Conference
- UK Finance DSEA End of Year Showcase



- The Watkins Solicitors Domestic Abuse Conference in Bristol
- The Sex Education Forum's Autumn Members Event
- The Independent School Association annual Headteacher's Conference
- End Violence Against Women Coalition's Prevention Network Annual Conference
- The Independent Association of Prep Schools annual Headteacher's Conference
- The launch of Imkaan's research report on the impact of violence abuse on minoritised survivors at the House of Commons
- The launch of End Violence Against Women Coalition's annual report 'No Small Change – Making Halving VAWG a Reality'

Plans for 2025/26

In March 2024, Tender launched our strategy for the rest of the decade, laying out ambitious plans to expand our delivery and influence wider policy change. This builds on our 23-26 strategy, retaining the strategic priorities: to prepare, empower, reinforce and galvanize. To support the delivery of these priorities we have developed four streams of work and below outlines the headlines of what we will be working on over the next year:

Influencing: We will continue to press central and local government to embed a prevention agenda into VAWG and education policies and commissioning processes.

Delivering: ongoing prevention work underpinned by our theory of change and established outcomes. We will continue to deliver our innovative RE:SET programme (whole school approach) which has become our flagship programme.

Innovating: specifically developing our Key Stage 1 programme which will be piloted throughout the year.

Evidencing: drawing on our own evidence and impact data and, for the first time, identifying themes and narratives from safeguarding disclosures through which we can develop a best practice case for prevention education.



ACKNOWLEDGEMENTS

We would like to say a special thank you to our patrons Olivia Colman and Ed Sinclair for their commitment and support for Tender throughout this and every year – we are extremely grateful.

Further heartfelt thanks for their time and dedication to Tender go to Tender’s Ambassadors: Aisling Bea, Amy-Leigh Hickman, Jessie Buckley, Jodie Whittaker, Phoebe Waller-Bridge, Priyanka Burford and Rebekah Staton.

And we would also like to take this opportunity to thank: Nazir Afzal, Emma Blackman Tiernan Brady, Jermaine Gayle, Nina Goswami, Toby Jones, Dan Snow, Rufus Norris and Laura Yeates. Thanks also go to the Tender Staff, Youth Board, Facilitators and Trustees, without whom none of the incredible work Tender achieves would be possible.

RISK STATEMENT

Tender has implemented a comprehensive risk register to monitor and manage risks across all areas of its operations. This is overseen by the COO and CEO, and a summary report is provided at all trustee board meetings listing the most significant risks and steps being taken to reduce their likelihood and/or impact. This is a sub-set of all risks actively monitored and managed by the Senior Leadership Team (SLT). This year, SLT and the Board also carried out a risk appetite exercise to identify the levels of risk Tender is prepared to accept for each risk area, from risk averse (with avoidance of risk and uncertainty being the key objective) to risk seeing (being eager to be innovative, even if activities carry high level of residual risk).

The categories in the Risk Register are:

Financial/Operational/External/Governance/Regulatory & Compliance. Risks are RAG rated as minor(green)/moderate(amber)/major(red).

The purpose of the Risk Register is for the SLT to identify potential risks to the charity in a timely manner and to manage those risks. At March 2025 the key risks were all no higher than Moderate.

Key risks were:

<p>Financial: High level of dependency on single or small range of income streams</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Major dependencies identified • Strategic investments made in the fundraising team to increase capacity and improve stewardship • Core funding pipeline expanded and a diverse pipeline in place • Adequate reserves policies and reserves levels in place • Fundraising strategy aligned with organisational strategy in place for FY25-26 <p>Assurance processes:</p> <ul style="list-style-type: none"> • Monthly review of income and pipeline vs targets • Quarterly review of fundraising strategy and progress • Quarterly stress test of largest donors
<p>Financial: Insufficient fundraising for strategic objectives/specific projects</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Strategic objectives agreed for FY 23-26, against which fundraising can be based • Strategic investments made in the fundraising team to increase capacity and improve stewardship • Core funding pipeline expanded and a diverse pipeline in place • Stewardship processes improved to increase likelihood of continued and core funding • Fundraising strategy aligned with organisational strategy in place for FY25-26
	<p>Assurance processes:</p> <ul style="list-style-type: none"> • Monthly review of income and pipeline against target (fundraising management meetings) • Monthly review of reserves levels (management accounts) • Quarterly review of fundraising vs strategy
<p>Financial:</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Strategic investments made in the fundraising team to increase capacity and improve stewardship

<p>Lack of funding for core costs and service delivery</p>	<ul style="list-style-type: none"> • Core and project funding pipeline expanded and a diverse pipeline in place • Monitoring processes improved to update fundraising team more accurately on funding needs • Adequate reserves policies and reserves levels in place • Fundraising strategy aligned with organisational strategy in place for FY25-26 <p>Assurance processes:</p> <ul style="list-style-type: none"> • Monthly review of income and pipeline against target (fundraising management meetings) • Monthly review of reserves levels (management accounts) • Quarterly review of fundraising vs strategy
<p>External: poor public perception</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Strategic investment in a Communications team to manage reputational risks proactively and reactively • Support and training sought from media and public relations experts • Crisis communications processes in place to monitor high-profile situations • Communications strategy for FY 25-26 in place <p>Assurance processes:</p> <ul style="list-style-type: none"> • Monthly review of comms/public perception risks • Quarterly review of progress against strategy • Quarterly report of complaints to Board



FINANCIAL REVIEW

In the year ended 31st March 2025, Tender continued working on projects, which during the current year were funded largely by MOPAC (Mayor's Office for Policing and Crime), The Thompson Family Foundation, The Coutts Charitable Trust, BBC Children in Need, Maria Marina Foundation, John Lyons Foundation, The Rayne Foundation, Lloyds Banking Group, Esmee Fairbairn Foundation, Fidelity UK Foundation, The Foux Foundation, Garfield Weston Foundation, Coutts Foundation, The Crucible Foundation, The Owlyn Foundation, The Leathersellers' Foundation, Clifford Chance Foundation, BIG Give, West Yorkshire Police, JD Foundation, The David Family Foundation, The 29th May 1961 Charitable Trust, Paul Bassham Charitable Trust, The Emmanuel Kaye Foundation, The Vintners' Foundation, Nelsons Trust, Lindley Foundation, The City Bridge Trust, Westminster Foundation, Keith Howard Foundation, National Lottery Reaching Communities, the London Community Foundation, the 4814 Trust, the Norwich Freeman's Charity, Joseph Levy Foundation, the London Borough of Camden, and Landlark.

Tender will carry forward £276,959 of restricted funds; this includes £218,505 of the Children and Young People programme, and £58,454 of other funding in the Adults Services department and core funding to be spent in the 2025-26 financial year.

Reserves Policy

The purpose of the policy is to ensure that Tender is able to meet its contractual obligations and finance the planned future growth of the organisation. The level of free reserves (excluding restricted funds) is reviewed annually by the Trustees. The Trustees consider that the most appropriate level of reserves at 31st March 2024 would be £906,355 ("free reserves"), which is equivalent to approximately six months' basic operating costs.

The general reserve at 31st March 2025 amounted to £906,355, which is considered free reserves.

Fundraising Policy

The Charity engages fundraising consultants on occasion to develop strategic plans of activities and events to support our internal team of fundraisers. No data is shared with or sold to any external agencies. The charity does not purchase external lists of potential individual donors or undertake Direct Mail appeals to such lists.



The charity occasionally invites individuals to attend events but does not exert undue pressure to attend or to donate. It does not approach or pressure vulnerable people to support its work. A complaints policy is in place and is accessible on request from the Chief Executive Officer. The charity adheres to the Fundraising Code of Practice issued by the Fundraising Regulator.

Any fundraising events carried out on behalf of the charity that we are aware of are supported and monitored by the Development Director. Any marketing materials and approaches are checked that they comply with the Fundraising Code of Practice, and details of income and expenditure are recorded by the Finance Director. Income is acknowledged and grateful thanks are sent, typically with a letter.

Reference and administrative details

Tender Education and Arts (formerly Until the Violence Stops), trading as Tender, is a Company Limited by Guarantee and a registered charity, governed by its Memorandum and Articles of Association. The company was incorporated on 3rd January 2003.

Charity Number	1100214
Company Number	04627846
Registered office and operations address	Tender Education and Arts Unit 1.01 Wenlock Studios 50-52 Wharf Road London N1 7EU
Patrons	Olivia Colman and Ed Sinclair
Board of Trustees	Matthew Layton (Chair)
	Morna Bunce
	Rory Conwell
	Amy Malik
	Andrew Minter (treasurer)
	Laura Sanford
	Sharina Walia
	Simon Walker
Chief Executive Officer	Susie McDonald



Independent auditors	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD
Bankers	NatWest 38 Strand London WC2N 5JB

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Tender Education and Arts for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to,

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.


The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board on 16th July and signed on its behalf by:


Matthew Layton (Jul 17, 2025 17:49 GMT+1)

Matthew Layton
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

Opinion

We have audited the financial statements of Tender Education and Arts (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Directors

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.



Richard Billinghamurst (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

Date: 23/07/2025

TENDER EDUCATION AND ARTS
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted Funds £	Restricted Funds £	2025 Total £	Unrestricted Funds £	Restricted Funds £	2024 Total £
Income from:							
Donations and legacies	2	197,818	1,531,067	1,728,885	416,701	1,414,523	1,831,224
Charitable activities	3	89,631	-	89,631	70,855	6,446	77,301
Investment Income		20,825	-	20,825	25,208	-	25,208
Total income		<u>308,274</u>	<u>1,531,067</u>	<u>1,839,341</u>	<u>512,764</u>	<u>1,420,969</u>	<u>1,933,733</u>
Expenditure on:							
Raising funds	5	114,052	-	114,052	72,614	27,657	100,271
Charitable activities	4	320,592	1,682,334	2,002,926	252,600	1,658,608	1,911,208
Total expenditure	5	<u>434,644</u>	<u>1,682,334</u>	<u>2,116,978</u>	<u>325,214</u>	<u>1,686,265</u>	<u>2,011,479</u>
Net income and net movement in funds		(126,370)	(151,267)	(277,637)	187,550	(265,296)	(77,746)
Reconciliation of funds:							
Total funds brought forward		1,367,052	428,226	1,795,278	1,179,502	693,522	1,873,024
BALANCE CARRIED FORWARD 31 MARCH 2025		<u>£1,240,682</u>	<u>£276,959</u>	<u>£1,517,641</u>	<u>£1,367,052</u>	<u>£428,226</u>	<u>£1,795,278</u>

None of the Charity's activities were acquired or discontinued during the above two financial years.

TENDER EDUCATION AND ARTS
BALANCE SHEET
AS AT 31 MARCH 2025

	Notes	2025		2024	
		£	£	£	£
FIXED ASSETS	7		7,427		12,305
CURRENT ASSETS					
Debtors	8	479,523		482,699	
Bank and Cash		<u>1,476,975</u>		<u>1,545,902</u>	
		1,956,498		2,028,601	
Creditors: Amounts falling due within one year	9	<u>(446,284)</u>		<u>(245,628)</u>	
NET CURRENT ASSETS			1,510,214		1,782,973
NET ASSETS			<u>£1,517,641</u>		<u>£1,795,278</u>
FUNDS					
Restricted	10		276,959		428,226
Unrestricted - General	12	906,356		796,918	
Unrestricted - Designated	12	<u>334,326</u>		<u>570,134</u>	
			1,240,682		1,367,052
TOTAL FUNDS			<u>£1,517,641</u>		<u>£1,795,278</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Trustees on 16th July 2025.

Andrew Minter
Andrew Minter (Jul 17, 2025 16:10 GMT+1)

Andrew Minter (Treasurer)

Company Registration Number: 04627846

TENDER EDUCATION AND ARTS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025

	2025	2024
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net (expenditure)/income for reporting period	(277,637)	(77,746)
Depreciation charges	6,764	7,790
Bank interest	(20,825)	(25,208)
Decrease/(increase) in debtors	3,176	(118,053)
Increase/(decrease) in creditors	200,656	106,084
Net cash provided by/(used in) operating activities	(87,866)	(107,133)
CASH FLOWS FROM INVESTING ACTIVITIES:		
Bank interest	20,825	25,208
Purchase of furniture and equipment	(1,886)	(7,750)
Net cash provided by/(used in) investing activities	18,939	17,458
CHANGE IN CASH AND CASH EQUIVALENTS	(68,927)	(89,675)
CASH AND CASH EQUIVALENTS AT BEGINNING OF REPORTING PERIOD	1,545,902	1,635,577
CASH AND CASH EQUIVALENTS AT END OF REPORTING PERIOD	£1,476,975	£1,545,902

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note. The presentational currency of these financial statements is Pounds Sterling (£).

Going Concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. In forming this opinion, they have considered the impact of the war in Ukraine and other relevant factors on both its income and expenditure, assets and liabilities for at least a period of twelve months from the date of approval of these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charitable company has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

In particular, revenue grants are credited to income at the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred. Capital grants for the purchase of fixed assets are credited to restricted income at the earlier of when they are received or become receivable. Depreciation on the related fixed assets is charged against the restricted fund.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on raising funds – comprise the direct and indirect costs of generating income.
- Expenditure on charitable activities – comprise the direct and indirect costs of the activities undertaken to further the purposes of the charitable company.

Support costs are those functions that assist the work of the charitable company but do not directly undertake fundraising or charitable activities. Support costs include general overheads and governance costs (those costs incurred in the governance of the charitable company and its assets and are primarily associated with constitutional and statutory requirements) and are allocated on the basis of staff time devoted to each activity.

Value Added Tax

The charitable company is registered for VAT and accordingly, where applicable, all expenditure incurred is exclusive of VAT.

Fixed Assets

Individual fixed assets are capitalised at cost and depreciated on a straight line basis over their useful economic lives. Office equipment and computer equipment has been depreciated over three years.

Short-term Debtors and Creditors

Debtors are recognised when the charitable company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Creditors are recognised when the charitable company has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. **ACCOUNTING POLICIES (continued)**

Cash and Cash Equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less. For the purpose of the Cash Flow Statement, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

Financial Instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, including its debtors and creditors. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Funds

Restricted Funds represent donations or grants whose purposes have been restricted by the donor. Unrestricted funds represent income which can be used for charitable purposes at the discretion of the trustees.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

Company status

Tender Education & Arts is a charitable company limited by guarantee, registered in England (company registration number 04627846; charity registration number 1100214). Its registered office and operational address is The Resource Centre, 356 Holloway Road, London, N7 6PA.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted 2025	Restricted 2025	Total 2025	Total 2024
	£	£	£	£
MOPAC	-	1,051,641	1,051,641	976,726
Tender Guardians	40,000	12,500	52,500	90,000
Other Income	82,068	5,327	87,395	65,701
The Thompson Family Charitable Trust	50,000	-	50,000	50,000
The Coutts Charitable Trust	-	40,000	40,000	44,000
The Leathersellers' Foundation	-	27,500	27,500	25,000
Clifford Chance LLP	15,000	25,000	40,000	25,000
Fidelity UK Foundation	-	14,000	14,000	24,000
Big Give	-	10,000	10,000	23,887
The Foux Foundation	-	10,000	10,000	10,000
The David Family Foundation	-	5,000	5,000	5,000
The 29th May 1961 Charitable Trust	3,000	-	3,000	3,000
CMF Charitable Trust	-	2,000	2,000	2,000
The Crucible Foundation	-	50,000	50,000	-
Nelsons Trust	-	5,000	5,000	-
The Emmanuel Kaye Foundation	-	25,000	25,000	-
The Vintners' Foundation	-	5,000	5,000	-
The Garfield Weston Foundation	-	30,000	30,000	-
Lindley Foundation	-	5,000	5,000	-
The City Bridge Trust	-	43,688	43,688	-
Westminster Foundation	-	9,335	9,335	-
Keith Howard Foundation	-	10,000	10,000	-
National Lottery Reaching Communities	-	58,573	58,573	-
The London Community Foundation	-	18,750	18,750	-
4814 Trust	-	10,000	10,000	-
The Astor Foundation	1,500	-	1,500	-
Norwich Freeman's Charity	-	8,858	8,858	-
Joseph Levy Foundation	-	20,000	20,000	-
Squire Patton Boggs Charitable Trust	250	-	250	-
Avon & Somerset Police Commissioner	-	6,590	6,590	-
In Kind Donation	6,000	-	6,000	-
LBO Camden	-	22,305	22,305	-
Lloyds Banking Group	-	-	-	250,000
Maria Marina Foundation	-	-	-	80,000
Esmée Fairbairn Foundation	-	-	-	60,000
John Lyons Charity	-	-	-	28,000
West Yorkshire Police	-	-	-	19,999
The Rayne Foundation	-	-	-	16,000
The Olwyn Foundation	-	-	-	15,000
Clifford Chance Foundation	-	-	-	7,711
JD Foundation	-	-	-	5,000
Paul Bassham Charitable Trust	-	-	-	2,000
FACET Trust	-	-	-	2,000
The Rhododendron Trust	-	-	-	1,000
London Youth – YISF	-	-	-	200
	<u>£197,818</u>	<u>£1,531,067</u>	<u>£1,728,885</u>	<u>£1,831,224</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2025	Restricted 2025	Total 2025	Total 2024
	£	£	£	£
Contracts for Operational Programmes				
Income From Schools	30,731	-	30,731	38,715
Landlark	12,000	-	12,000	9,000
MAP	-	-	-	5,000
External Training Fees	46,900	-	46,900	18,140
RBO Kensington & Chelsea	-	-	-	6,446
	<u>£89,631</u>	<u>-</u>	<u>£89,631</u>	<u>£77,301</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

4. **ANALYSIS OF CHARITABLE ACTIVITIES**

	Undertaken Direct	Support & Governance Costs	2025	2024
	£	£	£	£
ADULTS (Post 16)	457,504	90,289	547,793	514,094
Children and Young People	<u>1,292,711</u>	<u>162,422</u>	<u>1,455,133</u>	<u>1,397,114</u>
	<u>£1,750,215</u>	<u>£252,711</u>	<u>£2,002,926</u>	<u>£1,911,208</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

5. RESOURCES EXPENDED

	ADULTS (Post 16)	CHILDREN & YOUNG PEOPLE	GENERATING FUNDS	GOVERNANCE	Total 2025	Total 2024
	£	£	£	£	£	£
Direct						
Artists	63,803	248,853	-	260	312,915	243,790
Partners	-	304,130	-	-	304,130	340,067
Printed Resources	246	9,254	90	1,301	10,891	10,348
Online Resources	36	903	-	332	1,271	13,129
Relationship Goals	6,803	9,695	-	2,571	19,069	27,300
Payroll Costs	380,533	651,838	36,829	107,775	1,176,974	1,014,424
Non-payroll Staff	1,200	34,867	54,950	6,328	97,345	110,776
Recruitment	17	9,948	476	6,188	16,628	14,657
Training	1,316	2,959	-	1,441	5,716	3,168
Research and Outreach	-	-	-	1,935	1,935	1,611
Volunteers, Travel & accom.	3,499	18,213	-	16,376	38,088	46,023
Other	51	2,051	-	1,433	3,535	8,224
	457,503	1,292,711	92,344	145,940	1,988,498	1,833,517
Support						
Audit Fees	1,739	3,129	418	520	5,806	6,180
Depreciation	2,026	3,645	487	606	6,764	7,790
Postage, Stationery & Courier	101	181	24	30	336	260
Equipment Maintenance and IT Support	19,473	35,030	4,682	5,820	65,005	60,725
Rent, Rates & Service Charge	8,308	14,946	1,998	2,483	27,735	46,050
Office Costs	570	1,026	137	170	1,904	2,200
Bank Interest and Fees	591	1,063	142	177	1,972	2,021
Other Costs	3,352	6,031	806	1,002	11,191	40,223
Accountancy Fees	407	733	98	122	1,360	1,812
Quality & Compliance	1,920	3,453	462	574	6,408	10,701
	38,487	69,234	9,254	11,505	128,480	177,962
Governance	51,802	93,188	12,455	(157,444)	-	-
Total Expenses	£547,793	£1,455,133	£114,052	-	£2,116,978	£2,011,479

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

6. STAFF COSTS, TRUSTEES' REMUNERATION AND KEY MANAGEMENT PERSONNEL

	2025	2024
	£	£
Salaries and Wages	1,045,597	908,552
Social Security Costs	101,149	85,543
Pension Costs	30,228	20,329
Total Payroll Costs	<u>£1,176,974</u>	<u>£1,014,424</u>

The average number of staff employed by the charity was 27.36 (2024: 25.14).

One employee earned in excess of £60,000 per annum (2024: 1). No trustee received any remuneration during the period. No expenses were paid to the trustees during the period.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education and Arts are the directors (who are also the trustees), the Chief Executive Officer, the Chief Operating Officer, the Development Director, the Director of Services, and the Finance Director. Aggregate compensation paid to key management personnel in the year amounted to £299,840 (2024: £245,365 the CEO, COO, DOP and FD only).

7. FIXED ASSETS

	2025	2024
	Furniture and Equipment	Furniture and Equipment
	£	£
Cost at 1 April	75,645	67,895
Additions	1,886	7,750
Cost at 31 March	<u>77,531</u>	<u>75,645</u>
Depreciation at 1 April	63,340	55,550
Charge for the year	6,764	7,790
Depreciation at 31 March	<u>70,104</u>	<u>63,340</u>
Net Book Value at 31 March	<u>£7,427</u>	<u>£12,305</u>

8. DEBTORS

	2025	2024
	£	£
Debtors	451,565	454,672
Rent/Service Charge Deposit	2,644	2,644
Prepayments	25,314	25,383
	<u>£479,523</u>	<u>£482,699</u>

9. CREDITORS

	2025	2024
	£	£
HM Revenue and Customs	24,051	25,166
Deferred income	32,000	23,255
Accruals	29,603	67,547
Creditors	<u>360,630</u>	<u>129,660</u>
	<u>£446,284</u>	<u>£245,628</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

10. RESTRICTED FUNDS 2025

A. At 31st March 2025

	At 1 April 2024	Income	Expenses	At 31 March 2025
	£	£	£	£
CHILDREN & YOUNG PEOPLE				
<i>Healthy Relationships Programme</i>				
National Lottery Reaching Communities	-	58,573	17,700	40,873
Norwich Freeman's Charity	-	8,858	5,833	3,025
Clifford Chance Foundation	5,866	-	5,866	-
Emmanuel Kaye Foundation	-	25,000	-	25,000
LB Camden	-	22,305	19,725	2,580
Lindley Foundation	-	5,000	-	5,000
London Community Foundation	-	18,750	15,594	3,156
Westminster Foundation	-	9,335	-	9,335
The Crucible Foundation	-	50,000	47,654	2,346
Keith Howard Foundation	-	10,000	9,700	300
Mayor's Safer Communities Fund	19,999	-	19,999	-
Avon & Somerset Police Commissioner	-	6,590	-	6,590
<i>RE:SET</i>				
The Foux Foundation	10,000	10,000	10,000	10,000
MOPAC (VRU)	77,687	649,664	664,531	62,820
JD Foundation	4,971	-	4,971	-
<i>Specialist Provision</i>				
Big Give Women and Girls Match Fund 24	-	27,125	9,156	17,969
John Lyons Charity	24,687	-	24,687	-
The Rayne Foundation	16,000	-	16,000	-
MariaMarina Foundation	93,998	-	77,118	16,880
<i>Other</i>				
4841 Trust	-	10,000	10,000	-
CMF Charitable Trust	2,000	2,000	4,000	-
David Family Foundation	-	5,000	5,000	-
Paul Bassham Charitable Trust	2,000	-	2,000	-
Esmée Fairbairn Foundation	19,874	-	19,874	-
Fidelity UK Foundation	22,719	14,000	36,719	-
Garfield Weston Foundation	-	30,000	30,000	-
Joseph Levy Foundation	-	20,000	20,000	-
The Leathersellers' Foundation	29,083	27,500	54,083	2,500
The Coutts Foundation	24,630	40,000	59,499	5,131
The Vintners' Foundation	-	5,000	5,000	-
Big Give	13,393	-	13,393	-
Tender Guardians	30,373	-	30,373	-
Nelsons Trust	-	5,000	-	5,000
ADULTS (POST 16)				
<i>Adults with Safeguarding Responsibility</i>				
City Bridge Trust	-	43,686	17,785	25,901
MOPAC	-	402,681	402,681	-
<i>Post-18 settings</i>				
Clifford Chance	30,946	25,000	23,393	32,553
	<u>£428,226</u>	<u>£1,531,067</u>	<u>£1,682,334</u>	<u>£276,959</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

The CHILDREN & YOUNG PEOPLE programme

Healthy Relationships Programme (HR Programme)

Reaching children and young people in primary, secondary, SEN schools across Greater London and the UK through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

RE:SET

An online toolkit supported by a Tender Mentor to enable primary and secondary schools to explore, adapt and reset their existing relationships education across the whole school. It support schools to promote healthy, equal and respectful relationships and become Healthy Relationships Champion Schools.

Specialist Provision (SP)

Supporting young people who may be most vulnerable to experiences of domestic abuse and sexual violence including care-experienced young people, those with disabilities, identifying as LGBTQ+ and asylum seekers. This includes the online game Relationship Goals. Programmes are specially designed using trauma informed approaches to working with young people and training for the staff who work with them.

Other

Contribution to salaries and overheads as part of the HR and HR SP work.

ADULTS (POST 16) & OTHER FUNDS

Adults with Safeguarding Responsibilities

Equipping adults with the knowledge and skills to understand domestic abuse and sexual violence in order that they can effectively safeguard the children and young people in their care. This includes teachers, youth workers, virtual school teachers, foster parents, social care professionals and the police.

Post-18 settings and Youth Board

Working with further and higher education settings, including universities and conservatoires, to promote healthy cultures that challenge domestic and sexual violence and harassment. This is achieved through targeted training for student union officers, university societies, university staff and students; engaging with existing networks of support to increase efficacy of reporting routes.

The Youth Board comprises a group of young people aged 16 – 24 who are interested in the issue of domestic and sexual violence and wish to play a part in advocating for healthy relationships and supporting Tender in its core mission through participating in consultation sessions, creating and delivering campaigns and helping at events throughout the year including fundraising and media and communications

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

10. RESTRICTED FUNDS 2024

B. At 31st March 2024

	At 1 April 2023	Income	Expenses	At 31 March 2024
	£	£	£	£
CHILDREN & YOUNG PEOPLE				
<i>Healthy Relationships Programme</i>				
The Olwyn Foundation	-	15,000	15,000	-
Paul Bassham CT	-	2,000	-	2,000
Scarabaeus	21,657	-	21,657	-
Clifford Chance Foundation	-	7,711	1,845	5,866
Lloyds Banking Group	146,894	-	146,894	-
MSCF	-	19,999	-	19,999
West Yorkshire Police	5,411	-	5,411	-
The Shears Foundation	10,000	-	10,000	-
<i>RE:SET</i>				
The Foux Foundation	10,000	10,000	10,000	10,000
JD Foundation	-	5,000	29	4,971
<i>Specialist Provision</i>				
John Lyons Charity	34,554	28,000	37,867	24,687
The Rayne Foundation	19,745	16,000	19,745	16,000
BBC Children in Need	5,527	-	5,527	-
CMF Charitable Trust	2,000	2,000	2,000	2,000
<i>Other</i>				
The Crucible Foundation	100,000	-	100,000	-
ADULTS (POST 16) & OTHER FUNDS				
RBKC	-	6,446	6,446	-
MOPAC	86,639	976,726	985,678	77,687
Clifford Chance	27,508	25,000	21,562	30,946
London Youth – YISF	600	200	800	-
Maria Marina Foundation	100,369	80,000	86,371	93,998
Tender Guardians	41,137	50,000	60,764	30,373
Big Give	-	23,887	10,494	13,393
Fidelity UK Foundation	30,627	24,000	31,908	22,719
Esmée Fairbairn Foundation	-	60,000	40,126	19,874
The Garfield Weston Foundation	20,000	-	20,000	-
The Leathersellers' Foundation	25,000	25,000	20,917	29,083
The Coutts Foundation	5,854	44,000	25,224	24,630
	<u>£693,522</u>	<u>£1,420,969</u>	<u>£1,686,265</u>	<u>£428,226</u>

The CHILDREN & YOUNG PEOPLE programme

Healthy Relationships Programme

Reaching children and young people in primary, secondary, SEN schools across Greater London and the UK through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

RE:SET

An online toolkit supported by a Tender Mentor to enable primary and secondary schools to explore, adapt and reset their existing relationships education across the whole school. It supports schools to promote healthy, equal and respectful relationships and become Healthy Relationships Champion Schools.

Specialist Provision

Supporting young people who may be most vulnerable to experiences of domestic abuse and sexual violence including care-experienced young people, those with disabilities, identifying as LGBTQ+ and asylum seekers. This includes the online game Relationship Goals. Programmes are specially designed using trauma informed approaches to working with young people and training for the staff who work with them.

Other

The Crucible Foundation - supports the Specialist Provision work and Healthy Relationships projects in Avon and Somerset

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

ADULTS (POST 16) & OTHER FUNDS

Adults with Safeguarding Responsibilities

Equipping adults with the knowledge and skills to understand domestic abuse and sexual violence in order that they can effectively safeguard the children and young people in their care. This includes teachers, youth workers, virtual school teachers, foster parents, social care professionals and the police.

Workplace Training

Delivering training to workforces in businesses and organisations to promote healthy workplace cultures that are free from bullying, sexual harassment and discrimination. Tender also delivers domestic abuse awareness training to colleagues in order that businesses can play a role in preventing domestic abuse and where victims/survivors can seek support and advice in a safe and private space.

OTHER

RBKC funded adult training in the Royal Borough of Kensington and Chelsea.

MOPAC continued to support the Whole-Community Approach to Healthy Relationships programmes as well as the delivery of adult training to adults with safeguarding responsibilities. New funding from MOPAC funded the following –

MOPAC (Ashiana) - Provision of service known as 'LOT 1 Girls & Young Women'.

MOPAC (Nurture UK) - Provision of service known as INCLUSIVE AND NURTURING SCHOOLS.

MOPAC (Toolkit) - provision of the VAWG Prevention Toolkit for Teachers Support.

Clifford Chance - continued to support the delivery of the Universities programme.

London Youth - YISF - supported Youth Board activities.

MariaMarina Foundation funded the specialist provision work and contributed to core costs.

Tender Guardians - supported the delivery of RESET and Specialist Provision programme.

BigGive campaigns promoted the Specialist Provisions programme including the Relationship Goals projects and Healthy Relationship Programme in London.

Fidelity UK Foundation funds the salaries of Tender's Research and Impact Manager.

The Leathersellers' Foundation, The Garfield Weston Foundation, The Coutts Foundation, and the Esmée Fairbairn Foundation - contribute to core costs including salaries.

11. UNRESTRICTED FUNDS

A. At 31st March 2025

	At 1 April 2024	Income	Expenses	Transfer	At 31 March 2025
	£	£	£		£
Designated					
Workplace Training	-	51,780	34,199	-	17,581
Landlark	7,624	12,000	18,456	-	1,168
HR Programmes	50,243	25,851	73,279	-	2,815
MAP	21,713	-	21,713	-	-
Tender Regional Development Fund	73,374	15,000	66,454	-	21,920
Core Costs	417,180	75,326	101,924	(99,740)	290,843
Designated Total	570,134	179,957	316,026	(99,740)	334,326
General Reserves	796,918	128,316	118,618	99,740	906,356
	£1,367,052	£308,274	£434,644	-	£1,240,682

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

Designated funds are earmarked for the following purposes:

Workplace Training	To complete the delivery of workplace training for corporate partners
Landlark	Continue delivery of Healthy Relationships projects in Cambridgeshire
HR Programmes	To complete delivery of Healthy Relationships projects in London & SE, East, North and West
MAP	Provision to deliver Healthy Relationships programme in Norwich.
Tender Regional Development Fund	This fund will continue to fund the delivery of Tender's Children & Young People, Post 18 and adult training programmes outside of London.
Core costs	Provision towards senior management staff salaries and on-costs.
Transfer	£99,740 of designated core costs has been un-designated and transferred to the General Reserves.

B. At 31st March 2024

	At 1 April 2023	Income	Expenses	Transfer	At 31 March 2024
	£	£	£		£
Designated					
LBO Ealing	32,838	-	32,838	-	-
LBO Waltham Forest	11,192	-	11,192	-	-
Landlark	-	9,000	1,376	-	7,624
L&SE Projects	-	243	-	-	243
MAP	18,580	6,100	2,967	-	21,713
HR Programmes	-	50,000	-	-	50,000
Tender Regional Development Fund	99,630	75,000	101,256	-	73,374
Core Costs	292,107	10,000	45,921	160,994	417,180
Designated Total	<u>454,347</u>	<u>150,343</u>	<u>195,550</u>	<u>160,994</u>	<u>570,134</u>
General Reserves	725,155	362,421	129,664	(160,994)	796,918
	<u>£1,179,502</u>	<u>£512,764</u>	<u>£325,214</u>	<u>-</u>	<u>£1,367,052</u>

Designated funds are earmarked for the following purposes:

LBO Ealing and Waltham Forest	To complete the delivery of Healthy Relationships projects in the boroughs.
Landlark	To complete the delivery of Healthy Relationships projects in the boroughs.
MAP	Provision to deliver Healthy Relationships programme in Norwich.
L&SE Projects	To finish delivery of HR paid project.
Tender Regional Development Fund	This fund will continue to fund the delivery of Tender's Children & Young People, Post 18 and adult training programmes outside of London.
Core costs	Provision towards senior management staff salaries and on-costs.
Transfer	£160,994 of general reserves has been designated and transferred to the Core Cost fund.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

12. TAXATION

Tender is a registered charity and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

13. INCOME/EXPENDITURE

Net income for the period is stated after charging:

	Total 2025	Total 2024
	£	£
Auditors' Remuneration	5,806	6,180
Depreciation	6,764	7,790
	_____	_____

14. ANALYSIS OF NET ASSETS BETWEEN THE FUNDS

A. At 31st March 2025

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	7,427	1,233,255	1,240,682
Restricted Funds	-	276,959	276,959
	£7,427	£1,510,214	£1,517,641

B. At 31st March 2024

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	12,305	1,354,747	1,367,052
Restricted Funds	-	428,226	428,226
	£12,305	£1,782,973	£1,795,278

15. RELATED PARTY TRANSACTIONS

Total aggregate donations of £32,500 were made by the trustees during the year without conditions attached (2024: £30,000).

The Chair's daughter works as Tender's Projects Coordinator and facilitator and earned £13,322 during the year (2024: £4,075).

16. OPERATING LEASE COMMITMENTS

The charitable company operates from its premises on Holloway Road. The current rental agreement ends on 30th June 2025. Tender does not currently pay any rent due to an early cancellation of the original lease agreement ending in July 2028.

In addition, as at 31st March 2025, the charitable company was committed to a minimum rental payable under non-cancellable operating leases in respect of equipment (inclusive of VAT), as follows:

	2025	2024
	£	£
Payable within one year	26,538	19,756
Payable in two to five years	13,012	14,656
	£39,550	£34,412

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

17. ECONOMIC IMPACT

The Trustees anticipate that the most recent elections and other significant economic factors will have a long-term impact on the Charity's incoming resources and resources expended in the coming years. The Charity is essentially a cash-based business and carries out stress testing annually as a matter of course. This stress test anticipates events and what the financial impact might be on the Charity and how the Charity can react to that impact. Based on this testing and their review of subsequent events in connection with the world economy, the Trustees are confident that it has sufficient reserves and enough flexibility to ensure that it can continue to exist for the foreseeable future. When considering the foreseeable future the Trustees are looking forward a period of at least twelve months from the date of approval of these financial statements.









Trustee Report & Annual Accounts 2024-25

Final Audit Report

2025-07-17

Created:	2025-07-17
By:	Trupti Reddy (trupti@tender.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAakuHRQeMUNJo2mvDARHK-Tm5BWVWlzrdV

"Trustee Report & Annual Accounts 2024-25" History

-  Document created by Trupti Reddy (trupti@tender.org.uk)
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TENDER EDUCATION AND ARTS

England & Wales - Charity number 1100214

Accounts

Tender Education and Arts

Trustee Report and Accounts

Year Ending: 31 March 2024

Company Number: 04627846

Charity Number: 1100214



INTRODUCTION

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Structure, Governance and Management

Tender Education and Arts (trading as Tender) is governed by an elected Board of Trustees. The Board of Trustees is elected annually at the Annual General Meeting. Retiring members are eligible for re-election. The Board meets four times per year, with additional meetings scheduled when the company requires greater direction or support.

The Board of Trustees has legal, financial and fiduciary duties under Company Law and Charity Law, and responsibilities for ensuring that the organisation complies with the conditions placed on grants from public and other funders. The Board also has responsibilities for the organisation's strategy. Although the ultimate responsibility lies with the Board, the daily operational management of many of these duties is delegated to the Chief Executive Officer and her staff.

Policies and procedures for induction and training of Trustees

All new Trustees are invited to meet with the Chair and Chief Executive to discuss the work of the charity and, in particular, to be informed of:

- The obligations of Trustees and be given a copy of the Tender Trustees Code of Conduct
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles of Association
- Resourcing and the current financial position
- Key objectives and future strategic directions

The Charity Commission outlines four clear expectations for Trustees:

- Provide a safe and trusted environment. Safeguarding involves a duty of care to everyone who comes into contact with the charity, not just vulnerable beneficiaries like children and young people

- Set an organisational culture that prioritises safeguarding, so it is safe for people to report incidents and concerns in the knowledge they will be dealt with appropriately
- Have adequate safeguarding policies, procedures and measures to protect people and make sure these are made public, reviewed regularly and kept up to date
- Handle incidents as they arise. Report them to the relevant authorities including the police and the Charity Commission. Learn from these mistakes and put in place the relevant mechanisms to stop them happening again

All Trustees are required to hold an enhanced DBS (Disclosure and Barring Service), which is renewed every two years in line with Tender’s safeguarding policies and protocols, or they must be signed up to the DBS Update Service. They should undertake safeguarding training every 2 years, attend Tender’s “basic awareness of domestic abuse training”, read “Keeping Children Safe in Education” by the Department for Education and we aim to ensure they visit a Tender project once a year when possible.

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director/trustee (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education and Arts are its directors, the Chief Executive Officer (CEO), the Chief Operating Officer (COO), the Finance Director and the Director of Services. The directors/trustees are not remunerated, and remuneration of the CEO is set by the Board of Trustees.

OBJECTIVES

The summary objectives of the charity under its Memorandum of Association are:

1. To advance the education of the public about the violence and abuse perpetrated against women and young people.
2. To meet the needs of women and young people who have been subject to violence and abuse.

Public Benefit

Tender ensures that all its charitable activities focus on young people’s needs and young people are involved in guiding our work. This includes advancing the direction of Tender’s

education programmes, supporting the organisation's operations and contributing to Tender's governance. We have due regard to the guidance issued by the Charity Commission.



“I would like more workshops like this to encourage men to make the right decisions – to think about who are your role models. Are they hurting or helping you?” - Project participant, Year 8

Tender Strategy 2023-26

In late 2022 and early 2023, Tender engaged an external consultant to carry out a strategic review, with the aim of developing an agreed core purpose and values, strategic objectives for 2023-26, and an organisational structure and management framework to support the achievement of Tender's strategic objectives.

As a result of the review, Tender developed a revised vision, mission, strategic outcomes and strategic priorities. The strategic outcomes and priorities will ensure that Tender’s focus will remain on progressing towards the long-term mission.

What we want to achieve	Our vision is: To live in a society with no domestic abuse or sexual violence	
	Our organisation’s mission is: To contribute to a safer society for all by preventing domestic abuse and sexual violence. We use arts-based methods to equip children, young people and adults with the skills and tools necessary to create and promote healthy relationships and systemic change. By rehearsing and reinforcing positive behaviours and attitudes, we empower individuals to challenge harmful norms and create a culture of respect, equality, and non-violence.	
How we will do it	Strategic outcomes for 2023-26	
	Children and young people will be prepared and empowered to develop and maintain healthy relationships.	Communities and settings children and young people inhabit will be safe and supportive places.
	Our strategic priorities for 2023–26	
	Priority 1: PREPARE: Ensure all children and young people have the knowledge and awareness to identify and use healthy behaviours within their relationships.	
	Priority 2: EMPOWER: Empower children and young people to develop the skills they need to discuss and negotiate relationships positively and seek support when they need it.	
	Priority 3: REINFORCE: Create and support healthy cultures in the spaces children and young people inhabit to ensure they are safe spaces that protect and enable them to have positive relationships free from abuse.	
Priority 4: GALVANISE: Inspire all adults and communities to play a role in preventing domestic abuse and sexual violence.		

As part of the strategy review, we agreed a set of Tender Values, which were developed through a consultative process with Tender staff:

We are kind: care, compassion and support are at the heart of all we do.

We're creative: we use creativity to start important conversations, explore difficult subjects and spark ideas.

We welcome everyone: We make sure people feel safe, respected and valued.

We celebrate people: We encourage learning, discovery, personal growth and collaboration.

We stand up for what we believe in: We're not afraid to ask difficult questions or demand change.

In this first year of the three-year strategy, Tender's aim has been to focus equally on building internal capabilities and on achieving our strategic priorities through service delivery.

The main objective in 2023-24 was to ensure we maintained and continued to deliver our current portfolio of work with a similar breadth and depth of reach and impact as we had done in the previous year, which would enable us to dedicate appropriate resources to building internal capabilities and supporting our staff through organisational changes. We aimed to work in a broad range of settings, with the majority of projects achieving two or more strategic priorities – thus creating a greater depth of impact - with the highest focus in 2023-24 being on Strategic Priorities 1 – 3 (Prepare, Empower, Reinforce).

Alongside this, we set ourselves ambitions which covered all other aspects of Tender's work: communications; policy & influencing; people and culture; DEI; research; impact; learning and curriculum; growth; fundraising; technology; and the Youth Board – all of which are detailed in this report.

In response to feedback from the team given during the strategy review consultation process, and based on observations and conversations in 2022-23, we also implemented a number of changes to the Tender team structure and individual roles. Namely, in order to reflect our ambition to be a truly national charity, we brought all Tender's schools and Specialist Provision teams together into a single "Schools and Youth Settings" department. This is divided into four distinct geographical areas; London & South East, West, North and East (formerly "London Schools" and "Tender National") and includes RE:SET, our whole school approach which spans all regions. Additionally, the creation of a new role - Head of Curriculum and Growth - provided an opportunity to strengthen and quality assure our curriculum resources and plan for growth in future years. This ensures all curriculum content is developed with input from relevant experts and research, is tailored to the audience, and is agreed through a robust quality assurance process.

ACHIEVEMENTS AND PERFORMANCE

This year we developed a monitoring and evaluation framework which consistently measures our impact, mapped against our mission, strategic outcomes and strategic priorities through a theory of change.

In 2023-24 we are proud to have reached:

10,754 children and young people beneficiaries, directly through workshops and projects lasting one hour or more, such as enrichment day sessions and (our most commonly delivered) 2-day Healthy Relationships projects

16,794 children and young people beneficiaries, indirectly through assemblies, peer-led presentations and teacher-led workshops

5,584 adult beneficiaries, directly through adult training sessions

1,693 adult beneficiaries, indirectly through information sessions and workshops

	2023/24	2022/23
Number of projects, training sessions and events delivered by Tender	391	253
Total number of young people who participated in Tender's projects	27,548	16,324
Total number of adults who participated in Tender's trainings	7,177	3,319

As a result of taking part in a Tender project or training:

- **96%** of primary school participants could correctly identify that they should speak to a teacher or trusted adult if worried about a friendship or relationship
- **91%** of secondary school participants described what makes a relationship healthy or unhealthy
- **88%** of secondary school participants accurately identified emotional abuse from other forms of abuse

- **93%** of secondary school participants said they would offer their support or talk to a teacher/trusted adult if their friend was in an unhealthy relationship
- On average, students rated the project **4.25/5**
- **91%** of adult training participants said the training was “extremely” or “moderately” helpful for their role as educators.

In line with the new academic year in September 2023, we updated our Monitoring, Evaluation and Learning (MEL) processes to develop a more consistent approach across our different programmes areas, carrying out an in-depth review of our outcomes, key indicators, and the surveys we use across programmes to measure these. Please therefore note that the outcomes listed above are based on the survey data we have collected from September 2023-April 2024 only.

“Three words to describe the workshop: time well spent” - Project participant, age 12



London & South-East

The newly established London & South-East team (formerly the ‘London Schools’ and ‘Specialist Provision’ Teams) has been continuing to develop and push forward our work in the capital with both mainstream settings and specialist or out-of-school settings. Made possible by generous grants and donations from Lloyds Banking Group, Ealing Borough Council, The Crucible Foundation, Clifford Chance and Big Give, the team delivered projects in 26 of the 32 boroughs in London this year.

School Projects

Mainstream school settings benefited from our 2-day Healthy Relationships secondary project and our 2-day Healthy Friendships project in primary schools, as well as a range of more tailored projects including our Enrichment Day and 1-day project models.

55 projects were delivered to groups from Year 5 to Year 13 across London, **reaching over 3800 children and young people.**

“It was very open, non-judgmental and informative, it felt like a safe space” - participant, age 16, London

Specialist Provision

The team continued to refine our offer for specialist and out-of-school settings, with **20 additional specialist Healthy Relationships projects** being delivered this year. Beneficiaries included young people in the Youth Justice service, young people with social, emotional and mental health (SEMH) needs, children with special educational needs and disabilities and young people in alternative education settings. Working with specialist partners, such as Resources for Autism and the Baked Bean Charity (a London-based organisation working with adults and young people with learning disabilities), has enabled us to ensure our projects are safe and effective for specialist cohorts, and that our approach remains sensitive to the diverse needs of our beneficiaries.

“[I have learned] to be yourself and not to let anyone pressure you or make you feel uncomfortable” - Participant, female, age 11

Relationship Goals, our interactive video game for young people with special educational needs, continued to flourish this year with a further 5 projects delivered across London. This programme allows participants to create an avatar, navigate relationships in the virtual world of the game, and receive Tender’s drama-based workshops alongside to support the transference of learning from online to real-life. The team are looking forward to the prospect of disseminating Relationship Goals even further over the next year, with the first project being delivered with young people in Tender’s West region in 2024.

North

This year our work in West Yorkshire has continued to grow, with 29 projects taking place across the region. Responding to the growing demand from settings in the North, the team recruited 5 new Workshop Leaders who are now fully trained to deliver our work in Primary and Secondary Schools. Over 3,000 young people benefited from work with Tender in the region, either through directly receiving a Healthy Relationship or Healthy Friendship Project,

or indirectly through peer-led presentations created and performed at the end of our 2-day projects.

“My views on people who have experienced domestic abuse have changed because I have learned that it is subtle and not easy to leave” - Male student, age 15, Bradford

West Yorkshire Violence Reduction Unit

We are delighted to be continuing to develop Tender’s reputation in the region, building relationships with key stakeholders including the Mayor of West Yorkshire, Tracy Brabin, who awarded Tender with funding through her pioneering Safer Communities Fund. The West Yorkshire Violence Reduction Unit (WY VRU) invited Tender to present our work at an event, during which Year 6 students from Lapage Primary school shared their drama presentation on healthy and unhealthy relationships to 100 of the WY VRU’s partners.

RE:SET was piloted in the North this year, with Carlton Bolling being the first school in the region to receive Healthy Relationship Champion School status. During one project as part of the programme, participants created relationship-themed flip-book animations, (with support from animator Gloria Civantos) which were shared with the rest of the school alongside important messages about healthy and unhealthy relationships and the Childline phone number. The second RE:SET programme has now started in Beckfoot Heaton Primary school, who have already responded incredibly well to the programme’s comprehensive approach to encouraging a whole-school shift towards a healthier culture.

“The RESET Programme has exceeded expectations... It has been life changing. We are setting children up to become model citizens.” – Staff member, Carlton Bolling School

East

We delivered **15 projects** in the East this year, reaching **over 2500 children and young people** in our work with schools and youth settings either directly through our projects or indirectly through peer-sharings. Due to the growing demand for work in the area, an additional 5 workshop leaders have also been recruited to support with delivering our work in schools and youth settings.

Our work in Cambridge has taken root, with 8 projects funded by the charity Landlark over the next few years. We started this exciting new commission this year, with 2 projects taking place in the area.

We were delighted to be invited to continue to work with **Breckland Youth Advisory Board** this year, who decided that promoting our work in schools should be a strategic priority for them. They funded us to deliver more projects in schools within the district.

RE:SET started in 2 settings in January 2024, with both schools progressing well so far with the programme. St Williams Junior School and Acle Academy are aiming to achieve their awards by the end of this year.

In January 2024 we broke ground **in Suffolk**, delivering staff training to teachers in Breckland School. This marks the start of further growth in the region, with plans to continue to expand into new schools in the East.

“The workshop leaders were fantastically positive with the children and were very understanding of our children with additional needs and challenging behaviours. They were relentlessly positive but challenged when necessary.” - Teacher, Primary School, Norwich

West

It has been a delight to also grow our work in the West this year, with **17 projects** taking place in the region. Over **2000 young people** participated in our 2-day Healthy Relationships/Healthy Friendships projects or enrichment day sessions, during which 5 separate classes receive a 1-hour workshop on healthy relationships. Projects took place in a wide geographical area this year, with our work pushing into Bristol, Wiltshire and South Gloucestershire. Once again, 5 more workshop leaders were recruited to support the growth of delivery in the area, ensuring that local voices are able to lead the work within their communities. Programme Manager for the West, Daisy Douglas, was acknowledged for all her fantastic work in the region by receiving The Beryl Dixon Community Leader of the Year award as part of the Bath & North-East Somerset Community Awards 2023-24.

RE:SET continued to develop in the region this year, with Oldfield School completing the year-long programme and being awarded Healthy Relationship Champion School status. In January 2024 St Williams Primary School began the RE:SET programme, with the school already having completed over 50% of the tasks required for them to achieve the award at time of writing this report.

“It was good to have a space to go deep into these discussions” - participant, Oldfield School

In February, Tender hosted a panel at the **Beyond Therapy Festival of Activism** conference in Bristol, titled 'The Power of Curiosity and Creative Engagement; Unlocking Prevention Education'. The panel explored Tender's work and the importance of engaging young people in conversations around relationships and abuse. The panel was a significant networking opportunity for the region, introducing us to key stakeholders that will continue to amplify Tender's work in the West. Speakers on the panel included Sarah Macnaughton, a teacher from Oldfield School, and Leanne Price, one of Tender's Youth Board members.

"We are so grateful to Tender for their time and energy running workshops with the children and staff. Their calm and relaxed manner made what can be an uncomfortable subject matter much easier to digest and allowed all to feel comfortable discussing such challenging subject matter. The children have a much greater awareness of how to be aware and manage a range of forms of unhealthy behaviour. As a staff we felt so much better informed and gained a much better understanding of cycles of abuse and how to identify them. We were so impressed and the feedback from children, parents and teaching staff has been really positive." - Primary school teacher, West

RE:SET

RE:SET is Tender's whole school approach to relationship education and involves working with all elements of the school community to promote healthy friendships and relationships. We prepare young people to recognise unhealthy relationships and understand how they can get support and train the adults within the school community to support young people who experience unhealthy relationships.

The growth of RE:SET from its pilot of 5 schools to delivery of the full programme in over 50 schools has been an incredible feat, and the RE:SET team have worked hard to ensure that the programme can 'scale-up' without losing its integrity. Significant development work has taken place to streamline the programme and ensure schools are putting in the work to enable the programme to have a lasting legacy within their community. This has involved strengthening relationships with local authorities, building on the collaboration with Nurture UK and working closely with London's Violence Reduction Unit (VRU).

The largest output of RE:SET programmes is through the Inclusive and Nurturing Schools (INS) programme, in partnership with Nurture UK, funded by London's Violence Reduction Unit. In September 2023, the programme kicked off with **20 schools in Barking &**

Dagenham and Islington, joining the **10 schools in Greenwich** already engaged in the programme. A further **20 schools in Hammersmith & Fulham and Hackney** started the programme in January. Attrition rates have been minimal, largely thanks to the development of a 'RE:SET Lite' option, which enables schools to benefit from Tender's work with children, staff and parents/carers without the administrative burden of completing the award criteria necessary for the Healthy Relationship Champion School award. The recruitment of four Tender Mentors has meant that schools have a personalised journey through the award with tailored, ongoing support from the Tender team.

In March, Greenwich schools completed the programme and attended a borough-wide celebration event to showcase the outstanding work having been completed within RE:SET schools. The event was attended by representatives from the Violence Reduction Unit, the Local Authority and participating schools. This event marks the first of a series of 'Best Practice' events, which are an opportunity for participating schools to share the impact that RE:SET has had within their community and offer guidance and support to other settings.

So far, the INS programme has reached **10,302 young people, 2,806 staff members and 980 parents.**

"The work has generated a significant amount of conversation and the young people have felt more confident to come to staff with issues that they might not have before, evidenced by the number of students coming to us versus the number of incidents we find out without them informing us. This has been a real positive change as it shows they are thinking about what is acceptable and are not prepared to deal with behaviours that are not acceptable"

- Assistant Principle, RE:SET school

RE:SET Specialist Provision continues to inspire a whole-setting approach to relationship education in non-mainstream education facilities. Four settings are currently undertaking the year-long programme, including alternative education provision settings and a special school for pupils with moderate to severe and complex learning difficulties. RE:SET Specialist Provision encourages settings to reflect upon and provide evidence of their relationship education provision, alongside receiving a series of tailored interventions delivered by Tender with students, staff and parents. Successful settings will receive the coveted Healthy Relationships Champion Setting Award.



Adult Training

Tender's Adult Training strand of work continues to flourish, with the department at the largest it has ever been and delivery going from strength to strength.

Toolkit Programme

This year we continued the 'Ending Gender Based Violence Teacher Toolkit programme', which is part of the Mayor's Office for Policing and Crime's (MOPAC) VAWG strategy. This online resource and accompanying training sessions aims to help teachers and school governors feel more equipped to discuss issues like misogyny and domestic abuse with children and young people. The online toolkit resource contains information and exercises around Gender-Based Violence to facilitate conversations in age-appropriate ways. The number of people accessing the secondary toolkit has been a success, with **8,982** people viewing the resource in the last year. In Autumn 2023 we also developed a toolkit and accompanying training sessions for primary school teachers, as well as training sessions for SEND specialist teachers, which have been received positively.

“The activities were fun to do and I’m sure the students at our school will greatly benefit from them.” - Training participant, toolkit programme

Royal Borough of Kensington & Chelsea

This programme involved the team delivering 3.5-hour training sessions to participants from charities based in the Royal Borough of Kensington & Chelsea (RBKC), focussing on domestic abuse awareness and best practice response to disclosures. Over the course of this programme we delivered a total of 12 individual training sessions, engaging **148 beneficiaries from a total of 20 organisations**.

“It has made me more aware of the prevalence in the borough as well as more generally, and how that can present itself. It has opened my eyes to what domestic abuse can look like and reduced bias” - Participant, RBKC training programme

VRU INS

As part of the VRU INS (see above) programme, the Adult Services Team have been delivering a 6-module programme of training for 20 beneficiaries in each of the target boroughs, comprising education professionals including Designated Safeguarding Leads, borough staff working in education and Safer Schools Officers. This year the programme was successfully delivered in Greenwich, Barking & Dagenham and Croydon, receiving fantastic feedback, with 100% respondents who attended training in quarter four rating the programme as “very good”.

“Best course I’ve been on in a long time” - Training participant, VRU INS Programme

Post-18 Programmes

This year we completed the pilot of our RE:SET Universities, Whole University Approach programme (WUA) and welcomed the first formal cohort who started in the Autumn term.

During the pilot we received feedback from 5 universities and delivered elements of the programme with these universities, which helped us to test the effectiveness of the framework and workshop content and to have a positive impact on these universities. Across our workshop delivery 100% of those who responded told us they would recommend the staff training to others, 92% would recommend the student leader training and 100% would recommend the student union training. Following their participation in the pilot, Manchester Metropolitan University completed the programme, with huge improvements to their prevention provision, becoming the first ever RE:SET University.

'What this programme has shown us is that we were stronger in response, than in prevention. Whilst there is always more we can do to improve our response too, it is in prevention and culture where there is most opportunity for change and growth.' -

Manchester Metropolitan University

Since Autumn 2023 we have also been working with the Universities of East Anglia and Bath Spa, supporting them to complete the WUA programme. Both universities have received a staff briefing workshop to begin the programme, have completed an audit of their current provision and have had their core team complete Tender's e-learning on 'Awareness of domestic abuse and sexual violence'. They will both be receiving workshops for staff and students in the financial year 2024-25 and completing the programme by January 2025.

Alongside this programme we have continued to deliver high quality workshops in other Higher Education settings. We have upheld all relationships from the previous year and delivered 8 workshops across these settings. We have also developed a relationship with Royal Northern College of Music where we delivered a new and highly successful workshop on domestic abuse and sexual violence awareness to staff.

Corporate Partnerships and Workplace Training

Tender has provided workplace training to employers in the private, public and third sector since 2017. During this time, we have developed important strategic partners with market leaders in different sectors, including law and financial services. This year we have continued to develop our workplace offer which forms two pillars: working with businesses to support colleagues and customers who may be experiencing domestic abuse and working with businesses to create healthy workplace cultures by preventing sexual harassment, bullying and discrimination.

This year we delivered 14 training sessions to workplaces, reaching a total of **373 beneficiaries**.

Corporate partnerships have a dual purpose for us; not only are we changing behaviours and safeguarding employees, but we are also generating vital income to reinvest in our work with children and young people. With competition for voluntary funds increasing and demand for our services rising, corporate income is becoming ever more important to Tender's future financial model.



Youth Board

Tender's Youth Board is made up of young volunteers aged 16-25 and plays a vital – and growing – role at the heart of the organisation, contributing to decision-making and helping to shape Tender's programmes. Members' involvement ensures that young people, and the issues relevant to them, remain at the heart of everything we do.

The following summary of Youth Board activity this year was written by Youth Board member Gaia:

This past year has been incredibly valuable for the Tender's Youth Board, with a wide range of opportunities and events to get involved with. In March, several members had the chance to attend and speak at Portcullis House, where Tender launched its 10-year prevention strategy. Experiences such as this reinforce the value of Tender's Youth Board, as they break down barriers to key stakeholders in the VAWG sector for young people. For instance, being in the same room as the Domestic Abuse Commissioner Nicole Jacobs was special for those members interested in a future career in policy and research. The "Beyond Therapy Festival" in Bristol was another opportunity to represent Tender as a young person and get involved in important conversations. Here, Youth Board Member Leanne discussed the significance of Tender's work on the panel titled "The Power of Curiosity and Creative Engagement: Unlocking Prevention Education".

During our monthly Youth Board meetings, we've co-produced and shaped aspects of

Tender's programmes and resources, ensuring CYP remain central to everything the organisation does. These include, but are not limited to, reviewing Tender's new strategy, specialist provision activities, age-appropriate approaches for RSE (Relationships and Sex Education), and LGBT+ representation. Our in-person meeting in March meant we were able to meet other Youth Board members face-to-face, some for the first time, and try out Tender's SEND (Special Educational Needs) activities. The latter was particularly beneficial as it allowed us to become more familiar with Tender's projects, provide accessibility recommendations, and place ourselves in the shoes of children and young people participating in those activities. Furthermore, there has been a mixture of Masterclasses to get involved with, such as podcast creation and exploring masculinities. Therefore, being part of Tender's Youth Board has helped members grow both personally and professionally.

We have also welcomed five new members to the Youth Board over the last year, increasing the diversity of age, educational background and location. In particular, having such a geographically diverse Youth Board is important as it ensures Tender has a greater authentic youth voice across the country. There are currently 16 members aged between 17 and 24. They are based across the country in locations including Stockton, Newport, Leicester, Portsmouth and London. They have a variety of educational backgrounds including current A Level studies, university students and those in the early stages of their careers.

The Youth Board looks forward to what the next year has in store and getting involved in more meaningful change.

Safeguarding

The Chief Executive continues to lead on Tender's Safeguarding as Designated Safeguarding Lead, with the Safeguarding Team (made up of the Chief Executive, the Head of Services and all Programme Managers) continuing to meet monthly to ensure the wellbeing and safety of children and young people remains at the heart of everything Tender does, and that rigorous processes and procedures are in place. Tender delivers termly Safeguarding update training, which all staff, freelance workshop leaders and trustees are expected to attend at least every 2 years.

Disclosure rates during our programmes remain high. In the year we received 72 cause for concerns and 47 full disclosures from children in primary and secondary schools. Our workshop leaders are vigilant to listen out for comments and observe behaviours of children and young people during sessions. There is an increased culture of confidence amongst

young people to discuss issues which they may previously not have felt comfortable to disclose. We have noticed an increase in children and young people talking about choking and strangling as part of a sexual relationship which we treat as a safeguarding issue and is likely to reflect the access they have to violent pornography and to influencers who talk about behaviours like this. We often receive positive feedback from safeguarding leads in schools and youth settings about our effective and efficient safeguarding processes.

Diversity, Equity and Inclusion

Tender believes that everyone has inherent dignity and deserves to be treated equally and fairly, but inequalities in society make this harder for some people. We want Tender to be representative of the society we live and work in, and we want to be accountable to the communities we support with our services.

Tender's Diversity, Equity and Inclusion (DEI) Policy is actioned and monitored through four working groups comprised of staff from all departments and levels of seniority, and each connected to a trustee. In 2023/24, these groups have worked towards the following aims:

Access to Services and Intersectionality

- Ensuring that our services, tools and resources are accessible, inclusive and meet the needs of a diverse range of users.
- Seeking to identify, reach and engage people from minoritised groups, and work to remove barriers which may prevent such groups from engaging with our services
- Through an intersectional lens, seeking to address all forms of discrimination and understand how the intersection of different characteristics affects the people who represent us and engage with Tender.

Key successes:

- Increasing Tender's provision and activities for young people with special educational needs and disabilities.
- An improved pre-project audit form to better understand and tailor projects to the diversity of participants' cultural, learning and/or access differences.

Key challenges: The internal capacity of our delivery and curriculum staff to progress a full audit of the intersectionality our work; instead, we plan to engage an external audit.

Accountability, Board and Leadership

- Making our DEI objectives and targets public and publishing annual reports on our progress.

- Working to understand where power and decision-making lie within Tender and impact on how we serve users and understand how external structures of inequality manifest.
- Ensuring that sufficient resources are committed to achieving the objectives set out in the wider DEI policy.

Key successes:

- Trustees and Senior Leadership have completed surveys to assess their baseline understanding and awareness regarding DEI. A three-phase learning process – incorporating training, self-directed learning and facilitated dialogue with experts – has been scheduled for 24/25.
- We are reporting on our progress in this year's trustee report. Tender's brand and website have been refreshed, with improved accessibility as a core priority. UserWay, an accessibility widget, has been installed on the website.

Key challenges:

- Identifying impactful ways to engage with and support DEI initiatives across our sector more broadly. We are currently auditing our history of partnership-working, with plans to develop and seek funding for more mutually beneficial partnerships with organisations led by and for marginalized communities.

Culture and Working Practices

- Ensuring Tender does not tolerate discrimination, and will take seriously any claims of bullying, harassment, victimisation or discrimination.
- Challenging discrimination and unequal treatment, and in particular racism, wherever we see it, and celebrating diversity in all its forms..
- Ensuring an inclusive culture that values diversity in how we treat each other, those who represent Tender and those who engage with Tender.

Key successes:

- Establishing Tender's agreed definitions and best practice standards of key terms, in particular "inclusivity" and "culture", and creating Knowledge Bases regarding Gender Identify and Neurodiversity to upskill staff.
- Circulating a staff-wide survey regarding wellbeing, inclusivity and culture, for review and response by SLT.

Key challenges:

- Capacity to connect with other working groups to ensure alignment of working.

Representation, Recruitment and Retention

- Working to ensure our staff team are diverse at all levels, with recruitment, progression and retention based on merit and where individuals can contribute fully.
- Integrating explicit diversity goals into our work at all levels, to ensure that we are inclusive and reflective of the society we live and work in

Key successes:

- Research completed on diverse recruitment channels, with plans to train staff in more inclusive recruitment, and create an accessible recruitment policy.
- Increased diversity of applicants applying for roles at Tender.

Key challenges:

- Capacity to connect with other working groups to ensure alignment of working.

Each working group has reflected on the past year in terms of progress made, priorities and capacity across teams to action objectives with integrity. We have refined our objectives accordingly and are prioritizing actions which will make the most meaningful and significant difference to our beneficiaries, staff and the wider sector.



OTHER SUPPORTING ACTIVITIES

Tender's 20th Anniversary

2023 saw Tender celebrate its 20th anniversary, with a range of activities including:

- A new website and visual identity
- The launch of Tender's Ambassadors initiative
- A whole team celebration day, including reflections on our achievements over the last 20 years and what it means to be "Tender"
- 20 miles for 20 years: a wonderful team of Tender staff raised £5,129 by participating in our first ever sponsored walk in September, with every single walker crossing the finish line. The route was designed to take in key landmarks linked to milestones in Tender's history, including the House of Commons, the Southbank Centre and the location of our first ever project.

Tender's Rebrand

Tender celebrated the launch of a new website and visual identity in late October, to mark our 20th anniversary. We believe our refreshed brand will speak to new audiences and strengthen relationships with existing ones, so we can ultimately reach more people and help them to have healthy relationships, whether that's in the classroom, at university or in the workplace.

Our logo's heart motif has evolved to reflect connection and warmth, and we've moved towards a more optimistic logo which alludes to hands coming together – a handshake or an embrace – a powerful representation of the unity, support and collaboration that is at the core of Tender's work. Tender's rebrand features a more optimistic voice and tone – using language of hope, empowerment and change. The strapline has undergone a transformation to align more closely with Tender's optimistic outlook, making our message more accessible to children in primary schools: Acting for Healthy Relationships.

The rebranding process was a collaborative effort involving the design agency Osch and Tender's dedicated team of staff. Read more about Tender's rebrand in this feature in Third Sector <https://www.thirdsector.co.uk/relationships-education-charity-rebrands-suit-wider-audience/communications/article/1845217>

Launch of Tender's Ambassadors Initiative

In June 2023 Tender was thrilled to introduce our new group of celebrity Ambassadors, who will support Tender by raising awareness of our work and will help to leverage funds by supporting fundraising campaigns and activities. Our Ambassadors have been invaluable to Tender this year, with activity including visiting workshops in schools, speaking on media outlets such as BBC Breakfast and Sunday Brunch, and supporting us on social media.

You can read our interview with Rebekah Staton, star of hit BBC series “The Following Events Are Based on a Pack of Lies” here: <https://tender.org.uk/interview-with-tender-ambassador-rebekah-staton/>

“Being able to have healthy relationships is one of the keys to a happy life. This is why tender’s work is important to me – it helps children and young people to recognize what good looks like” – Priyanga Burford

“Most of us know someone who has experienced an abusive relationship and many of us have felt at a loss as to how to support them or understand why it has happened. Tender makes our response a simple one: listen, believe, support” – Jodie Whittaker



Tender Annual Awards

Tender's annual awards celebration was held in June 2023 at The Unicorn Theatre, celebrating the incredible work of children, young people, teachers, youth workers, schools and settings across the country in preventing domestic abuse and sexual violence.

Attended by Tender Patron Olivia Colman, some of our new celebrity Ambassadors including Aisling Bea, Amy-Leigh Hickman and Priyanga Burford, as well as key figures in the sector such as Jess Philips, Labour MP and Shadow Minister for Domestic Violence and Safeguarding, and Sophie Linden, Deputy Mayor for London for Policing and Crime, the event recognized the widespread support Tender has received from schools and fundraisers across the country.

Award winners:

- Fundraising Champions Award – Parliament Hill School, London
- Fundraising Champions Award – Xení Milonas and Rosie Diamantopoulo
- Outstanding Secondary School – Newsome Academy, Yorkshire
- Outstanding Primary School – Barn Croft, London
- Outstanding Creative Response – Ralph Allen School, Bath
- Outstanding Support in Higher Education – University of East Anglia
- Outstanding Specialist Setting – Daniel Aristidou at Pathways School
- Outstanding Primary School Teacher – Mr. Tofi, Chapel End Junior Academy
- Outstanding Secondary School Teacher – Abdul Majeed, Yorkshire
- Outstanding Youth Worker – Mike Towndrow, Meet-Up, Norfolk
- Special Award for Long Term Commitment to Tender – Rory Conwell

Communications and Social Media

Tender uses social media and digital platforms to inform the public about our work and the issues surrounding gender-based violence. With content and campaigns posted throughout the week, we currently have:

- **8k followers** on X (formerly known as Twitter)
- **2.2k followers** on Instagram
- **2.2k followers** on Facebook

- **2k followers** on LinkedIn

Tender in the Media

Throughout the year we have continued to use media to contribute to public debate surrounding domestic abuse and gender-based violence and raise awareness of Tender's work.

Sky News

Sky News visited a Tender workshop at Mulberry Academy Woodside to find out how Tender is educating young people about healthy relationships. Chief Executive Susie was joined by Director of the End Violence Against Women (EVAW) Coalition, Andrea Simon, who said: 'Giving young people the education and tools they need to identify and challenge abuse is vital if we are to have any hope of reducing the likelihood of abuse in adult relationships, addressing the prevalence of violence against women and girls across society, and building radically different futures where everyone thrives.'

<https://tender.org.uk/sky-news-visits-tender-workshop/>

BBC Breakfast

At a special event attended by Ambassador Jodie Whittaker and broadcast on BBC Breakfast, Tender demonstrated how creative practice from theatre and the arts can support young people to learn about healthy relationships and prevent violence and abuse.

Hosted by Mulberry Academy Woodside, a secondary school in Wood Green with a mission to provide exceptional education and experiences to every child, every day, the workshop offered a taster of Tender's secondary school programmes, currently in action throughout the UK. With Jodie's help, Tender's expert facilitators guided Year 9 students through a series of activities to unlock their creativity while embedding positive attitudes and behaviours.

Jodie Whittaker, Tender Ambassador, says: *'I was thrilled to attend Tender's workshop today and see firsthand the positive impact they have on young people. Relationships can be wonderful – but they can also leave us vulnerable to abuse – emotional, physical, financial/economic. Tender's approach gives young people a creative, safe and supportive place to explore these issues and learn what healthy, happy relationships really look like. Tender prevents abuse before it starts, helping us build a healthy, loving future.'*

Interviews with Tender's patron Olivia Colman

This year Tender's Chief Executive Susie McDonald and Patron Olivia Colman were delighted to be asked to speak on BBC Radio 4 Woman's Hour <https://www.bbc.co.uk/programmes/m001n8s2> and The News Agents podcast, as well as an interview in the Independent <https://inews.co.uk/news/olivia-coleman-private-school-domestic-violence-awareness-2777645>

These opportunities yielded significant interest in Tender's work, from schools, policymakers and funders; many of which we have been able to develop into ongoing relationships.



"It's astounding that it's not in the news, that people aren't up in arms. I think it's because it's women that are dying and I hate that I live in a world where that's the case" – Olivia Colman

We are immeasurably grateful to our Patrons and Ambassadors for working with us to raise our profile in the media, enabling us to engage with new audiences and spread the word about our creative Healthy Relationships programmes.

Other key media features:

Children and Young People Now <https://www.cypnow.co.uk/news/article/drama-access-could-help-children-speak-up-around-consent-actors-say>

Cosmopolitan <https://www.cosmopolitan.com/uk/reports/a46885783/rise-in-sexism-in-schools/>

Civil Society <https://www.civilsociety.co.uk/voices/in-depth-are-celebrity-ambassadors-worth-the-risk-for-charities.html>

Fundraising <https://fundraising.co.uk/2023/07/31/olivia-colman-spearheads-new-ambassador-scheme-for-tender-plus-more-celeb-news/>

Increasing Tender's sustainable future

Tender's Development team continues to focus on the stability and sustainability of the organisation, particularly as it is difficult to predict what the economic climate may look like over the next few years, as the consequences of the pandemic and global conflicts create instability.

We have seen significant success in our plans to diversify income:

- The Development Board has now transitioned to become the Corporate Advisory Board, made up of influential business leaders from the financial, corporate and retail sectors who are focused on increasing our contact with corporate businesses and in particular increasing our workplace training offer.
- The Tender Guardians major donor programme is now accompanied by the Tender Friends initiative which engages with individuals who are committed to supporting Tender's mission and purpose.

Policy & Influencing

In a parliamentary briefing at Portcullis House in March 2024, Tender launched a new strategy for the decade to prevent domestic abuse and sexual violence throughout the UK. Hosted by Jess Philips MP, speakers included Domestic Abuse Commissioner Nicole Jacobs, Director of the Vulnerability Knowledge and Practice Programme (VKPP) Gareth Edwards, representatives from Tender's Youth Board and teachers and young people working on the frontlines.

Tender presented three core pillars for preventing violence and abuse by empowering children and young people through relationships education. Susie McDonald, called on UK leaders to:

- Commit to an integrated government Prevention Agenda that draws together the best thinking from both education and VAWG specialists at local, regional and national levels.
- Designate the Relationships, Sex and Health Education (RSHE) curriculum a specialist subject with core elements aligned to safeguarding policies, best practice and quality assurance. Teachers of RSHE must be equipped with the knowledge, skills and confidence to support young people to safely navigate relationships (of all kinds) in their early years.
- Ensure that all schools have access to trained specialist teachers and/or local accredited delivery partners. High quality teacher training

is required to deliver consistent, safe, healthy relationship education that is informed by VAWG specialists and the voice of young people.

'We have an opportunity to make a long-term strategy. We must plan for the next 10 years. It can't go on anymore. Prevention is the thing we didn't try yet. It's got to be worth a go.' –

Jess Phillips

Plans for 2024/25 and beyond

In March 2024 Tender launched our strategy for the rest of the decade, laying out ambitious plans to expand our delivery and influence wider policy change. Having built our knowledge and expertise over 20 years of on-the-ground experience, we will effect change through four streams of work:

- **Influencing** policy change and establishing a collective commitment to preventing abuse
- **Delivering** ongoing prevention work to equip young people with the skills and knowledge to have healthy relationships in our existing and new areas of activity
- **Innovating** by developing programmes for younger years, including Key Stage 1, and harnessing technology to increase our reach and create greater value for money propositions
- **Evidencing** “what works” to prevent domestic abuse and sexual violence.

Key deliverables:

- We will continue to deliver our core portfolio of services, reaching more young people and adults in our core regions of the UK, as well as expanding into new regions
- We will directly deliver our Healthy Relationships project to 5 – 8-year-olds in settings in regions where we are already established, so that we can leverage existing strong relationships with settings to develop, pilot and scale up our 5 – 8-year-old projects
- We will reach more young people in specialist settings and with special educational needs, in particular by developing our technology-based product for young people with special educational needs and disabilities (SEND), Relationship Goals, so that we can deliver at lower costs and make it more accessible nationally
- We will support more educational settings to achieve Healthy Relationships certification through participation in our whole setting approach programme, RE:SET
- We will support adults in educational settings and other youth settings (e.g. youth groups, church groups, third sector organisations, CCGs) to develop the knowledge

and skills to prevent unhealthy relationships and support young people they are responsible for

- We will increase the number of workplace training projects we deliver (with either a workplace culture or domestic abuse focus), to create a broader network of supporters to amplify our influencing work.

ACKNOWLEDGEMENTS

We would like to say a special thank you to our patron Olivia Colman and husband Ed Sinclair for their commitment and support for Tender throughout this and every year – we are extremely grateful.

Further heartfelt thanks for their time and dedication to Tender – and a warm welcome – go to Tender’s Ambassadors: Aisling Bea, Amy-Leigh Hickman, Jessie Buckley, Jodie Whittaker, Phoebe Waller-Bridge, Priyanga Burford and Rebekah Staton

And we would also like to take this opportunity to thank: Tiernan Brady, Cas Cox, Nina Goswami, David Harkness, Prakash Kakkad, Sonya Leydecker, Jane Porter, Jane Rodrick, Lynette Williams, Kay White, and Laura Yeates.

Thanks also goes to the Tender Staff, Youth Board, Facilitators and Trustees, without whom none of the incredible work Tender achieves would be possible.

RISK STATEMENT

Tender implemented its revised Risk Register in 2022/23. This is overseen by the COO and CEO and a summary report is provided at all trustee board meetings listing the most significant risks and steps being taken to reduce their likelihood and/or impact. This is a subset of all risks actively monitored and managed by the SLT.

The categories of the risk are: Financial/Operational/External/Governance/Regulatory & Compliance. Risks are RAG rated as minor(green)/moderate(amber)/major(red).

The Purpose of the Risk Register is for the Senior Leadership Team (SLT) to identify potential risks to the charity in a timely manner and to manage those risks. At February 2023 the key risks were all no higher than Moderate.

Key risks were:

<p>Financial: High level of dependency on single or small range of income streams</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Major dependencies identified • Resourcing committed to increasing size of the fundraising team • Core funding pipeline expanded and a diverse pipeline in place • Adequate reserves policies and reserves levels in place <p>Assurance processes:</p> <ul style="list-style-type: none"> • Monthly review of income and pipeline vs targets • Quarterly review of fundraising strategy and progress • Quarterly stress test of largest donors
<p>Financial: Inappropriate pricing policy which does not ensure that all costs are recovered, and which does not consider future pricing changes</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Funding applications based on pricing approved by FD • Price variations (e.g. WSL fees) costed and impact on funding assessed • Contracts in place with agreed pricing • Budgets for future plans confirmed <p>Assurance processes:</p> <ul style="list-style-type: none"> • Quarterly budgetary reviews to ensure expenditure does not exceed budget • Monthly management accounts shared with Finance Committee • Annual external audit confirming full cost recovery
<p>Financial: Lack of funding for core costs and service delivery</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Resourcing committed to increasing size of the fundraising team • Core and project funding pipeline expanded and a diverse pipeline in place • Adequate reserves policies and reserves levels in place <p>Assurance processes:</p> <ul style="list-style-type: none"> • Monthly review of income and pipeline against target (fundraising management meetings) • Monthly review of reserves levels (management accounts) • Quarterly review of fundraising vs strategy

<p>Operational: Employment issues</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Employment law requirements and vetting procedures understood and monitored • Wellbeing, performance management, remote working policies and processes developed • Clear organizational structure, with roles, responsibilities and authority levels defined <p>Assurance processes:</p> <ul style="list-style-type: none"> • Monitor staff feedback on clarity and appropriateness on job roles • Quarterly review of areas of concern (SLT)
<p>Governance: Ineffective organizational structure</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Clear organisation structure and roles (restructure completed FY 23-24) • Forward-facing resourcing plan in place • Ongoing support for staff to develop their understanding of organizational structure, different roles and expectations of quality <p>Assurance processes:</p> <ul style="list-style-type: none"> • Quarterly review of organizational effectiveness and summary of issues arising • Monitor staff feedback on clarity and appropriateness on job roles • Monitor beneficiary feedback on services

FINANCIAL REVIEW

In the year ended 31st March 2024, Tender continued working on projects, which during the current year were funded largely by MOPAC (Mayor s Office for Policing and Crime), The Thompson Family Foundation, The Coutts Charitable Trust, BBC Children in Need, Maria Marina Foundation, John Lyons Foundation, The Rayne Foundation, Lloyds Banking Group, Esmee Fairbairn Foundation, Fidelity UK Foundation, The Foux Foundation, Garfield Weston Foundation, Coutts Foundation, The Crucible Foundation, The Owlyn Foundation, The

Leathersellers' Foundation, Clifford Chance Foundation, BIG Give, West Yorkshire Police, JD Foundation, The David Family Foundation, The 29th May 1961 Charitable Trust, Paul Bassham Charitable Trust, and The Rhododendron Trust.

Tender will carry forward £428,226 of restricted funds; this includes £85,524 of the Children and Young People programme, and £342,702 of other funding in the Adults Services department and core funding to be spent in the 2024-25 financial year.

Reserves Policy

The purpose of the policy is to ensure that Tender is able to meet its contractual obligations and finance the planned future growth of the organisation. The level of free reserves (excluding restricted funds) is reviewed annually by the Trustees. The Trustees consider that the most appropriate level of reserves at 31st March 2024 would be £796,918 ("free reserves"), which is equivalent to approximately six month's basic operating costs.

The general reserve at 31st March 2024 amounted to £796,918, which is considered as free reserves.

Fundraising Policy

The Charity engages fundraising consultants on occasion to develop strategic plans of activities and events to support our internal team of fundraisers. No data is shared with or sold to any external agencies. The charity does not purchase external lists of potential individual donors or undertake Direct Mail appeals to such lists.

The charity occasionally invites individuals to attend events but does not exert undue pressure to attend or to donate. It does not approach or pressure vulnerable people to support its work. A complaints policy is in place and is accessible on request from the Chief Executive Officer. The charity adheres to the Fundraising Code of Practice issued by the Fundraising Regulator.

Any fundraising events carried out on behalf of the charity that we are aware of are supported and monitored by the Development Manager. Any marketing materials and approaches are checked that they comply with the Fundraising Code of Practice and details of income and expenditure are recorded by the Finance Manager. Income is acknowledged and grateful thanks are sent, typically with a letter.

Reference and administrative details

Tender Education and Arts (formerly Until the Violence Stops), trading as Tender, is a Company Limited by Guarantee and a registered charity, governed by its Memorandum and Articles of Association. The company was incorporated on 3rd January 2003.

Charity Number	1100214
Company Number	04627846
Registered office and operations address	Tender Education and Arts Resource for London 356 Holloway Road London N7 6PA
Patron	Olivia Colman
Board of Trustees	Matthew Layton (Chair)
	Morna Bunce (appointed 19 October 2023)
	Michaela Chamberlain (resigned 21 February 2024)
	Rory Conwell
	Amy Malik
	Andrew Minter (appointed 21 February 2024)
	Laura Sanford
	Sharina Walia
	Simon Walker
Chief Executive Officer	Susie McDonald
Independent auditors	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD
Bankers	NatWest 38 Strand London WC2N 5JB

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Tender Education and Arts for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to,

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.


The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board on 17th July and signed on its behalf by:


Matthew Layton (Jul 18, 2024 11:42 GMT+1)

Matthew Layton
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

Opinion

We have audited the financial statements of Tender Education and Arts (the 'charitable company') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Directors

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.



Richard Billinghamurst (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

Date: 18/07/24

TENDER EDUCATION AND ARTS
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds £	Restricted Funds £	2024 Total £	Unrestricted Funds £	Restricted Funds £	2023 Total £
Income from:							
Donations and legacies	2	416,701	1,414,523	1,831,224	179,801	1,278,852	1,458,653
Charitable activities	3	70,855	6,446	77,301	147,874	-	147,874
Investment Income		25,208	-	25,208	6,767	-	6,767
Total income		512,764	1,420,969	1,933,733	334,442	1,278,852	1,613,294
Expenditure on:							
Raising funds	5	72,614	27,657	100,271	59,791	14,339	74,130
Charitable activities	4	252,600	1,658,608	1,911,208	181,973	1,323,651	1,505,624
Total expenditure	5	325,214	1,686,265	2,011,479	241,764	1,337,990	1,579,754
Net income and net movement in funds		187,550	(265,296)	(77,746)	92,678	(59,138)	33,540
Reconciliation of funds:							
Total funds brought forward		1,179,502	693,522	1,873,024	1,086,824	752,660	1,839,484
BALANCE CARRIED FORWARD 31 MARCH 2023		£1,367,052	£428,226	£1,795,278	£1,179,502	£693,522	£1,873,024

None of the Charity's activities were acquired or discontinued during the above two financial years.

TENDER EDUCATION AND ARTS
BALANCE SHEET
AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
FIXED ASSETS	7		12,305		12,345
CURRENT ASSETS					
Debtors	8	482,699		364,646	
Bank and Cash		<u>1,545,902</u>		<u>1,635,577</u>	
		2,028,601		2,000,223	
Creditors: Amounts falling due within one year	9	<u>(245,628)</u>		<u>(139,544)</u>	
NET CURRENT ASSETS			1,782,973		1,860,679
NET ASSETS			<u>£1,795,278</u>		<u>£1,873,024</u>
FUNDS					
Restricted	10		428,226		693,522
Unrestricted - General	12	796,918		725,155	
Unrestricted - Designated	12	<u>570,134</u>		<u>454,347</u>	
			1,367,052		1,179,502
TOTAL FUNDS			<u>£1,795,278</u>		<u>£1,873,024</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Trustees on 17th July 2024.

Andrew Minter
Andrew Minter Ltd t/a Tenders (2024) Ltd (England)
Andrew Minter (Treasurer)

Company Registration Number: 04627846

TENDER EDUCATION AND ARTS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2024

	2024	2023
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net (expenditure)/income for reporting period	(77,746)	33,540
Depreciation charges	7,790	6,719
Bank interest	(25,208)	(6,767)
Decrease/(increase) in debtors	(118,053)	(118,502)
Increase/(decrease) in creditors	106,084	44,335
Net cash provided by/(used in) operating activities	<u>(107,133)</u>	<u>(40,675)</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Bank interest	25,208	6,767
Purchase of furniture and equipment	(7,750)	(8,391)
Net cash provided by/(used in) investing activities	<u>17,458</u>	<u>(1,624)</u>
CHANGE IN CASH AND CASH EQUIVALENTS	(89,675)	(42,299)
CASH AND CASH EQUIVALENTS AT BEGINNING OF REPORTING PERIOD	1,635,577	1,677,876
CASH AND CASH EQUIVALENTS AT END OF REPORTING PERIOD	<u>£1,545,902</u>	<u>£1,635,577</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note. The presentational currency of these financial statements is Pounds Sterling (£).

Going Concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. In forming this opinion, they have considered the impact of the war in Ukraine and other relevant factors on both its income and expenditure, assets and liabilities for at least a period of twelve months from the date of approval of these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charitable company has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

In particular, revenue grants are credited to income at the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred. Capital grants for the purchase of fixed assets are credited to restricted income at the earlier of when they are received or become receivable. Depreciation on the related fixed assets is charged against the restricted fund.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on raising funds – comprise the direct and indirect costs of generating income.
- Expenditure on charitable activities – comprise the direct and indirect costs of the activities undertaken to further the purposes of the charitable company.

Support costs are those functions that assist the work of the charitable company but do not directly undertake fundraising or charitable activities. Support costs include general overheads and governance costs (those costs incurred in the governance of the charitable company and its assets and are primarily associated with constitutional and statutory requirements) and are allocated on the basis of staff time devoted to each activity.

Value Added Tax

The charitable company is not registered for VAT and accordingly, where applicable, all expenditure incurred is inclusive of VAT.

Fixed Assets

Individual fixed assets are capitalised at cost and depreciated on a straight line basis over their useful economic lives. Office equipment and computer equipment has been depreciated over three years.

Short-term Debtors and Creditors

Debtors are recognised when the charitable company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Creditors are recognised when the charitable company has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1. **ACCOUNTING POLICIES (continued)**

Cash and Cash Equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less. For the purpose of the Cash Flow Statement, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

Financial Instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, including its debtors and creditors. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Funds

Restricted Funds represent donations or grants whose purposes have been restricted by the donor. Unrestricted funds represent income which can be used for charitable purposes at the discretion of the trustees.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

Company status

Tender Education & Arts is a charitable company limited by guarantee, registered in England (company registration number 04627846; charity registration number 1100214). Its registered office and operational address is The Resource Centre, 356 Holloway Road, London, N7 6PA.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted 2024	Restricted 2024	Total 2024	Total 2023
	£	£	£	£
MOPAC	-	976,726	976,726	605,119
Lloyds Banking Group	250,000	-	250,000	50,000
Tender Guardians	40,000	50,000	90,000	104,600
Maria Marina Foundation	-	80,000	80,000	96,000
Other Income	65,701	-	65,701	40,701
Esmée Fairbairn Foundation	-	60,000	60,000	79,650
The Thompson Family Charitable Trust	50,000	-	50,000	50,000
The Coutts Charitable Trust	-	44,000	44,000	44,000
John Lyons Charity	-	28,000	28,000	28,000
The Leathersellers' Foundation	-	25,000	25,000	25,000
Clifford Chance LLP	-	25,000	25,000	25,000
Fidelity UK Foundation	-	24,000	24,000	33,700
Big Give	-	23,887	23,887	-
West Yorkshire Police	-	19,999	19,999	5,979
The Rayne Foundation	-	16,000	16,000	16,000
The Olwyn Foundation	-	15,000	15,000	-
The Foux Foundation	-	10,000	10,000	10,000
Clifford Chance Foundation	-	7,711	7,711	-
JD Foundation	-	5,000	5,000	-
The David Family Foundation	5,000	-	5,000	-
The 29th May 1961 Charitable Trust	3,000	-	3,000	3,000
CMF Charitable Trust	-	2,000	2,000	2,000
Paul Bassham Charitable Trust	-	2,000	2,000	-
FACET Trust	2,000	-	2,000	-
The Rhododendron Trust	1,000	-	1,000	-
London Youth – YISF	-	200	200	600
The Crucible Foundation	-	-	-	100,000
BBC Children in Need	-	-	-	32,254
VRU – West Yorkshire	-	-	-	24,449
Scarabaeus	-	-	-	22,172
The Garfield Weston Foundation	-	-	-	20,000
Comic Relief	-	-	-	12,447
The City Bridge Trust	-	-	-	10,350
The Shears Foundation	-	-	-	10,000
European Commission	-	-	-	3,984
Greater London Authority	-	-	-	1,644
The Hasluck Charitable Trust	-	-	-	1,000
Sydney Black Charitable Trust	-	-	-	500
In Kind Donation	-	-	-	504
	<u>£416,701</u>	<u>£1,414,523</u>	<u>£1,831,224</u>	<u>£1,458,653</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2024	Restricted 2024	Total 2024	Total 2023
	£	£	£	£
Contracts for Operational Programmes				
Income From Schools	38,715	-	38,715	43,055
External Training Fees	18,140	-	18,140	15,290
RBO Kensington & Chelsea	-	6,446	6,446	-
Landlark	9,000	-	9,000	-
MAP	5,000	-	5,000	24,053
LBO Ealing	-	-	-	40,876
LBO Waltham Forest	-	-	-	20,000
Sussex Police	-	-	-	4,600
	<u>£70,855</u>	<u>£6,446</u>	<u>£77,301</u>	<u>£147,874</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

4. ANALYSIS OF CHARITABLE ACTIVITIES

	Undertaken Direct	Support & Governance Costs	2024	2023
	£	£	£	£
ADULTS (Post 16)	421,507	92,587	514,094	290,846
Children and Young People	1,221,596	175,518	1,397,114	1,214,778
	<u>£1,643,103</u>	<u>£268,105</u>	<u>£1,911,208</u>	<u>£1,505,624</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

5. **RESOURCES EXPENDED**

	ADULTS (Post 16)	CHILDREN & YOUNG PEOPLE	GENERATING FUNDS	GOVERNANCE	Total 2024	Total 2023
	£	£	£	£	£	£
Direct						
Artists	42,990	199,346	-	1,454	243,790	252,216
Partners	7,190	332,877	-	-	340,067	149,418
Printed Resources	123	4,601	-	5,624	10,348	12,296
Online Resources	10,190	350	-	2,589	13,129	37,503
Relationship Goals	13,282	14,018	-	-	27,300	33,346
Payroll Costs	336,918	575,186	27,657	74,663	1,014,424	781,527
Non-payroll Staff	-	61,732	50,844	(1,800)	110,776	104,010
Recruitment	867	4,773	-	9,017	14,657	16,074
Training	2,679	285	-	204	3,168	2,731
Research and Outreach	-	-	162	1,449	1,611	1,187
Volunteers, Travel & accom.	7,142	23,930	60	14,891	46,023	43,734
Other	126	4,498	7	3,593	8,224	11,618
	<u>421,507</u>	<u>1,221,596</u>	<u>78,730</u>	<u>111,684</u>	<u>1,833,517</u>	<u>1,445,660</u>
Support						
Audit Fees	1,831	3,479	426	444	6,180	5,820
Depreciation	2,308	4,386	536	560	7,790	6,719
Postage, Stationery & Courier	77	146	18	19	260	561
Equipment Maintenance and IT Support	17,995	34,186	4,182	4,362	60,725	54,125
Rent, Rates & Service Charge	13,647	25,924	3,171	3,308	46,050	43,744
Office Costs	652	1,238	152	158	2,200	2,063
Bank Interest and Fees	599	1,138	139	145	2,021	491
Other Costs	11,920	22,644	2,770	2,889	40,223	4,205
Accountancy Fees	537	1,020	125	130	1,812	1,745
Quality & Compliance	3,171	6,024	737	769	10,701	14,621
	<u>52,737</u>	<u>100,185</u>	<u>12,256</u>	<u>12,784</u>	<u>177,962</u>	<u>134,094</u>
Governance	<u>39,850</u>	<u>75,333</u>	<u>9,285</u>	<u>(124,468)</u>	<u>-</u>	<u>-</u>
Total Expenses	<u>£514,094</u>	<u>£1,397,114</u>	<u>£100,271</u>	<u>-</u>	<u>£2,011,479</u>	<u>£1,579,754</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

6. STAFF COSTS, TRUSTEES' REMUNERATION AND KEY MANAGEMENT PERSONNEL

	2024	2023
	£	£
Salaries and Wages	908,552	700,539
Social Security Costs	85,543	65,550
Pension Costs	20,329	15,438
Total Payroll Costs	<u>£1,014,424</u>	<u>£781,527</u>

The average number of staff employed by the charity was 25.14 (2023: 20.4).

One employee earned in excess of £60,000 per annum (2023: 1). No trustee received any remuneration during the period. No expenses were paid to the trustees during the period.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education and Arts are the directors (who are also the trustees) the Chief Executive Officer, the Chief Operating Officer the Director of Services and the Finance Director. Aggregate compensation paid to key management personnel in the year amounted to £214,645 (2023: £114,900 the CEO and COO only).

7. FIXED ASSETS

	2024	2023
	Furniture and Equipment	Furniture and Equipment
	£	£
Cost at 1 April	67,895	59,504
Additions	7,750	8,391
Cost at 31 March	<u>75,645</u>	<u>67,895</u>
Depreciation at 1 April	55,550	48,831
Charge for the year	7,790	6,719
Depreciation at 31 March	<u>63,340</u>	<u>55,550</u>
Net Book Value at 31 March	<u>£12,305</u>	<u>£12,345</u>

8. DEBTORS

	2024	2023
	£	£
Debtors	454,672	328,634
Rent/Service Charge Deposit	2,644	3,168
Prepayments	25,383	32,844
	<u>£482,699</u>	<u>£364,646</u>

9. CREDITORS

	2024	2023
	£	£
HM Revenue and Customs	25,166	19,826
Deferred income	23,255	-
Accruals	67,547	30,285
Creditors	129,660	89,433
	<u>£245,628</u>	<u>£139,544</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

10. RESTRICTED FUNDS 2024

A. At 31st March 2024

	At 1 April 2023 £	Income £	Expenses £	At 31 March 2024 £
CHILDREN & YOUNG PEOPLE				
<i>Healthy Relationships Programme</i>				
The Olwyn Foundation	-	15,000	15,000	-
Paul Bassham CT	-	2,000	-	2,000
Scarabaeus	21,657	-	21,657	-
Clifford Chance Foundation	-	7,711	1,845	5,866
Lloyds Banking Group	146,894	-	146,894	-
MSCF	-	19,999	-	19,999
West Yorkshire Police	5,411	-	5,411	-
The Shears Foundation	10,000	-	10,000	-
<i>RE:SET</i>				
The Foux Foundation	10,000	10,000	10,000	10,000
JD Foundation	-	5,000	29	4,971
<i>Specialist Provision</i>				
John Lyons Charity	34,554	28,000	37,867	24,687
The Rayne Foundation	19,745	16,000	19,745	16,000
BBC Children in Need	5,527	-	5,527	-
CMF Charitable Trust	2,000	2,000	2,000	2,000
<i>Other</i>				
The Crucible Foundation	100,000	-	100,000	-
ADULTS (POST 16) & OTHER FUNDS				
RBKC	-	6,446	6,446	-
MOPAC	86,639	976,726	985,678	77,687
Clifford Chance	27,508	25,000	21,562	30,946
London Youth – YISF	600	200	800	-
Maria Marina Foundation	100,369	80,000	86,371	93,998
Tender Guardians	41,137	50,000	60,764	30,373
Big Give	-	23,887	10,494	13,393
Fidelity UK Foundation	30,627	24,000	31,908	22,719
Esmée Fairbairn Foundation	-	60,000	40,126	19,874
The Garfield Weston Foundation	20,000	-	20,000	-
The Leathersellers' Foundation	25,000	25,000	20,917	29,083
The Coutts Foundation	5,854	44,000	25,224	24,630
	<u>£693,522</u>	<u>£1,420,969</u>	<u>£1,686,265</u>	<u>£428,226</u>

The CHILDREN & YOUNG PEOPLE programme

Healthy Relationships Programme

Reaching children and young people in primary, secondary, SEN schools across Greater London and the UK through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

RE:SET

An online toolkit supported by a Tender Mentor to enable primary and secondary schools to explore, adapt and reset their existing relationships education across the whole school. It supports schools to promote healthy, equal and respectful relationships and become Healthy Relationships Champion Schools.

Specialist Provision

Supporting young people who may be most vulnerable to experiences of domestic abuse and sexual violence including care-experienced young people, those with disabilities, identifying as LGBTQ+ and asylum seekers. This includes the online game Relationship Goals. Programmes are specially designed using trauma informed approaches to working with young people and training for the staff who work with them.

Other

The Crucible Foundation - supports the Specialist Provision work and Healthy Relationships projects in Avon and Somerset

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

ADULTS (POST 16) & OTHER FUNDS

Adults with Safeguarding Responsibilities

Equipping adults with the knowledge and skills to understand domestic abuse and sexual violence in order that they can effectively safeguard the children and young people in their care. This includes teachers, youth workers, virtual school teachers, foster parents, social care professionals and the police.

Workplace Training

Delivering training to workforces in businesses and organisations to promote healthy workplace cultures that are free from bullying, sexual harassment and discrimination. Tender also delivers domestic abuse awareness training to colleagues in order that businesses can play a role in preventing domestic abuse and where victims/survivors can seek support and advice in a safe and private space.

OTHER

RBKC funded adult training in the Royal Borough of Kensington and Chelsea.

MOPAC continued to support the Whole-Community Approach to Healthy Relationships programmes as well as the delivery of adult training to adults with safeguarding responsibilities. New funding from MOPAC funded the following –

MOPAC (Ashiana) - Provision of service known as 'LOT 1 Girls & Young Women'.

MOPAC (Nurture UK) - Provision of service known as INCLUSIVE AND NURTURING SCHOOLS.

MOPAC (Toolkit) - provision of the VAWG Prevention Toolkit for Teachers Support.

Clifford Chance - continued to support the delivery of the Universities programme.

London Youth - YISF - supported Youth Board activities.

MariaMarina Foundation funded the specialist provision work and contributed to core costs.

Tender Guardians - supported the delivery of RESET and Specialist Provision programme.

BigGive campaigns promoted the Specialist Provisions programme including the Relationship Goals projects and Healthy Relationship Programme in London.

Fidelity UK Foundation funds the salaries of Tender's Research and Impact Manager.

The Leathersellers' Foundation, The Garfield Weston Foundation, The Coutts Foundation, and the Esmée Fairbairn Foundation - contribute to core costs including salaries.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

10. RESTRICTED FUNDS 2023

B. At 31st March 2023

	At 1 April 2022 £	Income £	Expenses £	At 31 March 2023 £
CHILDREN & YOUNG PEOPLE				
<i>London Schools programme</i>				
Lloyds Banking Group	322,659	-	175,765	146,894
Scarabaeus	-	22,172	515	21,657
The Olwyn Foundation	13,900	-	13,900	-
<i>RE:SET</i>				
The Clothworkers' Foundation	7,035	-	7,035	-
<i>Specialist Provision</i>				
Greater London Authority	15,148	1,644	16,792	-
Comic Relief	42,052	12,447	54,499	-
Richmond Parish Lands Charity	22,453	-	22,453	-
John Lyons Charity	28,000	28,000	21,446	34,554
Maria Marina Foundation	64,398	96,000	60,029	100,369
The Rayne Foundation	15,500	16,000	11,755	19,745
The Grace Trust	2,000	-	2,000	-
BBC Children in Need	11,400	32,254	38,127	5,527
The City Bridge Trust	27,285	10,350	37,635	-
<i>National Programme</i>				
West Yorkshire VRU	-	24,449	24,449	-
The Foux Foundation	-	10,000	-	10,000
West Yorkshire Police	-	5,979	568	5,411
CMF Charitable Trust	2,000	2,000	2,000	2,000
Kent Community Foundation	2,018	-	2,018	-
The Shears Foundation	-	10,000	-	10,000
<i>Post-18 Youth Settings and Youth Board</i>				
Clifford Chance	6,958	25,000	4,450	27,508
London Youth – YISF	-	600	-	600
Other				
European Commission	-	3,984	3,984	-
The Crucible Foundation	-	100,000	-	100,000
Tender Guardians	37,268	70,504	66,635	41,137
ADULTS with SAFEGUARDING RESPONSIBILITIES & OTHER FUNDS				
MOPAC	87,586	605,119	606,066	86,639
The Sam & Bella Sebba Charitable Trust	15,000	-	15,000	-
Fidelity UK Foundation	-	33,700	3,073	30,627
The Leathersellers' Foundation	-	25,000	-	25,000
The Coutts Foundation	-	44,000	38,146	5,854
The Garfield Weston Foundation	-	20,000	-	20,000
Paul Hamlyn Foundation	30,000	-	30,000	-
Esmée Fairbairn Foundation	-	79,650	79,650	-
	£752,660	£1,278,852	£1,337,990	£693,522

The CHILDREN & YOUNG PEOPLE programme

London Schools programme

Reaching children and young people in primary, secondary, SEND schools across Greater London through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

RE:SET

An online toolkit supported by a Tender Mentor to enable primary and secondary schools to explore, adapt and reset their existing relationships education across the whole school. It supports schools to promote healthy, equal and respectful relationships and become Healthy Relationships Champion Schools.

Specialist Provision

Supporting young people who may be most vulnerable to experiences of domestic abuse and sexual violence including care-experienced young people, those with disabilities, identifying as LGBTQ+ and asylum seekers. This includes the online game Relationship Goals. Programmes are specially designed using trauma informed approaches to working with young people and training for the staff who work with them.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

National Programme

Reaching children and young people in primary, secondary, SEN schools across regions of the UK, through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

Post-18 Youth Settings and Youth Board

Working with further and higher education settings, including universities and conservatoires, to promote healthy cultures that challenge domestic and sexual violence and harassment. This is achieved through targeted training for student union officers, university societies, university staff and students; engaging with existing networks of support to increase efficacy of reporting routes.

The board comprises a group of young people aged 16 – 24 who are interested in the issue of domestic and sexual violence and wish to play a part in advocating for healthy relationships and supporting Tender in its core mission through participating in consultation sessions, creating and delivering campaigns and helping at events throughout the year including fundraising and media and communications.

Other

The European Commission - reimbursement and final payment towards the Erasmus project completed in 2021-22.

The Crucible Foundation - supports the 'Specialist Provision Programme' and 'Avon and Somerset Hub Programme'.

Tender Guardians - supported the delivery of RESET and youth board activities.

ADULTS with SAFEGUARDING RESPONSIBILITIES & WORKPLACE TRAINING

Adults with Safeguarding Responsibilities

Equipping adults with the knowledge and skills to understand domestic abuse and sexual violence in order that they can effectively safeguard the children and young people in their care. This includes teachers, youth workers, virtual school teachers, foster parents, social care professionals and the police.

Workplace Training

Delivering training to workforces in businesses and organisations to promote healthy workplace cultures that are free from bullying, sexual harassment and discrimination. Tender also delivers domestic abuse awareness training to colleagues in order that businesses can play a role in preventing domestic abuse and where victims/survivors can seek support and advice in a safe and private space.

OTHER

MOPAC continued to support the Whole-Community Approach to Healthy Relationships programmes as well as the delivery of adult training to adults with safeguarding responsibilities. New funding from MOPAC funded the following –

MOPAC (Ashiana) - Provision of service known as 'LOT 1 Girls & Young Women'.

MOPAC (Nurture UK) - Provision of service known as INCLUSIVE AND NURTURING SCHOOLS.

MOPAC (Toolkit) - provision of the VAWG Prevention Toolkit for Teachers Support.

Fidelity UK Foundation funds the salaries of Tender's Research and Impact Manager.

The Sam & Bella Sebba Charitable Trust, The Leathersellers' Foundation, The Garfield Weston Foundation, The Coultts Foundation, Paul Hamlyn Foundation and Esmée Fairbairn Foundation - contribute to core costs including salaries.

11. UNRESTRICTED FUNDS

A. At 31st March 2024

	At 1 April 2023	Income	Expenses	Transfer	At 31 March 2024
	£	£	£		£
Designated					
LBO Ealing	32,838	-	32,838	-	-
LBO Waltham Forest	11,192	-	11,192	-	-
Landlark	-	9,000	1,376	-	7,624
L&SE Projects	-	243	-	-	243
MAP	18,580	6,100	2,967	-	21,713
HR Programmes	-	50,000	-	-	50,000
Tender Regional Development Fund	99,630	75,000	101,256	-	73,374
Core Costs	292,107	10,000	45,921	160,994	417,180
Designated Total	<u>454,347</u>	<u>150,343</u>	<u>195,550</u>	<u>160,994</u>	<u>570,134</u>
General Reserves	725,155	362,421	129,664	(160,994)	796,918
	<u>£1,179,502</u>	<u>£512,764</u>	<u>£325,214</u>	-	<u>£1,367,052</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

Designated funds are earmarked for the following purposes:

LBO Ealing and Waltham Forest Landlark	To complete the delivery of Healthy Relationships projects in the boroughs.
MAP	To complete the delivery of Healthy Relationships projects in the boroughs.
L&SE Projects	Provision to deliver Healthy Relationships programme in Norwich.
Tender Regional Development Fund	To finish delivery of HR paid project.
Core costs	This fund will continue to fund the delivery of Tender's Children & Young People, Post 18 and adult training programmes outside of London.
Transfer	Provision towards senior management staff salaries and on-costs.
	£160,994 of general reserves has been designated and transferred to the Core Cost fund.

B. At 31st March 2023

	At 1 April 2022	Income	Expenses	Transfer	At 31 March 2023
	£	£	£		£
Designated					
Post 18 Programmes and Youth Board	16,930	8,536	25,466	-	-
LBO Ealing	-	40,876	8,038	-	32,838
LBO Waltham Forest	-	20,000	8,808	-	11,192
MAP	-	24,053	5,473	-	18,580
Relationships Goals	2,155	-	2,155	-	-
Tender Regional Development Fund	77,302	60,000	37,672	-	99,630
Core Costs	470,000	-	31,054	(146,839)	292,107
Designated Total	<u>566,387</u>	<u>153,465</u>	<u>118,666</u>	<u>(146,839)</u>	<u>454,347</u>
General Reserves	520,437	180,977	123,098	146,839	725,155
	<u>£1,086,824</u>	<u>£334,442</u>	<u>£241,764</u>	<u>-</u>	<u>£1,179,502</u>

Designated funds are earmarked for the following purposes:

Post 18 Programmes and Youth Board	Provision to deliver Post 18 and Youth Board activities in 2022/23.
LBO Ealing and Waltham Forest	To complete the delivery of Healthy Relationships projects in the boroughs.
MAP	Provision to deliver Healthy Relationships programme in Norwich.
Relationship Goals	To complete the pilot phase of the programme.
Tender National Partnership Development Fund	This fund will continue to fund the delivery of Tender's Children & Young People, Post 18 and adult training programmes.
Core costs	Provision towards senior management staff salaries and on-costs over the next 24-36 months
Transfer	£146,839 of the Core costs fund has been undesignated and transferred to general reserves to meet the required reserves level of £725,155.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

12. TAXATION

Tender is a registered charity and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

13. INCOME/EXPENDITURE

Net income for the period is stated after charging:

	Total 2024	Total 2023
	£	£
Auditors' Remuneration	6,180	5,820
Depreciation	7,790	6,719
	6,180	6,719

14. ANALYSIS OF NET ASSETS BETWEEN THE FUNDS

A. At 31st March 2024

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	12,305	1,354,747	1,367,052
Restricted Funds	-	428,226	428,226
	£12,305	£1,782,973	£1,795,278

B. At 31st March 2023

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	12,345	1,167,157	1,179,502
Restricted Funds	-	693,522	693,522
	£12,345	£1,860,679	£1,873,024

15. RELATED PARTY TRANSACTIONS

Total aggregate donations of £30,000 were made by the trustees during the year without conditions attached (2023: £52,500).

The Chair's daughter works as Tender's facilitator and earned £4,075 during the year (2023: £2,937).

16. OPERATING LEASE COMMITMENTS

The charitable company operates from its premises on Holloway Road. The current rental agreement is from 24th July 2023 to 31st July 2028 and has a 3-month cancellation period. Under this agreement, the charity's rental obligation at year-end was £9,015 inclusive of VAT.

In addition, as at 31st March 2024, the charitable company was committed to minimum rental payable under non-cancellable operating leases in respect of equipment (inclusive of VAT), as follows:

	2024	2023
	£	£
Payable within one year	19,756	19,737
Payable in two to five years	14,656	34,196
	£34,412	£53,933

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

17. ECONOMIC IMPACT

The Trustees anticipate that the war in Ukraine and other significant economic factors will have a long-term impact on the Charity's incoming resources and resources expended in the coming years. The Charity is essentially a cash-based business and carries out stress testing annually as a matter of course. This stress test anticipates events and what the financial impact might be on the Charity and how the charity can react to that impact. Based on this testing and their review of subsequent events in connection with the world economy, the Trustees are confident that it has sufficient reserves and enough flexibility to ensure that it can continue to exist for the foreseeable future. When considering the foreseeable future the Trustees are looking forward a period of at least twelve months from the date of approval of these financial statements.












Tender accounts and trustee report 23-24

Final Audit Report

2024-07-25

Created:	2024-07-18
By:	Trupti Reddy (trupti@tender.org.uk)
Status:	Signed
Transaction ID:	CBJCHBCAABAakh8I_yhqSQxb_HvERI5Daxa8SSxMpKG0

"Tender accounts and trustee report 23-24" History

-  Document created by Trupti Reddy (trupti@tender.org.uk)
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2024-07-25 - 8:25:39 AM GMT

TENDER EDUCATION AND ARTS

England & Wales - Charity number 1100214

Accounts

**Tender Education and Arts
Trustee Report and Accounts**

Year Ending: 31st March 2023

Company Number: 04627846

Charity Number: 1100214



INTRODUCTION

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Structure, Governance and Management

Tender Education and Arts (trading as Tender) is governed by an elected Board of Trustees. The Board of Trustees is elected annually at the Annual General Meeting. Retiring members are eligible for re-election. The Board meets four times per year, with additional meetings scheduled when the company requires greater direction or support.

The Board of Trustees has legal, financial and fiduciary duties under Company Law and Charity Law, and responsibilities for ensuring that the organisation complies with the conditions placed on grants from public and other funders. The Board also has responsibilities for the organisation's strategy. Although the ultimate responsibility lies with the Board, the daily operational management of many of these duties is delegated to the Chief Executive Officer and her staff.

Policies and procedures for induction and training of Trustees

All new Trustees are invited to meet with the Chair and Chief Executive to discuss the work of the charity and, in particular, to be informed of:

- The obligations of Trustees and be given a copy of the Tender Trustees Charter
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles of Association
- Resourcing and the current financial position
- Key objectives and future strategic directions

The Charity Commission outlines four clear expectations for Trustees:

- Provide a **safe and trusted environment**. Safeguarding involves a duty of care to everyone who comes into contact with your charity, not just vulnerable beneficiaries like children and young people
- Set an **organisational culture that prioritises safeguarding**, so it is safe for people to report incidents and concerns in the knowledge they will be dealt with appropriately
- Have adequate **safeguarding policies, procedures and measures** to protect people and make sure these are made public, reviewed regularly and kept up to date

- Handle incidents as they arise. **Report them to the relevant authorities** including the police and the Charity Commission. Learn from these mistakes and put in place the relevant mechanisms to stop them happening again

All Trustees are required to hold an enhanced DBS (Disclosure and Barring Service), which is renewed every two years in line with Tender’s safeguarding policies and protocols, or they must be signed up to the DBS Update Service. They should undertake safeguarding training every 2 years, attend Tender’s “basic awareness of domestic abuse training”, read “Keeping Children Safe in Education” by the Department for Education and we aim to ensure they visit a Tender project once a year when possible (COVID restrictions have made this challenging during certain periods).

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director/trustee (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education and Arts are its directors, the Chief Executive Officer (CEO) and the Chief Operating Officer (COO). The directors are not remunerated, and remuneration of the CEO is set by the Board of Trustees.

OBJECTIVES

The summary objectives of the charity under its Memorandum of Association are:

1. To advance the education of the public about the violence and abuse perpetrated against women and young people.
2. To meet the needs of women and young people who have been subject to violence and abuse.

Public Benefit

Tender ensures that all its charitable activities focus on young people’s needs and young people are involved in guiding our work. This includes advancing the direction of Tender’s education programmes, supporting the organisation’s operations and contributing to Tender’s governance. We have due regard to the guidance issued by the Charity Commission.

ACHIEVEMENTS AND PERFORMANCE

Tender demonstrates its achievements and performance by linking them to the organisation’s mission statement and strategy. Tender achieves its strategy by delivering arts-based healthy relationships programmes in primary schools, secondary schools, further and alternative education settings and specialist youth settings, further and higher education settings and businesses and organisations.

Mission Statement: To prevent domestic abuse and sexual violence by creating culture change in communities, schools, youth settings and workplaces, using the creative/dramatic arts. Doing this safely underpins everything we do.

Strategy:

- **Prevent** abuse through programmes that educate, inform and challenge
- **Protect** those most vulnerable to experiencing abuse
- **Promote** healthy communities in which abusive behaviour is never tolerated and always called out

Tender’s work with young people is delivered by six project teams; **London Schools, Specialist Provision, RE:SET, Tender National, Post-18, and Adult Training**. The activity of each of these teams is detailed below in order to evidence the achievement of both aims.

	2022/23	2021/22
Number of projects, training sessions and events delivered by Tender	253	283
Number of young people who participated in Tender’s projects	16,324	32, 174
Number of adults who participated in Tender’s courses, events and seminars	3,319	3, 625
As a result of taking part in a Tender project:	<ul style="list-style-type: none"> • 91% primary school participants said they now know who to talk to if they feel unsafe or need support • 96% secondary school participants stated they have more knowledge about healthy and unhealthy relationships • 85% secondary school participants feel more confident in dealing with issues of violence and abuse • 90% of all participants enjoyed the project • 95% of adult training beneficiaries reported an increased confidence to use the learning in their professional practice <p>* Data taken from post-project surveys</p>	

The numbers we delivered to in 2022/23 are lower than in 2021/22 for a few reasons. Primarily this is due to our pioneering Whole School Approach programme, RE:SET, which has been in review and development this year since the pilot in 2021/22 in order to ensure it is robust forthcoming delivery that will see us rolling RE:SET out in 70 schools over the next three years (delivery began in the first 10 schools in January 2023). This year has also seen the London Schools team make a conscious choice to focus delivery on our core 2-day Healthy Relationships programme rather than shorter enrichment days or assemblies which typically involve more beneficiaries. While the core model is significantly more impactful, it involves fewer participants.

London Schools and colleges

This year Tender's London Schools Team worked with **7,756** beneficiaries across **92** primary schools, secondary schools and alternative education settings. A total of **5,696** young people took part in 2-day Healthy Relationships workshops or in-depth projects, disseminating their learning to a further **420** young people via peer-led presentations. **1,503** young people have taken part in enrichment days or assemblies. We have trained **137** adults who work with the young people in these schools to be able to further support the learning.

Tender's Healthy Relationships school projects continue across London. Thanks to grants from MOPAC, Lloyds Banking Group, the Olwyn Foundation and Ealing Borough Council, this year we were able to deliver our healthy relationships projects to schools in all 32 London boroughs. These projects ranged from Enrichment-day events - with over 100 students receiving hour-long workshops across one day - to our flagship 2-day Healthy Relationships programme, which equips up to 25 participants with an in-depth knowledge of healthy and unhealthy relationships. Our approach of using the arts allows us to find new and exciting ways to engage young people with this essential part of the curriculum.

Tender's Ending Gender Based Violence Toolkit Launches in Collaboration with the Mayor. This year the Mayor of London announced a 3-year relationship with Tender, which will see the roll-out of our 'Ending Gender-Based Violence Toolkit' to educators across the capital. The programme, which falls within the Mayor's 'Have a Word' campaign, aims to equip teachers and school staff with the means to start creative conversations with young people (particularly boys) about gender-based violence. Borough specific sessions have been hugely successful at linking participants with local services and information.

Youth Facilitator Programme Launched. A new pilot scheme to give early career facilitators the opportunity to learn from Tender's unique and impactful approach launched in September. 5 Youth Facilitators embarked on the pilot 6-month programme, which saw them shadow and co-deliver Tender's projects – giving them hands-on experience guided by our trained, expert facilitators. Each Youth Facilitator has been expected to reflect on their journey and has received 1-to-1 coaching from Tender HQ staff.

The ongoing school strikes - combined with strikes in other sectors, particularly transport – have had an impact on projects across the year, meaning some projects have had to be rescheduled or cancelled, and school staff have reported increasing pressures on their capacity.

Over the coming year we will continue to deliver our core Healthy Relationships programme to schools and youth settings across London and the South-East, as well as shorter term projects such as assemblies and enrichment days.

RE:SET

RE:SET is Tender’s pioneering Whole School Approach programme; using an online Toolkit and the support of a Tender Mentor to enable primary and secondary schools to explore, adapt and reset their existing Relationships Education provision, to further promote healthy, equal and respectful relationships across the whole school. Building on the success of the five schools in the pilot year (Sept 2021-July 2022) and on securing £1.6 million funding from the Mayor of London’s Violence Reduction Unit, during the autumn term of 2022 we reviewed and developed the RE:SET programme in preparation for it to be delivered to nearly 90 schools and alternative education provisions by September 2025. Between April 1st 2022 - March 31st 2023 we started delivering 12 new RE:SET projects in primary and secondary schools in London and West Yorkshire, Norfolk and Avon & Somerset. We also developed the programme structure, content and supporting online toolkit for alternative provisions, which is being piloted during 2023-2024.

The Inclusive and Nurturing Schools Programme will fund the RE:SET programme in London (2022-2025) will be delivered to 70 schools across seven London boroughs in partnership with Nutureuk. Through investing in developing a strong partnership with Nutureuk, we have recruited all 70 schools to the programme and have built positive partnerships with designated borough leads. We have also had numerous meetings with VAWG colleagues in each borough and have been invited to contribute to the VRU’s Education Summit as well as the Inclusion Conference held in Barking and Dagenham.

In January 2023 we started delivery to 10 schools (6 primary and 4 secondary which includes over 1,500 staff and over 8,000 students) in the Royal Borough of Greenwich, plus two secondary schools in West Yorkshire and Bath. All schools have completed their audit and received a bespoke project delivery plan, with the majority of schools receiving a staff induction and assembly for all students.

All schools are offered focus group sessions and/or online surveys for students, parents/carers and staff to gauge what themes and issues are current and relevant for their specific context.

Across all three cohorts we have received feedback that the key areas they want to know more about are:

- Peer pressure and consent (specifically looking at language)
- Controlling Behaviour
- Healthy Friendships & Relationships (including online)

“I want to know more about how I can be a good partner. I’m glad my parents can find out more about what we learn, even though it’s embarrassing, I want to be able to talk about relationships and work things out.” 11 year-old boy, Royal Greenwich School Trust

“RSE has changed and I’m glad you’re here. We want to get this right, we have to get this right to help our children be safe.” Headteacher, Nightingale Primary School

“I see ego from young people, and it’s hiding confusion, misinformation and, I think, some fear. We need this. We need to stop this behaviour, understand where it comes from and support it changing.” Assistant Headteacher, St Mary Magdalene Secondary School

Specialist Provision

273 young people and **53** adults benefitted from Tender’s Specialist Provision Programme across **29** projects, workshops and trainings. Specialist Provision encompasses our work with vulnerable children and young people in specialist and alternative education settings.

Creative Connections. This year we wrapped up delivery of our visual art programme; our Children in Need funded partnership with visual arts organisation Leap then Look. The programme was delivered in 12 settings across three years and culminated in a celebration event which saw young people from some of the settings participate in a range of creative activities. A short film resource, that explains different interpretations of a healthy relationship, was created with the young people from the final setting and showcased at the event. Everyone went away with a goody bag containing the self-care resource created the previous year, and a doughnut. Positive outcomes have seen setting staff and facilitators describe how, through these projects, the visual arts became a ‘way in’ to relationship building with some of their most vulnerable beneficiaries.

Development of Tender’s interactive video game resource, Relationship Goals. This resource was successfully delivered to four settings in Richmond, completing the second pilot phase of the programme. The team have developed a scheme of activities which complement and deepen the learning that participants receive from the game. Feedback has been hugely positive from participants and setting staff, and our ongoing relationship with the game developers helps us

ensure it remains sensitive and relevant to players' needs. We look forward to sharing the resource more widely in the forthcoming year.

In the forthcoming year the team look forward to developing our work in youth justice settings, which we plan to pilot in the summer. We hope to offer the Level 2 OCN in Peer Mentoring and Facilitation to a group of 6-8 young people with experience of the criminal justice system.

Post-18 Programmes

This financial year has seen the completion of our Shoulder2Shoulder programme. In Summer 2022 we hosted a roundtable event attended by staff and student officers from our partner universities to review and evaluate the programme's impact. Over the following months, building on the success of Shoulder2Shoulder, and incorporating learning from across Tender we have developed a pilot of a Whole University Approach (WUA) award: RE:SET Universities.

The RE:SET Universities Award supports universities and students' unions to prevent domestic abuse and sexual violence across campus. It embeds effective, sustainable messages and behaviours in campus culture; and empowers, supports and educates staff and students through a programme of training, campaigns, student engagement and policy support. Underpinned by an online toolkit and ongoing mentoring support from a key contact at Tender, senior leaders and frontline staff will be equipped with the knowledge and skills required to lead the sector in preventing gendered violence and developing a positive campus culture. When the programme is complete universities will be recognised with the Excellence in Prevention Award. We started working with 5 universities on this pilot in Autumn 2022 with completion due in January 2024.

Alongside RE:SET Universities, we are also continuing to deliver high quality workshops in other Higher Education settings. In particular, our partnership with drama school RADA continues to develop as we have delivered 4 series of workshops over the last year for BA students and RADA's Youth Theatre Company.

Youth Board

Tender's Youth Board is made up of volunteers aged 16-25 and is core in guiding the strategic development of Tender's work and ensuring young people, and the issues relevant to them, are at the heart of everything we do.

This year we held **11** Youth Board meetings for a total of **22** members (13 currently sitting on the board). We recruited **5** new members in December 2022, and now the makeup of the board has greater diversity in age and educational experience, with more high school students involved. It also now represents more regions of the UK, with over half living outside of London and members based in Wales, Scotland and across England.

It's been a busy year for the Youth Board, as we continue to develop our processes for greater youth participation in decision making. This year, board members have:

- Co-created the Youth Board's strategy for the year, emphasising the development of youth participation in the organisation. We have received funding from London Youth to hold an in-person development day later in 2023, in which members will learn about Tender's work in more depth and meet with SLT to deliver on a key decision
- Held a masterclass on verbatim theatre with members of the National Theatre's Our Generation cast
- Had their first in-person social event since the pandemic, attending Frantic Assembly's fantastic production of Othello (blog review [here](#))
- Written 4 blog posts for our website; one to highlight is a piece on [Free Creative Resources for Young People](#)
- Spoken on a panel at a performance of a new play called 'Patricia Gets Ready'
- Attended the Tender Awards
- Supported on the creation of a new Tender animation on the impact of pornography on young people and the development of Tender's organisational stance on pornography
- Attended workshops to develop the script for Tender's new live-action film, 'Snap!'
- Joined the steering group for a VRU-funded Teacher training programme, in collaboration with Ashiana
- Developed an independent, youth-led social media campaign, which involved researching and filming videos for Instagram on the theme of #TipsForTenderness , providing self-care tips for resilience against violent misogynist views online

An ongoing challenge for the Youth Board is consistent attendance, as members are often inevitably navigating the conflicting responsibilities that are present for young people between the ages of 16-25, as they transition from full time education to further education or work; several members have had to step down for a period of a few months this year in order to navigate these commitments. However, when able to attend, Youth Board members are consistently extremely committed, and have played a significant role in shaping the direction of Tender's work in all areas throughout the year.

Over the coming year we will be building a strategy for the Youth Board, including exploring pathways for engagement, as well as continuing with regular meetings and masterclasses.

Tender National

Between April 2022 and March 2023 Tender's regional teams delivered **68** projects across 6 regions, working directly with **7,215** young people and delivering training to **913** adults. We delivered core Healthy Relationships workshops with **1,206** Young Leaders, who became active champions of violence prevention, creating strong and informative performances that were

shared with audiences of a further **4,676** young people. An additional **1,333** young people were reached through several enrichment days and targeted/bespoke workshop activities.

Project Delivery. Our Regional Hubs in West Yorkshire, Avon & Somerset and Norfolk have continued to deliver core 2-day Healthy Relationships projects in primary, secondary and out-of-school settings, as well as securing a range of income generation projects and bespoke commissions. These have included continuing relationships with Bath Spa University, Norfolk Youth Offending Team and Norwich MAP, as well as new commissions from the University of East Anglia (UEA) and Breckland MAP. We have also been delighted to partner with Scarabeus Aerial Theatre on the pilot of a new primary school project, 'Shifting Point', as well as providing a training and consultancy package in support of the recent regional theatre tour of 'Destiny' by writer and actor Florence Espeut-Nickless. The National Team also successfully completed delivery in Kent as part of our funding from the Kent Community Foundation.

Following on from previous activity in the region, we were delighted to receive further funding from a private donor to deliver our first primary school project in Brighton & Hove. December's project at St. Andrew's CofE (aided) Primary School was a great success, and we hope to be able to deliver more projects in the region in the future.

Tender was also successful in securing funding from the Sussex Police and Crime Commissioner to deliver a series of enrichment days at Greater Brighton Metropolitan College. These sessions, entitled '*Promoting Healthy Campus Culture: Addressing Sexual Harassment*' were very well received by post-16 students from across a wide range of vocational courses.

New Region. Through the generous support of Landlark – a Cambridge-based charity working to end domestic abuse, intimate partner violence and all forms of harassment - Tender has been able to deliver first projects in both primary and secondary schools in the region.

The coming year will see us explore how we might grow Tender's work in new regions, enabling us to work with more children, young people and adults across the country.

Adult Training

In 2022-23 the Adult Training team worked with **29** schools and alternative settings to deliver a programme of work raising awareness and professional confidence in ending Violence Against Women & Girls (VAWG), working with **665** teaching staff.

VRU (Violence Reduction Unit) Teacher Training Programme. Funded by the Mayor's Office Violence Reduction Unit from their Women and Girls Funding Lot, the purpose of the programme is to increase awareness of and improve response to VAWG within primary and secondary

schools and alternative settings. Tender developed a 15-hour programme covering the main issues impacting VAWG. We worked with specialist organisations including Ashiana to create and deliver the content, ensuring we always drew on specialist knowledge. We know that equipping as many professionals as possible with key skills and knowledge around VAWG, leads to earlier identification, better support and inevitably, prevention.

Content development. For this programme, we developed 7 modules focusing on Domestic Abuse, Child on Child Abuse, Online Harms, Harmful Cultural Practices, Intersectionality & Trauma Informed Practice and Delivering Effective Training. We worked with specialists to develop this content and developed an extensive resource pack to go alongside the training. We also re-designed our existing Domestic Abuse Basic Awareness E-Learning, as well as creating another e-learning module for other members of staff (who did not complete the programme) to gain a basic awareness of the topics covered.

Following the completion of the programme, we asked the beneficiaries to provide feedback, with our outcomes focused on improving the experience for girls and young women within these settings.

96% of beneficiaries reported an increased awareness of gender inequality

97% of beneficiaries reported an increased confidence in tackling VAWG

89% of beneficiaries reported an increased ability to identify early signs of risk

95% of beneficiaries reported an increased confidence to use learning in their professional practice

Workplace Training. We have continued to develop our workplace offer which forms two pillars: working with businesses to support colleagues and customers who may be experiencing domestic abuse and working with businesses to create healthy workplace cultures by preventing sexual harassment, bullying and discrimination. This year we delivered **15** training sessions to workplaces, reaching a total of **1,096** beneficiaries.

Many businesses are seeking to raise the volume of conversations about building positive, inclusive cultures, promoting healthy relationships, and creating opportunities for everybody to have an equal share of voice. It can be challenging for leadership teams to manage these conversations and create the right environment of trust and openness with employees. In these cases, it is valuable to bring in independent experts to help facilitate and guide positive and constructive dialogue. We have continued our positive and long-term relationships with Lloyds

Banking Group and Clifford Chance LLP. In January Jess Phillips MP hosted an event for Tender at the House of Commons where we showcased our workplace training offer to representatives from over 15 businesses in the banking, finance and construction industries.

Safeguarding

The Chief Executive continues to lead Tender's Safeguarding, with the Safeguarding Team (made up of the Chief Executive, the Head of Services and all Programme Managers) continuing to meet monthly to ensure the wellbeing and safety of children and young people remains at the heart of everything Tender does, and that rigorous processes and procedures are in place. We have continued to closely monitor disclosures and ensure safeguarding remains a priority in both virtual and in-person workshops. We continue to effect robust safeguarding training procedures for new staff and facilitators.

Disclosure rates during our programmes have increased by 90% compared to the previous year. This is a combination of young people making disclosures about their own experiences and young people making comments that are a cause for concern to the workshop facilitators. We have noticed an increase in children and young people talking about choking and strangling which we treat as a safeguarding issue and is likely to reflect the access they have to violent pornography and to influencers who talk about behaviours like this.

Development and Innovation

Development of new animation. Having enlisted the generous pro bono support of fellow charity [HelpFilm](#), in 2022-23 Tender developed a short animation exploring pornography and its influence on young people's relationships.

The accessibility of porn today means that many young people encounter it before they discover sex. This can make it difficult to contextualise what they are watching in relation to their own experiences or expectations of sex, gender and intimacy. If porn is someone's first introduction to sex, they might assume it's an accurate representation: which, given the hardcore content of most mainstream porn, can be distressing, problematic and unsafe.

Our animation is aimed at young people aged 11 years and up, in recognition that - in today's digital world - one in 10 children have watched pornography by the time they are nine years old ([Children's Commissioner, 2023](#)).

In addition, Tender's core and freelance team have developed new arts-based activities to further explore the animation's themes within supporting workshops, such as:

- Recognising how porn can impact young people’s expectations of sex and relationships
- Understanding how porn can contribute to harmful stereotypes of gender and sexuality
- Awareness of the laws surrounding pornography and intimate image abuse (*colloquially known as ‘revenge porn’*)
- Signposting to relevant support services.

We will be planning to trial and distribute the animation and accompanying workshop activities further during 2023/24 and look forward to evaluating where this leads us next.

Development of new short live-action film. This year Tender wrapped up a new film resource, “Snap!” which was developed in collaboration with London’s Roundhouse and funded by The Mayor of London’s Violence Reduction Unit. The film was written and developed in consultation with young people and will be a key resource in future workshops with young people, enabling us to further explore early warning signs of unhealthy behaviour, sharing nudes and seeking support.

OTHER SUPPORTING ACTIVITIES

Diversity, Equity and Inclusion

Following the adoption of a new Diversity, Equity and Inclusion (DEI) Policy in late 2021, we committed to a number of objectives to improve our approach to diversity and inclusion, both within Tender and in how we interact with anyone coming into contact with us. This year, our efforts were focused primarily on strengthening our recruitment practices, organisational culture, and developing inclusive training and resources for neurodivergent adults and young people. To improve the governance and oversight of our DEI work, we set up a DEI Governance Committee comprising several trustees, who will actively work with the Tender team to set goals and monitor our progress against them.

Engaging with the community

Valentine’s Day Campaign. As is tradition at Tender, we celebrated Valentine’s Day with a social media project. Published across Instagram, Facebook and Twitter, this year’s campaign asked people to give the gift of healthy relationship skills. Rather than flowers or chocolates, each £20 donation funded a Tender workshop for two young people, setting them up for a lifetime of healthy relationships.

Tender Annual Awards. July saw the return of Tender’s wonderful annual awards celebration. This event celebrates the work of children, young people, teachers and youth workers in preventing domestic and sexual violence. The event took place at BAFTA this year and was attended by over 100 guests. Our fantastic Patron Olivia Colman led the award givers who were

Laura Yeates (Clifford Chance LLP), Sophie Linden (Deputy Mayor for London), actors Rachel Weisz, Jessie Buckley and Phoebe Waller-Bridge and Jess Phillips MP. Awards were:

- **Champion Primary School:** St William's Primary School, Norfolk
- **Outstanding Secondary School:** Charles Darwin School, London
- **Outstanding Teachers:** Isatou Cates and Bhavesh Galoria (Rokeby School)
- **The UK's first five Healthy Relationships Champion Schools:**
 - Rokeby School
 - Ralph Allen School
 - Charles Darwin School
 - Edward Worlledge Primary
 - Ivydale Primary
- **The UK's five Shoulder2Shoulder University Partnership awards:**
 - University of Chichester
 - Manchester Metropolitan University
 - University of Nottingham
 - University of Exeter
 - Liverpool Hope University
- **Most Supportive School:** Carlton Bolling College, West Yorkshire
- **Most Supportive Setting:** City of Westminster College
- **Special Thank You awards:** PC Sally Baines, West Yorkshire Police, Head Teacher Liz Rymer of Whitefield School
- **Special Thank You** goes to a wonderful young person and activist: Shay Patten-Walker, who sadly passed away in 2022, aged only 23.
- **Outstanding Creative Response:** Ella Dryhurst and Mia Gibson.
- **Being Brave:** Marvin Grubb (Writhlington School, Bath) and to: Lola Carey

Private Film Screening. In October we were delighted that MGM studios and Universal got in touch to organise a special screening and Q&A for a new film "Women Talking", which follows a group of Mennonite women who are deciding their next course of action after suffering horrific abuse by the men and boys in their community. The audience for the screening was made up of Youth Board members, university students and Tender staff. The Q&A with director Sarah Polley and lead actress Claire Foy was incredibly thought-provoking and engaging, with strong engagement in the issue and fantastic questions from the young people present.

Tender in the Media

Tender has continued to raise awareness of the issues surrounding gender-based violence and Tender's innovative prevention projects with children, young people and adults.

Our VAWG Teacher Toolkit and training sessions, funded by the Mayor's Office for Policing and Crime (MOPAC) was featured across widespread media including:

- The Guardian - [London pupils to be trained to recognise sexist behaviour](#)
- BBC News - [London schools to teach how to call out sexism](#)
- Evening Standard - [Pupils in London to be trained to recognise sexist behaviour](#)
- Cosmopolitan - ["Men have to change the attitudes of their gender": Sadiq Khan launches anti-sexism 'toolkit' for boys](#)
- Eastern Eye - [London school kids will be trained to call out sexism](#)
- London World - [London schools to offer new "allyship training" to tackle sexism and misogyny](#)
- Children and Young People Now - [Mayor of London launches £1m toolkit to prevent violence against women and girls](#)

The story also secured broadcast coverage including:

- [BBC London News \(lunchtime bulletin\)](#)
- [BBC London News \(evening bulletin\)](#)
- [BBC Radio London interview](#)

Meanwhile, CEO Susie McDonald was featured as one of the Evening Standard's 23 'most inspiring thought leaders in the capital' - [International Women's Day: 23 female changemakers to know in London in 2023](#)

Raising Tender's Profile through Effective Communications

Tender uses social media and digital platforms to inform the public about our work and the issues surrounding gender-based violence. With content and campaigns posted throughout the week, we currently have:

- **7.8k followers on Twitter**
- **1.6k followers on Instagram**
- **2.1k followers on Facebook**
- **1.4k followers on LinkedIn**

Tender's workshop leaders have recently observed a rise in misogynistic and unhealthy victim-blaming attitudes, particularly from young men taking part in our projects. This is, for the most part, due to the huge popularity of harmful social media influencers such as Andrew Tate. In response, Tender has written an organisational stance which provides valuable guidance and advice for delivery teams and schools in how to approach this controversial topic.

Over the next year we will be developing Tender's Communications Strategy, and investing in infrastructure and channels that will enable us to achieve it. For example, an organisational rebrand and new website, a 20th anniversary comms campaign and our new Ambassadors programme.

Increasing Tender's sustainable future

Tender's Development team continues to focus on the stability and sustainability of the organisation, particularly as it is difficult to predict what the economic climate may look like over the next few years, as we come out of the pandemic.

We have seen significant success in our plans to diversify income:

- The Development Board of influential business leaders from the financial, corporate and retail sectors are tasked to source alternative streams of income and to introduce us to their own networks. They invite their contacts to both the events we host and workshop projects.
- The Tender Guardians major donor programme is now accompanied by the Tender Friends initiative which engages with individuals who are committed to supporting Tender's mission and purpose.
- We continued to run online events, which have introduced new audiences to Tender and form part of our "No Big Drama" programme.

Plans for 2023/24 and beyond

This year, we carried out a strategic review of Tender's work and operations with the aims of reviewing and, if appropriate, refreshing our vision, mission, values and priorities. We engaged an external consultant to carry out a review of the organisation, and to consider the wider landscape in which we work, using a combination of desktop research and extensive conversations with staff, trustees, the Youth Board and external stakeholders (such as beneficiaries and funders).

The review concluded that, generally, our purpose statement, current work and direction of travel are well aligned with our charitable objects, delivering positive outcomes for our beneficiaries, and there continues to be a growing demand for our work. We have revised our mission and identified two strategic outcomes and four priorities to strengthen our focus on our ultimate purpose and create a clear structure for all areas of our work. A key conclusion of the review was the need for us to invest in internal capacity building, for example in relation to communications, research, impact and learning, and technology.

The review also highlighted ways in which the structure of the organisation could be improved to take into account the growth in our team and ensure the resources and capabilities of the team are aligned to the requirements of the programmes envisaged for the next three years; enabling us to work collaboratively and effectively to support the needs of our beneficiaries. As a result, we have restructured the organisation, creating clear senior leadership and management structures, and aligning and connecting service delivery departments. It is our intention that the revised structure will also ensure all team members have a healthy, supportive working environment, with a clear understanding of their roles and responsibilities, and how their work contributes to Tender's wider vision, mission and priorities.

The revised mission, outcomes and priorities are now guiding our decisions about the work we do, and don't do, and will inform future decisions about potential innovations and developments we are exploring. We have operational plans for every team in Tender for 23-24, linked to the priorities, and we will be developing plans for a further two years in early 23-24. As a result of the review and this work, we will have a clearly defined strategy and plans for three years, creating a strong basis for delivering on our charitable objects and developing a long-term fundraising strategy to ensure the long-term sustainability of Tender.

To support the implementation of our strategy, we are also reviewing and strengthening our organisation-wide monitoring and evaluation plans, which will enable us to carry out robust and reliable impact measurement of our programmes on beneficiaries and the settings with which we work. The refreshed monitoring and evaluation plans will mean that, in future years, we will be able to report more detailed insights into our work and use these insights to continually improve the quality of our projects and resources.

ACKNOWLEDGEMENTS

We would like to say a special thank you to our patron Olivia Colman and husband Ed Sinclair for their generosity of time and support for Tender throughout this and every year – it continues to be invaluable.

We would also like to take this opportunity to thank: Tiernan Brady, David Harkness, Kate Haslett, Sonya Leydecker, Amy Malik, Jane Porter, Catherine Rutter, Jane Rodrick, Pete Tromans, Kay White, Lynette Williams, and Laura Yeates.

Thanks also goes to the Tender Staff, Youth Board, Facilitators and Trustees, without whom none of the incredible work Tender achieves would be possible.

RISK STATEMENT

Tender implemented its revised Risk Register in 2022/23. This is overseen by the COO and CEO and a summary report is provided at all trustee board meetings listing the most significant risks and steps being taken to reduce their likelihood and/or impact. This is a sub-set of all risks actively monitored and managed by the SLT.

The categories of the risk are: Financial, Operational, External, Governance, Regulatory and Compliance. Risks are RAG rated as minor (green), moderate (amber) or major (red).

The Purpose of the Risk Register is for the Senior Leadership Team (SLT) to identify potential risks to the charity in a timely manner and to manage those risks. At February 2023 the key risks were all no higher than Moderate. Key risks were:

<p>Financial:</p> <p>High level of dependency on single or small range of income streams</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Monthly review of income and pipeline vs targets • Quarterly review of fundraising strategy and progress • Quarterly stress test of largest donors
<p>Financial:</p> <p>Insufficient budgetary controls and financial reporting in place to ensure appropriate management of finances</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Quarterly budgetary reviews to assess budgets are being correctly spent • Monthly management accounts shared with Finance Committee
<p>Financial:</p> <p>Inappropriate pricing policy which does not ensure that all costs are recovered and which does not consider future pricing changes</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Quarterly budgetary reviews to ensure expenditure does not exceed budget • Monthly management accounts shared with Finance Committee • Annual external audit confirming full cost recovery • Review costing of services, in particular staffing costs, with support from external provider • Monitor funder feedback on pricing levels • Agree standardised pricing for projects and train fundraising team / projects team in pricing projects (agreed for income generation projects)
<p>External:</p> <p>Lack of funding for core costs and service delivery</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Monthly review of income and pipeline against target (fundraising management meetings) • Monthly review of reserves levels (management accounts) • Quarterly review of fundraising vs strategy • Improve monitoring processes to more accurately update fundraising team on funding needs • Agree revised fundraising strategy to increase income
<p>External:</p> <p>Poor public perception / adverse publicity</p>	<p>Mitigated by:</p> <ul style="list-style-type: none"> • Monthly review of comms/public perception risks • Quarterly review of progress against strategy • Quarterly report of complaints to Board • Monthly management accounts shared with Finance Committee and annual external audit to confirm accurate financial reporting • Implement public relations training / procedures

FINANCIAL REVIEW

In the year ended 31st March 2023, Tender continued working on projects, which during the current year were funded largely by MOPAC (Mayor's Office for Policing and Crime), Paul Hamlyn Foundation, The Sam & Bella Sebba Charitable Trust, Greater London Authority, Comic Relief, The Thompson Family Foundation, The Coutts Charitable Trust, , BBC Children in Need, The City Bridge Trust, Maria Marina Foundation, John Lyons Foundation, The Rayne Foundation, Lloyds Banking Group, Esmée Fairbairn Foundation, Fidelity UK Foundation, The Foux Foundation, Garfield Weston Foundation, Coutts Foundation, The Crucible Foundation, The Clothworkers' Foundation, Richmond Parish Lands Charity, The Olwyn Foundation.

Tender will carry forward £693,522 of restricted funds; this includes £525,402 of the Children and Young People programme, and £168,120 of other funding in the Adults with Safeguarding Responsibilities department and core funding to be spent in the 2023-24 financial year.

Reserves Policy

The purpose of the policy is to ensure that Tender is able to meet its contractual obligations and finance the planned future growth of the organisation. The level of free reserves (excluding restricted funds) is reviewed annually by the Trustees. The Trustees consider that the most appropriate level of reserves at 31st March 2023 would be £725,155 ("free reserves"), which is equivalent to approximately six month's basic operating costs.

The general reserve at 31st March 2023 amounted to £725,155, which is considered as free reserves.

Fundraising Policy

The Charity engages fundraising consultants on occasion to develop strategic plans of activities and events to support our internal team of fundraisers. No data is shared with or sold to any external agencies. The charity does not purchase external lists of potential individual donors or undertake Direct Mail appeals to such lists.

The charity occasionally invites individuals to attend events but does not exert undue pressure to attend or to donate. It does not approach or pressure vulnerable people to support its work. A complaints policy is in place and is accessible on request from the Chief Executive Officer. The charity adheres to the Fundraising Code of Practice issued by the Fundraising Regulator.

Any fundraising events carried out on behalf of the charity that we are aware of are supported and monitored by the Development Manager. Any marketing materials and approaches are checked that they comply with the Fundraising Code of Practice and details of income and

expenditure are recorded by the Finance Manager. Income is acknowledged and grateful thanks are sent, typically with a letter.

Reference and administrative details

Tender Education and Arts (formerly Until the Violence Stops), trading as Tender, is a Company Limited by Guarantee and a registered charity, governed by its Memorandum and Articles of Association. The company was incorporated on 3rd January 2003.

Charity Number	1100214
Company Number	04627846
Registered office and operations address	Tender Education and Arts Resource for London 356 Holloway Road London N7 6PA
Patrons	Olivia Colman
Board of Trustees	Matthew Layton (joined 14 February 2023)
	Michaela Chamberlain (joined 2 November 2022)
	Laura Sanford (joined 2 November 2022)
	Sharina Walia
	Rory Conwell
	Simon Walker
	Róisín Murphy
	Amy Malik
	Kate Toumazi (resigned 14 February 2023)
	Liz Rymer (resigned 14 February 2023)
	Jess Moore (chair resigned 13 December 2022)
Chief Executive Officer	Susie McDonald
Independent auditors	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD
Bankers	NatWest 38 Strand London WC2N 5JB

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Tender Education and Arts for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to,

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board on 20th July and signed on its behalf by:



Matthew Layton (Jul 24, 2023 22:33 GMT+1)

Matthew Layton
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

Opinion

We have audited the financial statements of Tender Education and Arts (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Directors

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.

Richard Billinghamurst (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

Date:

TENDER EDUCATION AND ARTS
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total £	Unrestricted Funds £	Restricted Funds £	2022 Total £
Income from:							
Donations and legacies	2	179,801	1,278,852	1,458,653	667,358	1,322,607	1,989,965
Charitable activities	3	147,874	-	147,874	77,268	-	77,268
Investment Income		6,767	-	6,767	101	-	101
Total income		334,442	1,278,852	1,613,294	744,727	1,322,607	2,067,334
Expenditure on:							
Raising funds	5	59,791	14,339	74,130	79,591	-	79,591
Charitable activities	4	181,973	1,323,651	1,505,624	285,905	983,384	1,269,289
Total expenditure	5	241,764	1,337,990	1,579,754	365,496	983,384	1,348,880
Net income and net movement in funds		92,678	(59,138)	33,540	379,231	339,223	718,454
Reconciliation of funds:							
Total funds brought forward		1,086,824	752,660	1,839,484	707,593	413,437	1,121,030
BALANCE CARRIED FORWARD 31 MARCH 2023		£1,179,502	£693,522	£1,873,024	£1,086,824	£752,660	£1,839,484

None of the Charity's activities were acquired or discontinued during the above two financial years.

TENDER EDUCATION AND ARTS
BALANCE SHEET
AS AT 31 MARCH 2023

	Notes	2023		2022	
		£	£	£	£
FIXED ASSETS	7		12,345		10,673
CURRENT ASSETS					
Debtors	8	364,646		246,144	
Bank and Cash		<u>1,635,577</u>		<u>1,677,876</u>	
		2,000,223		1,924,020	
Creditors: Amounts falling due within one year	9	<u>(139,544)</u>		<u>(95,209)</u>	
NET CURRENT ASSETS			1,860,679		1,828,811
NET ASSETS			<u>£1,873,024</u>		<u>£1,839,484</u>
FUNDS					
Restricted	10		693,522		752,660
Unrestricted - General	12	725,155		520,438	
- Designated	12	<u>454,347</u>		<u>566,386</u>	
			1,179,502		1,086,824
TOTAL FUNDS			<u>£1,873,024</u>		<u>£1,839,484</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Trustees on 20th July 2023.



Michaela Chamberlain (Treasurer)

Company Registration Number: 04627846

TENDER EDUCATION AND ARTS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net income for reporting period	33,540	718,454
Depreciation charges	6,719	6,580
Bank interest	(6,767)	(101)
Decrease/(increase) in debtors	(118,502)	(78,708)
Increase/(decrease) in creditors	44,335	763
Net cash provided by/(used in) operating activities	(40,675)	646,987
CASH FLOWS FROM INVESTING ACTIVITIES:		
Bank interest	6,767	101
Purchase of furniture and equipment	(8,391)	(8,467)
Net cash provided by/(used in) investing activities	(1,624)	(8,366)
CHANGE IN CASH AND CASH EQUIVALENTS	(42,299)	638,621
CASH AND CASH EQUIVALENTS AT BEGINNING OF REPORTING PERIOD	1,677,876	1,039,255
CASH AND CASH EQUIVALENTS AT END OF REPORTING PERIOD	£1,635,577	£1,677,876

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note. The presentational currency of these financial statements is Pounds Sterling (£).

Going Concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. In forming this opinion, they have considered the impact of the war in Ukraine and other relevant factors on both its income and expenditure, assets and liabilities for at least a period of twelve months from the date of approval of these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charitable company has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

In particular, revenue grants are credited to income at the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred. Capital grants for the purchase of fixed assets are credited to restricted income at the earlier of when they are received or become receivable. Depreciation on the related fixed assets is charged against the restricted fund.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on raising funds – comprise the direct and indirect costs of generating income.
- Expenditure on charitable activities – comprise the direct and indirect costs of the activities undertaken to further the purposes of the charitable company.

Support costs are those functions that assist the work of the charitable company but do not directly undertake fundraising or charitable activities. Support costs include general overheads and governance costs (those costs incurred in the governance of the charitable company and its assets and are primarily associated with constitutional and statutory requirements) and are allocated on the basis of staff time devoted to each activity.

Value Added Tax

The charitable company is not registered for VAT and accordingly, where applicable, all expenditure incurred is inclusive of VAT.

Fixed Assets

Individual fixed assets are capitalised at cost and depreciated on a straight line basis over their useful economic lives. Office equipment and computer equipment has been depreciated over three years.

Short-term Debtors and Creditors

Debtors are recognised when the charitable company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Creditors are recognised when the charitable company has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1. **ACCOUNTING POLICIES (continued)**

Cash and Cash Equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less. For the purpose of the Cash Flow Statement, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

Financial Instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, including its debtors and creditors. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Funds

Restricted Funds represent donations or grants whose purposes have been restricted by the donor. Unrestricted funds represent income which can be used for charitable purposes at the discretion of the trustees.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

Company status

Tender Education & Arts is a charitable company limited by guarantee, registered in England (company registration number 04627846; charity registration number 1100214). Its registered office and operational address is The Resource Centre, 356 Holloway Road, London, N7 6PA.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted 2023	Restricted 2023	Total 2023	Total 2022
	£	£	£	£
MOPAC	-	605,119	605,119	151,960
Tender Guardians	34,600	70,000	104,600	107,000
The Crucible Foundation	-	100,000	100,000	-
Maria Marina Foundation	-	96,000	96,000	80,000
Esmée Fairbairn Foundation	-	79,650	79,650	-
Lloyds Banking Group	50,000	-	50,000	330,900
The Thompson Family Charitable Trust	50,000	-	50,000	50,000
The Coutts Charitable Trust	-	44,000	44,000	30,000
Other Income	40,701	-	40,701	533,358
Fidelity UK Foundation	-	33,700	33,700	-
BBC Children in Need	-	32,254	32,254	31,754
John Lyons Charity	-	28,000	28,000	28,000
The Leathersellers' Foundation	-	25,000	25,000	-
Clifford Chance LLP	-	25,000	25,000	25,000
VRU – West Yorkshire	-	24,449	24,449	-
Scarabaeus	-	22,172	22,172	-
The Garfield Weston Foundation	-	20,000	20,000	-
The Rayne Foundation	-	16,000	16,000	16,000
Comic Relief	-	12,447	12,447	112,034
The City Bridge Trust	-	10,350	10,350	41,325
The Foux Foundation	-	10,000	10,000	-
The Shears Foundation	-	10,000	10,000	-
West Yorkshire Police	-	5,979	5,979	-
European Commission	-	3,984	3,984	-
The 29th May 1961 Charitable Trust	3,000	-	3,000	-
CMF Charitable Trust	-	2,000	2,000	2,000
Greater London Authority	-	1,644	1,644	10,164
The Husluck Charitable Trust	1,000	-	1,000	-
London Youth – YISF	-	600	600	-
Sydney Black Charitable Trust	500	-	500	-
Donation in kind	-	504	504	-
London Councils	-	-	-	265,520
The Clothworkers' Foundation	-	-	-	42,000
Paul Hamlyn Foundation	-	-	-	30,000
Impact 100	-	-	-	25,000
Richmond Parish Lands Charity	-	-	-	22,453
Jack Petchey Foundation	-	-	-	20,881
The Sam & Bella Sebba Charitable Trust	-	-	-	15,000
The Olwyn Foundation	-	-	-	14,075
FACET Trust	-	-	-	2,000
The Grace Trust	-	-	-	2,000
HMRC - Job Retention Scheme	-	-	-	1,541
	<u>£179,801</u>	<u>£1,278,852</u>	<u>£1,458,653</u>	<u>£1,989,965</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2023	Restricted 2023	Total 2023	Total 2022
	£	£	£	£
Contracts for Operational Programmes				
Income From Schools	43,055	-	43,055	21,900
LBO Ealing	40,876	-	40,876	-
MAP	24,053	-	24,053	-
LBO Waltham Forest	20,000	-	20,000	-
External Training Fees	15,290	-	15,290	39,910
Sussex Police	4,600	-	4,600	-
North Somerset Council	-	-	-	15,332
Sales of Educational Resources	-	-	-	126
	<u>£147,874</u>	<u>£-</u>	<u>£147,874</u>	<u>£77,268</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

4. ANALYSIS OF CHARITABLE ACTIVITIES

	Undertaken Direct	Support & Governance Costs	2023	2022
	£	£	£	£
Adults with Safeguarding Responsibilities and Workplace Training	262,700	28,146	290,846	180,119
Children and Young People	1,118,123	96,655	1,214,778	1,089,170
	<u>£1,380,823</u>	<u>£124,801</u>	<u>£1,505,624</u>	<u>£1,269,289</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

5. **RESOURCES EXPENDED**

	ADULTS with SAFEGUARDING RESPONSIBILITIES	CHILDREN & YOUNG PEOPLE	GENERATING FUNDS	GOVERNANCE	Total 2023	Total 2022
	£	£	£	£	£	£
Direct						
Artists	33,520	217,426	-	1,270	252,216	262,353
Partners	24,768	124,650	-	-	149,418	142,987
Printed Resources	254	10,003	20	2,019	12,296	7,161
Online Resources	6,700	30,551	72	180	37,503	1,583
Relationship Goals	-	33,346	-	-	33,346	72,105
Payroll Costs	165,149	518,749	17,228	80,401	781,527	585,953
Non-payroll Staff	-	46,100	37,300	20,610	104,010	96,324
Recruitment	-	2,650	-	13,424	16,074	23,250
Training	1,319	458	103	851	2,731	3,190
Research and Outreach	-	314	-	873	1,187	799
Volunteers, Travel & accom.	451	20,939	17	22,327	43,734	24,106
Other	14	8,535	19	3,050	11,618	8,656
	232,175	1,013,721	54,759	145,005	1,445,660	1,228,467
Support						
Audit Fees	1,066	3,663	352	739	5,820	5,000
Depreciation	1,231	4,407	406	675	6,719	6,582
Postage, Stationery & Courier	103	368	34	56	561	1,324
Equipment Maintenance and IT Support	9,914	35,499	3,273	5,439	54,125	38,482
Rent, Rates & Service Charge	8,013	25,145	2,646	7,940	43,744	42,904
Office Costs	378	1,353	125	207	2,063	1,109
Bank Interest and Fees	90	322	30	49	491	639
Other Costs	770	2,758	254	423	4,205	1,470
Accountancy Fees	320	1,298	106	21	1,745	1,517
Quality & Compliance	2,678	9,590	884	1,469	14,621	21,386
	24,563	84,403	8,110	17,018	134,094	120,413
Governance	34,108	116,654	11,261	(162,023)	-	-
Total Expenses	£290,846	£1,214,778	£74,130	-	£1,579,754	£1,348,880

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

6. STAFF COSTS, TRUSTEES' REMUNERATION AND KEY MANAGEMENT PERSONNEL

	2023	2022
	£	£
Salaries and Wages	700,539	527,050
Social Security Costs	65,550	45,842
Pension Costs	15,438	13,061
Total Payroll Costs	<u>£781,527</u>	<u>£585,953</u>

The average number of staff employed by the charity was 20.4 (2022: 19).

One employee earned in excess of £60,000 per annum (2022: none). No trustee received any remuneration during the period. No expenses were paid to the trustees during the period.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education and Arts are the directors (who are also the trustees) the Chief Executive Officer and the Chief Operating Officer. Aggregate compensation paid to key management personnel in the year amounted to £114,900 (2022: £85,827 the COO joined in October 2022).

7. FIXED ASSETS

	2023	2022
	Furniture and Equipment	Furniture and Equipment
	£	£
Cost at 1 April	59,504	51,037
Additions	8,391	8,467
Cost at 31 March	<u>67,895</u>	<u>59,504</u>
Depreciation at 1 April	48,831	42,251
Charge for the year	6,719	6,580
Depreciation at 31 March	<u>55,550</u>	<u>48,831</u>
Net Book Value at 31 March	<u>£12,345</u>	<u>£10,673</u>

8. DEBTORS

	2023	2022
	£	£
Debtors	328,634	227,709
Rent/Service Charge Deposit	3,168	3,168
Prepayments	32,844	15,267
	<u>£364,646</u>	<u>£246,144</u>

9. CREDITORS

	2023	2022
	£	£
HM Revenue and Customs	19,826	16,623
Deferred income	-	3,000
Accruals	30,285	46,635
Creditors	89,433	28,951
	<u>£139,544</u>	<u>£95,209</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

10. RESTRICTED FUNDS 2023

A. At 31st March 2023

	At 1 April 2022 £	Income £	Expenses £	At 31 March 2023 £
CHILDREN & YOUNG PEOPLE				
<i>London Schools programme</i>				
Lloyds Banking Group	322,659	-	175,765	146,894
Scarabaeus	-	22,172	515	21,657
The Olwyn Foundation	13,900	-	13,900	-
<i>RE:SET</i>				
The Clothworkers' Foundation	7,035	-	7,035	-
<i>Specialist Provision</i>				
Greater London Authority	15,148	1,644	16,792	-
Comic Relief	42,052	12,447	54,499	-
Richmond Parish Lands Charity	22,453	-	22,453	-
John Lyons Charity	28,000	28,000	21,446	34,554
Maria Marina Foundation	64,398	96,000	60,029	100,369
The Rayne Foundation	15,500	16,000	11,755	19,745
The Grace Trust	2,000	-	2,000	-
BBC Children in Need	11,400	32,254	38,127	5,527
The City Bridge Trust	27,285	10,350	37,635	-
<i>National Programme</i>				
West Yorkshire VRU	-	24,449	24,449	-
The Foux Foundation	-	10,000	-	10,000
West Yorkshire Police	-	5,979	568	5,411
CMF Charitable Trust	2,000	2,000	2,000	2,000
Kent Community Foundation	2,018	-	2,018	-
The Shears Foundation	-	10,000	-	10,000
<i>Post-18 Youth Settings and Youth Board</i>				
Clifford Chance	6,958	25,000	4,450	27,508
London Youth – YISF	-	600	-	600
<i>Other</i>				
European Commission	-	3,984	3,984	-
The Crucible Foundation	-	100,000	-	100,000
Tender Guardians	37,268	70,504	66,635	41,137
ADULTS with SAFEGUARDING RESPONSIBILITIES & OTHER FUNDS				
MOPAC	87,586	605,119	606,066	86,639
The Sam & Bella Sebba Charitable Trust	15,000	-	15,000	-
Fidelity UK Foundation	-	33,700	3,073	30,627
The Leathersellers' Foundation	-	25,000	-	25,000
The Coutts Foundation	-	44,000	38,146	5,854
The Garfield Weston Foundation	-	20,000	-	20,000
Paul Hamlyn Foundation	30,000	-	30,000	-
Esmée Fairbairn Foundation	-	79,650	79,650	-
	<u>£752,660</u>	<u>£1,278,852</u>	<u>£1,337,990</u>	<u>£693,522</u>

The CHILDREN & YOUNG PEOPLE programme

London Schools programme

Reaching children and young people in primary, secondary, SEND schools across Greater London through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

RE:SET

An online toolkit supported by a Tender Mentor to enable primary and secondary schools to explore, adapt and reset their existing relationships education across the whole school. It supports schools to promote healthy, equal and respectful relationships and become Healthy Relationships Champion Schools.

Specialist Provision

Supporting young people who may be most vulnerable to experiences of domestic abuse and sexual violence including care-experienced young people, those with disabilities, identifying as LGBTQ+ and asylum seekers. This includes the online game Relationship Goals. Programmes are specially designed using trauma informed approaches to working with young people and training for the staff who work with them.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

National Programme

Reaching children and young people in primary, secondary, SEN schools across regions of the UK, through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

Post-18 Youth Settings and Youth Board

Working with further and higher education settings, including universities and conservatoires, to promote healthy cultures that challenge domestic and sexual violence and harassment. This is achieved through targeted training for student union officers, university societies, university staff and students; engaging with existing networks of support to increase efficacy of reporting routes.

The board comprises a group of young people aged 16 – 24 who are interested in the issue of domestic and sexual violence and wish to play a part in advocating for healthy relationships and supporting Tender in its core mission through participating in consultation sessions, creating and delivering campaigns and helping at events throughout the year including fundraising and media and communications.

Other

The European Commission - reimbursement and final payment towards the Erasmus project completed in 2021-22.

The Crucible Foundation - supports the 'Specialist Provision Programme' and 'Avon and Somerset Hub Programme'.

Tender Guardians - supported the delivery of RESET and youth board activities.

ADULTS with SAFEGUARDING RESPONSIBILITIES & WORKPLACE TRAINING

Adults with Safeguarding Responsibilities

Equipping adults with the knowledge and skills to understand domestic abuse and sexual violence in order that they can effectively safeguard the children and young people in their care. This includes teachers, youth workers, virtual school teachers, foster parents, social care professionals and the police.

Workplace Training

Delivering training to workforces in businesses and organisations to promote healthy workplace cultures that are free from bullying, sexual harassment and discrimination. Tender also delivers domestic abuse awareness training to colleagues in order that businesses can play a role in preventing domestic abuse and where victims/survivors can seek support and advice in a safe and private space.

OTHER

MOPAC continued to support the Whole-Community Approach to Healthy Relationships programmes as well as the delivery of adult training to adults with safeguarding responsibilities. New funding from MOPAC funded the following –

MOPAC (Ashiana) - Provision of service known as 'LOT 1 Girls & Young Women'.

MOPAC (Nurture UK) - Provision of service known as INCLUSIVE AND NURTURING SCHOOLS.

MOPAC (Toolkit) - provision of the VAWG Prevention Toolkit for Teachers Support.

Fidelity UK Foundation funds the salaries of Tender's Research and Impact Manager.

The Sam & Bella Sebba Charitable Trust, The Leathersellers' Foundation, The Garfield Weston Foundation, The Coutts Foundation, Paul Hamlyn Foundation and Esmée Fairbairn Foundation - contribute to core costs including salaries.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

B. At 31st March 2022

	At 1 April 2021 £	Income £	Expenses £	At 31 March 2022 £
CHILDREN & YOUNG PEOPLE				
<i>London Schools programme</i>				
London Councils	-	265,520	265,520	-
Lloyds Banking Group	-	330,900	8,241	322,659
The Olwyn Foundation	-	14,075	175	13,900
<i>RE:SET</i>				
The Clothworkers' Foundation	-	42,000	34,965	7,035
Tender Guardians	-	80,000	42,732	37,268
<i>Specialist Provision</i>				
Greater London Authority	23,246	10,164	18,262	15,148
Comic Relief	22,864	112,034	92,846	42,052
Garfield Weston Foundation	10,004	-	10,004	-
Richmond Parish Lands Charity	-	22,453	-	22,453
The Reta Lila Howard Foundation	13,576	-	13,576	-
John Lyons Charity	-	28,000	-	28,000
Maria Marina Foundation	-	80,000	15,602	64,398
The Rayne Foundation	-	16,000	500	15,500
Souter Charitable Trust	3,000	-	3,000	-
The Grace Trust	-	2,000	-	2,000
BBC Children in Need	17,033	31,754	37,387	11,400
The City Bridge Trust	19,828	41,325	33,868	27,285
<i>National Programme</i>				
Go Play Foundation	20,957	-	20,957	-
Kent Community Foundation	4,925	-	2,907	2,018
West Yorkshire Police	4,419	-	4,419	-
CMF Charitable Trust	2,000	2,000	2,000	2,000
European Commission	6,067	-	6,067	-
<i>Post-18 Youth Settings and Youth Board</i>				
Trust for London	7,343	-	7,343	-
Clifford Chance	-	25,000	18,042	6,958
Other (including ADULTS with SAFEGUARDING RESPONSIBILITIES)				
Jack Petchey Foundation	-	20,881	20,881	-
MOPAC	176,085	151,960	240,459	87,586
HMRC – Job Retention Scheme	-	1,541	1,541	-
The Sam & Bella Sebba Charitable Trust	32,242	15,000	32,242	15,000
Paul Hamlyn Foundation	49,848	30,000	49,848	30,000
	413,437	1,322,607	983,384	752,660

The CHILDREN & YOUNG PEOPLE programme

London Schools programme

Reaching children and young people in primary, secondary, SEN schools across Greater London through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

RE:SET

An online toolkit supported by a Tender Mentor to enable primary and secondary schools to explore, adapt and reset their existing relationships education across the whole school. It support schools to promote healthy, equal and respectful relationships and become Healthy Relationships Champion Schools.

Specialist Provision

Supporting young people who may be most vulnerable to experiences of domestic abuse and sexual violence including care-experienced young people, those with disabilities, identifying as LGBTQ+ and asylum seekers. This includes the online game Relationship Goals. Programmes are specially designed using trauma informed approaches to working with young people and training for the staff who work with them.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

National Programme

Reaching children and young people in primary, secondary, SEN schools across regions of the UK, through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence

Post-18 Youth Settings and Youth Board

Working with further and higher education settings, including universities and conservatoires, to promote healthy cultures that challenge domestic and sexual violence and harassment. This is achieved through targeted training for student union officers, university societies, university staff and students; engaging with existing networks of support to increase efficacy of reporting routes.

The youth board comprises a group of young people aged 16 – 24 who are interested in the issue of domestic and sexual violence and wish to play a part in advocating for healthy relationships and supporting Tender in its core mission through participating in consultation sessions, creating and delivering campaigns and helping at events through out the year including fundraising and media and communications.

OTHER including ADULTS with SAFEGUARDING RESPONSIBILITIES & WORKPLACE TRAINING

Adults with Safeguarding Responsibilities

Equipping adults with the knowledge and skills to understand domestic abuse and sexual violence in order that they can effectively safeguard the children and young people in their care. This includes teachers, youth workers, virtual school teachers, foster parents, social care professionals and the police.

Workplace Training

Delivering training to workforces in businesses and organisations to promote healthy workplace cultures that are free from bullying, sexual harassment and discrimination. Tender also delivers domestic abuse awareness training to colleagues in order that businesses can play a role in preventing domestic abuse and where victims/survivors can seek support and advice in a safe and private space.

Jack Petchey Foundation funded the salaries of intern who supported the Adults with Safeguarding Responsibilities, Workplace training and the National programmes.

MOPAC continued to support the Whole-community Approach to Healthy Relationships programmes as well as the delivery of adult training to adults with safeguarding responsibilities.

The Sam & Bella Sebba Charitable Trust funded the salaries of personnel responsible for the Specialist Provision and Post 18 and Youth Board programmes.

The Paul Hamlyn Foundation grant funds the salary of the Programme Manager as well as contributed to the Children in Need and Relationship Goals projects.

11. LONDON COUNCILS EXPENDITURE 2023

A. At 31st March 2023

The London Councils' funding did not continue beyond the financial year 2021/22. No income from London Councils received during 2022/23 FY.

B. At 31st March 2022

	Balance B/F £	Grant £	Grant Spent £	Net refund due £
Staff Costs	-	232,459	233,388	929
Beneficiary Costs	-	6,813	5,828	(985)
Overheads	-	22,192	23,174	982
Other Direct Project Costs	-	4,056	3,130	(926)
	£-	265,520	£265,520	£-

	Balance B/F £	Grant £	Grant Spent £	Net refund due £
Tender	-	109,605	124,134	14,529
Nia	-	20,242	19,722	(520)
Women and Girls Network	-	33,580	33,580	-
Ashiana Network	-	10,091	10,091	-
LAWRS	-	33,580	27,094	(6,486)
IMECE	-	20,242	12,719	(7,523)
IKWRO	-	33,580	33,580	-
FORWARD	-	4,600	4,600	-
Solace	-	-	-	-
Total	£-	£265,520	£265,520	£-

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

Section 37 Statement

London Councils have awarded grants of £1,060,000 over four years. £265,520 of which relates to the financial year ended 31 March 2022. The grant is restricted to the purpose of funding the London Councils pan-London VAWG Consortium Prevention Project funded under Priority 2.1 Sexual and Domestic Violence Prevention. However, due to covid the grants committee agreed that some of the funding could be utilised for the redeployment of the partners into their respective organisations whilst schools were locked down.

12. UNRESTRICTED FUNDS

A. At 31st March 2023

	At 1 April 2022	Income	Expenses	Transfer	At 31 March 2023
	£	£	£		£
Designated					
Post 18 Programmes and Youth Board	16,930	8,536	25,466	-	-
LBO Ealing	-	40,876	8,038	-	32,838
LBO Waltham Forest	-	20,000	8,808	-	11,192
MAP	-	24,053	5,473	-	18,580
Relationships Goals	2,155	-	2,155	-	-
Tender Regional Development Fund	77,302	60,000	37,672	-	99,630
Core Costs	470,000	-	31,054	(146,839)	292,107
Designated Total	<u>566,387</u>	<u>153,465</u>	<u>118,666</u>	<u>(146,839)</u>	<u>454,347</u>
General Reserves	520,437	180,977	123,098	146,839	725,155
	<u>£1,086,824</u>	<u>£334,442</u>	<u>£241,764</u>	<u>-</u>	<u>£1,179,502</u>

Designated funds are earmarked for the following purposes:

Post 18 Programmes and Youth Board	Provision to deliver Post 18 and Youth Board activities in 2022/23.
LBO Ealing and Waltham Forest	To complete the delivery of Healthy Relationships projects in the boroughs.
MAP	Provision to deliver Healthy Relationships programme in Norwich.
Relationship Goals	To complete the pilot phase of the programme.
Tender National Partnership Development Fund	This fund will continue to fund the delivery of Tender's Children & Young People, Post 18 and adult training programmes.
Core costs	Provision towards senior management staff salaries and on-costs over the next 24-36 months
Transfer	£146,839 of the Core costs fund has been undesignated and transferred to general reserves to meet the required reserves level of £725,155.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

B. At 31st March 2022

	At 1 April 2021	Income	Expenses	Transfer	At 31 March 2022
	£	£	£	£	£
Designated					
Post 18 Programmes and Youth Board	39,641	14,075	36,786	-	16,930
Relationship Goals	17,880	2,500	18,225	-	2,155
Tender National Partnership Development Fund	132,720	29,400	84,818	-	77,302
Core costs	-	500,000	30,000	-	470,000
	<u>190,241</u>	<u>545,975</u>	<u>169,829</u>	<u>-</u>	<u>566,387</u>
General Reserve	517,353	198,752	195,668	-	520,437
	<u>£707,594</u>	<u>£744,727</u>	<u>365,497</u>	<u>-</u>	<u>£1,086,824</u>

Designated funds are earmarked for the following purposes:

Post 18 Programmes and Youth Board	Provision to deliver Post 18 and Youth Board activities in 2022/23.
RESET	To complete the pilot phase of the programme.
Relationship Goals	To complete the pilot phase of the programme.
Tender National Partnership Development Fund	This fund will continue to fund the delivery of Tender's Children & Young People, Post 18 and adult training programmes.
Core costs	Provision towards senior management staff salaries and on-costs over the next 24-36 months. This fund represents one off donation that is not expected to continue beyond 2021/22 financial year.

13. **TAXATION**

Tender is a registered charity and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

14. **INCOME/EXPENDITURE**

Net income for the period is stated after charging:

	Total 2023	Total 2022
	£	£
Auditors' Remuneration	5,820	5,000
Depreciation	6,719	6,580
	<u> </u>	<u> </u>

15. **ANALYSIS OF NET ASSETS BETWEEN THE FUNDS 2023**

A. At 31st March 2023

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	12,345	1,167,157	1,179,502
Restricted Funds	-	693,522	693,522
	<u>£12,345</u>	<u>£1,860,679</u>	<u>£1,873,024</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

B. At 31st March 2022

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	10,673	1,076,151	1,086,824
Restricted Funds	-	752,660	752,660
	£10,673	£1,828,812	£1,839,485

16. RELATED PARTY TRANSACTIONS

Total aggregate donations of £52,500 were made by the trustees during the year without conditions attached (2022: £12,000). No other related party transactions were recorded in the current financial year (2022: £nil).

17. OPERATING LEASE COMMITMENTS

The charitable company operates from its premises on Holloway Road. The current rental agreement is from 31st July 2018 to 31st July 2023 and has a 3 months cancellation period. Under this agreement the charity's rental obligation at year end was £10,374 inclusive of VAT.

In addition, as at 31st March 2023 the charitable company was committed to minimum rental payable under non-cancellable operating leases in respect of equipment (inclusive of VAT), as follows:

	2023	2022
	£	£
Payable within one year	3,293	3,944
Payable in two to five years	-	-
	£3,293	£3,944

18. ECONOMIC IMPACT

The Trustees anticipate that the war in Ukraine and other significant economic factors will have a long-term impact on the Charity's incoming resources and resources expended in the coming years. The Charity is essentially a cash-based business and carries out stress testing annually as a matter of course. This stress test anticipates events and what the financial impact might be on the Charity and how the charity can react to that impact. Based on this testing and their review of subsequent events in connection with the world economy, the Trustees are confident that it has sufficient reserves and enough flexibility to ensure that it can continue to exist for the foreseeable future. When considering the foreseeable future the Trustees are looking forward a period of at least twelve months from the date of approval of these financial statements.











Tender Trustee Report and Accounts 2023 FINAL

Final Audit Report

2023-08-06

Created:	2023-07-24
By:	Trupti Reddy (truptireddy@hotmail.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAzYAqSuZxsxZrhkNKDYxZjbr5SuXefm-1

"Tender Trustee Report and Accounts 2023 FINAL" History

-  Document created by Trupti Reddy (truptireddy@hotmail.com)
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-  Signer matthewlayton@mrlstratconsultancy.com entered name at signing as Matthew Layton
2023-07-24 - 21:33:14 GMT - IP address: 31.51.8.223
-  Document e-signed by Matthew Layton (matthewlayton@mrlstratconsultancy.com)
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2023-08-02 - 12:44:28 GMT - IP address: 167.98.69.67
-  Email viewed by Michaela Chamberlain (chamberlainml89@gmail.com)
2023-08-02 - 21:35:34 GMT - IP address: 66.249.93.233
-  Document e-signed by Michaela Chamberlain (chamberlainml89@gmail.com)
Signature Date: 2023-08-06 - 18:13:13 GMT - Time Source: server- IP address: 95.148.198.128
-  Agreement completed.
2023-08-06 - 18:13:13 GMT

TENDER EDUCATION AND ARTS

England & Wales - Charity number 1100214

Accounts

**Tender Education and Arts
Trustee Report and Accounts**

**Year Ending: 31 March 2022
Company Number: 04627846
Charity Number: 1100214**



INTRODUCTION

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Structure, Governance and Management

Tender Education and Arts (trading as Tender) is governed by an elected Board of Trustees. The Board of Trustees is elected annually at the Annual General Meeting. Retiring members are eligible for re-election. The Board meets four times per year, with additional meetings scheduled when the company requires greater direction or support.

The Board of Trustees has legal, financial and fiduciary duties under Company Law and Charity Law, and responsibilities for ensuring that the organisation complies with the conditions placed on grants from public and other funders. The Board also has responsibilities for the organisation's strategy. Although the ultimate responsibility lies with the Board, the daily operational management of many of these duties is delegated to the Chief Executive Officer and her staff.

Policies and procedures for induction and training of trustees

All new Trustees are invited to meet with the Chair and Chief Executive to discuss the work of the charity and in particular to be informed of:

- The obligations of Trustees and given a copy of the Tender Trustees Charter
- The main documents which set out the operational framework for the charity including the Memorandum and Articles of Association
- Resourcing and the current financial position
- Key objectives and future strategic directions

The Charity Commission outlines four clear expectations for trustees:

- Provide a **safe and trusted environment**. Safeguarding involves a duty of care to everyone who comes into contact with your charity, not just vulnerable beneficiaries like children and young people
- Set an **organisational culture that prioritises safeguarding**, so it is safe for people to report incidents and concerns in the knowledge they will be dealt with appropriately.
- Have adequate safeguarding **policies, procedures and measures** to protect people and make sure these are made public, reviewed regularly and kept up to date.
- Handle incidents as they arise. **Report them to the relevant authorities** including the police and the Charity Commission. Learn from these mistakes and put in place the relevant mechanisms to stop them happening again.

All trustees are required to hold a DBS (Disclosure and Barring Service) which is renewed every two years in line with Tender’s safeguarding policies and protocols. They must undertake safeguarding training every 2-3 years, attend Tender’s basic awareness of domestic abuse training, read “Keeping Children Safe in Education” by the Department for Education and visit a Tender project once a year.

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director/trustee (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education & Arts are its directors and the Chief Executive Officer (CEO). The directors are not remunerated, and remuneration of the CEO is set by the Board of Trustees.



*Image from Tender’s RE:SET website
Design credit Ellie Ross-Wilkinson*

***‘I have learnt that I can be able to tell people
about sensitive things’***

– Project participant

OBJECTIVES AND ACTIVITIES

Objectives

The summary objectives of the charity under its Memorandum of Association are:

1. To advance the education of the public about the violence and abuse perpetrated against women and young people.
2. To meet the needs of women and young people who have been subject to violence and abuse.

Activities

Covid-19 Statement

The Covid-19 pandemic continued to affect communities, businesses and individuals across the globe in 2021-22. Substantial evidence shows that domestic abuse and education services were more needed than ever at this time; as a direct result of the pandemic, domestic abuse services have seen a dramatic increase in referrals, teachers and school staff have reported an increase in disclosures and safeguarding concerns, and young people have flagged issues such as isolation, lack of routine and increased social media or online pressure. We have seen that there will be a long-term impact on the mental wellbeing of children and young people across the country.

Having successfully transitioned our operations to remote working and online training delivery, we waited for the return of schools to something like normal during this past year. At the end of this financial year, we are proud that we are pretty much back to business as usual despite high rates of covid impacting on staffing and student levels are various points throughout the year. The need to respond in the moment – to cancelled workshops, technological challenges, lockdown restrictions - has highlighted the Tender team's expertise at thinking on our feet, knowing the subject and understanding the needs of our beneficiaries.

Main activities undertaken in 2021/22

Tender is particularly proud of:

Piloting innovative new programmes

This year Tender piloted several pioneering new streams of work, including RE: SET: an online whole school approach toolkit, and Relationship Goals: an interactive video game resource for young people with special educational needs and disabilities (SEND).

Returning to in-person delivery

Despite huge challenges raised by the pandemic for both Tender and our beneficiaries – schools we have worked with have reported up to 25% of staff being off work due to Covid at one time - we are pleased to have been able to gradually return to in-person delivery in schools and youth settings again this year, meaning we have been able to reach more young people and more effectively engage them in our creative workshops.

Whole community Work

This year Tender's focus has been on working with whole communities in order to deepen the knowledge, support and safeguarding surrounding the young people at the heart of Tender's work. This has included a whole borough approach to adult training - working with a spectrum of adults with a safeguarding responsibility, RE:SET, and the pilot of our new whole university programme, Shoulder2Shoulder. We aim to build upon the learning from these pilot projects in the coming years.

Public benefit

Tender ensures that all of our charitable activities focus on young people's needs and young people are involved in guiding our work. This includes advancing the direction of Tender's education programmes, supporting the organisation's operations and contributing to Tender's governance. We have due regard to the guidance issued by the Charity Commission.

“At the start of this I thought: ‘my son is too young to be learning about relationships’, but I am so grateful you’re working in {our school}. Thank you – he needs this. I think he’ll be a better person because of it.” – Parent of Year 9

student

ACHIEVEMENTS AND PERFORMANCE

Summary of main achievements

Tender demonstrates its achievements and performance by linking them to the organisation’s mission statement and aims. Tender achieves its aims by delivering arts-based healthy relationships programmes in primary schools, secondary schools, further and alternative education settings and specialist youth settings.

Aim 1: Enable young people (5-25 years old) to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence

Aim 2: Equip adults with the skills and resources they need to promote healthy relationships amongst young people and more widely amongst their own peers

Tender’s work with young people is delivered by six project teams; **London Schools, Specialist Provision, RE:SET, Tender National, Post 18 programme** which includes the **Youth Board** and **Adult Training**. The activity of each of these teams is detailed below, in order to evidence the achievement of both aims.

	2021/22	2020/21
Number of projects, trainings sessions and events delivered by Tender	283	145
Number of young people who participated in Tender’s projects	32,174	2,613
Number of adults who participated in Tender’s courses, events and seminars	3,625	1,504
<p>As a result of taking part in a Tender project:</p> <ul style="list-style-type: none"> ● 98% participants on Primary, Secondary and Targeted projects are able to identify at least one early warning sign of sexual and domestic violence ● 96% are able to identify appropriate support channels and services ● 98% adult training participants felt that the training increased their knowledge of domestic abuse and coercive control <p><i>(Data collected from participant post-project questionnaires)</i></p>		

London Schools and Colleges

This year Tender’s London Schools Team worked with **17,474** beneficiaries across **126** primary schools, secondary schools and alternative education settings. A total of **2,188** young people have taken part in 2-day Healthy Relationships workshops or in-depth projects, disseminating their learning to a further **8,202** young people via peer-led presentations. **6,150** young people took part in shorter workshops, virtual sessions or enrichment days. We delivered staff training to **478** adults.

Partnership Working Across All London Boroughs

This year saw the conclusion of a longstanding partnership project, funded by London Councils, for which Tender delivered Healthy Relationships work in all 32 London boroughs alongside 8 leading Violence Against Women and Girls (VAWG) organisations. Whilst the project weathered many challenges over the years – many due to the impact of Covid-19 – overall we are incredibly proud of the achievements of the partnership and the positive impact we have been able to have on children and young people across London.

Whole Community Response

Tender has been pleased to continue the delivery of a ‘Whole Community Response’ in 15 London boroughs – comprising workshops for children and young people and adult training for professionals with a safeguarding responsibility, funded by the Mayor of London’s Violence Reduction Unit (VRU). This year the Adult Training team focussed on trialling a ‘whole borough’ approach, training professionals across the London Borough of Haringey and encouraging cross-organisation discussions within our sessions.

As part of this funded provision, we have also been working with The Roundhouse to script and produce a new film - “Snap” - exploring key messages around healthy and unhealthy relationships including consent, victim blaming and seeking support. The film will be used as a resource in future Tender workshops as a springboard for discussion and creative exercises.

Physical Activity and Sport Programme

We are moving towards the end of our two-year pilot to explore how physical activity and sport can be used to engage young people in conversations about healthy relationships. We have focused on football and yoga to deliver sessions with students in secondary schools in south London. Positive feedback from staff has included:

It has been brilliant to see how transformative these projects have been, in terms of the conversations that students are having with one another about relationships. It is so important that they have learnt about what is healthy and unhealthy in relationships and the reasons for this.

RE:SET

This year saw the pilot of Tender’s new Whole School Approach programme, RE:SET, in 5 schools across London, Norfolk and Avon & Somerset. RE:SET is an online toolkit to support primary and secondary schools to explore, adapt and reset their existing Relationships Education provision, to further promote healthy, equal and respectful relationships across the whole school. With the help of a dedicated Tender Mentor, the programme supports schools to become Healthy Relationships Champion Schools.

The pilot year has been a resounding success, with all participating schools positively engaging in the programme. Particular highlights have included a group of ‘Relationship Ambassadors’ creating a radio drama, students designing Healthy Relationships tote bags, a school-wide commitment to completing 14 acts of kindness for our #BeTender campaign and hearing staff members actively challenging themselves to revise gendered language in schools.

Across the 5 schools, **39** young people became Healthy Relationship Ambassadors, with a further **392** taking part in assemblies or workshops. We have run six workshops and focus groups with **69** parents/carers. **156** school staff successfully completed Tender's E-Learning in Basic Awareness of Domestic Abuse plus additional sessions covering:

- The Impact of Domestic Abuse on Children and Young People
- Facilitating Consent in Primary Schools
- Using the Arts to deliver Relationships Education

"I can confidently attribute a range of student leadership highlights at Rokeby School to the RE:SET programme e.g., staff-student collaboration, student-led campaigns, parent workshops and many, many more. Also, as a member of staff who is new to RSHE and student leadership, the clear structure and SMART targets of the RE:SET programme have been invaluable! Looking forward to working with them next year already!"

- Teacher, February 2022



Specialist Provision

744 young people and **43** adults benefited from Tender's Specialist Provision Programme across **28** projects, workshops and trainings.

Reaching vulnerable young people through innovative projects

This year has seen the continuation of a programme of work using visual art-based activities to explore Healthy and Unhealthy Relationships, in partnership with an organisation called Leap then Look and funded by Children in Need. This innovative project has enabled us to explore creative new ways of engaging participants in discussions and signposting support, including the creation of a self-care resource which has been circulated to all settings. We have also continued our commission with Greater London Authority Young Londoners' Fund to deliver a series of projects with young care leavers.

Whole Setting Approach

Building on the learning from Tender's Whole School Approach pilot programme, Tender has developed an innovative new programme; working with alternative education and youth settings to deliver a Whole Setting Approach comprising staff training, young people workshops and Level 2 OCN (Open College Network) qualifications. The Whole Setting Approach is delivered under the RE:SET umbrella.

Relationship Goals: A new Tech-Based Resource for young people with SEN (Special Educational Needs)

This year we piloted our innovative video game resource, Relationship Goals, that is used to teach children and young people with SEND about healthy relationships in a way that they find accessible and engaging. Disabled people are more likely to experience domestic abuse than non-disabled people, and the abuse often lasts longer and is more severe. Despite this, children and young people with special educational needs and disabilities are often left out of the conversation when it comes to relationships and sex education, which can leave them even more vulnerable. The first of its kind, Relationship Goals aims to empower young people to recognise unhealthy behaviour, and build healthy, fulfilling relationships on their own terms.

Post-18 Work

The Development of Tender's University Programme

In the Summer of 2021, Tender launched the Shoulder2Shoulder Programme – a partnership programme which seeks to embed domestic abuse and sexual violence prevention into the culture of university campuses. After an extensive application process, we began working with the following five universities for a period of 12 months: Chichester, Exeter, Liverpool Hope, Manchester Metropolitan, and Nottingham. We also collaborated with Warwick and Bath Spa universities on specialist projects.

Each University committed to receiving training for Students' Union Officers, Society Leaders and students, as well as guidance and consultation on how to embed prevention work. The programme has been positively received, and we are looking forward to a reflection event with all participating universities in summer 2022, which will enable us to build upon the learning from the pilot year in order to strengthen the programme going forward.

Youth Board and Youth Facilitators

Tender's Youth Board is made up of volunteers aged 16-25 and is core in guiding the strategic development of Tender's work and ensuring young people, and the issues relevant to them, are at the heart of everything we do.

This year we held **9** Youth Board meetings for a total of **22** members. We recruited **5** new Youth Board members from across the UK in February 2022. We held **2** Masterclasses, on Domestic Violence Awareness and Accessible Activism. **2** youth board members trained to become Youth Facilitators in July 2021 and have since supported the delivery of a number of projects in schools alongside their continued participation in the board.

The Youth Board supported on several campaigns over the year:

- Valentine's Day campaign '14 Acts of Kindness'. The members were a key part of the campaign design and development – they offered brilliant ideas about how it should be structured, the best ways for people to fundraise and suggested their own acts of kindness – and one member Georgie designed the #BeTender logo.
- 'The Love I Want' campaign, for which members attended workshops exploring activities surrounding consent, boundaries and sexuality.
- Tender supported the creation of a short film by one of the Youth Board members on the subject of street harassment.
- Members showcased their research, thoughts and opinions through the contribution of 4 blog posts on the Tender website.
- A youth facilitator contributed to our event "Conversations with Boys" which explored the notion of masculinity and how positive approaches can engage boys in a way that is non-judgemental and doesn't focus on toxicity
- A Youth Board member supported one of our "No Big Drama" events which introduces new audiences to Tender's work.



Tender National

Between April 2021 and March 2022 our Regional Hubs and partners delivered **66** projects across **8** regions, working directly with **9830** young people and delivering training to **992** adults. We delivered core Healthy Relationships workshops with **1413** Young Leaders, who became active champions of violence prevention, creating strong and informative performances that were shared with audiences of a further **7598** young people. An additional **819** young people were reached through several enrichment days and targeted workshop activities.

Project Delivery

Our Hubs in West Yorkshire, Avon & Somerset, Norfolk and Devon returned from an extended period of furlough leave in April 2021. Despite ongoing challenges with COVID-19, we were mostly delighted that they were able to resume delivery at pre-pandemic levels. Our Regional Leads were also able to secure several commissions from schools and colleges during this time, as well as funding for bespoke projects from Norfolk YOT, Norwich MAP, Bath Spa University and North Somerset VRU (Violence Reduction Unit).

The National Team were able to continue delivery in Kent through the generous support of the Kent Community Fund, as well as in Hull through our partnership with Cornerhouse. The Manchester branch of sexual health organisation Brook also successfully delivered a number of Tender Healthy Relationships projects in partnership with Tender, funded by the Manchester Health & Care Commissioning Thrive Grants Programme.

New Region

Tender was delighted to receive funding from a private donor to deliver healthy relationships projects in secondary schools in Brighton and Hove. The workshops were very well received by both students and staff and, as a new region for Tender, we hope to be able to build on this delivery in the future.

Collaboration

On top of core target activity, some members of the national team were involved in the pilot of RE:SET. Following successful completion of the pilot, we are excited for all our Regional Hubs to commence delivery of RE:SET in the coming year.

Our Norfolk Hub has also been collaborating with Tender's Specialist Provision team on their new Whole Setting Approach (WSA) programme. This programme aims to support alternative provision settings to develop their understanding and approach to relationships education and become Healthy Relationships Champion Settings. Currently in year one of development, this programme will run in three settings across the region over the next three years.

Placement, intern and volunteer (PIV) programme

We were fortunate to secure funding from Jack Petchey to recruit another intern to the Tender Team from April 2021 on a year-long internship, following on from their initial funding for an internship in 2019-2020. The internship programme is designed to give young people a flying start in the charitable sector and support dynamic young individuals in their first step towards being the sector's future leaders. We also hosted a future trainee solicitor from Clifford Chance for a one-month internship in Summer 2021 through their LIFT internship programme, which supports future trainee solicitors develop non-legal skills and develop their business knowledge. Following a successful placement, we intend to continue hosting LIFT interns in future years.

Safeguarding

The Chief Executive continues to lead Tender's Safeguarding Team, with the Safeguarding Team (made up of the Chief Executive, the Head of Services and all Programme Managers) continuing to meet monthly to ensure the wellbeing and safety of children and young people remains at the heart of everything Tender does, and that rigorous processes and procedures are in place. We have continued to closely monitor disclosures and ensure safeguarding remains a priority in both virtual and in-person workshops. We continue to effect robust safeguarding training procedures for new staff and facilitators.

Training & Seminars for Adults

In 2021-22 **56** trainings were delivered to groups including Virtual Schools, borough professionals, Early Help Teams, corporate businesses and social workers, reaching a total of **1,328** beneficiaries.

Whole Borough Approach

Funded by the Mayor's Office Violence Reduction Unit, and in response to need, this year the Adult Training department trialed a 'whole borough' approach, training adults with a safeguarding responsibility across the London Borough of Haringey. The purpose of this approach was to try and reach as many adults as possible involved in the lives of children and adults experiencing domestic abuse, as part of the inclusive schools' programme. We know that equipping as many adults as possible with key skills and knowledge leads to earlier identification and support. We reached 42 adults over 3 sessions. Attendees included social workers, housing officers, health visitors and practitioners working in domestic abuse services. Over 70% of participants who sign up to our training courses have no previous domestic abuse training, emphasising a significant need for the work.

Development of New Training Material

Following the creation of the 'Everyone's Invited' website – detailing young people's experiences of gendered violence in UK education settings – Tender experienced a significant increase in requests for 'peer on peer' abuse awareness training. This year we were able to bring our trainers together to develop a new training plan. In 2022 we will pilot and then begin full delivery of our new Peer on Peer Abuse training as well as our Domestic Abuse Awareness training.

Tender has also built and successfully piloted a short Introduction to Domestic Abuse Awareness course on its new e-learning platform. This course takes about an hour and offers a basic introduction to the key learnings from Tender's longer course. It has been created, not as an alternative to Tender's interactive, person-led delivery, but as an introduction to then be combined with a follow-up facilitated training. We will begin to integrate this course into our work more in 2022 to ensure that we can reach as many people as possible with this learning.

Participant Feedback:

"Not everyone knows what signs to look out for in a domestic violence situation. Training like this should be implemented within college/universities too or even open to general public as workshops"

"... more informative than other training I have had"

"Both facilitators were excellent as they gave the participants room to engage and share knowledge about the subject. I thoroughly enjoyed the session."

"I thought the signposting was excellent, I particularly welcomed looking at this issue from systemic approach..."

"One of the best talks on the subject I've been to for a while"

Workplace Training

This year saw the continuation of our offer to workplaces including Clifford Chance, Ipsos Mori, FCDO (Foreign, Commonwealth and Development Office) and HS2. Our focus on creating positive workplace cultures in which colleagues can thrive continues to be welcomed by a range of businesses.

Development and Innovation

DRAW Project: Tackling Youth Violence Cross-Culturally

This year Tender concluded our work with partners in Hungary, Italy, France and the Netherlands on a project called 'Draw Your Lines of Safety', co-funded by the Erasmus+ Programme. This programme considered themes of relationships, violence and sexuality in different cultural contexts. Across Europe, we worked in Covid-safe ways to pilot new activities and workshops with young people and share our learning together, creating 4 manuals full of theoretical, methodological texts, training activities and workshops.

OTHER SUPPORTING ACTIVITIES

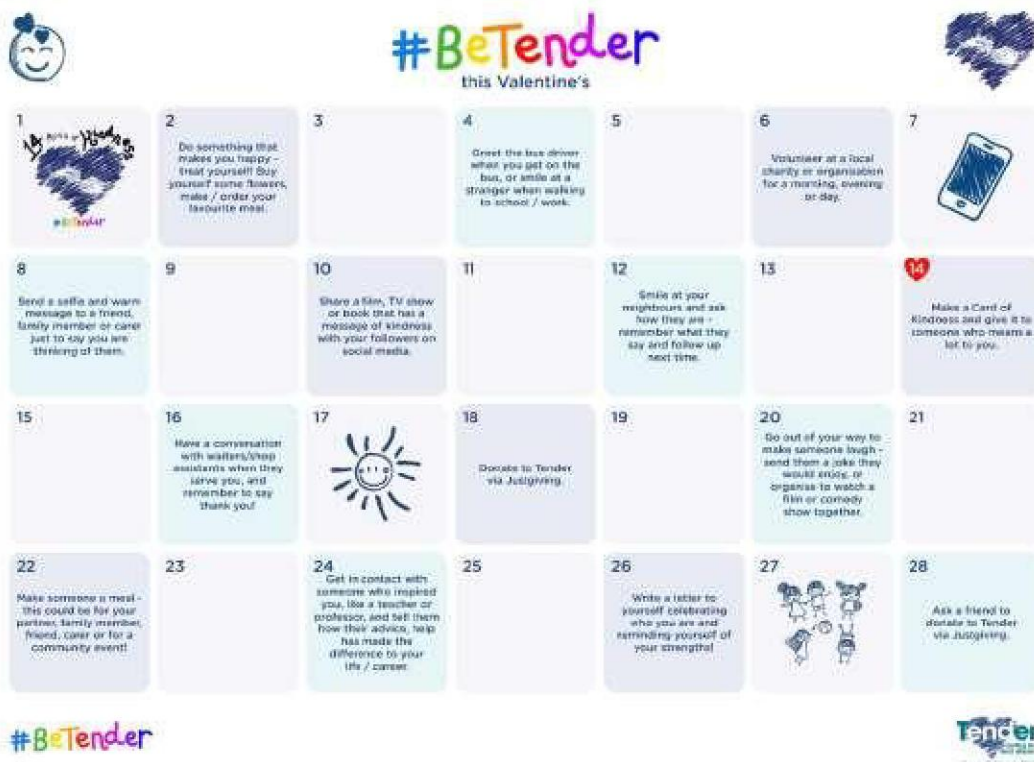
Diversity, Equity and Inclusion

In February 2021, we commissioned C&E to carry out an audit of Tender's policies, processes, language and workshop content, which they completed in Summer 2021. Following the audit, C&E recommended a number of steps for Tender to improve its approach to diversity and inclusion and to become a truly anti-racist organisation. We subsequently began implementing all C&E's recommendations, agreeing a new diversity, equity and inclusion policy, implementing actions to strengthen our recruitment practices, developing and delivering training to staff, and facilitating ongoing conversations with staff to enable open discussions regarding diversity and inclusion. We continue to build on this initial work, and in the next phase we will review and strengthen our internal staff engagement policies and processes, review the language we use and workshop content, and develop intersectional approaches in both our internal processes and our response to gender-based violence.

Engaging with the Community

14 Acts of Kindness

In February 2022 Tender asked our followers to commit to 14 Acts of Kindness throughout the month and raise money for Tender in the process; promoting the importance of support and kindness in relationships always, not only on certain days such as Valentine's Day. Supporters were encouraged to post pictures of their acts on our social media platforms, using the hashtag #BeTender.



We were blown away by the positive engagement with the campaign. Several schools got involved, including Broadmead Primary, who designed and 3D-printed "Kind" badges and keyrings to sell in order to raise money for Tender, and Rokeby School, whose Student Equalities Group led on the school's Kindness Challenge. One student commented: *"The challenge made me realise how easy it was to be kind, and that I was completing acts of kindness everyday - like making my mum a cup of tea!"*

As a result of the campaign, Tender raised a total of £497, and increased our followers on Instagram by 200 and on Twitter by 50.

"Kindness can make a person smile, change their day or even their outlook – it's an incredible gift that's free to give. I'm planning to get creative with my own kind acts for family and friends, but not forgetting myself too." – Olivia Colman, Tender's Patron

Tender in the Media

Throughout 2021, we were able to raise awareness surrounding the issues of gender-based violence and how our work is tackling this through various media opportunities:

The Face [Women's Safety: Where do we go from here?](#)

BBC Radio 4 [Bringing Up Britain: Bad Romance](#)

Raising Tender's Profile through Effective Communications

Tender uses social media and digital platforms to inform the public about our work and the issue:

7,784 people follow Tender on Twitter; a platform we use regularly to share news, events and campaigns

2,007 people like our Facebook page, and 2,101 people follow it

1,258 people follow Tender on Instagram

691 receive Tender's monthly newsletter

14,189 users visited the Tender website in 2021-22, with a total of **39,352** views

Increasing Tender's sustainable future

Tender's Development team continues to focus on the stability and sustainability of the organisation, particularly as it is difficult to predict what the economic climate may look like over the next few years, as we come out of the pandemic.

We have seen significant success in our plans to diversify income:

- The Development Board of influential business leaders from the financial, corporate and retail sectors are tasked to source alternative streams of income and to introduce us to their own networks. They invite their contacts to both the events we host and workshop projects.
- The Tender Guardians major donor programme is now accompanied by the Tender Friends initiative which engages with individuals who are committed to supporting Tender's mission and purpose.
- We have run several online events, during the pandemic, which have introduced new audiences to Tender. These events form part of our "No Big Drama" programme and have had particular success using an online format with a range of speakers from the Tender team.

Plans for 2022/23 and beyond

As children and young people adapt to life in the wake of coronavirus pandemic, the next few years will be a period of consolidation and reflection for Tender and our beneficiaries. Many schools and youth settings are in a 'recovery' phase, with teachers telling us of "a tsunami of disclosures" related to domestic abuse since reopening. As young people transition back into their communities after prolonged periods in isolation, learning to reconnect and build positive relationships while processing residual trauma will be vital to their safety and wellbeing.

In recognition of this increased and evolving need, Tender's strategic priorities over the next 2-3 years focus on deepening our approach to prevention. We are proud of our legacy in educating and empowering children to have healthy relationships as individuals and are keen to strengthen and sustain this impact through positive systemic change in their environments.

This will include a strategic review of what we want to achieve over the next three years. We will explore:

- Expanding our delivery offer – including more whole-school/setting programmes, longer-term projects, and more digital and remote-access provision
- Removing barriers for marginalised and minoritized young people to engage with our work by improving our understanding and practice of diversity, equity and inclusion. This will include building on existing efforts to adopt intersectional and trauma-informed approaches within our work.
- Influencing local and national policy/best practice regarding the prevention of domestic and sexual violence (not just within education), ensuring young people’s voices and needs are at the heart of these decisions
- Deepening our reach into the communities that young people inhabit by training local authority teams, virtual schools, adults with safeguarding responsibilities (e.g., social workers) and parents/carers: ensuring they have the knowledge and skills to identify and prevent abuse in young people’s lives
- Expanding our primary school programmes to establish effective prevention with early-years children, working with reception classes and upwards [Tender currently works with ages 8+]

Acknowledgements

We would like to say a special thank you to our patron Olivia Colman and husband Ed Sinclair for their generosity of time and support for Tender throughout this and every year – it continues to be invaluable.

We would also like to take this opportunity to thank: Zavier de Kment, Zainab Malik, Aisling Lally, Georgie France, Jonathan Norbury, Amy Malik, Lynette Williams, David Harkness, Fergus Patterson, Kate Haslett, Jane Porter, Kay White, Jessie Buckley and Peter Jenkins.

FINANCIAL REVIEW

Review of the financial position at the end of the year

Risk statement

The Board of Trustees agreed to undertake a series of financial stress tests on the charity to ascertain the financial robustness of Tender should unexpected financial events occur. This is the eighth stress test for Tender. The current test focuses on the potential risk of Tender turnover dropping for the first time since Tender was started in 2003.

This exercise is not designed or undertaken on the basis that it covers all unforeseen or unexpected events.

Tender is essentially a cash-based business, funded by charitable donations and grants.

Tender's cost base primarily consists of three distinct groups:

1. **Project Costs** - costs associated with the primary work undertaken by Tender, including payments to artists and partners who are employed on a discrete project basis
2. **Staff Costs** - salaries of permanent staff members and ancillary costs (recruitment, consultants, etc.)
3. **Overheads** - all other fixed and variable costs

Tender's material asset at February 2022 is:

- Cash at bank (£1,780,140 – February 2022 approx. 90% of total current assets -£1,994,685)
- Debtors - £201,084 (10% of net current assets)

This stress test anticipates events, and what the financial impact might be on Tender from these, including how long Tender might continue to operate before the Trustees would have to consider cessation or other drastic action.

Dorota Small, Susie McDonald, and Kate Toumazi reviewed the results of the tests below in March 2022. The cash position was taken as at 28th February 2022 (c£1,780k) and Management Accounts were as at 28th February 2022. The organisational budget presented to the Board during February 2022 Board Meeting has also been used for this report. These data sources were considered satisfactory for testing. There had been no material change in the monthly shape of the management accounts on 28th February 2022 compared to prior periods.

It should be noted that Tender's reserves have historically been equivalent to 6-9 months of Tender's operating expenses. Tender's reserves are expected to represent 8 months of its expenses by the end of March 2022. We expect our unrestricted funds at the end of March 2021/22 to be in line with the balance carried forward at 31st March 2021.

Financial Review

In the year ended 31st March 2022, Tender continued working on projects, which during the current year were funded largely by the London Councils, MOPAC (Mayor's Office for Policing and Crime), Paul Hamlyn Foundation, The Sam & Bella Sebba Charitable Trust, Greater London Authority, Comic Relief, Jack Petchey Foundation, The Thompson Family Foundation, The Coutts Charitable Trust, BBC Children in Need, The City Bridge Trust, Maria Marina Foundation, John Lyons Foundation, The Rayne Foundation.

Charity number	1100214
Company number	04627846
Registered office and operations address	Tender Education and Arts The Resource Centre 356 Holloway Road London N7 6PA
Patrons	Olivia Colman
Board of Trustees	Rory Conwell
	Jessica Moore
	Sue Higgins (resigned)
	Amy Malik
	Róisín Murphy
	Liz Rymer
	Kate Toumazi
	Simon Walker
	Sharina Walia
Chief Executive Officer	Susie McDonald
Independent auditors	Knox Cropper LLP 65 Leadenhall Street, London, EC3A 2AD
Bankers	NatWest 38 Strand London WC2N 5JB

Tender will carry forward £752,660 of restricted funds; this includes £620,075 in the Children and Young People department and £132,585 of other funds to be spent in the 2022-2023 financial year.

Reserves Policy

The purpose of the policy is to ensure that Tender is able to meet its contractual obligations and finance the planned future growth of the organisation. The level of free reserves (excluding restricted funds) is reviewed annually by the Trustees. The Trustees consider that the most appropriate level of reserves at 31st March 2022 would be £692,000 ("free reserves"), which is equivalent to approximately nine month's basic operating costs.

The general reserve at 31st March 2022 amounted to £520,438, which is considered as free reserves.

Fundraising Policy

The Charity engages fundraising consultants on occasion to develop strategic plans of activities and events to support our internal team of fundraisers. No data is shared with or sold to any external agencies. The charity does not purchase external lists of potential individual donors or undertake Direct Mail appeals to such lists.

The charity occasionally invites individuals to attend events but does not exert undue pressure to attend or to donate. It does not approach or pressure vulnerable people to support its work. A complaints policy is in place and is accessible on request from the Chief Executive Officer. The charity adheres to the Fundraising Code of Practice issued by the Fundraising Regulator.

Any fundraising events carried out on behalf of the charity that we are aware of are supported and monitored by the Development Manager. Any marketing materials and approaches are checked that they comply with the Fundraising Code of Practice and details of income and expenditure are recorded by the Finance Manager. Income is acknowledged and grateful thanks are sent, typically with a letter.

Reference and administrative details:

Tender Education and Arts (formerly Until the Violence Stops), trading as Tender, is a Company Limited by Guarantee and a registered charity, governed by its Memorandum and Articles of Association. The company was incorporated on 3rd January 2003.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Tender Education & Arts for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to,

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board on 15 September and signed on its behalf by:



Jess Moore
Chair of Trustees

REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF
TENDER EDUCATION & ARTS

Opinion

We have audited the financial statements of Tender Education & Arts (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF
TENDER EDUCATION & ARTS

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Directors' Report.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- The Charitable Company is required to comply with both company law and charity law as applicable in England and Wales and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF
TENDER EDUCATION & ARTS

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the charitable company's member in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body for our audit work, for this report or for the opinions we have formed.



Richard Billingham FCA (Senior Statutory Auditor)
for and on behalf of Knox Cropper LLP
Chartered Accountants and Statutory Auditors
65 Leadenhall Street
London
EC3A 2 AD

Date: 15 September 2022

TENDER EDUCATION & ARTS
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total £	Unrestricted Funds £	Restricted Funds £	2021 Total £
Income from:							
Donations and legacies	2	667,358	1,297,607	1,964,965	326,159	1,134,615	1,460,774
Charitable activities	3	77,268	25,000	102,268	61,849	-	61,849
Investment Income		101	-	101	80	-	80
Total income		744,727	1,322,607	2,067,334	388,088	1,134,615	1,522,703
Expenditure on:							
Raising funds	5	79,591	-	79,591	53,408	-	53,408
Charitable activities	4	285,905	983,383	1,269,289	116,006	986,175	1,102,181
Total expenditure	5	365,497	983,383	1,348,880	169,414	986,175	1,155,589
Net income and net movement in funds		379,231	339,223	718,454	218,674	148,440	367,114
Reconciliation of funds:							
Total funds brought forward		707,593	413,437	1,121,030	488,919	264,997	753,916
BALANCE CARRIED FORWARD 31 MARCH 2021		£1,086,824	£752,660	£1,839,484	£707,593	£413,437	£1,121,030

None of the Charity's activities were acquired or discontinued during the above two financial years.

TENDER EDUCATION & ARTS
BALANCE SHEET
AS AT 31 MARCH 2022

	Notes	2022		2021	
		£	£	£	£
FIXED ASSETS	7		10,673		8,786
CURRENT ASSETS					
Debtors	8	246,144		167,435	
Bank and Cash		1,677,876		1,039,255	
		<u>1,924,020</u>		<u>1,206,690</u>	
Creditors: Amounts falling due within one year	9	<u>(95,209)</u>		<u>(94,446)</u>	
NET CURRENT ASSETS			1,828,811		1,112,244
NET ASSETS			<u>£1,839,484</u>		<u>£1,121,030</u>
FUNDS					
Restricted	10		752,660		413,437
Unrestricted - General	12	520,438		517,353	
Unrestricted - Designated	12	<u>566,386</u>		<u>190,240</u>	
			1,086,824		707,593
TOTAL FUNDS			<u>£1,839,484</u>		<u>£1,121,030</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Trustees on 15 September 2022.



Kate Toumazi (Treasurer)

Company Registration Number: 04627846

TENDER EDUCATION & ARTS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

	2022	2021
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net income for reporting period	718,454	367,114
Depreciation charges	6,580	4,396
Bank interest	(101)	(80)
Decrease/(increase) in debtors	(78,708)	(67,465)
Increase/(decrease) in creditors	763	1,234
Net cash provided by/(used in) operating activities	646,987	305,199
CASH FLOWS FROM INVESTING ACTIVITIES:		
Bank interest	101	80
Purchase of furniture and equipment	(8,467)	(4,860)
Net cash provided by/(used in) investing activities	(8,366)	(4,780)
CHANGE IN CASH AND CASH EQUIVALENTS	638,622	300,419
CASH AND CASH EQUIVALENTS AT BEGINNING OF REPORTING PERIOD	1,039,255	738,836
CASH AND CASH EQUIVALENTS AT END OF REPORTING PERIOD	£1,677,876	£1,039,255

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note. The presentational currency of these financial statements is Pounds Sterling (£).

Going Concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. In forming this opinion, they have considered the impact of the COVID-19 pandemic on both its income and expenditure, assets and liabilities for at least a period of twelve months from the date of approval of these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charitable company has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

In particular, revenue grants are credited to income at the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred. Capital grants for the purchase of fixed assets are credited to restricted income at the earlier of when they are received or become receivable. Depreciation on the related fixed assets is charged against the restricted fund.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on raising funds – comprise the direct and indirect costs of generating income.
- Expenditure on charitable activities – comprise the direct and indirect costs of the activities undertaken to further the purposes of the charitable company.

Support costs are those functions that assist the work of the charitable company but do not directly undertake fundraising or charitable activities. Support costs include general overheads and governance costs (those costs incurred in the governance of the charitable company and its assets and are primarily associated with constitutional and statutory requirements) and are allocated on the basis of staff time devoted to each activity.

Value Added Tax

The charitable company is not registered for VAT and accordingly, where applicable, all expenditure incurred is inclusive of VAT.

Fixed Assets

Individual fixed assets are capitalised at cost and depreciated on a straight line basis over their useful economic lives. Office equipment and computer equipment has been depreciated over three years.

Short-term Debtors and Creditors

Debtors are recognised when the charitable company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Creditors are recognised when the charitable company has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES (continued)

Cash and Cash Equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less. For the purpose of the Cash Flow Statement, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

Financial Instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, including its debtors and creditors. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Funds

Restricted Funds represent donations or grants whose purposes have been restricted by the donor. Unrestricted funds represent income which can be used for charitable purposes at the discretion of the trustees.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

Company status

Tender Education & Arts is a charitable company limited by guarantee, registered in England (company registration number 04627846; charity registration number 1100214). Its registered office and operational address is The Resource Centre, 356 Holloway Road, London, N7 6PA.

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted 2022	Restricted 2022	Total 2022	Total 2021
	£	£	£	£
London Councils	-	265,520	265,520	219,388
MOPAC	-	151,960	151,960	482,997
Other Income	533,358	-	533,358	47,159
Lloyds Banking Group	-	330,900	330,900	50,000
Esmée Fairbairn Foundation	-	-	-	25,000
The City Bridge Trust	-	41,325	41,325	30,825
Paul Hamlyn Foundation	-	30,000	30,000	50,000
The Sam & Bella Sebba Charitable Trust	-	15,000	15,000	30,000
Greater London Authority	-	10,164	10,164	35,523
The Reta Lila Howard Foundation	-	-	-	25,000
Comic Relief	-	112,034	112,034	98,332
Jack Petchy Foundation	-	20,881	20,881	8,218
European Commission	-	-	-	18,235
The Thompson Family Charitable Trust	50,000	-	50,000	50,000
The Coutts Charitable Trust	30,000	-	30,000	30,000
Tender Guardians	27,000	80,000	107,000	124,000
BBC Children in Need	-	31,754	31,754	31,754
HMRC - Job Retention Scheme	-	1,541	1,541	47,532
Garfield Weston Foundation	-	-	-	20,000
CAF	-	-	-	26,886
Souter Charitable Trust	-	-	-	3,000
Kent Community Foundation	-	-	-	4,925
CMF Charitable Trust	-	2,000	2,000	2,000
FACET Trust	2,000	-	2,000	-
Impact 100	25,000	-	25,000	-
John Lyons Charity	-	28,000	28,000	-
Maria Marina Foundation	-	80,000	80,000	-
Richmond Parish Lands Charity	-	22,453	22,453	-
The Grace Trust	-	2,000	2,000	-
The Rayne Foundation	-	16,000	16,000	-
The Olwyn Foundation	-	14,075	14,075	-
	<u>£667,358</u>	<u>£1,297,607</u>	<u>£1,964,965</u>	<u>£1,460,774</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2022	Restricted 2022	Total 2022	Total 2021
	£	£	£	£
Contracts for Operational Programmes				
External Training Fees	39,910	25,000	64,910	56,400
North Somerset Council	15,332	-	15,332	4,999
Income From Schools	21,900	-	21,900	450
Other Income				
Training Workshops	-	-	-	-
Sales of Educational Resources	126	-	126	-
	<u>£77,268</u>	<u>£25,000</u>	<u>£102,268</u>	<u>£61,849</u>

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

4. ANALYSIS OF CHARITABLE ACTIVITIES

	Undertaken Direct	Support & Governance Costs	2022	2021
	£	£	£	£
Adult with Safeguarding Responsibilities and Workplace Training	157,283	22,836	180,119	230,413
Children and Young People	1,002,715	86,455	1,089,170	871,768
	<u>£1,159,998</u>	<u>£109,290</u>	<u>£1,269,289</u>	<u>£1,102,181</u>

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

5. RESOURCES EXPENDED

	Adults with Safeguarding Responsibilities and Workplace Training	Children & Young People	Generating Funds	Governance	Total 2022	Total 2021
	£	£	£	£	£	£
Direct						
Artists	15,300	246,928	75	50	262,353	133,665
Partners	-	142,987	-	-	142,987	138,444
Printed Resources	192	6,250	720	-	7,161	2,239
Online Resources	-	557	-	1,026	1,583	10,444
Relationship Goals	-	72,105	-	-	72,105	154,500
Payroll Costs	118,813	393,282	14,083	59,773	585,953	490,023
Non-payroll Staff	5,019	45,771	45,534	-	96,324	99,522
Recruitment	1,878	10,383	269	10,721	23,250	-
External Evaluation	-	-	-	-	-	24,480
Training	1,317	1,624	249	-	3,190	4,056
Research and Outreach	-	300	424	76	799	286
Volunteers, Travel & Accommodation	13	24,070	14	9	24,106	553
Other	-	6,161	-	2,495	8,656	2,079
	142,532	950,417	61,368	74,150	1,228,467	1,060,291
Support						
Audit Fees	843	3,215	411	531	5,000	4,900
Depreciation	-	3,717	-	2,864	6,581	4,395
Postage, Stationery & Courier	89	1,148	43	43	1,324	180
Equipment Maintenance and IT Support	6,910	24,822	3,371	3,379	38,482	29,920
Rent, Rates & Service Charge	7,704	27,675	3,758	3,768	42,904	41,144
Telephone & Internet	-	-	-	-	-	60
Office Costs	199	716	97	97	1,109	1,060
Bank Interest and Fees	115	412	56	56	639	1,845
Other Costs	264	948	129	129	1,470	865
Accountancy Fees	328	988	160	41	1,517	964
Quality & Compliance	3,840	13,795	1,873	1,878	21,386	9,965
	20,292	77,435	9,898	12,788	120,413	95,298
	17,294	61,318	8,326	(86,938)	-	-
Governance						
Total Expenses	£180,118	£1,089,170	£79,591	-	£1,348,880	£1,155,589

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

6. STAFF COSTS, TRUSTEES' REMUNERATION AND KEY MANAGEMENT PERSONNEL

	2022	2021
	£	£
Salaries and Wages	527,050	441,229
Social Security Costs	45,841	39,008
Pension Costs	13,061	9,786
Total Payroll Costs	<u>£585,953</u>	<u>£490,023</u>

The average number of staff employed by the charity was 19 (2021: 16).

No employee earned in excess of £60,000 per annum. No trustee received any remuneration during the period. No expenses were paid to the trustees during the period.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education & Arts are the directors (who are also the trustees) and the Chief Executive Officer. Aggregate compensation paid to key management personnel in the year amounted to £86,827 (2021: £60,000).

7. FIXED ASSETS

	2022	2021
	Furniture and Equipment	Furniture and Equipment
	£	£
Cost at 1 April	51,037	46,177
Additions	8,467	4,860
Cost at 31 March	<u>59,504</u>	<u>51,037</u>
Depreciation at 1 April	42,251	37,855
Charge for the year	6,580	4,396
Depreciation at 31 March	<u>48,831</u>	<u>42,251</u>
Net Book Value at 31 March	<u>£10,673</u>	<u>£8,786</u>

8. DEBTORS

	2022	2021
	£	£
Other Debtors	227,708	154,228
Rent/Service Charge Deposit	3,168	3,168
Prepayments	15,267	10,039
	<u>£246,144</u>	<u>£167,435</u>

9. CREDITORS

	2022	2021
	£	£
HM Revenue and Customs	16,623	8,441
Deferred income	3,000	-
Other Creditors and Accruals	75,586	86,005
	<u>£95,209</u>	<u>£94,446</u>

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

RESTRICTED FUNDS 2022

	At 1 April 2021	Income	Employee and Contracted Staff Costs	Other Costs	At 31 March 2022
	£	£	£	£	£
CHILDREN & YOUNG PEOPLE					
<i>London Schools programme</i>					
London Councils	-	265,520	249,844	15,676	-
Lloyds Banking Group	-	330,900	6,543	1,698	322,659
The Olwyn Foundation	-	14,075	150	25	13,900
<i>RE:SET</i>					
The Clothworkers' Foundation	-	42,000	31,270	3,694	7,036
Tender Guardians	-	80,000	34,041	8,691	37,268
<i>Specialist Provision</i>					
Greater London Authority	23,246	10,164	10,390	7,872	15,148
Comic Relief	22,864	112,034	52,895	39,951	42,052
Garfield Weston Foundation	10,004	-	-	10,004	-
Richmond Parish Lands Charity	-	22,453	-	-	22,453
The Reta Lila Howard Foundation	13,576	-	3,000	10,576	-
John Lyons Charity	-	28,000	-	-	28,000
Maria Marina Foundation	-	80,000	15,186	416	64,398
The Rayne Foundation	-	16,000	500	-	15,500
Souter Charitable Trust	3,000	-	751	2,249	-
The Grace Trust	-	2,000	-	-	2,000
BBC Children in Need	17,033	31,754	30,328	7,059	11,400
The City Bridge Trust	19,828	41,325	29,757	4,111	27,285
<i>National Programme</i>					
Go Play Foundation	20,957	-	15,857	5,100	-
Kent Community Foundation	4,925	-	2,555	352	2,018
West Yorkshire Police	4,419	-	2,940	1,479	-
CMF Charitable Trust	2,000	2,000	2,000	-	2,000
European Commission	6,067	-	5,492	575	-
<i>Post-18 Youth Settings and Youth Board</i>					
Trust for London	7,343	-	2,700	4,643	-
Clifford Chance	-	25,000	12,735	5,307	6,958
Other (including ADULTS with SAFEGUARDING RESPONSIBILITIES)					
Jack Petchey Foundation	-	20,881	20,024	857	-
MOPAC	176,085	151,960	206,207	34,252	87,586
HMRC – Job Retention Scheme	-	1,541	1,541	-	-
The Sam & Bella Charitable Trust	32,242	15,000	32,242	-	15,000
Paul Hamlyn Foundation	49,848	30,000	39,764	10,085	29,999
	£413,437	£1,322,607	£808,712	£174,672	£752,660

The CHILDREN & YOUNG PEOPLE programme

London Schools programme

Reaching children and young people in primary, secondary, SEN schools across Greater London through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

RE:SET

An online toolkit supported by a Tender Mentor to enable primary and secondary schools to explore, adapt and reset their existing relationships education across the whole school. It supports schools to promote healthy, equal and respectful relationships and become Healthy Relationships Champion Schools.

Specialist Provision

Supporting young people who may be most vulnerable to experiences of domestic abuse and sexual violence including care-experienced young people, those with disabilities, identifying as LGBTQ+ and asylum seekers. This includes the online game Relationship Goals. Programmes are specially designed using trauma informed approaches to working with young people and training for the staff who work with them.

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

National Programme

Reaching children and young people in primary, secondary, SEN schools across regions of the UK, through prevention education workshops. These enable young people to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence.

Post-18 Youth Settings and Youth Board

Working with further and higher education settings, including universities and conservatoires, to promote healthy cultures that challenge domestic and sexual violence and harassment. This is achieved through targeted training for student union officers, university societies, university staff and students; engaging with existing networks of support to increase efficacy of reporting routes.

The youth board comprises a group of young people aged 16 – 24 who are interested in the issue of domestic and sexual violence and wish to play a part in advocating for healthy relationships and supporting Tender in its core mission through participating in consultation sessions, creating and delivering campaigns and helping at events throughout the year including fundraising and media and communications.

OTHER including ADULTS with SAFEGUARDING RESPONSIBILITIES & WORKPLACE TRAINING

Adults with Safeguarding Responsibilities

Equipping adults with the knowledge and skills to understand domestic abuse and sexual violence in order that they can effectively safeguard the children and young people in their care. This includes teachers, youth workers, virtual school teachers, foster parents, social care professionals and the police.

Workplace Training

Delivering training to workforces in businesses and organisations to promote healthy workplace cultures that are free from bullying, sexual harassment and discrimination. Tender also delivers domestic abuse awareness training to colleagues in order that businesses can play a role in preventing domestic abuse and where victims/survivors can seek support and advice in a safe and private space.

Jack Petchey Foundation funded the salaries of intern who supported the Adults with Safeguarding Responsibilities, Workplace training and the National programmes.

MOPAC continued to support the Whole-community Approach to Healthy Relationships programmes as well as the delivery of adult training to adults with safeguarding responsibilities.

The Sam & Bella Sebba Charitable Trust funded the salaries of personnel responsible for the Specialist Provision and Post 18 and Youth Board programmes.

The Paul Hamlyn Foundation grant funds the salary of the Head of Programme as well as contributed to the Children in Need and Relationship Goals projects.

10. RESTRICTED FUNDS 2021

	At 1 April 2020 £	Income £	Employee and Contracted Staff Costs £	Other Costs £	At 31 March 2021 £
Schools/Young People					
CMF Charitable Trust	-	2,000	-	-	2,000
London Councils	-	219,388	207,007	12,381	-
European Commission	384	18,235	12,552	-	6,067
Souter Charitable Trust	-	3,000	-	-	3,000
Jack Petchey Foundation	579	8,218	8,000	797	-
Youth Centres/Young Leaders					
BBC Children in Need	-	31,754	14,397	324	17,033
The City Bridge Trust	-	30,825	7,394	3,603	19,828
The Sam & Bella Sebba Charitable Trust	15,000	30,000	12,758	-	32,242
Lloyds Bank Foundation	6,812	-	6,479	333	-
Greater London Authority	11,982	35,523	22,431	1,828	23,246
Garfield Weston Foundation	-	20,000	9,996	-	10,004
Trust for London	7,800	-	-	457	7,343
National Partnership/Social Franchise					
Go Play Foundation	75,000	-	53,730	313	20,957
Gifting Leeds	2,500	-	2,420	80	-
John Ellerman Foundation	7,016	-	7,016	-	-
Kent Community Foundation	-	4,925	-	-	4,925
West Yorkshire Police	5,555	-	-	1,136	4,419
Other					
MOPAC	68,281	482,997	247,226	127,967	176,085
HMRC - Job Retention Scheme	-	47,532	47,532	-	-
CAF	-	26,886	116	26,770	-
Paul Hamlyn Foundation	18,801	50,000	18,953	-	49,848
Esmée Fairbairn Foundation	46,153	-	46,153	-	-
Comic Relief	(6,727)	98,332	31,892	36,849	22,864
The Reta Lila Howard Foundation	5,861	25,000	6,555	10,730	13,576
	£264,997	£1,134,615	£762,607	£223,568	£413,437

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

The **schools/young people project** uses drama and the arts to enable young people aged 9 -18 to develop healthy relationships. The project has three aims: to educate young people about the violence and abuse perpetrated in relationships; to challenge and change young people's attitudes that condone and conceal domestic and sexual violence; and to enable young people to feel supported and to use support services if they, or someone they know, experiences abuse.

The **youth centres/young leaders** Youth Ambassador Programme works with groups of young people outside the school timetable and in specialist youth settings e.g for young people experiencing homelessness, care-experienced young people and young refugees/asylum seekers. Young people participate in workshops that enable them to create and develop campaigns and resources to share with their wider peer networks.

The **National Programme Network** delivers the Tender Healthy Relationship Programme to regions of the UK. 4 regions are managed using a Hub model, with a Tender Coordinator overseeing all activity. Two partner organisations deliver the Tender programme on behalf of Tender in Hull and Greater Manchester.

MOPAC continued to support the Whole School Approach and the Whole-community Approach to Healthy Relationships programmes. Funding from MOPAC supported the development of adult training; supervision and upskilling for staff involved; and the delivery of courses to groups of carers and care sector professionals.

HMRC - Job Retention Scheme – subsidised the salaries of furloughed employees.

CAF - supported the TECHSEN game and contributed to improving our online delivery capacity across all areas through equipment and training.

Paul Hamlyn Foundation grant funds the salary of the Programme Manager.

Esmée Fairbairn Foundation funded the salary of the CEO.

Comic Relief continues to support the development of the TECHSEN game (an interactive video game for neurodiverse and SEND young people) and the sports programme.

The Reta Lila Howard Foundation - funded the Special Education Needs (SEND) project and the production of TECHSEN game.

11. LONDON COUNCILS EXPENDITURE 2022

	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Staff Costs	-	232,459	233,389	930
Beneficiary Costs	-	6,813	5,828	(985)
Overheads	-	22,192	23,174	982
Other Direct Project Costs	-	4,056	3,130	(926)
	£-	£265,520	£265,520	£-
	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Tender	-	109,605	124,133	14,528
Nia	-	20,242	19,722	(520)
Women and Girls Network	-	33,580	33,580	-
Ashiana Network	-	10,091	10,091	-
LAWRS	-	33,580	27,094	(6,486)
IMECE	-	20,242	12,719	(7,523)
IKWRO	-	33,580	33,580	-
FORWARD	-	4,600	4,600	-
Solace	-	-	-	-
Total	£-	£265,520	£265,520	£-

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

DON COUNCILS EXPENDITURE 2021

	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Staff Costs	-	192,275	192,275	-
Beneficiary Costs	-	2,551	2,551	-
Overheads	-	23,327	23,327	-
Other Direct Project Costs	-	1,235	1,235	-
	£-	219,388	£219,388	£-

	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Tender	-	80,944	80,944	-
Nia	-	10,433	10,433	-
Women and Girls Network	-	33,580	33,580	-
Ashiana Network	-	10,091	10,091	-
LAWRS	-	26,120	26,120	-
IMECE	-	20,040	20,040	-
IKWRO	-	33,580	33,580	-
FORWARD	-	4,600	4,600	-
Solace	-	-	-	-
Total	£-	£219,388	£219,388	£-

Section 37 Statement

London Councils have awarded grants of £1,325,000 over five years, £265,520 of which relates to this accounting period. The grant is restricted to the purpose of funding the London Councils pan-London VAWG Consortium Prevention Project funded under Priority 2.1 Sexual and Domestic Violence Prevention.

12. UNRESTRICTED FUND 2022

	At 1 April 2021	Income	Employee and Contracted Staff Costs	Expenses	At 31 March 2022
	£	£	£	£	£
Designated					
Post 18t Programmes and Youth Board	39,641	14,075	31,935	4,851	16,930
Relationship Goals	17,880	2,500	5,140	13,086	2,155
Tender National Partnership Development Fund	132,720	29,400	80,457	4,361	77,302
Core costs	-	500,000	30,000	-	470,000
	190,241	545,975	147,532	22,294	566,386
General Reserve	517,353	198,752	131,373	64,294	520,438
	£707,594	£744,727	£278,905	£86,591	£1,086,824

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Designated funds are earmarked for the following purposes:

Post 18 Programmes and Youth Board	Provision to deliver Post 18 and Youth Board activities in 2022/23.
RESET	To complete the pilot phase of the programme.
Relationship Goals	To complete the pilot phase of the programme.
Tender National Partnership Development Fund	This fund will continue to fund the delivery of Tender's Children & Young People, Post 18 and adult training programmes.
Core costs	Provision towards senior management staff salaries and on-costs over the next 24-36 months. This fund represents one of donation that is not expected to continue beyond 2021/22 financial year.

UNRESTRICTED FUND 2021

	At 1 April 2020	Income	Employee and Contracted Staff Costs	Expenses	At 31 March 2021
	£	£	£	£	£
Designated					
Youth Ambassadors Programme	-	27,450	1,534	2,000	23,916
The Thompson Family Charitable Trust	50,000	50,000	-	50,000	50,000
TECHSEN		27,500	1,250	8,370	17,880
Tender National Partnership Development Fund	43,825	79,998	15,384	9,995	98,445
	93,825	184,948	18,168	70,365	190,240
General Reserve	395,094	203,140	80,881	-	517,353
	£488,919	£388,088	£99,049	£70,365	£707,593

Designated funds are earmarked for the following purposes:

Youth Ambassadors Programme	Provision to deliver Youth Board activities in 2021/22, the OCN training and work with university students.
The Thompson Family Charitable Trust	RE:SET (Relationship Education: Schools' Equality Toolkit). Combining e-learning for staff, lesson plans for students, creative resources and best practice guidance, RE:SET provides an accessible, holistic approach to preventing domestic abuse in the lives of young people and embedding healthy, equal relationships into a school's ethos and community.
Tender National Partnership Development Fund	The Tender National Partnership Development Programme/Fund will continue funding the delivery of Tender's Healthy Relationship Programme across the UK.

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

13. TAXATION

Tender is a registered charity and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

14. INCOME/EXPENDITURE

Net income for the period is stated after charging:

	Total 2022	Total 2021
	£	£
Auditors' Remuneration	5,000	4,900
Depreciation	6,580	4,396
	<hr/> <hr/>	<hr/> <hr/>

15. ANALYSIS OF NET ASSETS BETWEEN THE FUNDS 2022

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	10,673	1,076,152	1,086,824
Restricted Funds	-	752,660	752,660
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	£10,673	£1,828,812	£1,839,485

ANALYSIS OF NET ASSETS BETWEEN THE FUNDS 2021

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	8,786	698,807	707,593
Restricted Funds	-	413,437	413,437
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
	£8,786	£1,112,244	£1,121,030

16. RELATED PARTY TRANSACTIONS

No related party transactions arose in the current financial year.

17. OPERATING LEASE COMMITMENTS

The charitable company operates from its premises on Holloway Road. The current rental agreement is from 31st July 2018 to 31st July 2023 and has a 3 months cancellation period. Under this agreement the charity's rental obligation at year end was £10,374 inclusive of VAT.

In addition, as at 31st March 2021 the charitable company was committed to minimum rental payable under non-cancellable operating leases in respect of equipment (inclusive of VAT), as follows:

	2022	2021
	£	£
Payable within one year	3,944	3,944
Payable in two to five years	-	-
	<hr/> <hr/>	<hr/> <hr/>
	£3,944	£3,944

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

18. IMPACT OF COVID-19

The Trustees anticipate that the COVID-19 pandemic will have a long-term impact on the Charity's incoming resources and resources expended in the coming years. The Charity is essentially a cash-based business and carries out stress testing annually as a matter of course. This stress test anticipates events and what the financial impact might be on the Charity and how the charity can react to that impact. Based on this testing and their review of subsequent events in connection with the COVID-19 pandemic, the Trustees are confident that it has sufficient reserves and enough flexibility to ensure that it can continue to exist for the foreseeable future. When considering the foreseeable future the Trustees are looking forward a period of at least twelve months from the date of approval of these financial statements.

TENDER EDUCATION AND ARTS

England & Wales - Charity number 1100214

Accounts



TENDER EDUCATION AND ARTS TRUSTEE REPORT AND ACCOUNTS

Year ending 31 March 2021
Company Number 04627846
Charity Number 1100214

INTRODUCTION

Structure, Governance and Management.....	3
Policies and procedures for induction and training of trustees.....	3
Key management personnel.....	4

OBJECTIVES AND ACTIVITIES

Objectives.....	5
Activities.....	5
Public benefit	6

ACHIEVEMENTS AND PERFORMANCE

Summary of main achievements.....	7
Education: Schools and Colleges.....	8
Whole School Approach Programme.....	11
Youth Ambassador Programme.....	11
Youth Board and Youth Facilitators.....	12
Tender National	13
Placement, Intern and Volunteer (PIV) programme.....	14
Safeguarding.....	15
Training and Seminars.....	15
Development and Innovation	17
Engaging with the Community.....	18
Tender in the Media.....	19
Tender's Communication.....	20
Increasing Tender's sustainable future.....	20
Plans for 2020/21.....	20
Acknowledgements.....	21

FINANCIAL REVIEW

Risk Statement.....	22
Financial Review	23
Reserves Policy.....	24
Fundraising Policy.....	24
Reference and administrative details.....	24

INTRODUCTION

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Structure, Governance and Management

Tender Education and Arts (trading as Tender), is governed by an elected Board of Trustees. The Board of Trustees is elected annually at the Annual General Meeting. Retiring members are eligible for re-election. The Board meets four times per year, with additional meetings scheduled when the company requires greater direction or support.

The Board of Trustees has legal, financial and fiduciary duties under Company Law and Charity Law, and responsibilities for ensuring that the organisation complies with the conditions placed on grants from public and other funders. The Board also has responsibilities for the organisation's strategy. Although the ultimate responsibility lies with the Board, the daily operational management of many of these duties is delegated to the Chief Executive Officer and her staff.

Policies and procedures for induction and training of trustees

All new Trustees are invited to meet with the Chair and Chief Executive to discuss the work of the charity and in particular to be informed of:

- The obligations of Trustees and given a copy of the Tender Trustees Charter
- The main documents which set out the operational framework for the charity including the Memorandum and Articles of Association
- Resourcing and the current financial position
- Key objectives and future strategic directions

The Charity Commission outlines four clear expectations for trustees:

- Provide a **safe and trusted environment**. Safeguarding involves a duty of care to everyone who comes into contact with your charity, not just vulnerable beneficiaries like children and young people
- Set an **organisational culture that prioritises safeguarding**, so it is safe for people to report incidents and concerns in the knowledge they will be dealt with appropriately.
- Have adequate safeguarding **policies, procedures and measures** to protect people and make sure these are made public, reviewed regularly and kept up to date.

- Handle incidents as they arise. **Report them to the relevant authorities** including the police and the Charity Commission. Learn from these mistakes and put in place the relevant mechanisms to stop them happening again.

All trustees are required to hold a DBS which is renewed every two years in line with Tender safeguarding policies and protocols. They must undertake safeguarding training every 2-3 years, attend Tender’s basic awareness of domestic abuse training, read “Keeping Children Safe in Education” by the Department for Education and visit a Tender project once a year.

Key Management Personnel

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director/trustee (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education & Arts are its directors and the Chief Executive Officer (CEO). The directors are not remunerated and remuneration of the CEO is set by the Board of Trustees.



*Image from Tender’s new RE:SET website
Design credit Ellie Ross-Wilkinson*

'I have learnt that there are people around to help if you are in any need.'

– Project participant

OBJECTIVES AND ACTIVITIES

Objectives

The summary objectives of the charity under its Memorandum of Association are:

1. To advance the education of the public about the violence and abuse perpetrated against women and young people.
2. To meet the needs of women and young people who have been subject to violence and abuse.

Activities

Covid-19 Statement

The Covid-19 pandemic affected and continues to affect communities, businesses and individuals across the globe in 2020-21. There is substantial evidence that domestic abuse and education services were more needed than ever at this time; as a direct result of the pandemic, domestic abuse services have seen a dramatic increase in referrals, teachers and school staff have reported an increase in disclosures and safeguarding concerns, and young people have flagged issues such as isolation, lack of routine and increased social media or online pressure.

This year saw Tender successfully transition to the online world, navigating the logistics of the entire staff team working remotely, developing new innovative ways of responding to need and delivering work to young people virtually. As a large proportion of Tender's delivery usually takes place in schools and education settings, Tender's planned activity was hugely impacted by the school closures in Spring 2020 and Autumn/Winter 2020-21, meaning a substantial body of work had to be paused or significantly adapted. Whilst this posed significant challenges, it also gave the team the opportunity to review our materials and consider other methods of effectively reaching beneficiaries, that we might not otherwise have had the capacity to be able to. The need to respond in the moment – to cancelled workshops, technological challenges, lockdown restrictions - has highlighted the Tender team's expertise at thinking on our feet, knowing the subject and understanding the needs of our beneficiaries.

We hope that Financial Year 2021-2022 will see us resume our core work with young people in schools and youth settings, face-to-face events, training sessions and continue to build upon the foundations for remote delivery we have pioneered over the course of this year. We will continue to review and adapt our delivery methods, resources and ways of working to meet ongoing and ever-developing need.

Anti-racism

In response to George Floyd's murder in May 2020 and subsequent Black Lives Matter movement, Tender was keen to solidify its commitment to being an anti-racist organisation and to undertake any necessary steps in order to develop and strengthen our practices and attitudes regarding equality and diversity. In February we commissioned C&E Advisory to complete an audit of Tender's policies, processes, language and workshop content, and to recommend next steps in the journey to being a truly anti-racist organisation. Tender has now received the audit summary report, and we are working together as a team to put together an action plan to ensure we continue to move forward with this commitment.

Main activities undertaken in 2020/21

Adapting core delivery models and resources

This year the Tender team has proved its resilience and ability to adapt to changing circumstances with positivity. We have developed new resources such as a pre-recorded assembly, a primary school teacher's pack, an audio-resource and a new Champion School Toolkit, as well as adapting our existing content for online delivery.

The development and growth of our Adult Training provision

Tender's Adult Training Department continues to grow, and this year has enabled the team to develop our core content for online platforms, reaching a higher number and more diverse range of beneficiaries than we would have been able to if delivering in-person.

We have trained teachers, pastoral support teams, early help professionals, social workers and a range of other adults with a safeguarding responsibility. We know that it is essential for all professionals to be aware of the dynamics of domestic abuse so they can keep children and families safe. Our training provides a non-judgemental space for staff to build their knowledge and awareness and we have found real value in bringing together these professionals, many of whom would not normally participate in training sessions together.

We continue to develop this area of work and look forward to exploring new opportunities for growth and enrichment in 2021-22.

Active participation of Tender's Youth Board

Tender's Youth Board remains a fundamental part of the organisation's operations, advising on content and development of our core work as well as representing Tender at public events and campaigning passionately about the issue of Violence Against Women and Girls. This year has seen the Youth Board go from strength to strength, with more active members than ever before and a successful recruitment of new volunteers. The Youth Board members have been incredibly active in developing new campaigns, writing blog posts and engaging with the issue during this difficult year.

Public benefit

Tender ensures that all of our charitable activities focus on young people's needs and young people are involved in guiding our work. This includes advancing the direction of Tender's education programmes, supporting the organisation's operations and contributing to Tender's governance. We have due regard to the guidance issued by the Charity Commission.

'I have gained more information about healthy and unhealthy relationships and now have the knowledge to take action.'

- Project participant

ACHIEVEMENTS AND PERFORMANCE

Summary of main achievements

Tender demonstrates its achievements and performance by linking them to the organisation's mission statement and aims. Tender achieves its aims by delivering arts-based healthy relationships programmes in primary schools, secondary schools, further and alternative education settings and specialist youth settings.

Tender's work with young people is delivered by five project teams; **Education** (schools, colleges and alternative education), **Whole School Approach**, **Youth Ambassadors**, **Tender National** and **Adult Training**. The activity of each of these teams is detailed below, in order to evidence the achievement of both aims.

Aim 1: Enable young people (5-25 years old) to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence

Aim 2: To equip adults with the skills and resources they need to promote healthy relationships amongst young people and more widely amongst their own peers

	2020/21	2019/20
Number of projects, trainings and events delivered by Tender	145 (including 20 internal development sessions)	256
Number of young people who participated in Tender's projects* <small>*This number is significantly lower than previous years due to our work with whole school communities (Whole School Approach and Champion Schools) being put on hold due to Covid-19. We also had to work with smaller groups of beneficiaries across all projects when delivering work online or socially distanced.</small>	2,613	35,290
Number of adults who participated in Tender's courses, events and seminars	1,504	1,654
As a result of taking part in a Tender project: <ul style="list-style-type: none"> ● 99% participants have an increased understanding of healthy and unhealthy relationships ● 97% are able to identify appropriate support channels and services ● 100% teachers/staff feel supported to talk about the issue of healthy relationships to the children or young people with whom they work <i>(Data collected from participant post-project questionnaires)</i> 		

“This project will now allow me to have more open, honest and frank conversations regarding the young people and their relationships”

- Teacher

Education: Schools and Colleges

This year Tender’s Education Team worked with **1,851** beneficiaries across **32** primary schools, secondary schools and alternative education settings. A total of **458** young people took part in 2-day Healthy Relationships workshops or in-depth projects, disseminating their learning to a further **785** young people via peer-led presentations. **443** young people took part in shorter workshops, virtual sessions or enrichment days. We delivered staff training to **165** adults.

Inevitably, the Covid-19 lockdown restrictions and school closures have had an immense impact on Tender’s ability to deliver our core drama-based activity with children and young people in schools. However, the Education Teams in London and in the regional hubs have continued to persevere and have spent the year adapting our resources and exercises and exploring how we might be able to deliver some of the work remotely. Initially we had safeguarding and quality assurance concerns about delivering both sensitive and creative activities online, but we are glad we made the decision to deliver some projects online where safeguarding risk assessments have been carried out, as the virtual projects have been successful overall. The Education Team have also become adept at adapting plans at short notice due to changes in school circumstances as a result of Covid-19 outbreaks; the team were required to shift an in-person project to online in less than 24 hours’ notice on several occasions.

“Can you please pass on my gratitude to the Tender team. I understand that coming into schools during the lockdown must not have been an easy decision. Staff here really appreciate you coming in, and the students benefitted immensely. I have received feedback from students and staff, including senior leaders who all commented on excellent delivery and that students got a lot out of the day.”- Teacher

Partnership Working in Response to Increased Need

For the eighth year, Tender was funded by London Councils to work in partnership with 8 leading Violence Against Women and Girls (VAWG) organisations to deliver Healthy Relationships work in all 32 London boroughs. Unfortunately, all planned delivery was paused for the first two quarters of the year, due to lockdown and the school closures. After liaising with the funder, we agreed that partners would be able to redeploy their staff in order to respond to the increase in need for women and girls as a result of Covid-19 and lockdown, supporting on Advice and Counselling strands of work.

Although the schools work has mainly been paused this year – including the planned delivery in 16 ‘Champion Schools’ – we were able to deliver a few key projects. At the beginning of July, we delivered 4 online staff trainings to 24 school staff members in the boroughs of Greenwich and Kingston as part of the Champion School work. These trainings were positively received, with participants reporting that our training has equipped them with a better understanding of

the issues, that they are now more confident in dealing with them and that they feel better prepared for the challenges in managing increased disclosures of domestic abuse as lockdown is eased: *"The training was so helpful, especially the conversations. I've worked with Tender before and they are always so professional, kind and non-judgemental and it feels very comfortable to discuss ideas, thoughts without feeling embarrassed even over zoom!"* – Training participant

For Tender's Champion School core-group work in Kingston, as part of the 16 Days of Activism Campaign, a collaboration was set up between Tender, local domestic abuse organisations and a youth service to create a podcast episode around healthy and unhealthy relationships and gender inequality. In the podcast, the participants discussed what they would view as healthy and unhealthy behaviours in relationships; the gender disparity of who is more likely to be a victim and perpetrator of abuse; and how they would respond if they were concerned that a friend of theirs was either a victim or perpetrator of relationship abuse. The podcast can be heard here:

<https://www.youtube.com/watch?v=LF0MwkFk3jg&list=PL4KFvDaLOGzi7inYECNDniRLV8FNTMJto>

Whole Community Response

Tender has been pleased to continue the delivery of a 'Whole Community Approach' in 15 London boroughs – comprising workshops for children and young people, adult training for professionals with a safeguarding responsibility and community conversations for parents – funded by the Mayor of London's Violence Reduction Unit. Due to Covid-19 and subsequent restrictions, the team have spent time adapting the content and delivery methods in order to respond to need during this time. In Spring 2020 the Education Team were in communication with over 70 schools across all the target boroughs to conduct a scoping exercise into how we might adapt delivery going forward into the new school year. This was fundamental in the development of new resources and ways of working with schools remotely and under social distancing measures. As a result, we were able to offer Tender's interactive audio resource, 'Playing Fair' to primary schools and we adapted our adult training provision to offer virtual training for teachers. These training sessions were very well received, and all were over-subscribed. Since schools have returned to in-person teaching, we have received an unprecedented number of requests to deliver workshops and training sessions across all 15 boroughs.

The Development of New Resources

During the periods of school closure, the Education Team adapted Tender's content and resources to allow for safe delivery in-person under social distancing measures. The team developed a new audio resource for secondary schools which allows facilitators and teachers to explore topics remotely and created an updated teacher resource pack which supported school staff to deliver healthy relationships work with their students where Tender was unable to access the school in person. The team also created a pre-recorded assembly presentation to be shared with secondary schools, which covers healthy and unhealthy behaviours in relationships, early warning signs and support services.

Virtual delivery

In order to respond to need and the rapidly changing national circumstances, Tender's Education Team explored ways in which we would be able to adapt delivery of our core

workshop material virtually, and most importantly, safely. We subsequently delivered several successful online projects with secondary schools and youth settings, either involving workshop facilitators delivering live into a classroom or delivering to young people that each have a computer or device. The team has learnt a great deal from delivering online and how to tailor the delivery style and content appropriately. Fundamentally, we have learnt that support from teachers and youth workers is key in ensuring that participants are able to access the project in a safe, and engaging way. For example, when delivering live into a classroom it has been key that the staff member can hold the space safely by acting as a third facilitator during discussion-based and creative activities when students are required to share their ideas and thoughts. We have still been able to use our drama activities such as scripts to explore key issues around early warning signs and have also created a new audio resource that focuses on online relationships. Feedback from the facilitators delivering these projects was overwhelmingly positive:

“Working on this project with WAC Arts was really engaging. The staff were really helpful and added to each session with their own input. The students spoke honestly and openly about their own experiences in relationships and why this project was important to them. They were happy to have their ideas challenged and were open to other views. As a group they were respectful to one another throughout the project and we never had a behavioural issue. I have to admit to learning as much as I taught when it came to hearing about the dynamics of how relationships are managed in the online space from the students.” - Tender workshop facilitator

“The 5 weeks at Merton Young Carers was a really special project. The young people were emotionally intelligent and very insightful. They were able to identify early warning signs in an unhealthy relationship, and they engaged with the scripts really well and wanted to read more. They were open to discussion and very thoughtful support. It was an absolute pleasure to work with them” - Tender workshop facilitator

“The workshops went really well with Action on Disability! The young people were amazing, really engaged and we had a brilliant youth worker who helped us massively with communication. The space felt quite safe and respectful. They were excited to talk about relationships and how it feels to fancy someone. One participant shared their worries about if they can date or fall in love if they are disabled. We talked about flirting and consent, we talked about jealousy and difficult feelings.” - Tender workshop facilitator

Physical Activity and Sport Programme

Tender has been excited to begin the development of a new pilot project focussing on the use of sport and physical activity as a tool for engaging young people in dialogue about healthy and unhealthy behaviours in relationships, funded by Comic Relief. As we were unable to deliver the planned in-person development sessions and pilot workshops, we kicked off the programme by delivering 2 online training sessions to sport and physical activity professionals, including teachers and youth workers, with the intention of raising awareness of domestic violence in the physical activity sector and positively impacting how these professionals use the learning when they engage with children and young people.

We are developing content for the young people’s programme in partnership with Street Soccer London and have started to develop ideas around how yoga can support this

programme, including a potential collaboration with the charity Urban Yogis. We hope to begin the delivery of this work in schools and sport settings from Spring 2021.

Whole School Approach Programme

Between 2017-2020, Tender delivered a three-year pilot Whole School Approach programme in four Croydon Schools: **Broadmead Primary Academy, Kingsley Primary Academy, Forestdale Primary and St Mary's Catholic High School**. The programme, funded by MOPAC, involved delivering prevention and early intervention programmes in the form of PSHE and targeted group work, staff training, parent awareness sessions and community engagement.

We worked with a total of **1255** beneficiaries across all four schools throughout the lifetime of the project. We facilitated project-focused discussions with **21** parents across all 4 settings and raised awareness about the project with **132** staff members. We met with **12** Governors, including awareness-raising training with the Chair of Governors in each school.

Due to the Covid-19 outbreak some of the final planned activity in the four schools was inevitably cancelled, and we were unable to go back into the settings to deliver the remainder of the planned activity. We were able to use the time to consider the legacy of the project, and how we might be able to create a replicable Whole School Approach model going forward.

The Youth Ambassador Programme

325 young people and **133** adults benefited from Tender's Youth Ambassador Programme across **25** projects, workshops and trainings.

Developing new ways of working with visual arts

This year Tender was excited to pilot a programme of work that uses visual art-based activities in order to explore Healthy and Unhealthy Relationships, in partnership with an organisation called Leap then Look. We completed a series of development sessions in late 2020, which brought up interesting reflections on Tender's practice and how we utilise the skills of workshop leaders, as well as creating a toolkit of activities that we can use as part of the project. This work is funded by Children in Need.

Reaching vulnerable young people throughout the pandemic

This year saw the continuation of the 'Thrive' project, working with young refugees, asylum seekers, those experiencing or at risk of experiencing homelessness and those with complex needs and vulnerabilities. The project has been delivered in partnership with specialist youth settings Young Roots, New Horizon and Phoenix Place. As the direct work with young people was put on hold due to Covid-19, we offered bespoke training for the setting staff, which took place online over a number of sessions. We have also continued our commission with Greater London Authority Young Londoners' Fund to deliver a series of projects with young care leavers.

The Development of Tender's University Programme

Tender's University Programme has continued to thrive this year; adapting our delivery online

has enabled us to reach a more diverse cohort of beneficiaries and develop our content in response to need.

- **Student Union Training:** We delivered **3 online training courses** for Student Union Officers from **21 universities**. Adapting to online delivery has made the course more accessible and cost-effective. University students have been particularly vulnerable during this time and the sessions have proven extremely beneficial in supporting unions.
- **University Workshops:** As a result of taking part in the Student Union Training, a student union officer booked a workshop for their 16 Days of Action campaign at the University of Edinburgh, for a total of 5 participants.
- **RADA:** This year Tender partnered with Royal Academy of Dramatic Arts to deliver a prevention programme to the entire student and staff cohort. We delivered 20 training sessions to the students, reaching a total of 181 young people and 84 teaching and professional services staff.
- **Future work:** We are currently in conversation with the University of Exeter about society trainings, and with The Guildhall School about developing a partnership similar to that with RADA.

Youth Board and Youth Facilitators

Tender's Youth Board is made up of volunteers aged 16-25 and is core in guiding the strategic development of Tender's work and ensuring young people, and the issues relevant to them, are at the heart of everything we do.

This year we held **11** Youth Board meetings, two of which were support check-ins during the early stages of the pandemic. **21** members of the youth Board engaged with Tender's work this year. We had a record number of new recruits, with **11** volunteers joining the Youth Board Team in the year. We held **2** Masterclasses on domestic abuse awareness, as part of two waves of volunteer recruitment.

The Youth Board supported on several campaigns over the year:

- the development of Tender's new audio resource for schools, looking over the content and offering feedback.
- the development of the Relationship Goals game for SEND groups, reviewing the content for different levels and providing temporary audio recordings.
- the development of a primary resource looking at early warning signs of unhealthy behaviours (not published yet).
- The development of Tender's 16 Days of Action Campaign

The Youth Board were also key in influencing and speaking out publicly on behalf of Tender:

- Youth Board member Clara and alumni Jake spoke with the BBC about sexual violence and the importance of engaging young men
- Members spoke about Tender's work in universities and the importance of youth voice at an online event hosted by law firm Clifford Chance

- Members spoke at Tender's fundraising events to raise awareness of the work that the Youth Board do.



Image credit: India Smith

Tender National

Between April 2020 and March 2021 our National Hubs delivered **5** projects across **4** regions, working directly with **573** young people and delivering training to **78** adults. We delivered core Healthy Relationships workshops with **39** Young Leaders, who became active champions of violence prevention, creating strong and informative performances that were shared with audiences of a further **400** young people. An additional **134** young people were reached through a number of enrichment days and targeted workshop activities.

Due to school closures and lockdown restrictions, Tender's National Hubs were placed on furlough for a significant proportion of the year, and therefore the National Team's delivery outputs are lower than we had anticipated at the start of the year. However, despite the difficulties of the past year, the National Team have been able to develop new session plans and resources as well as exploring new themes and areas of work for Tender and delivering a number of in-person projects. Lockdown restrictions have created valuable time and space for the team to focus on these tasks, which might otherwise have been unavailable. Our Hubs in Norfolk, Devon, Avon and Somerset and West Yorkshire remain active, and are looking forward to resuming full delivery momentum following the return of schools across the country. Tender's Kent Hub, and partnership with Cornerhouse (Hull), remain on hold for now, to be resumed in Spring 2021. Thanks to funding from the Manchester Health & Care Commissioning Thrive Grants Programme, the Manchester branch of sexual health organisation Brook have resumed a partnership with Tender to deliver 8 Healthy Relationships

Projects by the end of March 2022. Projects are already being booked in and are offered by Brook as part of a wider package of RSE and Sexual Health work in the region.

Development of new material

During the final weeks of the summer term, Tender National staff undertook an extensive scoping exercise. The purpose of this exercise was to gather information from regional schools and settings about what delivery might be possible under Covid restrictions, and how best Tender could support staff and students once schools had reopened. Response to this scoping exercise was extremely positive, and the team were pleased to receive feedback from over 30 schools, all of whom expressed a need for support with PSHE and Healthy Relationships education.

The National Team subsequently spent time adapting existing material, creating new session plans and resources in response to the feedback received, as well as researching and developing new themes and areas of work for Tender. As such, we are now in a stronger position to better support schools nationally, following their re-opening. These sessions plans have also informed other project teams and areas of development, fostering a real sense of value and collaboration during this uncertain period.

In addition, Tender's Norfolk Hub Coordinator created a primary school resource pack. The final toolkit contains a range of exercises, resources, session plans and additional activities for teachers/facilitators working in primary education. It is hoped that the resource will be accessible to people who may not be familiar with our work or approaches. Tender's primary workshops currently focus on working with pupils from Years 5 and 6, but it is hoped that this offer can also be adapted for younger children (including those in early years education).

Tender's Avon & Somerset Hub were delighted to deliver our first post-lockdown project at Mendip Studio School in 2020. Thanks to the amazing flexibility and commitment of both staff and pupils, we were able to work with the whole school cohort over two days, exploring healthy relationships and the early warning signs of controlling and coercive behaviour. The project was incredibly positively received, and we look forward to returning to the setting again soon.

"It has been absolutely incredible. I just don't have the words nor the hours available to do the facilitators justice. The children and the staff were literally stunned by the project and its impact on children. Thank you so much, to all of you - it's impossible to quantify the positive impact these sessions will have on children's lives." - Teacher, Mendip Studio School

Placement, intern and volunteer (PIV) programme

Following on from the success of the 2019-20 internship – from which we have been delighted to offer our intern Leah a permanent position in the Tender Team - we are fortunate to have secured funding from Jack Petchey to recruit another intern from April 2021 on a year-long internship. The internship programme is designed to give young people a flying start in the charitable sector and support dynamic young individuals in their first step towards being the sector's future leaders.

Safeguarding

Tender's Safeguarding Team – made up of the Chief Executive, the Programme Manager and all project managers – has continued to meet monthly to ensure the wellbeing and safety of children and young people remains at the heart of everything Tender does, and that rigorous processes and procedures are in place.

This year the Safeguarding Team has focussed on ensuring safeguarding remains a priority and disclosure procedures are robust as our work has evolved and developed to include virtual delivery and in-person workshops under Covid-19 restrictions.

Internal Safeguarding Training

In January 2021 we delivered our first in-house Safeguarding Training for all Tender staff, Trustees and freelance workshop facilitators. The purpose of this training was to ensure everyone in the Tender Team had a thorough baseline knowledge of key safeguarding and child protection principles, to ensure everyone felt equipped to deal with the anticipated increase in disclosures following lockdown, and for quality assurance purposes as the breadth of Tender's delivery continues to diversify. The training was a huge success, and we intend to run refresher sessions for the full team yearly going forward.

Training & Seminars for Adults

In 2020-21 **83** trainings were delivered to groups including Virtual Schools, borough professionals, Early Help Teams, corporate businesses and social workers, reaching a total of **1132** beneficiaries.

The adult training department has continued to go from strength to strength this year and has been a fundamental area of work during an unstable time. When the UK went into lockdown, Tender reacted rapidly and decisively, adapting our material for virtual delivery so that we could respond to the huge increase in need and demand for training. Initially we set out to work in this way as a temporary measure, however we have evidenced many positives to having converted the material for online delivery; enabling us to connect with a global audience as logistically it is much easier for people to attend training, to reach a more diverse range of beneficiaries and to deliver a higher number of sessions.

We've had consistently excellent feedback throughout; attendees have reported that the training has equipped them with a better understanding of the issues, that they are now more confident in dealing with them and that they feel better prepared for the challenges in managing increased disclosures of domestic abuse as lockdown eases.

"Excellent training that will enable DV conversations with parent/child to have more depth. It encouraged me to think more holistically about the impact DV has on all victims so conversations will generate connection to target meaningful support."

"Thank you for a really informative and well-planned course. Exceptionally timely for us...It was brilliant!"

Development of new material

As Tender's virtual provision continues to flourish, we have developed our offering to be able to build upon and enhance the work already taking place.

In addition to our hugely successful 'Basic Awareness of Domestic Abuse' training, we have developed a part-two which builds upon this learning and explores the effects of domestic abuse on children and young people, looking more closely at the effects of trauma and equipping staff with further resources to support the children and families they work with. Tender commissioned Jahnine Davis, Founder and Director of Listen Up, to review the key messages in our training in order to ensure that Tender are making a clear statement that we are approaching the topic through an Intersectional lens.

Workplace Training

Over the last few years Tender has developed a Workplace Training provision, to enable organisations to build healthier cultures by equipping their staff with the confidence to recognise inappropriate workplace behaviour and to prevent it. In response to lockdown, we adapted these courses and delivered successfully online to businesses and organisations in the public and private sectors. We identified and grasped an opportunity to develop new relationships with both central government departments and major corporate clients who were keen that there wasn't a pause in receiving this vital learning. Feedback from participants has been very positive.

"I have understood the need to come together to identify and agree how we step up and develop confidence to address bullying, harassment and discrimination, as difficult as that may be"

"Being more confident in challenging bullying behaviour. Being kind to all. Being aware of my own conduct to avoid microaggressions against another person"

Highlights of Tender's workplace training calendar have included:

Clifford Chance LLP

There has been an ongoing delivery of a programme of training for Clifford Chance LLP. This has included continuation of training for the Inclusion Advocate role and training on building healthy workplace relationships for the LPC cohort. We are excited and delighted about the support Clifford Chance is giving to our university programme which will be launched in June 2021.

In November 2020, Tender joined Clifford Chance for their popular online series, **'Together We Are'**. Tender's Youth Engagement Coordinator, Bradley, was joined by Youth Board members to discuss the work Tender does to prevent domestic abuse and sexual violence. The event explored Tender's work at Clifford Chance to promote healthy relationships in the workplace and how we are empowering trainees to call out unacceptable behaviour. We also shed a light on the essential work Tender is doing in UK universities and conservatoires to support staff and students in tackling sexual violence.

Foreign, Commonwealth and Development Office (FCDO)

Over the past year Tender and FCDO (formerly DFID) have worked closely on a variety of programmes and initiatives addressing workplace bullying and harassment, understanding

sexual harassment and deconstructing cultures that condone and normalise harassment, inequality, exclusion and bullying. This speaks directly to key elements of the newly established FCDO's Diversity and Inclusion agenda, following the merger of DFID and FCO in September 2020.

Between March 2020 and March 2021, we worked with 500 staff across multiple teams, offices and departments globally including Democratic Republic of Congo, Syria and South Sudan as well as England and Scotland.

HS2

Since September 2020, Tender has delivered "lunch & Learn" sessions that raise awareness of domestic abuse. These take place every 6-8 weeks and are then built on through training for line managers on how to manage disclosures from their staff. We have worked with HS2 to support the development of their guidance if colleagues within the business are experiencing domestic abuse.

WarnerMedia

Throughout the year we have delivered 'lunch & learn' style sessions, training for line managers and delivered presentations about domestic abuse and sexual harassment.

Development and Innovation

DRAW Project: Tackling Youth Violence Cross-Culturally

This year Tender has continued to work with partners in Hungary, Italy, France and the Netherlands to collaborate on a project called 'Draw Your Lines of Safety' co-funded by the Erasmus+ Programme. This programme considers themes of relationships, violence and sexuality in different cultural contexts. Across Europe, we have been working in Covid-safe ways to pilot new activities and workshops with young people and share our learning together.

Relationship Goals: A new Tech-Based Resource for young people with SEN

Prior to Covid-19 measures, we worked in partnership with two specialist schools - St Philip's School and Winchmore ARP - and digital agency Milo Creative, to research and co-design a game concept with 26 young people with SEND to enable them to effectively explore themes of healthy and unhealthy relationships: ensuring their voices and experiences are at the heart of all content. Thanks to further funding from Comic Relief, the Garfield Weston Foundation, Thompson Family Foundation, the Reta Lila Howard Foundation and major donors, this year Tender was able to develop the game from a concept to a full playable resource. The resource takes the form of an online role-play game, in which players guide a self-created character through five levels of scenarios, each relating to a different topic about relationships.

We are excited to continue working with schools, our digital partners and creative facilitators as we work on the final stages of the resource, ready for piloting the programme in 2021-22. Since January, we have:

- Begun to scope out designs, permissions and content for a web platform/learning portal from which Tender staff can provide schools/caregivers access to the game. This will include users being able to curate what game content different players will access,

as well as resources for staff, such as e-learning, tutorials and extra learning activities for young people.

- Developed an assessment framework for each level of the game, which will measure players' progress against learning outcomes. These assessments will take the form of mini-games - based on suggestions from the young people we co-designed the game with - which measure their absorption of key messages about healthy relationships.
- Improved game accessibility and support features for players, such as a Help section and character biographies.
- Recorded the audio for the game.

"I think playing this game would help me get more confident trying to have a relationship in the real world" - Young person participating in a user-testing session, Spring 2020



OTHER SUPPORTING ACTIVITIES

Engaging with the Community

Ten Word Love Stories

Tender launched a fundraising campaign, **10 Word Love Stories**, on social media in May 2020 to help people stay connected during the pandemic and help raise money to support vulnerable young people. We challenged the public to write a love story in only ten words, share it on social media and nominate people they know to do the same. Once shared, they would donate to Tender and spread the word - and the love! - so we could reach as many people as possible.

We received hundreds of submissions from across the globe - including from celebrities such as Phoebe Waller-Bridge, Jodie Whittaker, David Tennant, David Mitchell and Victoria Cohen – and received donations from 67 people. We were really pleased to exceed our target, raising a grand total of £1557 as a result of this campaign.



Love this campaign and pleased to support it - Jennifer

I think you guys are doing an excellent job in these trying times – Liam

#16DaysofAction

25th November marks the International Day for the Elimination of Violence Against Women, and the start of 16 Days of Activism against Gender-Based Violence. This year, Tender's Youth Board led on a campaign to raise awareness across the 16 days. The members created a blog post on how to spot an unhealthy relationship <https://tender.org.uk/blog/16-days-of-action-how-to-spot-an-unhealthy-relationship/>, a series of Instagram posts on identifying healthy and unhealthy relationships <https://www.instagram.com/p/CIXt1hZnOnE/> and <https://www.instagram.com/p/Clk-9MWnFh4/> and signposting to support services. The campaign reached an impressive total of approximately 1000 accounts.

Fabulous Phoebe

In October 2020 Tender was connected to the release of a new short film, Fabulous Phoebe, by Poetry Films. Exploring themes of gender equality and domestic abuse in the face of Covid-19, the film is also a powerful exploration of the challenges of leaving an abusive partner and the strength of women who endure and escape abuse. We were grateful to be named as a charity to donate to, helping to ensure the next generation's love stories are not like Phoebe's, receiving a total of £469 in donations from 26 kind supporters.

Tender in the Media

In March 2021, public attention turned once again to the weighty and deeply emotional topic of violence against women and girls in our society, led by widespread public outrage at the murder of Sarah Everard.

Tender was flooded with requests from media outlets to discuss prevention, and how short-term measures – such as increased street lighting – do not prevent violence, and to enable true prevention, change must begin with young people. We also spoke to raise awareness of the challenges facing young people, and how these impact their current and future relationships.

Links to our engagement with the media can be found below:

[BBC News](#)

[The One Show](#)

The Guardian
Today in Focus Podcast
The Face

We continue to be approached for insight into this area, by a range of media channels.

Raising Tender's Profile through Effective Communications

Tender uses social media and digital platforms to inform the public about our work and the issue:

7,614 people follow Tender on Twitter; a platform we use regularly to share news, events and campaigns

1,951 1,960 people like our Facebook page, and **2,040** people follow it

887 people follow Tender on Instagram

624 receive Tender's monthly newsletter

19,014 users visited the Tender website in 2020-21, with a total of **46,914** views

Increasing Tender's sustainable future

Tender's Development Team continues to focus on the stability and sustainability of the organisation, particularly as it is difficult to predict what the economic climate may look like over the next few years, as we come out of the pandemic.

We have seen significant success in our plans to diversify income:

- The Development Board of influential business leaders from the financial, corporate and retail sectors are tasked to source alternative streams of income and to introduce us to their own networks. They invite their contacts to both the events we host and workshop projects.
- The Tender Guardians major donor programme is now accompanied by the Tender Friends initiative which engages with individuals who are committed to supporting Tender's mission and purpose.
- We have run several online events during the pandemic, which have introduced new audiences to Tender.

Plans for 2020/21

This financial year has been like no other in Tender's history; a quarter of pupils - some 2.5 million children - had no schooling or tutoring during the first lockdown, according to a survey by the London School of Economics. With much of our face-to-face delivery put on hold it gave us an opportunity to reflect on where we have got to and consider where we want to go now. Over the majority of the year, Tender's senior leadership worked with Pilotlight, the charity that connects business executives with charitable organisations. We explored our core

purpose, our strategic vision for the next 3-5 years, our road map to get there and the operating structure that we will need to realise our vision.

Our strategic priorities going forward are:

Priority: PREVENT through Education

We do this through:

- Healthy relationships programme in schools across all London boroughs and our regional hubs
- Champion Schools Programme: accrediting schools addressing healthy relationships (RE:SET)

Priority: PROTECT the most vulnerable children & young people

We do this through:

- Trauma informed programmes for: SEN; looked after/care experienced; those with immigration needs; LGBTQ+ etc
- Use of technology including Online Games, e-learning, online training
- Adults with a safeguarding responsibility

Priority: PROMOTE Healthy Communities

We do this through:

- Youth Board
- Universities programme
- Workplace training

Acknowledgements

We would like to say a special thank you to our patron Olivia Colman and husband Ed Sinclair for their generosity of time and support for Tender throughout this and every year – it continues to be invaluable.

We would also like to take this opportunity to thank: Street Soccer London, Urban Yogis, Leap then Look, University of Exeter, RADA, Clifford Chance, India Smith, Ellie Ross-Wilkinson, Manny Amadi, Hannah Jepson, Fiona Cannon, Laura Yeates, Ashley Watson, Amy Malik, Jonathan Norbury, David Harkness, Kate Haslett, Jane Porter, Lynette Williams, Fergus Patterson, Peter Jenkins, Jamillia Marius-Cover, Jake Saunders.

Susie McDonald would like to say thank you to all the members of the Trustee Board who stepped up without hesitation when the pandemic first affected Tender and have been a constant source of support throughout; with special thanks to Jess Moore and Rory Conwell who have met Susie, tirelessly every week to support.

Susie would also like to thank the Tender team for keeping going, despite the challenges we have faced. This is a team of individuals whose belief in the work and attention to what matters is extraordinary.

“I have learnt how to recognise abuse and to know how to stop it.” - Project participant

FINANCIAL REVIEW

Review of the financial position at the end of the year

Risk statement

The Board of Trustees agreed to undertake a series of financial stress tests on the charity to ascertain the financial robustness of Tender should unexpected financial events occur. This is the seventh annual stress test for Tender and the second test in 2020. The decision to undertake two tests in 2020 was influenced by COVID-19 and the potential short- and long-term risks that the pandemic brings. This exercise is not designed or undertaken on the basis that it covers all unforeseen or unexpected events.

Tender is essentially a cash-based business, funded by charitable donations and grants.

The charity is currently widening its revenue base through:

- Major Donor and Corporate Partners programme
- Whole School Approach funded by MOPAC and London Councils.

Tender's cost base primarily consists of three distinct groups:

1. **Project Costs** - costs associated with the primary work undertaken by Tender, including payments to artists and partners who are employed on a discrete project basis
2. **Staff Costs** - salaries of permanent staff members and ancillary costs (recruitment, consultants, etc.)
3. **Overheads** - all other fixed and variable costs

Tender's material asset at October 2020 is:

- Cash at bank (£787,166 – September 2020 approx. 80% of total current assets - £988,323)
- Debtors - £196,650 (20% of net current assets) –

This stress test anticipates events, and what the financial impact might be on Tender from these, including how long Tender might continue to operate before the Trustees would have to consider cessation or other drastic action.

Dorota Small, Susie McDonald, and Kate Toumazi reviewed the results of the tests below in October 2020.

The cash position was taken as at 30th September 2020 (c£787k) and Management Accounts were as at 30th September 2020. These data sources were considered satisfactory for testing. There had been no material change in the monthly shape of the management accounts in September 2020 compared to prior periods.

It should be noted, in conjunction with "Cash Sensitivity Test 6", that Tender's reserves have historically been equivalent to 9 months of Tender's expenses. Tender's reserves will be equivalent to 6-9 months of its expenses by the end of the 2020/21 financial year.

Financial Review

In the year ended 31st March 2021, Tender continued working on projects, which during the current year were funded largely by the London Councils, MOPAC, Esmee Fairbairn, Paul Hamlyn Foundation, The Sam & Bella Sebba Charitable Trust, Greater London Authority, The Reta Leila Howard Foundation, Comic Relief, Jack Petchy Foundation, The Thompson Family Foundation, The Coutts Charitable Trust, Garfield Weston Foundation, BBC Children In Need, The City Bridge Trust, CAF.

Charity number	1100214
Company number	04627846
Registered office and operations address	Tender Education and Arts The Resource Centre 356 Holloway Road London N7 6PA
Patrons	Olivia Colman
Board of Trustees	Rory Conwell
	Jessica Moore
	Sue Higgins
	Amy Malik
	Róisín Murphy
	Liz Rymer
	Kate Toumazi
	Simon Walker
	Hamera Asfa Davey (resigned February 2021)
	Sharina Walia (elected 25 June 2020)
Chief Executive Officer	Susie McDonald
Independent auditors	Knox Cropper LLP 65 Leadenhall Street, London, EC3A 2AD
Bankers	NatWest 38 Strand London WC2N 5JB

Tender will carry forward £413,437 of restricted funds; this includes £11,067 in the Schools/ Young People department, £109,696 in the Youth Centres/Young Leaders department, £30,301 in the National Partnership/Social Franchise department and £262,373 of other funds to be spent in the 2020-2021 financial year.

Reserves Policy

The purpose of the policy is to ensure that Tender is able to meet its contractual obligations and finance the planned future growth of the organisation. The level of free reserves (excluding restricted funds) is reviewed annually by the Trustees. The Trustees consider that the most appropriate level of reserves at 31st March 2021 would be £518,000 ("free reserves"), which is equivalent to approximately nine month's basic operating costs.

The general reserve at 31st March 2021 amounted to £517,353, which is considered as free reserves.

Fundraising Policy

The Charity engages fundraising consultants on occasion to develop strategic plans of activities and events to support our internal team of fundraisers. No data is shared with or sold to any external agencies. The charity does not purchase external lists of potential individual donors or undertake Direct Mail appeals to such lists.

The charity occasionally invites individuals to attend events but does not exert undue pressure to attend or to donate. It does not approach or pressure vulnerable people to support its work. A complaints policy is in place and is accessible on request from the Chief Executive Officer. The charity adheres to the Fundraising Code of Practice issued by the Fundraising Regulator.

Any fundraising events carried out on behalf of the charity that we are aware of are supported and monitored by the Development Manager. Any marketing materials and approaches are checked that they comply with the Fundraising Code of Practice and details of income and expenditure are recorded by the Finance Manager. Income is acknowledged and grateful thanks are sent, typically with a letter.

Reference and administrative details:

Tender Education and Arts (formerly Until the Violence Stops), trading as Tender, is a Company Limited by Guarantee and a registered charity, governed by its Memorandum and Articles of Association. The company was incorporated on 3rd January 2003.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Tender Education & Arts for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to,

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

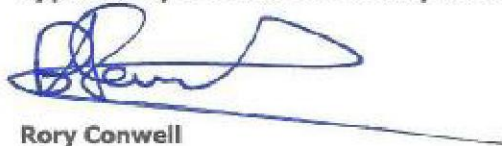
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board on 15 July 2021 and signed on its behalf by:



Rory Conwell
Chair of Trustees

REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF
TENDER EDUCATION & ARTS

Opinion

We have audited the financial statements of Tender Education & Arts (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF
TENDER EDUCATION & ARTS

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate and proper accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemption from the requirement to prepare a Strategic Report or in preparing the Directors' Report.

Responsibilities of Trustees

As explained more fully in the Trustees' Responsibilities Statement set out on page 25, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- The Charitable Company is required to comply with both company law and charity law as applicable in England and Wales and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF
TENDER EDUCATION & ARTS

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of the audit report

This report is made solely to the charitable company's member in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members and trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law we do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body for our audit work, for this report or for the opinions we have formed.



Richard Billingham FCA (Senior Statutory Auditor)
for and on behalf of Knox Cropper LLP
Chartered Accountants and Statutory Auditors
65 Leadenhall Street
London
EC3A 2 AD

Date: 15 July 2021

TENDER EDUCATION & ARTS
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2021

Notes	Unrestricted Funds £	Restricted Funds £	2021 Total £	Unrestricted Funds £	Restricted Funds £	2020 Total £
Income from:						
2 Donations and legacies	326,159	1,134,615	1,460,774	278,044	966,764	1,244,808
3 Charitable activities	61,849	-	61,849	28,726	-	28,726
Investment Income	80	-	80	458	-	458
Total income	388,088	1,134,615	1,522,703	307,228	966,764	1,273,992
Expenditure on:						
5 Raising funds	53,408	-	53,408	43,146	-	43,146
4 Charitable activities	116,006	986,175	1,102,181	143,973	963,118	1,107,091
Total expenditure	169,414	986,175	1,155,589	187,119	963,118	1,150,237
Net income and net movement in funds	218,674	148,440	367,114	120,109	3,646	123,755
Reconciliation of funds:						
Total funds brought forward	488,919	264,997	753,916	368,810	261,351	630,161
BALANCE CARRIED FORWARD 31 MARCH 2021	£707,593	£413,437	£1,121,030	£488,919	£264,997	£753,916

None of the Charity's activities were acquired or discontinued during the above two financial years.

TENDER EDUCATION & ARTS
BALANCE SHEET
AS AT 31 MARCH 2021

	Notes	2021		2020	
		£	£	£	£
FIXED ASSETS	7		8,786		8,322
CURRENT ASSETS					
Debtors	8	167,435		99,970	
Bank and Cash		<u>1,039,255</u>		<u>738,836</u>	
		1,206,690		838,806	
Creditors: Amounts falling due within one year	9	<u>(94,446)</u>		<u>(93,212)</u>	
NET CURRENT ASSETS			1,112,244		745,594
NET ASSETS			<u>£1,121,030</u>		<u>£753,916</u>
FUNDS					
Restricted	10		413,437		264,997
Unrestricted - General	12	517,353		395,094	
- Designated	12	<u>190,240</u>		<u>93,825</u>	
			707,593		488,919
TOTAL FUNDS			<u>£1,121,030</u>		<u>£753,916</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Trustees on 15 July 2021.



Kate Toumazi (Treasurer)

Company Registration Number: 04627846

TENDER EDUCATION & ARTS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2021

	2021	2020
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net income for reporting period	367,114	123,755
Depreciation charges	4,396	3,338
Bank interest	(80)	(458)
Decrease/(increase) in debtors	(67,465)	(61,845)
Increase/(decrease) in creditors	1,234	31,384
Net cash provided by/(used in) operating activities	305,199	96,174
CASH FLOWS FROM INVESTING ACTIVITIES:		
Bank interest	80	458
Purchase of furniture and equipment	(4,860)	(9,423)
Net cash provided by/(used in) investing activities	(4,780)	(8,965)
CHANGE IN CASH AND CASH EQUIVALENTS	300,419	87,209
CASH AND CASH EQUIVALENTS AT BEGINNING OF REPORTING PERIOD	738,836	651,627
CASH AND CASH EQUIVALENTS AT END OF REPORTING PERIOD	£1,039,255	£738,836

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note. The presentational currency of these financial statements is Pounds Sterling (£).

Going Concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. In forming this opinion, they have considered the impact of the COVID-19 pandemic on both its income and expenditure, assets and liabilities for at least a period of twelve months from the date of approval of these financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charitable company has entitlement to the funds, any performance conditions attached to the items of income have been met, it is probable that the income will be received and the amount can be measured reliably.

In particular, revenue grants are credited to income at the earlier date of when they are received or when they are receivable, unless they relate to a specified future period, in which case they are deferred. Capital grants for the purchase of fixed assets are credited to restricted income at the earlier of when they are received or become receivable. Depreciation on the related fixed assets is charged against the restricted fund.

Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Expenditure on raising funds – comprise the direct and indirect costs of generating income.
- Expenditure on charitable activities – comprise the direct and indirect costs of the activities undertaken to further the purposes of the charitable company.

Support costs are those functions that assist the work of the charitable company but do not directly undertake fundraising or charitable activities. Support costs include general overheads and governance costs (those costs incurred in the governance of the charitable company and its assets and are primarily associated with constitutional and statutory requirements) and are allocated on the basis of staff time devoted to each activity.

Value Added Tax

The charitable company is not registered for VAT and accordingly, where applicable, all expenditure incurred is inclusive of VAT.

Fixed Assets

Individual fixed assets are capitalised at cost and depreciated on a straight line basis over their useful economic lives. Office equipment and computer equipment has been depreciated over three years.

Short-term Debtors and Creditors

Debtors are recognised when the charitable company is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

Creditors are recognised when the charitable company has a present legal or constructive obligation resulting from a past event to make payment to a third party, it is probable that settlement will be required and the amount due to settle the obligation can be measured or estimated reliably.

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1. **ACCOUNTING POLICIES (continued)**

Cash and Cash Equivalents

Cash and Cash Equivalents in the Balance Sheet comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less. For the purpose of the Cash Flow Statement, cash and cash equivalents are as defined above net of outstanding bank overdrafts if they exist.

Financial Instruments

The charitable company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments, including its debtors and creditors. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Funds

Restricted Funds represent donations or grants whose purposes have been restricted by the donor. Unrestricted funds represent income which can be used for charitable purposes at the discretion of the trustees.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have a significant effect on amounts recognised in the financial statements.

Company status

Tender Education & Arts is a charitable company limited by guarantee, registered in England (company registration number 04627846; charity registration number 1100214). Its registered office and operational address is The Resource Centre, 356 Holloway Road, London, N7 6PA.

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted 2021	Restricted 2021	Total 2021	Total 2020
	£	£	£	£
London Councils	-	219,388	219,388	265,000
MOPAC	-	482,997	482,997	317,376
Other Income	47,159	-	47,159	18,478
Lloyds Banking Group	50,000	-	50,000	150,000
Esmée Fairbairn Foundation	25,000	-	25,000	50,000
The City Bridge Trust	-	30,825	30,825	10,665
Paul Hamlyn Foundation	-	50,000	50,000	30,000
The Sam & Bella Sebba Charitable Trust	-	30,000	30,000	30,000
Greater London Authority	-	35,523	35,523	15,553
The Reta Lila Howard Foundation	-	25,000	25,000	10,000
Comic Relief	-	98,332	98,332	19,883
Jack Petchy Foundation	-	8,218	8,218	11,200
European Commission	-	18,235	18,235	10,415
The Thompson Family Charitable Trust	50,000	-	50,000	50,000
The Coutts Charitable Trust	30,000	-	30,000	30,000
Tender Guardians	124,000	-	124,000	10,000
BBC Children in Need	-	31,754	31,754	-
HMRC - Job Retention Scheme	-	47,532	47,532	-
Garfield Weston Foundation	-	20,000	20,000	-
CAF	-	26,886	26,886	-
Souter Charitable Trust	-	3,000	3,000	-
Kent Community Foundation	-	4,925	4,925	-
CMF Charitable Trust	-	2,000	2,000	-
Lloyds Bank Foundation	-	-	-	14,782
Trust for London	-	-	-	20,000
John Ellerman Foundation	-	-	-	25,000
Department for Digital, Culture, Media & Sport	-	-	-	42,901
Giftling Leeds	-	-	-	7,500
Hays Travel Foundation	-	-	-	5,000
West Yorkshire Police	-	-	-	5,555
Go Play Foundation	-	-	-	75,000
Other Trusts & Foundations	-	-	-	20,500
	<u>£326,159</u>	<u>£1,134,615</u>	<u>£1,460,774</u>	<u>£1,244,808</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2021	Restricted 2021	Total 2021	Total 2020
	£	£	£	£
Contracts for Operational Programmes				
External Training Fees	56,400	-	56,400	18,050
North Somerset Council	4,999	-	4,999	-
Income From Schools	450	-	450	9,990
Other Income				
Training Workshops	-	-	-	390
Sales of Educational Resources	-	-	-	296
	<u>£61,849</u>	<u>£-</u>	<u>£61,849</u>	<u>£28,726</u>

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

4. **ANALYSIS OF CHARITABLE ACTIVITIES**

	Undertaken Direct	Support & Governance Costs	2021	2020
	£	£	£	£
Schools/Young People	442,360	56,550	498,910	638,671
Youth Centres/Young Leaders	267,060	12,791	279,851	162,145
National Partners/School Franchisees	74,749	18,258	93,007	280,311
External Training	187,362	43,051	230,413	25,964
	<u>£971,531</u>	<u>£130,650</u>	<u>£1,102,181</u>	<u>£1,107,091</u>

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

5. RESOURCES EXPENDED

	Youth Centres/Young Leaders	Schools/Young People	External Training	National Partnership/ Social Franchise	Raising Funds	Governance	Total 2021	Total 2020
	£	£	£	£	£	£	£	£
Direct								
Artists	61,445	44,590	22,865	4,325	440	-	133,665	203,099
Partners	-	138,444	-	-	-	-	138,444	186,753
Printed Resources	252	1,868	-	119	-	-	2,239	10,799
Online Resources	-	9,404	1,040	-	-	-	10,444	7,937
TECHSEN	154,500	-	-	-	-	-	154,500	-
Payroll Costs	47,252	204,176	124,350	69,996	-	44,249	490,023	470,871
Non-payroll Staff	2,393	14,572	39,107	-	43,450	-	99,522	62,270
Recruitment	-	-	-	-	-	-	-	9,000
External Evaluation	-	24,480	-	-	-	-	24,480	39,349
Training	805	2,899	-	67	-	285	4,056	4,475
Research and Outreach	-	-	-	-	286	-	286	914
Volunteers, Travel & accom.	116	178	-	242	-	17	553	35,763
Other	297	1,749	-	-	-	33	2,079	37,243
	267,060	442,360	187,362	74,749	44,176	44,584	1,060,291	1,068,473
Support								
Audit Fees	403	1,790	1,379	580	217	531	4,900	4,800
Depreciation	362	1,605	1,237	521	-	670	4,395	3,338
Postage, Stationery & Courier	15	66	51	21	-	27	180	519
Equipment Maintenance and IT Support	2,466	10,928	8,419	3,550	-	4,557	29,920	19,359
Rent, Rates & Service Charge	3,392	15,028	11,577	4,880	-	6,267	41,144	45,881
Telephone & internet	5	22	17	7	-	9	60	240
Office Costs	87	387	299	126	-	161	1,060	1,016
Bank Interest and Fees	36	159	123	52	38	1,437	1,845	331
Other Costs	71	316	243	103	12	120	865	1,312
Accountancy Fees	82	352	271	114	41	104	964	697
Quality & Compliance	821	3,640	2,804	1,182	-	1,518	9,965	4,271
	7,740	34,293	26,420	11,136	308	15,401	95,298	81,764
	5,051	22,257	16,631	7,122	8,924	(59,985)	-	-
Governance								
Total Expenses	£279,851	£498,910	£230,413	£93,007	£53,408	£-	£1,155,589	-

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

6. STAFF COSTS, TRUSTEES' REMUNERATION AND KEY MANAGEMENT PERSONNEL

	2021	2020
	£	£
Salaries and Wages	441,229	426,636
Social Security Costs	39,008	35,344
Pension Costs	9,786	8,891
Total Payroll Costs	<u>£490,023</u>	<u>£470,871</u>

The average number of staff employed by the charity was 16 (2020: 14).

No employee earned in excess of £60,000 per annum. No trustee received any remuneration during the period. No expenses were paid to the trustees during the period.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education & Arts are the directors (who are also the trustees) and the Chief Executive Officer. Aggregate compensation paid to key management personnel in the year amounted to £60,000 (2020: £60,000).

7. FIXED ASSETS

	2021	2020
	Furniture and Equipment	Furniture and Equipment
	£	£
Cost at 1 April	46,177	36,754
Additions	4,860	9,423
Cost at 31 March	<u>51,037</u>	<u>46,177</u>
Depreciation at 1 April	37,855	34,517
Charge for the year	4,396	3,338
Depreciation at 31 March	<u>42,251</u>	<u>37,855</u>
Net Book Value at 31 March	<u>£8,786</u>	<u>£8,322</u>

8. DEBTORS

	2021	2020
	£	£
Other Debtors	154,228	87,197
Rent/Service Charge Deposit	3,168	3,168
Prepayments	10,039	9,605
	<u>£167,435</u>	<u>£99,970</u>

9. CREDITORS

	2021	2020
	£	£
HM Revenue and Customs	8,441	11,333
Deferred income	-	500
Other Creditors and Accruals	86,005	81,379
	<u>£94,446</u>	<u>£93,212</u>

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

10. RESTRICTED FUNDS 2021

	At 1 April 2020 £	Income £	Employee and Contracted Staff Costs £	Other Costs £	At 31 March 2021 £
Schools/Young People					
CMF Charitable Trust	-	2,000	-	-	2,000
London Councils	-	219,388	207,007	12,381	-
European Commission	384	18,235	12,552	-	6,067
Souter Charitable Trust	-	3,000	-	-	3,000
Jack Petchey Foundation	579	8,218	8,000	797	-
Youth Centres/Young Leaders					
BBC Children in Need	-	31,754	14,397	324	17,033
The City Bridge Trust	-	30,825	7,394	3,603	19,828
The Sam & Bella Sebba Charitable Trust	15,000	30,000	12,758	-	32,242
Lloyds Bank Foundation	6,812	-	6,479	333	-
Greater London Authority	11,982	35,523	22,431	1,828	23,246
Garfield Weston Foundation	-	20,000	9,996	-	10,004
Trust for London	7,800	-	-	457	7,343
National Partnership/Social Franchise					
Go Play Foundation	75,000	-	53,730	313	20,957
Giftng Leeds	2,500	-	2,420	80	-
John Ellerman Foundation	7,016	-	7,016	-	-
Kent Community Foundation	-	4,925	-	-	4,925
West Yorkshire Police	5,555	-	-	1,136	4,419
Other					
MOPAC	68,281	482,997	247,226	127,967	176,085
HMRC - Job Retention Scheme	-	47,532	47,532	-	-
CAF	-	26,886	116	26,770	-
Paul Hamlyn Foundation	18,801	50,000	18,953	-	49,848
Esmée Fairbairn Foundation	46,153	-	46,153	-	-
Comic Relief	(6,727)	98,332	31,892	36,849	22,864
The Reta Lila Howard Foundation	5,861	25,000	6,555	10,730	13,576
	£264,997	£1,134,615	£762,607	£223,568	£413,437

The **schools/young people project** uses drama and the arts to enable young people aged 9 -18 to develop healthy relationships. The project has three aims: to educate young people about the violence and abuse perpetrated in relationships; to challenge and change young people's attitudes that condone and conceal domestic and sexual violence; and to enable young people to feel supported and to use support services if they, or someone they know, experiences abuse.

The **youth centres/young leaders** Youth Ambassador Programme works with groups of young people outside the school timetable and in specialist youth settings e.g for young people experiencing homelessness, care-experienced young people and young refugees/asylum seekers. Young people participate in workshops that enable them to create and develop campaigns and resources to share with their wider peer networks.

The **National Programme Network** delivers the Tender Healthy Relationship Programme to regions of the UK. 4 regions are managed using a Hub model, with a Tender Coordinator overseeing all activity. Two partner organisations deliver the Tender programme on behalf of Tender in Hull and Greater Manchester.

MOPAC continued to support the Whole School Approach and the Whole-community Approach to Healthy Relationships programmes. Funding from MOPAC supported the development of adult training; supervision and upskilling for staff involved; and the delivery of courses to groups of carers and care sector professionals.

HMRC - Job Retention Scheme – subsidised the salaries of furloughed employees.

CAF - supported the TECHSEN game and contributed to improving our online delivery capacity across all areas through equipment and training.

Paul Hamlyn Foundation grant funds the salary of the Programme Manager.

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

Esmée Fairbairn Foundation funded the salary of the CEO.

Comic Relief continues to support the development of the TECHSEN game (an interactive video game for neurodiverse and SEND young people) and the sports programme.

The Reta Lila Howard Foundation - funded the Special Education Needs (SEND) project and the production of TECHSEN game.

RESTRICTED FUNDS 2020

	At 1 April 2020	Income	Employee and Contracted Staff Costs	Other Costs	At 31 March 2021
	£	£	£	£	£
Schools/Young People					
MOPAC	25,342	317,376	191,085	83,352	68,281
Department for Digital, Culture, Media & Sport	-	42,901	37,644	5,257	-
European Commission	-	10,415	8,415	1,616	384
Jack Petchey Foundation	-	12,134	11,201	354	579
The Taylor Family Foundation	11,500	-	9,581	1,919	-
The Reta Lila Howard Foundation	6,543	10,000	8,554	2,128	5,861
Youth Centres/Young Leaders					
BBC Children in Need	265	-	-	265	-
The City Bridge Trust	-	10,665	7,059	3,606	-
The Sam & Bella Sebba Charitable Trust	15,000	30,000	30,000	-	15,000
Comic Relief	-	19,883	100	26,510	(6,727)
Lloyds Bank Foundation	-	14,782	6,652	1,318	6,812
Greater London Authority	20,000	15,553	18,959	4,612	11,982
Trust for London	8,547	20,000	17,911	2,836	7,800
National Partnership/Social Franchise					
Go Play Foundation	69,735	75,000	63,306	6,429	75,000
Stavros Niarchos Foundation	23,635	-	23,635	-	-
Gifted Leeds	-	7,500	5,000	-	2,500
John Ellerman Foundation	7,016	25,000	25,000	-	7,016
West Yorkshire Police	-	5,555	-	-	5,555
Hays Travel Foundation	-	5,000	5,000	-	-
Garfield Weston Foundation	10,000	-	9,954	46	-
Esmée Fairbairn Foundation (NP)	46,153	50,000	50,000	-	46,153
Other					
London Councils	-	265,000	249,965	15,035	-
Fidelity UK Foundation	500	-	-	500	-
Paul Hamlyn Foundation	17,115	30,000	28,314	-	18,801
	£261,351	£966,764	£807,335	£155,783	£264,997

The **schools/young people project** uses drama to enable young people aged 13 -18 to develop healthy relationships. The project has three aims: to educate young people about the violence and abuse perpetrated in relationships; to challenge and change young people's attitudes that condone and conceal domestic and sexual violence; and to enable young people to feel supported and to use support services if they, or someone they know, experiences abuse.

The **youth centres/young leaders** Youth Ambassador Programme works with groups of young people outside the school timetable. Young people participate in workshops that enable them to create and develop campaigns and resources to share with their wider peer networks.

The **National Partnership Network** delivers the Tender Healthy Relationship Programme to regions of the UK. Up to March 31st, 2020, regions of the UK that had active delivery were Kent, Avon, Norfolk, Devon, West Yorkshire, Essex, Hertfordshire and Hull. The Programme connects to the London based delivery through a shared evaluation programme in order to ensure quality and capacity to compare data and impact.

London Councils grant funds a consortium of partner organisations (Ascent), led by Tender who deliver a Violence Against Women & Girls (VAWG) programme in schools and other youth settings.

The **Fidelity UK Foundation** fund is towards the development of Tender's IT, CRM system and website.

Paul Hamlyn Foundation grant funds the salary of the Programme Manager.

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

11. LONDON COUNCILS EXPENDITURE 2021

	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Staff Costs	-	192,275	192,275	-
Beneficiary Costs	-	2,551	2,551	-
Overheads	-	23,327	23,327	-
Other Direct Project Costs	-	1,235	1,235	-
	£-	219,388	£219,388	£-

	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Tender	-	80,944	80,944	-
Nia	-	10,433	10,433	-
Women and Girls Network	-	33,580	33,580	-
Ashiana Network	-	10,091	10,091	-
LAWRS	-	26,120	26,120	-
IMECE	-	20,040	20,040	-
IKWRO	-	33,580	33,580	-
FORWARD	-	4,600	4,600	-
Solace	-	-	-	-
Total	£-	£219,388	£219,388	£-

LONDON COUNCILS EXPENDITURE 2020

	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Staff Costs	-	226,108	224,208	1,900
Beneficiary Costs	-	13,799	9,961	3,838
Overheads	-	21,037	25,882	(4,845)
Other Direct Project Costs	-	4,056	4,949	(893)
	£-	£265,000	£265,000	£-

	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Tender	-	90,747	91,697	(950)
Nia	-	20,242	20,242	-
Women and Girls Network	-	33,580	33,580	-
Ashiana Network	-	10,091	10,091	-
LAWRS	-	33,580	33,580	-
IMECE	-	20,242	19,292	950
IKWRO	-	33,580	33,580	-
FORWARD	-	4,600	4,600	-
Solace	-	18,338	18,338	-
Total	£-	£265,000	£265,000	£-

Section 37 Statement

London Councils have awarded grants of £1,060,000 over four years, £219,388 of which relates to this accounting period. The grant is restricted to the purpose of funding the London Councils pan-London VAWG Consortium Prevention Project funded under Priority 2.1 Sexual and Domestic Violence Prevention.

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

12. UNRESTRICTED FUND 2021

	At 1 April 2020	Income	Employee and Contracted Staff Costs	Expenses	At 31 March 2021
	£	£	£	£	£
Designated					
Youth Ambassadors Programme	-	27,450	1,534	2,000	23,916
The Thompson Family Charitable Trust	50,000	50,000	-	50,000	50,000
TECHSEN		27,500	1,250	8,370	17,880
Tender National Partnership Development Fund	43,825	79,998	15,384	9,995	98,445
	93,825	184,948	18,168	70,365	190,240
General Reserve	395,094	203,140	80,881	-	517,353
	£488,919	£388,088	£99,049	£70,365	£707,593

Designated funds are earmarked for the following purposes:

Youth Ambassadors Programme

Provision to deliver Youth Board activities in 2021/22, the OCN training and work with university students.

The Thompson Family Charitable Trust

RE:SET (Relationship Education: Schools' Equality Toolkit). Combining e-learning for staff, lesson plans for students, creative resources and best practice guidance, RE:SET provides an accessible, holistic approach to preventing domestic abuse in the lives of young people and embedding healthy, equal relationships into a school's ethos and community.

Tender National Partnership Development Fund

The Tender National Partnership Development Programme/Fund will continue funding the delivery of Tender's Healthy Relationship Programme across the UK.

UNRESTRICTED FUND 2020

	At 1 April 2020	Income	Employee and Contracted Staff Costs	Expenses	At 31 March 2021
	£	£	£	£	£
Designated					
London Borough of Hackney	5,434	-	3,678	1,756	-
The Thompson Family Charitable Trust	-	50,000	-	-	50,000
Tender National Partnership Development Fund	61,453	50,993	51,020	17,601	43,825
	66,887	100,993	54,698	19,357	93,825
General Reserve	301,923	206,235	70,106	42,958	395,094
	£368,810	£307,228	£124,804	£62,315	£488,919

Designated funds are earmarked for the following purposes:

London Borough of Hackney

Provision to deliver healthy relationship projects in out of school settings within the Healthier City and Hackney Fund 2018-19.

London Borough of Brent

Delivery of Tender healthy relationship programme in 14 schools in London Borough of Brent.

Tender National Partnership Development Fund

The Tender National Partnership Development Programme/Fund will continue funding the delivery of Tender's Healthy Relationship Programme across the UK including work with Universities.

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

13. TAXATION

Tender is a registered charity and is potentially exempt from taxation in respect of income and capital gains received within the categories covered by Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that such income or gains are applied to exclusively charitable purposes.

14. INCOME/EXPENDITURE

Net income for the period is stated after charging:

	Total 2021	Total 2020
	£	£
Auditors' Remuneration	4,900	4,800
Depreciation	4,396	3,338
	<u>4,900</u>	<u>4,800</u>
	<u>4,396</u>	<u>3,338</u>

15. ANALYSIS OF NET ASSETS BETWEEN THE FUNDS 2021

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	8,786	698,807	707,593
Restricted Funds	-	413,437	413,437
	<u>£8,786</u>	<u>£1,112,244</u>	<u>£1,121,030</u>

ANALYSIS OF NET ASSETS BETWEEN THE FUNDS 2020

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	8,322	480,597	488,919
Restricted Funds	-	264,997	264,997
	<u>£8,322</u>	<u>£745,594</u>	<u>£753,916</u>

16. RELATED PARTY TRANSACTIONS

No related party transactions arose in the current financial year.

17. OPERATING LEASE COMMITMENTS

The charitable company operates from its premises on Holloway Road. The current rental agreement is from 31st July 2018 to 31st July 2023 and has a 3 months cancellation period. Under this agreement the charity's rental obligation at year end was £10,374 inclusive of VAT.

In addition, as at 31st March 2021 the charitable company was committed to minimum rental payable under non-cancellable operating leases in respect of equipment (inclusive of VAT), as follows:

	2021	2020
	£	£
Payable within one year	3,944	11,974
Payable in two to five years	-	-
	<u>£3,944</u>	<u>£11,974</u>

TENDER EDUCATION & ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

18. IMPACT OF COVID-19

The Trustees anticipate that the COVID-19 pandemic will have a long-term impact on the Charity's incoming resources and resources expended in the coming years. The Charity is essentially a cash-based business and carries out stress testing annually as a matter of course. This stress test anticipates events and what the financial impact might be on the Charity and how the charity can react to that impact. Based on this testing and their review of subsequent events in connection with the COVID-19 pandemic, the Trustees are confident that it has sufficient reserves and enough flexibility to ensure that it can continue to exist for the foreseeable future. When considering the foreseeable future the Trustees are looking forward a period of at least twelve months from the date of approval of these financial statements.