

Tender Education and Arts

Trustee Report and Accounts

Year Ending: 31 March 2024

Company Number: 04627846

Charity Number: 1100214



INTRODUCTION

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

Structure, Governance and Management

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

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

Policies and procedures for induction and training of Trustees

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

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

The Charity Commission outlines four clear expectations for Trustees:

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

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

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

Key Management Personnel

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

OBJECTIVES

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

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

Public Benefit

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

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



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

Tender Strategy 2023-26

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

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

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

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

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

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

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

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

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

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

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

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

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

ACHIEVEMENTS AND PERFORMANCE

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

In 2023-24 we are proud to have reached:

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

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

5,584 adult beneficiaries, directly through adult training sessions

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

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

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

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

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

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

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



London & South-East

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

School Projects

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

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

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

Specialist Provision

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

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

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

North

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

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

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

West Yorkshire Violence Reduction Unit

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

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

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

East

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

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

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

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

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

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

West

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

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

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

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

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

RE:SET

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

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

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

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

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

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

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

- Assistant Principle, RE:SET school

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



Adult Training

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

Toolkit Programme

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

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

Royal Borough of Kensington & Chelsea

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

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

VRU INS

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

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

Post-18 Programmes

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

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

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

Manchester Metropolitan University

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

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

Corporate Partnerships and Workplace Training

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

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

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



Youth Board

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

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

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

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

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

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

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

Safeguarding

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

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

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

Diversity, Equity and Inclusion

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

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

Access to Services and Intersectionality

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

Key successes:

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

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

Accountability, Board and Leadership

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

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

Key successes:

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

Key challenges:

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

Culture and Working Practices

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

Key successes:

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

Key challenges:

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

Representation, Recruitment and Retention

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

Key successes:

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

Key challenges:

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

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



OTHER SUPPORTING ACTIVITIES

Tender's 20th Anniversary

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

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

Tender's Rebrand

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

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

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

Launch of Tender's Ambassadors Initiative

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

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

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

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



Tender Annual Awards

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

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

Award winners:

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

Communications and Social Media

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

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

- **2k followers** on LinkedIn

Tender in the Media

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

Sky News

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

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

BBC Breakfast

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

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

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

Interviews with Tender's patron Olivia Colman

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

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



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

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

Other key media features:

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

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

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

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

Increasing Tender's sustainable future

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

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

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

Policy & Influencing

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

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

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

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

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

Jess Phillips

Plans for 2024/25 and beyond

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

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

Key deliverables:

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

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

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

ACKNOWLEDGEMENTS

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

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

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

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

RISK STATEMENT

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

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

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

Key risks were:

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

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

FINANCIAL REVIEW

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

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

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

Reserves Policy

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

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

Fundraising Policy

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

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

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

Reference and administrative details

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

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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


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

In so far as the trustees are aware:

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

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

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


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

Matthew Layton
Chair of Trustees

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

Opinion

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

In our opinion, the financial statements:

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

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

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

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

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

Use of our report

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



Richard Billinghamurst (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

Date: 18/07/24

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

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

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

TENDER EDUCATION AND ARTS
BALANCE SHEET
AS AT 31 MARCH 2024

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

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

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

Andrew Minter
Andrew Minter Ltd t/a T&A 2024-12-26 (2 of 2)
Andrew Minter (Treasurer)

Company Registration Number: 04627846

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

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

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

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Going Concern

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

Income

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

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

Expenditure

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

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

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

Value Added Tax

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

Fixed Assets

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

Short-term Debtors and Creditors

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

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

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

1. ACCOUNTING POLICIES (continued)

Cash and Cash Equivalents

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

Financial Instruments

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

Funds

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

Hire purchase and leasing commitments

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

Judgements and key sources of estimation uncertainty

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

Company status

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

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

2. INCOME FROM DONATIONS AND LEGACIES

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

3. INCOME FROM CHARITABLE ACTIVITIES

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

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

4. ANALYSIS OF CHARITABLE ACTIVITIES

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

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

5. RESOURCES EXPENDED

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

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

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

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

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

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

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

7. FIXED ASSETS

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

8. DEBTORS

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

9. CREDITORS

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

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

10. RESTRICTED FUNDS 2024

A. At 31st March 2024

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

The CHILDREN & YOUNG PEOPLE programme

Healthy Relationships Programme

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

RE:SET

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

Specialist Provision

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

Other

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

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

ADULTS (POST 16) & OTHER FUNDS

Adults with Safeguarding Responsibilities

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

Workplace Training

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

OTHER

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

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

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

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

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

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

London Youth - YISF - supported Youth Board activities.

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

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

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

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

The Leathersellers' Foundation, The Garfield Weston Foundation, The Coutts Foundation, and the Esmée

Fairbairn Foundation - contribute to core costs including salaries.

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

10. RESTRICTED FUNDS 2023

B. At 31st March 2023

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

The CHILDREN & YOUNG PEOPLE programme

London Schools programme

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

RE:SET

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

Specialist Provision

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

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

National Programme

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

Post-18 Youth Settings and Youth Board

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

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

Other

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

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

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

ADULTS with SAFEGUARDING RESPONSIBILITIES & WORKPLACE TRAINING

Adults with Safeguarding Responsibilities

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

Workplace Training

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

OTHER

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

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

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

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

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

The Sam & Bella Sebba Charitable Trust, The Leathersellers' Foundation, The Garfield Weston Foundation,

The Coutts Foundation, Paul Hamlyn Foundation and Esmée Fairbairn Foundation - contribute to core costs including salaries.

11. UNRESTRICTED FUNDS

A. At 31st March 2024

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

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

Designated funds are earmarked for the following purposes:

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

B. At 31st March 2023

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

Designated funds are earmarked for the following purposes:

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

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

12. TAXATION

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

13. INCOME/EXPENDITURE

Net income for the period is stated after charging:

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

14. ANALYSIS OF NET ASSETS BETWEEN THE FUNDS

A. At 31st March 2024

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

B. At 31st March 2023

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

15. RELATED PARTY TRANSACTIONS

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

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

16. OPERATING LEASE COMMITMENTS

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

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

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

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

17. ECONOMIC IMPACT

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












Tender accounts and trustee report 23-24

Final Audit Report

2024-07-25

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