

Tender
acting to
end abuse



**ANNUAL IMPACT
REPORT 2020 - 2021**

WELCOME FROM SUSIE, OUR CEO

The sense of fatigue that has undoubtedly set in for many of us, is countered, as I write this in August 2021, by a sense of achievement and a resolve to remain resilient over the next period as we unfold from the pandemic. As the tidal floods recede, we will be picking through the debris on the shoreline for some time to come.

The impact of the pandemic on young people forms a significant part of this debris with so many vital transitional life stages missed or diminished. For a child about to start secondary school (Year 7) in September 2021, they have not had consistent, classroom-based teaching since Year 4.

Many of those primary aged children have missed significant milestones: like the week they spend away with their peers at the end of Year 6, navigating a new-found independence away from family, often for the first time. The jostling of Year 7 and 8, to navigate a bigger school, older children and multiple classroom changes, has been reduced to online learning in the bedroom, streamlined one-way systems in school corridors and the mandatory wearing of masks compromising the ability to effectively learn facial and body language, let alone hear clearly what anyone is saying. End of Year 11 and 13 Proms have been missed - those moments that mark the end of a chapter, to celebrate with friends. Students preparing for university have had less time within the safety of their established peer groups, to experiment those rites of passage of 'sex, drugs and rock'n' roll'. Universities are nervous about the

vulnerability of this next cohort who have not had the opportunity to test, to rehearse, to decide on their own limits and boundaries.

So, Tender must grow, in response to the increase in demand from schools and youth settings, universities and workplaces for our programmes. And so, we become, not a tiny London-based charity but, a larger national one. One could almost argue that we are a global organisation as we reach South Sudan, New Zealand, Democratic Republic of Congo, Syria..... but that is perhaps part of the next chapter of the Tender story...

Tender is greater than the sum of its parts; its philosophy and mission are so strong that anyone working at Tender gains momentum to also be strong and resilient. I am immensely proud of the Tender staff team who have had to work in isolation and through exhausting times. I am immensely grateful to our trustee board who stepped up the moment the pandemic hit and have supported, both individually and as a whole Board, tirelessly ever since. And to our supporters who share our vision and mission and who stepped in to offer long term help to ensure that Tender can do its best work today,



tomorrow, and well into the future.

Reading this report reminds me of all Tender has achieved over the last year; that we are a nimble, responsive organisation that is delivering work of excellence at a time when it has never been more needed. I hope you enjoy reading this report as much as me and I look forward to sharing the ongoing journey with you as we carry on, onwards and upwards.

DELIVERING IMPACT IN A PANDEMIC

The Covid-19 pandemic affected and continues to affect communities, businesses and individuals across the globe in ways we could never have imagined before March 2020. There is plenty of evidence to show that domestic abuse has risen sharply and educational services like ours have never been more important.

With so much of Tender's delivery usually taking place in schools and educational settings, school closures during the year have had a significant and inevitable negative impact on the numbers of young people we were able to reach during the year through a greatly reduced delivery programme.

Despite the many challenges, we are proud of what we delivered for young people, responding to changing circumstances with positivity and resilience by:

- quickly adapting and delivering our adult training programmes for virtual delivery, safely and effectively
- continuing to engage children and young people and the adults who support them with a mix of virtual and socially distanced delivery
- responding to the opening and re-closing of schools by offering face-to-face sessions or 'zooming' into classrooms in order to meet schools' requests for our workshops
- reviewing and refreshing our core educational content, sourcing new ideas and developing new teaching resources for primary and secondary schools
- establishing exciting new partnerships with complementary agencies to test and pilot new approaches involving visual arts, yoga and sport
- investing in digital technology to promote healthy relationships to schools and support young people with special educational needs
- engaging new workplace training partners and potential funders.

Our aim was to use the time made available in the early stages of the pandemic to ensure we had everything in place, ready for when we could resume our core work with young people in schools and youth settings, face-to-face events and training sessions, whilst retaining all we had pioneered through remote delivery too.

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This is such an extraordinary organisation, grasping the urgent need to look at prevention and early intervention, using the creative medium which offers a safe and accessible means of thinking about a tough topic to handle.

Secondary School Teacher

LIFE UNDER COVID

To give a flavour of what life has been like at Tender, we asked some of our staff and Trustees to describe how it's been for them:



Jess Moore, Tender's Co-Chair of Board of Trustees

What was your biggest challenge?

Schools closing posed a huge obstacle to delivery. But, despite immense challenges, the whole team at Tender pulled together to adapt our resources and methods so that we continued with our mission of preventing domestic violence through arts and education.

What was your biggest achievement?

Tender contributed knowledgeably and thoughtfully to the national conversation around the increase in domestic violence during the pandemic, and the issues of peer-on-peer abuse in schools; we have raised awareness of our services so that we can support even more young people.

What are your biggest grounds for optimism as we look beyond Covid?

Tender is in a strong and stable position despite the difficulties we faced last year. We can both rebuild and grow to reach more and more young people who will be equipped with the knowledge they need to build healthier relationships in the long term. As Co-Chair, I am hugely grateful to all our supporters without whom Tender would not have weathered the storm so well, nor be able to look ahead with such confidence and positivity.

Liz Rymer, Tender Trustee and Head Teacher

What was your biggest challenge?

Keeping over 1,000+ people safe every day, day in day out. This was all a bit tiring at times, especially as we had to cope with last minute changes from the Government and/or DfE, who seemed so out of touch with what Headteachers had to do on the ground. We faced huge new challenges that made us all feel vulnerable at times. Things we had never had to deal with before, like setting up a field hospital to test 1,000+ people, running a school in London remotely from North Norfolk, and getting laptops out to every child in need.

What was your biggest success/achievement/source of pride?

Keeping everyone safe! We've had lots of positive feedback from everybody, that we did OK - actually better than OK - throughout the pandemic, both during lockdown AND when we returned to on-site provision.

What are your biggest grounds for optimism as we look beyond Covid?

That we have all become stronger and more resilient because of what we have faced and got through together. That the collaboration between schools and between Headteachers that was so strong during Covid will carry on, and we maintain the joy of collaborative working rather than returning to the madness of inter-school competition.

“

We have all become stronger and more resilient because of what we have faced and got through together.

“

Whilst Covid has and continues to change everything we know about what it is to be normal, we have not given up.

Sharina Walia, Tender Trustee

What was your biggest challenge?

I think it was the worry. Everything was a concern; in terms of how we adjust to a different way of life being restricted at home and, most importantly, not to let the pandemic stop the work that needed to be done. As a new Trustee, it was crucial to remain focused and ensure we would continue to help others in such a difficult time.

What was your biggest achievement?

Being able to help Tender address an incredibly important issue surrounding anti-racism. Not only did we recognise the need for our organisation to tackle the issue head on, but we also actively took this forward to complete an anti-racism audit and are now working to take forward the recommendations.

What are your biggest grounds for optimism as we look beyond Covid?

We didn't stop as a charity. Whilst Covid has and continues to change everything we know about what it is to be normal, we have not given up. The tremendous amount of good work, learning and evolution that has already taken place has been astounding and, I believe, it will only continue.

Emily Whyte, Education Manager

What was your biggest challenge?

Adapting our programmes to online delivery to meet the changing circumstances and needs of schools just when schools were having to focus on immediate concerns, making it more difficult for them to engage with external organisations. We were so aware of the rise in domestic abuse and the vulnerability of young people separated from their peers and school surroundings during lockdown as we worked with teaching staff to switch to virtual sessions.

What was your biggest achievement?

We have adapted our content and changed our delivery methods to respond to what schools needed from us and created exciting new teaching resources. We have learnt a huge amount about how to deliver programmes effectively and safely online whilst continuing to use creative activities through which we encouraged young people to express themselves and their feelings in a safe space.

What are your biggest grounds for optimism as we look beyond Covid?

Teachers have shared with us their positive experience of what successful healthy relationships education can achieve for young people. Against the backdrop of recent coverage of the shocking prevalence of sexual violence experienced by young people in schools, I hope this will lead to much greater investment in effective preventative work.





Bradley O'Donoghue, Senior University and Volunteer Coordinator

What was your biggest challenge?

The last twelve months have been extremely turbulent for university students; not only have they had to adapt to online learning and persevere with their studies, but for many, lockdown has been spent in isolation with other students, some of whom they may not know and potentially others whom they may not be safe around. With the prevalence of sexual violence and harassment already so high pre-Covid, the physical entrapment of students and the lack of access to in-person support has raised concerns around safety and wellbeing.

What was your biggest achievement?

Despite working remotely, Tender has adapted much of its training for universities and delivered sessions virtually. We engaged with a large variety of student union officers bringing attention to the issues of domestic abuse, sexual violence and the impact Covid can have on victims and the barriers they face in seeking support.

What are your biggest grounds for optimism as we look beyond Covid?

With the easing of social distancing and lockdown restrictions, I am hopeful that students will be able to seek the relevant support and be surrounded by those who can help re-build their lives for the better. I am excited for Tender to be a part of their journey and to meet all the passionate student activists who are driven by kindness and compassion.

Dawn Howley, Adult Training Manager

What was your biggest challenge?

Adapting training at pace, whilst getting to grips with new technology, being aware of the different domestic situations people were facing, such as caring responsibilities, as well as being directly affected by Covid-19 and the huge rise in domestic abuse. Mindful of the importance of our material being inclusive, we worked with Jahnine Davis of Listen Up to embed intersectionality throughout our training materials, adding real depth to our offer.

What was your biggest achievement?

Since we went into lockdown, we have significantly broadened our reach to adults who have a safeguarding responsibility. In many sessions, we have brought together professionals who wouldn't usually attend training together; the value of those conversations has been amazing to witness. Most importantly, we've highlighted the vital work we do with young people, placing prevention front and centre.

What are your biggest grounds for optimism as we look beyond Covid?

The awareness of children, young people and adults who are victims of domestic abuse has increased in public conversations throughout the pandemic. Those people supporting them have shown a real commitment to training and development so that they can keep people safe. I hope that training becomes mandatory for any professional supporting victims/survivors, especially since adapting training online means it is much more possible for people to attend and more cost effective for struggling local authorities.

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We've highlighted the vital work we do with young people, placing prevention front and centre.

TENDER IN NUMBERS

In 2020/21 we delivered

145

projects with young people, adult training sessions and events

2,613

young people participated in our projects

1,504

adults participated in our courses, events and seminars

As a result of taking part in a Tender project*:

99%

of participants have an increased understanding of healthy and unhealthy relationships

97%

can identify appropriate support channels and services

100%

of teachers/staff feel supported to talk about the issue of healthy relationships to the children or young people with whom they work

**feedback taken from post-project questionnaires*

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I have learnt how to recognise abuse and to know how to stop it.

Project Participant

“

This project will now allow me to have more open, honest and frank conversations regarding the young people and their relationships.

Teacher

SUMMARY OF ACHIEVEMENTS IN OUR CORE PROGRAMMES

Schools Programme

We worked in London and from our regional hubs in Norfolk, Avon & Somerset, Hull, Kent, West Yorkshire and Devon.

Our Education Team worked with 1,851 young people across 32 primary schools, secondary schools and alternative education settings. We promoted healthy relationships through in-depth and short workshops, peer-led presentations, virtual sessions and enrichment days. We also provided staff training to 165 teachers and school staff.

During the early part of the year, while schools were closed, Tender's national team were put on furlough. As restrictions lifted, colleagues were able to return to work, quickly creating new session plans and resources alongside active engagement in schools. Future bookings are looking positive, and we expect to bounce back to full delivery mode from the start of the new academic year.



“

I have gained more information about healthy and unhealthy relationships and now have the knowledge to take action.

Project Participant

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Can you please pass on my gratitude to the Tender team. I understand that coming into schools during the lockdown must not have been an easy decision. Staff here really appreciate you coming in, and the students benefited immensely. I have received feedback from students and staff, including senior leaders who all commented on excellent delivery and that students got a lot out of the day.

Teacher

SPOTLIGHT

In July, as part of our disrupted Champion Schools programme, we delivered online domestic abuse awareness training to 24 school staff from the boroughs of Greenwich and Kingston, preparing participants for managing the anticipated increase in disclosures as lockdown eased.

Trauma Informed Programmes

For a variety of reasons, some young people are more at risk of domestic and sexual violence, including children and young people with special educational needs and disabilities (SEND), LGBTQ+ young people, those with experience of the care system or who have been educated outside of mainstream settings and young refugees and asylum seekers.

During 2020-21 we worked with 325 vulnerable young people and 133 adults who support them in 25 projects, workshops and training sessions.

University Partnership Programme: Shoulder2Shoulder

We continued to deliver a broad programme for universities, conservatoires and sixth-form colleges to support young people during key transitional periods such as leaving school and starting further education which can leave them particularly vulnerable to abuse.

We delivered 3 online training courses for Student Union Officers from 21 universities to support students, made particularly vulnerable on campus during lockdown.

SPOTLIGHT

Tender partnered with RADA (the Royal Academy of Dramatic Arts), delivering a new prevention programme to the entire student and staff cohort. In total, through 20 training sessions, we reached 181 young people and 84 professional services and teaching staff.

We are hopeful we can extend the programme to other performing arts and drama schools next year.

SPOTLIGHT

We continued our Thrive project working with young refugees, asylum seekers, young people at risk of homelessness or with complex needs in partnership with specialist youth settings Young Roots, New Horizon and Phoenix Place. When the pandemic prevented direct work with young people, we offered online bespoke training to the adults supporting them instead.

We pressed on with our work supporting young care-leavers in a series of projects commissioned by the Greater London Authority Young Londoners' Fund.

Funded by Children in Need and working with Leap Then Look, we created a new toolkit of resources, using visual art-based activities to explore healthy and unhealthy relationships.



Adult Training

Our adult training programme has grown from strength to strength despite, or perhaps because of, the pandemic. We delivered 83 training programmes to 1,132 adults including social workers, teachers, other professional and support staff in London boroughs and schools.

Adapting to remote learning has enabled the team to reach higher numbers and more diverse audiences than ever before.

We have trained teachers, pastoral support teams, early help professionals, social workers and a range of other adults with a safeguarding responsibility on the dynamics of domestic abuse so they can keep children and families safe in a safe, non-judgemental space.

“

Excellent training that will enable DV conversations with parent/child to have more depth. It encouraged me to think more holistically about the impact DV has on all victims so conversations will generate connection to target meaningful support.”

“

Thank you for a really informative and well-planned course. Exceptionally timely for us...It was brilliant!



India Smith

National Youth Board

Tender's Youth Board remains at the heart of Tender's operation; advising on content and the development of our core work, as well as representing Tender at public events and campaigning vigorously about the issue of violence against women and girls. This year, the Board has gone from strength to strength, with more active members than ever before and a successful recruitment of new volunteers.

YOUTH BOARD MEMBERS PARTICIPATED IN:

- **BBC** coverage exploring the prevalence of sexual violence amongst young people in schools and the importance of engaging young men
- A round table discussion, hosted by **London Evening Standard**, on issues raised by young people's testimonies published on the Everyone's Invited website
- Showcasing Tender's university work and the impact of our workplace training at "Together We Are", an online event, hosted by our partners **Clifford Chance**
- Tender's campaign to raise awareness of healthy and unhealthy behaviours, as part of global campaign **#16DaysofAction** in November 2020.
- An online supporter event introducing Tender's work to potential major donors

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When combining their experience, skills, and aspirations, the Tender Youth Board is an unstoppable force who will go leaps and bounds to positively shape the lives of other young people.

Bradley O'Donoghue, Senior University and Volunteers Coordinator Tender Youth Board Alumni



Workplace Training

We are proud of the relationships we have developed with leading corporate and government partners who share our values and see diversity and inclusion as strategic priorities.

Our relationship with **Clifford Chance LLP** continues to flourish and grow. This year, we have expanded our training of Inclusion Advocates, new LPC cohorts and engaged senior leadership in global offices to enable a positive workplace culture. We are grateful the firm have renewed their sponsorship of our important university programme with a relaunch in June 2021.

We worked closely with the newly formed Government department, **Foreign, Commonwealth and Development Office** (FCDO) to create a multi-layered, nuanced programme addressing workplace harassment, inequality, exclusion and bullying. We worked with 500 staff across multiple teams, offices and departments, including the UK, Democratic Republic of Congo, South Sudan and Syria, contributing directly to the FCDO's Diversity & Inclusion agenda.

“

We are delighted to have built a wonderful partnership with Tender. Tender's inspirational work makes a huge impact in championing equality of aspiration and experience for everyone in the firm and we are proud to be able to support their critical and essential work in schools and universities.

Matthew Layton, Global Managing Partner, Clifford Chance LLP

“

I have understood the need to come together to identify and agree how we step up and develop confidence to address bullying, harassment and discrimination, as difficult as that may be

Workplace training participant

Elsewhere, we have worked with **HS2** and **Warner Media** to provide regular “lunch & learn” sessions raising awareness of domestic abuse and advising and training colleagues responsible for supporting staff members experiencing domestic abuse.



“

The training was so helpful, especially the conversations. I've worked with Tender before and they are always so professional, kind and non-judgemental and it feels very comfortable to discuss ideas, thoughts without feeling embarrassed even over Zoom!

Training participant

CREATING NEW RESOURCES TO SUPPORT YOUNG PEOPLE

The Tender team used the time away from the classroom during lockdown to create new resources for both primary and secondary teachers to use remotely with their students.

We now offer a pre-recorded assembly, a primary school teacher's pack, an audio resource and a new Champion School Toolkit. We also adapted all our existing content for online delivery, co-opting teachers and other school staff to provide additional in-class facilitation when we were working remotely.

Funded by **Comic Relief's Supporters Club**, we were excited to begin a pilot project with **Street Soccer London**, exploring how sport and physical activity can engage young people in conversations about healthy and unhealthy behaviours in relationships.

Working with the charity **Urban Yogis**, we explored how we can incorporate yoga into our sessions and aim to roll out the pilot during 2021.

Our ambition is to reach more schools and vulnerable young people through technology.

We have invested in:

Relationship Goals

Our online healthy relationships game, co-designed by and for young people with special needs and/or those who are neurodivergent. Funded by **Comic Relief** and other major donors and developed during 2020, this is now ready for piloting in 2021.



RE:SET

A new online toolkit for primary and secondary schools promote healthy relationships within the school community, and a wonderful legacy to our Whole School Approach, piloted in 4 Croydon schools and funded by **MOPAC**. We look forward to piloting the programme during 2021.



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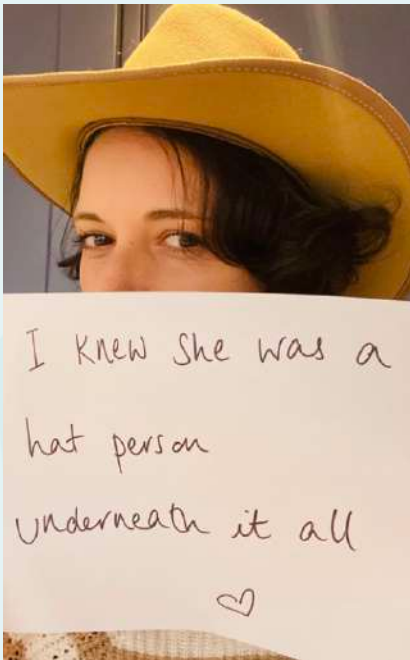
I think playing this game would help me get more confident trying to have a relationship in the real world

Young person participating in a 'Relationship Goals' user-testing session, Spring 2020

SPREADING THE WORD

Ten Word Love Stories

May 2020



With the help of our friends in the entertainment and arts world including Phoebe Waller-Bridge, Jodie Whittaker, David Tennant, David Mitchell and Victoria Coren, we launched our social media campaign, 10 Word Love Stories. We asked the public to write a love story in 10 words, share it on social media, then challenge their friends to do the same and donate to Tender. Hundreds of people rose to the challenge, raising awareness of our work and donating a total £1,557.

“

Love this campaign and pleased to support it

Jennifer

“

I think you guys are doing an excellent job in these trying times

Liam

Fabulous Phoebe raises awareness and funds for Tender

October 2020

**FABULOUS
PHOEBE**

Tender benefitted from the launch of a new short film, “Fabulous Phoebe” by Poetry Films which explored themes of gender equality and domestic abuse in the face of Covid-19. We are grateful to the 26 kind supporters who donated £469.

<https://www.poetryfilms.co.uk/films/fabulous-phoebe/>



#16DaysOfAction

November 2020

Our Youth Board led on Tender's participation in this important awareness raising campaign against gendered violence including:

- A series of posts on Instagram highlighting [the difference between healthy and unhealthy behaviour](#) and [signposting to support services](#), reaching 1000 followers
- Supporting a student union officer hosted workshop at the University of Edinburgh to raise awareness of sexual violence on campus
- As part of our Champion School work in Kingston and working with local partners, creating a podcast on healthy and unhealthy relationships and gender inequality. [You can listen to it here.](#)
- A blog post on [how to spot unhealthy relationships.](#)

Tender in the media

March 2021 & beyond

In Spring 2021, public attention turned once again to the weighty and emotional topic of violence against women and girls, following the murder of Sarah Everard and media coverage of the shocking testimonials from (mostly) young women and girls experiencing sexual violence in schools and educational settings, on the Everyone's Invited website.

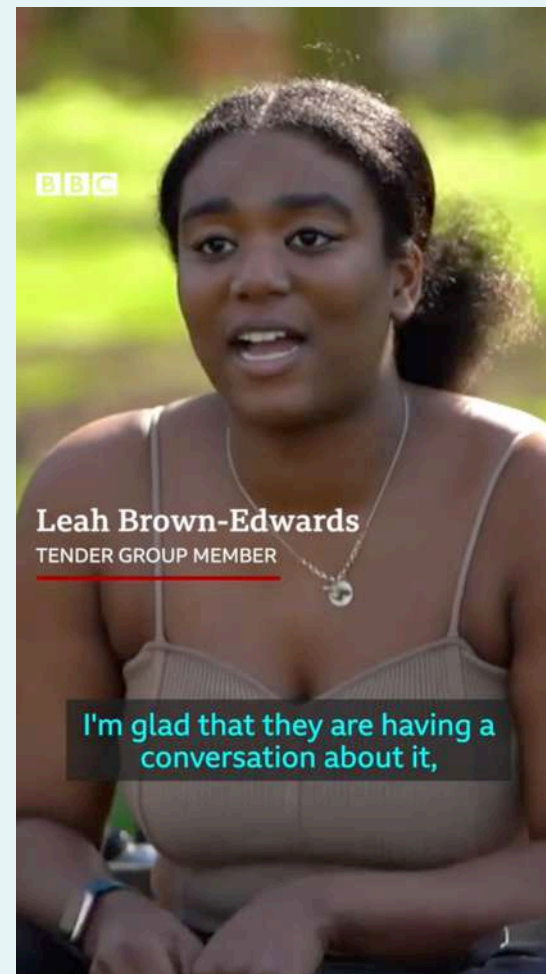
As a result, Tender was invited to take part in discussions on how to tackle sexual violence and the important role education can play in teaching young people about healthy relationships. Tender featured on the BBC News, ITN News, The One Show, The Guardian, Today in Focus Podcast, The Face. You can see some of the coverage by following these links:



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The real challenge is to accept and agree that there is a real problem that needs to be tackled in schools- and that we are letting down young women and men by not doing so.

Rt Hon Maria Miller MP, former Chair of the Women and Equalities Select Committee



ANTI-RACISM

Tender's ambition is to be a truly anti-racist organisation.

Spurred on by George Floyd's murder and wider recognition of the #BlackLivesMatter movement, in February 2020 we commissioned **C&E Advisory** to complete a full audit of our practices, resources and attitudes towards equality, diversity and anti-racism. We are looking forward to putting their recommendations into practice during 2021 and ensuring that equality and anti-racism are core to all our practices, processes and values.

FUTURE PLANS

Our vision is to live in a society with no domestic or sexual abuse.

Our strategic priorities going forward are:

PREVENT

through education

ACHIEVED THROUGH:

Healthy Relationships programme in schools and 6th form colleges

The RE:SET programme

PROTECT

the most vulnerable children and young people

ACHIEVED THROUGH:

Trauma informed programmes

Use of technology including online games such as Relationship Goals, e-learning and virtual training

Training adults with a safeguarding responsibility

PROMOTE

healthy communities

ACHIEVED THROUGH:

Youth Board

Universities programme

Workplace training

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Tender's work is so profoundly important. Through drama and the creative arts, we provide young people with the skills they need to form positive relationships.

Olivia Colman, Tender Patron

FINANCIAL SUMMARY

For the year to March 2021

Total income:

£1,522,702

Total expenditure:

£1,155,588

Total spend on programme activity:

£1,102,181

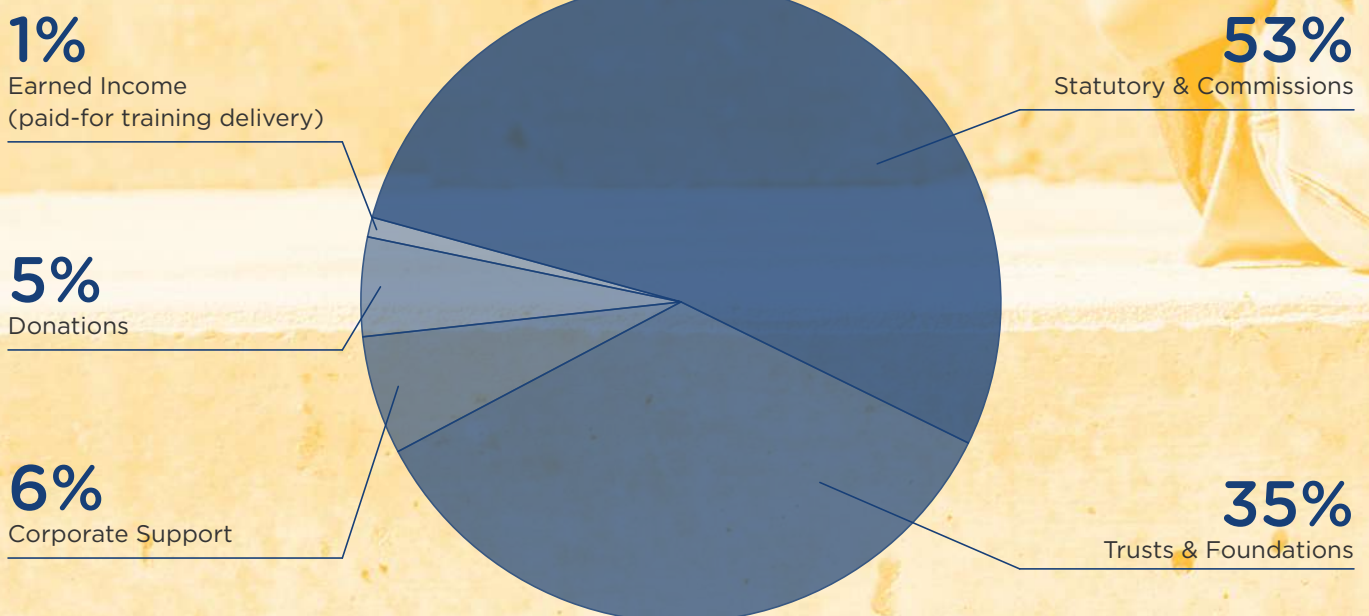
For every £1 we receive,

72p

goes towards our direct work with young people

[You can read our Trustee Report and Accounts by following the link to the Charity Commission's website here](#)

Breakdown of Funding Sources



THANKING

Our work is only possible thanks to the generous contributions of our supporters. We are truly grateful to everybody who believes in what we do and contributes to our cause.

We are particularly grateful to our Patrons, Olivia Colman and Ed Sinclair, who have been so supportive throughout the year and continue to help us raise awareness and fundraise.

We are particularly thankful to all our funders who have been so flexible and accommodating during this difficult year. Their support has allowed us to respond effectively to schools and young people and provide vital financial stability when our fundraising came under pressure with cancelled events and curtailed activities.

Thanks to our supporters and prudent reserves policy, we are grateful to have weathered the storm and be able to plan confidently for the future. As ever, we remain reliant on the goodwill and generosity of our donors and promise never to take our partners and friends for granted.

Thank You to

Amy Malik

BBC Children in Need

Burson Cohn & Wolfe

Caro and Will Greenwood

City Bridge Trust

Comic Relief

Coutts Foundation

Esmée Fairbairn Foundation

European Commission

FACET Charitable Trust

Garfield Weston Foundation

Greater London Authority

Helen and Rory Conwell

Jack Petchey Foundation

Kate and Julian Barnett

Kent Community Foundation

London Councils

Lynette Williams

Marks & Spencer

Matthew Layton

Mayor's Office for Policing and Crime

Paul Hamlyn Foundation

Sonya Leydecker

The Addo Trust

The CMF Charitable Trust

The Thompson Family Charitable Trust

Wenlock Basin Boat Community



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We love to hear from you. So, please get in touch:

- Susie McDonald**, CEO - susie@tender.org.uk
- Cordelia Morrison**, Development Manager - cordelia@tender.org.uk
- Kate Hogg**, Development Team - katehogg@tender.org.uk
- Dawn Howley**, Adult Training Manager - dawn@tender.org.uk
- Dorota Small**, Finance Manager - dorota@tender.org.uk

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There is also lots more information, guidance and advice on our website:
www.tender.org.uk or find us on social media:

- <https://twitter.com/TenderUK>
- <https://www.instagram.com/tenderuk>
- <https://www.facebook.com/TenderEducationArts>