



TENDER EDUCATION AND ARTS TRUSTEE REPORT AND ACCOUNTS

Year ending 31 March 2020
Company Number 04627846
Charity Number 1100214

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INTRODUCTION

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Structure, Governance and Management

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

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

Policies and procedures for induction and training of trustees

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

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

The Charity Commission outlines four clear expectations for trustees:

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

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

All trustees are required to hold a DBS which is renewed every two years in line with Tender safeguarding policies and protocols. They must undertake safeguarding training every 2-3 years, attend Tender's basic awareness of domestic abuse training, read "Keeping Children Safe in Education" by the Department for Education and visit a Tender project once a year.

Key Management Personnel

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

***“Be careful of the difference
between abuse and love”***

- Audience member, aged 17

OBJECTIVES AND ACTIVITIES

Objectives

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

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

Activities

Main activities undertaken in 2019/20

Tender has continued to work with young people and adults across London and beyond to deliver an evidenced and varied programme of arts-based healthy relationships projects. Tender is particularly proud of:

The continuation of the “Whole School Approach” model

Tender is now in the third and final year of delivery of the MOPAC funded 3-year pilot project to end violence against women and girls and serious youth violence. The Whole School Approach team have learnt a great deal from working within the schools in the pilot (3 primary and 1 secondary). This sits alongside the Whole School Approach work happening in ‘Champion’ schools across all London boroughs, funded by London Councils.

Developing new ways of working effectively with vulnerable young people

Tender has spent time this year developing innovative ways of reaching vulnerable young people who otherwise might struggle to access our work, including those with special educational needs and disabilities, young refugees and asylum seekers and young care leavers. Our workshops have been adapted in consultation with various providers and young people to suit different access needs, and we have also begun the process of developing a new interactive computer game which will allow young people with SEND to explore healthy relationships issues in a safe and accessible way.

A new model for working Nationally

Tender's National work continues to develop and flourish. The National work is now delivered under a new, more focussed Regional Hub model; with a dedicated member of staff working in each of the regions. This year, the National team delivered their first ever primary school and SEND projects, which were a resounding success and pave the way for more work in this area.

Evolution of Tender's Adult Training Provision

Tender's Adult Training provision has expanded considerably this year, allowing us to reach more adults working directly with vulnerable young people, as well as those receiving training in their workplace.

Public benefit

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



Image designed by Tender Youth Board member Rachel

“[The project] has encouraged me to help people, especially my age group, and the importance of these situations”

- Project participant, aged 14

ACHIEVEMENTS AND PERFORMANCE

Summary of main achievements

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

Tender’s work with young people is delivered by five project teams; **Education** (schools, colleges and alternative education), **Whole School Approach**, **Youth Ambassadors**, **Tender National** and **Adult Training**. The activity of each of these teams is detailed below, in order to evidence the achievement of both aims.

Aim 1: Enable young people (5-25 years old) to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence

Aim 2: To equip adults with the skills and resources they need to promote healthy relationships amongst young people and more widely amongst their own peers

| | 2019/20 | 2018/19 |
|---|----------|---------|
| Number of projects, trainings and events delivered by Tender | 256 | 209 |
| Number of young people who participated in Tender’s projects | 35,290 | 30,474 |
| Number of adults who participated in Tender’s courses, events and seminars | 1,654 | 2,379 |
| Number of additional beneficiaries reached through campaigns and resources (helpline cards, information leaflets, keyrings, social media campaigns etc.) | 126, 624 | 78,938 |
| <p>As a result of taking part in a Tender project:</p> <ul style="list-style-type: none"> ● 93% of young people now understand it is never okay to be violent to someone ● 99% can name at least one early warning sign of an unhealthy relationship ● 96% have more knowledge about where to seek support and advice for abuse in relationships (Data collected from participant post-project questionnaires) | | |

"Te cuida, te ayuda, te quiere como seas y te quiero siempre"-

**Translation: [A good friend] "Takes care of you, helps you,
loves you as you are and loves you always"**

Primary project participant, Year 5

Education: Schools and Colleges

This year Tender's Education Team worked with **24,812** beneficiaries across **119** primary schools, secondary schools and alternative education settings. A total of **1,406** young people have taken part in 2-day Healthy Relationships workshops, disseminating their learning to a further **5,213** young people via peer-led presentations. **5,439** young people took part in shorter workshops or enrichment days. Unfortunately, due to Covid-19, a number of school projects were cancelled or postponed towards the end of the financial year; we hope to deliver the outstanding projects as soon as it is possible and safe to access schools again.

'Champion School' model delivered in 16 London Boroughs

For the third year, Tender has been working in partnership with 8 leading Violence Against Women and Girls (VAWG) organisations to deliver Healthy Relationships work in all 32 London boroughs, funded by London Councils. This has included working in 16 'Champion Schools' each year to deliver ongoing work with the whole school community, including whole school assemblies, core group work, staff training and Healthy Relationships projects. In 2019-20 we delivered:

- Intensive core group work with **157** young people
- Staff training to **464** teachers
- Assemblies for **11,980** young people in KS3 and KS4
- Information disseminated to approx. **23,150** parents and carers

Development of SEND Provision

Over the course of this year we have developed our Special Educational Needs (SEND) resources through consultation with teachers and young people, devised new workshop plans, and have received additional funding for resource development and training our facilitators in working with SEND groups. This year saw the delivery of our first primary school SEND project, which was a huge success. We continue to develop our work in this area in order to reach more young people with additional access needs. This includes a new interactive tech game, described in more detail later on, which is currently in its prototype form.

Ambitious Whole Community Response

This year we began the delivery of an ambitious new piece of work funded by The Mayor's Office for Policing and Crime (MOPAC)'s Violence Reduction Unit, working with a diverse range of children, young people and the adults who work with them to provide a 'Whole Community Response' to preventing domestic abuse and sexual violence. The work is being delivered over 13 boroughs, and comprises adult training, community engagement, 2-day Healthy Relationships workshops and enrichment days. As we are able to offer schools and settings a flexible model of delivery, the take-up of the project has been outstanding, and we have been able to adapt the content and delivery style to best fit the needs of the groups we are working with. The project has inevitably been put on hold due to Covid-19, but we look forward to working in many more schools and youth settings under this strand very soon.

"Thank you so much for organising the workshop and offering it to us. The facilitators were excellent - our students really enjoyed working with them and found the experience overwhelmingly positive. For many of these students, the issues covered were real and very much a part of their own traumas. It was very powerful for them to navigate these topics in a safe and stable environment - please pass my thanks to the facilitators for managing some challenging questions and behaviours excellently. Their approach genuinely meant that all could participate. I thought the assembly was fantastic and a real testament to the students' hard work and understanding" - Teacher, Haringey

Whole School Approach Programme

Since 2017, Tender has been delivering a three-year pilot Whole School Approach programme in four Croydon Schools: **Broadmead Primary Academy, Kingsley Primary Academy, Forestdale Primary and St Mary's Catholic High School**. The programme, funded by MOPAC, has involved delivering prevention and early intervention programmes in the form of PSHE and targeted group work, staff training, parent awareness sessions and community engagement. We are currently in the third and final year of delivery, with the programme due to wrap up in Autumn 2020.

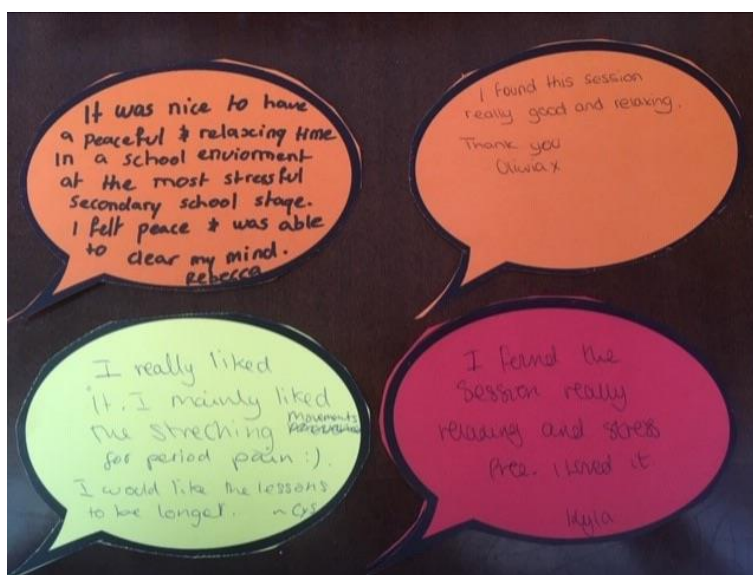
We have worked with a total of **1255** beneficiaries across all four schools throughout the lifetime of the project. We have facilitated project-focused discussions with **21** parents across all 4 settings and raised awareness about the project with **132** staff members. We have met with **12** Governors, including awareness-raising training with the Chair of Governors in each school.

Peer Research Project

Between January-March 2020, a group of Year 10 Students from St Mary's Catholic High School worked alongside the Whole School Approach's external evaluators, DMSS Research, to take on the challenge of becoming Peer Researchers. They interviewed children and young people in all four schools about their views on the Tender projects that have been delivered over the past 2 years. They held focus groups and individual interviews with children and young people in Years

6-10, whilst learning skills in various research methods and data analysis.

In March 2020, the Peer Researchers delivered a presentation to Tender and the school's senior staff to share their findings on their 2-month peer research project. In their presentation, the young people reported back that most of the students they spoke to had enjoyed the Tender sessions and thought that the material covered was relevant to their lives. The Peer Researchers were really interested in speaking to the Year 6 children and recognising the need for healthy friendships workshops with this age group – agreeing that this is the foundation of healthy relationship education in secondary school.



The Youth Ambassador Programme

1517 young people and **56** adults benefited from Tender's Youth Ambassador Programme projects across **49** settings. A further **64,490** beneficiaries were reached through campaigns.

Tender delivers new project with vulnerable young people

This year the Youth Engagement Team began the delivery of a new project called 'Thrive', working with young refugees, asylum seekers, those experiencing or at risk of experiencing homelessness and those with complex needs and vulnerabilities. The project took place in partnership with Young Roots, New Horizon and Phoenix Place. In particular, the Young Roots project proved rewarding, necessitating the use of visual mediums and translators to explore the topics with young people from a diverse range of cultures. At the end of the project the participants recorded a fantastic radio show, playing their favourite love songs and discussing healthy relationships with each other: a new experience for many of them. We look forward to continuing the project in 2020-21.

"In Afghanistan you don't talk about relationships. I have more questions – and more questions inside but I'm not used to talking like that. We don't talk to women like that [referring to our

female facilitator] *but I want to. In time. I hope you come back.*” – Young Roots project participant

Developing work with young people in the care system and young care leavers

Tender has been commissioned by Greater London Authority Young Londoners’ Fund to deliver a series of projects with young care leavers. Whilst the projects themselves won’t be delivered until late 2020, we held a very productive training and development day in February with a group of Tender facilitators to learn more about the care system and to develop and tailor our workshop content to best suit the needs of the young people we will be working with.

Workshops for Universities and Sixth Form Students

Universities from across the UK are facing an increase in disclosures of abuse and sexual violence. Tender have been working to change this since 2017, led by our Shoulder2Shoulder campaign. Over 3 years we have delivered **46** university training sessions and events, and sexual harassment prevention workshops for sixth form students, to a total of **1,978** beneficiaries.

Our university programme particularly thrived this year as a result of our ongoing relationship with the University of Exeter. We were able to pilot a series of training types; tailoring the material for different cohorts within the university environment.

The sixth form work has become an integral part of Tender’s university programme, as it provides a transition for young people between secondary school and higher education.



In November 2019 Tender hosted a Student Union Training on domestic abuse and sexual violence, aiming to provide union officers with the knowledge to identify abusive and harassing behaviours and develop the practical skills needed to respond to disclosures sensitively and effectively.

Youth Board and Youth Facilitators

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

This year we held **9** Youth Board meetings, attended by **20** members in total.

We held **5** Masterclasses:

- Street Doctors; a first aid workshop focussing on how to assist victims of knife crime
- Kiss My Genders; an exhibition celebrating more than 30 international artists whose work explores and engages with gender identity.
- Good Night Out; a workshop focussing on sexual harassment and assault in the nightlife economy, i.e. pubs, bars, venues.
- Surviving Economic Abuse; a talk about the charity's important work and the impact of financial abuse on survivors.
- Patricia Gets Ready (for a date with the man that used to hit her); a play about trauma told from the point of view of a survivor.

In 2019-20: Youth Facilitators have co-facilitated on **7** healthy relationships projects in schools and youth centres. Youth Board members also raised awareness of Tender's work at **7** events including the Southbank Centre's Women of the World Festival for International Women's Day and Tender's Annual Awards.

Art competition

In Autumn 2019, Tender ran a national art competition for young people to explore healthy and unhealthy relationships through creativity, called Tender Expressions. The competition was first devised by a sixth form student on work experience and was further developed by our Youth Board. The competition consisted of 3 categories, inviting young people from different age groups to produce a piece of art based on a theme within our work.

Categories:

Ages 5 – 11 - Topic: Healthy Friendship and Gender Equality

Ages 12 – 16 - Topic: Unhealthy or Abusive Relationships

Ages 17 – 25 - Topic: Increase Knowledge of Sexual Violence, Support & Self-care

We received some fantastic entries, which are currently being judged. Winners will be announced soon!

Tender National

Developing a Sustainable National Presence

Throughout 2019/20 there has been significant and positive activity to build and develop Tender's National Partnership Network. A network of 9 delivery teams has reached young people in **Hull, Merseyside, Essex, Kent, Hertfordshire, West Yorkshire, Avon & Somerset, Norfolk and Devon.**

Between April 2019 and March 2020 our partners delivered **71** projects across **9** regions, working directly with **1,429** young people at risk of domestic and sexual violence. These at-risk young people became active champions of violence prevention, creating strong and informative performances that were shared with audiences of a further **6,278** young people. An additional **781** young people were reached through a number of enrichment days and targeted workshop activities.

541 teaching and non-teaching staff benefitted from CPD accredited INSET training sessions that are delivered as part of the programme, and a further **14** adults were reached via a number of regional adult-training commissions/presentations.

Moving forward, we have made the decision to reduce the number of regions in which Tender is active. This will allow us to focus on areas where the work is being best received and having the most impact.

Regional learning over the past three years has shown that it is incredibly difficult to maintain lasting and sustainable relationships with external partners. This is due to several factors, which include conflicting demands on partner organisations, financial constraints, and staff capacity/turnover. Where the National Partnership Network has been most successful is through our Regional Hub model, which has enabled us to meet demand for the work and utilise the skills of our Regional Hub Coordinators to their fullest. Having a designated member of staff in each of these regions ensures that Tender's aims and objectives remain at the forefront of any profile-raising activity and conversations with stakeholders. This 'personal' touch has also meant that we have been able to develop significant and mutually beneficial relationships with schools/settings, offering repeat projects and ongoing support to key teaching staff and fully embedding ourselves within the school community. Whilst this does mean that we will be working in fewer regions, focused and intensive activity across West Yorkshire, Avon & Somerset, Norfolk, Devon and Kent will ultimately reach more young people and have a greater impact.

Cornerhouse (Hull) remain committed to delivering the Tender project and we are delighted that they will continue to partner with us in 2020 and beyond.

Developing Tender's Work with Teachers

This year a review of the National Partnership's Staff INSET offer was undertaken by the National Partnership Manager and members of the Regional Hubs team. The sessions were developed in consultation with teaching staff and we are now able to offer sessions focusing on the following topics: **Basic Awareness, Developing Empathy in DVA, Coercive Control, Impact of DVA on Children & Young People.**

Championing Change in Norfolk

Tender were delighted to be asked to take part in Norfolk County Council's annual 'Domestic Abuse Change Champions Conference' in November 2019. The National Partnership team ran a session for **200** delegates entitled: *'Preventing Abuse and Promoting Healthy Relationships in Schools'*. It was a powerful and inspiring day of speakers and workshops and provided an excellent opportunity to promote the work of our Norfolk Hub.



Creative Campaigns: Norfolk and Avon & Somerset

Two poster campaigns – *'See the Signs'* and *'Caring or Controlling'* - were produced during out-of-schools projects in Norfolk and Avon & Somerset. They each highlight important messages about the early warning signs of abusive or controlling behaviour and support and have been shared with schools and youth settings in their respective counties.

Tender in Brighton & Hove

In September 2019 Tender were contacted by two women who wanted to raise funds for us by running the Athens marathon. Having experienced abuse in their own lives, they are passionate about raising awareness of this issue, particularly amongst young people. Their campaign was a huge success and, as a result, we will soon be delivering a number of workshops/projects across Brighton & Hove. We are delighted to be able to support them with this, and to have the opportunity to deliver work in a new region of the UK.

"We selected 25 students to take part in the Tender Healthy Relationships project. To say that we were impressed is an understatement. The project was incredible, and the students loved it!"

To see them acting out really difficult situations surrounding controlling and coercive behaviour was awesome. Tender really do bring PSHE/Heathy Relationships to life in a way we have never seen before. We absolutely recommend the project to other education establishments." Head of PSHE – Writhlington School, Bath

Placement, intern and volunteer (PIV) programme

We were delighted to welcome Education Intern Leah to the Tender team in September 2019, on a year-long Jack Petchey Internship Programme. The internship programme is designed to give young people a flying start in the charitable sector and support dynamic young individuals in their first step towards being the sector's future leaders. Leah has been working within the Education Team to book and coordinate workshops in schools and has been supporting on the development of Tender's Youth Board.

Safeguarding

Tender's Safeguarding Team – made up of the Chief Executive, the Programme Manager and all project managers – has continued to meet monthly to ensure the wellbeing and safety of children and young people remains at the heart of everything Tender does, and that rigorous processes and procedures are in place.

This year the Safeguarding Team has focussed on ensuring Tender's pool of freelance workshop facilitators receive regular safeguarding training and upskilling on the issues most affecting young people.

Training & Seminars for Adults

Tender's Adult Training provision is growing. Tender offers a diverse programme of training designed to enable those working with young people to understand the issue of violence against women and girls, teenage relationship abuse and other related topics. The training programme had initial aims to increase the confidence of practitioners to enable them to safely discuss violence and abuse with young people, and to signpost support. As we have developed the training provision we are now able to offer more bespoke options for children's practitioners; these include social workers and family support workers amongst others. When asked what key messages they would take from the training, one participant commented: *"To hold ourselves as professionals to account. Particularly when thinking about the language we use. And to try and see young people's experiences through a lens of context, personal circumstances and empathy."*

In 2019-20 **13** trainings were delivered to groups including Virtual Schools, Centrepoint, Early Help Teams and Foster Carers, reaching a total of **261** beneficiaries.

In January 2020 we ran a successful OCN-accredited 'Developing and Delivering Domestic Violence Training' course, which was redeveloped from our existing model with updated statistics and information. The course was completed by **10** participants. This has enabled

Tender to expand our pool of trainers as we develop the work for both the social care sector and workplace training.

Bespoke Training for Foster Carers

Tender delivered a training session to foster carers looking after teenagers, to support them in developing an understanding of the issues that can arise for young people as they begin to engage in intimate relationships. The aim was for carers to feel able to address these issues and more effectively support the young people they care for. Amongst other things we explored all the different influences in young people's lives so that carers could understand the many different ways that young people might learn about relationships. We are planning to follow up with further sessions so that carers can reflect on their learning.

Workplace Training

Building on last year's progress, we have developed a number of new relationships with workplaces in 2019-20. Unfortunately, two 'Taster' events we had scheduled at The House of Commons have been postponed, one due to the General Election and the second due to Covid-19. We are planning to deliver follow-up taster sessions to each organisation when things return to normal.

Highlights of Tender's workplace training calendar have included:

- A team building session to PWC in November for 12 members of the senior leadership team
- A taster session at Addleshaw Goddard
- Training for Inclusion Advocates at Clifford Chance, and additional training in their Middle East Dubai office
- Ongoing domestic abuse awareness training with Lloyds Banking Group

Development and Innovation

DRAW Project: Tackling Youth Violence Cross-Culturally

Tender is excited to be part of an exciting new European-wide project funded by Erasmus+, which took shape in April 2019. The project, DRAW, brings Tender together with Élan Interculturel (Paris), In Touch (Amsterdam), NANE (Budapest) and CIPM (Piacenza) to explore issues around youth, gender, sexuality and gender-based violence across cultures. Through this project, we will work with young people in each country to develop interconnected campaigns promoting positive relationships.

The first two meetings were held in Paris and London, which gave the project team an opportunity to explore the topics, understand the operations of the different organisations and

plan deliverables. The team continue to work together virtually in the current Covid-19 crisis and will adapt the delivery of the remaining work accordingly.

A new Tech-Based Resource for young people with SEN

Following a grant from the Clifford Chance Foundation in 2018, focused on supporting Tender's work with disabled young people, Tender identified a need for a tech-based resource for young people with special educational needs (SEN) to learn about healthy relationships. We successfully applied for a grant from Comic Relief to develop a blueprint (or "vertical slice") for an online game aimed at neuro-diverse young people – chiefly those on the autistic spectrum – as they enter adolescence. The blueprint will be a series of documents outlining the concept, characters and intended gameplay for the game and will be completed in early April. Tender is currently seeking further investment to take this to the next level: turning it into an actual, playable resource.

We are currently working in partnership with a tech partner, Milo Creative, and a school partner, St Philip's School, to conceptualise the key components of the game. Tender and Milo Creative have been working with a fantastically creative group of 15 students from Year 9, all of whom have mild-moderate additional needs. This has involved engaging them in traditional Tender workshops around healthy relationships, interspersed with co-design workshops, where Milo Creative support them to have an active role in designing characters and gameplay, meaning that the game will be more likely to reflect what neuro-diverse young people want from a game, as well as the challenges they wish to overcome when navigating relationships. The majority of the group are already passionate gamers who are experienced in playing challenging games: so the prospect of creating their own has already got them hooked!

Introducing a game-based approach to Tender's work for neuro-diverse young people will provide a crucial missing puzzle piece in improving their confidence and skills to practice, understand and enjoy healthy relationships with others: with a particular focus on communication, empathy and consent. For many neuro-diverse young people, drama can prove too intimidating, fluid or abstract an approach to a topic which is already challenging for them to navigate. However, a game invites them into a safe, exciting and "logical" space (complete with rules, repetition and a controlled number of options – attractive features to those who can be easily overwhelmed): thus reducing anxiety, providing a compelling storyline and inviting them to try things out and make mistakes without fearing real-life consequences or embarrassment. This game will therefore build on and complement Tender's existing activities in workshops by providing a rewarding "practice arena" that young people will want to engage in more than once: cementing their learning and improving confidence simultaneously.

OTHER SUPPORTING ACTIVITIES

Engaging with the Community

Tender Annual Awards



May 2019 saw the return of Tender's annual awards event to recognise the young people, schools and youth centres we have been working with and the brilliant work they are doing to promote healthy relationships and prevent domestic and sexual violence. Over the past year, the commitment and creativity shown by individuals and groups from various settings to tackle these issues has been truly exceptional, and we were thrilled to celebrate their achievements in the National Theatre's beautiful event space, The Deck.

The awards were given to the following beneficiaries:

Champion Primary School – Broadmead Primary Academy

Champion Secondary School – St Philip's School

Champion Business – Clifford Chance LLP

Fundraising Team of the Year – Haberdashers' Aske's Crayford Academy

Outstanding Creative Response – Rokeby School

Most Supportive School – Queen Elizabeth's School, Crediton

Student Advocate of the Year – Jamillia Marius-Cover

The Being Brave Award – Akua Reeves

Tender is grateful to our award-givers – Jess Phillips MP, Jordan Stephens, Will Greenwood, Rufus Norris and Olivia Colman.

#16DaysofAction

Between 25th November-10th December Tender ran a social media campaign - #16DaysWithTender - in support of the global 16 Days of Action Against Domestic Violence. We shared daily insights into Tender's prevention work with children and young people, alongside tips for promoting healthy relationships based on equality and respect. We experienced record numbers of impressions and engagement with our channels during this period.

As part of this campaign, our Education team ran a special Young Women's Empowerment Event with young women from Lift Youth Hub, featuring special guest Hannah Witton, who answered questions about sex and relationships that were submitted anonymously by the group. This event focused on providing young women with a space to explore more sensitive RSE topics - for example, pornography - without their male peers present and included refreshments (kindly donated by Crosstown Doughnuts and Pizza Pilgrims), a personalised women's empowerment playlist and a wellbeing activity corner with gifts - also kindly donated - from Lush.

International Women's Day

At the beginning of March, Tender was invited to take part in two events celebrating International Women's Day, for Lewisham Council and the Women of the World Festival. Both days involved our team hosting a stall in the festival marketplace; raising awareness of Tender's work, promoting and celebrating the Youth Board and hearing the empowering voices of young people.

"It is important young people have these conversations" – Lewisham Council staff member



Tender in the Media

Channel 4, ITV, BBC News

In January Tender was invited to take part in two Channel 4 News features that explored the issue of peer to peer sexual violence in schools. The two features – the first addressing issues in secondary schools and the second in primaries – were able to show how Tender takes an optimistic and positive approach to preventing abuse and violence from happening or escalating. Following the second feature, Tender's Chief Executive Susie McDonald was interviewed live by reporter Fatima Manji, alongside Anne Longfield, the Children's Commissioner for England.

- Secondary schools: <https://www.channel4.com/news/the-scale-of-school-sexual-harassment-and-violence-revealed>

- Primary schools: <https://www.channel4.com/news/the-primary-school-children-sexually-abused-by-their-own-peers>
- Interview with Susie McDonald/Anne Longfield: <https://www.channel4.com/news/most-schools-feel-way-out-of-their-depth-anne-longfield>

This was followed by features on BBC London and ITV London news which covered Tender's delivery under the Mayor's Office, Violence Reduction Unit inclusive schools programme.

Evening Standard

Following Tender's annual awards in May, our patron Olivia Colman featured in [The Evening Standard](#), with a particular focus on her support for Tender's work; emphasising the importance of quality relationships education and how young people play can such a vital role in positive social change

Raising Tender's Profile through Effective Communications

Tender uses social media and digital platforms to inform the public about our work and the issue:

7,293 people follow Tender on Twitter; a platform we use regularly to share news, events and campaigns

1,896 engage with Tender on Facebook

809 receive Tender's monthly newsletter

15,000 users visited the Tender website in 2019-20

Increasing Tender's sustainable future

In order to ensure that the organisation is stable and sustainable, we have spent time exploring how we can effectively diversify income streams to ensure non-reliance on single streams or sources.

To ensure continued financial stability we have:

- a corporate Development Board of influential business leaders from the financial, corporate and retail sectors who are tasked to source alternative streams of income and to introduce us to their own networks. They invite their contacts to both the events we host and workshop projects.
- a Major Donor Programme - Tender Guardians - who are high net-worth individuals committed to Tender's mission and purpose.

- made connections to a range of potential business partners through the sale of bespoke training and through charity partnerships.

Plans for 2020/21

Statement about Covid-19

The end of Financial Year 2019/20 has seen unprecedented times as Covid-19 became a global pandemic, affecting individuals, businesses and services across the world. Tender, like many charities, has felt the effects of this, particularly due to the closure of UK schools since March 20th. With heavy hearts we cancelled all workshop delivery and training from 18th March until further notice, for the welfare of both the young people and adults we work with and the Tender Team. The health, safety and wellbeing of our colleagues and beneficiaries remains our top priority.

Whilst significant uncertainty exists about the longer-term impact of Covid-19, we have taken measures to protect Tender's financial position and the people we work with. We continue to monitor the situation closely, follow Government guidance and adapt our services wherever possible. We will work with schools, settings and funders to ensure we deliver the most beneficial work for young people as soon as we are able to, continuing to support them to have healthy, happy and positive relationships both on and offline.

April 2020 brings the need to consider how Tender will operate over the next 12 months while there is such uncertainty caused by the pandemic. Key areas for the next year include:

1. Prevention Education; A pause on our core business delivery

This will mean:

- Pausing the delivery of our usual Healthy Relationship Education programme for schools; primary, secondary and SEND, both across London and through our National Partnership Network. Class sizes are likely to be reduced, pressure may be on schools to focus on academic catch up and further lockdowns may occur if the virus isn't brought under control
- However, schools have remained open for the most vulnerable groups of young people e.g. Looked after children, SEND young people, young carers and so we will aim to offer our Healthy Relationship programme to those students
- Pausing delivery of our work in out-of-school settings through the Youth Ambassador Programme
- However, offering online training to the adults who support the most vulnerable children and their families
- Engagement with aspirational young people through our Youth Board which can remain online if necessary but when safe can be brought back to a face-to-face group using social distancing as appropriate

- Increasing our offer of online training to businesses around increasing healthy workplace cultures to prevent harassment and bullying

2. Innovating & Developing

Evolving new ideas, initiatives and services in response to the pandemic may include:

- The Whole University Approach to preventing sexual harassment and assault on campus; developing a menu of online training
- Training for new audiences; adults who are engaging with vulnerable children and their families
- Use of sport and physicality; where an activity taking place outside may be easier to deliver
- Engaging with new technologies to reach more young people, support young people seeking advice and support and to combat abuse perpetrated online
- Developing more accessible resources that aren't online e.g. short stories, scripts, art programmes and podcasts

3. Influencing and Awareness Raising; our values, knowledge, expertise, methodology

We plan to:

- Revise our Communications Strategy to engage proactively with press and media
- Use the national data we have accumulated from the National Partnership Network to raise the profile of intimate partner violence experienced by young people
- Work with our Youth Board to ensure that young people are supported by Tender to have a platform to discuss the issues affecting them with the wider public
- Carry out an internal review of our impact and produce a report for publication

4. Sustaining; Fundraising and ensuring best practice in governance

Moving forward we will:

- Work with the Development Board to review skills and membership and set ambitious targets for income generation
- Carry out an evaluation of our impact to ensure that we understand what we are doing best and how we can adapt the programmes where necessary

Acknowledgements

We would like to say a special thank you to our patron Olivia Colman for her generosity of time and support for Tender throughout the year – it has been invaluable.

We would also like to take this opportunity to thank Rufus Norris, Jess Phillips MP, Will & Caro Greenwood, Jordan Stephens, Hannah Witton, Crosstown Doughnuts, Pizza Pilgrims, Lush.

*“I've learnt being in a relationship requires trust,
communication, loyalty, prosperity and love”*

- Male project participant, aged 12

FINANCIAL REVIEW

Review of the financial position at the end of the year

Risk statement

The Board of Trustees agreed to undertake a series of financial stress tests on the charity to ascertain the financial robustness of Tender should unexpected financial events occur. This is the sixth annual stress test for Tender, the first having been reported in November 2014, the second in February 2016, the third in January 2017, the fourth in February 2018, the fifth in January 2019 and the most recent in January 2020.

This exercise is not designed or undertaken on the basis that it covers all unforeseen or unexpected events.

Tender is essentially a cash-based business, funded by charitable donations and grants.

The charity is currently widening its revenue base through:

- Franchising of its work to various national partners
- Major Donor and Corporate Partners programme
- Whole School Approach funded by MOPAC and London Councils.

Tender's cost base primarily consists of three distinct groups:

1. **Project Costs** - costs associated with the primary work undertaken by Tender, including payments to artists and partners who are employed on a discrete project basis
2. **Staff Costs** - Salaries of permanent staff members and ancillary costs (recruitment, consultants, etc.)
3. **Overheads** - All other fixed and variable costs

Tender's material asset at January 2020 is:

- Cash at bank (£474,879– December 2019 approx. 74% of total current assets - £645,921)
- Debtors - £170,499 (26% of net current assets)

This stress test anticipates events, and what the financial impact might be on Tender from these, including how long Tender might continue to operate before the Trustees would have to consider cessation or other drastic action.

Dorota Small, Susie McDonald, and Kate Toumazi reviewed the results of the tests below in January 2020.

The cash position was taken as at 31st December 2019 (c£475k) and Management Accounts were as at 31st December 2019. These data sources were considered satisfactory for testing. There had been no material change in the monthly shape of the management accounts in December 2019 compared to prior periods.

It should be noted, in conjunction with “Cash Sensitivity Test 6”, that Tender's reserves have historically been equivalent to 9 months of Tender's expenses. Tender's reserves will be equivalent to 6-9 months of its expenses by the end of the 2019/20 financial year.

Financial Review

In the year ended 31st March 2020, Tender continued working on projects, which during the current year were funded largely by the London Councils, Paul Hamlyn Foundation, Esmée Fairbairn Foundation, MOPAC, The City Bridge Trust, Go Play Foundation, Stavros Niarchos Foundation, John Ellerman Foundation, Department For Digital, Culture, Media & Sport (Tampon Tax), Trust for London, The Sam & Bella Sebba Charitable Trust, Garfield Weston Foundation, The Taylor Family Foundation, The Thompson Family Charitable Trust, Greater London Authority, Comic Relief, Jack Petchey Foundation, European Commission, The London Community Foundation and The Reta Lila Howard Foundation.

| | | |
|--|---|------------|
| Charity number | 1100214 | |
| Company number | 04627846 | |
| Registered office and operations address | Tender Education and Arts The Resource Centre 356 Holloway Road London N7 6PA | |
| Patron | Olivia Colman | |
| Board of Trustees | Rory Conwell | Chair |
| | Jessica Moore | Vice Chair |
| | Sue Higgins | |
| | Amy Malik | |
| | Roisin Murphy | |
| | Liz Rymer | |
| | Kate Toumazi | Treasurer |
| | Simon Walker | |
| | Hamera Asfa Davey (appointed May 2019) | |
| | | |
| Chief Executive Officer | Susie McDonald | |
| Independent auditors | Knox Cropper LLP 65 Leadenhall Street, London, EC3A 2AD | |
| Bankers | NatWest 38 Strand London WC2N 5JB | |

Tender will carry forward £264,997 of restricted funds; this includes £75,105 in the Schools/Young People department, £34,867 in the Youth Centres/Young Leaders department, £136,224 in the National Partnership/Social Franchise department and £18,801 of other funds to be spent in the 2020-2021 financial year.

Reserves Policy

The purpose of the policy is to ensure that Tender is able to meet its contractual obligations and finance the planned future growth of the organisation. The level of free reserves (excluding restricted funds) is reviewed annually by the Trustees. The Trustees consider that the most appropriate level of reserves at 31st March 2020 would be £501,600 ("free reserves"), which is equivalent to approximately nine month's basic operating costs.

The general reserve at 31st March 2020 amounted to £386,772, which is considered as free reserves. Budgetary discipline will be applied to ensure free reserves move toward the optimal level.

Fundraising Policy

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

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

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

Reference and administrative details:

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

In so far as the trustees are aware:

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

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

Approved by the Board on 23 July 2020 and signed on its behalf by:



Rory Conwell
Chair of Trustees

REPORT OF THE INDEPENDENT AUDITORS

TO THE MEMBERS OF

TENDER EDUCATION AND ARTS

Opinion

We have audited the financial statements of Tender Education and Arts (the 'charitable company') for the year ended 31 March 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

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

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

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

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

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

REPORT OF THE INDEPENDENT AUDITORS
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

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

Use of our report

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



Richard Billingham FCA (Senior Statutory Auditor)
for and on behalf of Knox Cropper LLP
65 Leadenhall Street
London
EC3A 2AD

Date: 5/8/2020
.....

TENDER EDUCATION AND ARTS
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2020

| | Notes | Unrestricted Funds £ | Restricted Funds £ | 2020 Total £ | Unrestricted Funds £ | Restricted Funds £ | 2019 Total £ |
|--|-------|----------------------------|--------------------------|--------------------|----------------------------|--------------------------|--------------------|
| Income from: | | | | | | | |
| Donations and legacies | 2 | 278,044 | 966,764 | 1,244,808 | 145,432 | 806,201 | 951,633 |
| Charitable activities | 3 | 28,726 | - | 28,726 | 71,982 | - | 71,982 |
| Investment Income | | 458 | - | 458 | 309 | - | 309 |
| Total income | | <u>307,228</u> | <u>966,764</u> | <u>1,273,992</u> | <u>217,723</u> | <u>806,201</u> | <u>1,023,924</u> |
| Expenditure on: | | | | | | | |
| Raising funds | 5 | 43,146 | - | 43,146 | 9,118 | 14,654 | 23,772 |
| Charitable activities | 4 | 143,973 | 963,118 | 1,107,091 | 133,326 | 724,438 | 857,764 |
| Total expenditure | 5 | <u>187,119</u> | <u>963,118</u> | <u>1,150,237</u> | <u>142,444</u> | <u>739,092</u> | <u>881,536</u> |
| Net income and net movement in funds | | 120,109 | 3,646 | 123,755 | 75,279 | 67,109 | 142,388 |
| Reconciliation of funds: | | | | | | | |
| Total funds brought forward | | 368,810 | 261,351 | 630,161 | 293,531 | 194,242 | 487,773 |
| BALANCE CARRIED FORWARD 31 MARCH 2020 | | <u>£488,919</u> | <u>£264,997</u> | <u>£753,916</u> | <u>£368,810</u> | <u>£261,351</u> | <u>£630,161</u> |

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

TENDER EDUCATION AND ARTS
BALANCE SHEET
AS AT 31 MARCH 2020

| | Notes | £ | 2020 | £ | £ | 2019 | £ |
|--|-------|---|-----------------|-----------------|---|-----------------|-----------------|
| FIXED ASSETS | 7 | | | 8,322 | | | 2,237 |
| CURRENT ASSETS | | | | | | | |
| Debtors | 8 | | 99,970 | | | 38,125 | |
| Bank and Cash | | | <u>738,836</u> | | | <u>651,627</u> | |
| | | | 838,806 | | | 689,752 | |
| Creditors: Amounts falling due within one year | 9 | | <u>(93,212)</u> | | | <u>(61,828)</u> | |
| NET CURRENT ASSETS | | | | 745,594 | | | 627,924 |
| NET ASSETS | | | | <u>£753,916</u> | | | <u>£630,161</u> |
| FUNDS | | | | | | | |
| Restricted | 10 | | | 264,997 | | | 261,351 |
| Unrestricted - General | 12 | | 395,094 | | | 301,923 | |
| - Designated | 12 | | <u>93,825</u> | | | <u>66,887</u> | |
| | | | | 488,919 | | | 368,810 |
| TOTAL FUNDS | | | | <u>£753,916</u> | | | <u>£630,161</u> |

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

The financial statements were approved by the Trustees on 23 July 2020.



Kate Toumazi (Treasurer)

Company Registration Number: 04627846

TENDER EDUCATION AND ARTS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2020

| | 2020 | 2019 |
|---|------------------------|------------------------|
| | £ | £ |
| CASH FLOWS FROM OPERATING ACTIVITIES: | | |
| Net income for reporting period | 123,755 | 142,388 |
| Depreciation charges | 3,338 | 2,972 |
| Bank interest | (458) | (309) |
| Decrease/(increase) in debtors | (61,845) | (111) |
| Increase/(decrease) in creditors | 31,384 | (13,262) |
| Net cash provided by/(used in) operating activities | <u>96,174</u> | <u>131,678</u> |
| CASH FLOWS FROM INVESTING ACTIVITIES: | | |
| Bank interest | 458 | 309 |
| Purchase of furniture and equipment | (9,423) | (799) |
| Net cash provided by/(used in) investing activities | <u>(8,965)</u> | <u>(490)</u> |
| CHANGE IN CASH AND CASH EQUIVALENTS | 87,209 | 131,188 |
| CASH AND CASH EQUIVALENTS AT BEGINNING OF REPORTING PERIOD | 651,627 | 520,439 |
| CASH AND CASH EQUIVALENTS AT END OF REPORTING PERIOD | <u><u>£738,836</u></u> | <u><u>£651,627</u></u> |

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Going Concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. In forming this opinion, they have considered the impact of the COVID-19 pandemic on both its income and expenditure, assets and liabilities for at least a period of twelve months from the date of approval of these financial statements.

Income

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

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

Expenditure

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

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

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

Value Added Tax

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

Fixed Assets

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

Short-term Debtors and Creditors

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

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

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

1. ACCOUNTING POLICIES (continued)

Cash and Cash Equivalents

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

Financial Instruments

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

Funds

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

Hire purchase and leasing commitments

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

Judgements and key sources of estimation uncertainty

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

Company status

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

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

2. INCOME FROM DONATIONS AND LEGACIES

| | Unrestricted 2020 £ | Restricted 2020 £ | Total 2020 £ | Total 2019 £ |
|--|---------------------------|-------------------------|--------------------|--------------------|
| London Councils | - | 265,000 | 265,000 | 265,000 |
| MOPAC | - | 317,376 | 317,376 | 139,375 |
| Other Income | 17,544 | 934 | 18,478 | 118,732 |
| Lloyds Banking Group | 150,000 | - | 150,000 | - |
| Other Trusts & Foundations | 20,500 | - | 20,500 | - |
| Gifting Leeds | - | 7,500 | 7,500 | - |
| Hays Travel Foundation | - | 5,000 | 5,000 | - |
| West Yorkshire Police | - | 5,555 | 5,555 | - |
| Go Play Foundation | - | 75,000 | 75,000 | 75,000 |
| Esmée Fairbairn Foundation | - | 50,000 | 50,000 | 50,000 |
| The City Bridge Trust | - | 10,665 | 10,665 | 42,000 |
| Department for Digital, Culture, Media & Sport | - | 42,901 | 42,901 | 41,554 |
| Stavros Niarchos Foundation | - | - | - | 30,000 |
| John Ellerman Foundation | - | 25,000 | 25,000 | 25,000 |
| Paul Hamlyn Foundation | - | 30,000 | 30,000 | 30,000 |
| Trust for London | - | 20,000 | 20,000 | 30,000 |
| The Sam & Bella Sebba Charitable Trust | - | 30,000 | 30,000 | 25,000 |
| Greater London Authority | - | 15,553 | 15,553 | 20,000 |
| The Reta Lila Howard Foundation | - | 10,000 | 10,000 | 10,000 |
| Lloyds Bank Foundation | - | 14,782 | 14,782 | - |
| Comic Relief | - | 19,883 | 19,883 | - |
| Jack Petchy Foundation | - | 11,200 | 11,200 | - |
| European Commission | - | 10,415 | 10,415 | - |
| The Thompson Family Charitable Trust | 50,000 | - | 50,000 | - |
| The Coutts Charitable Trust | 30,000 | - | 30,000 | - |
| Tender Guardians | 10,000 | - | 10,000 | 26,700 |
| Garfield Weston Foundation | - | - | - | 10,000 |
| The Taylor Family Foundation | - | - | - | 11,500 |
| The John Jarrold Trust | - | - | - | 500 |
| In Kind Donations | - | - | - | 1,272 |
| | <u>£278,044</u> | <u>£966,764</u> | <u>£1,244,808</u> | <u>£951,633</u> |

3. INCOME FROM CHARITABLE ACTIVITIES

| | Unrestricted 2020 £ | Restricted 2020 £ | Total 2020 £ | Total 2019 £ |
|---|---------------------------|-------------------------|--------------------|--------------------|
| Contracts for Operational Programmes | | | | |
| External Training Fees | 18,050 | - | 18,050 | 13,413 |
| Income From Schools | 9,990 | - | 9,990 | 17,681 |
| London Borough of Brent | - | - | - | 14,000 |
| London Borough of Hackney | - | - | - | 22,988 |
| Other Income | | | | |
| Training Workshops | 390 | - | 390 | 2,504 |
| Sales of Educational Resources | 296 | - | 296 | 1,396 |
| | <u>£28,726</u> | <u>£-</u> | <u>£28,726</u> | <u>£71,982</u> |

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

4. ANALYSIS OF CHARITABLE ACTIVITIES

| | Undertaken Direct | Support & Governance Costs | 2020 | 2019 |
|--------------------------------------|------------------------------|---|-------------------|-----------------|
| | £ | £ | £ | £ |
| Schools/Young People | 585,341 | 53,330 | 638,671 | 476,955 |
| Youth Centres/Young Leaders | 138,617 | 23,528 | 162,145 | 112,589 |
| National Partners/School Franchisees | 233,720 | 46,591 | 280,311 | 245,679 |
| External Training | 21,824 | 4,140 | 25,964 | 22,541 |
| | <u>£979,502</u> | <u>£127,589</u> | <u>£1,107,091</u> | <u>£857,764</u> |

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

5. **RESOURCES EXPENDED**

| | Youth Centres/Young Leaders | Schools/Young People | External Training | National Partnership/ Social Franchise | Raising Funds | Governance | Total 2020 | Total 2019 |
|---|-----------------------------------|-------------------------|----------------------|---|---------------|------------|---------------|---------------|
| | £ | £ | £ | £ | £ | £ | £ | £ |
| Direct | | | | | | | | |
| Artists | 16,963 | 129,616 | 3,510 | 48,745 | - | 4,265 | 203,099 | 102,236 |
| Partners | - | 160,361 | - | 9,450 | - | 16,942 | 186,753 | 221,011 |
| Printed Resources | 752 | 9,115 | - | 782 | - | 150 | 10,799 | 7,480 |
| Online Resources | 23 | 6,924 | - | 990 | - | - | 7,937 | 6,510 |
| Payroll Costs | 81,578 | 173,934 | 267 | 160,892 | 27,100 | 27,100 | 470,871 | 373,951 |
| Non-payroll Staff | 5,126 | 40,344 | 14,800 | 2,000 | - | - | 62,270 | 29,488 |
| Recruitment | - | - | - | - | 9,000 | - | 9,000 | - |
| External Evaluation | 65 | 39,222 | - | 62 | - | - | 39,349 | 40,473 |
| Training | 1,500 | 2,578 | 372 | - | - | 25 | 4,475 | 9,738 |
| Research and Outreach | - | 67 | - | 120 | 727 | - | 914 | 1,118 |
| Volunteers, Travel & accom. | 4,040 | 14,815 | 2,868 | 10,411 | - | 3,629 | 35,763 | 20,019 |
| Other | 28,570 | 8,365 | 7 | 269 | - | 32 | 37,243 | 6,624 |
| | 138,617 | 585,341 | 21,824 | 233,721 | 36,827 | 52,143 | 1,068,473 | 818,648 |
| Support | | | | | | | | |
| Audit Fees | 280 | 1,333 | 100 | 2,913 | 87 | 87 | 4,800 | 4,800 |
| Depreciation | 657 | 1,621 | - | 267 | - | 793 | 3,338 | 2,972 |
| Postage, Stationery & Courier | - | 440 | - | - | - | 79 | 519 | 307 |
| Equipment Maintenance and IT Support | 1,073 | 13,503 | - | 1,555 | - | 3,228 | 19,359 | 8,448 |
| Rent, Rates & Service Charge | 11,846 | 9,855 | 525 | 23,655 | - | - | 45,881 | 37,977 |
| Telephone & internet | - | 240 | - | - | - | - | 240 | 440 |
| Office Costs | 114 | - | - | 229 | - | 673 | 1,016 | 984 |
| Bank Interest and Fees | - | 60 | - | 12 | - | 259 | 331 | 382 |
| Other Costs | - | 172 | 64 | 3 | - | 1,073 | 1,312 | 1,098 |
| Accountancy Fees | - | 183 | - | - | 257 | 257 | 697 | 1,014 |
| Quality & Compliance | - | 2,302 | 1,790 | - | - | 179 | 4,271 | 4,466 |
| | 13,970 | 29,709 | 2,479 | 28,634 | 344 | 6,628 | 81,764 | 62,888 |
| Governance | 9,558 | 23,621 | 1,661 | 17,956 | 5,975 | (58,771) | - | - |
| Total Expenses | £162,145 | £638,671 | £25,964 | £280,311 | £43,146 | £- | £1,150,237 | £881,536 |

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

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

| | 2020 | 2019 |
|-----------------------|-----------------|-----------------|
| | £ | £ |
| Salaries and Wages | 426,636 | 339,887 |
| Social Security Costs | 35,344 | 28,810 |
| Pension Costs | 8,891 | 5,254 |
| Total Payroll Costs | <u>£470,871</u> | <u>£373,951</u> |

The average number of staff employed by the charity was 14 (2019: 9).

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

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education and Arts are the directors (who are also the trustees) and the Chief Executive Officer. Aggregate compensation paid to key management personnel in the year amounted to £60,000 (2019: £49,090).

7. FIXED ASSETS

| | 2020 | 2019 |
|----------------------------|--------------------------------|--------------------------------|
| | Furniture and Equipment | Furniture and Equipment |
| | £ | £ |
| Cost at 1 April | 36,754 | 35,955 |
| Additions | 9,423 | 799 |
| Cost at 31 March | <u>46,177</u> | <u>36,754</u> |
| Depreciation at 1 April | 34,517 | 31,545 |
| Charge for the year | 3,338 | 2,972 |
| Depreciation at 31 March | <u>37,855</u> | <u>34,517</u> |
| Net Book Value at 31 March | <u>£8,322</u> | <u>£2,237</u> |

8. DEBTORS

| | 2020 | 2019 |
|-----------------------------|----------------|----------------|
| | £ | £ |
| Other Debtors | 87,197 | 25,919 |
| Rent/Service Charge Deposit | 3,168 | 3,168 |
| Prepayments | 9,605 | 9,038 |
| | <u>£99,970</u> | <u>£38,125</u> |

9. CREDITORS

| | 2020 | 2019 |
|------------------------------|----------------|----------------|
| | £ | £ |
| HM Revenue and Customs | 11,333 | 7,138 |
| Deferred income | 500 | - |
| Other Creditors and Accruals | 81,379 | 54,690 |
| | <u>£93,212</u> | <u>£61,828</u> |

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

10. RESTRICTED FUNDS

| | At 1 April 2019 £ | Income £ | Employee and Contracted Staff Costs £ | Other Costs £ | At 31 March 2020 £ |
|--|-------------------------|-----------------|--|------------------|--------------------------|
| Schools/Young People | | | | | |
| MOPAC | 25,342 | 317,376 | 191,085 | 83,352 | 68,281 |
| Department for Digital, Culture, Media & Sport | - | 42,901 | 37,644 | 5,257 | - |
| European Commission | - | 10,415 | 8,415 | 1,616 | 384 |
| Jack Petchey Foundation | - | 12,134 | 11,201 | 354 | 579 |
| The Taylor Family Foundation | 11,500 | - | 9,581 | 1,919 | - |
| The Reta Lila Howard Foundation | 6,543 | 10,000 | 8,554 | 2,128 | 5,861 |
| Youth Centres/Young Leaders | | | | | |
| BBC Children in Need | 265 | - | - | 265 | - |
| The City Bridge Trust | - | 10,665 | 7,059 | 3,606 | - |
| The Sam & Bella Sebba Charitable Trust | 15,000 | 30,000 | 30,000 | - | 15,000 |
| Comic Relief | - | 19,883 | 100 | 26,510 | (6,727) |
| Lloyds Bank Foundation | - | 14,782 | 6,652 | 1,318 | 6,812 |
| Greater London Authority | 20,000 | 15,553 | 18,959 | 4,612 | 11,982 |
| Trust for London | 8,547 | 20,000 | 17,911 | 2,836 | 7,800 |
| National Partnership/Social Franchise | | | | | |
| Go Play Foundation | 69,735 | 75,000 | 63,306 | 6,429 | 75,000 |
| Stavros Niarchos Foundation | 23,635 | - | 23,635 | - | - |
| Gifting Leeds | - | 7,500 | 5,000 | - | 2,500 |
| John Ellerman Foundation | 7,016 | 25,000 | 25,000 | - | 7,016 |
| West Yorkshire Police | - | 5,555 | - | - | 5,555 |
| Hays Travel Foundation | - | 5,000 | 5,000 | - | - |
| Garfield Weston Foundation | 10,000 | - | 9,954 | 46 | - |
| Esmée Fairbairn Foundation (NP) | 46,153 | 50,000 | 50,000 | - | 46,153 |
| Other | | | | | |
| London Councils | - | 265,000 | 249,965 | 15,035 | - |
| Fidelity UK Foundation | 500 | - | - | 500 | - |
| Paul Hamlyn Foundation | 17,115 | 30,000 | 28,314 | - | 18,801 |
| | £261,351 | £966,764 | £807,335 | £155,783 | £264,997 |

The **schools/young people project** uses drama to enable young people aged 13 -18 to develop healthy relationships. The project has three aims: to educate young people about the violence and abuse perpetrated in relationships; to challenge and change young people's attitudes that condone and conceal domestic and sexual violence; and to enable young people to feel supported and to use support services if they, or someone they know, experiences abuse.

The **youth centres/young leaders** Youth Ambassador Programme works with groups of young people outside the school timetable. Young people participate in workshops that enable them to create and develop campaigns and resources to share with their wider peer networks.

The **National Partnership Network** delivers the Tender Healthy Relationship Programme to regions of the UK. Up to March 31st, 2020, regions of the UK that had active delivery were Kent, Avon, Norfolk, Devon, West Yorkshire, Essex, Hertfordshire and Hull. The Programme connects to the London based delivery through a shared evaluation programme in order to ensure quality and capacity to compare data and impact.

London Councils grant funds a consortium of partner organisations (Ascent), led by Tender who deliver a Violence Against Women & Girls (VAWG) programme in schools and other youth settings.

The **Fidelity UK Foundation** fund is towards the development of Tender's IT, CRM system and website.

Paul Hamlyn Foundation grant funds the salary of the Programme Manager.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

11. LONDON COUNCILS EXPENDITURE

| | Balance B/F | Grant | Grant Spent | Net refund due |
|----------------------------|----------------|----------|-------------|-------------------|
| | £ | £ | £ | £ |
| Staff Costs | - | 226,108 | 224,208 | 1,900 |
| Beneficiary Costs | - | 13,799 | 9,961 | 3,838 |
| Overheads | - | 21,037 | 25,882 | (4,845) |
| Other Direct Project Costs | - | 4,056 | 4,949 | (893) |
| | £- | £265,000 | £265,000 | £- |

| | Balance B/F | Grant | Grant Spent | Net refund due |
|-------------------------|----------------|----------|-------------|-------------------|
| | £ | £ | £ | £ |
| Tender | - | 90,747 | 91,697 | (950) |
| Nia | - | 20,242 | 20,242 | - |
| Women and Girls Network | - | 33,580 | 33,580 | - |
| Ashiana Network | - | 10,091 | 10,091 | - |
| LAWRS | - | 33,580 | 33,580 | - |
| IMECE | - | 20,242 | 19,292 | 950 |
| IKWRO | - | 33,580 | 33,580 | - |
| FORWARD | - | 4,600 | 4,600 | - |
| Solace | - | 18,338 | 18,338 | - |
| Total | £- | £265,000 | £265,000 | £- |

Section 37 Statement

London Councils have awarded grants of £1,060,000 over four years, £265,000 of which relates to this accounting period. The grant is restricted to the purpose of funding the London Councils pan-London VAWG Consortium Prevention Project funded under Priority 2.1 Sexual and Domestic Violence Prevention.

12. UNRESTRICTED FUND

| | At 1 April 2019 | Income | Employee and Contracted Staff Costs | Expenses | At 31 March 2020 |
|--|--------------------|----------|--|----------|---------------------|
| | £ | £ | £ | £ | £ |
| Designated | | | | | |
| London Borough of Hackney | 5,434 | - | 3,678 | 1,756 | - |
| The Thompson Family Charitable Trust | - | 50,000 | - | - | 50,000 |
| Tender National Partnership Development Fund | 61,453 | 50,993 | 51,020 | 17,601 | 43,825 |
| | 66,887 | 100,993 | 54,698 | 19,357 | 93,825 |
| General Reserve | 301,923 | 206,235 | 70,106 | 42,958 | 395,094 |
| | £368,810 | £307,228 | £124,804 | £62,315 | £488,919 |

Designated funds are earmarked for the following purposes:

London Borough of Hackney

Provision to deliver healthy relationship projects in out of school settings within the Healthier City and Hackney Fund 2018-19.

London Borough of Brent

Delivery of Tender healthy relationship programme in 14 schools in London Borough of Brent.

Tender National Partnership Development Fund

The Tender National Partnership Development Programme/Fund will continue funding the delivery of Tender's Healthy Relationship Programme across the UK including work with Universities.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

13. TAXATION

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

14. INCOME/EXPENDITURE

Net income for the period is stated after charging:

| | Total 2020 | Total 2019 |
|------------------------|-----------------------|-----------------------|
| | £ | £ |
| Auditors' Remuneration | 4,800 | 4,800 |
| Depreciation | <u>3,338</u> | <u>2,972</u> |

15. ANALYSIS OF NET ASSETS BETWEEN THE FUNDS

| | Fixed Assets | Net Current Assets | Total |
|--------------------|-------------------------|-------------------------------|-----------------|
| | £ | £ | £ |
| Unrestricted Funds | 8,322 | 480,597 | 488,919 |
| Restricted Funds | - | <u>264,997</u> | <u>264,997</u> |
| | <u>£8,322</u> | <u>£745,594</u> | <u>£753,916</u> |

16. RELATED PARTY TRANSACTIONS

No related party transactions arose in the current financial year.

17. OPERATING LEASE COMMITMENTS

The charitable company operates from its premises on Holloway Road. The current rental agreement is from 31st July 2018 to 31st July 2023 and has a 3 months cancellation period. Under this agreement the charity's rental obligation at year end was £10,374 inclusive of VAT.

In addition, as at 31st March 2020 the charitable company was committed to minimum rental payable under non-cancellable operating leases in respect of equipment (inclusive of VAT), as follows:

| | 2020 | 2019 |
|------------------------------|----------------|---------------|
| | £ | £ |
| Payable within one year | 11,974 | 5,480 |
| Payable in two to five years | - | <u>3,276</u> |
| | <u>£11,974</u> | <u>£8,756</u> |

18. IMPACT OF COVID-19

The Trustees anticipate that the COVID-19 pandemic will have a long-term impact on the Charity's incoming resources and resources expended in the coming years. The Charity is essentially a cash-based business and carries out stress testing annually as a matter of course. This stress test anticipates events and what the financial impact might be on the Charity and how the charity can react to that impact. Based on this testing and their review of subsequent events in connection with the COVID-19 pandemic, the Trustees are confident that it has sufficient reserves and enough flexibility to ensure that it can continue to exist for the foreseeable future. When considering the foreseeable future the Trustees are looking forward a period of at least twelve months from the date of approval of these financial statements.

