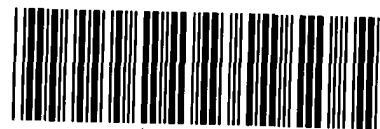


**Tender Education and Arts
Trustee Report and Accounts**

**Year Ending: 31 March 2022
Company Number: 04627846
Charity Number: 1100214**



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COMPANIES HOUSE

INTRODUCTION

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

Structure, Governance and Management

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

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

Policies and procedures for induction and training of trustees

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

- ◉ The obligations of Trustees and 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 (Disclosure and Barring Service) which is renewed every two years in line with Tender's safeguarding policies and protocols. They must undertake safeguarding training every 2-3 years, attend Tender's basic awareness of domestic abuse training, read "Keeping Children Safe in Education" by the Department for Education and visit a Tender project once a year.

Key Management Personnel

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



*Image from Tender's RE:SET website
Design credit Ellie Ross-Wilkinson*

***'I have learnt that I can be able to tell people
about sensitive things'***
– Project participant

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

Covid-19 Statement

The Covid-19 pandemic continued to affect communities, businesses and individuals across the globe in 2021-22. Substantial evidence shows that domestic abuse and education services were more needed than ever at this time; as a direct result of the pandemic, domestic abuse services have seen a dramatic increase in referrals, teachers and school staff have reported an increase in disclosures and safeguarding concerns, and young people have flagged issues such as isolation, lack of routine and increased social media or online pressure. We have seen that there will be a long-term impact on the mental wellbeing of children and young people across the country.

Having successfully transitioned our operations to remote working and online training delivery, we waited for the return of schools to something like normal during this past year. At the end of this financial year, we are proud that we are pretty much back to business as usual despite high rates of covid impacting on staffing and student levels are various points throughout the year. The need to respond in the moment – to cancelled workshops, technological challenges, lockdown restrictions - has highlighted the Tender team's expertise at thinking on our feet, knowing the subject and understanding the needs of our beneficiaries.

Main activities undertaken in 2021/22

Tender is particularly proud of:

Piloting innovative new programmes

This year Tender piloted several pioneering new streams of work, including RE: SET: an online whole school approach toolkit, and Relationship Goals: an interactive video game resource for young people with special educational needs and disabilities (SEND).

Returning to in-person delivery

Despite huge challenges raised by the pandemic for both Tender and our beneficiaries – schools we have worked with have reported up to 25% of staff being off work due to Covid at one time - we are pleased to have been able to gradually return to in-person delivery in schools and youth settings again this year, meaning we have been able to reach more young people and more effectively engage them in our creative workshops.

Whole community Work

This year Tender's focus has been on working with whole communities in order to deepen the knowledge, support and safeguarding surrounding the young people at the heart of Tender's work. This has included a whole borough approach to adult training - working with a spectrum of adults with a safeguarding responsibility, RE:SET, and the pilot of our new whole university programme, Shoulder2Shoulder. We aim to build upon the learning from these pilot projects in the coming years.

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.

"At the start of this I thought: 'my son is too young to be learning about relationships', but I am so grateful you're working in {our school}. Thank you – he needs this. I think he'll be a better person because of it." – Parent of Year 9 student

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.

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

Tender's work with young people is delivered by six project teams; **London Schools, Specialist Provision, RE:SET, Tender National, Post 18 programme** which includes the **Youth Board and Adult Training**. The activity of each of these teams is detailed below, in order to evidence the achievement of both aims.

	2021/22	2020/21
Number of projects, trainings sessions and events delivered by Tender	283	145
Number of young people who participated in Tender's projects	32,174	2,613
Number of adults who participated in Tender's courses, events and seminars	3,625	1,504
As a result of taking part in a Tender project: <ul style="list-style-type: none">● 98% participants on Primary, Secondary and Targeted projects are able to identify at least one early warning sign of sexual and domestic violence● 96% are able to identify appropriate support channels and services● 98% adult training participants felt that the training increased their knowledge of domestic abuse and coercive control <p><i>(Data collected from participant post-project questionnaires)</i></p>		

London Schools and Colleges

This year Tender's London Schools Team worked with **17,474** beneficiaries across **126** primary schools, secondary schools and alternative education settings. A total of **2,188** young people have taken part in 2-day Healthy Relationships workshops or in-depth projects, disseminating their learning to a further **8,202** young people via peer-led presentations. **6,150** young people took part in shorter workshops, virtual sessions or enrichment days. We delivered staff training to **478** adults.

Partnership Working Across All London Boroughs

This year saw the conclusion of a longstanding partnership project, funded by London Councils, for which Tender delivered Healthy Relationships work in all 32 London boroughs alongside 8 leading Violence Against Women and Girls (VAWG) organisations. Whilst the project weathered many challenges over the years – many due to the impact of Covid-19 – overall we are incredibly proud of the achievements of the partnership and the positive impact we have been able to have on children and young people across London.

Whole Community Response

Tender has been pleased to continue the delivery of a 'Whole Community Response' in 15 London boroughs – comprising workshops for children and young people and adult training for professionals with a safeguarding responsibility, funded by the Mayor of London's Violence Reduction Unit (VRU). This year the Adult Training team focussed on trialling a 'whole borough' approach, training professionals across the London Borough of Haringey and encouraging cross-organisation discussions within our sessions.

As part of this funded provision, we have also been working with The Roundhouse to script and produce a new film - "Snap" - exploring key messages around healthy and unhealthy relationships including consent, victim blaming and seeking support. The film will be used as a resource in future Tender workshops as a springboard for discussion and creative exercises.

Physical Activity and Sport Programme

We are moving towards the end of our two-year pilot to explore how physical activity and sport can be used to engage young people in conversations about healthy relationships. We have focused on football and yoga to deliver sessions with students in secondary schools in south London. Positive feedback from staff has included:

It has been brilliant to see how transformative these projects have been, in terms of the conversations that students are having with one another about relationships. It is so important that they have learnt about what is healthy and unhealthy in relationships and the reasons for this.

RE:SET

This year saw the pilot of Tender's new Whole School Approach programme, RE:SET, in 5 schools across London, Norfolk and Avon & Somerset. RE:SET is an online toolkit to support primary and secondary schools to explore, adapt and reset their existing Relationships Education provision, to further promote healthy, equal and respectful relationships across the whole school. With the help of a dedicated Tender Mentor, the programme supports schools to become Healthy Relationships Champion Schools.

The pilot year has been a resounding success, with all participating schools positively engaging in the programme. Particular highlights have included a group of 'Relationship Ambassadors' creating a radio drama, students designing Healthy Relationships tote bags, a school-wide commitment to completing 14 acts of kindness for our #BeTender campaign and hearing staff members actively challenging themselves to revise gendered language in schools.

Across the 5 schools, **39** young people became Healthy Relationship Ambassadors, with a further **392** taking part in assemblies or workshops. We have run six workshops and focus groups with **69** parents/carers. **156** school staff successfully completed Tender's E-Learning in Basic Awareness of Domestic Abuse plus additional sessions covering:

- The Impact of Domestic Abuse on Children and Young People
- Facilitating Consent in Primary Schools
- Using the Arts to deliver Relationships Education

"I can confidently attribute a range of student leadership highlights at Rokeby School to the RE:SET programme e.g., staff-student collaboration, student-led campaigns, parent workshops and many, many more. Also, as a member of staff who is new to RSHE and student leadership, the clear structure and SMART targets of the RE:SET programme have been invaluable! Looking forward to working with them next year already!"

- Teacher, February 2022



Specialist Provision

744 young people and **43** adults benefited from Tender's Specialist Provision Programme across **28** projects, workshops and trainings.

Reaching vulnerable young people through innovative projects

This year has seen the continuation of a programme of work using visual art-based activities to explore Healthy and Unhealthy Relationships, in partnership with an organisation called Leap then Look and funded by Children in Need. This innovative project has enabled us to explore creative new ways of engaging participants in discussions and signposting support, including the creation of a self-care resource which has been circulated to all settings. We have also continued our commission with Greater London Authority Young Londoners' Fund to deliver a series of projects with young care leavers.

Whole Setting Approach

Building on the learning from Tender's Whole School Approach pilot programme, Tender has developed an innovative new programme; working with alternative education and youth settings to deliver a Whole Setting Approach comprising staff training, young people workshops and Level 2 OCN (Open College Network) qualifications. The Whole Setting Approach is delivered under the RE:SET umbrella.

Relationship Goals: A new Tech-Based Resource for young people with SEN (Special Educational Needs)

This year we piloted our innovative video game resource, Relationship Goals, that is used to teach children and young people with SEND about healthy relationships in a way that they find accessible and engaging. Disabled people are more likely to experience domestic abuse than non-disabled people, and the abuse often lasts longer and is more severe. Despite this, children and young people with special educational needs and disabilities are often left out of the conversation when it comes to relationships and sex education, which can leave them even more vulnerable. The first of its kind, Relationship Goals aims to empower young people to recognise unhealthy behaviour, and build healthy, fulfilling relationships on their own terms.

Post-18 Work

The Development of Tender's University Programme

In the Summer of 2021, Tender launched the Shoulder2Shoulder Programme – a partnership programme which seeks to embed domestic abuse and sexual violence prevention into the culture of university campuses. After an extensive application process, we began working with the following five universities for a period of 12 months: Chichester, Exeter, Liverpool Hope, Manchester Metropolitan, and Nottingham. We also collaborated with Warwick and Bath Spa universities on specialist projects.

Each University committed to receiving training for Students' Union Officers, Society Leaders and students, as well as guidance and consultation on how to embed prevention work. The programme has been positively received, and we are looking forward to a reflection event with all participating universities in summer 2022, which will enable us to build upon the learning from the pilot year in order to strengthen the programme going forward.

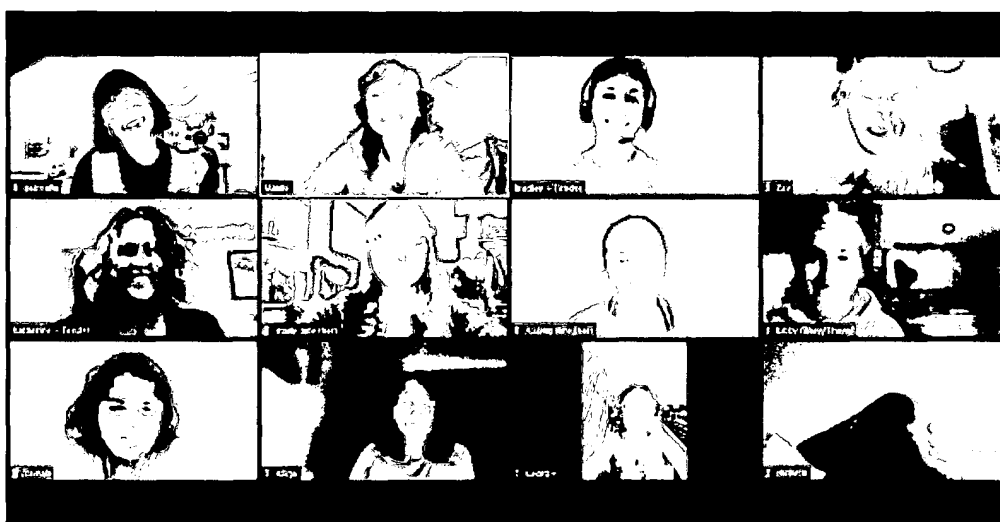
Youth Board and Youth Facilitators

Tender's Youth Board is made up of volunteers aged 16-25 and is core in guiding the strategic development of Tender's work and ensuring young people, and the issues relevant to them, are at the heart of everything we do.

This year we held **9** Youth Board meetings for a total of **22** members. We recruited **5** new Youth Board members from across the UK in February 2022. We held **2** Masterclasses, on Domestic Violence Awareness and Accessible Activism. **2** youth board members trained to become Youth Facilitators in July 2021 and have since supported the delivery of a number of projects in schools alongside their continued participation in the board.

The Youth Board supported on several campaigns over the year:

- Valentine's Day campaign '14 Acts of Kindness'. The members were a key part of the campaign design and development – they offered brilliant ideas about how it should be structured, the best ways for people to fundraise and suggested their own acts of kindness – and one member Georgie designed the #BeTender logo.
- 'The Love I Want' campaign, for which members attended workshops exploring activities surrounding consent, boundaries and sexuality.
- Tender supported the creation of a short film by one of the Youth Board members on the subject of street harassment.
- Members showcased their research, thoughts and opinions through the contribution of 4 blog posts on the Tender website.
- A youth facilitator contributed to our event "Conversations with Boys" which explored the notion of masculinity and how positive approaches can engage boys in a way that is non-judgemental and doesn't focus on toxicity
- A Youth Board member supported one of our "No Big Drama" events which introduces new audiences to Tender's work.



Tender National

Between April 2021 and March 2022 our Regional Hubs and partners delivered **66** projects across **8** regions, working directly with **9830** young people and delivering training to **992** adults. We delivered core Healthy Relationships workshops with **1413** Young Leaders, who became active champions of violence prevention, creating strong and informative performances that were shared with audiences of a further **7598** young people. An additional **819** young people were reached through several enrichment days and targeted workshop activities.

Project Delivery

Our Hubs in West Yorkshire, Avon & Somerset, Norfolk and Devon returned from an extended period of furlough leave in April 2021. Despite ongoing challenges with COVID-19, we were mostly delighted that they were able to resume delivery at pre-pandemic levels. Our Regional Leads were also able to secure several commissions from schools and colleges during this time, as well as funding for bespoke projects from Norfolk YOT, Norwich MAP, Bath Spa University and North Somerset VRU (Violence Reduction Unit).

The National Team were able to continue delivery in Kent through the generous support of the Kent Community Fund, as well as in Hull through our partnership with Cornerhouse. The Manchester branch of sexual health organisation Brook also successfully delivered a number of Tender Healthy Relationships projects in partnership with Tender, funded by the Manchester Health & Care Commissioning Thrive Grants Programme.

New Region

Tender was delighted to receive funding from a private donor to deliver healthy relationships projects in secondary schools in Brighton and Hove. The workshops were very well received by both students and staff and, as a new region for Tender, we hope to be able to build on this delivery in the future.

Collaboration

On top of core target activity, some members of the national team were involved in the pilot of RE:SET. Following successful completion of the pilot, we are excited for all our Regional Hubs to commence delivery of RE:SET in the coming year.

Our Norfolk Hub has also been collaborating with Tender's Specialist Provision team on their new Whole Setting Approach (WSA) programme. This programme aims to support alternative provision settings to develop their understanding and approach to relationships education and become Healthy Relationships Champion Settings. Currently in year one of development, this programme will run in three settings across the region over the next three years.

Placement, intern and volunteer (PIV) programme

We were fortunate to secure funding from Jack Petchey to recruit another intern to the Tender Team from April 2021 on a year-long internship, following on from their initial funding for an internship in 2019-2020. The internship programme is designed to give young people a flying start in the charitable sector and support dynamic young individuals in their first step towards being the sector's future leaders. We also hosted a future trainee solicitor from Clifford Chance for a one-month internship in Summer 2021 through their LIFT internship programme, which supports future trainee solicitors develop non-legal skills and develop their business knowledge. Following a successful placement, we intend to continue hosting LIFT interns in future years.

Safeguarding

The Chief Executive continues to lead Tender's Safeguarding Team, with the Safeguarding Team (made up of the Chief Executive, the Head of Services and all Programme Managers) continuing to meet monthly to ensure the wellbeing and safety of children and young people remains at the heart of everything Tender does, and that rigorous processes and procedures are in place. We have continued to closely monitor disclosures and ensure safeguarding remains a priority in both virtual and in-person workshops. We continue to effect robust safeguarding training procedures for new staff and facilitators.

Training & Seminars for Adults

In 2021-22 **56** trainings were delivered to groups including Virtual Schools, borough professionals, Early Help Teams, corporate businesses and social workers, reaching a total of **1,328** beneficiaries.

Whole Borough Approach

Funded by the Mayor's Office Violence Reduction Unit, and in response to need, this year the Adult Training department trialled a 'whole borough' approach, training adults with a safeguarding responsibility across the London Borough of Haringey. The purpose of this approach was to try and reach as many adults as possible involved in the lives of children and adults experiencing domestic abuse, as part of the inclusive schools' programme. We know that equipping as many adults as possible with key skills and knowledge leads to earlier identification and support. We reached 42 adults over 3 sessions. Attendees included social workers, housing officers, health visitors and practitioners working in domestic abuse services. Over 70% of participants who sign up to our training courses have no previous domestic abuse training, emphasising a significant need for the work.

Development of New Training Material

Following the creation of the 'Everyone's Invited' website – detailing young people's experiences of gendered violence in UK education settings – Tender experienced a significant increase in requests for 'peer on peer' abuse awareness training. This year we were able to bring our trainers together to develop a new training plan. In 2022 we will pilot and then begin full delivery of our new Peer on Peer Abuse training as well as our Domestic Abuse Awareness training.

Tender has also built and successfully piloted a short Introduction to Domestic Abuse Awareness course on its new e-learning platform. This course takes about an hour and offers a basic introduction to the key learnings from Tender's longer course. It has been created, not as an alternative to Tender's interactive, person-led delivery, but as an introduction to then be combined with a follow-up facilitated training. We will begin to integrate this course into our work more in 2022 to ensure that we can reach as many people as possible with this learning.

Participant Feedback:

"Not everyone knows what signs to look out for in a domestic violence situation. Training like this should be implemented within college/universities too or even open to general public as workshops"

"... more informative than other training I have had"

"Both facilitators were excellent as they gave the participants room to engage and share knowledge about the subject. I thoroughly enjoyed the session."

"I thought the signposting was excellent, I particularly welcomed looking at this issue from systemic approach..."

"One of the best talks on the subject I've been to for a while"

Workplace Training

This year saw the continuation of our offer to workplaces including Clifford Chance, Ipsos Mori, FCDO (Foreign, Commonwealth and Development Office) and HS2. Our focus on creating positive workplace cultures in which colleagues can thrive continues to be welcomed by a range of businesses.

Development and Innovation

DRAW Project: Tackling Youth Violence Cross-Culturally

This year Tender concluded our work with partners in Hungary, Italy, France and the Netherlands on a project called 'Draw Your Lines of Safety', co-funded by the Erasmus+ Programme. This programme considered themes of relationships, violence and sexuality in different cultural contexts. Across Europe, we worked in Covid-safe ways to pilot new activities and workshops with young people and share our learning together, creating 4 manuals full of theoretical, methodological texts, training activities and workshops.

OTHER SUPPORTING ACTIVITIES

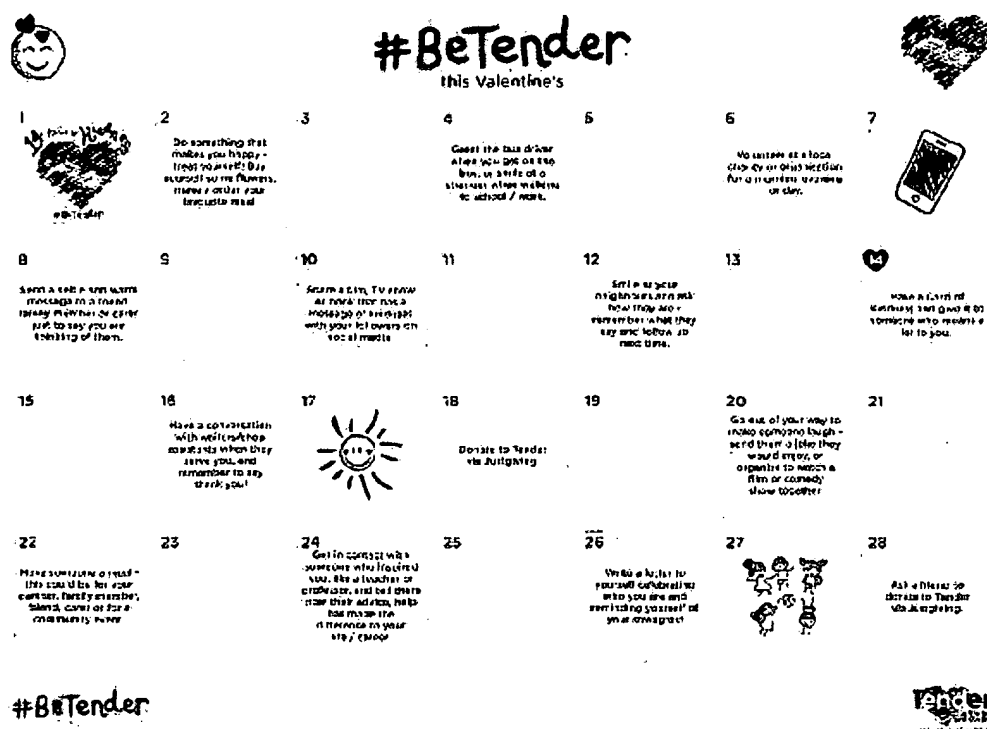
Diversity, Equity and Inclusion

In February 2021, we commissioned C&E to carry out an audit of Tender's policies, processes, language and workshop content, which they completed in Summer 2021. Following the audit, C&E recommended a number of steps for Tender to improve its approach to diversity and inclusion and to become a truly anti-racist organisation. We subsequently began implementing all C&E's recommendations, agreeing a new diversity, equity and inclusion policy, implementing actions to strengthen our recruitment practices, developing and delivering training to staff, and facilitating ongoing conversations with staff to enable open discussions regarding diversity and inclusion. We continue to build on this initial work, and in the next phase we will review and strengthen our internal staff engagement policies and processes, review the language we use and workshop content, and develop intersectional approaches in both our internal processes and our response to gender-based violence.

Engaging with the Community

14 Acts of Kindness

In February 2022 Tender asked our followers to commit to 14 Acts of Kindness throughout the month and raise money for Tender in the process; promoting the importance of support and kindness in relationships always, not only on certain days such as Valentine's Day. Supporters were encouraged to post pictures of their acts on our social media platforms, using the hashtag #BeTender.



We were blown away by the positive engagement with the campaign. Several schools got involved, including Broadmead Primary, who designed and 3D-printed "Kind" badges and keyrings to sell in order to raise money for Tender, and Rokeby School, whose Student Equalities Group led on the school's Kindness Challenge. One student commented: *"The challenge made me realise how easy it was to be kind, and that I was completing acts of kindness everyday - like making my mum a cup of tea!"*

As a result of the campaign, Tender raised a total of £497, and increased our followers on Instagram by 200 and on Twitter by 50.

"Kindness can make a person smile, change their day or even their outlook – it's an incredible gift that's free to give. I'm planning to get creative with my own kind acts for family and friends, but not forgetting myself too." – Olivia Colman, Tender's Patron

Tender in the Media

Throughout 2021, we were able to raise awareness surrounding the issues of gender-based violence and how our work is tackling this through various media opportunities:

The Face Women's Safety: Where do we go from here?

BBC Radio 4 Bringing Up Britain: Bad Romance

Raising Tender's Profile through Effective Communications

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

7,784 people follow Tender on Twitter; a platform we use regularly to share news, events and campaigns

2,007 people like our Facebook page, and 2,101 people follow it

1,258 people follow Tender on Instagram

691 receive Tender's monthly newsletter

14,189 users visited the Tender website in 2021-22, with a total of **39,352** views

Increasing Tender's sustainable future

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

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

- The Development Board of influential business leaders from the financial, corporate and retail sectors are tasked to source alternative streams of income and to introduce us to their own networks. They invite their contacts to both the events we host and workshop projects.
- The Tender Guardians major donor programme is now accompanied by the Tender Friends initiative which engages with individuals who are committed to supporting Tender's mission and purpose.
- We have run several online events, during the pandemic, which have introduced new audiences to Tender. These events form part of our "No Big Drama" programme and have had particular success using an online format with a range of speakers from the Tender team.

Plans for 2022/23 and beyond

As children and young people adapt to life in the wake of coronavirus pandemic, the next few years will be a period of consolidation and reflection for Tender and our beneficiaries. Many schools and youth settings are in a 'recovery' phase, with teachers telling us of "a tsunami of disclosures" related to domestic abuse since reopening. As young people transition back into their communities after prolonged periods in isolation, learning to reconnect and build positive relationships while processing residual trauma will be vital to their safety and wellbeing.

In recognition of this increased and evolving need, Tender's strategic priorities over the next 2-3 years focus on deepening our approach to prevention. We are proud of our legacy in educating and empowering children to have healthy relationships as individuals and are keen to strengthen and sustain this impact through positive systemic change in their environments.

This will include a strategic review of what we want to achieve over the next three years. We will explore:

- Expanding our delivery offer – including more whole-school/setting programmes, longer-term projects, and more digital and remote-access provision
- Removing barriers for marginalised and minoritized young people to engage with our work by improving our understanding and practice of diversity, equity and inclusion. This will include building on existing efforts to adopt intersectional and trauma-informed approaches within our work.
- Influencing local and national policy/best practice regarding the prevention of domestic and sexual violence (not just within education), ensuring young people's voices and needs are at the heart of these decisions
- Deepening our reach into the communities that young people inhabit by training local authority teams, virtual schools, adults with safeguarding responsibilities (e.g., social workers) and parents/carers: ensuring they have the knowledge and skills to identify and prevent abuse in young people's lives
- Expanding our primary school programmes to establish effective prevention with early-years children, working with reception classes and upwards [Tender currently works with ages 8+]

Acknowledgements

We would like to say a special thank you to our patron Olivia Colman and husband Ed Sinclair for their generosity of time and support for Tender throughout this and every year – it continues to be invaluable.

We would also like to take this opportunity to thank: Xavier de Kment, Zainab Malik, Aisling Lally, Georgie France, Jonathan Norbury, Amy Malik, Lynette Williams, David Harkness, Fergus Patterson, Kate Haslett, Jane Porter, Kay White, Jessie Buckley and Peter Jenkins.

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 eighth stress test for Tender. The current test focuses on the potential risk of Tender turnover dropping for the first time since Tender was started in 2003.

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.

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 February 2022 is:

- Cash at bank (£1,780,140 – February 2022 approx. 90% of total current assets -£1,994,685)
- Debtors - £201,084 (10% of net current assets)

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

Dorota Small, Susie McDonald, and Kate Toumazi reviewed the results of the tests below in March 2022. The cash position was taken as at 28th February 2022 (c£1,780k) and Management Accounts were as at 28th February 2022. The organisational budget presented to the Board during February 2022 Board Meeting has also been used for this report. These data sources were considered satisfactory for testing. There had been no material change in the monthly shape of the management accounts on 28th February 2022 compared to prior periods.

It should be noted that Tender's reserves have historically been equivalent to 6-9 months of Tender's operating expenses. Tender's reserves are expected to represent 8 months of its expenses by the end of March 2022. We expect our unrestricted funds at the end of March 2021/22 to be in line with the balance carried forward at 31st March 2021.

Financial Review

In the year ended 31st March 2022, Tender continued working on projects, which during the current year were funded largely by the London Councils, MOPAC (Mayor's Office for Policing and Crime), Paul Hamlyn Foundation, The Sam & Bella Sebba Charitable Trust, Greater London Authority, Comic Relief, Jack Petchey Foundation, The Thompson Family Foundation, The Coutts Charitable Trust, BBC Children in Need, The City Bridge Trust, Maria Marina Foundation, John Lyons Foundation, The Rayne Foundation.

Charity number	1100214
Company number	04627846
Registered office and operations address	Tender Education and Arts The Resource Centre 356 Holloway Road London N7 6PA
Patrons	Olivia Colman
Board of Trustees	Rory Conwell
	Jessica Moore
	Sue Higgins (resigned)
	Amy Malik
	Róisín Murphy
	Liz Rymer
	Kate Toumazi
	Simon Walker
	Sharina Walia
Chief Executive Officer	Susie McDonald
Independent auditors	Knox Cropper LLP 65 Leadenhall Street, London, EC3A 2AD
Bankers	NatWest 38 Strand London WC2N 5JB

Tender will carry forward £752,660 of restricted funds; this includes £620,075 in the Children and Young People department and £132,585 of other funds to be spent in the 2022-2023 financial year.

Reserves Policy

The purpose of the policy is to ensure that Tender is able to meet its contractual obligations and finance the planned future growth of the organisation. The level of free reserves (excluding restricted funds) is reviewed annually by the Trustees. The Trustees consider that the most appropriate level of reserves at 31st March 2022 would be £692,000 ("free reserves"), which is equivalent to approximately nine month's basic operating costs.

The general reserve at 31st March 2022 amounted to £520,438, which is considered as free reserves.

Fundraising Policy

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

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

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

Reference and administrative details:

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

STATEMENT OF TRUSTEES' RESPONSIBILITIES

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

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

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

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

In so far as the trustees are aware:

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

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

Approved by the Board on 15 September and signed on its behalf by:



Jess Moore
Chair of Trustees

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

Opinion

We have audited the financial statements of Tender Education And Arts (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its income and expenditure for the year 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

Basis of opinion

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

Conclusions relating to going concern

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

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

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

Other information

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

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

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

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 directors' report included within the trustees' report.

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

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

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

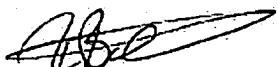
- The Charitable Company is required to comply with both company law and charity law as applicable in England and Wales and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding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

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

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

Use of the audit report

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



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

Date: 15 September 2022

TENDER EDUCATION AND ARTS
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted Funds £	Restricted Funds £	2022 Total £	Unrestricted Funds £	Restricted Funds £	2021 Total £
Income from:							
Donations and legacies	2	667,358	1,297,607	1,964,965	326,159	1,134,615	1,460,774
Charitable activities	3	77,268	25,000	102,268	61,849	-	61,849
Investment Income		101	-	101	80	-	80
Total income		744,727	1,322,607	2,067,334	388,088	1,134,615	1,522,703
Expenditure on:							
Raising funds	5	79,591	-	79,591	53,408	-	53,408
Charitable activities	4	285,905	983,383	1,269,289	116,006	986,175	1,102,181
Total expenditure	5	365,497	983,383	1,348,880	169,414	986,175	1,155,589
Net income and net movement in funds		379,231	339,223	718,454	218,674	148,440	367,114
Reconciliation of funds:							
Total funds brought forward		707,593	413,437	1,121,030	488,919	264,997	753,916
BALANCE CARRIED FORWARD 31 MARCH 2021		£1,086,824	£752,660	£1,839,484	£707,593	£413,437	£1,121,030

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

TENDER EDUCATION AND ARTS
BALANCE SHEET
AS AT 31 MARCH 2022

	Notes	£	2022	£	£	2021	£
FIXED ASSETS	7			10,673			8,786
CURRENT ASSETS							
Debtors	8	246,144			167,435		
Bank and Cash		<u>1,677,876</u>			<u>1,039,255</u>		
		1,924,020			1,206,690		
Creditors: Amounts falling due within one year	9	<u>(95,209)</u>			<u>(94,446)</u>		
NET CURRENT ASSETS			1,828,811			1,112,244	
NET ASSETS			<u>£1,839,484</u>			<u>£1,121,030</u>	
FUNDS							
Restricted	10		752,660			413,437	
Unrestricted - General	12	520,438			517,353		
- Designated	12	<u>566,386</u>			<u>190,240</u>		
			1,086,824			707,593	
TOTAL FUNDS			<u>£1,839,484</u>			<u>£1,121,030</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 15 September 2022.



Kate Toumazi (Treasurer)

Company Registration Number: 04627846

TENDER EDUCATION AND ARTS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2022

	2022	2021
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net income for reporting period	718,454	367,114
Depreciation charges	6,580	4,396
Bank interest	(101)	(80)
Decrease/(increase) in debtors	(78,708)	(67,465)
Increase/(decrease) in creditors	763	1,234
Net cash provided by/(used in) operating activities	<u>646,987</u>	<u>305,199</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Bank interest	101	80
Purchase of furniture and equipment	(8,467)	(4,860)
Net cash provided by/(used in) investing activities	<u>(8,366)</u>	<u>(4,780)</u>
CHANGE IN CASH AND CASH EQUIVALENTS	638,622	300,419
CASH AND CASH EQUIVALENTS AT BEGINNING OF REPORTING PERIOD	1,039,255	738,836
CASH AND CASH EQUIVALENTS AT END OF REPORTING PERIOD	<u>£1,677,876</u>	<u>£1,039,255</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Going Concern

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

Income

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

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

Expenditure

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

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

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

Value Added Tax

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

Fixed Assets

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

Short-term Debtors and Creditors

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

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

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES (continued)

Cash and Cash Equivalents

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

Financial Instruments

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

Funds

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

Hire purchase and leasing commitments

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

Judgements and key sources of estimation uncertainty

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

Company status

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

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
London Councils	-	265,520	265,520	219,388
MOPAC	-	151,960	151,960	482,997
Other Income	533,358	-	533,358	47,159
Lloyds Banking Group	-	330,900	330,900	50,000
Esmée Fairbairn Foundation	-	-	-	25,000
The City Bridge Trust	-	41,325	41,325	30,825
Paul Hamlyn Foundation	-	30,000	30,000	50,000
The Sam & Bella Sebba Charitable Trust	-	15,000	15,000	30,000
Greater London Authority	-	10,164	10,164	35,523
The Reta Lila Howard Foundation	-	-	-	25,000
Comic Relief	-	112,034	112,034	98,332
Jack Petchy Foundation	-	20,881	20,881	8,218
European Commission	-	-	-	18,235
The Thompson Family Charitable Trust	50,000	-	50,000	50,000
The Coutts Charitable Trust	30,000	-	30,000	30,000
Tender Guardians	27,000	80,000	107,000	124,000
BBC Children in Need	-	31,754	31,754	31,754
HMRC - Job Retention Scheme	-	1,541	1,541	47,532
Garfield Weston Foundation	-	-	-	20,000
CAF	-	-	-	26,886
Souter Charitable Trust	-	-	-	3,000
Kent Community Foundation	-	-	-	4,925
CMF Charitable Trust	-	2,000	2,000	2,000
FACET Trust	2,000	-	2,000	-
Impact 100	25,000	-	25,000	-
John Lyons Charity	-	28,000	28,000	-
Maria Marina Foundation	-	80,000	80,000	-
Richmond Parish Lands Charity	-	22,453	22,453	-
The Grace Trust	-	2,000	2,000	-
The Rayne Foundation	-	16,000	16,000	-
The Olwyn Foundation	-	14,075	14,075	-
	<u>£667,358</u>	<u>£1,297,607</u>	<u>£1,964,965</u>	<u>£1,460,774</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2022 £	Restricted 2022 £	Total 2022 £	Total 2021 £
Contracts for Operational Programmes				
External Training Fees	39,910	25,000	64,910	56,400
North Somerset Council	15,332	-	15,332	4,999
Income From Schools	21,900	-	21,900	450
Other Income				
Training Workshops	-	-	-	-
Sales of Educational Resources	126	-	126	-
	<u>£77,268</u>	<u>£25,000</u>	<u>£102,268</u>	<u>£61,849</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

4. ANALYSIS OF CHARITABLE ACTIVITIES

	Undertaken Direct	Support & Governance Costs	2022	2021
	£	£	£	£
Adult with Safeguarding Responsibilities and Workplace Training	157,283	22,836	180,119	230,413
Children and Young People	1,002,715	86,455	1,089,170	871,768
	<u>£1,159,998</u>	<u>£109,290</u>	<u>£1,269,289</u>	<u>£1,102,181</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

5. RESOURCES EXPENDED

	Adults with Safeguarding Responsibilities and Workplace Training	Children & Young People	Generating Funds	Governance	Total 2022	Total 2021
	£	£	£	£	£	£
Direct						
Artists	15,300	246,928	75	50	262,353	133,665
Partners	-	142,987	-	-	142,987	138,444
Printed Resources	192	6,250	720	-	7,161	2,239
Online Resources	-	557	-	1,026	1,583	10,444
Relationship Goals	-	72,105	-	-	72,105	154,500
Payroll Costs	118,813	393,282	14,083	59,773	585,953	490,023
Non-payroll Staff	5,019	45,771	45,534	-	96,324	99,522
Recruitment	1,878	10,383	269	10,721	23,250	-
External Evaluation	-	-	-	-	-	24,480
Training	1,317	1,624	249	-	3,190	4,056
Research and Outreach	-	300	424	76	799	286
Volunteers, Travel & Accommodation	13	24,070	14	9	24,106	553
Other	-	6,161	-	2,495	8,656	2,079
	142,532	950,417	61,368	74,150	1,228,467	1,060,291
Support						
Audit Fees	843	3,215	411	531	5,000	4,900
Depreciation	-	3,717	-	2,864	6,581	4,395
Postage, Stationery & Courier	89	1,148	43	43	1,324	180
Equipment Maintenance and IT Support	6,910	24,822	3,371	3,379	38,482	29,920
Rent, Rates & Service Charge	7,704	27,675	3,758	3,768	42,904	41,144
Telephone & Internet	-	-	-	-	-	60
Office Costs	199	716	97	97	1,109	1,060
Bank Interest and Fees	115	412	56	56	639	1,845
Other Costs	264	948	129	129	1,470	865
Accountancy Fees	328	988	160	41	1,517	964
Quality & Compliance	3,840	13,795	1,873	1,878	21,386	9,965
	20,292	77,435	9,898	12,788	120,413	95,298
Governance	17,294	61,318	8,326	(86,938)	-	-
Total Expenses	£180,118	£1,089,170	£79,591	-	£1,348,880	£1,155,589

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

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

	2022	2021
	£	£
Salaries and Wages	527,050	441,229
Social Security Costs	45,841	39,008
Pension Costs	13,061	9,786
Total Payroll Costs	<u>£585,953</u>	<u>£490,023</u>

The average number of staff employed by the charity was 19 (2021: 16).

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

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charitable company, directly or indirectly, including any director (whether executive or otherwise) of the charitable company. The key management personnel of Tender Education And Arts are the directors (who are also the trustees) and the Chief Executive Officer. Aggregate compensation paid to key management personnel in the year amounted to £86,827 (2021: £60,000).

7. FIXED ASSETS

	2022	2021
	Furniture and Equipment	Furniture and Equipment
	£	£
Cost at 1 April	51,037	46,177
Additions	8,467	4,860
Cost at 31 March	<u>59,504</u>	<u>51,037</u>
Depreciation at 1 April	42,251	37,855
Charge for the year	6,580	4,396
Depreciation at 31 March	<u>48,831</u>	<u>42,251</u>
Net Book Value at 31 March	<u>£10,673</u>	<u>£8,786</u>

8. DEBTORS

	2022	2021
	£	£
Other Debtors	227,708	154,228
Rent/Service Charge Deposit	3,168	3,168
Prepayments	15,267	10,039
	<u>£246,144</u>	<u>£167,435</u>

9. CREDITORS

	2022	2021
	£	£
HM Revenue and Customs	16,623	8,441
Deferred income	3,000	-
Other Creditors and Accruals	75,586	86,005
	<u>£95,209</u>	<u>£94,446</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

RESTRICTED FUNDS 2022

	At 1 April 2021 £	Income £	Employee and Contracted Staff Costs £	Other Costs £	At 31 March 2022 £
CHILDREN & YOUNG PEOPLE					
<i>London Schools programme</i>					
London Councils	-	265,520	249,844	15,676	-
Lloyds Banking Group	-	330,900	6,543	1,698	322,659
The Olwyn Foundation	-	14,075	150	25	13,900
<i>RE:SET</i>					
The Clothworkers' Foundation	-	42,000	31,270	3,694	7,036
Tender Guardians	-	80,000	34,041	8,691	37,268
<i>Specialist Provision</i>					
Greater London Authority	23,246	10,164	10,390	7,872	15,148
Comic Relief	22,864	112,034	52,895	39,951	42,052
Garfield Weston Foundation	10,004	-	-	10,004	-
Richmond Parish Lands Charity	-	22,453	-	-	22,453
The Reta Lila Howard Foundation	13,576	-	3,000	10,576	-
John Lyons Charity	-	28,000	-	-	28,000
Maria Marina Foundation	-	80,000	15,186	416	64,398
The Rayne Foundation	-	16,000	500	-	15,500
Souter Charitable Trust	3,000	-	751	2,249	-
The Grace Trust	-	2,000	-	-	2,000
BBC Children in Need	17,033	31,754	30,328	7,059	11,400
The City Bridge Trust	19,828	41,325	29,757	4,111	27,285
<i>National Programme</i>					
Go Play Foundation	20,957	-	15,857	5,100	-
Kent Community Foundation	4,925	-	2,555	352	2,018
West Yorkshire Police	4,419	-	2,940	1,479	-
CMF Charitable Trust	2,000	2,000	2,000	-	2,000
European Commission	6,067	-	5,492	575	-
<i>Post-18 Youth Settings and Youth Board</i>					
Trust for London	7,343	-	2,700	4,643	-
Clifford Chance	-	25,000	12,735	5,307	6,958
Other (including ADULTS with SAFEGUARDING RESPONSIBILITIES)					
Jack Petchey Foundation	-	20,881	20,024	857	-
MOPAC	176,085	151,960	206,207	34,252	87,586
HMRC – Job Retention Scheme	-	1,541	1,541	-	-
The Sam & Bella Charitable Trust	32,242	15,000	32,242	-	15,000
Paul Hamlyn Foundation	49,848	30,000	39,764	10,085	29,999
	£413,437	£1,322,607	£808,712	£174,672	£752,660

The CHILDREN & YOUNG PEOPLE programme

London Schools programme

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

RE:SET

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

Specialist Provision

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

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

National Programme

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

Post-18 Youth Settings and Youth Board

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

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

OTHER including ADULTS with SAFEGUARDING RESPONSIBILITIES & WORKPLACE TRAINING

Adults with Safeguarding Responsibilities

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

Workplace Training

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

Jack Petchey Foundation funded the salaries of intern who supported the Adults with Safeguarding Responsibilities, Workplace training and the National programmes.

MOPAC continued to support the Whole-community Approach to Healthy Relationships programmes as well as the delivery of adult training to adults with safeguarding responsibilities.

The Sam & Bella Sebba Charitable Trust funded the salaries of personnel responsible for the Specialist Provision and Post 18 and Youth Board programmes.

The Paul Hamlyn Foundation grant funds the salary of the Head of Programme as well as contributed to the Children in Need and Relationship Goals projects.

10. RESTRICTED FUNDS 2021

	At 1 April 2020 £	Income £	Employee and Contracted Staff Costs £	Other Costs £	At 31 March 2021 £
Schools/Young People					
CMF Charitable Trust	-	2,000	-	-	2,000
London Councils	-	219,388	207,007	12,381	-
European Commission	384	18,235	12,552	-	6,067
Souter Charitable Trust	-	3,000	-	-	3,000
Jack Petchey Foundation	579	8,218	8,000	797	-
Youth Centres/Young Leaders					
BBC Children in Need	-	31,754	14,397	324	17,033
The City Bridge Trust	-	30,825	7,394	3,603	19,828
The Sam & Bella Sebba Charitable Trust	15,000	30,000	12,758	-	32,242
Lloyds Bank Foundation	6,812	-	6,479	333	-
Greater London Authority	11,982	35,523	22,431	1,828	23,246
Garfield Weston Foundation	-	20,000	9,996	-	10,004
Trust for London	7,800	-	-	457	7,343
National Partnership/Social Franchise					
Go Play Foundation	75,000	-	53,730	313	20,957
Gifting Leeds	2,500	-	2,420	80	-
John Ellerman Foundation	7,016	-	7,016	-	-
Kent Community Foundation	-	4,925	-	-	4,925
West Yorkshire Police	5,555	-	-	1,136	4,419
Other					
MOPAC	68,281	482,997	247,226	127,967	176,085
HMRC - Job Retention Scheme	-	47,532	47,532	-	-
CAF	-	26,886	116	26,770	-
Paul Hamlyn Foundation	18,801	50,000	18,953	-	49,848
Esmée Fairbairn Foundation	46,153	-	46,153	-	-
Comic Relief	(6,727)	98,332	31,892	36,849	22,864
The Reta Lila Howard Foundation	5,861	25,000	6,555	10,730	13,576
	£264,997	£1,134,615	£762,607	£223,568	£413,437

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

The **schools/young people project** uses drama and the arts to enable young people aged 9 -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 and in specialist youth settings e.g for young people experiencing homelessness, care-experienced young people and young refugees/asylum seekers. Young people participate in workshops that enable them to create and develop campaigns and resources to share with their wider peer networks.

The **National Programme Network** delivers the Tender Healthy Relationship Programme to regions of the UK. 4 regions are managed using a Hub model, with a Tender Coordinator overseeing all activity. Two partner organisations deliver the Tender programme on behalf of Tender in Hull and Greater Manchester.

MOPAC continued to support the Whole School Approach and the Whole-community Approach to Healthy Relationships programmes. Funding from MOPAC supported the development of adult training; supervision and upskilling for staff involved; and the delivery of courses to groups of carers and care sector professionals.

HMRC - Job Retention Scheme – subsidised the salaries of furloughed employees.

CAF - supported the TECHSEN game and contributed to improving our online delivery capacity across all areas through equipment and training.

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

Esmée Fairbairn Foundation funded the salary of the CEO.

Comic Relief continues to support the development of the TECHSEN game (an interactive video game for neurodiverse and SEND young people) and the sports programme.

The Reta Lila Howard Foundation - funded the Special Education Needs (SEND) project and the production of TECHSEN game.

11. LONDON COUNCILS EXPENDITURE 2022

	Balance B/F £	Grant £	Grant Spent £	Net refund due £
Staff Costs	-	232,459	233,389	930
Beneficiary Costs	-	6,813	5,828	(985)
Overheads	-	22,192	23,174	982
Other Direct Project Costs	-	4,056	3,130	(926)
	£-	£265,520	£265,520	£-

	Balance B/F £	Grant £	Grant Spent £	Net refund due £
Tender	-	109,605	124,133	14,528
Nia	-	20,242	19,722	(520)
Women and Girls Network	-	33,580	33,580	-
Ashiana Network	-	10,091	10,091	-
LAWRS	-	33,580	27,094	(6,486)
IMECE	-	20,242	12,719	(7,523)
IKWRO	-	33,580	33,580	-
FORWARD	-	4,600	4,600	-
Solace	-	-	-	-
Total	£-	£265,520	£265,520	£-

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

DON COUNCILS EXPENDITURE 2021

	Balance B/F £	Grant £	Grant Spent £	Net refund due £
Staff Costs	-	192,275	192,275	-
Beneficiary Costs	-	2,551	2,551	-
Overheads	-	23,327	23,327	-
Other Direct Project Costs	-	1,235	1,235	-
	£-	219,388	£219,388	£-

	Balance B/F £	Grant £	Grant Spent £	Net refund due £
Tender	-	80,944	80,944	-
Nia	-	10,433	10,433	-
Women and Girls Network	-	33,580	33,580	-
Ashiana Network	-	10,091	10,091	-
LAWRS	-	26,120	26,120	-
IMECE	-	20,040	20,040	-
IKWRO	-	33,580	33,580	-
FORWARD	-	4,600	4,600	-
Solace	-	-	-	-
Total	£-	£219,388	£219,388	£-

Section 37 Statement

London Councils have awarded grants of £1,325,000 over five years, £265,520 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 2022

	At 1 April 2021 £	Income £	Employee and Contracted Staff Costs £	Expenses £	At 31 March 2022 £
Designated					
Post 18t Programmes and Youth Board	39,641	14,075	31,935	4,851	16,930
Relationship Goals	17,880	2,500	5,140	13,086	2,155
Tender National Partnership Development Fund	132,720	29,400	80,457	4,361	77,302
Core costs	-	500,000	30,000	-	470,000
	190,241	545,975	147,532	22,294	566,386
General Reserve	517,353	198,752	131,373	64,294	520,438
	£707,594	£744,727	£278,905	£86,591	£1,086,824

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

Designated funds are earmarked for the following purposes:

Post 18 Programmes and Youth Board	Provision to deliver Post 18 and Youth Board activities in 2022/23.
RESET	To complete the pilot phase of the programme.
Relationship Goals	To complete the pilot phase of the programme.
Tender National Partnership Development Fund	This fund will continue to fund the delivery of Tender's Children & Young People, Post 18 and adult training programmes.
Core costs	Provision towards senior management staff salaries and on-costs over the next 24-36 months. This fund represents one of donation that is not expected to continue beyond 2021/22 financial year.

UNRESTRICTED FUND 2021

	At 1 April 2020	Income	Employee and Contracted Staff Costs	Expenses	At 31 March 2021
	£	£	£	£	£
Designated					
Youth Ambassadors Programme	-	27,450	1,534	2,000	23,916
The Thompson Family Charitable Trust	50,000	50,000	-	50,000	50,000
TECHSEN		27,500	1,250	8,370	17,880
Tender National Partnership Development Fund	43,825	79,998	15,384	9,995	98,445
	93,825	184,948	18,168	70,365	190,240
General Reserve	395,094	203,140	80,881	-	517,353
	£488,919	£388,088	£99,049	£70,365	£707,593

Designated funds are earmarked for the following purposes:

Youth Ambassadors Programme	Provision to deliver Youth Board activities in 2021/22, the OCN training and work with university students.
The Thompson Family Charitable Trust	RE:SET (Relationship Education: Schools' Equality Toolkit). Combining e-learning for staff, lesson plans for students, creative resources and best practice guidance, RE:SET provides an accessible, holistic approach to preventing domestic abuse in the lives of young people and embedding healthy, equal relationships into a school's ethos and community.
Tender National Partnership Development Fund	The Tender National Partnership Development Programme/Fund will continue funding the delivery of Tender's Healthy Relationship Programme across the UK.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

13. TAXATION

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

14. INCOME/EXPENDITURE

Net income for the period is stated after charging:

	Total 2022 £	Total 2021 £
Auditors' Remuneration	5,000	4,900
Depreciation	6,580	4,396
	<hr/>	<hr/>

15. ANALYSIS OF NET ASSETS BETWEEN THE FUNDS 2022

	Fixed Assets £	Net Current Assets £	Total £
Unrestricted Funds	10,673	1,076,152	1,086,824
Restricted Funds	-	752,660	752,660
	<hr/> £10,673	<hr/> £1,828,812	<hr/> £1,839,485

ANALYSIS OF NET ASSETS BETWEEN THE FUNDS 2021

	Fixed Assets £	Net Current Assets £	Total £
Unrestricted Funds	8,786	698,807	707,593
Restricted Funds	-	413,437	413,437
	<hr/> £8,786	<hr/> £1,112,244	<hr/> £1,121,030

16. RELATED PARTY TRANSACTIONS

No related party transactions arose in the current financial year.

17. OPERATING LEASE COMMITMENTS

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

In addition, as at 31st March 2021 the charitable company was committed to minimum rental payable under non-cancellable operating leases in respect of equipment (inclusive of VAT), as follows:

	2022 £	2021 £
Payable within one year	3,944	3,944
Payable in two to five years	-	-
	<hr/> £3,944	<hr/> £3,944

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

18. IMPACT OF COVID-19

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