



# **TENDER EDUCATION AND ARTS TRUSTEE REPORT AND ACCOUNTS**

**Year ending 31 March 2019**  
**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 31<sup>st</sup> March 2019. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

## Structure, Governance and Management

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

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

## Policies and procedures for induction and training of trustees

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

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

The Charity Commission outlines four clear expectations for trustees:

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

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

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

### **Key Management Personnel**

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

***“Drama is a chance to practice how to  
get things right in the real world”***

- Project participant, Year 6

## 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 2018/19

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 second 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 are producing extraordinary results 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. The opportunity to spend extended time in each setting to embed the work in the culture of each school has been very productive.

#### **Expanding Tender’s National Partnership Network**

Tender is now fully established in 10 regions of England; Hull, West Yorkshire, Greater Manchester, Merseyside, Norfolk, Essex, Kent, Hertfordshire, Somerset/Avon and Devon. The new Hub initiative as an alternative model to partnering with existing organisations has proved effective and Tender is delighted to be using both models to reach more young people across the UK. Training and relationship building in Ireland and Cyprus have brought added value to the Network.

#### **Universities; Changing the culture to prevent sexual harassment and abuse**

This year Tender has begun working with Universities UK and a number of universities across the UK to address sexual harassment on campus. This initiative bloomed from the Tender Youth Board campaign “Shoulder2Shoulder” which works with university student unions to raise awareness of sexual harassment, consider safe routes for reporting and to develop their

own campaigns to promote positive behaviours on campus. The initiative kicked off with a roundtable conversation in November 2018 attended by universities, third sector organisations and undergraduate students, kindly hosted by Universities UK.

## Relationships & Sex Education Curriculum

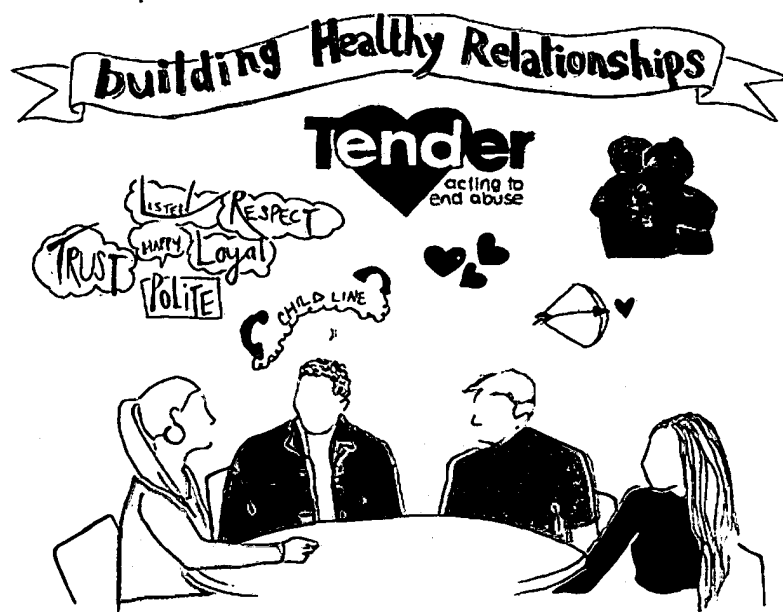
With the revised RSE curriculum set to become mandatory for schools from September 2020, Tender is now working to become the 'go to' organisation for quality training for teachers to ensure that the healthy relationships and gendered violence elements of the syllabus can be taught safely, accurately and with confidence.

## Corporate Relationships

This has been a positive year for building partnerships with a range of businesses. Ongoing relationships include GANT, Lloyds Banking Group and UBS and we are delighted to now be working with Clifford Chance and Deutsche Bank.

## 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*

**"After this, I know what to do  
when I am having trouble"**

- Project participant, aged 10

# 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**, **National Partnerships** 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**

<b>Number of projects, trainings and events delivered by Tender - 209</b>
<b>Number of young people who participated in Tender's projects – 30,474</b>
<b>Number of adults who participated in Tender's courses, events and seminars – 2,379</b>
<b>Number of additional beneficiaries reached through campaigns and resources (helpline cards, information leaflets, keyrings etc.) – 78, 938</b>
<b>As a result of taking part in a Tender project:</b> <ul style="list-style-type: none"><li>● 93% of young people now understand it is never okay to be violent to someone</li><li>● 99% can name at least one early warning sign of an unhealthy relationship</li><li>● 92% have more knowledge about where to seek support and advice for abuse in relationships</li></ul> <p><i>(Data collected from participant post-project questionnaires)</i></p>

## Education: Schools and Colleges

This year Tender's Education Team worked with **22, 527** beneficiaries across **96** primary schools, secondary schools and alternative education settings.

As a result of taking part in the projects **99%** participants are able to identify at least one early warning sign of sexual and domestic violence, **83%** understand that violence in a relationship is unacceptable and **99%** feel more confident to deal with abuse (*data collected from participant post-project questionnaires*).

### 'Champion School' model continues to go from strength to strength

In March 2017 we began the delivery of a 4-year grant from London Councils, in partnership with 8 other leading Violence Against Women & Girls organisations; continuing to build on the brilliant work delivered over the previous four years of funding. This grant has enabled us to expand on previous provision and offer an innovative new 'Champion School' model, working with one school in every London borough over the period of a year to deliver a whole school approach to healthy relationships, including whole school assemblies, staff training, core work with small groups of vulnerable young people, healthy relationships projects and much more. Further to the success of the first year of delivery, this year we have continued to develop the model and roll it out to a further 16 Champion School across London.

In all 16 Champion Schools, all profiled activity has been completed, including whole school assemblies, core group work, staff training and Healthy Relationships projects. We delivered:

- Intensive core group work with **187** young people
- Staff training to **1148** teachers
- Assemblies for **11, 585** young people in KS3 and KS4
- Healthy Relationships projects with **337** participants
- Information disseminated to approx. **16, 000** parents

Alongside the Champion School model, we have also delivered **64** Healthy Relationship projects in **32** secondary schools, **16** primary schools and **16** targeted settings across **17** boroughs, funded by London Councils.

In summer 2018 Tender led a creative training session with London Councils partner organisations and Tender workshop facilitators to discuss ideas, techniques and good practice around co-facilitation, behaviour management, content development and safeguarding. This day has resulted in positive changes to the co-facilitation process and the content of our secondary school project to help increase the quality of the programme. We also felt that this day enabled the partners and Tender facilitators to develop a rapport and working relationship, outside the delivery of a project, where they were able to get to know and learn from one another.





### **Making Tender's projects more accessible**

Over the last year, due to feedback from our facilitators, partners and young people, we have adapted the way in which we work with Pupil Referral Units (PRUs) and those with Special Education Needs and Disabilities (SEND) in order to ensure our work is accessible to all young people. When working with PRUs, Tender now ensures the work is delivered in a flexible and responsive manner, adapting timings and content to suit the group's needs. The Tender team consult with the staff at each setting prior to the project to ensure the work is appropriate, and steps are put in place such as offering workshops to single gender groups (to ensure young women are not greatly outnumbered in sessions), and drawing content from trauma-informed practices, as a large proportion of young people in PRU settings are at risk of or have experienced relationship abuse.

In terms of Tender's SEND work, we have consulted with three specialist SEND settings; Swiss Cottage School, St Philips Special School and Angel Shed Theatre. We consulted with staff, teaching assistants, support workers, parents and students at each of these settings in order to gain a deeper understanding about the elements of relationship education that would be most beneficial and how best to deliver this. Further to these consultations and workshops, we have collated valuable information and learning on how to improve and develop our current SEND model, including ensuring all activities include visual stimuli and putting particular focus on online/cyber relationships.

Resource development is ongoing and we plan to trial the improved content to the above schools in the summer term 2019.

### **Children and Young People in Brent are engaged in making their community safer**

Brent Safer Neighbourhood Board commissioned Tender to deliver healthy relationships workshops to children in **20** primary schools and young people in **8** secondary schools across

the borough to equip them with tools to distinguish between healthy and unhealthy relationships. On a macro-level these workshops aimed to contribute to the following:

- engage young people in making their community safer
- reduce young peoples' involvement in unhealthy relationships
- prevent crime

We worked with a total of **1056** secondary school students and **1275** primary school children across the borough. The project was received very positively, and we hope to continue to strengthen our links with the borough for future endeavours.

*"Interesting discussions around respect and loyalty in relationships took place, but also in gang culture, for example, the fact that in the name of loyalty, new members of a peer group can sometimes feel obliged to do things that are against their morals/will."* - Feedback from Tender facilitator

### **Children and young people across London have been equipped with the skills to identify, avoid and prevent relationship abuse**

We have continued to work in a large number of primary and secondary schools across London, delivering enrichment days, one off workshops, staff training and ongoing projects. Topics have included healthy relationships, sexting, consent, child sexual exploitation, the impact of pornography and sexual bullying. Specific commissioned projects this year have included a 'toxic masculinity' workshop with young men at a Camden secondary school and a set of workshops to accompany Veritas Theatre Company's production of the play 'Spiral'.



## Whole School Approach Programme

Further to Tender being commissioned by MOPAC to develop a whole school approach framework to preventing violence against women and girls and serious youth violence in 2016-17, we were delighted to be selected to deliver this pilot programme in four schools in Croydon between 2017-2020 (three primary and one secondary school).

Since April 2018, the Whole School Approach (WSA) Team has embedded itself into four Croydon schools: **Broadmead Primary Academy, Kingsley Primary Academy, Forestdale Primary and St Mary's Catholic High School**. The work has involved delivering prevention and early intervention programmes in the form of PSHE and targeted group work, with a total of **665** pupils. We have facilitated project-focused discussions with **99** parents across all 4 settings and raised awareness about the project with **127** staff members. We have met with **31** Governors, including awareness-raising training with the Chair of Governors in each school.

Over the past year we have focused on building relationships with senior leadership staff, teachers, governors, parents, community organisations and pupils. A member of the Tender staff now sits on one of the primary school's governor boards. The WSA team have been proud to facilitate official visits from the Deputy Mayor of London, the Department of Education, and EVAW (see below). We have built strong relationships with community stakeholders, ensuring Croydon local authority representatives and MPs are kept up to date with project activities and have had the opportunity to observe the work in practice. We have been working alongside the external evaluators, DMSS, to support with the gathering of data and also feed back on observations, challenges and successes.

The WSA model aims to work in a responsive way with each of the four schools and recognises that each school culture and population is different, which requires adaptability in terms of the focus of content delivery. We continue to use arts-based approaches to champion and tackle issues of gender inequality and serious youth violence.

*"I have learnt that domestic violence is a choice, it should never be excused"* Year 8 pupil.

*"Tender coming to our school has been an incredible influence on relationships in our school"*  
- Head Teacher.

*"I think this is a great project to challenge the hate children learn at home"* – Parent of Yr. 6 pupil.

*"Thank you for introducing these services to our school – it's great to hear and meet with local community organisations that support parents"* – School Designated Safeguarding Lead

### The Mayor's Office for Policing and Crime visit a WSA project

In November, Tender's WSA Team hosted a visit from the Mayor's Office at Forestdale Primary School. Sophie Linden, Deputy Mayor for Policing & Crime came to see the amazing work that is being delivered in four schools across Croydon.

The children from Year 6 in Forestdale Primary gave an insightful performance in which they demonstrated the work that they had done with Tender: highlighting what it is to be in a healthy friendship, as well as de-mystifying the stereotypes that are placed on girls and boys. Sophie Linden then had the opportunity to speak to parents, teachers & governors about the positive effects they have seen in the children since the project began.



*WSA host the Deputy Mayor's visit*

In March, we were delighted to welcome Jade Gilks from the Department for Education to visit the WSA at one of its participating schools, Broadmead Primary Academy.

Kindly organised by the End Violence Against Women Coalition, the visit was an opportunity for the DfE to see the work already happening in schools to support and enhance the teaching of Relationships and Sex Education: new guidance for which has recently been released by the government.

Following an engaging tour of the school by headteacher Sarah Hunter, the WSA Team - wonderfully assisted by students from Year 6 - presented a series of snapshots into the techniques and topics which the programme covers, and how these all contribute to a school culture which actively promotes equality, empathy and respect.

The visit concluded with an opportunity to meet staff and parents affiliated with the school, and hear their insight into how the programme has impacted on the children they support. The response was heart-warmingly positive, with one parent commenting:

***"On behalf my daughter I just want to say thank you to Tender. She always comes home and says how much she enjoys it and how much she is learning. It's great that she has trusted adults in school and at home."***

## The Youth Ambassador Programme

**2877** young people and **98** adults benefited from Tender's Youth Ambassador Programme projects across **18** settings. A further **1837** beneficiaries were reached through campaigns and **9571** were reached through the Youth Board's social media campaign.

### **Young people in the borough of Hackney take part in an LGBTQ+ inclusive healthy relationships programme**

Tender was funded by Hackney Council to develop and deliver an LGBTQ+ inclusive healthy relationships programme, called the TLC Project, for young people in the borough of Hackney. The overall aim of the project was to promote mental well-being by empowering young people to form healthy relationships and reduce violence in teenage relationships: combining LGBTQ+ inclusive arts-based abuse prevention workshops with peer mentoring training to improve young people's confidence, resilience and safety.



*In addition to consulting LGBTQ+ specialist organisations, such as Galop and Stonewall, Tender held a play-day with its workshop leaders to develop workshops that explore the varying experiences of LGBTQ+ young people and the specialist support services available to them.*

The project worked with **55** Young People and **24** adults and reached another **134** young people through campaign materials and resources.

A toolkit of inclusive session plans, resources and research information was created and will go on to inform Tender's work long after the projects have finished.

*"Great facilitators- refreshing to hear non-binary/trans being addressed so explicitly." – Teacher observing the programme*

*"I now know what to do if I see a group of people being homophobic to somebody who is from the LGBTQ+ community." - Participant*

*"Light needs to be shed on these kind of relationships from a young age otherwise children become intolerant." – Participant*

Tender's statement on inclusive Healthy Relationship education, created by the Youth Ambassador team:

Tender works to support young people to have healthy relationships based on equality and respect, regardless of their gender or sexual orientation. All our work is informed by established research and statistics, which acknowledge both the gendered nature of domestic abuse and sexual violence (i.e. women are most at risk of being victims), and the high percentage of trans people who are also victims of relationship violence. We want all young people to grow up feeling confident, supported and respected in who they are, so that they can form healthy, equal relationships with those around them. Trans, non-binary and gender non-conforming young people are no exception to this.

## Partnership with Clifford Chance to train students

The Youth Ambassador team have led on four elements of work in partnership with law firm Clifford Chance;

- Designing & delivering training to **82** of Clifford Chance's LPC graduate recruits (Post Graduate Diploma in legal practice). After training **97%** participants felt more confident in identifying unprofessional, harassing or discriminatory behaviour. **100%** felt more knowledgeable about the types of sexual violence and support services.
- Designing & Delivering training for Clifford Chance's **40** PRIME students (a work placement scheme for year 12 and 13 students from lower socio-economic backgrounds transitioning to university).

*"I think the training is really useful and supportive as we're going off to uni. It helps us to be more confident in certain situations"* – PRIME training participant

- Delivering an OCN-Accredited course on Peer Mentoring and Facilitation for **6** PRIME alumni. Following the training, **100%** participants felt more confident in their knowledge around domestic abuse and felt able to educate other young people.

*"I have enjoyed taking part in this project. It was a very insightful experience and helped me better understand the realities surrounding violence and abuse in relationships involving young people. The activities were really engaging and some required self-reflection which allowed me to explore my own beliefs and perceptions."* - OCN Training Participant

- Research & development work for a Whole University Approach. Tender received funding from Clifford Chance with the aim of raising awareness of sexual harassment, sexual assault and consent on university campuses across the entire UK. The project's findings will support universities to actively safeguard students, and to build a culture of respect and accountability.

**Tender & Clifford Chance were shortlisted, and then runners-up for two awards for the work we have been delivering to graduates; Target Jobs Awards 2019 for Best Recruitment Innovation and HR in Law Awards.**

## 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 **11** monthly Youth Board meetings, attended by **25** members in total.

3 of these meetings were Masterclasses:

- Galop Masterclass; LGBTQ+ domestic abuse specialist service
- Political Journalism Masterclass; delivered by Jinan Younis, GalDem representative and youth board alumni
- Tonic Theatre Masterclass; an arts-based inclusion workshop



*Youth Board members taking part in a masterclass with GALOP*

In 2018-19: Youth Facilitators have co-facilitated on **10** healthy relationships projects.

**9** Young people have completed an OCN-accredited course on developing Peer Mentoring and Facilitation skills.

Youth board members were given the opportunity to speak to change-makers and raise awareness of Tender's work at **7** events including a New Year's Resolution event, hosted at GANT for corporate and major donors, and two breakfast events to introduce new guests to Tender's work.

## High5 Campaign to raise awareness of self-care

On October 10<sup>th</sup> 2018 (World Mental Health Day), Tender's Youth Board launched a campaign called High5. The campaign aimed to raise awareness of self-care and encourage young people to actively engage in discussions about our relationship with ourselves, and how we can

identify our emotions and channel these in a healthy way, which can impact how we sustain the support we give to others. As part of the campaign, Tender's Youth Board created a video which documents the campaign and explains how others can get involved.

In September 2018 Tender's staff members focussed on their mental health and the benefits of self-care in the workplace by taking part in a self-care week. Activities included a peer-led mental health session, the use of some resources by the Blurt Foundation and mindfulness exercises.

Further work around mental health is planned for the future, as the topic is extremely relevant to the lives of young people and healthy relationships. Already, the impact from this campaign can be seen in Tender's work, as mental health is now a key topic in all youth board meetings and is a core theme in our developing work with sixth-form students.

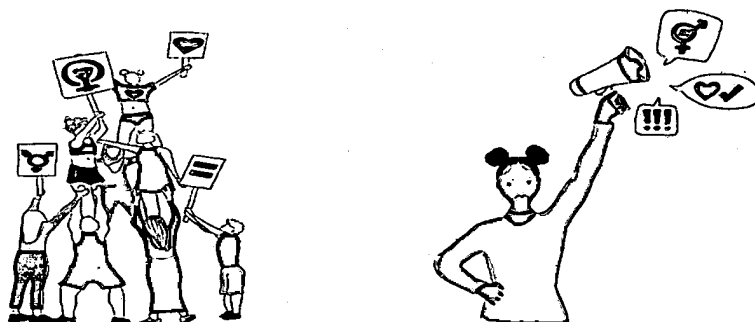
**400** young people interacted with the High5 campaign in face-to-face discussions at sixth-form and university events. Youth Board members spoke to students about mental health and the importance of self-care in both relationships with others and in their relationship with themselves.

**520** resources were sent to settings to be shared with young people, including written activities, helpline cards, tote bags and badges.

Tender representatives attended **3** awareness-raising events, at Clapton Girls' School and Central School of Speech and Drama's Fresher's Fayre and World Mental Health Day events.

**9,571** were reached though social media.

**Total beneficiaries: 10,491**



*Images designed by Youth Board member Rachel*



## National Partnership Network

### Tender's National Partnership Network expands to 10 regions across the UK

Tender's National Partnership Network expanded in 2018-19 and we now have a network of partners delivering Healthy Relationships in **10** regions across the UK: Hull, Merseyside, Essex, Devon, Kent, Hertfordshire, Greater Manchester, West Yorkshire, Avon & Somerset and Norfolk.

Tender remains committed to expanding the reach of the National Partnership Network and has subsequently recruited and trained additional partners in Norfolk and Avon & Somerset. Delivery has already commenced in these regions and we look forward to strengthening our presence across the UK.

Between April 2018 and March 2019 our partners delivered **47** projects across **11** regions, working directly with **848** 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 **4369** young people. A further **366** young people were reached through a number of enrichment day and targeted workshop activities.

**542** teaching and non-teaching staff benefitted from CPD accredited INSET training sessions that are delivered as part of the programme, and a further **85** adults were reached via a number of regional adult-training commissions.

### Tender and KAYAD: Developing Curriculum in Cyprus

Tender were delighted to be commissioned by KAYAD - a women's organisation working in the field of community development in northern Cyprus - to deliver two days of training which explored our unique and innovative approaches to working with young people around the issues of domestic and sexual abuse. KAYAD aims to eliminate domestic violence against women and children by increasing the number and capacity of organisations that work on the issues of gender equality and domestic violence and improving the policy and the legal framework around domestic violence in the region. They are also working to integrate gender equality, domestic violence, and sexual health education into the middle school curriculum, and the National Partnership team were delighted to assist in the development of this. There is hope that a pilot model will begin delivery by the end of 2019 and we are excited to offer ongoing support to this inspiring organisation's invaluable work. This piece of work happened in partnership with our National Partner Brook (operating in Greater Manchester).

## **Domestic Abuse & Young People: Adult Training in Suffolk**

Tender were delighted to be asked by the Academy Transformation Trust to speak at their Safeguarding Conference in March in Suffolk. The session was for Designated Safeguarding Leads from across the Multi-Academy Trust and explored domestic violence, the impact of family violence on children, and how to prevent, recognise and respond to abuse in young people's own relationships. It was a great success, with all of the delegates rating the day as 'outstanding'.

*"A really good cross-section between information about DV, indicators/signs to look for in children, ways to support children as well as subtle interactive activities."*

*"Great practical advice which can be developed whole school to help keep children safe."*

*"Excellent conference with lots of useful information and activities that I can take to school. This is the first time I have explored DV in such detail so very useful."*

## **Adult Training in Birmingham: Central Conference Consultants**

In June 2018 the National Partnership Team were commissioned by Central Conference Consultants to deliver our 'Working with Young People to Address Violence in Teenage Relationships' adult training in Birmingham. It was a fantastic day, with 40 delegates attending from across a range of services including: CSE workers, children in need specialist nurses, family nurses, family support workers and domestic abuse workers. Feedback from the day was very positive:

*"The course was fab. Very informative and delivered in a relaxed, fun way."*

*"The training was really useful, and the activities were great to help understand how it can be implemented for young people."*

*"Great training. I really enjoyed looking at different ways of engaging young people. Great trainers."*

## **An International Perspective: Tender in Ireland**

In May 2018, Tender was commissioned by St. Patrick's Boys' National School in Ringsend, Dublin, to deliver a two-day Healthy Relationships project with their 5th and 6th year class. The feedback from the project was fantastic, with the Headteacher commenting, 'It was one of the best things we've ever done in the school'. The boys were filmed for an article on news2day– Irish television's equivalent to Newsround.

Following the success of this project, Tender was invited by the prestigious Abbey Theatre in Dublin to run an adult-training for drama practitioners and youth workers working with young people across Ireland. Doireann and David, Tender's Development Manager and National Partnership Manager, spent two-days with more than 20 delegates exploring different approaches to working with young people to address violence in teenage relationships. It proved to be a thought-provoking and invigorating time for all concerned. Phil Kingston, the theatre's Community and Education Manager who sponsored the training, had this to say:

*"Thanks for such an adroitly delivered and powerful workshop, I suspect it will have a significant impact on this sort of work in Ireland."*

## Placement, intern and volunteer (PIV) programme

Tender hosted six young people as office-based volunteers throughout the year, who collectively contributed **330 hours** to supporting our work. Projects that our volunteers supported on included research for the whole university approach, liaising on Youth Board development and recruitment, admin support for our delivery teams, evaluation of our social media platforms, preparation and staffing support for Tender events and writing submissions for the Tender blog.

*“My volunteer role was really good and it gave me different perspectives to look at. I enjoyed going into the schools and learning new techniques as well, like researching and transcribing.”* – Tender volunteer, January 2019

## Safeguarding

During 2018/19 a Safeguarding Team has been established to support the policies and processes within the Safeguarding policy document and in order to ensure there are robust systems in place to focus on the wellbeing and safety of all children and young people. This replaces the previous system of just one Designated Safeguarding Lead and a Deputy Safeguarding Lead. The Safeguarding Team is made up of the Chief Executive, the Programme Manager and all project managers. The team meet monthly to address any issues and explore processes. All the team have undertaken the “Safer Recruitment” training and will be looking at regular update training to keep abreast of topics and issues. There is now an annual safeguarding audit carried out as a matter of due diligence.

## Training & Seminars for Adults

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 aims to increase the confidence of practitioners to enable them to confidently discuss violence and abuse with young people, and to signpost support.

**34** participants attended **3** Tender in-house training courses and a further **185** business employees through **11** training sessions in corporate settings:

- Awareness and good practice when working with women experiencing violence and abuse in relationships
- Working with young people to address violence in teenage relationships
- Developing and Delivering Domestic Violence Training (three-day, OCN-accredited)
- Building positive professional relationships in the workplace
- Sexual harassment & bullying prevention in the workplace

The Awareness and Good Practice training met its target number of beneficiaries and had overall positive feedback with **100%** of participants rating the content of the course as ‘very good’. The Working With Young People training exceeded its target number of beneficiaries

and **100%** of attendees stated that the training achieved its stated aims to either some or a great extent. *(data collected from participant post-project questionnaires).*

The Developing and Delivering Domestic Violence Training will be updated with new statistics and information in time for the scheduled December 2019 course.

*"Ruth was really helpful prior to the start. Tamsin and Jake were fantastic. A really good combination as co-trainers. Between them a large amount of topical and practical application of information and skills...I really rate Tender training"* - Developing and Delivering Domestic Violence Training participant

*"Really made me aware of intersecting factors I've never even considered"* – Training Participant

*"The session was excellent; informative and well delivered"*- Training Participant

**Highlights of Tender's training and adult engagement calendar of events included developing bespoke training programmes around developing positive professional relationships:**

- GANT
- UBS
- Queen's Park Rangers Football Club
- Clifford Chance
- Warner Brothers
- Lloyds Banking Group

## **OTHER SUPPORTING ACTIVITIES**

### **Engaging with the Community**

#### **Schools Celebration Event**

In July 2018 we held our inaugural Schools Celebration Event at the Soho Theatre. The event was a celebration of the inspirational work young people have been doing with Tender in education settings across London.

The event comprised drama-based performances by young people who have participated in Tender workshops, speeches by teachers and students, and some engaging short films of Tender's work in action. Our youth board ambassadors Rachel and Jamillia also inspired the young people in the room, with Rachel leading a Tender activity and Jamillia delivering a speech about the impact Tender has had on her.

Special thanks to our guest presenter Charlie Webster and guest speaker Hannah Witton, both of whom gave up their time to be with us and to offer words of wisdom to the attendees.



*Young men from Rokeby School performing a devised scene  
at Tender's Schools Celebration Event*

### **Youth Board attend London Met's 'Fast Forward Festival'**

Members of the Youth Board attended London Metropolitan University to talk to students about our work, the importance of young people as change makers and the various ways in which they can get involved with volunteering. This was a brilliant way to engage more young people in conversations surrounding healthy relationships and raise awareness of the issue.

### **Tender staff team take part in Diversity and Inclusion Training**

In September the entire Tender staff team took part in 'Diversity and Inclusion' training led by Fearless Futures, whose approach focuses on fostering a deep understanding and implementation of an intersectional approach to equality through interactive workshops and training. The training was a brilliant opportunity for Tender staff members to consider how all Tender's work can and should be inclusive, and fostered ideas for developing our projects accordingly in the future.

## **Increasing Tender's sustainable future**

In order to ensure that the organization 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:

- Established 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
- Created 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 including GANT, Lloyds Banking Group, UBS and Clifford Chance

## Raising Profile through Effective Communications

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

**6,893** people follow Tender on Twitter; a platform we use daily to share news, events and campaigns

**1,810** engage with Tender on Facebook

**575** receive Tender's monthly newsletter

**14,215** users visited the Tender website in 2018-19

## Plans for 2019/20

April 2019 sees the finalised Business Plan with key targets for delivery over the next three years. Key areas for the next year include:

### 1. Prevention education; continuing core business

This will mean:

- Reaching more vulnerable groups of young people e.g. Looked after children, SEND young people, young carers, LGBTQ+ young people
- Ongoing delivery of our excellent arts based, Healthy Relationship Education programme for schools; primary, secondary and SEND, both across London and through our National Partnership Network
- Ongoing delivery of our work in out-of-school settings through the Youth Ambassador Programme
- Engagement with aspirational young people through our OCN-accredited Youth Facilitator Peer Mentoring Programme
- Training adults who work with young people to equip them with the confidence and knowledge to identify, support and signpost those in their care

### 2. Innovating & Developing

The Innovation Hub will be a programme where new initiatives or services are introduced or are in the pipeline with associated timelines, budget costings and potential funding streams. Evolving and new ideas include:

- The Whole School Approach model
- The Whole University Approach to preventing sexual harassment and assault on campus
- Training new audiences
- Use of sport and physicality
- Engaging with new technologies to reach more young people, support young people seeking advice and support, to combat abuse perpetrated online.

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

We plan to:

- Revise our Communications Strategy to engage proactively with press and media
- Work with other organisations to influence the government during its revision of the Relationships & Sex Education Programme for schools (due to be rolled out from September 2020)
- 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:

- Review the skills and diversity of the board membership to ensure we are inclusive and able to make the most of the commitment that trustees make to Tender
- Work with the Development Board to 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:

Ashley, Adalmiina Erkkola, Katherine French, Petrina Fitzpatrick, Will and Caro Greenwood, Harry, Peter Jenkins, Rebecca Lennon, Michele Madden, Jamillia Marius-Cover, Jonathan Norbury, Rufus Norris, Fergus Patterson, Jane Porter, Ed Sinclair, Dee Stirling, Charlie Webster, Hannah Witton, Yuliana.

***“Thank you for coming to our school, your work is amazing.”***

Tender project participant

# FINANCIAL REVIEW

## Review of the financial position at the end of the year

### Risk statement

The Board of Trustees agreed to undertake a series of financial stress tests on the charity to ascertain the financial robustness of Tender should unexpected financial events occur. This is the fifth 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 and the most recent in January 2019.

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 2019 is:

- Cash at bank (£484,627 – January 2019 approx. 90% of total current assets -£537,547)
- Debtors - £52,035 (10% of net current assets)

Total current liabilities were (£15,025) are fairly negligible and Tender's net worth (£528,450) tends to be similar to the net asset.

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 2019.

The cash position was taken as at 31st December 2018 (c£485k) and Management Accounts were as at 31st December 2018. These data sources were considered satisfactory for testing. There had been no material change in the monthly shape of the management accounts in December 2018 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 2018/19 financial year.

## Financial Review

In the year ended 31st March 2019, 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 and The Reta Lila Howard Foundation.

Charity number	1100214	
Company number	04627846	
Registered office and operations address	<b>Tender Education and Arts</b> The Resource Centre 356 Holloway Road London N7 6PA	
Patrons	Olivia Colman	
Board of Trustees	Rory Conwell	Chair
	Adam Cooper (resigned 9 <sup>th</sup> June 2018)	
	Sue Higgins	
	Amy Malik	
	Andrew Minter (resigned 9 <sup>th</sup> May 2018)	
	Jessica Moore	Vice Chair
	Roisin Murphy	
	Liz Rymer	
	Kate Toumazi	Treasurer
	Simon Walker (appointed 9 <sup>th</sup> May 2018)	
Chief Executive Officer	Susie McDonald	
Independent auditors	<b>Knox Cropper LLP</b> 65 Leadenhall Street, London, EC3A 2AD	
Bankers	<b>NatWest</b> 38 Strand London WC2N 5JB	

Tender will carry forward £261,351 of restricted funds; this includes £43,385 in the Schools/ Young People department, £43,812 in the Youth Centres/Young Leaders department, £156,539 in the National Partnership/Social Franchise department and £17,615 of other funds to be spent in the 2019-2020 financial year.

During financial year 2018-19 Tender was commissioned by local authorities to deliver the healthy relationships programmes to schools in London Boroughs of Hackney and Brent.

### **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 2019 would be £461,600 ("free reserves"), which is equivalent to approximately nine month's basic operating costs.

The general reserve at 31st March 2019 amounted to £299,686, 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 & 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.

## AUDITORS

On 31 March 2019, Knox Cropper, the Charity's auditors, transferred its business to Knox Cropper LLP, a limited liability partnership incorporated under the Limited Liability Partnerships Act 2000. The Trustees have consented to treating the appointment of Knox Cropper as extending to Knox Cropper LLP.

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 8 July 2019 and signed on its behalf by:**



**Rory Conwell**  
Chair of Trustees



**Kate Toumazi**  
Treasurer

**REPORT OF THE INDEPENDENT AUDITORS**  
**TO THE MEMBERS OF**  
**TENDER EDUCATION & ARTS**

**Opinion**

We have audited the financial statements of Tender Education & Arts (the 'charitable company') for the year ended 31 March 2019 which comprise the Statement of Financial Activities (including the Income and Expenditure Account), the Balance Sheet, the Cash Flow Statement and the 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 2019 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, 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.

**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.

**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 Trustees' 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.

**REPORT OF THE INDEPENDENT AUDITORS**  
**TO THE MEMBERS OF**  
**TENDER EDUCATION & ARTS**

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.

**Opinion on other matters prescribed by the Companies Act 2006**

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

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

**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 in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

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

**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.

**Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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.

**REPORT OF THE INDEPENDENT AUDITORS**  
**TO THE MEMBERS OF**  
**TENDER EDUCATION & ARTS**

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



Richard Billinghamurst ACA (Senior Statutory Auditor)  
For and on behalf of Knox Cropper LLP (Statutory Auditor)  
65 Leadenhall Street  
London  
EC3A 2AD

Date: 12/07/2019

**TENDER EDUCATION & ARTS**  
**STATEMENT OF FINANCIAL ACTIVITIES**  
**(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31 MARCH 2019**

	Notes	Unrestricted Funds £	Restricted Funds £	2019 Total £	Unrestricted Funds £	Restricted Funds £	2018 Total £
<b>Income from:</b>							
Donations and legacies	2	145,432	806,201	951,633	62,298	667,616	729,914
Charitable activities	3	71,982	-	71,982	62,230	-	62,230
Investment Income		309	-	309	64	-	64
<b>Total income</b>		<u>217,723</u>	<u>806,201</u>	<u>1,023,924</u>	<u>124,592</u>	<u>667,616</u>	<u>792,208</u>
<b>Expenditure on:</b>							
Raising funds	5	9,118	14,654	23,772	18,416	5,491	23,907
Charitable activities	4	133,326	724,438	857,764	86,818	598,106	684,924
<b>Total expenditure</b>	5	<u>142,444</u>	<u>739,092</u>	<u>881,536</u>	<u>105,234</u>	<u>603,597</u>	<u>708,831</u>
<b>Net income and net movement in funds</b>		75,279	67,109	142,388	19,358	64,019	83,377
<b>Reconciliation of funds:</b>							
<b>Total funds brought forward</b>		293,531	194,242	487,773	274,173	130,223	404,396
<b>BALANCE CARRIED FORWARD 31 MARCH 2019</b>		<u>£368,810</u>	<u>£261,351</u>	<u>£630,161</u>	<u>£293,531</u>	<u>£194,242</u>	<u>£487,773</u>

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

**TENDER EDUCATION & ARTS**  
**BALANCE SHEET**  
**AS AT 31 MARCH 2019**

	Notes	£	2019	£	£	2018	£
<b>FIXED ASSETS</b>	7			2,237			4,410
<b>CURRENT ASSETS</b>							
Debtors	8	38,125			38,014		
Bank and Cash		651,627			520,439		
		<u>689,752</u>			<u>558,453</u>		
Creditors: Amounts falling due within one year	9	(61,828)			(75,090)		
<b>NET CURRENT ASSETS</b>				627,924			483,363
<b>NET ASSETS</b>				<u>£630,161</u>			<u>£487,773</u>
<b>FUNDS</b>							
Restricted	10			261,351			194,242
Unrestricted - General	12	301,923			262,845		
- Designated	12	<u>66,887</u>			<u>30,686</u>		
				<u>368,810</u>			<u>293,531</u>
<b>TOTAL FUNDS</b>				<u>£630,161</u>			<u>£487,773</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 8 July 2019.



**Kate Toumazi (Treasurer)**

Company Registration Number: 04627846



**TENDER EDUCATION & ARTS**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 MARCH 2019**

	<b>2019</b>	<b>2018</b>
	£	£
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Net income for reporting period	142,388	83,377
Depreciation charges	2,972	3,426
Bank interest	(309)	(64)
Decrease/(increase) in debtors	(111)	51,467
Increase/(decrease) in creditors	(13,262)	36,635
<b>Net cash provided by/(used in) operating activities</b>	<u>131,678</u>	<u>174,841</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Bank interest	309	64
Purchase of furniture and equipment	(799)	(2,061)
<b>Net cash provided by/(used in) investing activities</b>	<u>(490)</u>	<u>(1,997)</u>
<b>CHANGE IN CASH AND CASH EQUIVALENTS</b>	131,188	172,844
<b>CASH AND CASH EQUIVALENTS AT BEGINNING OF REPORTING PERIOD</b>	520,439	347,595
<b>CASH AND CASH EQUIVALENTS AT END OF REPORTING PERIOD</b>	<u>£651,627</u>	<u>£520,439</u>

**TENDER EDUCATION & ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2019**

**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 (£).

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

**Income**

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

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

**Expenditure**

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

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

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

**Value Added Tax**

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

**Fixed Assets**

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

**Short-term Debtors and Creditors**

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

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

**TENDER EDUCATION & ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2019**

**1. ACCOUNTING POLICIES (continued)**

**Cash and Cash Equivalents**

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

**Financial Instruments**

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

**Funds**

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

**Hire purchase and leasing commitments**

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

**Judgements and key sources of estimation uncertainty**

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

**Company status**

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

**TENDER EDUCATION & ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2019**

**2. INCOME FROM DONATIONS AND LEGACIES**

	Unrestricted 2019 £	Restricted 2019 £	Total 2019 £	Total 2018 £
London Councils	-	265,000	265,000	265,000
MOPAC	-	139,375	139,375	45,000
Other Income	118,732	-	118,732	57,298
Go Play Foundation	-	75,000	75,000	75,000
Esmée Fairbairn Foundation	-	50,000	50,000	50,000
The City Bridge Trust	-	42,000	42,000	34,485
Department for Digital, Culture, Media & Sport	-	41,554	41,554	25,941
Stavros Niarchos Foundation	-	30,000	30,000	30,000
John Ellerman Foundation	-	25,000	25,000	25,000
Paul Hamlyn Foundation	-	30,000	30,000	25,000
Trust for London	-	30,000	30,000	30,000
The Sam & Bella Sebba Charitable Trust	-	25,000	25,000	10,000
Greater London Authority	-	20,000	20,000	-
Tender Guardians	26,700	-	26,700	5,000
Garfield Weston Foundation	-	10,000	10,000	-
The Taylor Family Foundation	-	11,500	11,500	-
The John Jarrold Trust	-	500	500	-
In Kind Donations	-	1,272	1,272	-
The Reta Lila Howard Foundation	-	10,000	10,000	-
7 Stars	-	-	-	7,352
The Tudor Trust	-	-	-	23,000
Rosa	-	-	-	1,500
BBC Children in Need	-	-	-	12,838
The Women's Foundation	-	-	-	7,500
	<u>£145,432</u>	<u>£806,201</u>	<u>£951,633</u>	<u>£729,914</u>

Donations in kind include support from the Social Enterprise and Innovation Programme – STATE AID: De Minimis Aid towards staff training.

**3. INCOME FROM CHARITABLE ACTIVITIES**

	Unrestricted 2019 £	Restricted 2019 £	Total 2019 £	Total 2018 £
<b>Contracts for Operational Programmes</b>				
London Borough of Hackney	22,988	-	22,988	24,244
Income From Schools	17,681	-	17,681	18,550
London Borough of Brent	14,000	-	14,000	10,000
External Training Fees	13,413	-	13,413	1,855
Social Franchisees Fees	-	-	-	3,510
<b>Other Income</b>				
Training Workshops	2,504	-	2,504	3,310
Sales of Educational Resources	1,396	-	1,396	761
	<u>£71,982</u>	<u>£-</u>	<u>£71,982</u>	<u>£62,230</u>

**TENDER EDUCATION & ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2019**

**4. ANALYSIS OF CHARITABLE ACTIVITIES**

	<b>Undertaken Direct</b>	<b>Support &amp; Governance Costs</b>	<b>2019</b>	<b>2018</b>
	£	£	£	£
Schools/Young People	446,892	30,063	476,955	385,236
Youth Centres/Young Leaders	94,359	18,230	112,589	131,286
National Partners/School Franchisees	218,405	27,274	245,679	139,952
External Training	19,846	2,695	22,541	28,450
	<u>£779,502</u>	<u>£78,262</u>	<u>£857,764</u>	<u>£684,924</u>

**TENDER EDUCATION & ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2019**

**5. RESOURCES EXPENDED**

	Youth Centres/Young Leaders	Schools/Young People	External Training	National Partnership/ Social Franchise	Raising Funds	Governance	Total 2019	Total 2018
	£	£	£	£	£	£	£	£
<b>Direct</b>								
Artists	10,075	66,791	4,750	20,620	-	-	102,236	77,078
Partners	-	165,511	-	55,500	-	-	221,011	230,833
Printed Resources	1,721	4,571	-	1,116	36	36	7,480	9,097
Online Resources	104	5,627	-	155	312	312	6,510	606
Payroll Costs	75,912	140,408	11,075	128,010	9,273	9,273	373,951	283,223
Non-payroll Staff	2,500	12,272	-	2,012	6,352	6,352	29,488	22,572
Recruitment	-	-	-	-	-	-	-	979
External Evaluation	-	39,726	-	747	-	-	40,473	3,715
Training	970	3,072	2,340	30	1,663	1,663	9,738	2,336
Research and Outreach	234	-	-	100	392	392	1,118	557
Volunteers travel & accom.	1,838	4,487	1,541	9,063	1,545	1,545	20,019	14,251
Other	1,005	4,427	140	1,052	-	-	6,624	6,102
	94,359	446,892	19,846	218,405	19,573	19,573	818,648	651,349
<b>Support</b>								
Audit Fees	280	1,333	100	2,913	87	87	4,800	4,560
Depreciation	1,345	131	-	1,026	235	235	2,972	3,426
Postage, Stationery & Courier	35	67	-	125	40	40	307	496
Equipment Maintenance and IT Support	2,791	2,081	-	754	1,411	1,411	8,448	5,253
Rent, Rates & Service Charge	8,459	17,649	-	11,537	166	166	37,977	31,564
Telephone & internet	-	440	-	-	-	-	440	2,500
Office Costs	984	-	-	-	-	-	984	1,093
Bank Interest and Fees	-	-	-	102	140	140	382	365
Other Costs	48	12	-	572	233	233	1,098	2,809
Accountancy Fees	-	-	-	1,014	-	-	1,014	1,011
Quality & Compliance	-	-	1,989	2,121	178	178	4,466	4,405
	13,942	21,713	2,089	20,164	2,490	2,490	62,888	57,482
<b>Governance</b>	4,288	8,350	606	7,110	1,709	(22,063)	-	-
<b>Total Expenses</b>	<b>£112,589</b>	<b>£476,955</b>	<b>£22,541</b>	<b>£245,679</b>	<b>£23,772</b>	<b>£-</b>	<b>£881,536</b>	<b>£708,831</b>

**TENDER EDUCATION & ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2019**

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

	<b>2019</b>	<b>2018</b>
	£	£
Salaries and Wages	339,887	259,162
Social Security Costs	28,810	22,084
Pension Costs	5,254	1,977
Total Payroll Costs	<u>£373,951</u>	<u>£283,223</u>

The average number of staff employed by the charity was 9 (2018: 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.

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education & Arts are the directors (who are also the trustees) and the Chief Executive Officer. Aggregate compensation paid to key management personnel in the year amounted to £49,090 (2018: £46,159).

**7. FIXED ASSETS**

	<b>2019</b>	<b>2018</b>
	<b>Furniture and Equipment</b>	<b>Furniture and Equipment</b>
	£	£
Cost at 1 April	35,955	33,894
Additions	799	2,061
Cost at 31 March	<u>36,754</u>	<u>35,955</u>
Depreciation at 1 April	31,545	28,119
Charge for the year	2,972	3,426
Depreciation at 31 March	<u>34,517</u>	<u>31,545</u>
Net Book Value at 31 March	<u>£2,237</u>	<u>£4,410</u>

**8. DEBTORS**

	<b>2019</b>	<b>2018</b>
	£	£
Other Debtors	25,919	31,225
Rent/Service Charge Deposit	3,168	2,726
Prepayments	9,038	4,063
	<u>£38,125</u>	<u>£38,014</u>

**9. CREDITORS**

	<b>2019</b>	<b>2018</b>
	£	£
HM Revenue and Customs	7,138	6,071
Other Creditors and Accruals	54,690	69,019
	<u>£61,828</u>	<u>£75,090</u>

**TENDER EDUCATION & ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2019**

**10. RESTRICTED FUNDS**

	At 1 April 2018 £	Income £	Employee and Contracted Staff Costs £	Other Costs £	At 31 March 2019 £
<b>Schools/Young People</b>					
MOPAC	11,618	139,375	70,777	54,874	25,342
The London Community Foundation	-	7,033	-	7,033	-
The Sam & Bella Sebba Charitable Trust	-	10,000	10,000	-	-
Department for Digital, Culture, Media & Sport	-	34,521	27,799	6,722	-
The Taylor Family Foundation	-	11,500	-	-	11,500
The Reta Lila Howard Foundation	-	10,000	2,340	1,117	6,543
<b>Youth Centres/Young Leaders</b>					
BBC Children in Need	1,450	-	-	1,185	265
The City Bridge Trust	2,552	42,000	44,218	334	-
The Sam & Bella Sebba Charitable Trust	-	15,000	-	-	15,000
Greater London Authority	-	20,000	-	-	20,000
Trust for London	11,469	30,000	19,810	13,112	8,547
The Clothworkers' Foundation	160	-	-	160	-
<b>National Partnership/Social Franchise</b>					
Go Play Foundation	69,735	75,000	71,784	3,216	69,735
Stavros Niarchos Foundation	23,635	30,000	30,000	-	23,635
The John Jarrold Trust	-	500	-	500	-
John Ellerman Foundation	7,016	25,000	25,000	-	7,016
Garfield Weston Foundation	-	10,000	-	-	10,000
Esmée Fairbairn Foundation (NP)	46,153	50,000	49,090	910	46,153
<b>External Training</b>					
The Women's Foundation	5,333	-	2,550	2,783	-
<b>Other</b>					
London Councils	-	265,000	243,959	21,041	-
Fidelity UK Foundation	1,460	-	-	960	500
In Kind Donation	-	1,272	-	1,272	-
Paul Hamlyn Foundation	-	30,000	12,885	-	17,115
The Tudor Trust	13,661	-	13,661	-	-
	<b>£194,242</b>	<b>£806,201</b>	<b>£623,873</b>	<b>£115,219</b>	<b>£261,351</b>

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. At March 31st 2019 10 regions of the UK have active deliver (Kent, Avon, Norfolk, Devon, West Yorkshire, Essex, Hertfordshire, Hull, Manchester and Liverpool) and connect 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, led by Tender who deliver a violence against women & girls programme in schools and out of schools settings.

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

The **Tudor Trust** grant funds the salary of the Programme Manager until August 2018.

**Paul Hamlyn Foundation** grant funds the salary of the Programme Manager from September 2018.

**Donations in kind** include support from the Social Enterprise and Innovation Programme – STATE AID: De Minimis Aid towards staff training.



**TENDER EDUCATION & ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2019**

**11. LONDON COUNCILS EXPENDITURE**

	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Staff Costs	-	226,108	224,545	1,563
Beneficiary Costs	-	13,799	14,621	(822)
Overheads	-	21,037	21,362	(325)
Other Direct Project Costs	-	4,056	4,472	(416)
	£-	£265,000	£265,000	£-

	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Tender	-	120,278	123,184	(2,906)
Nia	-	20,242	18,642	1,600
Women and Girls Network	-	22,387	22,387	-
Ashiana Network	-	10,091	10,091	-
LAWRS	-	33,580	33,580	-
IMECE	-	20,242	20,242	-
IKWRO	-	33,580	33,580	-
FORWARD	-	4,600	3,294	1,306
Solace	-	-	-	-
<b>Total</b>	£-	£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 2018	Income	Employee and Contracted Staff Costs	Expenses	At 31 March 2019
	£	£	£	£	£
<b>Designated</b>					
London Borough of Hackney	-	22,987	14,409	3,144	5,434
London Borough of Brent	5,686	14,000	18,136	1,550	-
Tender National Partnership Development Fund	25,000	78,513	28,268	13,792	61,453
	30,686	115,500	60,813	18,486	66,887
General Reserve	262,845	102,223	42,001	21,144	301,923
	£293,531	£217,723	£102,814	£39,630	£368,810

Designated funds are earmarked for the following purposes:

<b>London Borough of Hackney</b>	Provision to deliver healthy relationship projects in out of school settings within the Healthier City and Hackney Fund 2018-19.
<b>London Borough of Brent</b>	Delivery of Tender healthy relationship programme in 14 schools in London Borough of Brent.
<b>Tender National Partnership Development Fund</b>	The Tender National Partnership Development Programme/Fund will continue funding the delivery of Tender's Healthy Relationship Programme in 10 regions of the UK during 2019-20 Financial year.

**TENDER EDUCATION & ARTS**  
**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2019**

**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:

	<b>Total 2019 £</b>	<b>Total 2018 £</b>
Auditors' Remuneration	4,800	4,560
Depreciation	<u>2,972</u>	<u>3,426</u>

**15. ANALYSIS OF NET ASSETS BETWEEN THE FUNDS**

	<b>Fixed Assets £</b>	<b>Net Current Assets £</b>	<b>Total £</b>
Unrestricted Funds	2,237	366,573	368,810
Restricted Funds	<u>-</u>	<u>261,351</u>	<u>261,351</u>
	<u>£2,237</u>	<u>£627,924</u>	<u>£630,161</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 £9,943 inclusive of VAT.

In addition, as at 31st March 2019 the charitable company was committed to minimum rental payable under non-cancellable operating leases in respect of equipment (inclusive of VAT), as follows:

	<b>2019 £</b>	<b>2018 £</b>
Payable within one year	5,480	1,986
Payable in two to five years	<u>3,276</u>	<u>-</u>
	<u>£8,756</u>	<u>£1,986</u>