



TENDER EDUCATION AND ARTS TRUSTEE REPORT AND ACCOUNTS

Year ending 31 March 2021
Company Number 04627846
Charity Number 1100214

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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* *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. | 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 (Data collected from participant post-project questionnaires) | | |

“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](#)

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, Esme 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.

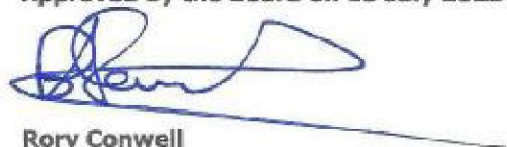
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 Billinghamurst 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: | | | | | | | |
| Donations and legacies | 2 | 326,159 | 1,134,615 | 1,460,774 | 278,044 | 966,764 | 1,244,808 |
| Charitable activities | 3 | 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: | | | | | | | |
| Raising funds | 5 | 53,408 | - | 53,408 | 43,146 | - | 43,146 |
| Charitable activities | 4 | 116,006 | 986,175 | 1,102,181 | 143,973 | 963,118 | 1,107,091 |
| Total expenditure | 5 | 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 | <u>305,199</u> | <u>96,174</u> |
| 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 | <u>(4,780)</u> | <u>(8,965)</u> |
| 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 | <u>£1,039,255</u> | <u>£738,836</u> |

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 |
| Gifting 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 |
| Governance | 5,051 | 22,257 | 16,631 | 7,122 | 8,924 | (59,985) | - | - |
| 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 |
| 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 |

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 | - | - |
| Gifting 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 | <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 | <u>-</u> | <u>413,437</u> | <u>413,437</u> |
| | <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 | <u>-</u> | <u>264,997</u> | <u>264,997</u> |
| | <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>-</u> | <u>-</u> |
| | <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.