

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

Year Ending: 31st March 2023

Company Number: 04627846

Charity Number: 1100214



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 2023. 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 be 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 an enhanced DBS (Disclosure and Barring Service), which is renewed every two years in line with Tender's safeguarding policies and protocols, or they must be signed up to the DBS Update Service. They should undertake safeguarding training every 2 years, attend Tender's "basic awareness of domestic abuse training", read "Keeping Children Safe in Education" by the Department for Education and we aim to ensure they visit a Tender project once a year when possible (COVID restrictions have made this challenging during certain periods).

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, the Chief Executive Officer (CEO) and the Chief Operating Officer (COO). The directors are not remunerated, and remuneration of the CEO is set by the Board of Trustees.

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.

Public Benefit

Tender ensures that all its 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.

ACHIEVEMENTS AND PERFORMANCE

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

Mission Statement: To prevent domestic abuse and sexual violence by creating culture change in communities, schools, youth settings and workplaces, using the creative/dramatic arts. Doing this safely underpins everything we do.

Strategy:

- **Prevent** abuse through programmes that educate, inform and challenge
- **Protect** those most vulnerable to experiencing abuse
- **Promote** healthy communities in which abusive behaviour is never tolerated and always called out

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

	2022/23	2021/22
Number of projects, training sessions and events delivered by Tender	253	283
Number of young people who participated in Tender's projects	16,324	32, 174
Number of adults who participated in Tender's courses, events and seminars	3,319	3, 625
As a result of taking part in a Tender project:	<ul style="list-style-type: none"> • 91% primary school participants said they now know who to talk to if they feel unsafe or need support • 96% secondary school participants stated they have more knowledge about healthy and unhealthy relationships • 85% secondary school participants feel more confident in dealing with issues of violence and abuse • 90% of all participants enjoyed the project • 95% of adult training beneficiaries reported an increased confidence to use the learning in their professional practice <p>* Data taken from post-project surveys</p>	

The numbers we delivered to in 2022/23 are lower than in 2021/22 for a few reasons. Primarily this is due to our pioneering Whole School Approach programme, RE:SET, which has been in review and development this year since the pilot in 2021/22 in order to ensure it is robust forthcoming delivery that will see us rolling RE:SET out in 70 schools over the next three years (delivery began in the first 10 schools in January 2023). This year has also seen the London Schools team make a conscious choice to focus delivery on our core 2-day Healthy Relationships programme rather than shorter enrichment days or assemblies which typically involve more beneficiaries. While the core model is significantly more impactful, it involves fewer participants.

London Schools and colleges

This year Tender's London Schools Team worked with **7,756** beneficiaries across **92** primary schools, secondary schools and alternative education settings. A total of **5,696** young people took part in 2-day Healthy Relationships workshops or in-depth projects, disseminating their learning to a further **420** young people via peer-led presentations. **1,503** young people have taken part in enrichment days or assemblies. We have trained **137** adults who work with the young people in these schools to be able to further support the learning.

Tender's Healthy Relationships school projects continue across London. Thanks to grants from MOPAC, Lloyds Banking Group, the Olwyn Foundation and Ealing Borough Council, this year we were able to deliver our healthy relationships projects to schools in all 32 London boroughs. These projects ranged from Enrichment-day events - with over 100 students receiving hour-long workshops across one day - to our flagship 2-day Healthy Relationships programme, which equips up to 25 participants with an in-depth knowledge of healthy and unhealthy relationships. Our approach of using the arts allows us to find new and exciting ways to engage young people with this essential part of the curriculum.

Tender's Ending Gender Based Violence Toolkit Launches in Collaboration with the Mayor. This year the Mayor of London announced a 3-year relationship with Tender, which will see the roll-out of our 'Ending Gender-Based Violence Toolkit' to educators across the capital. The programme, which falls within the Mayor's 'Have a Word' campaign, aims to equip teachers and school staff with the means to start creative conversations with young people (particularly boys) about gender-based violence. Borough specific sessions have been hugely successful at linking participants with local services and information.

Youth Facilitator Programme Launched. A new pilot scheme to give early career facilitators the opportunity to learn from Tender's unique and impactful approach launched in September. 5 Youth Facilitators embarked on the pilot 6-month programme, which saw them shadow and co-deliver Tender's projects – giving them hands-on experience guided by our trained, expert facilitators. Each Youth Facilitator has been expected to reflect on their journey and has received 1-to-1 coaching from Tender HQ staff.

The ongoing school strikes - combined with strikes in other sectors, particularly transport – have had an impact on projects across the year, meaning some projects have had to be rescheduled or cancelled, and school staff have reported increasing pressures on their capacity.

Over the coming year we will continue to deliver our core Healthy Relationships programme to schools and youth settings across London and the South-East, as well as shorter term projects such as assemblies and enrichment days.

RE:SET

RE:SET is Tender's pioneering Whole School Approach programme; using an online Toolkit and the support of a Tender Mentor to enable 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. Building on the success of the five schools in the pilot year (Sept 2021-July 2022) and on securing £1.6 million funding from the Mayor of London's Violence Reduction Unit, during the autumn term of 2022 we reviewed and developed the RE:SET programme in preparation for it to be delivered to nearly 90 schools and alternative education provisions by September 2025. Between April 1st 2022 - March 31st 2023 we started delivering 12 new RE:SET projects in primary and secondary schools in London and West Yorkshire, Norfolk and Avon & Somerset. We also developed the programme structure, content and supporting online toolkit for alternative provisions, which is being piloted during 2023-2024.

The Inclusive and Nurturing Schools Programme will fund the RE:SET programme in London (2022-2025) will be delivered to 70 schools across seven London boroughs in partnership with Nurtureuk. Through investing in developing a strong partnership with Nurtureuk, we have recruited all 70 schools to the programme and have built positive partnerships with designated borough leads. We have also had numerous meetings with VAWG colleagues in each borough and have been invited to contribute to the VRU's Education Summit as well as the Inclusion Conference held in Barking and Dagenham.

In January 2023 we started delivery to 10 schools (6 primary and 4 secondary which includes over 1,500 staff and over 8,000 students) in the Royal Borough of Greenwich, plus two secondary schools in West Yorkshire and Bath. All schools have completed their audit and received a bespoke project delivery plan, with the majority of schools receiving a staff induction and assembly for all students.

All schools are offered focus group sessions and/or online surveys for students, parents/carers and staff to gauge what themes and issues are current and relevant for their specific context.

Across all three cohorts we have received feedback that the key areas they want to know more about are:

- Peer pressure and consent (specifically looking at language)
- Controlling Behaviour
- Healthy Friendships & Relationships (including online)

"I want to know more about how I can be a good partner. I'm glad my parents can find out more about what we learn, even though it's embarrassing, I want to be able to talk about relationships and work things out." 11 year-old boy, Royal Greenwich School Trust

"RSE has changed and I'm glad you're here. We want to get this right, we have to get this right to help our children be safe." Headteacher, Nightingale Primary School

"I see ego from young people, and it's hiding confusion, misinformation and, I think, some fear. We need this. We need to stop this behaviour, understand where it comes from and support it changing." Assistant Headteacher, St Mary Magdalene Secondary School

Specialist Provision

273 young people and 53 adults benefitted from Tender's Specialist Provision Programme across 29 projects, workshops and trainings. Specialist Provision encompasses our work with vulnerable children and young people in specialist and alternative education settings.

Creative Connections. This year we wrapped up delivery of our visual art programme; our Children in Need funded partnership with visual arts organisation Leap then Look. The programme was delivered in 12 settings across three years and culminated in a celebration event which saw young people from some of the settings participate in a range of creative activities. A short film resource, that explains different interpretations of a healthy relationship, was created with the young people from the final setting and showcased at the event. Everyone went away with a goody bag containing the self-care resource created the previous year, and a doughnut. Positive outcomes have seen setting staff and facilitators describe how, through these projects, the visual arts became a 'way in' to relationship building with some of their most vulnerable beneficiaries.

Development of Tender's interactive video game resource, Relationship Goals. This resource was successfully delivered to four settings in Richmond, completing the second pilot phase of the programme. The team have developed a scheme of activities which complement and deepen the learning that participants receive from the game. Feedback has been hugely positive from participants and setting staff, and our ongoing relationship with the game developers helps us

ensure it remains sensitive and relevant to players' needs. We look forward to sharing the resource more widely in the forthcoming year.

In the forthcoming year the team look forward to developing our work in youth justice settings, which we plan to pilot in the summer. We hope to offer the Level 2 OCN in Peer Mentoring and Facilitation to a group of 6-8 young people with experience of the criminal justice system.

Post-18 Programmes

This financial year has seen the completion of our Shoulder2Shoulder programme. In Summer 2022 we hosted a roundtable event attended by staff and student officers from our partner universities to review and evaluate the programme's impact. Over the following months, building on the success of Shoulder2Shoulder, and incorporating learning from across Tender we have developed a pilot of a Whole University Approach (WUA) award: RE:SET Universities.

The RE:SET Universities Award supports universities and students' unions to prevent domestic abuse and sexual violence across campus. It embeds effective, sustainable messages and behaviours in campus culture; and empowers, supports and educates staff and students through a programme of training, campaigns, student engagement and policy support. Underpinned by an online toolkit and ongoing mentoring support from a key contact at Tender, senior leaders and frontline staff will be equipped with the knowledge and skills required to lead the sector in preventing gendered violence and developing a positive campus culture. When the programme is complete universities will be recognised with the Excellence in Prevention Award. We started working with 5 universities on this pilot in Autumn 2022 with completion due in January 2024.

Alongside RE:SET Universities, we are also continuing to deliver high quality workshops in other Higher Education settings. In particular, our partnership with drama school RADA continues to develop as we have delivered 4 series of workshops over the last year for BA students and RADA's Youth Theatre Company.

Youth Board

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 **11** Youth Board meetings for a total of **22** members (13 currently sitting on the board). We recruited **5** new members in December 2022, and now the makeup of the board has greater diversity in age and educational experience, with more high school students involved. It also now represents more regions of the UK, with over half living outside of London and members based in Wales, Scotland and across England.

It's been a busy year for the Youth Board, as we continue to develop our processes for greater youth participation in decision making. This year, board members have:

- Co-created the Youth Board's strategy for the year, emphasising the development of youth participation in the organisation. We have received funding from London Youth to hold an in-person development day later in 2023, in which members will learn about Tender's work in more depth and meet with SLT to deliver on a key decision
- Held a masterclass on verbatim theatre with members of the National Theatre's Our Generation cast
- Had their first in-person social event since the pandemic, attending Frantic Assembly's fantastic production of Othello (blog review [here](#))
- Written 4 blog posts for our website; one to highlight is a piece on [Free Creative Resources for Young People](#)
- Spoken on a panel at a performance of a new play called 'Patricia Gets Ready'
- Attended the Tender Awards
- Supported on the creation of a new Tender animation on the impact of pornography on young people and the development of Tender's organisational stance on pornography
- Attended workshops to develop the script for Tender's new live-action film, 'Snap!'
- Joined the steering group for a VRU-funded Teacher training programme, in collaboration with Ashiana
- Developed an independent, youth-led social media campaign, which involved researching and filming videos for Instagram on the theme of #TipsForTenderness , providing self-care tips for resilience against violent misogynist views online

An ongoing challenge for the Youth Board is consistent attendance, as members are often inevitably navigating the conflicting responsibilities that are present for young people between the ages of 16-25, as they transition from full time education to further education or work; several members have had to step down for a period of a few months this year in order to navigate these commitments. However, when able to attend, Youth Board members are consistently extremely committed, and have played a significant role in shaping the direction of Tender's work in all areas throughout the year.

Over the coming year we will be building a strategy for the Youth Board, including exploring pathways for engagement, as well as continuing with regular meetings and masterclasses.

Tender National

Between April 2022 and March 2023 Tender's regional teams delivered **68** projects across 6 regions, working directly with **7,215** young people and delivering training to **913** adults. We delivered core Healthy Relationships workshops with **1,206** Young Leaders, who became active champions of violence prevention, creating strong and informative performances that were

shared with audiences of a further **4,676** young people. An additional **1,333** young people were reached through several enrichment days and targeted/bespoke workshop activities.

Project Delivery. Our Regional Hubs in West Yorkshire, Avon & Somerset and Norfolk have continued to deliver core 2-day Healthy Relationships projects in primary, secondary and out-of-school settings, as well as securing a range of income generation projects and bespoke commissions. These have included continuing relationships with Bath Spa University, Norfolk Youth Offending Team and Norwich MAP, as well as new commissions from the University of East Anglia (UEA) and Breckland MAP. We have also been delighted to partner with Scarabeus Aerial Theatre on the pilot of a new primary school project, 'Shifting Point', as well as providing a training and consultancy package in support of the recent regional theatre tour of 'Destiny' by writer and actor Florence Espeut-Nickless. The National Team also successfully completed delivery in Kent as part of our funding from the Kent Community Foundation.

Following on from previous activity in the region, we were delighted to receive further funding from a private donor to deliver our first primary school project in Brighton & Hove. December's project at St. Andrew's CofE (aided) Primary School was a great success, and we hope to be able to deliver more projects in the region in the future.

Tender was also successful in securing funding from the Sussex Police and Crime Commissioner to deliver a series of enrichment days at Greater Brighton Metropolitan College. These sessions, entitled '*Promoting Healthy Campus Culture: Addressing Sexual Harassment*' were very well received by post-16 students from across a wide range of vocational courses.

New Region. Through the generous support of Landlark – a Cambridge-based charity working to end domestic abuse, intimate partner violence and all forms of harassment - Tender has been able to deliver first projects in both primary and secondary schools in the region.

The coming year will see us explore how we might grow Tender's work in new regions, enabling us to work with more children, young people and adults across the country.

Adult Training

In 2022-23 the Adult Training team worked with **29** schools and alternative settings to deliver a programme of work raising awareness and professional confidence in ending Violence Against Women & Girls (VAWG), working with **665** teaching staff.

VRU (Violence Reduction Unit) Teacher Training Programme. Funded by the Mayor's Office Violence Reduction Unit from their Women and Girls Funding Lot, the purpose of the programme is to increase awareness of and improve response to VAWG within primary and secondary

schools and alternative settings. Tender developed a 15-hour programme covering the main issues impacting VAWG. We worked with specialist organisations including Ashiana to create and deliver the content, ensuring we always drew on specialist knowledge. We know that equipping as many professionals as possible with key skills and knowledge around VAWG, leads to earlier identification, better support and inevitably, prevention.

Content development. For this programme, we developed 7 modules focusing on Domestic Abuse, Child on Child Abuse, Online Harms, Harmful Cultural Practices, Intersectionality & Trauma Informed Practice and Delivering Effective Training. We worked with specialists to develop this content and developed an extensive resource pack to go alongside the training. We also re-designed our existing Domestic Abuse Basic Awareness E-Learning, as well as creating another e-learning module for other members of staff (who did not complete the programme) to gain a basic awareness of the topics covered.

Following the completion of the programme, we asked the beneficiaries to provide feedback, with our outcomes focused on improving the experience for girls and young women within these settings.

96% of beneficiaries reported an increased awareness of gender inequality

97% of beneficiaries reported an increased confidence in tackling VAWG

89% of beneficiaries reported an increased ability to identify early signs of risk

95% of beneficiaries reported an increased confidence to use learning in their professional practice

Workplace Training. We have continued to develop our workplace offer which forms two pillars: working with businesses to support colleagues and customers who may be experiencing domestic abuse and working with businesses to create healthy workplace cultures by preventing sexual harassment, bullying and discrimination. This year we delivered **15** training sessions to workplaces, reaching a total of **1,096** beneficiaries.

Many businesses are seeking to raise the volume of conversations about building positive, inclusive cultures, promoting healthy relationships, and creating opportunities for everybody to have an equal share of voice. It can be challenging for leadership teams to manage these conversations and create the right environment of trust and openness with employees. In these cases, it is valuable to bring in independent experts to help facilitate and guide positive and constructive dialogue. We have continued our positive and long-term relationships with Lloyds

Banking Group and Clifford Chance LLP. In January Jess Phillips MP hosted an event for Tender at the House of Commons where we showcased our workplace training offer to representatives from over 15 businesses in the banking, finance and construction industries.

Safeguarding

The Chief Executive continues to lead Tender's Safeguarding, 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.

Disclosure rates during our programmes have increased by 90% compared to the previous year. This is a combination of young people making disclosures about their own experiences and young people making comments that are a cause for concern to the workshop facilitators. We have noticed an increase in children and young people talking about choking and strangling which we treat as a safeguarding issue and is likely to reflect the access they have to violent pornography and to influencers who talk about behaviours like this.

Development and Innovation

Development of new animation. Having enlisted the generous pro bono support of fellow charity HelpFilm, in 2022-23 Tender developed a short animation exploring pornography and its influence on young people's relationships.

The accessibility of porn today means that many young people encounter it before they discover sex. This can make it difficult to contextualise what they are watching in relation to their own experiences or expectations of sex, gender and intimacy. If porn is someone's first introduction to sex, they might assume it's an accurate representation: which, given the hardcore content of most mainstream porn, can be distressing, problematic and unsafe.

Our animation is aimed at young people aged 11 years and up, in recognition that - in today's digital world - one in 10 children have watched pornography by the time they are nine years old (Children's Commissioner, 2023).

In addition, Tender's core and freelance team have developed new arts-based activities to further explore the animation's themes within supporting workshops, such as:

- Recognising how porn can impact young people's expectations of sex and relationships
- Understanding how porn can contribute to harmful stereotypes of gender and sexuality
- Awareness of the laws surrounding pornography and intimate image abuse (*colloquially known as 'revenge porn'*)
- Signposting to relevant support services.

We will be planning to trial and distribute the animation and accompanying workshop activities further during 2023/24 and look forward to evaluating where this leads us next.

Development of new short live-action film. This year Tender wrapped up a new film resource, "Snap!" which was developed in collaboration with London's Roundhouse and funded by The Mayor of London's Violence Reduction Unit. The film was written and developed in consultation with young people and will be a key resource in future workshops with young people, enabling us to further explore early warning signs of unhealthy behaviour, sharing nudes and seeking support.

OTHER SUPPORTING ACTIVITIES

Diversity, Equity and Inclusion

Following the adoption of a new Diversity, Equity and Inclusion (DEI) Policy in late 2021, we committed to a number of objectives to improve our approach to diversity and inclusion, both within Tender and in how we interact with anyone coming into contact with us. This year, our efforts were focused primarily on strengthening our recruitment practices, organisational culture, and developing inclusive training and resources for neurodivergent adults and young people. To improve the governance and oversight of our DEI work, we set up a DEI Governance Committee comprising several trustees, who will actively work with the Tender team to set goals and monitor our progress against them.

Engaging with the community

Valentine's Day Campaign. As is tradition at Tender, we celebrated Valentine's Day with a social media project. Published across Instagram, Facebook and Twitter, this year's campaign asked people to give the gift of healthy relationship skills. Rather than flowers or chocolates, each £20 donation funded a Tender workshop for two young people, setting them up for a lifetime of healthy relationships.

Tender Annual Awards. July saw the return of Tender's wonderful annual awards celebration. This event celebrates the work of children, young people, teachers and youth workers in preventing domestic and sexual violence. The event took place at BAFTA this year and was attended by over 100 guests. Our fantastic Patron Olivia Colman led the award givers who were

Laura Yeates (Clifford Chance LLP), Sophie Linden (Deputy Mayor for London), actors Rachel Weisz, Jessie Buckley and Phoebe Waller-Bridge and Jess Phillips MP. Awards were:

- Champion Primary School: St William's Primary School, Norfolk
- Outstanding Secondary School: Charles Darwin School, London
- Outstanding Teachers: Isatou Cates and Bhavesh Galoria (Rokeby School)
- The UK's first five Healthy Relationships Champion Schools:
 - Rokeby School
 - Ralph Allen School
 - Charles Darwin School
 - Edward Worlledge Primary
 - Ivydale Primary
- The UK's five Shoulder2Shoulder University Partnership awards:
 - University of Chichester
 - Manchester Metropolitan University
 - University of Nottingham
 - University of Exeter
 - Liverpool Hope University
- Most Supportive School: Carlton Bolling College, West Yorkshire
- Most Supportive Setting: City of Westminster College
- Special Thank You awards: PC Sally Baines, West Yorkshire Police, Head Teacher Liz Rymer of Whitefield School
- Special Thank You goes to a wonderful young person and activist: Shay Patten-Walker, who sadly passed away in 2022, aged only 23.
- Outstanding Creative Response: Ella Dryhurst and Mia Gibson.
- Being Brave: Marvin Grubb (Writhlington School, Bath) and to: Lola Carey

Private Film Screening. In October we were delighted that MGM studios and Universal got in touch to organise a special screening and Q&A for a new film "Women Talking", which follows a group of Mennonite women who are deciding their next course of action after suffering horrific abuse by the men and boys in their community. The audience for the screening was made up of Youth Board members, university students and Tender staff. The Q&A with director Sarah Polley and lead actress Claire Foy was incredibly thought-provoking and engaging, with strong engagement in the issue and fantastic questions from the young people present.

Tender in the Media

Tender has continued to raise awareness of the issues surrounding gender-based violence and Tender's innovative prevention projects with children, young people and adults.

Our VAWG Teacher Toolkit and training sessions, funded by the Mayor's Office for Policing and Crime (MOPAC) was featured across widespread media including:

- The Guardian - [London pupils to be trained to recognise sexist behaviour](#)
- BBC News - [London schools to teach how to call out sexism](#)
- Evening Standard - [Pupils in London to be trained to recognise sexist behaviour](#)
- Cosmopolitan - ["Men have to change the attitudes of their gender": Sadiq Khan launches anti-sexism 'toolkit' for boys](#)
- Eastern Eye - [London school kids will be trained to call out sexism](#)
- London World - [London schools to offer new "allyship training" to tackle sexism and misogyny](#)
- Children and Young People Now - [Mayor of London launches £1m toolkit to prevent violence against women and girls](#)

The story also secured broadcast coverage including:

- [BBC London News \(lunchtime bulletin\)](#)
- [BBC London News \(evening bulletin\)](#)
- [BBC Radio London interview](#)

Meanwhile, CEO Susie McDonald was featured as one of the Evening Standard's 23 'most inspiring thought leaders in the capital' - [International Women's Day: 23 female changemakers to know in London in 2023](#)

Raising Tender's Profile through Effective Communications

Tender uses social media and digital platforms to inform the public about our work and the issues surrounding gender-based violence. With content and campaigns posted throughout the week, we currently have:

- **7.8k followers on Twitter**
- **1.6k followers on Instagram**
- **2.1k followers on Facebook**
- **1.4k followers on LinkedIn**

Tender's workshop leaders have recently observed a rise in misogynistic and unhealthy victim-blaming attitudes, particularly from young men taking part in our projects. This is, for the most part, due to the huge popularity of harmful social media influencers such as Andrew Tate. In response, Tender has written an organisational stance which provides valuable guidance and advice for delivery teams and schools in how to approach this controversial topic.

Over the next year we will be developing Tender's Communications Strategy, and investing in infrastructure and channels that will enable us to achieve it. For example, an organisational rebrand and new website, a 20th anniversary comms campaign and our new Ambassadors programme.

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 continued to run online events, which have introduced new audiences to Tender and form part of our "No Big Drama" programme.

Plans for 2023/24 and beyond

This year, we carried out a strategic review of Tender's work and operations with the aims of reviewing and, if appropriate, refreshing our vision, mission, values and priorities. We engaged an external consultant to carry out a review of the organisation, and to consider the wider landscape in which we work, using a combination of desktop research and extensive conversations with staff, trustees, the Youth Board and external stakeholders (such as beneficiaries and funders).

The review concluded that, generally, our purpose statement, current work and direction of travel are well aligned with our charitable objects, delivering positive outcomes for our beneficiaries, and there continues to be a growing demand for our work. We have revised our mission and identified two strategic outcomes and four priorities to strengthen our focus on our ultimate purpose and create a clear structure for all areas of our work. A key conclusion of the review was the need for us to invest in internal capacity building, for example in relation to communications, research, impact and learning, and technology.

The review also highlighted ways in which the structure of the organisation could be improved to take into account the growth in our team and ensure the resources and capabilities of the team are aligned to the requirements of the programmes envisaged for the next three years; enabling us to work collaboratively and effectively to support the needs of our beneficiaries. As a result, we have restructured the organisation, creating clear senior leadership and management structures, and aligning and connecting service delivery departments. It is our intention that the revised structure will also ensure all team members have a healthy, supportive working environment, with a clear understanding of their roles and responsibilities, and how their work contributes to Tender's wider vision, mission and priorities.

The revised mission, outcomes and priorities are now guiding our decisions about the work we do, and don't do, and will inform future decisions about potential innovations and developments we are exploring. We have operational plans for every team in Tender for 23-24, linked to the priorities, and we will be developing plans for a further two years in early 23-24. As a result of the review and this work, we will have a clearly defined strategy and plans for three years, creating a strong basis for delivering on our charitable objects and developing a long-term fundraising strategy to ensure the long-term sustainability of Tender.

To support the implementation of our strategy, we are also reviewing and strengthening our organisation-wide monitoring and evaluation plans, which will enable us to carry out robust and reliable impact measurement of our programmes on beneficiaries and the settings with which we work. The refreshed monitoring and evaluation plans will mean that, in future years, we will be able to report more detailed insights into our work and use these insights to continually improve the quality of our projects and resources.

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: Tiernan Brady, David Harkness, Kate Haslett, Sonya Leydecker, Amy Malik, Jane Porter, Catherine Rutter, Jane Rodrick, Pete Tromans, Kay White, Lynette Williams, and Laura Yeates.

Thanks also goes to the Tender Staff, Youth Board, Facilitators and Trustees, without whom none of the incredible work Tender achieves would be possible.

RISK STATEMENT

Tender implemented its revised Risk Register in 2022/23. This is overseen by the COO and CEO and a summary report is provided at all trustee board meetings listing the most significant risks and steps being taken to reduce their likelihood and/or impact. This is a sub-set of all risks actively monitored and managed by the SLT.

The categories of the risk are: Financial, Operational, External, Governance, Regulatory and Compliance. Risks are RAG rated as minor (green), moderate (amber) or major (red).

The Purpose of the Risk Register is for the Senior Leadership Team (SLT) to identify potential risks to the charity in a timely manner and to manage those risks. At February 2023 the key risks were all no higher than Moderate. Key risks were:

Financial: High level of dependency on single or small range of income streams	Mitigated by: <ul style="list-style-type: none"> Monthly review of income and pipeline vs targets Quarterly review of fundraising strategy and progress Quarterly stress test of largest donors
Financial: Insufficient budgetary controls and financial reporting in place to ensure appropriate management of finances	Mitigated by: <ul style="list-style-type: none"> Quarterly budgetary reviews to assess budgets are being correctly spent Monthly management accounts shared with Finance Committee
Financial: Inappropriate pricing policy which does not ensure that all costs are recovered and which does not consider future pricing changes	Mitigated by: <ul style="list-style-type: none"> Quarterly budgetary reviews to ensure expenditure does not exceed budget Monthly management accounts shared with Finance Committee Annual external audit confirming full cost recovery Review costing of services, in particular staffing costs, with support from external provider Monitor funder feedback on pricing levels Agree standardised pricing for projects and train fundraising team / projects team in pricing projects (agreed for income generation projects)
External: Lack of funding for core costs and service delivery	Mitigated by: <ul style="list-style-type: none"> Monthly review of income and pipeline against target (fundraising management meetings) Monthly review of reserves levels (management accounts) Quarterly review of fundraising vs strategy Improve monitoring processes to more accurately update fundraising team on funding needs Agree revised fundraising strategy to increase income
External: Poor public perception / adverse publicity	Mitigated by: <ul style="list-style-type: none"> Monthly review of comms/public perception risks Quarterly review of progress against strategy Quarterly report of complaints to Board Monthly management accounts shared with Finance Committee and annual external audit to confirm accurate financial reporting Implement public relations training / procedures

FINANCIAL REVIEW

In the year ended 31st March 2023, Tender continued working on projects, which during the current year were funded largely by MOPAC (Mayor's Office for Policing and Crime), Paul Hamlyn Foundation, The Sam & Bella Sebba Charitable Trust, Greater London Authority, Comic Relief, 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, Lloyds Banking Group, Esmée Fairbairn Foundation, Fidelity UK Foundation, The Foux Foundation, Garfield Weston Foundation, Coutts Foundation, The Crucible Foundation, The Clothworkers' Foundation, Richmond Parish Lands Charity, The Olwyn Foundation.

Tender will carry forward £693,522 of restricted funds; this includes £525,402 of the Children and Young People programme, and £168,120 of other funding in the Adults with Safeguarding Responsibilities department and core funding to be spent in the 2023-24 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 2023 would be £725,155 ("free reserves"), which is equivalent to approximately six month's basic operating costs.

The general reserve at 31st March 2023 amounted to £725,155, 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.

Charity Number	1100214
Company Number	04627846
Registered office and operations address	Tender Education and Arts Resource for London 356 Holloway Road London N7 6PA
Patrons	Olivia Colman
Board of Trustees	Matthew Layton (joined 14 February 2023)
	Michaela Chamberlain (joined 2 November 2022)
	Laura Sanford (joined 2 November 2022)
	Sharina Walia
	Rory Conwell
	Simon Walker
	Róisín Murphy
	Amy Malik
	Kate Toumazi (resigned 14 February 2023)
	Liz Rymer (resigned 14 February 2023)
	Jess Moore (chair resigned 13 December 2022)
Chief Executive Officer	Susie McDonald
Independent auditors	Knox Cropper LLP 65 Leadenhall Street London EC3A 2AD
Bankers	NatWest 38 Strand London WC2N 5JB

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.

2023

Approved by the Board on 20th July and signed on its behalf by:


Matthew Layton (Jul 24, 2023 22:33 GMT+1)

Matthew Layton
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT
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 2023 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 2023 and of its incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the 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, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, 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 any material misstatements in the directors' report included within 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 Report of the Directors

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 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 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:

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
TENDER EDUCATION AND ARTS

- The Charitable Company is required to comply with both company law and charity law 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.

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 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 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 and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.



Richard Billinghamurst (Senior Statutory Auditor)

For and on behalf of:

Knox Cropper LLP

Chartered Accountants & Statutory Auditors

65 Leadenhall Street

London

EC3A 2AD

Date: Aug 7, 2023

TENDER EDUCATION AND ARTS
STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted Funds £	Restricted Funds £	2023 Total £	Unrestricted Funds £	Restricted Funds £	2022 Total £
Income from:							
Donations and legacies	2	179,801	1,278,852	1,458,653	667,358	1,322,607	1,989,965
Charitable activities	3	147,874	-	147,874	77,268	-	77,268
Investment Income		6,767	-	6,767	101	-	101
Total income		334,442	1,278,852	1,613,294	744,727	1,322,607	2,067,334
Expenditure on:							
Raising funds	5	59,791	14,339	74,130	79,591	-	79,591
Charitable activities	4	181,973	1,323,651	1,505,624	285,905	983,384	1,269,289
Total expenditure	5	241,764	1,337,990	1,579,754	365,496	983,384	1,348,880
Net income and net movement in funds		92,678	(59,138)	33,540	379,231	339,223	718,454
Reconciliation of funds:							
Total funds brought forward		1,086,824	752,660	1,839,484	707,593	413,437	1,121,030
BALANCE CARRIED FORWARD 31 MARCH 2023		£1,179,502	£693,522	£1,873,024	£1,086,824	£752,660	£1,839,484

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 2023

	Notes	£	2023	£	£	2022	£
FIXED ASSETS	7			12,345			10,673
CURRENT ASSETS							
Debtors	8	364,646			246,144		
Bank and Cash		<u>1,635,577</u>			<u>1,677,876</u>		
		2,000,223			1,924,020		
Creditors: Amounts falling due within one year	9	<u>(139,544)</u>			<u>(95,209)</u>		
NET CURRENT ASSETS				1,860,679			1,828,811
NET ASSETS				<u>£1,873,024</u>			<u>£1,839,484</u>
FUNDS							
Restricted	10			693,522			752,660
Unrestricted - General	12	725,155			520,438		
- Designated	12	<u>454,347</u>			<u>566,386</u>		
				1,179,502			1,086,824
TOTAL FUNDS				<u>£1,873,024</u>			<u>£1,839,484</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 20th July 2023.



Michaela Chamberlain (Treasurer)

Company Registration Number: 04627846

TENDER EDUCATION AND ARTS
CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES:		
Net income for reporting period	33,540	718,454
Depreciation charges	6,719	6,580
Bank interest	(6,767)	(101)
Decrease/(increase) in debtors	(118,502)	(78,708)
Increase/(decrease) in creditors	44,335	763
Net cash provided by/(used in) operating activities	<u>(40,675)</u>	<u>646,987</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Bank interest	6,767	101
Purchase of furniture and equipment	(8,391)	(8,467)
Net cash provided by/(used in) investing activities	<u>(1,624)</u>	<u>(8,366)</u>
CHANGE IN CASH AND CASH EQUIVALENTS	(42,299)	638,621
CASH AND CASH EQUIVALENTS AT BEGINNING OF REPORTING PERIOD	1,677,876	1,039,255
CASH AND CASH EQUIVALENTS AT END OF REPORTING PERIOD	<u>£1,635,577</u>	<u>£1,677,876</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

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 war in Ukraine and other relevant factors 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 2023

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 AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
MOPAC	-	605,119	605,119	151,960
Tender Guardians	34,600	70,000	104,600	107,000
The Crucible Foundation	-	100,000	100,000	-
Maria Marina Foundation	-	96,000	96,000	80,000
Esmée Fairbairn Foundation	-	79,650	79,650	-
Lloyds Banking Group	50,000	-	50,000	330,900
The Thompson Family Charitable Trust	50,000	-	50,000	50,000
The Coutts Charitable Trust	-	44,000	44,000	30,000
Other Income	40,701	-	40,701	533,358
Fidelity UK Foundation	-	33,700	33,700	-
BBC Children in Need	-	32,254	32,254	31,754
John Lyons Charity	-	28,000	28,000	28,000
The Leathersellers' Foundation	-	25,000	25,000	-
Clifford Chance LLP	-	25,000	25,000	25,000
VRU – West Yorkshire	-	24,449	24,449	-
Scarabaeus	-	22,172	22,172	-
The Garfield Weston Foundation	-	20,000	20,000	-
The Rayne Foundation	-	16,000	16,000	16,000
Comic Relief	-	12,447	12,447	112,034
The City Bridge Trust	-	10,350	10,350	41,325
The Foux Foundation	-	10,000	10,000	-
The Shears Foundation	-	10,000	10,000	-
West Yorkshire Police	-	5,979	5,979	-
European Commission	-	3,984	3,984	-
The 29th May 1961 Charitable Trust	3,000	-	3,000	-
CMF Charitable Trust	-	2,000	2,000	2,000
Greater London Authority	-	1,644	1,644	10,164
The Husluck Charitable Trust	1,000	-	1,000	-
London Youth – YISF	-	600	600	-
Sydney Black Charitable Trust	500	-	500	-
Donation in kind	-	504	504	-
London Councils	-	-	-	265,520
The Clothworkers' Foundation	-	-	-	42,000
Paul Hamlyn Foundation	-	-	-	30,000
Impact 100	-	-	-	25,000
Richmond Parish Lands Charity	-	-	-	22,453
Jack Petchey Foundation	-	-	-	20,881
The Sam & Bella Sebba Charitable Trust	-	-	-	15,000
The Olwyn Foundation	-	-	-	14,075
FACET Trust	-	-	-	2,000
The Grace Trust	-	-	-	2,000
HMRC - Job Retention Scheme	-	-	-	1,541
	<u>£179,801</u>	<u>£1,278,852</u>	<u>£1,458,653</u>	<u>£1,989,965</u>

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted 2023 £	Restricted 2023 £	Total 2023 £	Total 2022 £
Contracts for Operational Programmes				
Income From Schools	43,055	-	43,055	21,900
LBO Ealing	40,876	-	40,876	-
MAP	24,053	-	24,053	-
LBO Waltham Forest	20,000	-	20,000	-
External Training Fees	15,290	-	15,290	39,910
Sussex Police	4,600	-	4,600	-
North Somerset Council	-	-	-	15,332
Sales of Educational Resources	-	-	-	126
	<u>£147,874</u>	<u>£-</u>	<u>£147,874</u>	<u>£77,268</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

4. ANALYSIS OF CHARITABLE ACTIVITIES

	Undertaken Direct	Support & Governance Costs	2023	2022
	£	£	£	£
Adults with Safeguarding Responsibilities and Workplace Training	262,700	28,146	290,846	180,119
Children and Young People	1,118,123	96,655	1,214,778	1,089,170
	<u>£1,380,823</u>	<u>£124,801</u>	<u>£1,505,624</u>	<u>£1,269,289</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

5. RESOURCES EXPENDED

	ADULTS with SAFEGUARDING RESPONSIBILITIES	CHILDREN & YOUNG PEOPLE	GENERATING FUNDS	GOVERNANCE	Total 2023	Total 2022
	£	£	£	£	£	£
Direct						
Artists	33,520	217,426	-	1,270	252,216	262,353
Partners	24,768	124,650	-	-	149,418	142,987
Printed Resources	254	10,003	20	2,019	12,296	7,161
Online Resources	6,700	30,551	72	180	37,503	1,583
Relationship Goals	-	33,346	-	-	33,346	72,105
Payroll Costs	165,149	518,749	17,228	80,401	781,527	585,953
Non-payroll Staff	-	46,100	37,300	20,610	104,010	96,324
Recruitment	-	2,650	-	13,424	16,074	23,250
Training	1,319	458	103	851	2,731	3,190
Research and Outreach	-	314	-	873	1,187	799
Volunteers, Travel & accom.	451	20,939	17	22,327	43,734	24,106
Other	14	8,535	19	3,050	11,618	8,656
	232,175	1,013,721	54,759	145,005	1,445,660	1,228,467
Support						
Audit Fees	1,066	3,663	352	739	5,820	5,000
Depreciation	1,231	4,407	406	675	6,719	6,582
Postage, Stationery & Courier	103	368	34	56	561	1,324
Equipment Maintenance and IT Support	9,914	35,499	3,273	5,439	54,125	38,482
Rent, Rates & Service Charge	8,013	25,145	2,646	7,940	43,744	42,904
Office Costs	378	1,353	125	207	2,063	1,109
Bank Interest and Fees	90	322	30	49	491	639
Other Costs	770	2,758	254	423	4,205	1,470
Accountancy Fees	320	1,298	106	21	1,745	1,517
Quality & Compliance	2,678	9,590	884	1,469	14,621	21,386
	24,563	84,403	8,110	17,018	134,094	120,413
Governance	34,108	116,654	11,261	(162,023)	-	-
Total Expenses	£290,846	£1,214,778	£74,130	-	£1,579,754	£1,348,880

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

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

	2023	2022
	£	£
Salaries and Wages	700,539	527,050
Social Security Costs	65,550	45,842
Pension Costs	15,438	13,061
Total Payroll Costs	<u>£781,527</u>	<u>£585,953</u>

The average number of staff employed by the charity was 20.4 (2022: 19).

One employee earned in excess of £60,000 per annum (2022: none). 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) the Chief Executive Officer and the Chief Operating Officer. Aggregate compensation paid to key management personnel in the year amounted to £114,900 (2022: £85,827 the COO joined in October 2022).

7. FIXED ASSETS

	2023	2022
	Furniture and Equipment	Furniture and Equipment
	£	£
Cost at 1 April	59,504	51,037
Additions	8,391	8,467
Cost at 31 March	<u>67,895</u>	<u>59,504</u>
Depreciation at 1 April	48,831	42,251
Charge for the year	6,719	6,580
Depreciation at 31 March	<u>55,550</u>	<u>48,831</u>
Net Book Value at 31 March	<u>£12,345</u>	<u>£10,673</u>

8. DEBTORS

	2023	2022
	£	£
Debtors	328,634	227,709
Rent/Service Charge Deposit	3,168	3,168
Prepayments	32,844	15,267
	<u>£364,646</u>	<u>£246,144</u>

9. CREDITORS

	2023	2022
	£	£
HM Revenue and Customs	19,826	16,623
Deferred income	-	3,000
Accruals	30,285	46,635
Creditors	89,433	28,951
	<u>£139,544</u>	<u>£95,209</u>

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

10. RESTRICTED FUNDS 2023

A. At 31st March 2023

	At 1 April 2022 £	Income £	Expenses £	At 31 March 2023 £
CHILDREN & YOUNG PEOPLE				
<i>London Schools programme</i>				
Lloyds Banking Group	322,659	-	175,765	146,894
Scarabaeus	-	22,172	515	21,657
The Olwyn Foundation	13,900	-	13,900	-
<i>RE:SET</i>				
The Clothworkers' Foundation	7,035	-	7,035	-
<i>Specialist Provision</i>				
Greater London Authority	15,148	1,644	16,792	-
Comic Relief	42,052	12,447	54,499	-
Richmond Parish Lands Charity	22,453	-	22,453	-
John Lyons Charity	28,000	28,000	21,446	34,554
Maria Marina Foundation	64,398	96,000	60,029	100,369
The Rayne Foundation	15,500	16,000	11,755	19,745
The Grace Trust	2,000	-	2,000	-
BBC Children in Need	11,400	32,254	38,127	5,527
The City Bridge Trust	27,285	10,350	37,635	-
<i>National Programme</i>				
West Yorkshire VRU	-	24,449	24,449	-
The Foux Foundation	-	10,000	-	10,000
West Yorkshire Police	-	5,979	568	5,411
CMF Charitable Trust	2,000	2,000	2,000	2,000
Kent Community Foundation	2,018	-	2,018	-
The Shears Foundation	-	10,000	-	10,000
<i>Post-18 Youth Settings and Youth Board</i>				
Clifford Chance	6,958	25,000	4,450	27,508
London Youth – YISF	-	600	-	600
<i>Other</i>				
European Commission	-	3,984	3,984	-
The Crucible Foundation	-	100,000	-	100,000
Tender Guardians	37,268	70,504	66,635	41,137
ADULTS with SAFEGUARDING RESPONSIBILITIES & OTHER FUNDS				
MOPAC	87,586	605,119	606,066	86,639
The Sam & Bella Sebba Charitable Trust	15,000	-	15,000	-
Fidelity UK Foundation	-	33,700	3,073	30,627
The Leathersellers' Foundation	-	25,000	-	25,000
The Coutts Foundation	-	44,000	38,146	5,854
The Garfield Weston Foundation	-	20,000	-	20,000
Paul Hamlyn Foundation	30,000	-	30,000	-
Esmée Fairbairn Foundation	-	79,650	79,650	-
	£752,660	£1,278,852	£1,337,990	£693,522

The CHILDREN & YOUNG PEOPLE programme

London Schools programme

Reaching children and young people in primary, secondary, SEND 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 2023

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 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

The European Commission - reimbursement and final payment towards the Erasmus project completed in 2021-22.

The Crucible Foundation - supports the 'Specialist Provision Programme' and 'Avon and Somerset Hub Programme'.

Tender Guardians - supported the delivery of RESET and youth board activities.

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.

OTHER

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. New funding from MOPAC funded the following –

MOPAC (Ashiana) - Provision of service known as 'LOT 1 Girls & Young Women'.

MOPAC (Nurture UK) - Provision of service known as INCLUSIVE AND NURTURING SCHOOLS.

MOPAC (Toolkit) - provision of the VAWG Prevention Toolkit for Teachers Support.

Fidelity UK Foundation funds the salaries of Tender's Research and Impact Manager.

The Sam & Bella Sebba Charitable Trust, The Leathersellers' Foundation, The Garfield Weston Foundation, The Coutts Foundation, Paul Hamlyn Foundation and Esmée Fairbairn Foundation - contribute to core costs including salaries.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

B. At 31st March 2022

	At 1 April 2021 £	Income £	Expenses £	At 31 March 2022 £
CHILDREN & YOUNG PEOPLE				
<i>London Schools programme</i>				
London Councils	-	265,520	265,520	-
Lloyds Banking Group	-	330,900	8,241	322,659
The Olwyn Foundation	-	14,075	175	13,900
<i>RE:SET</i>				
The Clothworkers' Foundation	-	42,000	34,965	7,035
Tender Guardians	-	80,000	42,732	37,268
<i>Specialist Provision</i>				
Greater London Authority	23,246	10,164	18,262	15,148
Comic Relief	22,864	112,034	92,846	42,052
Garfield Weston Foundation	10,004	-	10,004	-
Richmond Parish Lands Charity	-	22,453	-	22,453
The Reta Lila Howard Foundation	13,576	-	13,576	-
John Lyons Charity	-	28,000	-	28,000
Maria Marina Foundation	-	80,000	15,602	64,398
The Rayne Foundation	-	16,000	500	15,500
Souter Charitable Trust	3,000	-	3,000	-
The Grace Trust	-	2,000	-	2,000
BBC Children in Need	17,033	31,754	37,387	11,400
The City Bridge Trust	19,828	41,325	33,868	27,285
<i>National Programme</i>				
Go Play Foundation	20,957	-	20,957	-
Kent Community Foundation	4,925	-	2,907	2,018
West Yorkshire Police	4,419	-	4,419	-
CMF Charitable Trust	2,000	2,000	2,000	2,000
European Commission	6,067	-	6,067	-
<i>Post-18 Youth Settings and Youth Board</i>				
Trust for London	7,343	-	7,343	-
Clifford Chance	-	25,000	18,042	6,958
<i>Other (including ADULTS with SAFEGUARDING RESPONSIBILITIES)</i>				
Jack Petchey Foundation	-	20,881	20,881	-
MOPAC	176,085	151,960	240,459	87,586
HMRC – Job Retention Scheme	-	1,541	1,541	-
The Sam & Bella Sebba Charitable Trust	32,242	15,000	32,242	15,000
Paul Hamlyn Foundation	49,848	30,000	49,848	30,000
	413,437	1,322,607	983,384	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 2023

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 through out 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 Programme Manager as well as contributed to the Children in Need and Relationship Goals projects.

11. LONDON COUNCILS EXPENDITURE 2023

A. At 31st March 2023

The London Councils' funding did not continue beyond the financial year 2021/22. No income from London Councils received during 2022/23 FY.

B. At 31st March 2022

	Balance B/F	Grant	Grant Spent	Net refund due
	£	£	£	£
Staff Costs	-	232,459	233,388	929
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	124,134	14,529
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 2023

Section 37 Statement

London Councils have awarded grants of £1,060,000 over four years. £265,520 of which relates to the financial year ended 31 March 2022. 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. However, due to covid the grants committee agreed that some of the funding could be utilised for the redeployment of the partners into their respective organisations whilst schools were locked down.

12. UNRESTRICTED FUNDS

A. At 31st March 2023

	At 1 April 2022 £	Income £	Expenses £	Transfer	At 31 March 2023 £
Designated					
Post 18 Programmes and Youth Board	16,930	8,536	25,466	-	-
LBO Ealing	-	40,876	8,038	-	32,838
LBO Waltham Forest	-	20,000	8,808	-	11,192
MAP	-	24,053	5,473	-	18,580
Relationships Goals	2,155	-	2,155	-	-
Tender Regional Development Fund	77,302	60,000	37,672	-	99,630
Core Costs	470,000	-	31,054	(146,839)	292,107
Designated Total	566,387	153,465	118,666	(146,839)	454,347
General Reserves	520,437	180,977	123,098	146,839	725,155
	£1,086,824	£334,442	£241,764	-	£1,179,502

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.
LBO Ealing and Waltham Forest	To complete the delivery of Healthy Relationships projects in the boroughs.
MAP	Provision to deliver Healthy Relationships programme in Norwich.
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
Transfer	£146,839 of the Core costs fund has been undesignated and transferred to general reserves to meet the required reserves level of £725,155.

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

B. At 31st March 2022

	At 1 April 2021 £	Income £	Expenses £	Transfer £	At 31 March 2022 £
Designated					
Post 18 Programmes and Youth Board	39,641	14,075	36,786	-	16,930
Relationship Goals	17,880	2,500	18,225	-	2,155
Tender National Partnership Development Fund	132,720	29,400	84,818	-	77,302
Core costs	-	500,000	30,000	-	470,000
	190,241	545,975	169,829	-	566,387
General Reserve	517,353	198,752	195,668	-	520,437
	£707,594	£744,727	365,497	-	£1,086,824

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 off donation that is not expected to continue beyond 2021/22 financial year.

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 2023 £	Total 2022 £
Auditors' Remuneration	5,820	5,000
Depreciation	6,719	6,580

15. ANALYSIS OF NET ASSETS BETWEEN THE FUNDS 2023

A. At 31st March 2023

	Fixed Assets £	Net Current Assets £	Total £
Unrestricted Funds	12,345	1,167,157	1,179,502
Restricted Funds	-	693,522	693,522
	£12,345	£1,860,679	£1,873,024

TENDER EDUCATION AND ARTS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

B. At 31st March 2022

	Fixed Assets	Net Current Assets	Total
	£	£	£
Unrestricted Funds	10,673	1,076,151	1,086,824
Restricted Funds	-	752,660	752,660
	<u>£10,673</u>	<u>£1,828,812</u>	<u>£1,839,485</u>

16. RELATED PARTY TRANSACTIONS

Total aggregate donations of £52,500 were made by the trustees during the year without conditions attached (2022: £12,000). No other related party transactions were recorded in the current financial year (2022: £nil).

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 2023 the charitable company was committed to minimum rental payable under non-cancellable operating leases in respect of equipment (inclusive of VAT), as follows:

	2023	2022
	£	£
Payable within one year	3,293	3,944
Payable in two to five years	-	-
	<u>£3,293</u>	<u>£3,944</u>

18. ECONOMIC IMPACT

The Trustees anticipate that the war in Ukraine and other significant economic factors 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 world economy, 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.