



Tender Education & Arts Trustees Report and Accounts

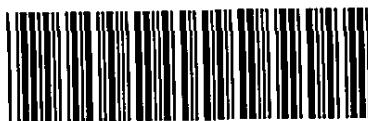
Year ending 31st March 2013



Company Number: 04627846

Charity Number: 1100214

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Tender Education & Arts Trustees' Report For the year ended 31st March 2013

Tender Education and Arts (formerly Until the Violence Stops), trading as Tender, is a company limited by guarantee (no 04627846) and a registered charity (no 1100214), governed by its Memorandum and Articles of Association. The company was incorporated on 3rd January 2003.

Directors and Trustees

The directors of the charitable company ("the charity") are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

The trustees serving during the year and since the year end were as follows.

Alex Darbyshire (Chair)
Elliot Perry (Secretary and Treasurer)
Rory Conwell (Vice Chair)
Saima Tarapdar
Sylvan Baker
Catherine De Val
Sue Higgins

Company Secretary – Elliot Perry

The Trustees are not remunerated and no expense claims were submitted during the year.

Senior Staff members

Susie McDonald (Chief Executive)
Oliver Proctor (Development Manager)
Dorota Small (Finance and Training Manager)
David McGinn (Education Manager until 30th September 2012)
Doireann Larkin (Campaign Manager)
Marie Horner (Youth Leadership Coordinator)
Jake Tily (Education Manager from 1st October 2012)
Bernie Coote (National Partnership Coordinator from 1st October 2012)
Hannah Jenkins (Drop-in Coordinator from February 2012 – 31st July 2012)
Lauren Sale (Drop-in Coordinator from 28th August 2012)

Registered Office:
Interchange Studios
213 Haverstock Hill
London, NW3 4QP

PRINCIPAL ADVISERS

Auditors

Knox Cropper
8/9 Well Court
London EC4M 9DN

Solicitors

Lovells
Atlantic House
Holborn Viaduct London,
EC1A 2FG

Bankers

Natwest
P O. Box 113, Cavell House
2a Charing Cross Road
London, WC2H 0PD

**Tender Education & Arts
Trustees' Report
For the year ended 31st March 2013**



"If I'm in an abusive relationship I'll know the early warning signs and go for help straight away"
Young woman involved in Tender's preventative projects.

The trustees are pleased to present their report together with the financial statements of the charity for the year ended 31 March 2013.

The Legal and Administrative information set out on page 2, forms part of this report. The financial statements comply with current statutory requirements, the Memorandum and Articles of Association, the Statement of Recommended Practice – Accounting and Reporting by Charities, issued by the Charity Commission in March 2005 and the Companies Act 2006.

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 vision and strategy. However, the day to day management of many of these duties is delegated to staff, although the ultimate responsibility lies with the Board.

Risk statement

In reviewing the risk register, **Tender** has identified the key internal and external risks for the organisation. The Trustees regularly consider the major risks to which the Charity is exposed. They have reviewed those risks and are satisfied that appropriate systems have been established, to manage those risks.

**Tender Education & Arts
Trustees' Report
For the year ended 31st March 2013**



Objects and Activities

Objects

The summary Objects 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

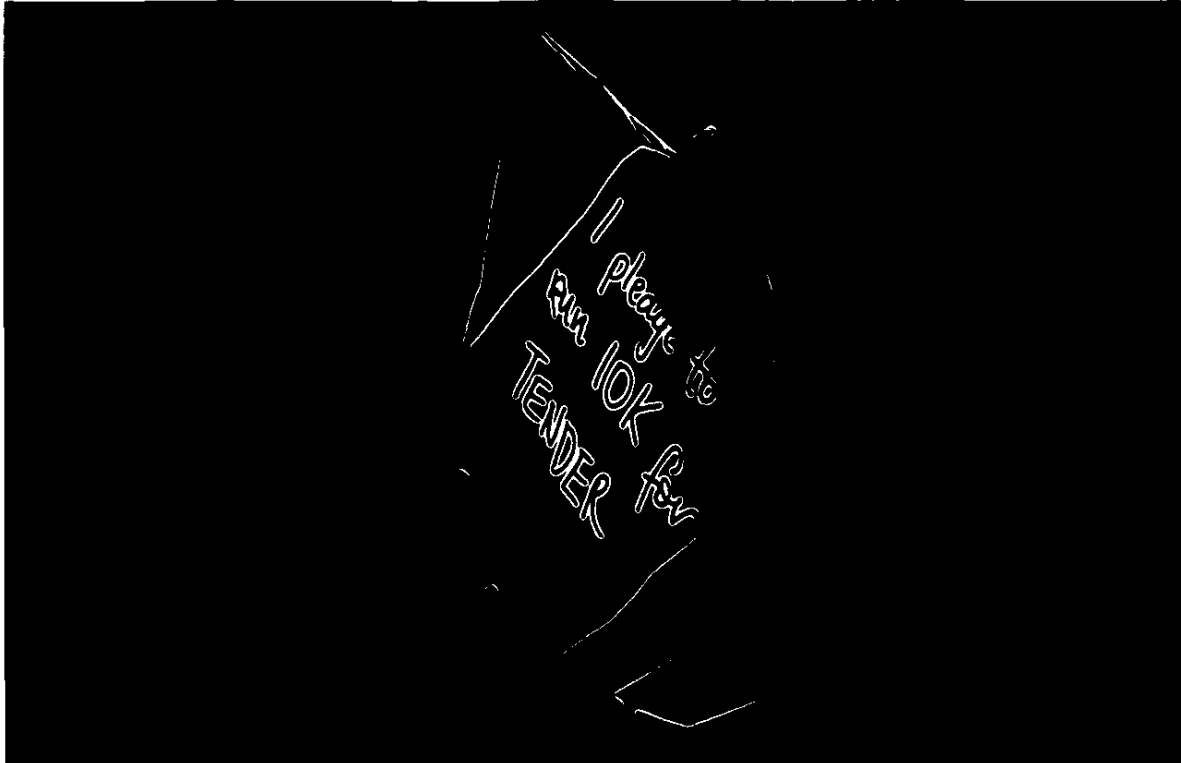
Activities

January 2013 marked 10 years of operations for Tender. 2012 – 2013 was another year of growth in all areas of Tender's activities. We completed the second year of our new training programme to enable health professionals to better support women experiencing domestic abuse during pregnancy and began the roll out of our national partnership programme. This has been a year of exploring sustainable growth and an opportunity to reflect on the impact our work has on young people and the adults with whom they work. This has been a year of expanding our reach to wider audiences, more young people and new regions of the UK.

Our main achievements for 2012-13 included

- Securing major funding from Big Lottery's Reaching Communities Fund as the final element of financial support in order to roll out the National Partnership programme
- Rolling out the Health Professional Training Programme to wider groups of gynaecologists, obstetricians, midwives, GP's and health visitors. This included a Roundtable event bringing together key voices from multiple health strands including the Dept of Health, the General Medical Council, Royal College of GP's and frontline midwives
- Securing a two year London Councils grant to deliver prevention education programmes in schools and out of school settings across 32 London Boroughs. Tender became the lead applicant in a consortium approach to this application. We will be working in partnership with 10 other violence prevention organisations from May 2013

- **Launching our Ten for Tender Campaign** In November 2013 we launched the campaign at City Hall with the event co-hosted by the Mayor's Office for Policing & Crime. Speakers included the Deputy Mayor and Keir Starmer, the Director of the Crown Prosecution Service. A range of activities and events will take place throughout 2013/14.



- In the autumn the Social, Therapeutic and Community Studies Department at Goldsmith University invited us to deliver elements of a new Masters Degree "Understanding Domestic Violence and Sexual Abuse". Further to verification of the programme, it will begin in October 2014.
- The Youth Board has grown, matured and been hugely developed thanks to the innovative work of Tender's Youth Engagement Manager Marie Horner and Campaign Manager Doireann Larkin.

**Tender Education & Arts
Trustees' Report
For the year ended 31st March 2013**

Tender Mission Statement

Tender promotes healthy relationships based on equality and respect. We invite all men, women and especially young people to actively prevent domestic abuse and sexual violence.

Aims

1. To enable young people (5 to 25 years old) to develop positive attitudes towards relationships in order to prevent domestic abuse and sexual violence
2. To equip adults with the skills and resources they need to promote healthy relationships amongst young people



Tender Education & Arts Trustees' Report For the year ended 31st March 2013

Objectives

The objectives for 2012-13 included:

- To begin the roll out of our National Partnership programme, working with 4 partner organisations across England over three years
- To continue our delivery of primary prevention projects in schools, youth centres and pupil referral units across Greater London
- Launch the new interactive viral media campaign using innovative technology aimed at young people, such as broadcast sites, networking sites and mobile phones
- Launch a schools-based pilot programme that explores cyber-stalking and sexual bullying using new social media platforms
- Deliver awareness-raising training and advanced CPD training to schools, youth centres, PRUs and secure units, increasing the confidence and skills of teachers, learning mentors youth workers to deliver violence-prevention and sign-post support
- Deliver training to adults through targeted training programmes with Local Authority and voluntary sector partnerships
- Continue to deliver training to health professionals in regions across England, to increase routine inquiry around domestic and sexual violence
- Share learning and good practice with other organisations



Public Benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the aims and objectives of the charity and in planning future activities. In particular the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Tender Education & Arts Trustees' Report For the year ended 31st March 2013

Achievements and Performance for the Public Benefit

Key successes in 2012-2013, as the ninth year of operation have been

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

Objectives	Key Performance Indicators	Activities
Engage 40 youth centres/ Pupil Referral Units and 70 schools using drama, arts activities and discussion, in understanding the issues of domestic and sexual violence	Continue the delivery target of 40 projects to PRU's/Youth centres and 70 schools	<p>The KPI's were exceeded as follows</p> <p>Tender delivered projects in 104 mainstream secondary schools, hospital schools, special schools and PRUs. These projects engaged young people in the issue of unhealthy relationships through drama. The workshops promoted safe and healthy relationships and culminated in performances which allowed the young people to disseminate what they had learned to their peers.</p> <p>Tender toured an educational resource to 51 youth centres. The interactive resource 'The Choice Project' which was created by young people examined perpetrator excusing, barriers to leaving and supporting friends. After screening the resource, workshop leaders and young actors facilitated a workshop with audience members to explore the issues that were raised.</p> <p>Tender worked to train 160 young ambassadors. These young people developed campaigns to promote healthy relationships amongst their peers, these included photo projects, filmmaking, event planning, t-shirt design, blogging and creative writing.</p>

Tender Education & Arts Trustees' Report For the year ended 31st March 2013

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

<p>Increasing the number of students engaged in the project within each school by developing 'whole school' initiatives on a rolling basis, including the distribution of take-home resources to young people</p>	<p>Increase our reach with new groups of young people</p>	<p>The KPI's were exceeded as follows</p> <p>Tender delivered the touring resource to new audiences of young people and worked with schools in both direct workshops and as audience participants. Young people aged 13 to 18 were involved in our workshops and peer-to-peer education activities. The breakdown of work with young people is</p> <ul style="list-style-type: none"> • 1,499 young people took part in violence-prevention workshops through Tender's schools programmes • 12,481 young people watched peer-to-peer performances at schools, PRU's and youth centres about violence in relationships, as devised by young participants of the drama-based programme. This included 941 young people participating as audience members of "The Choice Project" • 160 young people worked with Tender as youth ambassadors, devising campaigns and consulting on decisions about Tender's approach to engaging young people • 18,750 young people received a copy of our Tender card game which contains help-line telephone numbers and website addresses should they or someone they know need support and advice
<p>Consult regularly with young people by running a steering committee of young people to further develop projects</p>	<p>3 meetings of the Youth Board</p>	<p>The KPI's were met as follows</p> <p>42 young people have signed up to our Youth Board to consult on all decisions made in Tender and generate new ideas for engaging young people in prevention</p> <p>There were 8 meetings of the Youth Board in 2012/2013. During these sessions, the young people learned about using online tools to forward charitable campaigns. They made recommendations about Tender's media campaigns and fed into decisions about social media, film development and engaging with teenagers on the subject of unhealthy relationships</p>

**Tender Education & Arts
Trustees' Report
For the year ended 31st March 2013**

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

Develop new plays, projects and materials every year	New plays, projects and materials are created	<p>The KPI's were met as follows</p> <p>Tender has once again partnered with Latimer Creative Media to create a high quality film to engage young people in discussion about relationships. The film was developed and produced in consultation with 58 young people and looks at three relationships between interconnected young people that highlight healthy and unhealthy components. The film will be launched in Summer 2013.</p> <p>Tender was commissioned by the General Medical Council to create two Forum Theatre workshops as part of their initiative to induct doctors who have qualified overseas. The workshops enabled doctors to explore the social issues that often accompany health problems when dealing with an issue such as domestic abuse.</p>
Campaign for Personal Social Health Education Curriculum change with the inclusion of healthy relationships education	Network with other agencies and become part of forums with other organisations	<p>The KPI's were met as follows</p> <p>In June 2012, Marie presented on behalf of Tender at the Annual Domestic Violence Research and Policy Forum coordinated by Neil Stewart Solicitors.</p> <p>In July 2012, Tender delivered a workshop at the National Practitioner's Seminar for Those Addressing Young People's use of Violence in Close Relationships.</p> <p>Doireann delivered a presentation to the Sex Education Forum at their Policy Day to discuss the change in definition of domestic violence to include coercive control and acknowledge under 18 year olds experiencing abuse and the connotations for education.</p> <p>Tender is a member of the End Violence Against Women coalition Expert Advisory Group networking with a wide range of other women's groups.</p> <p>We are now sitting on the Home Office's Working Group, Pilot evaluation of male responses to the "Teen Rape Prevention Campaign"</p>

Tender Education & Arts Trustees' Report For the year ended 31st March 2013

We have been invited to give evidence for the Office of the Children's Commissioner Inquiry into Child Sexual Exploitation in gangs and groups and to join an Education Consultation Group – Public Health Research Programme Scoping the evidence on preventive interventions in domestic abuse for children and young people through the University of Central Lancashire

We have also been Invited to join the Preventative Education Reference Group for the Met Police

In March 2013 Susie was invited to speak at a Head Teacher event working with schools to secure a "Good" at OFSTED

Raise awareness through targeted youth media	Continue to attract local, national and international media coverage for targeted youth audiences, to raise awareness about domestic and sexual violence Development work takes place for a new media campaign	The KPI's were met as follows Tender has 2,262 followers on Twitter and 480 on Facebook These outlets have been used to raise awareness of the issues during campaigns and events These figures represent a 56% increase on Twitter and 42% increase on Facebook since last year Tender has created multimedia resources which are available on Vimeo for young people to watch Tender's Youth Board is working on developing campaign slogans, images and videos to pass on a message of violence prevention In March 2013, Doireann wrote an article about victim blaming for Siren Magazine This is an online magazine originally set up by university students and aimed at a youth market
Enable youth-led campaigns and fundraisers in universities and local communities	University students are motivated to raise awareness and funds to end domestic and sexual violence	The KPI's were met as follows Two of Tender's Youth Board members Hannah and Kaleya campaigned to make Tender their school's Charity of the Year This led to students of Fortismere engaging in fundraising activities such as a dance marathon and Valentine Rose sale to raise funds for Tender Tender has been invited by London School of Economics (LSE) and University College London (UCL) to create stands for volunteer fairs and sexual and relationship events to recruit students and spread awareness about early warning signs

**Tender Education & Arts
Trustees' Report
For the year ended 31st March 2013**

of unhealthy relationships

Young campaigners have been involved in t-shirt campaigns, poster designing, online awareness raising through Tumblr, Twitter and Facebook. They have also created photo shoots and voxpops.

Aim 2: Equip adults with the skills and resources they need to promote healthy relationships amongst young people

Objectives	Key Performance Indicators	Activities
Increase the number of teachers and youth leaders trained during primary prevention work in secondary schools and youth centres	Increase the number of teachers and youth leaders trained	The KPI's were met as follows 1,029 teachers were trained in issues surrounding teenage partner violence. These trainings covered early warning signs, seeking support and gave teachers the knowledge they needed to respond appropriately to disclosures.
Work with Local Authorities and the voluntary sector to train staff	Tender trains workers through partnerships with Local Authorities and the voluntary sector in domestic and sexual violence awareness and best practice	<p>The KPI's were met as follows This year Tender's Domestic Violence training courses in Basic Awareness, Working with Young People and Working in Schools were certified by CPD.</p> <p>Tender delivered two OCN Level 3 training courses, to prepare local authority and voluntary sector staff to develop and deliver domestic violence trainings.</p> <p>Tender delivered presentations at a variety of events aimed at Local Authorities and voluntary sector staff including</p> <ul style="list-style-type: none"> • The Harrow conference for the International Day for the Elimination of Violence against Women and Girls, • Camden Child Exploitation Event, • RBKC Sexual Violence Group Roundtable, • Camden Innovation Fund Grant recipients' showcase <p>Tender delivered Basic Awareness, Working with Young People, Working with Schools and OCN training to 292 professionals</p>

Tender Education & Arts Trustees' Report For the year ended 31st March 2013

Aim 2: Equip adults with the skills and resources they need to promote healthy relationships amongst young people (continued)

<p>Raise awareness with wider audiences through the media and events</p>	<p>Gain publicity for the issues of domestic and sexual violence through events and their related media coverage</p>	<p>The KPI's were met as follows</p> <p>Tender was asked to speak on LBC radio three times this year as experts in domestic violence. In September, Oliver spoke about the inclusion of 'emotional abuse' in the definition of domestic violence and Doireann spoke about victim blaming in the Justin Lee Collins trial. In November, Susie discussed addressing the issue of abuse with young people.</p> <p>Other radio successes included Susie speaking on the Russian World Service in September and BBC Radio 4 Women's Hour in March with recommendations on confronting domestic abuse in teenage relationships. Doireann spoke to Newstalk Ireland in February in response to the change in definition of domestic abuse to include under 18s.</p> <p>In February 2013, Tender was featured in an article in the Guardian's G2 supplement. The piece discussed Tender's model of working and encouraged the use of our techniques in preventing violence in relationships.</p> <p>Tender has been contacted by the BBC and Mentorn Media to advise on the issue of domestic abuse for documentaries they are working on. Mentorn is pitching a 3 part documentary about young people and relationship violence and BBC Learning are creating a documentary about Casey Brittle who was murdered by her former partner.</p>
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Tender Education & Arts Trustees' Report For the year ended 31st March 2013

Aim 2: Equip adults with the skills and resources they need to promote healthy relationships amongst young people (continued)

Shares good practice	Create and strengthen networks and share good practice with other youth, women and arts organisations, and educational institutions	<p>The KPI's were met as follows</p> <p>The first year of the national partnership programme began in September 2012 with a group meeting and training. Each partner organisation will deliver Tender's healthy relationship project to 6 schools in their regions, each year for three years. The regions are Liverpool, Leicestershire, Essex and Surrey.</p> <p>Tender continued its relationships with Goldsmiths University and Central School of Speech and Drama, working with the undergraduate and Master Degree students from their Applied Theatre courses. These are two of the best universities delivering applied drama courses internationally.</p> <p>Tender is currently part of a consortium of organisations that are collaborating on the creation of a new MA in Understanding Domestic Violence and Sexual Abuse for Goldsmiths University's Social, Community and Therapeutic Studies Department.</p> <p>Tender is a member of the expert advisory panel of the End Violence Against Women (EVAW) Coalition. EVAW is a national coalition of individuals and organisations calling on government, public bodies and others to take concerted action to end violence against women.</p> <p>Tender is part of the VAWG (Violence Against Women and Girls) Pan-London Steering Group contributing to discussions on how local government should work to end gender based violence.</p> <p>Tender's growing presence online has allowed us to share news, information and ideas with an increasing audience.</p>
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Tender Education & Arts Trustees' Report For the year ended 31st March 2013

Volunteers

There are three main areas of activity in which Tender relies on volunteer time

- 1 Event Production – including event coordination and assistance at the events themselves
- 2 Administration – including data entry and filing
- 3 Fundraising – including mail shots and appeals to trusts and foundations



Fundraising objectives and return

Tender's overall investment is largely in terms of staff time. The Company understands the need for prudent investment in income generation in order to develop sustainable growth and to achieve its aims and objectives. Tender's direct financial investment in fundraising represents a relatively small proportion of its overall budget and is kept under regular review by the Trustees. Investments include the time spent by the Director, Development Manager, Campaign Manager, volunteers and key fundraising consultants on research and appeals.

Tender Education & Arts Trustees' Report For the year ended 31st March 2013

Plans for Future Periods

Our objectives identify the following key plans for the next 12 months

- Develop and deliver the revised Primary School Programme "Playing Fair"
- Deliver a range of activities and build a range of relationships through the Ten For Tender Campaign
- Continue the roll out of the national partnership programme into its second year and secure two additional organisations as partners
- Build on the learning of the first two years of Health Professional training and host training and Roundtable events to develop future sustainable plans
- Continue to achieve income generation targets, securing funds directly from schools and other sources
- Continue to raise the profile of domestic and sexual violence prevention, working in partnerships with organisations to address specific forms of violence including FGM, "honour" based violence, sexual exploitation and grooming
- Work to promote the introduction of statutory sex and relationship education in schools with particular reference to new technologies such as sexting and access to pornography through mobile phone technology

Fundraising in 2013-2014 will be based upon an increase in our income generation activities, applications to trusts, foundations and statutory bodies, and donations from individuals and companies.

Financial Review

In the year ended 31st March 2013, Tender continued working on projects funded by the Comic Relief, BBC Children in Need, Tudor Trust, John Lyon's Charity, Big Lottery, Trust for London, and London Borough of Camden

Tender will carry forward £72,041 of restricted funds, this includes £8,313 in the Schools/Young People department and £18,094 in the Youth Centres/Young Leaders department to be spent in the 2012-2013 financial year

During 2012-13 financial year Tender was commissioned by local authorities to deliver the healthy relationships programmes to schools in London Boroughs of Hammersmith & Fulham, Westminster and Lambeth. These projects will continue in 2013-14 financial year. £21,785 has been designated to complete the work.

**Tender Education & Arts
Trustees' Report
For the year ended 31st March 2013**

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 2013 would be £193,600, ("free reserves") which is equivalent to approximately six month's basic operating costs.

The general reserves funds at 31st March 2013 are £ 180,482 which is considered as free reserves.

Acknowledgement

The Trustees wish to thank Tender's employees, volunteers and consultants for their time and dedication towards the aims and objectives of the charity. These committed individuals include, but are not limited to Paola Iacobone, Rachel Morrison, Antonella Stephenson, Erica McCoy, Nomie Byndon, Rebecca Dykes, Arianna Giorgetti, Nicola Wong, Dragan Milisav, Samantha Jimenez, Kiki Schmiester, Rebecca Holmes, Valeria Sterzi, Rachel Pace, Maryam Hassan, Marian Garcia and Orla Crowley.



**Tender Education & Arts
Trustees' Report
For the year ended 31st March 2013**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Annual Report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) Company law and the law applicable to charities in England and Wales requires the Charity 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 its incoming resources and application of resources, including its income and expenditure, for that period In preparing these financial statements, the Trustees are required to -

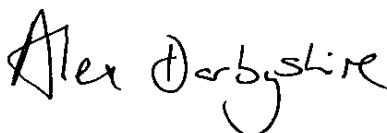
- Select suitable accounting policies and apply them consistently,
- Observe the methods and principles of the Charities SORP,
- Make judgements and estimates that are reasonable and prudent,
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Company will continue to operate

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Companies Act 2006, 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 confirm that, in the case of each of the persons who are Trustees at the date of this report, the following applies -

- So far as each Trustee is aware there is no relevant audit information (information needed by the Company's auditors in connection with preparing their report) of which the Charity's auditors are unaware; and
- Each Trustee has taken all the steps necessary to make herself/himself aware of any relevant audit information and to establish that the Company's auditors are aware of that information

This report was approved by the Board on 24th July 2013
Alex Darbyshire
Chair of Trustees



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

We have audited the financial statements of Tender Education and Arts for the year ended 31st March 2013 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. 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).

This report is made solely to the 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 company's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective Responsibilities of Trustees and Auditor

As explained more fully in the Statement of Trustees' Responsibilities set out in the Trustees Report, 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.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB's) Ethical Standards for Auditors.

Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the trustees, and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on Financial Statements

In our opinion the financial statements

- Give a true and fair view of the state of the charitable company's affairs as at 31st March 2012 and of its incoming resources and application of resources including its income and expenditure, for the period then ended,
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Opinion on other matter prescribed by the Companies Act 2006

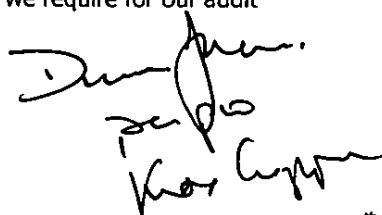
In our opinion the information given in the Trustees Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are Required to Report by Exception

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.

Duncan Jones M A A C A (Senior Statutory Auditor)
For and on behalf of
Knox Cropper (Statutory Auditor)
8/9 Well Court
London
EC4M 9DN



19th August 2013

TENDER EDUCATION AND ARTS

STATEMENT OF FINANCIAL ACTIVITIES

(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31ST MARCH 2013

	Notes	Unrestricted Funds £	Restricted Funds £	2013 Total £	2012 Total £
INCOMING RESOURCES					
FROM GENERATED FUNDS					
Voluntary Income	3	4,403	573,715	578,118	416,761
Activities for Generating Funds	4	17,597	-	17,597	22,421
Investment Income		4,545	-	4,545	1,420
Incoming Resources from Charitable Activities	2	270,250	-	270,250	98,645
TOTAL INCOMING RESOURCES		<u>296,795</u>	<u>573,715</u>	<u>870,510</u>	<u>539,247</u>
Cost of Generating Funds	6	7,115	7,886	15,001	4,538
Charitable Activities	5	250,162	551,719	801,881	470,420
Governance Costs	6	7,115	7,886	15,001	4,538
TOTAL RESOURCES EXPENDED	6	<u>264,392</u>	<u>567,491</u>	<u>831,883</u>	<u>479,496</u>
NET INCOMING RESOURCES/ (RESOURCES EXPENDED) AND SURPLUS/(DEFICIT) FOR THE YEAR		32,403	6,224	38,627	59,751
BALANCE BROUGHT FORWARD 1ST APRIL 2012		169,864	65,817	235,681	175,930
BALANCE CARRIED FORWARD 31ST MARCH 2013		<u>£202,267</u>	<u>£72,041</u>	<u>£274,308</u>	<u>£235,681</u>

The Charity has no recognised gains or losses other than those included in the Statement of Financial Activities above and, therefore, no separate Statement of Total Recognised Gains and Losses has been presented

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

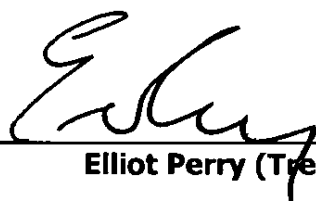
TENDER EDUCATION AND ARTS

BALANCE SHEET

AS AT 31ST MARCH 2013

	Notes	£	2013 £	£	2012 £
FIXED ASSETS	8		2,394		5,273
CURRENT ASSETS					
Debtors	9	12,788		24,539	
Bank and Cash		<u>364,115</u>		<u>281,671</u>	
		376,903		306,210	
Creditors Amounts falling due within one year	10	<u>(104,989)</u>		<u>(75,802)</u>	
NET CURRENT ASSETS			271,914		230,408
NET ASSETS			<u>£274,308</u>		<u>£235,681</u>
FUNDS					
Restricted	11		72,041		65,817
Unrestricted - General	13	180,482		145,006	
- Designated	13	<u>21,785</u>		<u>24,858</u>	
			202,267		169,864
TOTAL FUNDS			<u>£274,308</u>		<u>£235,681</u>

The financial statements were approved by the Trustees on 24th July 2013



Elliot Perry (Treasurer)

Company Registration Number: 04627846

TENDER EDUCATION AND ARTS

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH 2013

1 ACCOUNTING POLICIES

- (a) The financial statements have been prepared under the historical cost convention and in accordance with the Companies Act 2006 and applicable accounting standards including the Statement of Recommended Practice Accounting and Reporting by Charities, issued by the Charity Commission in March 2005
- (b) **Basis of Accounting**
Income and expenditure is accounted for on the accruals basis
- (c) **Fixed Assets**
Depreciation is calculated to write off the cost of fixed assets on a straight line basis over the useful economic lives of the assets concerned. Office equipment and computer equipment has been depreciated over three years
- (d) **Expenditure**
Overhead and support costs are allocated on the basis of staff time devoted to each activity.
- (e) **Value Added Tax**
The Charity is not registered for VAT and accordingly, where applicable, all expenditure incurred is inclusive of VAT.
- (f) **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.
- (g) **Cash Flow**
Under Financial Reporting Standard 1, the Charity is not required to produce a Cash Flow Statement.
- (h) **Grants Receivable**
Revenue grants are credited to incoming resources on 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 incoming resources on the earlier of when they are received or become receivable. Depreciation on the related fixed assets is charged against the restricted fund.

2. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Un-restricted 2013 £	Restricted 2013 £	Total 2013 £	Total 2012 £
Contracts for Operational Programmes				
• London Borough of Hammersmith & Fulham and Westminster	137,987	-	137,987	32,638
• London Borough of Lambeth	49,185	-	49,185	29,853
• Other Contracts for Operational Programmes	10,870	-	10,870	10,064
National Partners Contribution	12,607	-	12,607	-
General Medical Council	20,001	-	20,001	-
Adult Training Fees	6,200	-	6,200	4,680
Income from Schools	33,400	-	33,400	21,410
	<u>£270,250</u>	<u>£-</u>	<u>£270,250</u>	<u>£98,645</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31ST MARCH 2013

3 VOLUNTARY INCOME – GRANTS, DONATIONS AND LEGACIES

	Un-restricted 2013	Restricted 2013	Total 2013	Total 2012
	£	£	£	£
Other Income	4,403	-	4,403	3,379
Comic Relief	-	31,579	31,579	64,706
Help a London Child	-	2,200	2,200	4,500
Big Lottery Fund – Young People	-	61,650	61,650	56,961
Trust for London	-	10,000	10,000	20,000
V Day Congo	-	-	-	900
Paul Hamlyn Foundation	-	42,637	42,637	-
BBC Children in Need	-	24,540	24,540	20,230
John Lyon's Charity	-	30,000	30,000	30,000
LankellyChase Foundation	-	32,000	32,000	10,000
Big Lottery Fund – Reaching Communities	-	75,186	75,186	-
John Ellerman Foundation	-	25,000	25,000	-
Chapman Charitable Trust	-	-	-	1,000
Vandervell Foundation	-	3,000	3,000	3,000
The Goldsmiths' Company	-	3,000	3,000	-
Vodafone	-	-	-	2,750
The Funding Network	-	1,093	1,093	12,395
William Wates Memorial Fund	-	7,500	7,500	10,000
The Coutts Charitable Trust	-	500	500	-
Department of Health	-	44,488	44,488	58,611
The Women's Foundation	-	11,428	11,428	-
Rayne Foundation	-	-	-	10,000
London Councils	-	76,329	76,329	76,329
Tudor Trust	-	32,000	32,000	32,000
London Borough of Camden Innovation & Development Fund	-	47,579	47,579	-
London Borough of Camden	-	12,006	12,006	-
	£4,403	£573,715	£578,118	£416,761

4. ACTIVITIES FOR GENERATING FUNDS

Sale of Educational Resources	1,549	-	1,549	2,763
Training Workshops	16,048	-	16,048	19,658
	£17,597	£-	£17,597	£22,421

5 ANALYSIS OF CHARITABLE ACTIVITIES

	Undertaken Direct	Support Costs	2013	2012
	£	£	£	£
Schools/Young People	357,659	21,993	379,652	265,036
Youth Centres/Young Leaders	174,589	15,587	190,176	126,915
National Partnership	133,840	4,852	138,692	404
Adult Training	85,495	7,866	93,361	77,165
V-Day Congo	-	-	-	900
	£751,583	£50,298	£801,881	£470,420

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31ST MARCH 2013

6. RESOURCES EXPENDED

	Youth Centres/Young Leaders £	Schools/Young People £	Adult Training £	National Partnership £	Generating Funds £	Governance £	Total 2013 £	Total 2012 £
Direct								
Artists	76,578	208,876	35,503	6,520	50	50	327,577	149,230
Contribution to National Partners	-	-	-	84,047	-	-	84,047	-
Printed Resources	5,429	13,797	5	1,060	14	14	20,319	24,028
Online Resources	1,914	2,426	900	600	300	300	6,440	170
Payroll Costs	74,135	106,461	37,423	24,213	6,386	6,386	255,004	207,290
Non-payroll Staff	-	188	-	-	5,102	5,102	10,392	4,350
External Evaluation	2,520	7,200	3,840	16,000	-	-	29,560	21,708
Training	866	2,193	-	-	821	821	4,701	3,518
Research and Outreach	55	50	-	-	379	379	863	403
Travel, Accommodation & Volunteers	8,732	10,314	7,202	1,042	542	542	28,374	16,786
Other	4,360	6,154	622	358	60	60	11,614	7,865
	174,589	357,659	85,495	133,840	13,654	13,654	778,891	435,348
Support								
Audit Fees	2,413	566	623	384	107	107	4,200	4,200
Depreciation	3,599	746	-	125	77	77	4,624	5,484
Postage, Stationery & Courier	1,415	1,933	577	771	3	3	4,702	6,081
Recruitment	-	-	-	-	-	-	-	-
Equipment Maintenance and IT Support	2,083	2,231	-	503	117	117	5,051	2,701
Rent, Rates & Service Charge	4,410	13,145	3,856	1,513	-	-	22,924	15,889
Telephone & internet	1,078	1,495	547	974	-	-	4,094	2,329
Office Costs	204	167	90	-	14	14	489	464
Bank Interest and Fees	20	389	-	148	-	-	557	2,854
Other Costs	-	1	150	-	829	829	1,809	16
Accountancy Fees	365	-	344	433	91	91	1,324	935
Quality & Compliance	-	1,320	1,679	1	109	109	3,218	3,195
	15,587	21,993	7,866	4,852	1,347	1,347	52,992	44,148
Total Expenses	£190,176	£379,652	£93,361	£138,692	£15,001	£15,001	£831,883	£479,496

TENDER EDUCATION AND ARTS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31ST MARCH 2013

7. EMPLOYEE COSTS

	2013	2012
	£	£
Salaries and Wages	231,269	187,867
Social Security Costs	23,735	19,423
Total Payroll Costs	<u>£255,004</u>	<u>£207,290</u>

The average number of staff employed by the charity was 8 (2012: 7)

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.

8 FIXED ASSETS

	2013	2012
	Furniture and Equipment	Furniture and Equipment
	£	
Cost at 1 st April	21,077	20,285
Additions	1,745	792
Cost at 31 st March	<u>22,822</u>	<u>21,077</u>
Depreciation at 1 st April	15,804	10,320
Charge for the year	4,624	5,484
At 31 st March	<u>20,428</u>	<u>15,804</u>
Net Book Value at 31 st March	<u>£2,394</u>	<u>£5,273</u>

9 DEBTORS

	2013	2012
	£	£
Other debtors	11,474	10,283
Prepayments	1,314	14,256
	<u>£12,788</u>	<u>£24,539</u>

10. CREDITORS

	2013	2012
	£	£
Deferred Income	48,354	38,860
HM Revenue and Customs	6,890	6,003
Other Creditors and Accruals	49,745	30,939
	<u>£104,989</u>	<u>£75,802</u>

Deferred income relates to sums received under contracts which at the year end had only been partially completed and under grants received specifically for future accounting periods.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31ST MARCH 2013

11 RESTRICTED FUNDS

	At 1 st April 2012 £	Income £	Employee and Contracted Staff Costs £	Other Costs £	At 31 st March 2013 £
Schools/Young People					
Comic Relief	3,364	31,579	12,063	22,880	-
London Councils	22,043	76,329	54,252	44,120	-
Tudor Trust	-	32,000	-	32,000	-
William Wates Memorial Fund	5,369	7,500	8,645	282	3,942
The Women's Foundation	-	11,428	6,770	287	4,371
BBC Children in Need	-	24,540	24,000	540	-
Youth Centres/Young Leaders					
V Match Fund	416	-	-	333	83
Big Lottery Fund – Young People	16,424	61,650	25,541	34,522	18,011
Trust for London	6,518	10,000	4,500	12,018	-
John Lyon's Charity	-	30,000	-	30,000	-
Fidelity UK Foundation	1,326	-	-	1,326	-
The Funding Network	10,357	1,093	7,355	4,095	-
Help a Capital Child	-	2,200	2,000	200	-
The Goldsmiths' Company	-	3,000	2,717	283	-
Coutts Charitable Trust	-	500	490	10	-
National Partnership					
LankellyChase Foundation	-	32,000	-	26,548	5,452
John Ellerman Foundation	-	25,000	-	13,813	11,187
Big Lottery Fund – Reaching Communities	-	75,186	-	72,602	2,584
Other					
Department of Health	-	44,488	6,990	37,498	-
Vanderville Foundation	-	3,000	-	3,000	-
Paul Hamlyn Foundation	-	42,637	-	42,637	-
London Borough of Camden Innovation & Development Fund	-	47,579	17,791	3,377	26,411
London Borough of Camden	-	12,006	10,003	2,003	-
	£65,817	£573,715	£183,117	£384,374	£72,041

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 to find out their views, encourage them to use new media to engage other young people and to create their own resources to educate other young people about domestic abuse and sexual violence.

The **National Partnership** is with four out of London organisations to replicate Tender's healthy relationship education model.

The **Department of Health Innovation & Excellence Fund** grant is for adult training.

The **Vandervell Foundation** grant is to contribute to the core costs of the organization.

The **Paul Hamlyn Foundation** grant part funds the salary of the Director.

The **London Borough of Camden Innovation & Development Fund** grant is for training older young people (16-24) to create and deliver resource based workshops to young people (11-15) in schools and youth centers in Camden.

The **London Borough of Camden** grant is to deliver healthy relationship education programme to selected schools across Camden.

TENDER EDUCATION AND ARTS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31ST MARCH 2013

12 LONDON COUNCILS

	Balance B/F	Grant	Grant Spent	Balance C/F
	£	£	£	£
Artists	7,226	47,026	54,252	-
Travel, Accommodation	3,891	879	4,770	-
Educational Resources	5,723	4,731	10,454	-
External Evaluation	8	-	8	-
Training	-	132	132	-
Other	122	4,334	4,456	-
Staff	851	17,325	18,176	-
Research and Outreach	-	50	50	-
Accountancy Fees	273	40	313	-
Overheads	3,949	1,812	5,761	-
Income 2012/13	<u>£22,043</u>	<u>£76,329</u>	<u>£98,372</u>	<u>£-</u>

Section 37 Statement

London Councils have awarded grants of £305,316 over four years, £76,329 of which relates to this accounting period. The grant is restricted to the purpose of funding the schools/young people project, the aims of which are set out in Note 11.

13. UNRESTRICTED FUNDS

	At 1st April 2012	Income	Employee and Contracted Staff Costs	Expenses	At 31st March 2013
	£	£	£	£	£
Designated					
London Boroughs of Hammersmith & Fulham and Westminster	20,928	137,987	143,605	15,310	-
London Borough of Lambeth *	3,930	17,427	19,173	2,184	-
London Borough of Lambeth **	-	31,758	9,579	394	21,785
Mayor's Office for Policing and Crime (MOPAC)	-	5,870	4,065	1,805	-
General Medical Council	-	20,001	16,928	3,073	-
Royal Borough of Kensington and Chelsea	-	5,000	3,886	1,114	-
	<u>24,858</u>	<u>218,043</u>	<u>197,236</u>	<u>23,880</u>	<u>21,785</u>
General Reserve	145,006	78,752	38,860	4,416	180,482
	<u>£169,864</u>	<u>£296,795</u>	<u>£236,096</u>	<u>£28,296</u>	<u>£202,267</u>

London Borough of Lambeth * - Health and Wellbeing programme in Lambeth Schools, Alternative Education Projects and Targeted Youth Settings Project

London Borough of Lambeth ** - Provision of a drama based project in Lambeth Secondary Schools and Targeted Youth Settings

TENDER EDUCATION AND ARTS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31ST MARCH 2013

14 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.

15. INCOMING RESOURCES

Net incoming resources for the period, is stated after charging

	Total 2013 £	Total 2012 £
Auditors' Remuneration	4,200	4,200
Depreciation	<u>4,624</u>	<u>5,484</u>

16 TRUSTEES' EMOLUMENTS

No Trustee received any remuneration during the period

No expenses were reimbursed to trustees during the period.

17 ANALYSIS OF NET ASSETS BETWEEN THE FUNDS

	Fixed Assets £	Net Current Assets £	Total £
Unrestricted Funds	2,394	199,873	202,267
Restricted Funds	<u>-</u>	<u>72,041</u>	<u>72,041</u>
	<u>£2,394</u>	<u>£271,914</u>	<u>£274,308</u>

18. RELATED PARTY TRANSACTIONS

The Chief executive's partner supplies professional services to Tender as a freelance workshop facilitator and theatre director at an invoiced value of £14,388 in the financial year (2012 £9,684). One of Tender's trustees, Sue Higgins, is also a head teacher of Parliament Hill School. Parliament Hill School contracted Tender to deliver educational projects with students to the value of £2,000.