

EVERYONE'S INVITED

England & Wales · Charity number 1196264

Details

Status Registered

Legal form CIO

Registered 2021-10-25

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

Contact

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London
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Phone 07926937299

Email welcome@everyonesinvited.uk

Website <https://www.everyonesinvited.uk/>

Activities

Objects: THE OBJECTS OF EVERYONE'S INVITED ARE, FOR THE PUBLIC BENEFIT, TO PROMOTE EQUALITY AND DIVERSITY BY THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF GENDER, BY (BUT NOT LIMITED TO):A. RAISING AWARENESS OF ALL ASPECTS OF DISCRIMINATION IN SOCIETY BY PUBLICATIONS, LECTURES, USE OF THE MEDIA, PUBLIC ADVOCACY AND OTHER MEANS OF COMMUNICATION;B. CONDUCTING OR COMMISSIONING RESEARCH ON EQUALITY AND DIVERSITY AND PUBLICISING THE RESULTS OF THE SAME TO THE PUBLIC;C. ADVANCING EDUCATION IN EQUALITY AND DIVERSITY WHETHER BY TEACHING OR PRODUCING MATERIALS; ANDD. PROVIDING OR FACILITATING THE PROVISION OF ASSISTANCE TO INDIVIDUALS OR ORGANISATIONS, INCLUDING (BUT NOT LIMITED TO) THROUGH GRANT-MAKING, TRAINING, COUNSELLING, ADVICE OR GUIDANCE IN RELATION TO CHALLENGING OR ELIMINATING GENDER DISCRIMINATION, PROMOTING EQUALITY AND DIVERSITY AND SUPPORTING PEOPLE WHO HAVE EXPERIENCED SEXUAL VIOLENCE AND/OR HARASSMENT

Activities: The problem that Everyone's Invited seeks to address is rape culture. Rape culture includes misogyny, rape jokes, sexualharassment (groping, non-consensual touching), image-based abuse (upskirting, non-consensual sharing of intimate photos, cyber flashing), and sexual coercion. We provide an anonymous sharing platform for survivors as well as engage in delivering education in schools.

Classification

- **How:** Makes Grants To Organisations, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£497,403	£420,086	-	-
2024-06-30	£242,163	£250,089	-	-
2023-06-30	£297,135	£134,118	-	-
2022-06-30	£11,450	£7,222	-	-

Trustees

Name	Role	Appointed
Kevin Sara	Chair	2021-11-25
Atalia Silas		2023-01-01
Bella Deborah Mary Bird		2023-06-16
Christine Kane		2023-06-16
Katie Gunn Beeching		2025-07-09
Michael Coombs		2024-05-08
Sigal Shalev		2021-11-25
Susan le Jeune d'Allegeershecque CMG		2022-05-11

EVERYONE'S INVITED

England & Wales - Charity number 1196264

Accounts



na
noever
story.



SHARE YOUR STORY

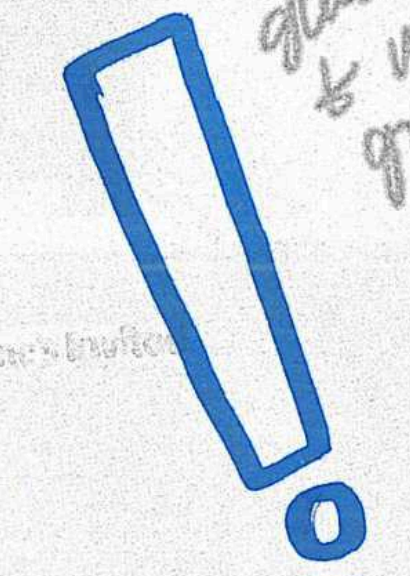
to
write

DIDNT DO
ANYTHING
ABOUT IT

YOU ARE
ALONE

Everyone's
invited

I am 47... it is only bc
of Everyone's invited and
the survivors who have
testimonies on this page
I am here. Thank you
glad I did put you
& won't be turning
grave.



YOU HURT ME
I SURVIVED,
I GREW,
FLOURISHED

TELL YOUR

I NEEDED TO GET
THIS OFF MY

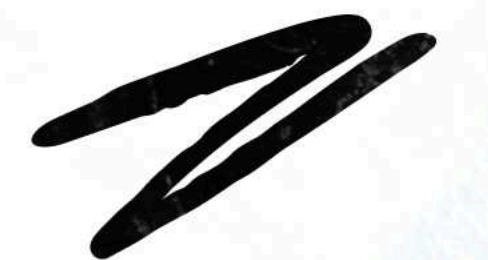
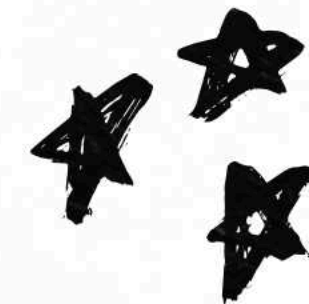
WHATEVER THE
SHAME

OPENED UP TO MY MUM +
HER EXACTLY WHAT HAPPENED.
ALSO OPENED UP TO FRIENDS WHO



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Letter from our CEO

SOMA
SARA



Dear Supporter,

Every year, I take this opportunity to thank the survivors in our community for sharing their stories with us. Although this might seem repetitive, it is wholly intentional. You are incredibly brave, and we are privileged to uplift your voice. The safe space forms the foundation of Everyone's Invited's mission. Honouring these experiences guides and embodies all that we do. The testimonies inspire what we teach in schools, the changes we fight for in policy, and underpin the messages we share with the world.

This year, Everyone's Invited turns five years old. We are proud of what Everyone's Invited has accomplished - a remarkable level of impact achieved with limited resources in a short period of time. This is a testament to the passion and commitment of our community, team members, supporters, volunteers, trustees, funders, and schools - every person who has relentlessly championed us. This is something that continually humbles us in this work - the generosity and kindness of those who support us to serve the communities we serve - survivors, young people, *everyone*.

We have continued to grow as an organisation. We have built capacity in all areas of the charity and developed a passionate, talented team to drive our projects forward. Our impact continues to ripple across society and reach further than ever.

The importance of our work cannot be underestimated, especially at this moment in time. Now, more than ever, this work remains critical in the context of extremism, violence and fascism that has spread rapidly across the globe. We will stand strong in our values - we must believe in the potential for change, for the eradication of rape culture.

Every person deserves to thrive and flourish in a world free from sexual violence. The work we do is in service of this vision, a vision that we will realise because rape culture is not inevitable. It is our collective responsibility. All of us in society - every parent, teacher, police officer, journalist, politician, judge, juror, young person has a role to play in taking a stand.

With love and solidarity,

Soma & the EI Team

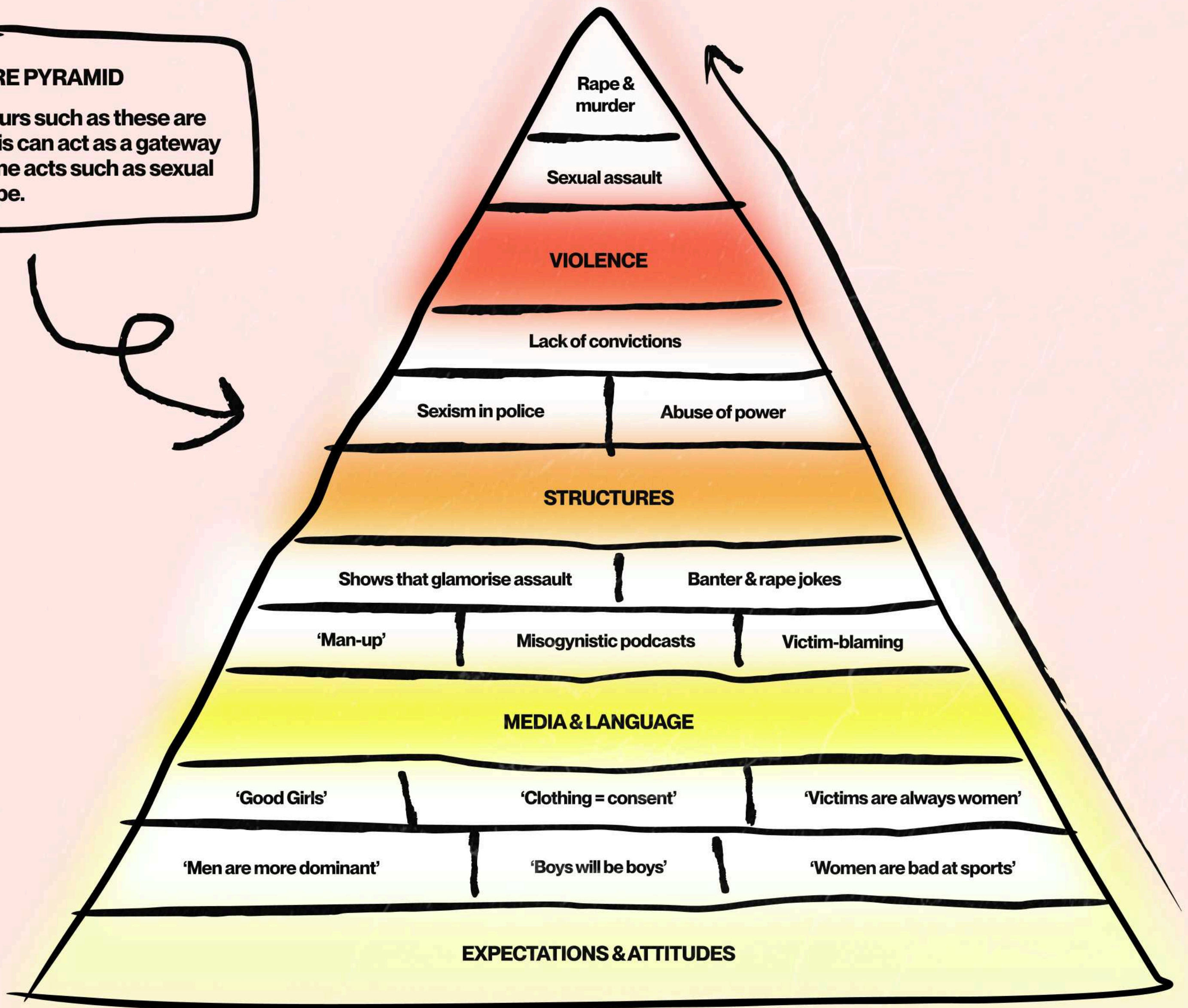


Defining the ISSUE

Rape culture is when attitudes, behaviours and beliefs in society have the effect of normalising and trivialising sexual violence.

This culture includes misogyny, rape jokes, sexual harassment, online sexual abuse (upskirting, non-consensual sharing of intimate photos, cyber-flashing), and sexual coercion.

RAPE CULTURE PYRAMID
When behaviours such as these are normalised, this can act as a gateway to more extreme acts such as sexual assault and rape.



JUNE 20, 2025

...man's side over mine and my sister. I hate him. I want him to die. My friend has a daughter herself now. I hope that if her child is a victim of abuse, she won't be as guilty for what she did to me.

KINGDOM

going home... quicker and this boy comes up to me by accident. it was a whole grab and...

JUNE 16, 2025

“when I was in 8th grade, it was me and my friend in the corner... started looking around as if she was seeing if anyone was... kind of in the corner so no one really paid attention to us... normally when she suddenly crouched in front of me and put... pushing herself between them in the process she put her... started rubbing them, then proceeded to put her hands on... my inner thighs and hips. I froze because I was scared but... pushed her away she got angry and told me "it was just a joke and... overreacting". I cried going home.

JUNE 18, 2025

“When I was [date omitted to preserve anonymity], I experienced socca (child-on-child sexual abuse) at the hands of two year 10s, a boy and a girl. I'd been

18th August

Everyone's Invited

Defining the Issue

write

EVERYTHING ABOUT IT I FELT AS IF I WAS FAILED

18th August

Everyone's Invited

2025

YOU HURT ME, SURVIVED, I GREW, FLOURISHED.

Tell your story

Defining the ISSUE

✦ **Sexual abuse occurs in every school in the UK.**

(Ofsted 2021)

✦ **Our 52,532 testimonies of sexual violence** form one of the largest data sets of its kind in the UK.

✦ **52% of child sexual abuse cases involve children (aged 10–17) abusing other children** - up from one-third of cases in previous years.

(National Police Chiefs' Council 2022)

✦ **1 in 4 women have been raped or sexually assaulted since the age of 16.**

(Rape Crisis 2024)

✦ **209,556 sexual offences** were recorded in the UK this year by police.

(Office for National Statistics 2025)

✦ **Only 16% of rapes are reported to police.**

(Office for National Statistics 2021)

RAPE CULTURE IS EVERYWHERE

We are facing the challenge of the rise of online misogyny and the presence of rape culture in digital spaces:

- **73%** of Gen Z social media users have witnessed misogynistic content online with half encountering it on a **weekly basis** (Amnesty International 2025)
- **10%** of children are exposed to pornography as early as **9 years old**, with the majority first encountering it around the age of 13 (Children's Commissioner for England 2023)
- Sextortion cases in the US rose from **10,731 (2022) to 26,718 (2023)**. The tragic case of 16-year-old Murray Dowey highlights the urgent need for awareness and safeguarding around online harms.

Rape culture exists on a global scale:

- **650 million girls and women (1 in 5)** have experienced sexual violence as children, and over **300 million** children are subjected to online sexual abuse (UNICEF, 2024; Childlight, 2024).



Everyone's Invited is focused on preventing harmful behaviours and attitudes that act as gateways to sexual violence, before they escalate to sexual assault or rape. Our work is grounded in addressing young people's lived realities within the modern sexual landscape, which is increasingly shaped by online pornography and digital culture.

— and sexual violence is a daily reality for many.

JUNE 20, 2025

...ence. My physics teacher kept looking up my skirt for
...ting "ladylike". It got to the point, I wore shorts
...e didn't look up. One day she touched around my butt
...continued for 4 years nearly until I dropped her class
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Mission

going home...
quicker and this boy comes up to
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JUNE 18, 2025

“ when I was in 8th grade, it was me and my friend in the cafeteria and
started looking around as if she was seeing if anyone was looking.
kind of in the corner so no one really paid attention to us. we were talking
normally when she suddenly crouched in front of me and pulled my legs apart,
pushing herself between them, then proceeded to put her hands on my thighs,
started rubbing them. I froze because I was scared but eventually physically
my inner thighs and hips. I froze because I was scared but eventually physically
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child sexual abuse) at the hands of two year 10s, a boy and a girl. I'd been

18th August

Everyone's Invited

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Everyone's Invited

2025

YOU HURT ME,
I SURVIVED,
I GREW,
I FLOURISHED.

Tell
your
story

your

story

write

EVERYTHING
ABOUT IT I
FELT AS IF I
WAS FAILED

MISSION

To **expose** and **eradicate** rape culture with **empathy, compassion,** and **understanding.**

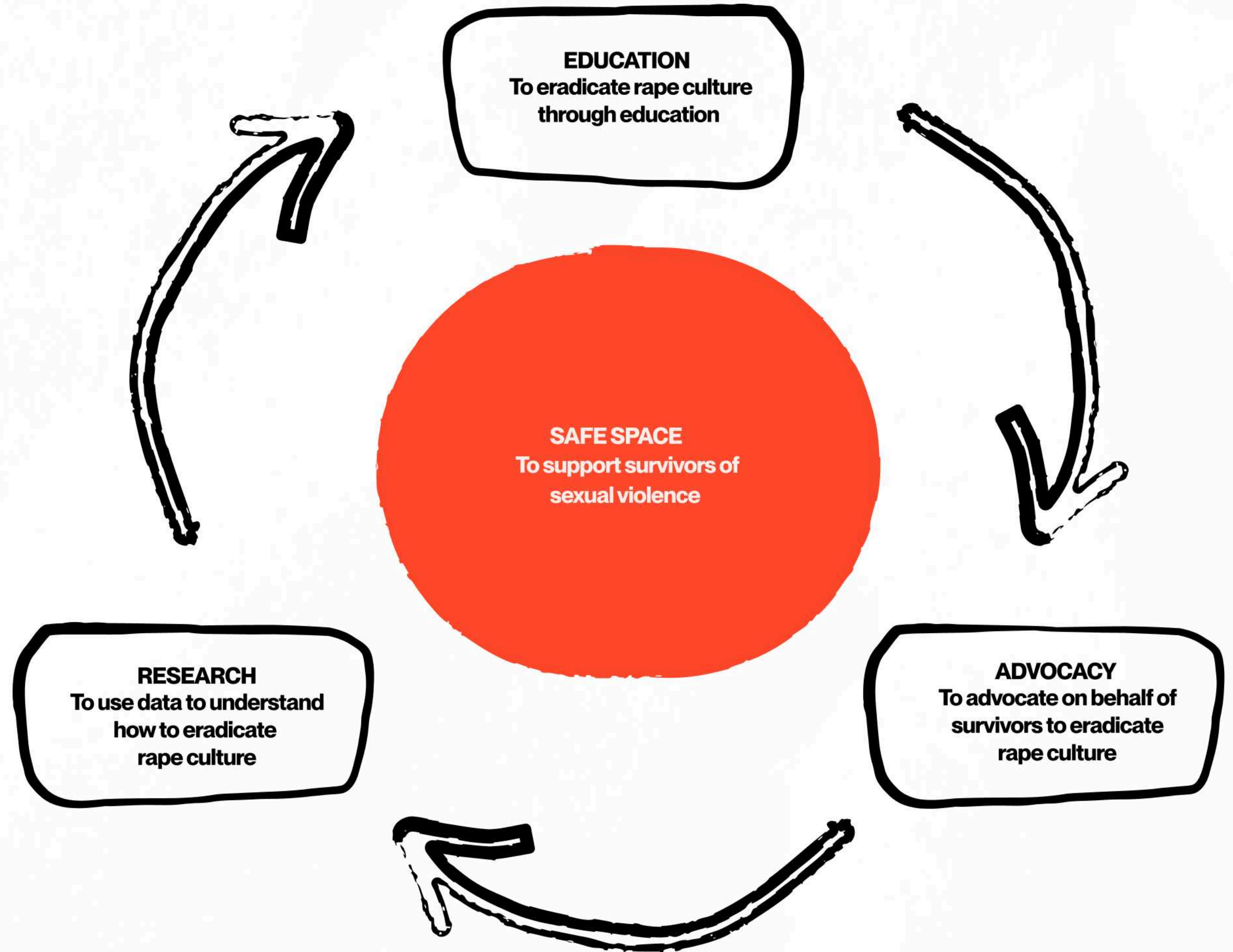


We are working to eradicate rape culture through survivor- and youth-led sexual violence prevention education, grounded in empathy and understanding. Our programmes equip communities with the skills and tools to recognise and challenge rape culture.

Using these testimonies as evidence, we advocate on behalf of survivors to eradicate rape culture. Our campaigns have sparked national conversations and triggered groundbreaking government reports.

We provide a safe space for survivors of sexual abuse to share their stories, fostering empowerment, community, and support. The testimonies shared in our safe space also reveal the widespread prevalence of rape culture in the UK and beyond.

In partnership with sector-leading researchers, we utilise insights gained from our testimonies, education programme, and advocacy work to better understand how to eradicate rape culture.



JUNE 20, 2025, UNITED STATES OF AMERICA

The story of Everyone's Invited



Soma shared her experiences of rape culture on Instagram



EI Instagram was created for young people to share their experiences of rape culture



The movement garnered mass press attention



First EI Schools and Universities List released naming almost 3,000 institutions



NSPCC EI helpline launched



Ofsted report into sexual abuse in schools in response to EI



CEO Soma Sara awarded MBE in the 2025 King's New Years honours list for services to the eradication of sexual abuse against women



Education programme reaches 100 schools



Women and Equalities Committee report in response to EI



EI Education programme launched



EI recognised by the Prime Minister with a Point of Light award



EI gains charitable status



Kering International grant to launch 3-year primary school misogyny prevention research programme



Evidence given to the London Assembly on the state of VAWG in London



Launched EI Primary School Campaign, releasing list of 1,664 primary schools



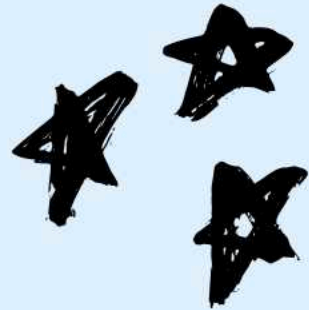
West Mercia education project reached 10,000 students in 3 months



Pilot delivery of first education programme in primary schools begins

Timeline

SURVIVOR



Everyone's Invited was created by survivors, for survivors. We are committed to ensuring that all our activities and decisions are survivor-led.

ANONYMITY



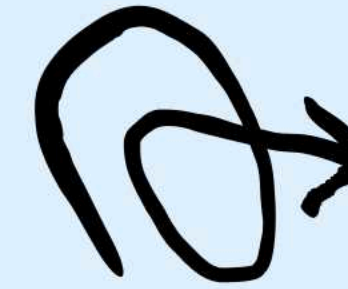
Anonymity enables survivors to share their stories without fear of disbelief, shame, or stigma.

EMPATHY



Empathy and compassion are essential for understanding rape culture, its impact on survivors, and our shared responsibility to end it.

RECONCILIATION



Reconciliation means listening, learning from past harms, and working together to create a better future.

EVERYONE



We recognise that rape culture does not exist in isolation: it intersects with other forms of systemic oppression, including racism, homophobia, ableism, and classism. We utilise an intersectional and inclusive approach in all of our activities, and ensure that our platform is accessible to all survivors.

SAFEGUARDING



We uphold rigorous safeguarding standards. Guided by expert leadership and training, we take a trauma-informed approach to protect and empower all young people and survivors in every aspect of our work.

YOUTH-LED



As a youth-led organisation with access to data, testimonies, and support from young people, Everyone's Invited focuses on delivering education that resonates with young people's experiences, in the language of today's generation.

Values

This year



To Date



Impact

SAFE space

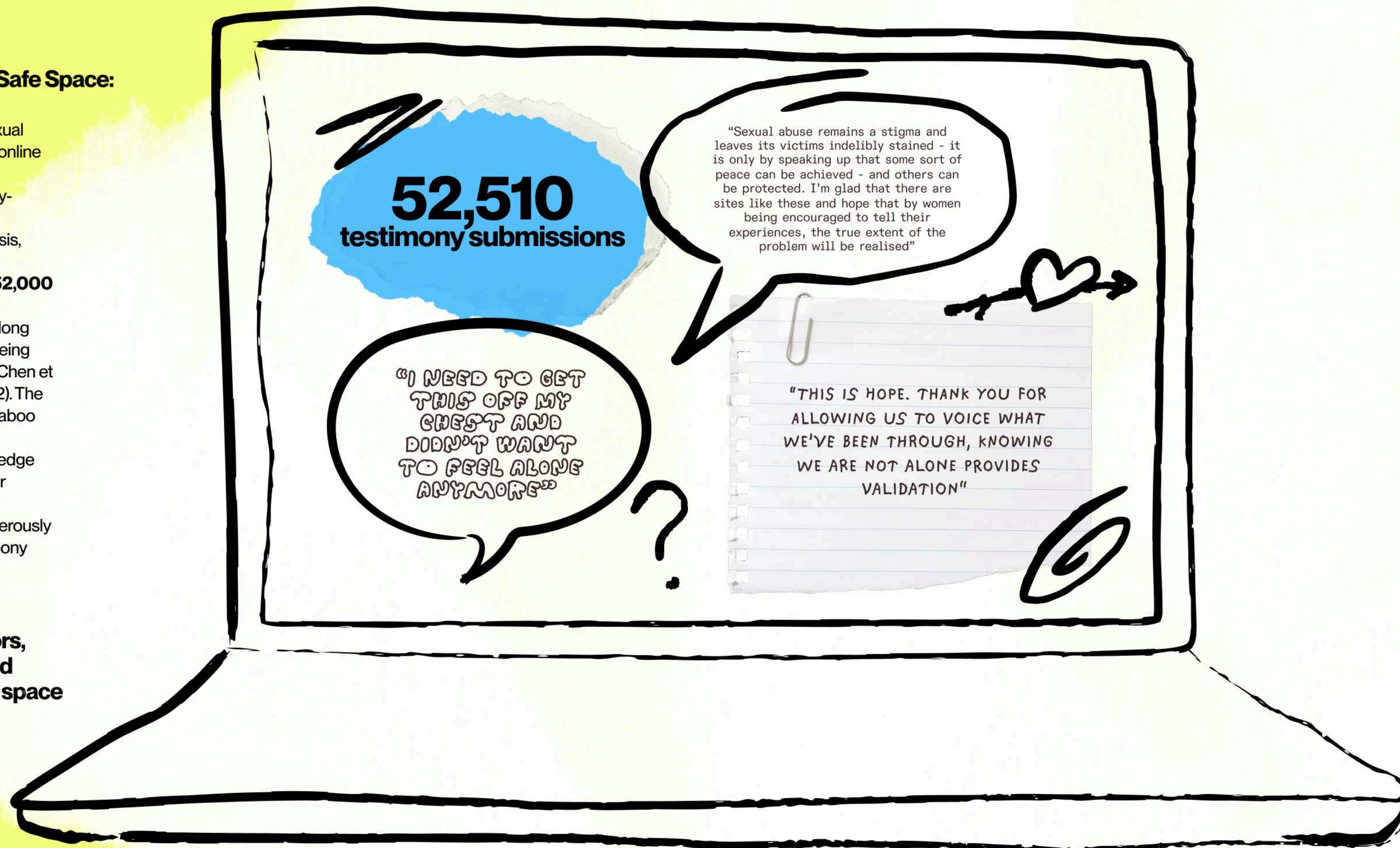
Survivor Testimonies From Our Safe Space:

Everyone's Invited supports survivors of sexual violence, through providing an anonymous online safe space to share their stories. Our safe space remains at the heart of everything we do. Sharing testimonies provides many survivors with a sense of relief, catharsis, empowerment, and a feeling of community and hope. To date, we have collected over **52,000 submissions** in the safe space.

The impact of sexual trauma can be lifelong and affect every aspect of a person's well-being and mental health, and can lead to suicide (Chen et al 2010, Gardner et al 2019, Khadr et al 2022). The safe space helps eliminate the stigma and taboo surrounding these traumatic experiences, empowering survivors to process, acknowledge and articulate their experiences, which is, for many, essential in their healing journey.

We have a team of volunteers who generously dedicate their time to processing our testimony submissions, all of which are anonymised beforehand using an AI tool.

Our safe space supports survivors, reduces stigma and isolation, and promotes healing by providing a space to process and articulate their experience.



Our Safe Space Helps Prevent Sexual Violence.

Our safe space goes beyond supporting survivors: it acts as a powerful sexual violence preventative tool by driving awareness, institutional accountability, and cultural change.

Academics have likened Everyone's Invited to a 'Me Too movement for British schools.' It has helped expose the scale of rape culture in UK and sparked crucial national responses such as government and Ofsted reviews, NSPCC helpline, and police inquiries.

By continuing to expand and develop this space, we can reach more survivors, amplify their voices, and drive meaningful change to end abuse.

Future Development:

We are actively fundraising to continue developing our safe space, redesigning it to be more trauma- and survivor-informed, and creating a specialised resources hub with targeted support materials, ensuring that our safe space continues to support survivors in their healing journey.

84% of survivors felt supported when engaging with our safe space

76% of survivors said that using our safe space helped them share their story with somebody else

96% of survivors would recommend using our safe space to other survivors



"I AM 47...IT IS ONLY BECAUSE OF EVERYONE'S INVITED AND ALL OF THE SURVIVORS WHO HAVE POSTED TESTIMONIES ON THIS PAGE THAT I AM HERE. THANK YOU. I AM SO GLAD I DID PUT THIS OUT HERE AND WON'T BE TAKING THIS TO MY GRAVE"



JUNE 20, 2025, UNITED STATES OF AMERICA

...man's side over mine and my sister. I hate him. I wish him to die. My "friend" has a daughter herself now. I hope that if her child is a victim of abuse, she will be able to share with guilt for what she did to me.

...ence. My physics teacher kept looking up my skirt for nothing "ladylike". It got to the point, I wore shorts that didn't look up. One day she touched around my butt and continued for 4 years nearly until I dropped her class. I was seriously bullied me and called me slurs under the guise of Autism, she called me the R slur the most and singled me out seriously and was told to "stop being difficult." It didn't help me by "improper" sitting was due to my body weight and gender. I came in sharing due to my experience not being as bad as

write

...work as per... a omitted to... had missed... quickly before... get things done... it just a swipe

...most overlooked or ignored... center in my big... with peace and I said "no" and... I finally told the wonderful... become a philosophy... ready to apply to nursing... fault even though I've heard... separate from me. My hatred... ground by people who thought... for personal gratification. I... that sort of. I am bisexual... my own gender, even though... are all brave to share you

YOU HURT ME, I SURVIVED, I GREW, I FLOURISHED.

you

story

18th August
Everyone's Invited
2025

Education

going home... quicker, and this boy comes up... by accident. it was a whole grab and walk away

JUNE 19, 2025, UNITED KINGDOM

“ when I was in 8th grade, it was me and my friend in the corner of in the corner/side so no one really paid attention to us. we were normally when she suddenly crouched in front of me and pulled my legs apart, pushing herself between them in the process. she put her hands on my thighs, started rubbing them, then proceeded to put her hands under my skirt, touching my inner thighs and hips. I froze because I was scared but eventually physically pushed her away. she got angry and told me 'it was just a joke' and that I was overreacting. I cried going home

JUNE 19, 2025, UNITED KINGDOM

“ When I was (date omitted to preserve anonymity), I experienced coxsa (child-on-child sexual abuse) at the hands of two year 11s, a boy and a girl. I'd been

18th August
Everyone's Invited

Core Education Programme



Topics include:

- Gendered Pressures
- Consent & Boundaries
- Healthy Relationships
- Rape Culture
- Sexual Wellbeing
- Sexual Violence
- Rise of Online Misogyny
- Pornography
- Digital Literacy

Council Network

Through collaboration with local authorities, we are managing a growing network that now spans over 30 councils nationwide.

Following our sessions:

- **96% of students believed that this education is important to receive**
- **94% reported that their understanding of these topics improved**
- **85% of students said they would use the information they learnt in their own life**
- **Our programme significantly improved awareness of gendered pressures, rising from 20% of participants before to 70% after**
- **Students understanding of rape culture increased by nearly 40%**

Feedback from our sessions:

"IT MADE ME FEEL MORE CONFIDENT IN MY UNDERSTANDING OF SEXUAL VIOLENCE, AND ALLOWED ME TO UNDERSTAND BETTER HOW I WOULD SUPPORT SOMEONE WHO HAS EXPERIENCED IT."

"THIS TALK MADE ME FEEL LIKE I COULD BE THERE FOR MY FRIEND IN ANY SITUATION."

"IT HELPED PUT THINGS IN PERSPECTIVE AND REALLY GET ME AND OTHERS TO QUESTION WHAT WE ARE BEING EXPOSED TO VIA SOCIAL MEDIA OR SO ON - AND HOW WE CAN REFLECT AND IMPROVE OURSELVES."

"THIS TALK MADE ME FEEL REFLECTIVE OVER WHAT I CAN DO TO BETTER FIGHT AGAINST RAPE CULTURE"

"THIS TALK MADE ME FEEL MORE AWARE THAT MISOGYNY AND GENDER INEQUALITY AS WELL AS RAPE CULTURE ARE NOT OKAY. THEY ARE NOT A NORMAL EVERYDAY THING THAT WE SHOULD LEARN TO JUST IGNORE OR BRUSH OFF."

"It was delivered in an engaging way which educated people and felt very interactive. It also felt like our voices were heard and it was a safe space to share"

"It was extremely informative and also discussed the root of the issue by addressing gender roles and the conditioning we experience when grow up and how this then results in things such as rape and femicide"

"THIS TALK MADE ME FEEL MORE EMPOWERED TO SPEAK OUT ABOUT EXPERIENCES."

“The talk made me feel more confident in my understanding of sexual violence —

— and allowed me to understand better how I would support someone who has experienced it.”

COMMUNITY CHAMPIONS Initiative

This year, we launched our Community Champions programme, a pioneering initiative that empowers student leadership in schools. The project is designed to cultivate a generation of young leaders who will serve as ambassadors of positive change, fostering a culture of respect, empathy, and proactive engagement in their school and community.

Through training and projects, Community Champions are equipped with the tools to challenge harmful behaviours, and foster a safer, more inclusive school culture. By embedding a whole-school, holistic approach to preventing sexual violence, the programme delivers sustainable, long-term cultural change.

Across four schools, **14 students** completed the programme, attending nine online training sessions and leading their own in-school projects.

Training covered:

- **Public Speaking and Leadership**
- **Active Upstanding and Challenging Harmful Language / Behaviours**
- **Intersectionality**
- **Teamwork and Collaboration**
- **Campaign Planning and Project Management**
- **Empathy and Trauma-Informed Approaches**

Students were tasked with creating a long-term student-led initiative that challenges rape culture within their school community. Here is what they created:

Workshop on Friendship & Internalised Misogyny

Students designed and led a workshop for younger years on healthy friendships, gender stereotypes, and internalised misogyny, encouraging reflection, open dialogue, confidence, and empathy.

The Social Hub

A student-run space for peer support and conversations on relationships, identity, and wellbeing, launched with an assembly challenging sexism. The hub provides a safe, supportive environment where students feel listened to and empowered to share without judgment.

Poster Competition: Challenging Sexism in Schools

A school-wide competition, inviting students to design posters highlighting how sexism shows up in education. It sparked powerful discussions and gave students a creative platform to raise awareness and call for change.

Documentary: Sexism in the Media

A powerful short film exploring how the media reinforces harmful gender stereotypes and normalises violence. The documentary was shared across the school to prompt critical conversations and challenge everyday sexism.

Letter from a Community Champion:

'The Everyone's Invited project was created to fight against sexual violence and misogyny in our society, and to build key skills in young people to advocate for those affected and raise awareness of this issue.

Not only did the Everyone's Invited project support me in widening my knowledge on the subject, but it also played a part in developing my communication skills - specifically in articulating complicated ideas in debates and standing up for those who had been affected.

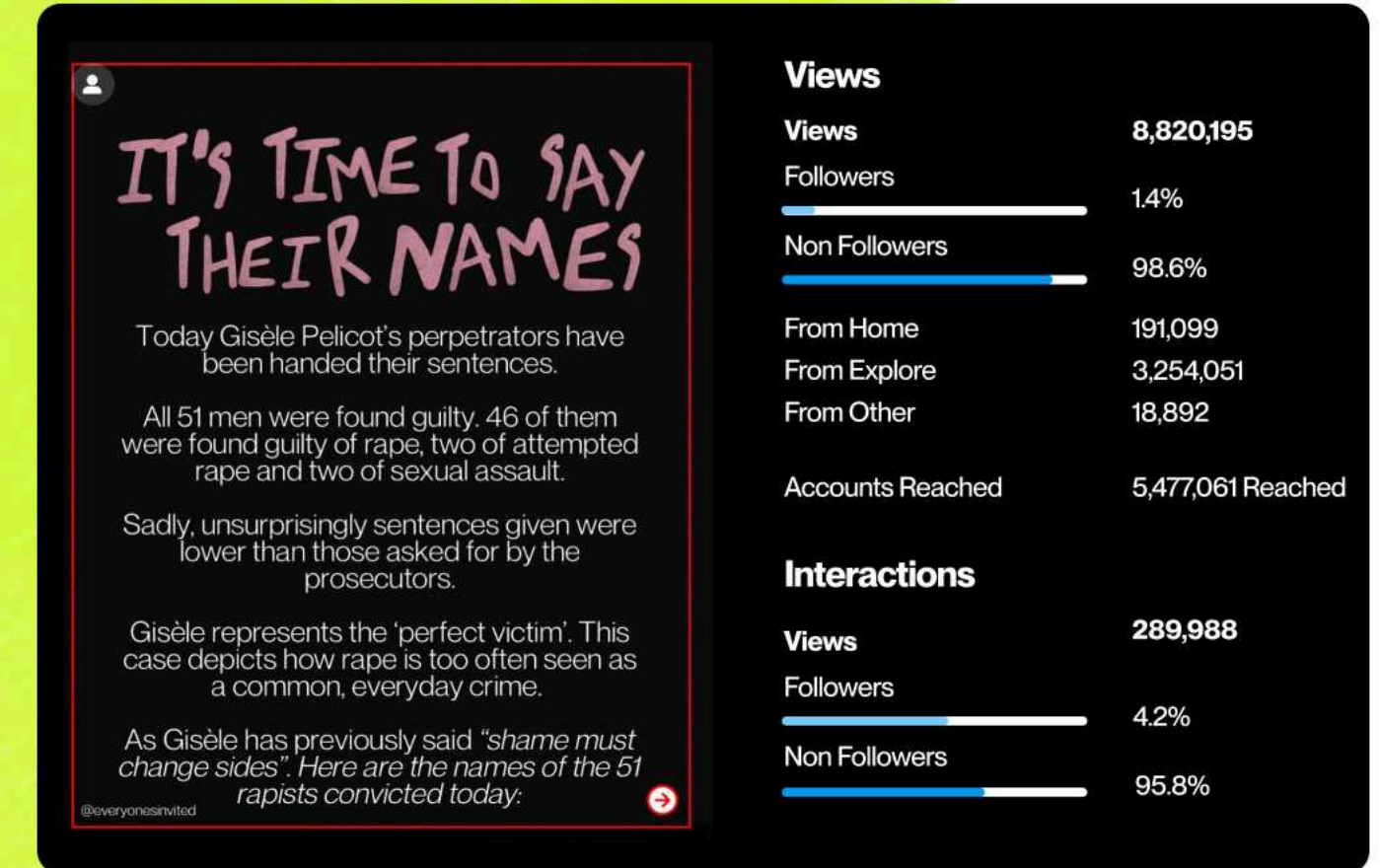
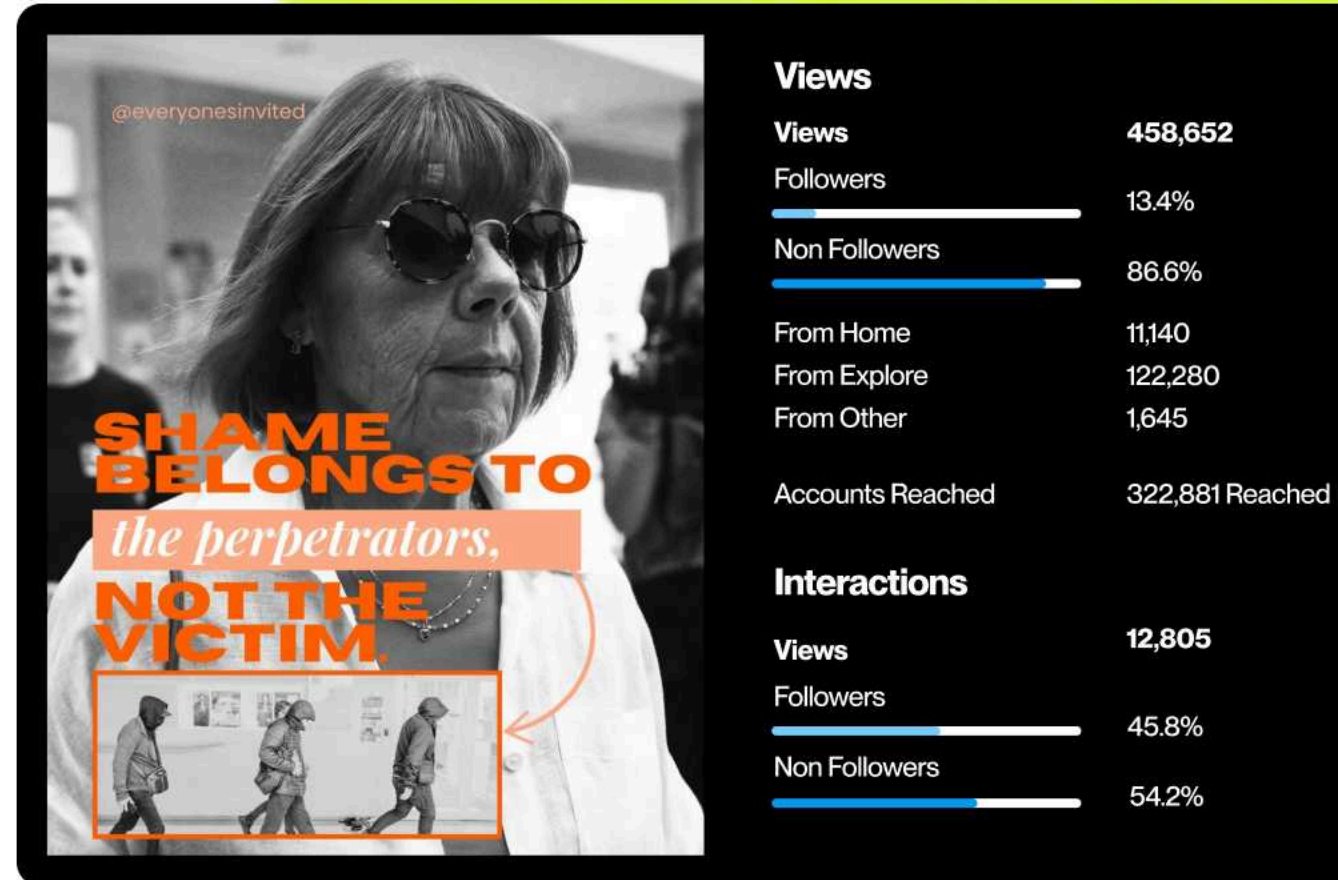
In addition, I learnt how to spot misogyny in the media and in everyday conversations, and how to tackle this through the discussions we had during sessions regarding what language is best to use during these scenarios.

I really enjoyed the programme and would recommend it to anyone if it were to happen again. I believe that this programme is invaluable in supporting young people in learning what is right, how to tackle abuse and being able to remain strong in arguments against misogyny.'



Social Media

19.9 million views



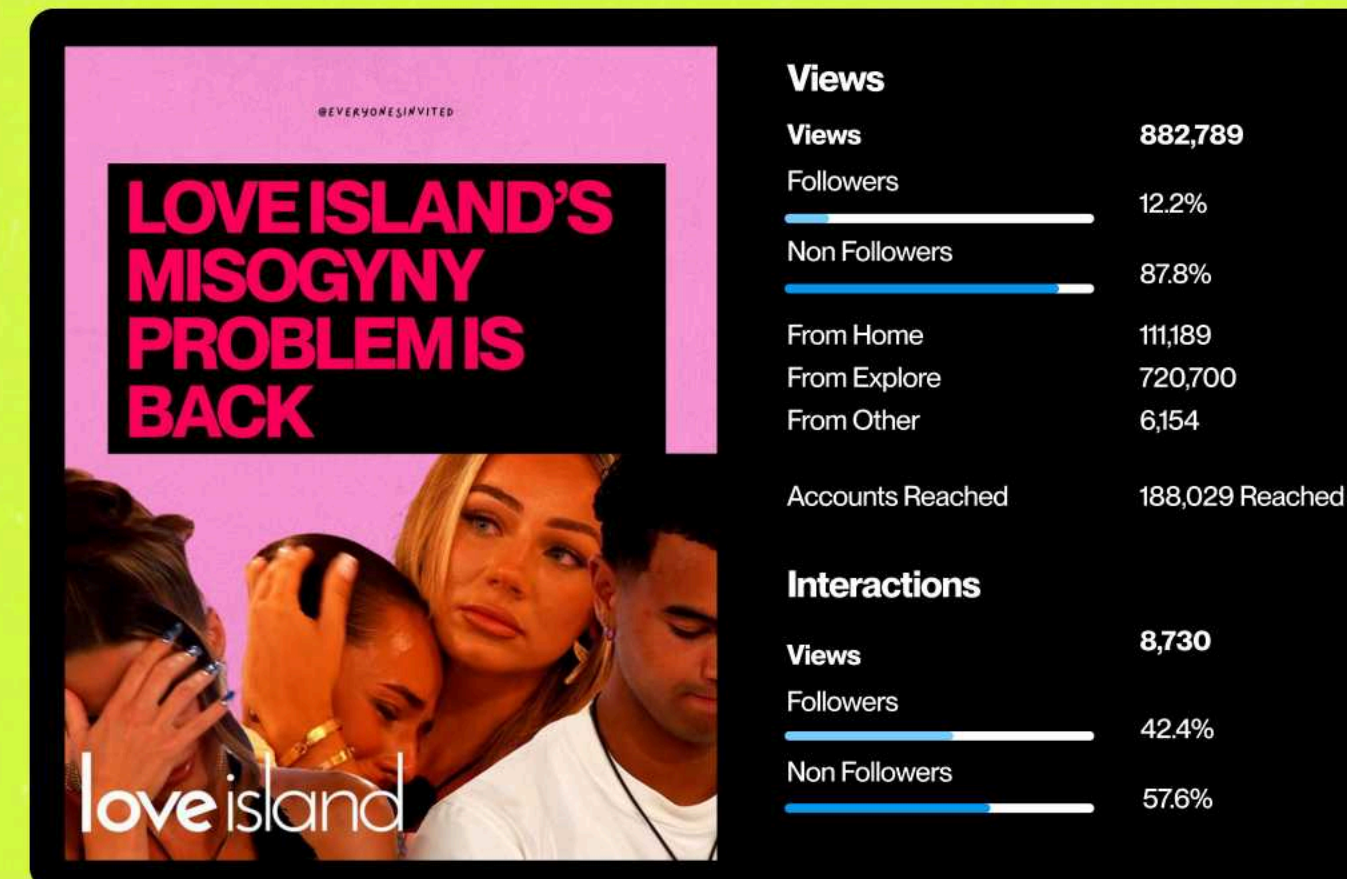
We have built a large community of survivors and young people, with our Instagram account receiving over 19.9 million views.

Social media is a vital tool for supporting and advocating for survivors and challenging rape culture. Everyone's Invited began as a grassroots movement on Instagram, and the platform remains central to our work. Our reach allows us to uniquely engage a large community of young people and survivors, amplifying their voices and fostering change.

Our educational offering remains closely tied to the content we share across our social media channels, where we provide free, accessible resources on supporting survivors, challenging rape culture, promoting healthy relationships, and advancing sexual wellbeing. We use current events and cultural references to help our audience better understand and engage with these critical issues.

Instagram continues to be a key platform for our outreach. Since March 2024, we've seen an 8.9% increase in Instagram followers, reflecting steady growth and continued engagement. We've also expanded our reach across other platforms. On TikTok, for example, we reached 770.5% more people than the previous reporting period, a significant milestone that highlights our ability to engage with younger and more diverse audiences.

This growth has translated into meaningful impact. Many individuals have contacted us to share their stories, some for the first time, often crediting our content with giving them the language and confidence to speak out. These moments underscore the importance of our digital presence in fostering awareness and community.



Projects:

West Mercia Young Person's Prevention Programme: REACHING UNDERSERVED COMMUNITIES

In November 2024, West Mercia Women's Aid invited Everyone's Invited to collaborate on the Young Person's Prevention Programme, funded by the Home Office through the West Mercia Police and Crime Commissioner.

This programme was the first government funding we had ever received, marking an important step in continuing to expand and deepen the impact of our education programme nationally.

The programme aimed to prevent relationship-based violence by delivering awareness-raising workshops to young people across the West Mercia region.

Many sexual violence prevention programmes are concentrated in London and other major cities, leaving young people in underserved regional communities with limited access to education and support.

Our programme addresses this gap, bringing vital relationship and consent education directly to those who need it most.

Our one-hour sessions explored:

- **Critical thinking** around how media, pornography, and cultural messages **shape ideas** of relationships
- **Deconstructing gender roles and stereotypes**, and how they impact behaviour and boundaries
- Relationship scenarios exploring **consent, power imbalances, empathy, and healthy communication**

Future Development

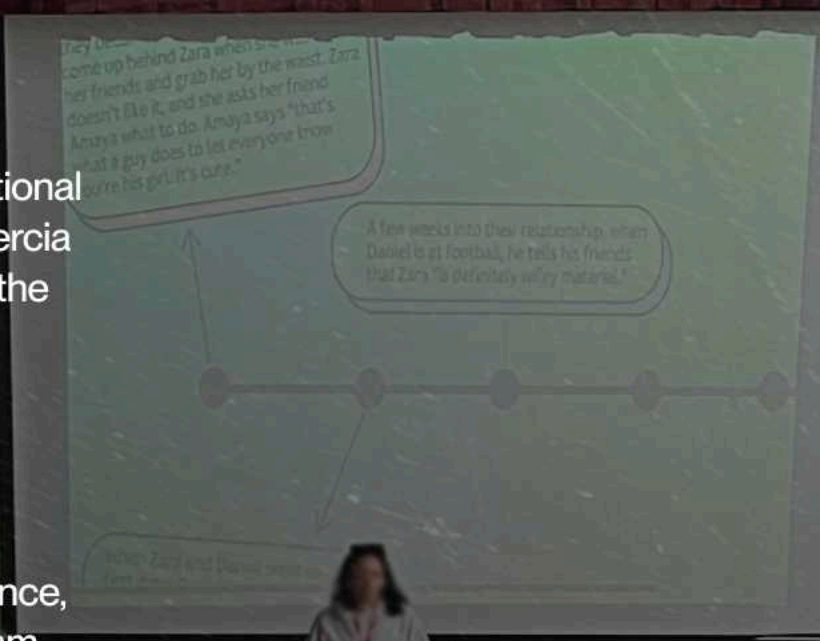
Following the success of the pilot, we secured a re-grant to continue this vital education for underserved young people. We raised an additional £15,000 from the Chalk Cliff Trust and West Mercia commissioners to further expand the reach of the programme, delivering more student and staff sessions.

The commissioners have also expressed interest in us delivering parents' training and discussions are underway to extend provision. We have also strengthened our regional presence, building connections with the South Birmingham RSE Network and Shropshire's Parent Carers Council, ensuring the programme is inclusive and accessible to SEND young people.

To deliver this next phase, we have recruited four facilitators from the West Midlands, each bringing expertise in gender-based violence prevention, theatre, media literacy, and sexual health education. We are also recruiting a Project Coordinator to support administration, delivery, and evaluation.

This project has already demonstrated measurable impact in shifting attitudes and understanding of relationships and gender, laying strong foundations for long-term cultural change.

Thank you to our funders and partners, West Mercia Women's Aid and the West Mercia Police and Crime Commissioners, who make our vital work in West Mercia possible.



The impact was extraordinary.

In just five months we reached 10,502 young people and 56 staff members across 70 sessions.

- After taking part, **90% of participants** reported **a better understanding of harassment (30% increase)**, and **80% could identify gendered pressures in relationships (60% increase)** - a clear step forward in shifting young people's harmful attitudes and building healthier relationship cultures.

Staff feedback highlighted positive cultural change:

"TODAY'S TALK ACTUALLY TAUGHT PEOPLE HOW TO MAKE SUBTLE CHANGES IN THEIR ATTITUDES TO HELP CHANGE THIS CULTURE."

Projects:

Primary Schools Programme: Early Prevention in LONDON'S PRIMARY SCHOOLS



Our programme equips children early with the knowledge, language, and empathy needed to navigate relationships and understand gendered issues.

Everyone's Invited is leading a pioneering initiative to embed early-age and trauma-informed preventative education into London's primary schools, addressing the deep roots of rape culture, misogyny, and sexual violence before they take hold.

Backed by academic research and in partnership with the University of Surrey, the project is a robust, evidence-based intervention.

The programme will run as a **two-year longitudinal research-action project**, engaging 20 primary schools (15 test, 5 control) and launching fully in September 2025 with Year 5 pupils. **Over 50 schools expressed interest**, and test and control schools were randomly selected.

Monitoring and evaluation frameworks, alongside ethics approval, were developed in close consultation with the university to ensure rigorous research standards.

Thank you to our funders, the Kering Foundation, for funding and supporting our primary programme.

The Primary Project fills a critical gap: current UK safeguarding and RSE frameworks often delay meaningful engagement with topics such as consent, coercion, and misogyny until secondary school, by which point many children have already been exposed to harmful online content and entrenched gender norms. **We believe that education does not corrupt childhood - premature exposure does.**

Our programme equips children early with the knowledge, language, and empathy needed to navigate relationships and understand gendered issues.

Pilot sessions began in June across two schools. Early findings have been powerful, offering clear insights into the needs of primary-aged children and the effectiveness of trauma-informed, developmentally tailored approaches. The project has also fostered a growing network of schools and educators committed to cultural change.

Survivors and teachers alike have validated the urgency of our work, highlighting key insights around the digital generational divide and the training needs of educators. These findings reaffirm the importance of our whole-ecosystem model as both timely and necessary.



Future Plans

We are committed to developing and enhancing our education programme to ensure it remains impactful and responsive to young people's needs.

We update our core education programme regularly to ensure that it resonates with children and young people's lived experiences. These updates are youth-led and respond to current cultural conversations and social trends. As a result of student demand, we are developing a new talk that focuses on pornography and the online world. We are in the process of establishing a Student Advisory Board, set to launch in September 2025.

The board will consist of members from our Community Champions Initiative and as well as survivors. It will provide ongoing guidance and feedback into the education programme, with regular meetings to ensure youth voices remain central to our work.

JUNE 20, 2025 UNITED STATES OF AMERICA

...man's side over mine and my sister. I hate him. I wish I had a daughter herself now. I hope that if her child is a victim of abuse, she will be with guilt for what she did to me.

...ence. My physics teacher kept looking up my skirt for sitting "ladylike". It got to the point, I wore shorts. She didn't look up. One day she touched around my butt. She continued for 4 years nearly until I dropped her class. She was badly bullied me and called me slurs under the guise of Autism, she called me the R slur the most and singled me out seriously and was told to "stop being difficult." It didn't help I was told by "improper" sitting was due to my body weight and gender. I came in sharing due to my experience not being as bad as

...work as per
...was omitted to
...had missed
...quickly before
...get things done
...it just a swipe

write

ABOUT IT I
FELT AS IF I
WAS FAILED

Advocacy

...going home. So instead of being able to walk away quicker, and this boy comes up to me and says "by accident" it was a whole grab and walk away

JUNE 18, 2025 UNITED KINGDOM

“ when I was in 8th grade, it was me and my friend in the cafeteria started looking around as if she was seeing if anyone was looking at us. She was in the corner/cide so no one really paid attention to us. We were talking normally when she suddenly crouched in front of me and pulled my legs apart, pushing herself between them in the process. She put her hands on my thighs, started rubbing them, then proceeded to put her hands under my skirt, touching my inner thighs and hips. I froze because I was scared but eventually physically pushed her away. She got angry and told me "it was just a joke" and that I was overreacting. I cried going home.

JUNE 18, 2025 UNITED KINGDOM

“ When I was [date omitted to preserve anonymity], I experienced coxsa (child-on-child sexual abuse) at the hands of two year 11s, a boy and a girl. I'd been

JUNE 18, 2025 UNITED KINGDOM

18th August

Everyone's Invited

2025

18th August

Everyone's Invited

2025

YOU HURT ME,
I SURVIVED,
I GREW,
I FLOURISHED.

Tell your story

Advocacy and Media Coverage

Advocating for Survivors To End Rape Culture: HIGHLIGHTS FROM THE PAST YEAR

We created a national movement for change at a time when we were still a grassroots initiative with no funding.

The goal now is to build on that momentum by moving into a new, more targeted phase: research-informed advocacy grounded in survivor experience and the safe space.

Our goal is to promote preventative education within policy and government provision while uplifting survivors' voices.

This year we joined policy-driving meetings with MPs and the Department for Education, working to make sexual abuse prevention a reality for the next generation. We recognise the importance of working in coalition with other organisations and have formed strong bonds with academics, practitioners in the RSE space, and fellow organisations in the sector, such as the NSPCC, Beyond Equality, and are members of the End Violence Against Women and Girls (EVAWG) Coalition.

To Zero Initiative

In November 2024, the CEO attended the first ministerial conference to end violence against children in Bogota, Colombia, where the To Zero report and A Vision To Zero roadmap were launched, setting a global, trauma-informed path to end childhood sexual abuse.



Everyone's Invited x Prima Facie Fundraiser:

In November 2024, we partnered with the play Prima Facie to host a fundraising event at Bloomsbury Curzon Cinema, supported by Leigh Day, producer James Bierman, and 3PB Barristers.

The evening focused on driving important conversations on sexual violence and justice, featuring a National Theatre Live screening of Prima Facie starring Jodie Comer, a play exposing the legal system's handling of sexual violence and the challenges survivors face in seeking justice. After the screening, a panel chaired by campaigner Georgia Harrison featured Andrew Lord (Leigh Day), Ei facilitator Nathaniel Cole, and playwright Suzie Miller. The discussion highlighted the crucial role of preventative education in challenging rape culture, with attendees, including legal professionals, advocates, survivors, and supporters, coming together to advance our mission to expose and eradicate it.



Solace Women's Aid Panel:

In December 2024, our Chief of Staff spoke on the Solace Women's Aid panel. The panel discussion was focused on understanding and preventing peer-on-peer abuse, and tech-facilitated abuse through education.

Evidence Giving to Commissioners at the London Assembly:

In March 2025, the Chief of Staff gave evidence to the Mayor's Office for Policing and Crime (MOPAC) at the London Assembly, on the rise of incel culture and misogynistic micro-influencers, particularly following the popularisation of Andrew Tate. She highlighted Everyone's Invited workshops, delivered to police, councils, school communities, and the VRU, which expose the tactics micro-influencers use to spread misogyny. She advocated for early education that equips children and young people with the critical thinking skills needed to respond to online misogyny, and emphasised the importance of promoting role models who demonstrate positive masculinity. Recommendations later reflected in the Assembly's report.



Parliament Image-Based Abuse Event:

In March 2025, Everyone's Invited took part in the Glamour and End Violence Against Women and Girls (EVAW) roundtable at the Houses of Parliament. Our Communications Officer spoke about the importance of preventative education in tackling image-based abuse. The conversation brought together survivors, campaigners, and experts from the VAWG sector fighting for stronger digital protections.

Primary Schools Campaign & Meeting with the Department of Education:

In March 2025, we launched our Primary Schools campaign, exposing a list of 1,664 UK and Ireland primary schools where testimonies revealed endemic rape culture, including sexual harassment, groping, inappropriate touching, and forced penetration among children as young as those in nursery settings. The campaign generated over 11 news reports and 488 new testimonies, and we secured funding to launch our Primary School Programme. The campaign, widely covered in the media, highlighted the pervasiveness of sexual abuse at the earliest stages of education. Following the campaign, we met with the Department for Education to discuss urgent strategies to tackle and prevent this crisis.



Skoll Foundation Speech:

The CEO delivered the opening speech at the Skoll World Forum event, 'Solutions That Keep Kids Safe – A Global Call to Action,' held at the Oxford Union. The event aimed to mobilise philanthropic funders to support efforts to end childhood sexual violence and invest in high-impact prevention initiatives globally.

Rape Crisis Report: 40 Years of Reporting Rape:

In June 2025, we attended the unveiling of the Rape Crisis 40 years of Media Reporting of Rape Event in Parliament. Everyone's Invited was cited as a key moment in the past 40 years of media regulation, high-profile rape cases, and feminist movements.

RSE Policy

Our Primary School Campaign led to changes in the government's RSE guidance, with primary school education now formally included, reflecting the impact of our campaign on government policy and marking a critical step toward safeguarding children from sexual abuse in early education.

JUNE 20, 2025, UNITED STATES OF AMERICA

The Guardian UK

News Opinion Sport Culture Lifestyle

Education Schools Teachers Universities Students

Sexual harassment

This article is more than 5 months old

I was raped at the age of 10': sexual abuse and harassment reported at 1,664 UK primary schools

Experiences of harassment, groping, inappropriate touching and rape anonymously reported

Warning: contains content some readers may find distressing

Donna Ferguson

Sat 22 Mar 2025 10:39 GMT

Share

Most viewed

- Yvette Cooper risks 'Windrush-type' scandal by rushing asylum response, says Amber Rudd
- Meet the revenge quitters: why people are ditching their jobs - and refusing to go quietly
- A moment that changed me: I bumped into my ex-boyfriend in the bar where we'd met 12 years before
- Xi Jinping says world faces 'peace or war', as Putin and Kim join him for military parade
- 'A class act': Tim Allan, the



THE TIMES

Abuse claims and rape culture identified at 1,600 primary schools

After five years of challenging misogyny and sexual offending at secondary school, the charity Everyone's Invited realised the problems are starting even younger

Soma Sara set up the charity after the experiences she and her friends had at school and university

SEBASTIEN VINCENT FOR THE TIMES

Alice Thompson Friday March 27 2026, 3:15pm GMT, The Times



TESTIMONY "SHE TOLD ME IT WAS MY FAULT"

IF WE DON'T LISTEN TO THEM AT 16!!

THEY WON'T SPEAK TO US AT 16!!

HOW TO ENCOURAGE CONVERSATIONS THAT HELP TO ERADICATE RAPE CULTURE

RAPE CULTURE STARTS IN PRIMARY SCHOOLS

TESTIMONY "I WAS 9."

TEACHERS CONFIRM EXPOSURE TO PORNOGRAPHY IN CHILDREN UNDER THE AGE OF 9

PORN IS INFLUENCING OUR YOUTH

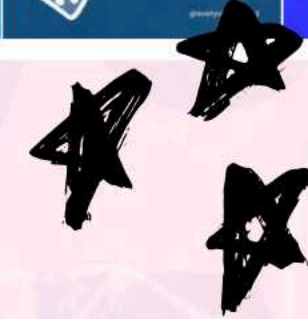
MISOGYNISTIC RHETORIC AND IDEAS EXIST AMONGST CHILDREN AT NURSERY LEVEL

"9 YEAR OLD BOY MADE ANDREW HIS TATE ROLE MODEL"

DEAR COMMUNITY

TESTIMONY "WHEN I WAS 10"

TESTIMONY "I WAS 5..."



JUNE 20, 2025, UNITED STATES OF AMERICA

ence. My physics teacher kept looking up my skirt for
itting "ladylike". It got to the point, I wore shorts
he didn't look up. One day she touched around my butt
continued for 4 years nearly until I dropped her class
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eriously and was told to "stop being difficult." It didn't help I
y "improper" sitting was due to my body wieght and gender
me in sharing due to my experience not being as bad as

to write

EVERYTHING ABOUT IT I FELT AS IF I WAS RAILED

Luckily, I almost overdosed on opiates I ended up in a hospital with a tube breathing for me. A social worker there took me to a safe place and I said "no" and ended up in a women's center in the big city nearby. I finally told the whole truth and grieved and rebuilt my life with tons of support living with my wonderful technician. I did that for a long time and did training to become a phlebotomy technician. It is still hard to adapt the idea that it wasn't my fault even though I've heard it so many millions of times. Or that my body is not separate from me. My hatred still runs deep for that man who I saw put in the ground by personal gratification. I don't let men get close to me and I am working through that, sort of. I am bisexual now and feel much deeper intimate connections with my own gender, even though I still have pipe dreams of that perfect husband. You are all brave to share you stories like this. It's hard.

“
I was actually being...
and it was a good...
I had missed...
by accident, it was a whole grab and walk away.
JUNE 19, 2025, UNITED KINGDOM

“
when I was in 8th grade, it was me and my friend in the...
started looking around as if she was seeing if anyone was looking...
kind of in the corner/side so no one really paid attention to us. we were talking normally when she suddenly crouched in front of me and pulled my legs apart, pushing herself between them in the process. she put her hands on my thighs, started rubbing them, then proceeded to put her hands under my skirt, touching my inner thighs and hips. I froze because I was scared but eventually physically pushed her away. she got angry and told me 'it was just a joke' and that I was overreacting. I cried going home.
JUNE 18, 2025, UNITED KINGDOM

“
When I was [date omitted to preserve anonymity], I experienced coasa (child-on-child sexual abuse) at the hands of two year 11s, a boy and a girl I'd been...
JUNE 18, 2025, UNITED KINGDOM

Research

18th August
Everyone's Invited
2025

YOU HURT ME,
I SURVIVED,
I GREW,
I FLOURISHED.

Tell
your
story

Research

El's research aims to underpin our existing pillars of safe space, education, and advocacy to generate insights that will guide our work, validate our approach, and measure the efficacy of our impact.

The submissions that we have collected in our safe space have been widely cited as evidence of the prevalence of sexual abuse in schools and are **one of the largest qualitative data sets of sexual violence in the UK.**

We maintain strong relationships with leading academics in the Violence Against Women and Girls (VAWG) sector, including Karen Devries from the London School of Tropical Medicine, Dr Emily Setty from the University of Surrey, Dr Jessica Ringrose from University College London, and Dr Tessa Morgan from the University of Cambridge.

Researcher Lauren Burgess is using Everyone's Invited survivor testimonies to study how lower-level abuse can escalate into serious offences, providing evidence for the existence of rape culture.

Combining qualitative and quantitative analysis, her work highlights the continuum of sexual violence and the cultural conditions that enable it.

This research strengthens the evidence base for our preventative education and our work to challenge harmful attitudes and behaviours that drive sexual violence.

Future Development

The goal is to identify key themes and patterns in our testimony submissions to gain a deeper understanding of the impact of rape culture on individuals and broader society. This insight will drive policy change, support our advocacy work, and enhance the education programme.



LOOKING AHEAD: Strategy

BUILDING ON OUR FOUR PILLARS

Safe space

Supporting survivors by maintaining and improving the anonymous safe space

- Continue to collect, process and share survivor testimony.
- Strengthen volunteer management to sustain and grow capacity.
- Invest in website development and resources to improve survivor experience and support.

Supporting survivors by amplifying the safe space nationally and globally, working towards a global support hub

- Utilise a holistic approach to survivor support, collaborating with local councils, NHS, SARCs, police and other agencies to raise awareness of the platform.
- Work with international organisations to amplify the safe space globally.
- Create a global support hub.

Education

Prevent rape culture through education

- Increase societal understanding of rape culture through prevention education.
- Equip communities to challenge rape culture and help reduce incidents.

Ensure our education program is robustly evidence-based and evaluated

- Continue internal and external monitoring and evaluation, in partnership with experts to validate and improve the intervention effectiveness in reducing rape culture.

Expand our education programme

- Sustain and expand the paid education programme.
- Sustain and expand the fully funded state provision across the U.K.
- Complete and scale the pilot primary education study.
- Sustain and expand educational provision for other stakeholders, including the police, community leaders, teachers, councils and parents.

Research

Conduct research on testimony data to uncover insights to help support survivors and understand how to eradicate rape culture

- Further use survivor insights from testimonies to inform education and advocacy programmes.
- Secure funding to conduct a qualitative study into testimony data to help us understand how to eradicate rape culture.

To continue contribute to research through partnerships and collaborations to help eradicate rape culture and support survivors

- Continue to build and maintain research partnerships with leading academics in the field.

Advocacy

Continue to advocate on behalf of survivors to eradicate rape culture

- Develop an EI policy programme.
- Continue to be a VAWG sector authority in policy to the public/government/media.
- Continue to maximise opportunities to influence the government.

Collaborating with other organisations in the sector

- Foster collaboration with other organisations in the sector, taking a cross-sector approach.
- Create a pan-sector working group to lobby the government to fund prevention work.

TO
CONTINUE
TO EXPOSE AND
ERADICATE RAPE CULTURE

LOOKING AHEAD: How to Support Our Work

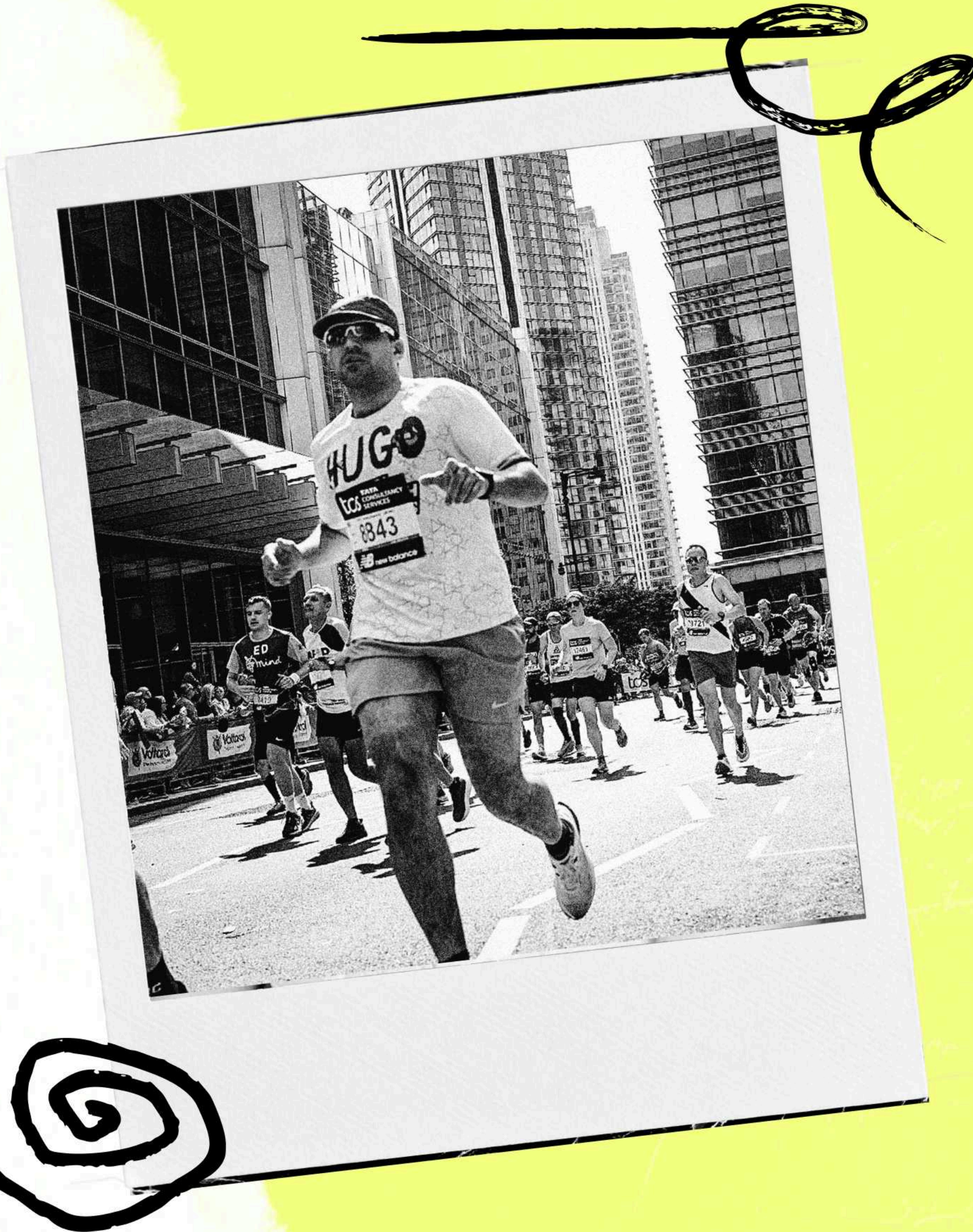
We are profoundly thankful to our supporters and community fundraisers, whose generosity powers our mission to end rape culture.

With very limited funding, we have achieved a great deal: exposing the problem of rape culture in the UK and sparking a national movement for change.

To date, we have equipped over 66,000 students with the tools to challenge rape culture, while continuing to provide a safe space for over 52,000 survivors to share their stories.

With further funding, we will be able to strengthen our impact by developing our safe space and advocacy programme, expanding our education programme, and conduct cutting-edge research into our testimony data base.

We are deeply grateful to our key supporters:



Help us continue our vital work to prevent sexual violence, support survivors, and drive systemic change in educational institutions and society as a whole:

Donate

You can donate via www.everyonesinvited.uk. Every contribution, no matter the size, makes a difference. Donating just £20 a month over the course of a year can help us educate the entire staff team at a school on how to tackle rape culture.

Fundraise

Take on a personal challenge or start your own initiative: fundraising@everyonesinvited.uk

Volunteer

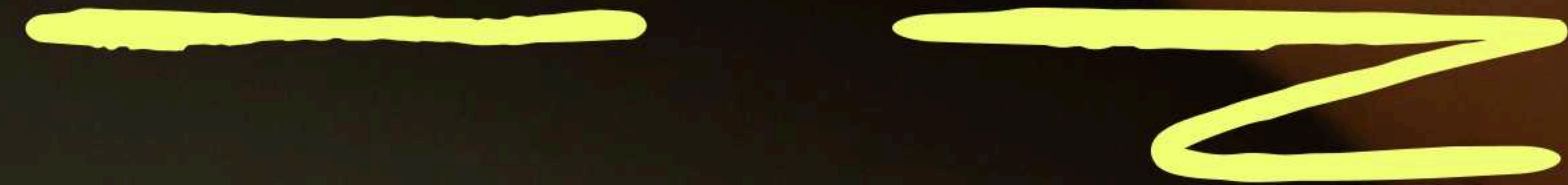
Share your time and skills: welcome@everyonesinvited.uk

Partner with us

Collaborate on workshops, campaigns, or become a funding partner



EVERY ACTION FUELS CHANGE. Together we can end rape culture.



JUNE 20, 2025, UNITED STATES OF AMERICA

...ence. My physics teacher kept looking up my skirt for
...ting "ladylike". It got to the point, I wore shorts
...he didn't look up. One day she touched around my butt
...continued for 4 years nearly until I dropped her class
...usly bullied me and called me slurs under the guise of
...Autism, she called me the R slur the most and singled me
...eriously and was told to "stop being difficult." It didn't help
.../ "improper" sitting was due to my body wieght and
...me in sharing due to my experience not being as ba

KINGDOM

going home. So as soon as I was
quicker, and this boy comes up to
by accident, it was a whole grab and walk away.

JUNE 19, 2025, UNITED KINGDOM

...when
...start
...kind
...norma
...pushing
...started
...my inner
...pushed
...overreacting. I cried going home.

JUNE 18, 2025, UNITED KINGDOM

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18th August

Everyone's Invited

18th August

Everyone's Invited

2025

Structure, Governance & Management

to write

ABOUT IT I
FELT AS IF I
WAS RAISED

HURT ME,
SURVIVED,
GREW,
FLOURISHED.

your
story

Structure, Governance and Management

The charity is a Charitable Incorporated Organisation.

Trustee Selection Methods

The Board of Trustees is responsible for the charity's governance, policy, strategy, and financial matters. It meets quarterly and approves any changes to the budget at each meeting. The board recruits the trustees through open advertisements, shortlisting, interviews, and DBS and reference checks.

The trustees who served during the year and up to the date of signature of the financial statements were:

- Kevin Sara
- Atalia Silas
- Susan le Jeune d'Allegeershecque CMG
- Christine Kane
- Michael Coombs
- Katie Beeching
- Bella Bird
- Sigal Shalev

Structure

Everyone's Invited is led by Founder and Chief Executive Officer, Soma Sara, supported by the senior management team and the Board of Trustees. Over the past year, the organisation has nearly doubled its permanent staff and restructured internally to enhance capacity and support organisational growth.

We now have eight full-time core employees:

- Chief Executive Officer
- Chief of Staff
- Head of Strategy & Communications
- Head of Education
- Head of Projects
- Fundraising Officer
- Communications Officer
- Development Lead
- Facilitation Lead

The Chief of Staff is responsible for overseeing internal operations and ensuring the effective delivery of all organisational activities.

In addition to the core team, the organisation engages subcontractors and consultants across social media, research, fundraising, communications, finance, human resources, accountancy, and education facilitation. Eight volunteers support social media efforts, and twelve assist with processing testimonies on the safe space platform, working flexibly to meet organisational needs.

The Safe Space is managed by the Communications Officer, who works closely with a web developer and leads a team of four or more volunteers in the processing of testimonies.

The Education Programme is led by the Head of Education, who oversees all aspects of project development, delivery, management, and staffing. The Projects Programme is managed by the Head of Projects, who is responsible for delivering and overseeing all restricted projects, including the West Mercia Programme and the Primary School Programme.

The Research Programme is led by the CEO, Head of Strategy & Communications, and Fundraising Officer. This year, they have worked in collaboration with academic partners to submit an application for research funding to evaluate the impact of the Education Programme and Safe Space.

The Advocacy Programme is led by the CEO, Head of Strategy & Communications, and Communications Officer, with support from the Head of Education.

The CEO is responsible for managing Everyone's Invited activities. The Chief of Staff supports the CEO in the day-to-day operations and administration. The CEO advises the board and implements decisions taken by trustees. The CEO reports to the trustees and seeks their approval for any financial changes.

Financial Management

The CEO and Chief of Staff are supported by a finance consultant with expertise in charity-sector finance and operations, as well as by external accountants. EI's financial function is overseen by the Finance Trustee, who meets regularly with the CEO to provide guidance and reports to the Board. All payments are reviewed and authorised by the CEO and at least two trustees. A Trustees' Financial Policy and authority matrix are currently in development to further strengthen governance and accountability.

Statement of Trustees' Responsibilities

The trustees 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).

The law applicable to charities in England and Wales 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 charity and of the incoming resources and application of resources of the charity for that period. In preparing the 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 judgments and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at anytime the financial position of the charity and to enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees' report was approved by the board of trustees and signed on its behalf by:

Mr Kevin Sara

Trustee
28/11/2025

I report to the trustees on my examination of the accounts of Everyone's Invited (the Trust) for the year ended 30 June 2025.

Responsibilities and Basis of Report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

Since the Trust's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of The Chartered Institute of Management Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and contents of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Rachel Eden FMCA

15/11/2025
Curious Lounge
Reading
Berkshire
RG11NH

Statement of Financial Activities For The Year Ended 30 June 2025

		Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
		£	£	£	£
Income and endowments from:					
Donations and legacies	3	285,006	127,338	412,344	145,370
Charitable activities:					
Charitable Activities	4	83,800	-	83,800	90,959
Investments		1,259	-	1,259	1,718
		370,065	127,338	497,403	238,047
Expenditure on:					
	6	(6,556)	-	(6,556)	(1,241)
Raising funds	6	(352,170)	(61,360)	(413,530)	(245,692)
Charitable activities:					
Charitable Activities		(358,726)	(61,360)	(420,086)	(246,933)
		11,339	65,978	77,317	(8,886)
Transfers between funds	16	7,657	(7,657)	-	-
		18,996	58,321	77,317	(8,886)
Reconciliation of funds:					
Total funds brought forward		151,662	7,657	159,319	168,205
Total funds carried forward	16	170,658	65,978	236,636	159,319

Comparative Statement of Financial Activities For The Year Ended 30 June 2025

		Unrestricted funds £	Restricted funds £	2024 Total funds £
Income and endowments from:				
Donations and legacies	3	130,370	15,000	145,370
Charitable activities:		90,959	-	90,959
Charitable Activities	4	1,718	-	1,718
Investments				
		<u>223,047</u>	<u>15,000</u>	<u>238,047</u>
Expenditure on:				
Raising funds	6	(1,241)	-	(1,241)
Charitable activities:	6	(221,287)	(24,405)	(245,692)
Charitable Activities		(222,528)	(24,405)	(246,933)
		<u>519</u>	<u>(9,405)</u>	<u>(8,886)</u>
Net Expenditure				
		<u>519</u>	<u>(9,405)</u>	<u>(8,886)</u>
Net movement in funds				
Reconciliation of funds:				
Total funds brought forward		151,143	17,062	168,205
Total funds carried forward	16	<u>151,662</u>	<u>7,657</u>	<u>159,319</u>

Statement of Financial Position As At 30 June 2025

		Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
		£	£	£	£
Fixed Assets					
Tangible Assets	11	3,850	-	3,850	-
		3,850	-	3,850	-
Current Assets					
Stocks	12	-	-	-	3,617
Debtors	13	46,795	-	46,795	16,075
Cash at bank and in hand		139,132	65,977	205,109	152,318
		185,927	65,977	251,904	172,010
Creditors: Amounts Falling Due Within One Year	14	(19,119)	1	(19,118)	(12,691)
Net Current Assets (Liabilities)		166,808	65,978	232,786	159,319
Total Assets Less Current Liabilities		170,658	65,978	236,636	159,319
Net Assets		170,658	65,978	236,636	159,319
Funds of the Charity					
Restricted Funds				65,978	7,657
Unrestricted Funds				170,658	151,622
Total Funds	16			236,636	159,319

On behalf of the board

Mr Kevin Sara
Trustee
18/11/2025

Notes to the Financial Statements For The Year Ended 30 June 2025

1. General Information

Everyone's Invited is a charitable incorporated organisation registered with the Charity Commission, registered charity number 1196264. The principal address is .

2. Accounting Policies

2.1. Basis of Preparation of Financial Statements

The financial statements 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) (effective 1 January 2019)", Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities Act 2011. The charity is a Public Benefit Entity as defined by FRS 102.

2.2. Incoming Resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

2.3. Resources Expended

Resources expended are recognised in the period to which they relate.

All costs which can be directly attributed to charitable activities are allocated to the relevant activity. Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees and costs linked to the strategic management of the charity.

2.4. Tangible Fixed Assets and Depreciation

Tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is provided at rates calculated to write off the cost of the fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Computer Equipment
Straight line over 3 years

2.5. Stocks and Work in Progress

Stocks and work in progress are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost is determined using the first-in, first-out method.

Cost includes all direct costs and an appropriate proportion of fixed and variable overheads. Work in progress is reflected in the accounts on a contract by contract basis by recording turnover and related costs as contract activity progresses. At the end of each reporting period stocks are assessed for impairment. If an item of stock is impaired, the identified stock is reduced to its selling price less costs to complete and sell and an impairment charge is recognised in the statement of financial activities. Where a reversal of the impairment is required the impairment charge is reversed, up to the original impairment loss, and is recognised as a credit in the statement of financial activities.

2.6. Cash and Cash Equivalents

Cash and cash equivalents are basic financial assets and include cash in hand and deposits held at call with banks, other short-term highly liquid investments that mature in no more than three months from the date of acquisition and are readily convertible to a known amount of cash with insignificant risk of change in value, and bank overdrafts.

Notes to the Financial Statements For The Year Ended 30 June 2025 (continued)

3. Income from Donations and Legacies

	Unrestricted funds £	Restricted funds £	2025 Total funds £
Donations and gifts	27,095	-	27,095
Grants	257,911	127,338	385,249
	285,006	127,338	412,344

	Unrestricted funds £	Restricted funds £	2024 Total funds £
Donations and gifts	15,120	-	15,120
Grants	115,250	15,000	130,250
	130,370	15,000	145,370

4. Investment Income

Bank interest receivable

2025 Unrestricted funds £	2024 Unrestricted funds £
1,259	1,718

5. Net Income/(Expenditure)

The net income/(expenditure) is stated after charging/(crediting):

Depreciation of tangible fixed assets - owned

2025 £	2024 £
393	-

Notes to the Financial Statements For The Year Ended 30 June 2025 (continued)

6. Analysis of Expenditure

	Activities undertaken directly £	Support costs (see note 7) £	2025 Total £
Raising funds	6,556	-	6,556
Charitable Activities	320,137	93,393	413,530
	<u>326,693</u>	<u>93,393</u>	<u>420,086</u>

7. Support Costs

	2025 Raising Funds £
Employee costs	42,740
Premises expenses	17,361
General administration	26,471
Governance costs	6,821
	<u>93,393</u>

	Activities undertaken directly £	Support costs (see note 7) £	2024 Total £
Raising funds	1,241	-	1,241
Charitable Activities	164,767	80,925	245,692
	<u>166,008</u>	<u>80,925</u>	<u>246,933</u>

	2024 Raising Funds £
Employee costs	16,776
Premises expenses	(21)
General administration	55,438
Governance costs	8,922
	<u>80,925</u>

Notes to the Financial Statements For The Year Ended 30 June 2025 (continued)

8. Independent Examiner's Remuneration

Independent examination of the financial statements
 Other assurance services
 Tax advisory services
 Other financial services

	2025 £	2024 £
Independent examination of the financial statements	510	3,399
Other assurance services	620	-
Tax advisory services	-	-
Other financial services	858	6,819
	1,988	10,218

All prices include VAT.
 There was a change of Independent Examiner and firm between 2024 and 2025

9. Staff Costs

Staff costs were as follows:

Wages and salaries
 Social security costs
 Other pension costs

	2025 £	2024 £
Wages and salaries	217,924	126,683
Social security costs	10,205	9,310
Other pension costs	6,797	3,841
	234,926	139,834

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000.



10. Average Number of Employees

Average number of employees during the year was: 10 (2024: 5)

Notes to the Financial Statements For The Year Ended 30 June 2025 (continued)

1 1. Tangible Assets

	Computer Equipment £
Cost	
As at 1 July 2024	-
Additions	4,243
As at 30 June 2025	4,243
Depreciation	
As at 1 July 2024	-
Provided during the period	393
As at 30 June 2025	393
Net Book Value	
As at 30 June 2025	3,850
As at 1 July 2024	-

1 2. Stocks

	2025 £	2024 £
Stock	-	3,617

1 3. Debtors

	2025 £	2024 £
Due within one year		
Trade debtors	35,427	11,913
Other debtors	11,368	4,162
	46,795	16,075

Notes to the Financial Statements For The Year Ended 30 June 2025 continued

14. Creditors: Amounts Falling Due Within One Year

	2025 £	2024 £
Trade creditors	-	696
Other creditors	13,567	8,596
Taxation and social security	4,931	-
Accruals and deferred income	620	3,399
	19,118	12,691

15. Pension Commitments

The charity operates a defined contribution pension scheme.

The assets of the scheme are held separately charity in an independently administered fund. During the year the charge to the statement of financial activities in respect of defined contribution schemes was £6,797 (2024: £3,841).

At the statement of financial position date contributions of £1,404 (2024: £6,388) were due to the fund and are included in creditors.

Notes to the Financial Statements For The Year Ended 30 June 2025 (continued)

16. Movement in Funds

	As at 1 July 2024	Income	Expenditure	Transfers	As at 30 June 2025
	£	£	£	£	£
Unrestricted funds					
General:					
General unrestricted fund	151,162	170,065	(158,226)	7,657	170,658
Designated:					
Sydney Black Charitable Trust	500	-	(500)	-	-
Oak Foundation	-	200,000	(200,000)	-	-
	500	200,000	(200,500)	-	-
Total unrestricted funds	151,662	370,065	(358,726)	7,657	170,658
Restricted funds					
Grayken	7,657	-	-	(7,657)	-
Kering	-	68,150	(13,671)	-	54,479
West Mercia	-	59,188	(47,689)	-	11,499
Total restricted funds	7,657	127,338	(61,360)	(7,657)	65,978
Total funds	159,319	497,403	(420,086)	-	236,636

Notes to the Financial Statements For The Year Ended 30 June 2025 (continued)

16. Movement in Funds

	As at 1 July 2024 £	Income £	Expenditure £	As at 30 June 2024 £
Unrestricted funds				
General				
General unrestricted fund	151,143	222,547	(222,528)	151,162
Designated				
Sydney Black Charitable Trust	-	500	-	500
Total unrestricted funds	151,143	223,047	(222,528)	151,662
Restricted funds				
Grayken	17,062	-	(9,405)	7,657
Esmee Fairbairn	-	10,000	(10,000)	-
Chalk Cliff Trust	-	5,000	(5,000)	-
Total restricted funds	17,062	15,000	(24,405)	7,657
Total funds	168,205	238,047	(246,933)	159,319

17. Transactions with Trustees

None of the trustees received any remuneration or any other benefits from an employment with the charity or a related entity during the current or previous year.

No trustee expenses have been incurred.

18. Related Party Disclosures

There have been no related party transactions in the reporting period that require disclosure.

Thank You

To learn more or get involved, visit www.everyonesinvited.uk or contact us directly at welcome@everyonesinvited.uk

To every survivor who has shared their story with us – **thank you.**

Your voice has fuelled this collective movement for change, and we will not stop until every voice is heard.

Thank you to everyone who has stood with us and supported us.

Together, we are one step closer to our mission to eradicate rape culture.

Your support has enabled us to empower over 52,000 survivors, build an online community with 19.9 million views, educate more than 66,000 students, and spark a national movement for change.

We are truly proud of the movement we have built together – this is just the beginning of our journey to create a safer society for everyone.

EVERYONE'S INVITED

England & Wales - Charity number 1196264

Accounts

EVERYONE'S INVITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

EVERYONE'S INVITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Kevin Sara Atalia Silas Susan le Jeune d'Allegeershecque CMG Sigal Shalev Christine Kane Bella Deborah Mary Bird Michael Coombs	(Appointed 8 May 2024)
Charity number	1196264	
Registered office	Streathers Solicitors Accurist House 44 Baker Street W1U 7AL	
Independent examiner	Andrew Subramaniam c/o HW Fisher Business Solutions Limited Chartered Accountants Acre House 11-15 William Road London NW1 3ER	
Bankers	C Hoare & Co 37 Fleet Street London EC4P 4DQ	

EVERYONE'S INVITED

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Annual Report 23/24

Everyone's Invited

- 1) Letter from CEO
- 2) Defining the problem
- 3) Reach in numbers
- 4) Timeline
- 5) Mission & Strategy
- 6) Safe Space
- 7) Education
- 8) Advocacy
- 9) Research
- 10) Organisational development and capacity building
- 11) Financial Review
- 12) Structure, governance and management
- 13) Support our work

The trustees present their report and financial statements for the year ended 30 June 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "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)".

1) Letter from CEO

Dear Supporter,

I want to thank our incredible survivor community. It continues to be an honour to uplift survivor experiences in their own words, providing them with a sense of relief and pathways to healing whilst eliminating the shame and stigma of sexual violence. The platforming of survivor stories drives forward our longer-term mission of eradicating rape culture through our four pillars: safe space, research, education and advocacy.

Over the past year, the team at Everyone's Invited have shown incredible passion and resilience in a profoundly challenging and divisive socio-political landscape of culture wars, extremist online misogyny and new forms of tech-enabled violence. Although we are encouraged by groundbreaking developments in policy, such as misogyny being treated as a new form of extremism under new government plans, three years since the launch of the Everyone's Invited campaign, a rape culture crisis continues to thrive in our schools and society at large. We hear young boys making jokes about rape, claiming women belong "on their hands and knees," whilst girls, trans and non-binary pupils struggle in these dehumanising and objectifying environments, where they are frequently judged, shamed and violated. In the UK, a record high of approximately 87,000 sexual offences against children under 16 were recorded by the police in 2023 (NSPCC, 2024).

Young people are more divided than ever before. Girls fear for their safety in classrooms and on the streets, whilst boys fear false accusations. Young people tell us that having sex is cool, whilst being in a relationship is embarrassing. Extremist misogynist influencers prey on the vulnerability of young boys, infiltrating their minds with misogynistic portraits of masculinity. Hardcore pornography is the place where many young people learn how to have sex, normalising and encouraging dehumanisation, objectification and violence in young people's earliest and most formative sexual experiences. We know that 10% of children are watching porn as young as 9, and 90% of 18-26-year-olds think online pornography has a significant impact on what teenagers perceive to be normal sexual behaviour (CEASE, 2024). Young people urgently need access to high-quality, comprehensive, inclusive and relevant Relationships and Sex Education that reflects their lived experiences and is delivered by experts they resonate with. We are dedicated to making this a reality for the next generation through our safe space, education, research and advocacy programmes. However, we can't do this alone; we need your support.

This year, we have focused on building solid foundations and a talented team to deliver on our objectives and maximise our impact on society. We thank all our stakeholders, survivors, young people, school communities, donors and supporters who have been essential to the growth and success of our work so far. Thank you for your enduring generosity, consideration and support.

Yours sincerely,

Soma Sara
Founder & CEO

2) Defining the problem

Rape culture represents a fundamental threat to the rights of the people who experience it. Rape culture includes misogyny, rape jokes, sexual harassment (groping, non-consensual touching), image-based abuse and harassment (upskirting, non-consensual sharing of intimate photos, cyber flashing) and sexual coercion. When behaviours such as these are normalised, this can act as a gateway to more extreme acts such as sexual assault and rape.

- In the UK, a record high of approximately 87,000 sexual offences against children under 16 were recorded by police in 2023. (NSPCC, 2024)¹
- 1 in 4 women have been raped or sexually assaulted as an adult. (Office for National Statistics, 2023)²
- 10% of children are watching porn from as young as 9, and most commonly from 13. (Children's Commissioner, 2023)³
- 9 out of 10 girls received unsolicited images and were subjected to sexist name-calling. (Ofsted, 2021)⁴
- The Crown Prosecution Service found that the public's accurate understanding of rape "is outweighed by false beliefs, misunderstanding, lack of knowledge, and underlying stereotypes", with these misconceptions being more prevalent among younger generations. (CPS, 2024)⁵
- The majority of recorded incidents of online sexual abuse involved reports of children (aged 10 to 17) offending against other children (52%), up from around one-third. (National Policing Vulnerability Knowledge and Practice Programme, 2022)⁶
- 90% of 18-26-year-olds think online pornography has a major impact on what teenagers perceive to be normal sexual behaviour. (CEASE, 2024)⁷

1

NSPCC (2024). *Statistics briefing child sexual abuse*. Available at: <https://learning.nspcc.org.uk/media/iwhpwoiz/statistics-briefing-child-sexual-abuse.pdf> (Accessed 16 August 2024).

² Office for National Statistics (2023). *Sexual offences victim characteristics, England and Wales: year ending March 2022*. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/sexualoffencesvictimcharacteristicsenglandandwales/latest> (Accessed 20 August 2024).

³ Children's Commissioner for England (2023). *'A lot of it is actually just abuse' Young people and pornography*. Available at: <https://assets.childrenscommissioner.gov.uk/wpuploads/2023/07/CCO-Pornography-and-Young-People-1.pdf> (Accessed 16 August 2024).

⁴ Ofsted (2021) *Review of sexual abuse in schools and colleges*. Available at: <https://www.gov.uk/government/publications/review-of-sexual-abuse-in-schools-and-colleges/review-of-sexual-abuse-in-schools-and-colleges> (Accessed 16 August 2024).

⁵ Crown prosecution Service (2024). *CPS and Equally Ours: Research into the public understanding of Rape and Serious Sexual Offences (RASSO) and consent*. Available at: <https://www.cps.gov.uk/publication/cps-and-equally-ours-research-public-understanding-rape-and-serious-sexual-offences#:~:text=The%20research%20showed%20that%2C%20overall,of%20knowledge%2C%20and%20underlying%20stereotypes.> (Accessed 16 August 2024).

⁶ National Policing Vulnerability Knowledge and Practice Programme (2022). *National Analysis of Police-Recorded Child Sexual Abuse & Exploitation (CSAE) Crimes Report*. Available at: [Read the full report](#) (Accessed 16 August 2024).

3) Reach in numbers

This year:

Students: 29,331

Staff: 5,320

Parents: 470

Sessions: 245

Schools: 66

Submissions: 958

Followers: 86,245 in our community across all our social media platforms.

Over the last two years:

Students: 40,000

Staff: 7320

Parents: 470

Schools: 101

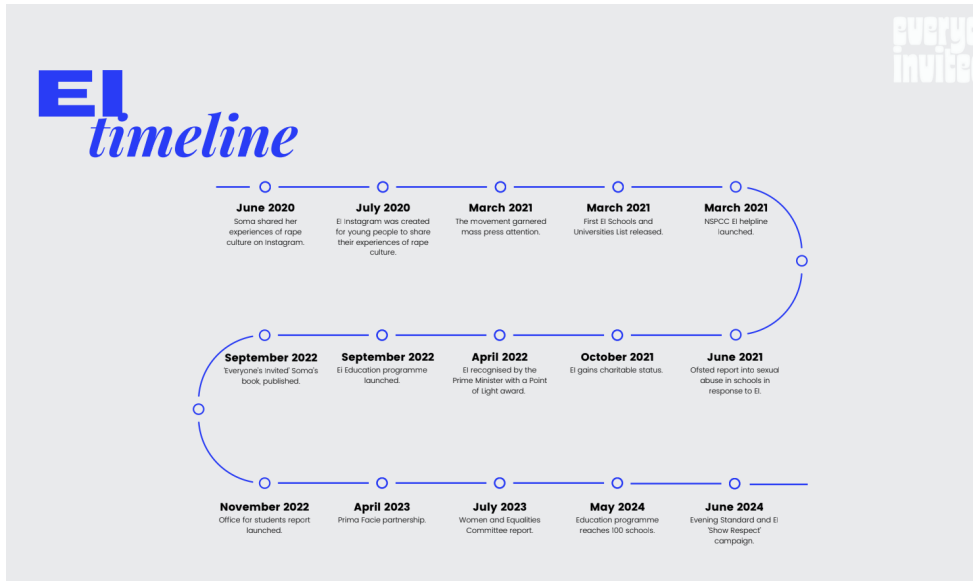
Research enquiries: 18

4. Timeline

Where did it all begin?

EI was first created after the founder shared her experiences of rape culture online, opening the floodgates for tens of thousands of young people to share their stories. The submissions triggered a national movement, an international media storm and a conversation about rape culture with millions of people. In light of the overwhelming response from those who resonated with her story, she founded Everyone's Invited in June 2020 (later gained charitable status in 2022).

⁷ CEASE (2024). *British Public Attitudes Towards Pornography*. Available at: <https://cease.org.uk/british-public-attitudes-towards-pornography/#:~:text=92%20per%20cent%20of%20the,to%20be%20normal%20sexual%20behaviour>. (Accessed 16 August 2024).



In November 2023, We were awarded 'best non-profit of the year' at the Soho Works Future 50 Awards 2023.

5) Mission & Strategy

Mission: to expose and eradicate rape culture with empathy, compassion and understanding.

Values

- Survivor
- Empathy
- Anonymity
- Reconciliation
- Everyone

Guiding principles

- Lead with empathy, compassion and understanding.
- An educated, thoughtful and considerate approach in all areas.
- Survivor-centred approach in all activities and decision-making.
- Strive for excellence in all areas/quality over quantity.
- Use research to guide and underpin activities and maximise impact.
- Take an intersectional approach with a commitment to equality, diversity and inclusion.

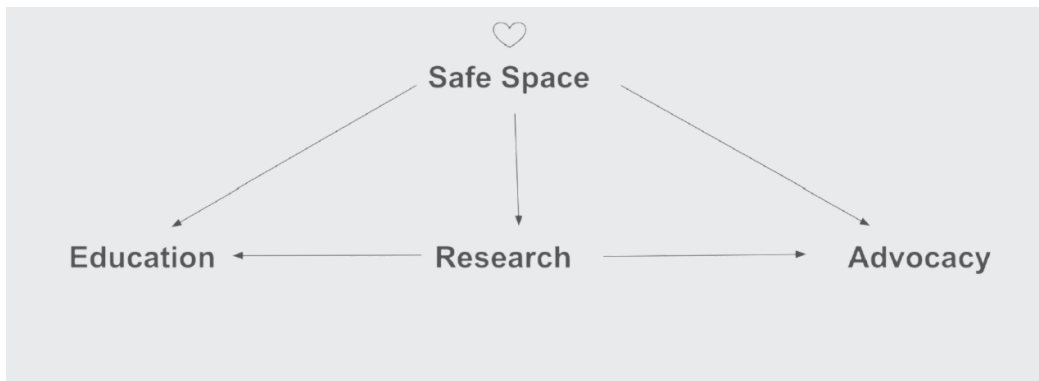
We will achieve our mission through our four pillars:

Safe Space: provide an anonymous online safe space for survivors of rape culture to share their testimonies.

Education: educate everyone and raise awareness of rape culture and the surrounding issues and to keep people talking about what can be done to eradicate it.

Research: continue to implement effective solutions to expose and eradicate rape culture.

Advocacy: engage with governments and institutions to foster positive change.



Media Mentions

Single-sex schools have introduced more opportunities for boys to mix with girls in academic settings following calls to tackle misogyny and sexual harassment.

A number of girls' schools have increased their collaboration with local boys' schools to ensure their pupils are not solely coming together at discos.

It comes after the Everyone's Invited movement – a campaign on sexual harassment and abuse launched in 2021 – saw some pupils accuse their schools of not tackling a “rape culture”.

Earlier this year, teachers raised concerns that misogynistic views are spreading into schools as a result of social media influencers like Andrew Tate.



Stop It Now confidential helpline 0808 1000 900

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A year on the front line: reflections on the first 12 months of our project to tackle harmful sexual behaviour in schools

19 October 2023

Laura Nott, Schools Project Manager at The Lucy Faithfull Foundation

In June 2020, a wave of revelations about rape culture and harmful sexual behaviour in schools made media headlines through the Everyone's Invited movement. This prompted a cross-governmental response and an Ofsted review found:

“The issue is so widespread that it needs addressing for all children and young people... schools, colleges and multi-agency partners [should] act as though sexual harassment and online sexual abuse are happening, even when there are no specific reports.”

Everyone's Invited is working hard in schools to expose and eradicate rape culture. Our workshops address the pressures of the modern sexual landscape... the pressures faced on social media, the gender stereotypes that make boys feel they have to be tough like Andrew Tate and girls feel they have to be submissive, the extreme online misogyny, and alpha-male influencers promoting violent models of masculinity. Young people need spaces to think about pornography and how mainstreaming of hardcore porn has dictated their sexual lives and experiences.



COMMENT

There's a rape culture in London's schools — we must swap it for a culture that cares



Boys and girls need to understand the harms of patriarchal and dominating models of masculinity that promote the dehumanisation of women and stifle male emotional literacy, stopping boys from speaking openly about their struggles and mental health.

The impact of trauma brought on by the experience of sexual violence should not be underestimated. It can profoundly alter a person's life experience, triggering crippling mental illness, suicide, eating disorders, trust issues, lifelong struggles in intimacy and relationships and also damage university and career prospects.



COMMENT

I founded
Everyone's Invited,
but there is still a
misogyny crisis in
our schools



6) Safe Space

Overview

The primary function of the safe space is to help survivors of rape culture. Sharing testimonies gives many survivors a sense of relief, catharsis, empowerment and a feeling of community and hope. Many survivors have suffered for years in silence. We have collected over 51,000 submissions in the safe space and continue receiving an average of 80 monthly submissions. Over the last year, we received 958 unique submissions, and our testimony-processing volunteers processed 3,246 testimonies and uploaded them onto the website. We are increasing our capacity to process testimonies and are ensuring all testimonies we have received are hosted on our website.

"In [date omitted to preserve anonymity] I was raped by my then bf I was scared all the time and hated going to school, I then had the courage to break up with him and tell people what he did. I moved schools and I'm doing a lot better now." Anonymous Submission

"In my maths and physics A-level classes, the boys in my group (in which I was the only girl) would casually talk about the girls they wanted to have sex with, breast sizes, their love of pornography and eventually, how to have sex with a girl against her will without it constituting "rape." They freely spoke about their hard-core sex fantasies as if I wasn't there. On one occasion, a boy excused himself, because he had to go to the bathroom to masturbate. At [X] casual sexism and sexual harassment is normalised.,I had many conversations with school staff, in which I told them that I did not feel comfortable in a class environment where my male group members were talking about bondage, ball gags and porn. I told them it was degrading and intimidating. My parent-teacher meetings were primarily used to discuss sexual harassment, instead of my education and performance. We were told "boys will be boys" and that it would eventually die down.,It got worse..My fear of being unsafe at school became a reality when a boy sexually assaulted me in a crowded hallway in between lessons by putting his hand between my legs and groping me. Other than reporting the incident to the police, [school name omitted by EI to preserve anonymity] did nothing to support me. In fact, when I was told to recount the event and requesting that I be able to speak to a female staff member, I was denied this request. I was told I had to speak to the head and the deputy head - both of whom were males.,I felt violated and traumatised, both by the incident and also because [school name omitted by EI to preserve anonymity] could have prevented the sexual assault by taking the concerns my parents and I had been raising for months seriously, instead of ignoring and trivialising them. When I began to struggle with sexual assault-related trauma and school-related anxiety, [school name omitted by EI to preserve anonymity] was more interested in my attendance than my well-being." Anonymous Submission

Impact

Supporting survivors: The impact of sexual trauma can be lifelong and affect every aspect of a person's well-being and mental health and can even lead to suicide. "...within a group of female suicide attempters, those with a history of sexual abuse are disproportionately vulnerable to repeated suicidal behavior.⁸" Survivors are too often shamed for their experiences and are not believed. The Everyone's Invited safe space eliminates the stigma and taboo surrounding these traumatic experiences, empowering survivors to process, acknowledge and articulate their experiences, which is, for many, essential in their healing journey. "Talking with others

⁸ van Egmond M, Garnefski N, Jonker D, Kerkhof A. *The relationship between sexual abuse and female suicidal behavior*. Crisis. 1993;14(3):129-39. PMID: 8281805.

about traumatic experiences (i.e., trauma disclosure) has been associated with increased posttraumatic growth (PTG)..”⁹.

Everyone’s Invited was contacted by a CBT therapist who shared that their client’s testimony had not been posted. Once we were aware of the issue, we could locate and upload the testimony. Crucially, the psychotherapist shared that her client had submitted her story to the website and seeing it uploaded alongside the body of testimonies on the website was a crucial part of her healing journey.

“Sexual abuse remains a stigma and leaves its victims indelibly stained - it is only by speaking up that some sort of peace can be achieved - and others can be protected. I'm glad that there are sites like these and hope that by women being encouraged to tell their experiences, the true extent of the problem will be realised. Sexual exploitation and assault of children and women is truly Pandemic and only education and bringing it out in the open can begin to address it.” Anonymous Submission

The Everyone’s Invited website signposts all survivors who have shared their stories to the ‘Help’ page, which contains an extensive list of survivor resources, guides, charities, helplines and organisations that offer support, help and healing content. The page also contains support for LGBTQIA+ survivors, black, brown, and minoritised survivors, and parent-focused content. The EI Instagram account @everyonesinvited, which has over 80k+ followers, shares a wealth of original support resources and survivor-focused content for healing and support. These are written, researched and created by the EI social media team. Some examples include: Supporting survivors of sexual health after assault that might be intrusive (STIs, [Smear tests](#), IUD etc.), Sharing content on male survivors of sexual violence, Tips on mindfulness after assault: [here](#), Advice on supporting [peers](#) and [partners](#), Advice for dating after sexual assault: [here](#), Supporting queer survivors: [here](#), Helping survivors identify triggers to avoid further distress from their trauma: [here](#).

Triggering campaigns: the safe space is also a powerful awareness-raising and educational tool, increasing people’s understanding of survivor experiences and sparking many campaigns in schools and universities across the country as young people are inspired by the act of collecting testimonies from their community to advocate for survivors and victims and bring about change in policies and practices from the ground up, within the institutions they navigate.

“They were 18 and just finished school and were all talking about the lived experience they had being a present-day kid at one of the prominently named schools post the blow-up of Everyone’s Invited- and how life-changing it was for them to be given a safe place to speak on their experiences, but also how instrumental it was to their school's system finally making a change. They described it as ‘everything they’ve been waiting for, but in the final hour’, which brought me to tears. It made me even more grateful for what Everyone’s Invited did for us all, which I didn’t think was possible.” Supporter

Programme development

This year, we have worked closely with a web developer to maintain the website, improving elements to ease and enhance the survivor experience on the website. For example, we added a visible exit button on every website page to safeguard survivors visiting the site. If survivors feel triggered or overwhelmed by the content of the testimonies, they can exit the website immediately. Furthermore, a full-time staff member is responsible for managing the website volunteers. They have prioritised building a better sense of community in the team through arranging in-person meet-ups. We have increased the capacity of the volunteer team by onboarding three new volunteers this year who meet twice a month, both online and in person. All volunteer

⁹ Kimbley CT, Cox DW, Kahn JH, Renshaw KD. *Feeling pressured to talk about trauma: How pressure to disclose alters the association between trauma disclosure and posttraumatic growth.* J Trauma Stress. 2023 Jun;36(3):567-578. doi: 10.1002/jts.22930. Epub 2023 Mar 29. PMID: 36991577.

testimony processors have access to monthly online group support sessions delivered by our support practitioner, where a safe peer support space is cultivated, and topics such as vicarious trauma and the importance of self-care are covered.

Future

In the future, we would like to improve the support accessible to survivors on the website by enhancing our existing library of support resources, creating original EI survivor support manuals and working with a website designer to improve the website's look and feel to prioritise a sense of calm, peace and healing for survivors.

7) Education

Overview

“Over the past year, our education programme has continued to experience remarkable success and growth, demonstrating resilience and adaptability in the face of significant challenges. We have expanded our reach and witnessed firsthand the transformative impact of our work. The conversation is shifting in schools, communities, and online spaces. We see a growing awareness and acceptance of the values we champion: equality, respect, and informed, healthy relationships. However, with the rapidly changing digital landscape, the continued influx of pornography and the lack of support and funding for RSE, there is still work to be done. A recent study found that 1 in 12 women in the UK are expected to experience violence. As we look to the future, we remain committed to holistically delivering our education across the UK and beyond, pushing boundaries with our research, and always centring the voices of survivors.” Ellie Softley, Head of Education

This Year

- We primarily educate young people in schools. As a paid programme, we provide means-based education to state schools. 51.5% of the schools we work with pay in full, while 48.5% pay our subsidised rates.
- We delivered training at three universities.
- We delivered an average of 20-25 monthly sessions tailored to the school's needs.
- We have established working relationships with 26 Counties, Districts & Metropolitan Councils.
- We spoke at ten conferences across the UK.
- We ran seven free online sessions for practitioners from the NHS, the social work sector, public health units and education.
- We delivered training to one police force.

What we covered:

Everyone's Invited offers three foundational talks designed to be delivered together throughout the year but can be run as solo talks. We cover a vast array of topics within our Rape Culture, Sexual Wellbeing and Sexual Violence talks. We also offer an Active Upstander workshop and a new United Voices Workshop to unite young men and women around gender equality in the classroom. Our most delivered session this academic year was The Rise of Online Misogyny Training which helps professionals understand the trends and business models inspired by Tate, which has spawned from far-right online incel* movements.

Incel definition:

An **incel** (short for "involuntary celibate") refers to a person, typically a heterosexual man, who expresses frustration, resentment, or anger over their inability to form romantic or sexual relationships, despite desiring them. Incels often believe their lack of romantic success is due to factors beyond their control, such as physical appearance or societal structures, and may feel victimized or excluded.

Make sure its relevent to how we talk about it.



Internalised Misogyny

We discussed internalised misogyny through a pop culture lens, exploring different stereotypes in the movie Legally Blonde.



Rise of Online Misogyny

We delivered in-depth training on incel ideology and the impact of misogyny in schools.



Influenced/Influencer

We trained students to analyse the content they consume online with a critical lens.



Attending a SARC

Many students asked us what it is like to have a sexual violence victim examination, so we talked them through the process.



History of Feminism

What are the different waves of feminism and why do people not want to get on board with feminism? How can it help society at large?



Rise of the Trad Wife

TikTok has seen a rise in the trend of being a 'trad wife' These are influencers that are being idolised for sticking to traditional gender norms.



Stalking & Male victims

We discussed the hit Netflix show 'Baby Reindeer' with students and explored why male victims of violence so rarely come forward.



Rape Culture in Music

Examining the Megan Thee Stallion and Tory Lanez shooting case, we explored the impact of music & lyrics on behaviour.



Tech Enabled Violence

Georgia Harrison's perpetrator received one of the first convictions for Image Based Abuse. What are the new laws surrounding digital abuse?

Impact

Schools

This year, we have reached:

Students: 29,331

Staff: 5,320

Parents: 470

Sessions: 245

Since the programme's inception in September 2022, we have worked with:

Students: 40,000

Staff: 7320

Parents: 470

Sessions: 350

Schools: 102

"Everyone's Invited has delivered the single best Continuing Professional Development I have ever received" Teacher.

"Thank you for such an informative session on a difficult topic. I have been able to engage in conversations since the session which we wouldn't have been able to before" Parent.

"This was my favourite talk that I've had this year. I have talked to my friends and they all said the same. The speaker was so good." Student.

Case Study:

Alloa Academy, Scotland.

One scenario, three perspectives.

"The implementation of the Everyone's Invited education programme in our school has enhanced both staff and student awareness regarding issues of consent, rape culture and sexual harassment. Post-implementation, there has been a noticeable shift towards a more informed and proactive stance - more pupils will call behaviours out. The school curriculum now includes dedicated sessions on consent, respect, and healthy relationships - using more current examples. These sessions are integrated into regular lessons as well as PSE. We are fostering an environment where these critical topics are continuously discussed and pupils feel supported." -School

"Before I went along to the talk I felt trapped and had no one to talk to. After listening to [the facilitator] speaking I felt like everything he was talking about summed me up. He was a really nice guy and I felt I could go and chat to him at the end. I opened up to him and told him everything that had gone on. It felt really good to talk to him and it made me realise that I wasn't happy and I had to make the change to be happy again." -Student

"My 15-year-old son was in a relationship with a girl the same age. I started to notice the controlling behaviours. The relationship was toxic and it was having a major impact on our relationship with him and our family. He got in the car the day after the talk and started explaining that he had been asked to help out at an assembly that day, and that there were people in to talk about relationships. He spoke to one of [the facilitators] afterwards and told them everything!! I now have my happy, confident boy back. These visits to the schools are extremely important and help guide our kids." -Parent

Located in one of the most deprived areas in Scotland (top 10% according to the Indices of Multiple Deprivation), Alloa Academy successfully applied for local council funding to fund our education programme delivery. Due to the programme's success at the school, evidenced by significant visible positive changes in behaviour and attitude, the council has continued to fund the education, allowing us to return next year and further our impact.

Police

In November 2023, EI was asked to deliver our education to the Greater Manchester Police. We are proud that the police force recognised us as a trusted source. This confidence in EI encourages us, confirms the importance of our education and ongoing research, and keeps us ahead of the curve. During the training, we covered extremist online misogyny and exposed tactics that misogynistic influencers are using to radicalise young men and boys.

“We arranged training through Everyone's Invited, which was delivered virtually to a combined training session for police and fire service school officers. Ellie was extremely professional and delivered well-thought-out content on a variety of difficult subjects. Officers were particularly interested in the demonstration of how social media algorithms are so easily changed and manipulated to show young people content that is harmful. The training opened up lots of discussion, particularly around the incel movement and changing attitudes in young people, and how to recognise when young people in the schools they work within may be at risk of radicalisation, and how to have those difficult conversations with young people”. -Lisa Quinn, Police Officer at Greater Manchester Police

County Councils

Our visibility in the sector has led to several Health and Prevention leads in Local governments approaching EI to support their understanding and awareness of the modern cultural pressures that young people face. Over the last year, we have delivered free training on the Rise of Online Misogyny and Incels to the following councils: Kirklees, Salford, Warwickshire, Staffordshire, Lancashire, and London Boroughs of Croydon and Barnet Councils. We were granted £5,000 to carry out this work in Durham. We shared insights, learnings, and best practices gained from our experience of education delivery in the sector.

This endorsement by the local government contributes to schools' confidence in our education programme. Further, we are proud that our education impacts the Health and Prevention Lead's prevention strategy and influences their interface with all schools. Through our county council programme, we have reached over 100 local government staff.

Legal Sector

In January 2024, We delivered our 'Rise of Online Misogyny' training to a group of lawyers who approached EI as they were pursuing a civil case against the 'misogynist influencer' Andrew Tate. We discussed the impact of Tate's rhetoric and exploitative financial schemes and grooming impact on young people in the UK.

Free Online Sessions

Over the year, we offered seven free training sessions to those working across various sectors, including the NHS, youth work, education, parents and county council RSHE leads. We received an excellent response to the training and reached over 200 people through these online sessions.

“Well-paced, excellent information and delivered by specialist experts with clarity. Fabulous 'ripple effect' leading training for colleagues working with children and young people.”

“Incredibly informative and desperately needed in all areas of children's services.”

“Invaluable content and excellent delivery. Presenters were extremely knowledgeable, but delivered in a non-patronising and supportive manner.”

Programme Development

Engaging Men & Boys: in response to growing levels of misogyny and social divisions between boys and girls in the UK, we engaged consultants to enhance our efforts at Everyone's Invited. 3BM are a collective that specialises in helping individuals understand and address issues around masculinity and gender-based violence - how it shows up in their lives, how it affects them and the people they know and what they can do about it. We collaborated with 3BM to pilot workshops in London schools, testing a new approach to engage boys in combating misogyny and rape culture. The workshops were designed to challenge boys' values while getting them to engage in activities that taught them emotional connection and understanding.

Three workshops were piloted, each focusing on the following areas: 1 - Exploration 2 - Value Judgement & World Understanding 3 - Collective Buy-In & Act. Boys were taught how to critically engage with oppression, including ableism, classism, homophobia, racism, sexism and transphobia. Discussions were rooted in understanding the emotional motivations for harm. They also explored what they truly thought men and women were in our society, their roles, and what they're celebrated for. The sessions cultivated boys writing emotionally responsive and sensitive messages to survivors of sexual abuse - an exercise they would have initially resisted. Throughout the sessions, boys were encouraged to challenge each other, in many cases their friends, on issues relating to misogyny and sexual violence. Casual or 'Palatable' misogyny was actively addressed and countered as we modelled inclusive behaviour in an accessible and engaging way.

They equipped participants with the skills to confront and understand the realities of sexual violence today. After the workshop, participating students were demonstrably more likely to see gender equality as an essential issue: 24% saw it as an issue of importance pre-delivery, which rose to 41.7% post-delivery. It was also noted the students were more likely to engage in similar discussions after the workshop in their social settings.

United Voices: In response to the growing divide between boys and girls, polarising messaging on social media and increasing levels of violence in schools, we launched United Voices, a workshop programme that can be run at a school over a single term or a year. After evaluating the findings of the 'Engaging Men and Boys' workshops, we modelled the programme to include three workshops, separating the girls and the boys, addressing topics such as online misogyny, internalised misogyny, communication in relationships and equality. The final workshop will bring the pupils together to share their insights and find common ground, centring the learning in empathy-building. We will unite young men and women in meaningful discussions about sexual violence, unity and equality.

Future

Community Champions: to create safer, more inclusive, and ambassador-led educational environments, Everyone's Invited is introducing Community Champions, an initiative dedicated to empowering youth leadership in schools. The objective of this programme is to increase student knowledge and lower the use of language and attitudes contributing to rape culture. The crux of the programme is recruiting ambassadors from different schools across the UK on a year-long structured project, open to students from Year 9 upwards. The ambassadors will meet with the EI Education team online twice a term, from October to July. We will equip the selected students with the knowledge, skills, and confidence to create preventative initiatives within their schools. The ambassadors will learn the core elements of our education programme and expand on their knowledge by discussing topics like gendered pressures, influencers and online misogyny. This project will create a long-term impact and lasting change by empowering the ambassadors to address and mitigate challenges within their school environments by educating younger pupils and supporting collaboration with teaching staff to create change. We will monitor the progress and effectiveness of this work through

qualitative and quantitative methods. This programme will be led by students and embedded within the school culture.

County Council Community Building: over the last two years, we have connected with public health leads nationwide who deliver RSHE across their designated counties and districts. In the coming year, we will build on extant connections to take this further by creating an online community for all RSHE county leads across the UK. EI will organise regular meetings that will bring together the county leads, providing up-to-date, relevant education and a space for sharing best practices. The benefits of connecting practitioners across the country are tenfold. The increased information sharing will boost the relevancy and quality of education, share best practices, and help unify resources and approaches to RSE across different local councils to support and safeguard young people. Eight boroughs, fourteen county councils, and six metropolitan councils are currently signed up.

Free Schools Education: To tackle rape culture across the UK, there is an urgent need to transition into an inclusive, accessible model where all young people, particularly those from marginalised and disadvantaged backgrounds, receive accurate and consistent RSE in a safe, compassionate and non-judgmental environment. We are fundraising to deliver the EI Education Programme for free in 420 state schools over three years, amounting to 10% of all secondary schools in the U.K. The estimated reach of the programme is 63,000 students, 33,600 staff, and 30,000 parents. We want to provide free education nationwide with an emphasis on disadvantaged communities. The UK education system continues to be under huge financial strain. Over the past two years, we have seen the immense pressures on school communities caused by budget cuts, dwindling resources, rising safeguarding concerns, and polarising culture wars.

Over one academic year, each school (a one-year group) will receive three talks, one workshop, one staff training session, and one parent training session for free. We are partnering with Dr Emily Setty from the University of Sussex to ensure in-depth monitoring and evaluation of this project.

8) Advocacy

Overview

Over the past three years, EI has triggered groundbreaking national reports from Ofsted and the Women and Equalities Committee, prompting national and local overhauls in policies, practices, and Relationships Sex Education (RSE) in schools and universities across the U.K. This past year, organisations in the sector have been operating in an increasingly divisive political landscape where issues such as Relationships Sex Education have been politicised. It has become increasingly challenging to advocate for young people's right to access inclusive, comprehensive, high-quality RSE education that is relevant and reflective of their lived realities. We hope that the draft RSE guidance is rewritten and that the new government holds fast to their commitment to tackling violence against women and girls. This commitment must include prioritising investment in prevention education in schools to tackle male violence against women and girls.

Impact

This year, we advocated for our survivor community and young people, bringing their interests and voices to the forefront of vital conversations. We continued to scope the policy landscape and build strong relationships with key stakeholders; we became a member of the End Violence Against Women Coalition (EVAW) and spoke at meetings, conferences, round tables and convenings, bringing our survivor-focused and youth expertise to the discussion. We have formed bonds with the government, attending various meetings with the Home Office, Department for Education, and Ofsted. We further connected with charities and organisations in the U.K violence against women and girls (VAWG) sector (NSPCC, Women's Aid, Beyond Equality, EVAW, Rape Crisis), organisations tackling child sexual abuse globally (Together for Girls, To Zero Initiative, ARPAN, Teach

Us Consent), and key practitioners and academics in the space (Dr Emily Setty, Prof Lucie Cluver, Dr Maree Crabbe).

Our advocacy work is interconnected, covering three overarching themes: Survivors, Tech-enabled violence, and Relationships Sex Education & Prevention education.

Our engagements over the last year

Survivors

- September 2023: The CEO and the Head of Strategy met with Caroline Adams, QPM, NPCC, and Hayley Watson from Trilateral Research. We highlighted the importance of bringing a survivor-focused approach within the National Vulnerability Strategy and at an operational level within policing, with empathy. We also shared our contribution and approach to education and training.
- October 2023: To Zero Global Initiative, working together to end childhood sexual violence. “To Zero is an ambitious global initiative led by a diverse and representative group of field leaders, including survivors, practitioners, researchers and campaigners with a bold vision to end childhood sexual violence (CSV) within a generation and strengthen the case for support to scale successes and nurture innovation rapidly.” The CEO attended the three-day in-person visioning workshop with sector leaders worldwide. As the youngest member in attendance, she advocated for the youth voice and the importance of developing a strategy relevant to the modern sexual landscape that adequately addressed the challenges the younger generations face. The CEO was selected as one of the six To Zero champions leading this initiative.

Tech-enabled Violence

- November 2023: Cambridge Rape Crisis Conference: the Head of Education delivered a keynote presentation on the Rise of Online Misogyny.
- January 2024: Kip Education Conference: The Head of Education discussed combatting online misogyny and concerns about new harms children face in the digital landscape. Attendees found emphasising a nuanced and holistic approach valuable in enhancing policies and practices.
- February 2024 Association of Colleges Conference: The Head of Education delivered a keynote speech on the Rise of Online Misogyny.
- February 2024: Parliament roundtable on image-based abuse and AI pornography: The Head of Education and Social Media Lead attended a panel where the implications of AI for sexual abuse were discussed. Concerns were raised over the impact of the rise of image-based abuse on vulnerable and marginalised members of society, such as children and black women. They urged organisations in attendance, such as Google, to prioritise safeguarding their search engines.
- March 2024: Panel on tech-enabled Violence Against Women and Girls (VAWG) with the Mayor's Office for Policing and Crime (MOPAC) in central London: attended by the Head of Education, the panel raised issues surrounding tech-enabled abuse, with a particular focus on encouraging organisations such as banks and companies that facilitate apps to adopt a ‘design by safety’ approach.
- April 2024: Pornography Convening hosted by the Oak Foundation: the CEO and Fundraising Officer attended a cross-sector day on the links between pornography and child sexual abuse. The CEO participated on a panel alongside Maree Crabbe (the Director of *It's Time We Talked*, Australia) and other sector leaders, sharing insights about the impact of porn on young people's sexual experiences.

Relationships Sex Education & Prevention Education

- December 2023: 10 Downing Street ‘Enough’ campaign event. The parliamentary undersecretary of state, the RT HON Laura Farris MP, invited the CEO and the Head of Strategy and Communications to

attend this event, which recognised the 'Enough' campaign aimed at helping reduce violence against women and girls in society.

- The Home Office and Department of Education organised three meetings this year. The head of strategy attended these meetings, during which they discussed the next steps in the education strand of the Enough campaign.
- April 2024 onwards: EVAW x EI: The Head of Education and Fundraising Officer attended multiple EVAW discussions on the newly proposed RSE guidance. EI Co-signed a letter with End Violence Against Women (EVAW), Tender, and Refuge, urging the government to consider critical perspectives in the upcoming Relationships and Sex Education (RSE) draft guidance. We expressed deep concern that the draft updated guidance removes or restricts protective, preventative education in this area, leaving children and young people at increased risk. It is crucial to protect inclusive and high-quality RSHE. One of the questions raised was whether parents needed to be more involved in the curriculum provided to young people surrounding topics of RSE. Parents must be engaged with their children's education, specifically regarding RSE; however, we advised the government to focus its efforts on including parents in engaging and supporting the curriculum instead of encouraging parents to question and deny their children essential education. These engagements underscore our proactive role in shaping policies that protect, support and empower individuals.
- May 2024: Vietnam Federation of British International Schools in Asia (FOBISA) Safeguarding Conference: The CEO was invited to deliver the keynote speech and an education workshop in Ho Chi Min City. The CEO spoke of EI's journey from a grassroots campaign to a professional charity providing a safe space for survivors and delivering consent and RSE education in schools. She met with safeguarding professionals from all over Asia working in many different cultural contexts.
- May 2024: Women's Aid Conference: The Head of Education participated in a panel on sexual violence, highlighting the importance of preventative education.
- May/June 2024: Evening Standard, Show Respect Campaign: EI was asked by the Evening Standard to launch and support their national campaign "Show Respect", which committed £500k to 12 organisations working to tackle VAWG and explore healthy relationships in schools. The Campaign called on the government and funders to invest in prevention education in UK schools. The CEO wrote an oped piece and a column highlighting the urgent need for more investment into the delivery of high-quality prevention education in the divisive landscape young people are currently navigating, where boys and girls are increasingly divided, and a crisis of misogyny and sexual harassment continues to thrive in our schools.
- June 2024: Croydon Council's Wellbeing Day: The education team conducted hands-on workshops, during which we discussed the importance of tackling misogynistic language and behaviour using empathy-based techniques.

Programme Development

We are in the early stages of developing an EI policy programme and are building the capacity to attend more policy-based meetings with governmental departments and peer organisations. Our CEO, Head of Strategy and Communications, and Head of Education will build on extant connections and make meaningful strides towards policy change across the UK. We aim to hire an experienced policy expert to help navigate the U.K.'s political landscape and develop a future policy roadmap.

Future

To Zero Youth Convening: In June 2024, The CEO was asked to co-design and co-facilitate a virtual and in-person three-day youth convening in Pretoria, South Africa, which will take place in September 2024. "In the sector to end childhood sexual violence (CSV), there is a strong belief that young people, who are the primary

beneficiaries of programs and interventions to end CSV, should play a central role in shaping the design and content of these innovations. However, some stakeholders are concerned that the youth voice on CSV is not currently being heard. We intend to cultivate a small community of youth leaders (ages 18-30) engaged in work focused on reducing and eliminating sexual violence against children and adolescents. The goal of this forum is to explore and synthesise youth views in three key areas: (1) concerns about current efforts to address the problem of childhood sexual violence; (2) current game-changers and innovations to address childhood sexual violence; and (3) what is required to get to zero cases of childhood sexual violence in the future.”

9) Research

Overview

This year, we have focused on two research areas: testimonies and education.

Testimonies research aims to use EI’s unique data to uncover insights that help the world reduce rape culture. Since March 2023, Everyone’s Invited has collaborated with Trilateral Research, an Ethical Artificial Intelligence firm, to tackle rape culture through data-driven research. This ongoing partnership aims to leverage our ever-growing submission database to produce impactful insights into the individual and societal effects of sexual violence.

Education research seeks to ensure our education program is evidence-based and leaves participants with a greater understanding of rape culture by developing and constantly improving monitoring and evaluation methods. We will validate and refine the intervention to show it is effective.

Impact

Testimonies research: This year, we were successfully awarded a grant with Trilateral for our joint project, MASC (Methods for Anonymisation in Sociotechnical Contexts), which focuses on developing advanced Natural Language Processing data anonymisation and verification techniques. This project will better safeguard those working with sensitive data by reducing the emotional burden of anonymising sensitive data and streamlining the administrative process to share our testimonies promptly. This tool will be used widely beyond the sector in other institutions, such as the police. Moreover, we began fundraising in partnership with Trilateral to conduct a more comprehensive analysis of the testimonies. The goal is to identify key themes and patterns in the submissions to gain a deeper understanding of the impact of rape culture on individuals and broader society to drive policy change and advocacy and enhance the education programme.

Education research: This year, EI’s research consultant has worked closely with the education team to develop qualitative monitoring and evaluation of the education programme. The aim is to measure the programme’s efficacy, primarily through pre- and post-delivery surveys with pupils and staff. We have built close relationships with academics in the space and aim to work closely with them to develop more robust monitoring and evaluation of EI’s education projects.

Additionally, our testimonies have been used outside of EI for research: we have received 18 requests from students, academics and organisations to use our testimonies in their work.

Programme Development

Testimonies research: we aim to continue to apply for funding to conduct a deeper analysis of the testimonies. Trilateral’s advanced analytical techniques will allow us to delve deeper into our vast database of survivor testimonies and enable researchers to analyse large data sets efficiently and safely. We aim to apply Natural Language Processing (NLP) to identify key themes, patterns within experiences, and understand the

multifaceted impact of rape culture on individuals and broader society. We can tailor interventions, educational materials, and survivor support services to address the specific needs and challenges uncovered by the research. We aim to produce data-driven evidence to advocate for policy changes that dismantle systems perpetuating rape culture and improve support for survivors.

Future

Testimonies research: We aim to continue to apply for grants and scope to achieve the research's policy-driving and education-enhancement goals. We will use the insights gained from a more comprehensive analysis of the testimonies to drive our advocacy programme and improve and enhance our educational content.

Education research: Continue to develop more robust monitoring and evaluation of the existing education programme. [Dr Emily Setty from the University of Surrey](#) has agreed to partner with EI to evaluate the 'Free Schools' education project. Dr Emily Setty has vast experience in sexual culture, qualitative research, sexual consent and digital culture. She has worked closely with other charities, such as the Lucy Faithfull Foundation, to conduct similar studies on pilot education programmes. The project will be monitored qualitatively through individual case studies and quantitatively through data collection.

Supporting survivors research: we have agreed to collaborate with Dr Tessa Morgan from the University of Cambridge on a study which aims to improve 'Mental health treatment for children and young people (CYP) with experiences of sexual threat or assault: inequalities, effectiveness and acceptability'. "Whilst mental health service provision has been studied for adults (Brown et al. 2019; Schwarz, 2020), to date, there is a remarkably weak evidence base around the efficacy of treatments available for young people following a sexual assault or threat (Lomax and Meyrick, 2022)...Using a mixed-methods approach, this project will generate new insights into generalist mental health support for CYP following a sexual assault or threat. This project will be the first of its kind to utilise data from a large and diverse CAMHS Trust (South London and Maudsley), to understand treatment provided to CYP identified as having experienced sexual assault or threat."

10) Organisational Development & Capacity Building

Fundraising

We would like to extend a profound thank you to all those who supported us over the last financial year. Despite the rising pressures in the sector and the rising costs of living, our donors remained generous and have demonstrated their faith in and commitment to our mission. Without your support, we would not have been able to achieve all that we have. From every survivor testimony to every person receiving our education, you allowed us to make this difference. Any gift, no matter how small, creates tangible change and moves us one step closer to achieving our mission of eradicating rape culture.

Thank you for donating your money, time, and voice.



the Aēsop Foundation



Funders

- The Oak Foundation
- The Aesop Foundation
- The Golden Bottle Trust
- The Chalk Cliff Trust
- The Ronnie and Carmela Pignatelli Foundation
- Sydney Black Charitable Trust

Individuals

Milla Penny

"I'm really excited to announce that I will be running the Bath Marathon with my lovely brother, to raise money for a cause that I only recently felt like I could talk about. 'Everybody's Invited' is a wonderful charity who are dedicated to raising awareness and fighting towards the minimisation of Rape. They are committed to creating safer spaces to discuss sexual assault and work with survivors to encourage public conversations about SA. The money raised will help go into educating young people about consent and safety around sex. I feel really proud to be raising money for them so empty those pockets and help make a huge difference :)))" - Milla's IG fundraising post caption

Running a Marathon for 'Everyone's Invited'



Milla Penny is organising this fundraiser on behalf of Everyone's Invited. ✓

I am running the Bath marathon in August to raise money for Everyone's Invited! They're an incredible charity going into schools educating our young boys and girls about the importance of consent and speaking out about rape culture.

£500 raised of £500 target



17 donations

We would also like to thank the team behind Young Abuse Support for donating the remaining assets they held after closing their charity. While we are saddened to learn of the charity's closure, we are humbled by their decision to entrust us with the remaining resources. This act of faith in our work is a responsibility we do not take lightly. It is always affirming to know that we have peer organisations in the field working towards the same goal with shared values. Young Abuse Support will continue its operations as a campaign, and we hope



to collaborate with them in the near future.

Key fundraising achievements and highlights

- We have professionalised and set up fundraising practices within the organisation, including establishing a CRM platform and a varied pipeline.

- The Fundraising Officer has worked closely with the Head of Education to create briefs and applications for project fundraising.
- Secured our first smaller-size grants.

Looking ahead: Fundraising Development

In the coming year, we will:

1. Deepen our commitment to ethical and responsible fundraising.

We voluntarily subscribe to the Fundraising Regulator and follow the Code of Practice. Over the next year, we will develop an in-depth Ethical Fundraising Policy to use within the organisation as we grow. Through the policy, we will be able to uphold our commitment to protecting children, women, girls, and survivors from harm.

2. Maintain relationships and develop a sustainable funding pipeline of future prospects.

As an organisation, we have endeavoured to build meaningful and supportive relationships with our funders, recognising their support for our work and our joint commitment to the cause. Over the next year, we will continue to nurture these relationships of mutual learning and have conversations with potential funders with whom we have shared goals.

3. Grow the fundraising team, focusing on building a robust and sustainable future for EI.

Growing the fundraising capacity from consultants to a part-time staff member in the last year has been transformational for EI. In the next year, we will continue to strengthen the fundraising team to tap into all possible fundraising opportunities. Developing individual, campaign, and challenge fundraising in 2024/25 will be crucial to establishing a strong base of reserves to ensure EI's continued growth and prosperous future.

The Trustee Board

This year, we continued to grow a strong board of hands-on trustees with expertise in education, organisational development, finance, HR and safeguarding. Mike Coombs (with expertise in finance and accounting) was recruited as a trustee to oversee the financial function of EI. The trustees meet quarterly throughout the year at online meetings and at one in-person meeting in the summer. In these meetings, the CEO delivers a quarterly update on the charity's finances, activities, staffing and any changes to the budget. Senior team members sometimes attend, and the operations officer oversees all board administration.

Trustee Development

In June 2024, we hosted the first EI in-person trustee development day led by expert Board consultant Margaret Exeley, who kindly volunteered her services. The purpose of the meeting was to bring all the trustees up to date, facilitate discussion on strategy and activities, and, most importantly, consider how the board should work together to ensure it is effectively delivered. The CEO presented an outline of the EI strategy, followed by a Q&A where observations and implications were discussed. Margaret led a session on the characteristics of effective Boards, which covered role clarity, composition and behaviours; Strategy performance oversight; Risk and control; Building a successful organisation; Leadership and shaping organisational culture; and Managing the work of the Board. The final session was a facilitated discussion focused on 'Working together as a Board', covering the board's strengths, areas for development and critical priorities. Overall, the day successfully united the board in their shared mission of working together to guide the charity to ensure the strategy is delivered. The board agreed on shared priorities such as developing a

shared definition of success, creating an engagement strategy for stakeholders, staying connected to the front-line work, and ensuring diversity in the board. Fundamental values taken from the day included the importance of working together, board consolidation, recognising the value of individual board members, uniting around a shared vision and the need to grow into their roles.

Staffing

This year, we have taken significant steps to stabilise our core team. Our employee staff team has grown to six, successfully moving away from reliance on subcontractors and consultants who were previously responsible for some of the core functions of the charity. We aim to continue onboarding core employees and transition the core functions of finance, fundraising, and education facilitation to full-time employment to stabilise the team. This year, we moved into our first permanent office space, which was significantly discounted, improving staff synergy, productivity and effectiveness.

Support

We provide monthly support supervision for staff and volunteers. We worked with a professional support practitioner to offer monthly online support sessions for our operations and education teams. Below is a summary of the sessions provided by our support practitioner.

"I facilitate "Reflective Support Sessions" for EI, including monthly group sessions for the Operations and Facilitators teams and ad-hoc 1:1 sessions for colleagues who may have recently experienced something challenging at work or have something they would like to discuss in a confidential setting. The group sessions are co-created spaces; we collaboratively designed the structure and goals and established guidelines for confidentiality, respect, and offering advice early on. The Operations Team sessions are more unstructured and open. In contrast, The Facilitators Team sessions are more structured, involving discussions on recent news and a monthly theme based on anonymously submitted topics that people want to reflect on. The 1:1 sessions are tailored to individual needs, allowing colleagues to be heard and seek advice or coping strategies. Anonymous feedback has been important in refining these sessions and will continue to be so. From my reflections, colleagues have appreciated the opportunity to share worries or frustrations, relate to one another within a confidential space, and reflect on their work about their identities, hopes, and ambitions. Despite some challenges with scheduling—people may often be busy or too tired to attend on a weekday evening—folk frequently report feeling better during our "check-out" at the end of the session, and overall feedback has been positive. I learn a lot from everyone at EI and feel grateful to be part of a space where people are open, vulnerable, and supportive of one another!" Esme Miller, EI Support Practitioner

Further, we implemented three hours per month of structured well-being time during working hours and hosted a team well-being day that involved a yoga session, sound bath, and team lunch.

Safeguarding

Safeguarding must be a priority when working with children, young people, and survivors. Safeguarding is a regular priority at team and trustee meetings, and the Safeguarding trustee, DSL and DDSL meet monthly to review all safeguarding concerns, updates and disclosures. All safeguarding disclosures are securely logged and regularly followed up on. We deliver whole organisation safeguarding refresh training once a year, during which safeguarding procedures, best practices, scenarios, disclosures, KCSIE guidance, and legal and policy updates are covered.

Safeguarding & Safe Space: Most team members working with the website have no direct contact with the survivor audience in the safe space because the forum is anonymous. However, on the rarer occasions where

direct contact is made, for example, through the welcome email address or social media stories, the team can refer to the Code of Conduct and Safeguarding Policy, the DSL, or the DDSL for support on further action to be taken.

Safeguarding & Education: The Education Facilitators receive quarterly safeguarding training, and the DDSL has completed 50+ hours of intersectional safeguarding training. During quarterly training sessions, facilitators are reminded of safeguarding reporting procedures and asked to conduct hypothetical disclosure scenarios and problem-solve challenging hypothetical situations. Safeguarding is a priority for the education team and is deeply embedded in our approach to working with schools. When pupils make disclosures after our education sessions, we work closely with the school's safeguarding and pastoral team to ensure all cases are logged, appropriate action is readily taken, and follow-ups are made. If we do not feel safeguarding is taken seriously, we will take appropriate action where necessary, following the EI Safeguarding Policy.

Culture

At Everyone's Invited, we are committed to creating and maintaining an inclusive, positive, professional, and compassionate organisational culture in the workplace. This year, we implemented the Ways of Working Contract, an agreement between staff members to adhere to high standards of professionalism, conduct, and respect.

11) Financial Review

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

During the period charity's total income was £242,163 (2023: £297,135) and total expenditure was £250,089 (2023: £134,118).

Pensions

Employer contribution of 4% and employee contribution of 4%.

Risk Management

Everyone's Invited is working on risk management and mitigation with Protection International. As an ongoing partnership via our funders the Oak Foundation, with the consultants' help we have been able to map and analyse our risks and threats, as well as discuss mitigation strategies to ensure the longevity and stability of our organisation. The work is ongoing and is to continue into the next FY, culminating in the creation of protection policies and a tailored risk-register.

Policy on reserves

The trustees have agreed on a 6 months reserves policy.

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

12) Structure, Governance and Management

The charity is a Charitable Incorporated Organisation.

The trustees who served during the year and up to the date of signature of the financial statements were:

Kevin Sara

Atalia Silas

Susan le Jeune d'Allegeershecque CMG

Sigal Shalev

Christine Kane

Bella Deborah Mary Bird

Michael Coombs

(Appointed 8 May 2024)

EI is structured with Founder Soma Sara as Chief Executive Officer, supported by the senior team and the board of trustees. We currently have five full-time core employees: the CEO, Operations Manager, Head of Education, Head of Facilitation, Education Project Co-ordinator and one part-time Fundraising Officer. Subcontractors and consultants in social media, research, fundraising, communications, finance, HR, accountancy, and education facilitation. Six+ volunteers support social media efforts and testimony processing on the website team. Our volunteer team works flexibly to support the needs of Everyone's Invited as it grows.

The Safe Space is led by the Operations Manager, who works closely with a web developer to maintain the website and manages and supports a group of four or more volunteers to process the testimonies. The education program is led by the Head of Education, who oversees all aspects of this project's development, delivery, project management and staffing. The Head of Facilitation delivers and manages the team of facilitators who facilitate the programme in schools, universities and organisations. This year, we have successfully transitioned away from relying on freelance facilitators to deliver the programme and onboarded one new permanent education staff member and an additional staff member who will start in August 2024. They will support the programme's development, project management and delivery. The rationale behind this shift was to prioritise consistency in delivery. The research programme is led by the CEO, Head of Strategy and Communications and the research consultant. This year, they have jointly worked closely with Trilateral to apply for research funding. The CEO and the Head of Strategy and Communications lead the advocacy programme with support from the Head of Education.

Governance

The Board of Trustees is responsible for the charity's governance, policy, strategy, and financial matters. It meets quarterly and approves any changes to the budget at each meeting. The board recruits the trustees through open advertisements, shortlisting, interviews, and DBS and reference checks.

Management

The CEO is responsible for managing and coordinating the Everyone's Invited activities. An Operations Manager supports the CEO in the day-to-day operations and administration. The CEO advises the board and implements decisions taken by trustees. The CEO reports to the trustees and seeks their approval for any financial changes.

Financial Management

The CEO and Operations Officer are supported by a finance consultant with expertise in finance and operations in the charity sector. The finance trustee oversees EI's financial function, regularly meets with and supports the CEO with financial matters, and reports to the board. The CEO and at least two trustees review and sign all payments. The Trustees' Financial Policy and authority matrix are currently being developed.

13) Support our work

At Everyone's Invited, our mission is to raise awareness about sexual violence, provide survivors a

safe space to share their stories, and drive systemic change in educational institutions and society as a whole. Your support is crucial in helping us continue this vital work and make an even bigger impact. Here's how you can get involved:

1. Donate

Your donations allow us to educate people on the importance of tackling sexual violence, and help support survivors. Every contribution, no matter the size, makes a difference. Here's how you can donate:

Visit our website at www.everyonesinvited.co.uk to make a one-time or recurring donation. Join our community of monthly donors to help sustain our long-term initiatives.

Donating just £20 a month over the course of a year can help us educate the entire staff team at a school on how to tackle rape culture.

2. Take on a challenge

Take on a personal challenge while raising money for Everyone's Invited. Whether you're an adrenaline seeker or someone who wants to push themselves for a great cause, there are many ways you can get involved. We are partnered with Realbuzz for running events, and Charity Challenge for any hiking and adventure initiatives - the world is yours to conquer! You can select our name when registering for the event, and we will be in touch with advice, guidance, and support.

3. Fundraise

Organise a fundraising event or initiative to raise money for Everyone's Invited. Whether it's a bake sale, or a virtual challenge, your efforts can help fund our programs and create lasting change.

Contact us at fundraising@everyonesinvited.uk to discuss your ideas or get guidance on planning an event. Share your fundraising story on social media and encourage others to get involved!

4. Volunteer

Volunteers are the heart of our organization. Whether you have skills in digital marketing, event organizing, or just a passion to help, there are many ways you can contribute.

Contact our volunteer coordinator at sabelo@everyonesinvited.uk to discuss how you can make a difference.

5. Partner With Us

Collaboration is key to creating a more supportive and safe society. If you are a business, school, or organisation, you can partner with us to amplify our message, share resources, and educate your community.

Ways to partner:

Offer corporate sponsorship or become a funding partner.

Partner with us for educational workshops or awareness campaigns in your organisation.

Provide in-kind support or services that can help us improve our programmes.

To discuss partnership opportunities, please reach out to us at welcome@everyonesinvited.uk

Thank You

We are deeply grateful for your support. Together, we can create a society where everyone feels safe, valued, and heard. Every action you take—whether it’s donating, fundraising, volunteering, or simply spreading the word—helps us move closer to that goal.

To learn more or get involved, visit www.everyonesinvited.co.uk or contact us directly at welcome@everyonesinvited.uk

The trustees' report was approved by the Board of Trustees.



Kevin Sara

Trustee

05 Nov 2024

Dated:

EVERYONE'S INVITED

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF EVERYONE'S INVITED

I report to the trustees on my examination of the financial statements of Everyone's Invited (the charity) for the year ended 30 June 2024.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Andrew Subramaniam

Andrew Subramaniam

c/o HW Fisher Business Solutions Limited
Chartered Accountants
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

05 Nov 2024
Dated:

EVERYONE'S INVITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income from:							
Donations and legacies	3	130,870	15,000	145,870	164,167	50,000	214,167
Charitable activities	4	94,576	-	94,576	82,968	-	82,968
Investments	5	1,717	-	1,717	-	-	-
Total income		227,163	15,000	242,163	247,135	50,000	297,135
Expenditure on:							
Charitable activities	6	225,684	24,405	250,089	101,180	32,938	134,118
Net income/(expenditure) for the year/							
Net movement in funds		1,479	(9,405)	(7,926)	145,955	17,062	163,017
Fund balances at 1 July 2023		150,183	17,062	167,245	4,228	-	4,228
Fund balances at 30 June 2024		151,662	7,657	159,319	150,183	17,062	167,245

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

EVERYONE'S INVITED

BALANCE SHEET

AS AT 30 JUNE 2024

	Notes	2024 £	£	2023 £	£
Current assets					
Debtors	10	17,503		7,558	
Cash at bank and in hand		152,318		166,709	
		<u>169,821</u>		<u>174,267</u>	
Creditors: amounts falling due within one year	11	<u>(10,502)</u>		<u>(7,022)</u>	
Net current assets			<u>159,319</u>		<u>167,245</u>
Income funds					
Restricted funds	12		7,657		17,062
Unrestricted funds			<u>151,662</u>		<u>150,183</u>
			<u>159,319</u>		<u>167,245</u>

05 Nov 2024

The financial statements were approved by the Trustees on



Kevin Sara
Trustee

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

1 Accounting policies

Charity information

Everyone's Invited is a Charitable Incorporated Organisation. The registered office is Streathers Solicitors, Accurist House, 44 Baker Street, W1U 7AL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5 Expenditure

Resources expended are recognised in the period to which they relate.

All costs which can be directly attributed to charitable activities are allocated to the relevant activity. Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees and costs linked to the strategic management of the charity.

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

1 Accounting policies (Continued)

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	15,620	-	15,620	69,417	-	164,167
Grants	115,250	15,000	130,250	94,750	50,000	50,000
	<u>130,870</u>	<u>15,000</u>	<u>145,870</u>	<u>164,167</u>	<u>50,000</u>	<u>214,167</u>

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

4 Charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Education income	94,576	82,968

5 Investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Interest receivable	1,717	-

6 Charitable activities

	Funds 2024 £	Funds 2023 £
Staff costs	139,834	26,149
Consultancy fees	45,228	25,028
IT Software and Consumables	1,129	(552)
Travel and Accomodation	13,951	22,276
Hardware	-	29,070
Staff training	96	12,168
Facilities hire	(240)	-
Education delivery	21,059	-
	<u>221,057</u>	<u>114,139</u>
Share of support costs (see note 7)	18,643	5,902
Share of governance costs (see note 7)	10,389	14,077
	<u>250,089</u>	<u>134,118</u>
Analysis by fund		
Unrestricted funds	225,684	101,180
Restricted funds	24,405	32,938
	<u>250,089</u>	<u>134,118</u>

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

7 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Bank charges	523	-	523	419	-	419
Staff support	6,168	-	6,168	-	-	-
Advertising & Promotion	1,242	-	1,242	105	-	105
Conference & Subsistence	3,020	-	3,020	78	-	78
Insurance	81	-	81	1,415	-	1,415
Subscriptions	5,127	-	5,127	3,728	-	3,728
Sundry expenses	1,404	-	1,404	157	-	157
Telecommunications	402	-	402	-	-	-
Repairs and maintenance	29	-	29	-	-	-
Administrative expenses	647	-	647	-	-	-
Accountancy	-	8,520	8,520	-	3,375	3,375
Legal and professional	-	1,869	1,869	-	10,702	10,702
	<u>18,643</u>	<u>10,389</u>	<u>29,032</u>	<u>5,902</u>	<u>14,077</u>	<u>19,979</u>
Analysed between						
Charitable activities	<u>18,643</u>	<u>10,389</u>	<u>29,032</u>	<u>5,902</u>	<u>14,077</u>	<u>19,979</u>

Governance costs includes payments to the independent examiners for £3,399 (2023: £3,375) for independent examination fees, and £6,819 (2023: £2,390) for other services.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

9 Employees

The average monthly number of employees during the year was:

	2024	2023
	Number	Number
	<u>5</u>	<u>1</u>
Employment costs	2024	2023
	£	£
Wages and salaries	126,683	25,363
Social security costs	9,310	-
Other pension costs	3,841	786
	<u>139,834</u>	<u>26,149</u>

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

10	Debtors	2024	2023
		£	£
	Amounts falling due within one year:		
	Other debtors	15,530	7,558
	Prepayments and accrued income	1,973	-
		<u>17,503</u>	<u>7,558</u>
		<u><u>17,503</u></u>	<u><u>7,558</u></u>
11	Creditors: amounts falling due within one year	2024	2023
		£	£
	Other taxation and social security	4,200	540
	Other creditors	2,903	3,407
	Accruals	3,399	3,075
		<u>10,502</u>	<u>7,022</u>
		<u><u>10,502</u></u>	<u><u>7,022</u></u>

12 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds		
	Incoming resources	Resources expended	Balance at 1 July 2023	Incoming resources	Resources expended	Balance at 30 June 2024
	£	£	£	£	£	£
Grayken	50,000	(32,938)	17,062	-	(9,405)	7,657
Esmee Fairbairn	-	-	-	10,000	(10,000)	-
Chalk Cliff Trust	-	-	-	5,000	(5,000)	-
	<u>50,000</u>	<u>(32,938)</u>	<u>17,062</u>	<u>15,000</u>	<u>(24,405)</u>	<u>7,657</u>
	<u><u>50,000</u></u>	<u><u>(32,938)</u></u>	<u><u>17,062</u></u>	<u><u>15,000</u></u>	<u><u>(24,405)</u></u>	<u><u>7,657</u></u>

Grayken Foundation : £50,000 pledged for developing and maintaining the new Everyone's Invited website that will allow the organisation to continue to fulfill their mission statement, activities and goals.

Esmee Fairbairn : £10,000 donated for education programme to conduct workshops / training in schools.

Chalk Cliff Trust : £5,000 donated for education programme to conduct workshops/ training in schools.

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2024

13 Unrestricted funds

The income funds of the charity include unrestricted funds comprising the following unexpended balances of donations and grants held on trust.

	Movement in funds			Movement in funds		
	Incoming resources	Resources expended	Balance at 1 July 2023	Incoming resources	Resources expended	Balance at 30 June 2024
	£	£	£	£	£	£
Oak Foundation	94,750	(89,011)	5,739	112,750	(118,489)	-
The Aesop Foundation	57,067	(12,168)	44,899	-	(44,899)	-
The Golden Bottle Trust	10,000	-	10,000	-	(10,000)	-
The Carmela and Ronnie Pignatelli Foundation	-	-	-	2,500	(2,500)	-
Sydney Black Charitable Trust	-	-	-	500	-	500
	<u>161,817</u>	<u>101,179</u>	<u>60,638</u>	<u>115,750</u>	<u>(175,888)</u>	<u>500</u>

14 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Fund balances at 30 June 2024 are represented by:						
Current assets/(liabilities)	151,662	7,657	159,319	150,183	17,062	167,245
	<u>151,662</u>	<u>7,657</u>	<u>159,319</u>	<u>150,183</u>	<u>17,062</u>	<u>167,245</u>

15 Related party transactions

There were no disclosable related party transactions during the current or prior year.

EVERYONE'S INVITED

England & Wales - Charity number 1196264

Accounts

EVERYONE'S INVITED

ANNUAL REPORT AND UNAUDITED FINANCIAL

STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

EVERYONE'S INVITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Kevin Sara
Atalia Silas (Appointed 1 January 2023)
Susan le Jeune d'Allegeershecque CMG
Sigal Shalev
Christine Kane (Appointed 16 June 2023)
Bella Deborah Mary Bird (Appointed 16 June 2023)

Charity number 1196264

Registered office Streathers Solicitors

Accurist House
44 Baker Street
W1U 7AL

Independent examiner Andrew Subramaniam

c/o HW Fisher LLP
Chartered Accountants
Acre House
11-15 William Road
London
NW1 3ER

Bankers

C Hoare & Co
37 Fleet Street
London
EC4P 4DQ

EVERYONE'S INVITED

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EVERYONE'S INVITED

TRUSTEES' REPORT

FOR THE YEAR ENDED 30 JUNE 2023

1. Letter from the CEO

Dear Supporter,

First and foremost, I'd like to extend my thanks to our incredible survivor community, Everyone's Invited (EI) would not exist without every single survivor who has bravely shared their story with us. Your stories are the impetus of change; they are central to our mission and have driven our impact. As a survivor-centred charity, we believe that platforming survivor voices are essential to exposing and eradicating rape culture with empathy, compassion and understanding.

EI exploded onto the national stage back in March 2021. During this period, we received over 50,000 testimonies, sparking a national movement and viral conversation about rape culture with millions of people. The publication of the testimonies and the Schools Lists triggered the groundbreaking Ofsted review, which launched into safeguarding policies and practices relating to sexual abuse in state and independent schools and colleges. Published in March 2021, the review confirmed the work of EI, demonstrating that sexual harassment and sexual abuse online are pervasive and happening in all schools. It instructed all schools to take action, prompting a national overhaul in policies, practices, and RSE in schools across the U.K.

Since then, we have rapidly transitioned from a grassroots campaign to a national movement, and now, a registered charity, shifting our focus from exposing rape culture to devising a strategy to eradicate it.

In this report, we are proud to share many exciting highlights that showcase our impact, pioneered by the hard work and dedication of our incredible team. Some of these include our partnership with the Broadway production of *Prima Facie*, starring Jodie Comer, the triggering of the landmark 2023 Women and Equalities Committee Report on '*Attitudes towards women and girls in educational settings*,' and the launch of the EI Education Programme, reaching 60 schools, 10,000 pupils and 2,000 staff across the U.K.

As a new organisation, we are focused on establishing our foundations, core structures, and fundraising to ensure EI's long-term growth and impact. We are deeply grateful to our survivor community, funders, and supporters who have allowed us to professionalise and drive this exciting period of early organisational development.

With warmth and gratitude,

Soma Sara
Founder & CEO

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE

2023

2. Our story

Soma Sara's experience of rape culture began in her early teenage years. Conversations with friends throughout her time at school and university began to reveal just how widespread the issue is. While finishing her degree, Soma began sharing her experiences of rape culture on Instagram. In light of the overwhelming response from those who resonated with her story, Soma founded EI in June 2020.

EI's approach is survivor-centered. The nature of its creation means that we are also a survivor-led organisation. The charity has been formed around the needs of survivors, keeping their voices at the heart of our mission; EI provides a much-needed platform, ensuring that the voices and experiences of survivors are amplified and heard in their own words. EI aims to engage the public in meaningful conversations regarding rape culture and enact change. Our mission is to expose and eradicate rape culture with empathy, compassion and understanding. The approach focuses on delivering training to young people in educational institutions so that everyone can play an active role in tackling the causes and consequences of rape culture.

What is rape culture?

The problem that EI seeks to address is rape culture. Rape culture includes misogyny, rape jokes, sexual harassment (groping, non-consensual touching), image-based abuse (upskirting, non-consensual sharing of intimate photos, cyber flashing), and sexual coercion. When behaviours such as these are normalised, they can act as a gateway to more extreme acts such as sexual assault and rape. Learn more about [rape culture](#) via Rape Crisis.

3. Why?

- 1 in 4 women have been raped or sexually assaulted as an adult. 1 in 6 children have been sexually abused. 1 in 18 men have been raped or sexually assaulted as an adult. (Rape Crisis)
- The highest ever number of [rapes](#) within a 12-month period was recorded by police in the year ending September 2022: 70,633. (Rape Crisis)
- Only 1 in 100 rapes recorded by police in 2021 resulted in a charge that same year, let alone a conviction. Despite high rates of rape, charging and conviction rates remain among the lowest since records began. (Rape Crisis)
- Most survivors of rape don't report it to the police. 5 in 6 women who are raped don't report it – and the same is true for 4 in 5 men. (Rape Crisis)
- 6.5 million women in England and Wales have been raped or [sexually assaulted](#) since the age of 16. (Rape Crisis)
- 9 in 10 girls and young women in schools say: Sexist name-calling and being sent unwanted 'dick pics' or other images of a sexual nature happens to them or other girls and young women their age. (Ofsted, June 2021)
- One child is raped in school on every school day, and in primary schools alone, three sexual assaults are reported to the police every school day. (Women and Equalities Select Committee report, 2016).

4. Values

Survivor

- EI is a survivor-centred charity. The charity has been formed around the needs of survivors, keeping their voices at the heart of our mission; EI provides a much-needed platform, ensuring that the voices and experiences of survivors are amplified and heard in their own words.

Empathy

- Empathy and compassion are needed for people to meaningfully comprehend the universal prevalence of rape culture, the nature of survivor experiences, and the impact of sexual violence. Empathy and compassion are also needed for us all to recognise how we are all responsible for enabling, perpetrating, and eradicating rape culture.

Everyone

- EI is an inclusive organisation. We are a platform for all survivors of all ages, religions, genders, identities, sexualities, and backgrounds. EI is committed to taking an intersectional approach to tackling rape culture, recognising how different forms of discrimination intersect and overlap to create unique experiences of oppression.

Anonymity

- Anonymity empowers survivors to share their stories openly in a world where experiences of sexual harassment, sexual abuse, and sexual violence are shrouded in shame and stigma. Many survivors never openly share or report their experiences because they are frequently disbelieved, invalidated, and shamed by their communities and peers.

Reconciliation

- Much of the behaviour described within the testimonies is the product of a culture that normalises and trivialises these actions. To reconcile is to understand both sides, listen, and try our best to understand people's experiences, thoughts, and actions. Reconciliation does not mean to "forgive and forget" but to "forgive and go forward." Together, we are building on the mistakes of the past, working towards reconciliation, and creating a new future.

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 30 JUNE 2023

5. Goals

To maintain and continue the EI online survivor safe space

- By maintaining the website, we will ensure that survivors can continue sharing their experiences of rape culture anonymously. The act of sharing their stories on the website allows many survivors a sense of relief, catharsis, and empowerment, and gives them a feeling of community and hope.
- All testimonials submitted to the website are completely anonymous. Anonymity is crucial in allowing survivors to share their stories freely, as experiences of sexual violence are shrouded in stigma and shame. We have built a bespoke, advanced website with an AI tool that automatically removes identifying information from each testimony and onboarded a paid staff member who manages the testimony processing volunteers. The testimony processing volunteers read each testimony as a precautionary measure before they are uploaded to the website.

To educate everyone and raise awareness of rape culture and the surrounding issues and to keep people talking

- The online survivor safe space serves as an educational tool and an awareness-raising platform to expose the sheer prevalence of rape culture in society, the scale of the problem, the way it pervades in society, and the life-changing impact of trauma on survivors.
- Social media: EI delivers engaging, informal education about rape culture and the surrounding issues on our social media platforms, including Instagram, Tik Tok, Twitter and LinkedIn. These are researched, written, and created by our social media content writer volunteers. They are in the article, info-graphics, and short video formats and are sometimes informed and created in collaboration with our community members.
- Education program: The EI education is designed to empower school communities to promote healthy relationships, sexual well-being and to tackle rape culture. Our approach is personal, empathetic, and non-judgmental. We present the facts and encourage pupils to think critically about the world around them. We are flexible and offer bespoke programmes to all schools. We like to establish long-lasting partnerships with schools, keeping in contact to support schools with their ongoing needs. We deliver many different educational talks, workshops, and conversation sessions.

To secure longevity and stabilise the organisation

- Through creating a sustainable structure to ensure the long-term functionality of charity so that we continue to fulfil our mission statement.
- Through developing a fundraising strategy and sustainable funding pipeline, through the onboarding of fundraising consultants to focus on grants: trusts & foundations; statutory; public fundraising: Individual giving, community & events, legacies; partnerships: corporate partnerships; corporate fundraising; philanthropy; data & operations: CRM, GDPR compliance & streamline giving through fulfilling reporting obligations to funders and maintaining strong relationships with funders.
- Through establishing strong internal systems and procedures, including onboarding core employees, HR, operations, communications, accounting, bookkeeping, finance, social media, website, education, research, GDPR compliance, and internal team support.
- Growing a strong board of hands-on trustees with expertise in early organisational development, fundraising, finance, and safeguarding.
- Through Creating and implementing strong safeguarding & internal policies across the whole organisation.

To find and implement additional effective solutions to start to eradicate rape culture

- A better understanding of rape culture in the UK is essential to driving evidence-based interventions. The testimonies that EI has anonymously collected contain extensive information about the nature of rape culture, and, if interrogated appropriately, have the potential to provide a gateway to understanding the nature of these crimes better.

To engage with governments and institutions to foster positive change

- Governments, institutions, police forces, the criminal justice system, universities, organisations, and schools need to adjust their policies and practices regarding supporting survivors, strengthening reporting procedures, and tackling sexist, misogynistic, and victim-blaming attitudes that inform leadership and decision-making.
- EI regularly works with government departments such as the Ministry of Justice, the Department for Education, the Department for Transport, Ofsted, the Women & Equalities committee, and the Home Office, providing consultancy, participating in reference groups, giving evidence, and launching consultations to support on the development of draft bills, commercial campaigns, and public campaigns.

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE

2023

6. Our Impact

Public awareness raising & influence through media

- Charity partnership with Broadway production of *Prima Facie* Play: during the West End run in London, producer James Bierman contacted EI, saying his inbox overflowed with testimonies; audience members *needed* a space to share their stories after watching the play. Through our shared missions, a partnership between EI and *Prima Facie* was born. All audience members were directed to the EI online safe space to share their stories after watching the play. The partnership widened our global reach to the U.S. by partnering with this incredibly powerful, high-profile profile and impactful play.
- "*Prima Facie* encapsulates the harrowing ordeal and plight of a victim in the aftermath of rape within a deeply broken criminal justice system. At its core, *Everyone's Invited* is survivor-centred. By platforming the voices of survivors, we are flipping the script, uplifting the voices of those who have been silenced, and who have never spoken openly about their stories, traumas, and experiences. *Prima Facie* enacts this flipping of the script, exposing the impact of sexual violence on the victim's life – and through the lens of the criminal justice system. It exposes the brutal reality of how justice for a survivor of rape is near-impossible in a patriarchal system where the odds are overwhelmingly skewed in favour of the accused. The reality presented in the play *is reality*: charges in the UK are at a record low: just 1 in 70 rape cases result in a charge or summons (Home Office, 2021)."¹Soma Sara

Online survivor safe space & community building

- We have maintained a community-created archive of survivor testimonies, 'a digital anonymous, safe space for survivors to share their stories'. We have received over 50,000 submissions and gained significant attention and support from key stakeholders in the UK and beyond.
- We worked with a digital web developer agency and designer to build an advanced, bespoke website to maintain an anonymous, safe space for the EI community and ease testimony processing, collection, and storage of testimony data for volunteers.
- We are committed to growing the volunteer team to support our social media efforts and testimony processing.
- We continued growing our online community of survivors and allies across Instagram, LinkedIn, Twitter, TikTok, and threads. We research and deliver survivor-focused content aiming to centre our survivor community, signpost support, and deliver healing and educational resources. We nearly doubled our LinkedIn following (+48%) & significantly increased our Twitter presence. Set up Threads, now our 2nd largest platform. Increased reach (+94.7%) and engagement on Instagram (+41.8%).
- Future plans: Grow TikTok to become our 2nd largest platform, enabling us to reach school-age students Establish clear EI Education branding for regular promotion across platforms.

Education programme

- Developed and launched EI's pilot education programme in schools from September 2022 to August 2023. Pioneered by head of education, head of facilitation, and 8 freelance education facilitators.
- Delivered talks, workshops, micro talks, staff sessions, parent sessions, conversation sessions, and consultations. Some of the key topics covered are sexual well-being, consent, report & support, sexual violence, rape culture, active up-stander, incels, online misogyny, and gendered pressures.
- **60 schools, 10,000 pupils, and 2,000 staff** reached in the first year of the programme.
- Feedback surveys recorded: 90% of students said our education was useful. 90% of students said they understood the topic much better. 96% of students believed this was an important education to have. 96% of staff contacts said the quality was very good. 96% of staff contacts said communication was very good. 100% of the staff felt equipped to support students.
- Safeguarding: We host a support day (every 2 months) for all education facilitators, a recap of the safeguarding policy, potential scenarios, and support space provided to share safeguarding experiences and best practices. The Head of Education reports to the DSL and Safeguarding Trustee every month for a debrief on all incidents and to ensure all procedures have been followed and cases followed up with schools. All incidents are logged on secure safeguarding databases.

1

Research

- We collaborated with academic researchers, data governance experts, and other partners to ensure the ethical and responsible use of survivor testimonies in research and policy development. Successfully onboarded an academic senior research advisor from UCL.
- A better understanding of rape culture in the UK is essential to driving evidence-based interventions. EI is committed to conducting research that generates evidence and insights to support advocacy, policy development, and educational material to tackle rape culture. To better understand the insights in the testimonies, EI is collaborating with Trilateral Research, a UK ethical AI company focused on supporting stakeholders by combatting complex social problems.
- By forming this strategic partnership with Trilateral Research, EI will aim to leverage interdisciplinary approaches and ethical AI to understand and address rape culture. We are exploring the potential of natural language processing (NLP) and machine learning to uncover themes and trends in the testimonies, driving evidence-based interventions to inform advocacy and preventative educational approaches.
 - i. Co-submitting grant applications to support further research to generate knowledge.
 - ii. Contributing tailored outputs that increase evidence-based knowledge in accessible forms to a wider range of stakeholders (government departments, policy advisors, wider society) to inform previously unknown themes, intervention points, and educational materials.
- Education Review: developed a qualitative strategy to gain feedback on our education arm to enhance the quality of our educational materials. Objectives: ensure the EI education program meets the highest standards in education, validate our education approach, grow EI's educational network of experts, and raise our credibility within the educational arena.
- Developing M&E of education resources and strategy around feedback. Aiming to take a holistic approach - seeking reviews from parents, teachers, educators, pupils, academics, psychologists, SEND specialists, EDI specialists; Mixed methods approach - participatory approaches - mitigating biases.
- Future plans: publish findings, analyse our M&E data, and deliver evidence-driven recommendations. Strategic partnerships with organisations to increase EI's awareness. Apply for multiple project-focused grants.

Advocacy & government

- The CEO raised public awareness of the issue of sexual violence and rape culture through media appearances, public speaking engagements, and advocacy work with policymakers and government bodies.
- We triggered the publication of the landmark **2023 Women and Equalities Committee Report on 'Attitudes towards women and girls in educational settings'**. Sexual harassment and abuse of female students and staff were found to be a serious problem in education; MPs call for a specific Government strategy for engaging with boys and young men in schools on topics of sexual harassment and gender-based violence as part of RHSE review, relationships, and sex education should be made compulsory in post-16 educational settings, calls for sufficient funding and support for teachers to deliver safeguarding effectively as well as RSHE.
- Through the publication of this report, Parliament has shown that it is taking sexual harassment in educational settings seriously and has confirmed that action is urgently needed to eradicate rape culture in schools and universities.

Organisation development and capacity building

- We have recruited a core staff team and consultants (finance, fundraising, communications, HR, accountants) to undertake day-to-day operations and establish core internal administrative structures, charity and employee policies, HR procedures & systems, finance function, accounting, bookkeeping, and fundraising.
- We recruited three new trustees to the board, strengthening our governance & widening expertise in education delivery and development, organisational development, and safeguarding.
- EI is committed to ensuring staff members are supported, and their well-being is prioritised. We implemented internal support for all volunteers. Onboarded experienced professional volunteer to lead internal team support and was responsible for online and in-person support meetings, regular individual mental health check-ins, and updating the support manual.
- Safeguarding: created a safeguarding policy & safer recruitment policy with NSPCC. Safeguarding implementation day in April 2023 to familiarise staff & volunteers with policy, procedures, and potential scenarios. All staff members have completed compulsory safeguarding training at IHASCO & NSPCC. Safeguarding is an action point at every monthly whole team meeting & at board meetings. Safeguarding trustee onboarded & supporting DSL and DDSL in all areas of safeguarding in the charity. We aim to engage a safeguarding consultant for a whole organisation's safeguarding audit in the coming year.

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE

2023

7. Structure, governance & management

Structure

- EI is structured with Founder Soma Sara as Chief Executive Officer, supported by the senior team and the board of trustees. We currently have 4 core employees, including the CEO, General Manager, Head of Education, and Head of Facilitation. Subcontractors and consultants in social media, research, fundraising, communications, finance, HR, accountancy, and education facilitation support the core team. 3-6 volunteers support social media efforts and testimony processing on the website team. Our volunteer team works flexibly to support the needs of Everyone's Invited as it grows.

Governance

- The Board of Trustees is responsible for the governance, policy, strategy, and financial matters of the charity. The Board of Directors meets quarterly and approves any changes to the budget at each quarterly meeting. The Trustees are recruited through open advertisements, shortlisting, and interviews by the Board and DBS & reference checks.

Management

- The CEO is responsible for the overall management and coordination of the Everyone's Invited activities. A General Manager supports the CEO in the day-to-day operations. She advises the Board and implements decisions taken by trustees. She reports to the trustees and seeks their approval for any financial changes.

Financial Management

- The CEO is supported by a finance consultant with expertise in finance and operations in the charity sector. They are supervised by and report to the trustees. All payments are reviewed and signed off by the CEO and at least 2 trustees. The Trustees Financial Policy is currently being developed.

Trustees

Kevin Sara, Chair
Atalia Silas, Trustee
Susan le Jeune d'Allegeershecque CMG, Trustee
Sigal Shalev, Trustee
Bella Bird, Trustee
Christine Kane, Safeguarding Trustee

Staff

Chief Executive Officer (full-time)
General Manager (part-time)
Head of Education (full-time)
Head of facilitation (full-time)

Auditors

H.W Fisher
Contact: shkhan@hwfisher.co.uk
Acre House
11-15 William Road
London
NW1 3ER

Bankers

C.Hoare & Co.
Contact: Deborah.Williams@hoaresbank.co.uk
37 Fleet Street
London
EC4P 4DQ

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 30 JUNE

2023

8. Financials

Income

2022

Donations: £10k

Charitable activities (education income): £1k

Total income: £11k

2023

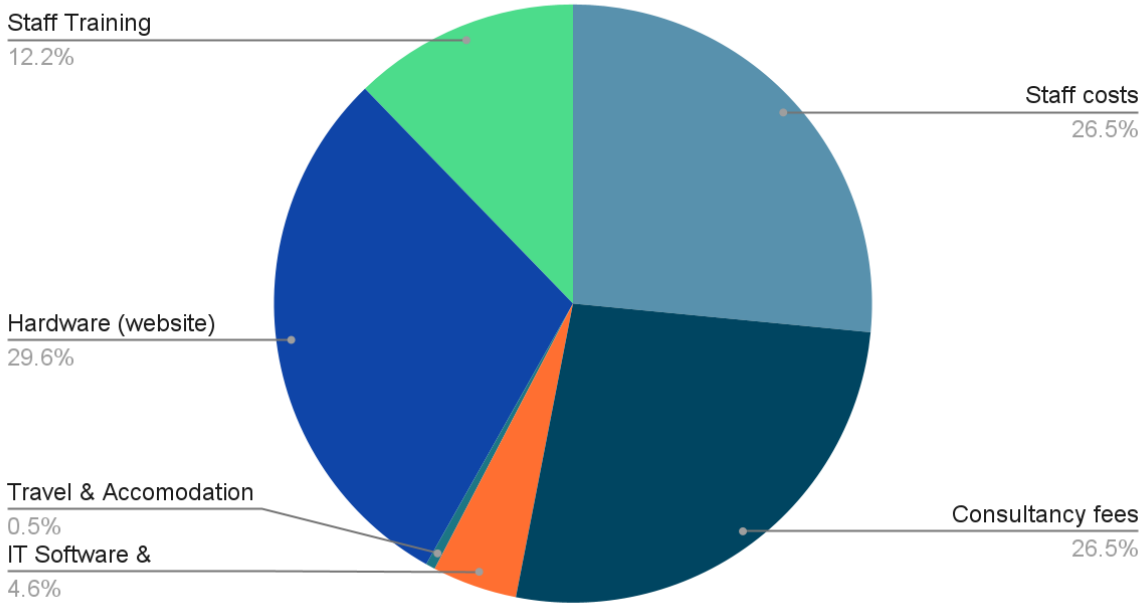
Donations: £214k

Charitable activities (education income): £83k

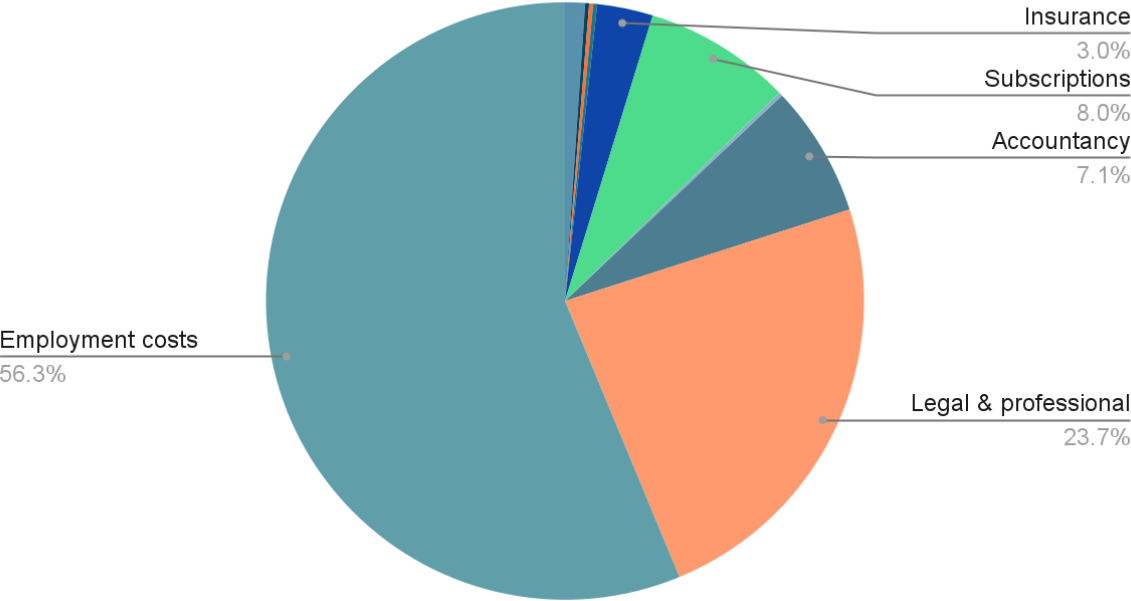
Total income: £297k

Expenditure

Charitable Activities 22-23



Support Costs 22-23



The trustees' report was approved by the Board of Trustees.

Kevin Sara
.....
Kevin Sara
Trustee 30 Oct 2023
Dated:

EVERYONE'S INVITED

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF EVERYONE'S INVITED

I report to the trustees on my examination of the financial statements of Everyone's Invited (the charity) for the year ended 30 June 2023.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Andrew Subramaniam

~~Andrew Subramaniam~~

c/o HW Fisher LLP
Chartered Accountants
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

30 Oct 2023

Dated:

EVERYONE'S INVITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 30 JUNE 2023

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £
	Notes				
Income from:					
Donations and legacies	3	164,167	50,000	214,167	10,000
Charitable activities	4	82,968	-	82,968	1,450
Total income		<u>247,135</u>	<u>50,000</u>	<u>297,135</u>	<u>11,450</u>
Expenditure on:					
Charitable activities	5	101,180	32,938	134,118	7,222
Net income for the year/ Net movement in funds		<u>145,955</u>	<u>17,062</u>	<u>163,017</u>	<u>4,228</u>
Fund balances at 1 July 2022		<u>4,228</u>	<u>-</u>	<u>4,228</u>	<u>-</u>
Fund balances at 30 June 2023		<u><u>150,183</u></u>	<u><u>17,062</u></u>	<u><u>167,245</u></u>	<u><u>4,228</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

EVERYONE'S INVITED

BALANCE SHEET

AS AT 30 JUNE 2023

	Notes	2023 £	£	2022 £	£
Current assets					
Debtors	9	7,558		100	
Cash at bank and in hand		166,709		7,693	
		<u>174,267</u>		<u>7,793</u>	
Creditors: amounts falling due within one year	10	(7,022)		(3,565)	
Net current assets			167,245		4,228
			<u>167,245</u>		<u>4,228</u>
Income funds					
Restricted funds	11		17,062		-
Unrestricted funds			150,183		4,228
			<u>167,245</u>		<u>4,228</u>

30 Oct 2023

The financial statements were approved by the Trustees on

Kevin Sara
.....

Kevin Sara
Trustee

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2023

1 Accounting policies

Charity information

Everyone's Invited is a Charitable Incorporated Organisation. The registered office is Streathers Solicitors, Accurist House, 44 Baker Street, W1U 7AL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5 Expenditure

Resources expended are recognised in the period to which they relate.

All costs which can be directly attributed to charitable activities are allocated to the relevant activity. Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees and costs linked to the strategic management of the charity.

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

1 Accounting policies (Continued)

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall

due. 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds
	2023	2023	2023	2022
	£	£	£	£
Donations and gifts	164,167	-	164,167	10,000
Grants	-	50,000	50,000	-
	<u>164,167</u>	<u>50,000</u>	<u>214,167</u>	<u>10,000</u>

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

4 Charitable activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Education income	82,968	1,450

5 Charitable activities

	Funds 2023 £	Funds 2022 £
Staff costs	26,149	-
Consultancy fees	25,028	750
IT Software and Consumables	(552)	4,123
Travel and Accomodation	22,276	-
Hardware	29,070	-
Staff training	12,168	-
	<u>114,139</u>	<u>4,873</u>
Share of support costs (see note 6)	5,902	234
Share of governance costs (see note 6)	14,077	2,115
	<u>134,118</u>	<u>7,222</u>
Analysis by fund		
Unrestricted funds	101,180	7,222
Restricted funds	32,938	-
	<u>134,118</u>	<u>7,222</u>

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

6	Support costs	Support costs	Governance costs	2023	Support costs	Governance costs	2022
		£	£	£	£	£	£
	Bank charges	419	-	419	90	-	90
	Staff entertainment	-	-	-	144	-	144
	Advertising & Promotion	105	-	105	-	-	-
	Conference & Subsistence	78	-	78	-	-	-
	Insurance	1,415	-	1,415	-	-	-
	Subscriptions	3,728	-	3,728	-	-	-
	Sundry expenses	157	-	157	-	-	-
	Accountancy	-	3,375	3,375	-	1,500	1,500
	Legal and professional	-	10,702	10,702	-	615	615
		<u>5,902</u>	<u>14,077</u>	<u>19,979</u>	<u>234</u>	<u>2,115</u>	<u>2,349</u>
	Analysed between						
	Charitable activities	<u>5,902</u>	<u>14,077</u>	<u>19,979</u>	<u>234</u>	<u>2,115</u>	<u>2,349</u>

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

8 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
	<u>1</u>	<u>-</u>
Employment costs	2023	2022
	£	£
Wages and salaries	25,363	-
Other pension costs	786	-
	<u>26,149</u>	<u>-</u>

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2023

9 Debtors	2023	2022
Amounts falling due within one year:	£	£
Other debtors	7,558	100
	<u>7,558</u>	<u>100</u>
10 Creditors: amounts falling due within one year	2023	2022
	£	£
Other taxation and social security	540	-
Other creditors	3,407	1,450
Accruals	3,075	2,115
	<u>7,022</u>	<u>3,565</u>

11 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds		Movement in funds		
	Incoming resources £	Balance at 1 July 2022 £	Incoming resources £	Resources expended £	Balance at 30 June 2023 £
Grayken	-	-	50,000	(32,938)	17,062
	<u>-</u>	<u>-</u>	<u>50,000</u>	<u>(32,938)</u>	<u>17,062</u>

Grayken Foundation : £50,000 pledged for developing and maintaining the new Everyone's Invited website that will allow the organisation to continue to fulfill their mission statement, activities and goals.

12 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £
Fund balances at 30 June 2023 are represented by:				
Current assets/(liabilities)	150,183	17,062	167,245	4,228
	<u>150,183</u>	<u>17,062</u>	<u>167,245</u>	<u>4,228</u>

13 Related party transactions

There were no disclosable related party transactions during the current or prior year.

EVERYONE'S INVITED

England & Wales - Charity number 1196264

Accounts

EVERYONE'S INVITED
ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS
FOR THE PERIOD ENDED 30 JUNE 2022

EVERYONE'S INVITED

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Kevin Sara Atalia Silas Susan le Jeune d'Allegeershecque CMG Sigal Shalev	(Appointed 25 November 2021) (Appointed 1 January 2023) (Appointed 11 May 2022) (Appointed 25 November 2021)
Charity number	1196264	
Registered office	Streathers Solicitors Accurist House 44 Baker Street W1U 7AL	
Accountants	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER United Kingdom	
Bankers	C Hoare & Co 37 Fleet Street London EC4P 4DQ	

EVERYONE'S INVITED

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EVERYONE'S INVITED

TRUSTEES' REPORT

FOR THE PERIOD ENDED 30 JUNE 2022

The trustees present their report and financial statements for the period ended 30 June 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "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)".

Background

Soma Sara's experience of rape culture began in her early teenage years. Conversations with friends throughout her time at school and university began to reveal just how widespread the issue is. While finishing her degree, Soma began sharing her experiences of rape culture on Instagram. In light of the overwhelming response from those that resonated with her story Soma founded Everyone's Invited in June 2020.

Everyone's Invited approach is survivor centred. The nature of its creation means that we are also a survivor-led organisation. The charity has been formed around the need of survivors, keeping their voices at the heart of our mission; Everyone's Invited provides a much needed platform ensuring that the voices and experiences of survivors are amplified and heard in their own words. Everyone's Invited's aim is to engage the public in meaningful conversations regarding rape culture and enact change. The approach focuses on delivering training to children and young people in educational institutions so that everyone can play an active role in tackling the causes and consequences of rape culture.

The problem that Everyone's Invited seeks to address is rape culture. Rape culture includes misogyny, rape jokes, sexual harassment (groping, non-consensual touching), image based abuse (upskirting, non-consensual sharing of intimate photos, cyber flashing), and sexual coercion. When behaviours such as these are normalised they can act as a gateway to more extreme acts such as sexual assault and rape. Learn more about rape culture via rape crisis.

Prevalence

- 1 in 4 women have been raped or sexually assaulted as an adult. 1 in 6 children have been sexually abused. 1 in 18 men have been raped or sexually assaulted as an adult. (Rape Crisis website, n.d.)
- The highest ever number of rapes within a 12-month period was recorded by police in the year ending September 2022: 70,633 (Rape Crisis website, n.d.)
- Only 1 in 100 rapes recorded by police in 2021 resulted in a charge that same year Let alone a conviction. Despite high rates of rape, charging and conviction rates remain among the lowest since records began. (Rape Crisis website, n.d.)
- Most survivors of rape don't report it to the police 5 in 6 women who are raped don't report – and the same is true for 4 in 5 men (Rape Crisis website, n.d.)
- 6.5 million women in England and Wales have been raped or sexually assaulted since the age of 16 (Rape Crisis website, n.d.)
- 9 in 10 girls and young women in schools say: Sexist name-calling and being sent unwanted 'dick pics' or other images of a sexual nature happens to them or other girls and young women their age. (Ofsted, June 2021)
- One child is raped in school on every school day, and in primary schools alone three sexual assaults are reported to the police every school day (Women and Equalities Select Committee report, 2016).

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE PERIOD ENDED 30 JUNE 2022

Objectives and activities

The charity's objects are :

a) To maintain and continue the EI digital anonymous safe space for survivor testimonies

By maintaining the website we will ensure that survivors are able to continue sharing their experiences of rape culture anonymously. The act of sharing their stories on the website allows many survivors a sense of relief, catharsis, empowerment, and gives them a feeling of community and hope.

All testimonials submitted to the website are completely anonymous. Anonymity is crucial in allowing survivors to share their stories freely as experiences of sexual violence are shrouded in stigma and shame. The testimony processing volunteers read each testimony as a precautionary measure before they are uploaded to the website. We are aiming to implement a more advanced website with an AI tool that automatically removes identifying information from each testimony and a paid staff member who manages the testimony processing volunteers.

b) To educate everyone and raise awareness of rape culture and the surrounding issues / to keep people talking

Website: The website serves as an educational tool and an awareness raising platform to expose the sheer prevalence of rape culture in society, the scale of the problem, the way it pervades in society and the life-changing impact of trauma on survivors.

Social Media: Everyone's Invited delivers engaging, informal education about rape culture and the surrounding issues on our social media platforms including Instagram, Tik Tok, Twitter and LinkedIn. These are researched, written and created by our social media content writer volunteers. They are in article, info-graphic and short video formats and are sometimes informed and created in collaboration with our own community members.

c) To secure longevity and stabilise the organisation

Through the development of a fundraising strategy, through the recruitment of core paid employees, through the establishment of an organisational structure and through the recruitment of a hands on and reliable trustee board.

d) To engage with governments and institutions to foster positive change

Governments, institutions, police forces, the criminal justice system, universities, organisations, and schools need to adjust their policies and practices regarding: supporting survivors; strengthening reporting procedures; tackling sexist, misogynistic, and victim blaming attitudes that inform leadership and decision making.

Everyone's Invited regularly works with government departments such as the Ministry of Justice, the Department for Education, Department for Transport, Ofsted, and the Home Office providing: consultancy; participating in reference groups; giving evidence; and launching consultations to support on the development of draft bills, commercial campaigns and public campaigns.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

External Activities

Online safe space

- Maintaining website to preserve EI digital anonymous safe space for survivor testimonies.
- Testimony processing: improving and maintaining testimony processor volunteer management and system.

Education

- Social media and community
- Development and implementation of education programme to launch in schools in September 2022

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE PERIOD ENDED 30 JUNE 2022

Media, general exposure

- Working with the media to educate the general public and raise awareness about rape culture
- Documentary (future)
- Partnerships with organisations, productions with aligned missions to maximise impact (future)

Research

- Engage in partnership with Trilateral to extract insights from testimony data which will enhance our education, government, and media programme (future)

Internal Activities

Structure of the charity

- Creating a sustainable structure to ensure long term functionality of charity so that we continue to fulfil our mission statement.
- Trustees, HR & employees, operations, communications, accounting, bookkeeping, finance, social media, website, EI digital safe space, education, research, policies, safeguarding and internal support.
- Grow board of hands on trustees with expertise in early organisational development.
- Creating and implementing strong safeguarding & internal policies across whole organisation.

Fundraising

- Developing a long term fundraising Strategy
- Writing and submitting applications
- Writing reports for funders and maintaining relationships with funders

Mission and strategy

To expose and eradicate rape culture with empathy, compassion and understanding.

Strategic approach

- Lead with empathy, compassion and understanding
- Educated, thoughtful and considerate approach in all areas
- Survivor centred approach in all activities and decision making
- Strive for excellence in all areas / quality over quantity
- Use research to maximise impact and underpin activities
- Always include everyone, support survivors and support everyone to engage in conversation and positive change including men and boys

Considerations

Build organisation for longevity. Striving for Equality, Diversity and Inclusion in all our activities and within the organisation. Develop an approach to increase diversity and advance race equity within the organisation and within our activities. Everyone's Invited is committed to taking an intersectional approach to tackling this crisis, and strives to be proactive in seeking out marginalised voices that are not platformed enough

Values

Survivor Centred

Everyone's Invited is a survivor centred charity. The nature of its creation means that we are also a survivor-led organisation. The charity has been formed around the needs of survivors, keeping their voices at the heart of our mission; Everyone's Invited provides a much needed platform ensuring that the voices and experiences of survivors are amplified and heard in their own words. The act of sharing their story with Everyone's Invited allows many survivors a sense of relief, catharsis, empowerment, and gives them a feeling of community and hope.

Anonymity

Anonymity is central to the Everyone's Invited digital safe space. Anonymity empowers survivors to share their stories openly in a world where experiences of sexual harassment, abuse and violence are shrouded in shame and stigma. Many survivors never openly share or report their experiences because they are frequently disbelieved, invalidated and shamed by their communities and peers.

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE PERIOD ENDED 30 JUNE 2022

Empathy, Compassion & Understanding

Everyone's Invited's mission is to expose and eradicate rape culture with empathy, compassion and understanding. All our goals and activities are underpinned by these core values. We believe in striving to create a better world built on the foundations of these values. We know that empathy and compassion are needed for people to meaningfully comprehend the universal prevalence of rape culture, the nature of survivor experiences and the devastating impact of sexual violence and trauma.

Equally, empathy and compassion are needed for those who are responsible for enabling and perpetrating rape culture. Socialised in a patriarchal culture rooted in power imbalance and inequality, we need empathy to recognise how we are all responsible for creating and sustaining this culture. We have a collective and individual responsibility in challenging a culture that allows inequality, harassment, abuse and sexual violence to exist and thrive in our society.

Reconciliation

Much of the behaviour described within the testimonies is the product of a culture that normalises and trivialises these actions. Growing up, we were socialised to believe that this behaviour was acceptable. Now having read the testimonies everyone can understand the profound weight of everyone's actions. Moving forward, we know that our responsibility lies in improving and healing the wounds we have uncovered. We do not condone or believe in cancel culture. We have taken crucial steps to ensure that everything on our platform is anonymised for this reason. We urge our community to practise empathy. To reconcile is to understand both sides, to listen, and try our best to understand people's experiences, thoughts, and actions. Reconciliation does not mean to "forgive and forget" but to "forgive and go forward". Together we are building on the mistakes of the past and working towards reconciliation and creating a new future. To all who have stood up and spoken and all who have sat down and listened, you are courageous and we thank you.

Diversity and Inclusion

Everyone's Invited is an inclusive organisation. We are a platform for all survivors of all ages, religions, backgrounds, identities and gender orientations. Everyone's Invited strives for equality, diversity and inclusion in all our activities and within the workplace. As a new charity, we are developing an approach to increase diversity and advance race equity within the organisation and within all our activities and goals. Sexism, racism, homophobia, transphobia, ableism, bigotry or discrimination of any kind is not tolerated. We believe in platforming a diversity of opinions, perspectives and viewpoints. However, if an individual's conduct or rhetoric incites violence, hatred or threatens the safety of those in the organisation or community this will not be tolerated. Everyone's Invited is committed to taking an intersectional approach to tackling rape culture, recognising how different forms of discrimination intersect and overlap to create unique experiences of oppression. Survivors of colour, disabled survivors and survivors of marginalised genders are disproportionately victims of sexual violence. Everyone's Invited is striving to be proactive in seeking out marginalised voices that are not platformed enough.

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE PERIOD ENDED 30 JUNE 2022

Achievements and performance

Public awareness raising & Influence through media

● Sparking an international movement: Global media coverage UK, US, Europe, Asia, Russia, China. Everyone's Invited triggered a media storm with international and national coverage including the front page of The Times, The Telegraph, The Evening Standard, The Observer and The Evening Standard Magazine. Print, TV and radio Interviews include coverage with The Times, The Sunday Times, The BBC, BBC Newsnight, The Independent, The Guardian, The Telegraph, The Economist, British Vogue, The Daily Mail & Mail on Sunday, The Evening Standard, The Financial Times, Good Morning Britain, This Morning, ITV, Sky News, The Daily Mirror, The Sun, The Week Magazine, Prospect Magazine, Grazia, Glamour UK, Marie Claire UK, VICE, Cosmopolitan, Closer Magazine, The Face Magazine, LBC Radio, Radio 4, BBC Scotland Radio, The Times Radio, The Jeremy Vine Show, Mashable etc. Global press: The New York Times, The Washington Post, CNN with Christiane Amanpour, CBS, Le Monde, Liberation, Cosmopolitan Italia, BT Denmark, ARD Germany, ABC Australia, MBN (Middle East), Channel One Russia, Newsweek Japan Online, The Indian Express, El Comercio etc.

Testimony archive & community building

● Developed and implemented a community-created archive of survivor testimonies, 'a digital anonymous safe space for survivors to share their stories' receiving over 50,000 submissions and has gained significant attention and support from key stakeholders in the UK and beyond and currently scoping project with a digital web agency and designer to create an advanced website and digital anonymous safe space for Everyone's Invited community and volunteers to ease testimony processing and collection of testimony data.

● Engaged and built an online community of survivors and allies of over 100,000 within a year across Instagram, LinkedIn, Twitter and Tik Tok. Strategically planned and collaborated with social media volunteers to produce educational content to raise public awareness and launch social media campaigns to raise awareness by releasing our data in short bursts (university and schools). Weekly content delivered to our social media channels (Instagram, Twitter, TikTok) by the social media team.

● Joy of healing Zine: El Zine project directed and led by the Art Editor. This was a 3-month project which involved planning, creating, commissioning artists to contribute to its fruition. Zine dedicated to platforming the voices of survivors, victims and allies of sexual assault. The zine's theme was 'The Joy of Healing' combining written art work from contributors (prose, poetry, paintings, drawings). You can view the Zine on the El website.

Education

● Educational Reform: Groundbreaking Ofsted review launched into safeguarding policies and practices relating to sexual abuse in state and independent schools and colleges. Published in March 2021, the review confirmed the work of Everyone's Invited in its conclusion demonstrating that sexual harassment and sexual abuse online is happening in all schools. The review instructed all schools to take action regardless of the number of specific reports in individual schools. The universities' regulator the Office for Students launched new guidelines asking all institutions to review their sexual misconduct and harassment policies by summer 2021. The Department for Education commissioned the NSPCC to launch a new helpline called Report Abuse in Education: Everyone's Invited with 65 allegations being investigated by the police. Since the helpline was launched on April 1 2021 to the end of November, it has handled a total of 861 contacts.

Organisation development and capacity building

● Recruited 25+ volunteers to successfully carry out mission and activities of charity.

● £10k Seed funding confirmed by the Golden Bottle Trust. This supports the day to day running of El by covering administrative and running costs.

● The CEO and trustees ensure financial control, supporting and advising on good governance across all aspects of the charity. Overseeing all areas of HR, finance and bookkeeping (budgets, cash flow and accounting).

● Implemented internal support for all Everyone's Invited volunteers. This includes online and in person support meetings, regular individual mental health check ins and a support manual. Hosted support and team building day with volunteers in east London studio. Ice breaker games, team building trust exercises, support pack, group discussions, and team lunch.

● Received pro-bono consultancy with NSPCC to develop the safeguarding and safer recruitment policies. Implemented and updated all charity policies. Safeguarding work continues and remains a priority at Everyone's Invited.

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE PERIOD ENDED 30 JUNE 2022

Research

● Past Research achievements: research efforts have focused on analysing over 40,000 testimonies to expose the scale of sexual violence, primarily in universities and schools, but also within society as a whole. The publication of these results, including the identification of institutions across the UK and globally, has prompted reviews by Ofsted, government departments, and global media outlets, significantly raising awareness of rape culture as a worldwide problem.

Advocacy & government

● Worked with the Department of Education and Ofsted to necessitate the launch of NSPCC helpline for survivors of abuse in education. Worked regularly with the Department for Education, the Ministry of Justice, the Home Office, the Police, Ofsted. Met with her majesty's chief inspector Amanda Spielman, Minister Ford, Minister Donelan, and Baroness Beridge.

● Raised public awareness of the issue of sexual violence and rape culture through media appearances, public speaking engagements, and advocacy work with policymakers and government bodies, continues to be an effective advocate for the charity and its beneficiaries (media, conferences, events).

● We have worked with the Department of Education (DfE), the Home Office, Violence Against Women & Girls (VAWG), and the Ministry of Justice (MOJ).

● CEO and Head of Strategy met with DfE updated us on Scottish police campaign. CEO and Head of Strategy Invited to VAWG strategy round-table.

● CEO and Head of Strategy met with VAWG to discuss their new communications campaign tackling sexual harassment.

● CEO and Head of Strategy met with Children's Commissioner to support launch of 'Parent Guide: Talking to your child about online sexual harassment'.

● Head of Strategy attended 3x Home Office, VAWG Communications Campaign meetings.

● CEO and Head of Strategy met with MOJ to discuss launch of the new Victim's Bill.

● CEO and Head of Strategy met with DfE and Minister Donelan's people to discuss launch of their campaign against NDA abuse in universities – asking universities to pledge to stop use of NDAs to silence survivors of sexual violence- campaign launched in part because of EI work and highlighting of rape culture in universities. Attended press launch of NDA abuse campaign.

● CEO and Head of Strategy MOJ have commissioned EI to host online event with our community to gain their insight on the Victim's Bill, grant given 1k. Hosted focus groups with our community and delivered data collected to MOJ.

Financial review

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the period.

During the period charity's total income was £11,450 and total expenditure was £7,222.

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE PERIOD ENDED 30 JUNE 2022

Future Plans

To find and implement additional effective solutions to start to eradicate rape culture.

Research

- Collaborate with academic researchers, data governance experts, and other partners to ensure the ethical and responsible use of survivor testimonies in research and policy development.
- A better understanding of rape culture in the UK is essential to driving evidence-based interventions. The testimonies that have been anonymously collected by Everyone's Invited contain extensive information about the nature of rape culture, and if interrogated appropriately have the potential to provide a gateway to better understand the nature of these crimes.
- Everyone's Invited is committed to conducting research that generates evidence and insights to support advocacy, policy development, and educational material on sexual violence and harassment. To better understand the insights in the testimonies, Everyone's Invited is collaborating with Trilateral Research, a UK ethical AI company focused on supporting stakeholders by combatting complex social problems. Trilateral Research combines social science and human rights expertise with technical sciences to support stakeholders in gaining insights from data that can support advocacy and policy-related decision-making efforts. Doing so is critical to improving our understanding of rape culture and better informing public awareness.
- By forming this strategic partnerships with Trilateral Research EI will aim to leverage interdisciplinary approaches and ethical AI to address complex societal issues related to rape culture. Exploring the potential of natural language processing (NLP) and machine learning to uncover themes and trends in the testimonies, driving evidence-based advocacy and education.
 - Co-submitting grant application to support further research to generate knowledge.
 - Contributing tailored outputs that increase evidence based knowledge in accessible forms to a wider range of stakeholders (government departments, policy advisors, wider society) to inform previously unknown themes, intervention points, and educational materials.

Education

- We aimed to launch the Everyone's Invited education programme in September 2022 and we aimed to reach 50 schools by 2023. We were successful in meeting this target.
- We plan to develop a programme that will empower school communities to promote healthy relationships and sexual well-being by equipping young people, teachers and parents with the knowledge, skills and confidence to tackle rape culture in their school communities. We will deliver training on consent, sexual well-being, healthy relationships, understanding rape culture, digital intimacy and online safety. We believe that relatability is crucial to the impact of education delivery. This programme will be created by individuals who share and understand young people's experiences having grown up in the modern sexual landscape underpinned by the digital revolution of the social world and the rise and mainstreaming of hardcore pornography.
- We will prioritise the monitoring and impact evaluation of this programme and strive to form partnerships with academics who specialise in this area. We will leverage data collection from surveys and research to enhance and improve the quality of the education.

Structure, governance and management

The charity is a Charitable Incorporated Organisation.

The trustees who served during the period and up to the date of signature of the financial statements were:

Kevin Sara	(Appointed 25 November 2021)
Atalia Silas	(Appointed 1 January 2023)
Susan le Jeune d'Allegeershecque CMG	(Appointed 11 May 2022)
Sigal Shalev	(Appointed 25 November 2021)
Mary O'Connor	(Resigned 14 May 2022)
Adam Silver	(Resigned 10 June 2022)

EVERYONE'S INVITED

TRUSTEES' REPORT (CONTINUED)

FOR THE PERIOD ENDED 30 JUNE 2022

Everyone's Invited is a volunteer-run organisation. Our organisation is structured with Founder Soma Sara as Chief Executive Officer and supported by the board of trustees. We currently have five volunteer department heads, falling under the following areas: communications; finance; fundraising; support; and research. Our volunteer department heads are supported by a base of 2-5 volunteers and in total we currently have 19-20 volunteers working for Everyone's Invited. Our volunteer team works flexibly to support the needs of Everyone's Invited as it grows.

Governance

The Board of Directors and Trustees has responsibility for all governance, policy, strategy and financial matters. The Board of Directors meet every two months during the year. The Trustees are recruited through open advertisements, shortlisting and interviews by the Board.

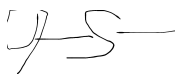
Management

The CEO is responsible for the overall management and coordination of Everyone's Invited activities. She advises the Board and implements decisions taken by trustees. She reports to the trustees.

Financial Management

The CEO is supported by a finance consultant with expertise in finance and operations in the charity sector. They are supervised by and report to the trustees. All payments are reviewed and signed off by the CEO and at least 2 trustees.

The trustees' report was approved by the Board of Trustees.



Kevin Sara

Trustee 27 Apr 2023

Dated:

EVERYONE'S INVITED

CHARTERED ACCOUNTANTS' REPORT TO THE TRUSTEES ON THE PREPARATION OF THE UNAUDITED STATUTORY FINANCIAL STATEMENTS OF EVERYONE'S INVITED FOR THE PERIOD ENDED 30 JUNE 2022

In order to assist you to fulfil your duties under the Charities Act 2011, we have prepared for your approval the financial statements of Everyone's Invited for the period ended 30 June 2022, which comprise the statement of financial activities and the related notes from the charity's accounting records and from information and explanations you have given us.

As a practising member firm of the Institute of Chartered Accountants in England and Wales, we are subject to its ethical and other professional requirements which are detailed at <http://www.icaew.com/en/members/regulations-standards-and-guidance/>

This report is made to the charity's trustees, as a body, in accordance with the terms of our engagement letter dated 31 March 2022. Our work has been undertaken solely to prepare for your approval the financial statements of Everyone's Invited and state those matters that we have agreed to state to the charity's trustees, as a body, in this report in accordance with ICAEW Technical Release 07/16 AAF. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Everyone's Invited and the charity's trustees as a body, for our work or for this report.

It is your duty to ensure that Everyone's Invited has kept adequate accounting records and to prepare statutory financial statements that give a true and fair view of the assets, liabilities, financial position and surplus of Everyone's Invited. You consider that Everyone's Invited is exempt from the statutory audit requirement for the period, and is not required to obtain an independent examiner's report.

We have not been instructed to carry out an audit or a review of the financial statements of Everyone's Invited. For this reason, we have not verified the accuracy or completeness of the accounting records or information and explanations you have given to us and we do not, therefore, express any opinion on the statutory financial statements.

HW Fisher LLP

HW Fisher LLP

Chartered Accountants

Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

27 Apr 2023
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EVERYONE'S INVITED

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE PERIOD ENDED 30 JUNE 2022

	Notes	Unrestricted funds 2022 £
Income from:		
Donations and legacies	3	10,000
Charitable activities	4	1,450
		<hr/>
Total income		11,450
		<hr/>
Expenditure on:		
Charitable activities	5	7,222
		<hr/>
Net income for the period/ Net movement in funds		4,228
Fund balances at 25 October 2021		-
		<hr/>
Fund balances at 30 June 2022		4,228
		<hr/> <hr/>

The statement of financial activities includes all gains and losses recognised in the period.

All income and expenditure derive from continuing activities.

EVERYONE'S INVITED

BALANCE SHEET

AS AT 30 JUNE 2022

	Notes	2022 £	£
Current assets			
Debtors	9	100	
Cash at bank and in hand		7,693	
		<u> </u>	
		7,793	
Creditors: amounts falling due within one year	10	(3,565)	
		<u> </u>	
Net current assets			4,228
			<u> </u>
Income funds			
Unrestricted funds			4,228
			<u> </u>
			4,228
			<u> </u>

27 Apr 2023

The financial statements were approved by the Trustees on



Kevin Sara
Trustee

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD ENDED 30 JUNE 2022

1 Accounting policies

Charity information

Everyone's Invited is a Charitable Incorporated Organisation. The registered office is Streathers Solicitors, Accurist House, 44 Baker Street, W1U 7AL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

These financial statements for the period ended 30 June 2022 are the first financial statements of Everyone's Invited prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5 Expenditure

Resources expended are recognised in the period to which they relate.

All costs which can be directly attributed to charitable activities are allocated to the relevant activity. Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees and costs linked to the strategic management of the charity.

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 30 JUNE 2022

1 Accounting policies **(Continued)**

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds
	2022
	£
Donations and gifts	10,000
	<u> </u>

4 Charitable activities

	Unrestricted funds
	2022
	£
Education income	1,450
	<u> </u>

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 30 JUNE 2022

5 Charitable activities

	Unrestricted funds 2022 £
Consultancy fees	750
IT Software and Consumables	4,123
	<u>4,873</u>
Share of support costs (see note 6)	234
Share of governance costs (see note 6)	2,115
	<u>7,222</u>

6 Support costs

	Support costs	Governance costs	2022
	£	£	£
Bank charges	90	-	90
Staff entertainment	144	-	144
Accountancy	-	1,500	1,500
Legal and professional	-	615	615
	<u>234</u>	<u>2,115</u>	<u>2,349</u>
Analysed between Charitable activities	<u>234</u>	<u>2,115</u>	<u>2,349</u>

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the period.

8 Employees

There were no employees during the current period.

9 Debtors

	2022 £
Amounts falling due within one year:	
Other debtors	100
	<u>100</u>

EVERYONE'S INVITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE PERIOD ENDED 30 JUNE 2022

10 Creditors: amounts falling due within one year

2022
£

Other creditors

1,450

Accruals

2,115

—

3,565

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11 Related party transactions

There were no disclosable related party transactions during the period.