



Annual Impact Report

2021 - 2022



Group Poem - A Message To Our Future Selves

*By Mia Gibson and Ella Dryhurst,
with support from Poppy Stevens*

Dear you,

Surround yourself with those that know you
Understand you
Be comfortable with all that you are
Don't take it too far
Get hammered
Time wasted

Be more selfish
Take care of yourself
But don't forget others
Selfless, Self care
Work on you
Your relationships
Your goals

Don't worry
Be content, at ease
Stop trying to please
You will love yourself
Be proud of your mental health

Travel, be curious
Maintain independence
You can do it all and
If you fall
Get up
You've got this.



The winners of our 2022 Outstanding Creative Response Award, Ella and Mia, with Phoebe Waller-Bridge

Nati Poletti Photography

Welcome from Susie

I would describe this past 12 months as the year of living nimbly!



Despite everything the pandemic continued to throw at us, we only stopped working in schools for short periods and by March 2022, we were back to reaching pre-pandemic numbers of children and young people.

What I have been acutely aware of though, is the change to the fabric of how it feels to work in Tender.

As I locked the office door in March 2020 and wheeled away the shopping trolley of Tender pot plants I didn't realise that nothing would ever be the same again. Our office, once a thriving hub of conversation, achievement, collaboration and tea drinking sat empty for weeks at a time, seen over by two diminishing pot plants that didn't make it in the trolley.

This last year saw a ripple through the Tender staff team that I believe was echoed across many businesses, charities and organisations. In one week last September, three staff were on maternity or adoption leave, another was on jury service; and two more had just left to take up academic roles. So, in a staff team of 14, almost half weren't there! Those of us remaining picked up the slack and kept going. Working from home meant the comings and goings of staff happened at a distance, with no empty desk space to acknowledge someone's departure.

Why am I telling you this? Surely the day-to-day operations of this small charity aren't really of interest to anyone - it's all about our mission and vision isn't it? My point is this; Tender has a secret agenda. Not only should it be an organisation that delivers the best possible work with children and young people but it should be a place that people love working in; where they feel safe, cared about; where colleagues help without a second thought, where the instinct is to be kind. Some would suggest the intention was to make Tender like a family, but most of us have got one of those and we would probably agree to aspire to something less prone to dysfunction!

My naïve ambition has always been to create a space for people who want to change the world, who can develop within the security of a sound and stable organisation that totally knows what it is doing, has a clear vision and welcomes all to join its mission. Along the 19-year path our staff team have lost loved ones, met new loves, married, given birth, had hearts broken and broken hearts. But everyone knew that coming to work at Tender they would be celebrated, supported, cried for, cried with and encouraged.

As I sit in our office today, drafting these ideas, I'm surrounded by 10 Tender colleagues - joy! (there are lots more but they're dotted around the country). There was laughter earlier about a Bake-Off challenge - I've missed group laughter! We interviewed for a new colleague this morning and this evening we are going for farewell drinks to say good bye to another colleague. There is a hushed air of concentration as we kick off the new academic year. And so life moves on.

I'm not sure the two abandoned pot plants will ever quite recover but I'm pretty certain Tender is as strong and wonderful as it has ever been. Our lockdown knocked us but didn't knock us down. I do hope you enjoy reading.....

A handwritten signature in black ink that reads "Susie McDonald".

Susie McDonald
Tender CEO



Olivia & Ed as Patrons

We have been very proud to see the progress of Tender over this last year.

The culminating point was the Annual Awards in July, which, after a hiatus of 2 years was back to being our favourite event in the Tender calendar. We were delighted that some of our friends from the arts world were able to join us - thank you Phoebe, Rachel and Jessie for taking the role of award givers to such amazing young people, teachers and youth workers.

What was of particular note this year was the geographical spread that the recipients came from; West Yorkshire, Norfolk, Somerset and London. Tender really has grown from the small London-based organisation that we were introduced to back in 2013, to a national organisation, reaching children and young people across the country. One school alone, Edward Worlledge Ormiston Academy (Norfolk), saw a 62% decrease in negative behaviours being logged on the school's system since taking part in Tender's RE:SET Programme. Domestic abuse has often been described as the shadow pandemic throughout this terrible Covid time.

The awful truth of course is that the domestic abuse pandemic was present long before Covid-19 arrived; lockdown just exacerbated the horror for some and pulled it into sharper focus for the world at large. It's the terrible knowledge that people are living in fear - a fear caused by those that are meant to love and protect them - that makes us so attached to Tender. This organisation continues to enable children and young people to be confident about their rights to healthy, safe, happy relationships and the skills to speak up and speak out.

It's amazing that Tender will celebrate its 20th anniversary next year - we came on board as it celebrated 10 years - where has the time gone! We are so excited about the year ahead and that all the opportunities Tender has to stand centre stage in ending domestic abuse. Watch this space!



Handwritten signatures of Olivia Colman and Ed Sinclair in black ink.

Olivia Colman & Ed Sinclair
Tender Patrons

Chair's Overview



Carole Evans

The need for the work that Tender does with children and young people is greater than ever and, despite the society-wide challenges of the past couple of years, our charity, and the team that run it with enormous energy and enthusiasm, is in better shape than ever before to meet those needs.

As children and young people return to educational settings and rebuild friendships and relationships, Tender is on hand to offer support. With greater public awareness of peer-on-peer abuse, as well as domestic and intimate partner abuse, people are searching for solutions. At Tender, we believe that prevention and education are essential, and we have the experience and expertise to implement those parts of the solution.

The charity has grown and with it so has our ambition is to reach more and more children and young people with our arts and drama-based education programmes so that they are equipped to have happy and healthy relationships.

We are immensely grateful to our supporters: the donors who make our work possible, along with the teachers who welcome our workshop leaders into their schools, and, most of all, the children and young people who take part and are our greatest advocates. We would not be able to do what we do without all that support.

On behalf of the Board of Trustees, thank you.

A handwritten signature in black ink that reads "Jess Moore". The signature is written in a cursive, flowing style.

Jess Moore
Chairman

Development Board

Amy's reflections on the fundraising year

Despite the challenges of fundraising in a pandemic, Tender's Development Board raised an amazing £72,000 of new income, with a further £73,000 expected in the next two years. I couldn't be prouder of what we have achieved together.

Alongside their own generous contributions, Board members introduced several new Guardians and Friends, each of whom is making a vital contribution to our work. Thank you so much.

We also gained a new Board member, Kay White, who joined us in January 2022 and is already making positive waves. Kay, welcome!

In the absence of in-person supporter events, Tender went online to showcase our work, staying in touch with donors and make new connections.

We raised £800 from the online sale of signed sporting memorabilia, donated by our friends at Octagon Sports – enough to cover the costs of 80 young people attending our 2-day healthy relationships programme.



Board members supported the #BeTender Valentine's Campaign, challenging ourselves to #14 Acts of Kindness, raising awareness and £500 in sponsorship.

Tender's workplace training offer helps employers drive more positive cultures where everybody can thrive. The fees we earn are an important source of additional funding for our educational programmes. Board members helped with introductions to potential partners as well as shaping our approach to new business. We are also grateful to Ed Bradford of the University of Warwick for his support of the project.

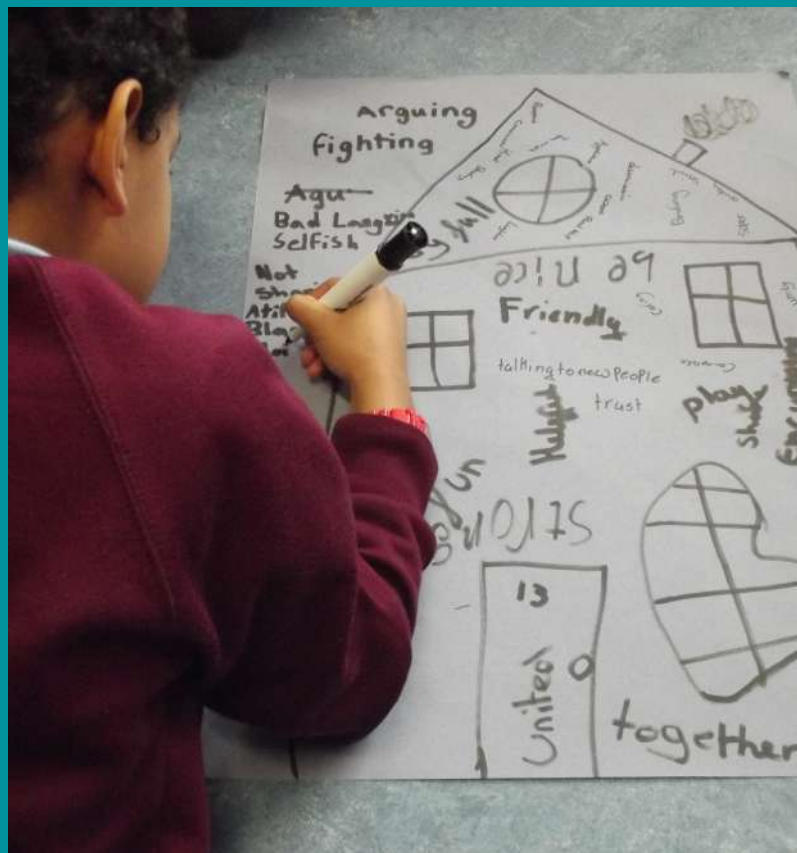
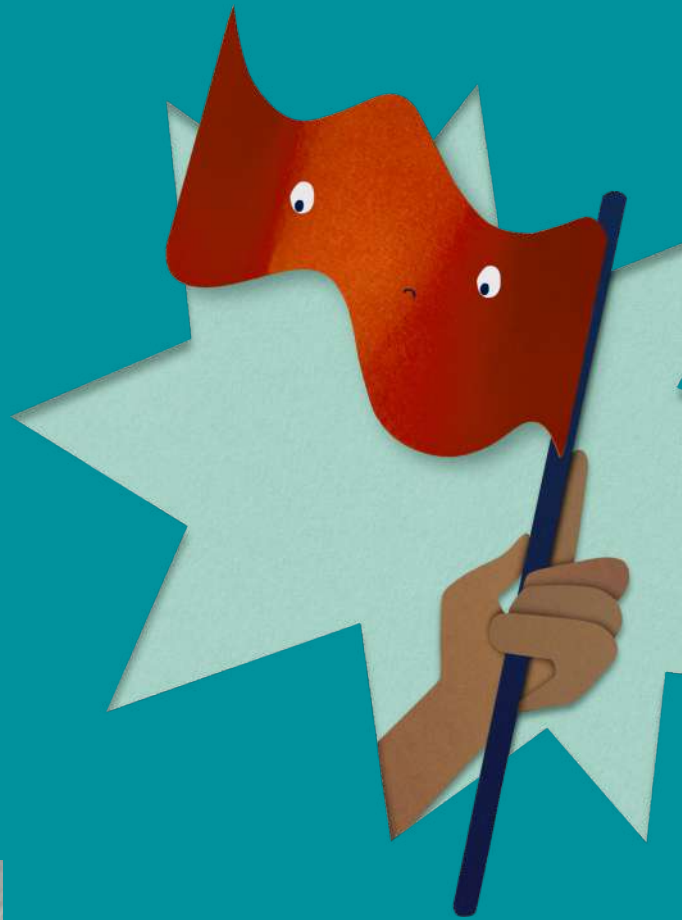
Many thanks to David, Fergus, Jane, Jonathan, Kate, Kay, Lynette and Peter for everything you have done during the year.

We smashed it.

Amy Malik
Chairman of Tender's Development Board

Why Prevention Matters to Us

Prevention is at the heart of Tender's mission. We support young people to build healthy relationships and prevent them from becoming victims or perpetrators of abuse. By equipping them with knowledge about early warning signs, changing their attitudes about abuse and transforming behaviours in relationships, we aim to put an end to domestic abuse and sexual violence in the lives of children and young people.



"I have learnt that not all relationships are healthy and some people are really horrible to their partners. I want to be a boy and a man that treats girls and women well."

Year 8 Student, Carlton Bolling

Read on to learn more about what prevention means to the Tender community.

Youth Board



Ula Jackson Smith
Youth Board

There is a multitude of important practical, financial and social reasons why preventative work matters. However, beyond these valuable benefits, from my view as a young person, I think of preventative work as a form of care. Increasingly and throughout the lives of young people today, funding, resources, and opportunities for us have been structurally reduced. As a result, it can often feel like care, and interest in our experiences as young people has also diminished.

For me, the work Tender does to support and empower young people to navigate the complex reality of relationships and sexuality is a form of care. Preventative work shows value in us as young people. To hold space for our opinions, experiences, and well-being demonstrates attentiveness, interest, and respect for young people that we don't always receive.

Prevention matters to young people because it demonstrates care for us. A form of care that has been felt by me as a young person through Tender's work.

Esmée Fairbairn Foundation



Annabel Durling
Esmée Fairbairn Foundation

Across Esmée's work, we have a strong focus on preventative and early-stage work, tackling problems before they become entrenched and stopping harm from occurring. Tender's work to help young people to understand what healthy relationships look and feel like is a great example of this. Their work gives young people a safe space to talk about things they have heard and may themselves think about how to be in a relationship.

Young people feel safe enough to volunteer difficult opinions and skilled facilitators carefully challenge those beliefs without stigmatising the young person, which is crucial for empowering them to truly reflect on what's healthy and what's not. It helps young people to develop their own 'red flag' intelligence - both about their own behaviour and that of the people around them.

Effective preventative work is critical to stopping abuse and the trauma it causes, which can reverberate across a whole life, with huge human and financial cost. Intervention at this point and giving young people the power to be their own agents of change has genuine potential to create a society where respectful, equal and healthy relationships are the norm.

Activity Review

In 2021/22:



283

projects, training sessions and events delivered



32,174

young people participated in Tender's projects



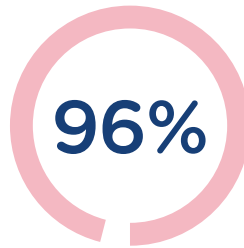
3,625

adults participated in Tender's courses, events and seminars

As a result of taking part in a Tender project:



of participants can identify one early warning sign of sexual and domestic violence



of participants are able to identify appropriate support channels and services



of adult training participants felt the training increased their knowledge of domestic abuse and coercive control

We also saw:

22

members attending 9 Youth Board meetings - including 5 new recruits

5

partner universities pilot our Shoulder2Shoulder programme, supported by Clifford Chance LLP

14,189

visitors to our website, with 39,352 page views

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

Parent of Year 9 Student

Back in the Classroom, Stronger than Ever!

This year we were delighted to return to delivering our work in-person. The pandemic presented challenges for both Tender and our settings (with some reporting 25% of staff being off work due to Covid at any one time), but in 2021/22 we have been able to reach more children, young people and adults than ever before.

“I am so grateful for this once in a lifetime opportunity. I have learnt a lot and it was really fun.”

Year 8 Participant

Piloting Innovative New Programmes

At Tender, we are constantly looking for new ways to engage children and young people in building healthy relationships. This year saw the pilot of not one, but two new programmes:

RE:SET is an online toolkit and year long mentorship programme, to support schools to explore, adapt and reset their existing relationships education across the whole school. Go to page 12 for more information.

Relationship Goals is an interactive online game designed specifically for neurodivergent young people, to support them to learn about relationships in a digital space as solo or multi-players. Go to page 13 for more information.



Our RE:SET Programme Manager and Coordinator (centre) with the RE:SET Project Delivery Team from Charles Darwin School in Bromley. Charles Darwin School won the award for Outstanding Secondary School

Nati Poletti Photography



City of Westminster College winning the Most Supportive Youth Setting at the 2022 Tender Annual Awards, with Jess Phillips MP

Nati Poletti Photography

Working with the Whole Community

A major focus for this year has been on working with whole communities to support the young people at the heart of Tender's work. We've been working with adults with safeguarding responsibilities, universities and workplaces to further develop knowledge, support and safeguarding for young people.



Ellie Ross-Wilkinson

Working with Children & Young People

Our Work in London

17,474

participants across 126 primary schools, secondary schools and alternative education settings

2,188

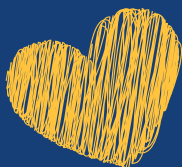
young people took part in our 2-day Healthy Relationships workshops or in-depth projects, sharing their learning with 8,202 more young people via peer-led presentations

6,150

young people took part in shorter workshops, virtual settings or enrichment days

478

adults received staff training



Working in every London Borough

Funded by London Councils

This year saw the conclusion of a project where Tender worked alongside 8 leading Violence Against Women and Girls organisations to deliver work in all 32 London boroughs. The project weathered many challenges over the years, not least because of Covid-19! We are incredibly proud of it and the positive impact we have had on children and young people across London.



Dan Dennison

Whole Community Approach

Funded by the Mayor of London's Violence Reduction Unit

Tender continued delivery of a "Whole Community Approach" in 15 London boroughs. This comprised of workshops for children and young people and adult training for professionals with safeguarding responsibilities.

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

"A good friend is someone who helps you up when you've fallen down, cheers you up when you're sad and makes you feel safe when you're scared."

Participant, Wellington Primary School



Dan Dennison

Physical Activity and Sport Programme

Funded by Comic Relief and BT Supporters' Club

In 2020, we began a pilot project to explore how physical activity and sport (specifically, football and yoga) could be used to engage young people in conversations about healthy relationships. We are now coming to the end of the pilot and have received really positive feedback.

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

Staff Member

Tender National

Funded by a range of supporters

Project Delivery Returns!

After an extended period of furlough, our hubs in West Yorkshire, Avon & Somerset, Norfolk and Devon returned in April 2021. Despite ongoing challenges with COVID-19, we were delighted they were able to resume delivery at pre-pandemic levels.

"Pupils were able to better understand complex, emotional concepts through the skilled use of drama and enquiry. They had a safe environment in which to ask potentially sensitive questions."

Teacher, Norfolk



PC Sally Baines, Phoebe Waller-Bridge and our Regional Lead (West Yorkshire) Angharad Turner-Fielder at the Tender Annual Awards 2022.

Nati Poletti Photography

"It built my confidence and is really helpful."
Year 8 Participant, West Yorkshire

Securing Commissions

Our Regional Leads secured several commissions from schools and colleges, as well as funding for bespoke projects from Norfolk YOT, Norwich MAP, Bath Spa University and North Somerset VRU (Violence Reduction Unit).

We were also able to deliver in the following regions without hubs:

- Kent, thanks to the Kent Community Foundation
- Hull, thanks to our partnership with Cornerhouse
- Manchester, thanks to the Manchester Health & Care Commissioning Thrive Grants Programme, where we delivered workshops in partnership with the Manchester branch of Brook, the sexual health charity.



Dan Dennison

66

projects delivered across 8 regions

9,830

young people and 992 adults reached

1,413

young people took part in Healthy Relationships workshops

7,498

young people watched informative performances about violence prevention

819

young people reached through enrichment days and targets workshop activities



Tender National

Funded by a range of supporters



Marcel Hergaarden

Brighton & Hove Calling

We were delighted to receive funding from two private donors to deliver healthy relationships projects in secondary schools in Brighton and Hove. The workshops were well received by students and staff, and we hope to build on delivery in this region in the future.

"It really opened their eyes to what is a healthy relationship...and given ideas about how to get pupils involved in different ways of tackling the issue...I honestly can't recommend it enough."

Teacher, West Yorkshire

Collaboration Across Tender

Our National Team has been working more and more with teams across Tender, to share learnings and help to develop new projects.

- Two of our National Hubs delivered the **RE:SET** programme as part of its pilot year, and now all four Hubs are planning to deliver a **RE:SET** project in their area in the coming year.
- Our Norfolk Hub has also been collaborating with the Specialist Provision team to bring the **RE:SET** programme into alternative provision settings. This programme will support settings working with vulnerable young people to grow their understanding and approach to relationships education. Currently in its first year of development, this programme will run in three settings across Norfolk and six settings across London over the next three years.

"Since we began taking part in RE:SET in the Autumn term, we have noticed a 62% decrease in incidents of negative behaviour which we believe is due to the children being able to express their emotions."

Teacher, Norfolk



Ella and Mia, Winners of Outstanding Creative Response at the Tender Annual Awards, with their guests and our Regional Lead (Norfolk) and Olivia Colman.

Nati Poletti Photography

RE:SET (Relationships Education: Schools Equality Toolkit)

Funded by The Clothworkers Foundation and private donors

5

schools piloted our new Whole School Approach Programme, RE:SET

39

young people became Healthy Relationships Ambassadors

392

young people took part in assemblies or workshops

69

adults received staff training

156

school staff successfully completed Tender's E-Learning in Basic Awareness of Domestic Abuse

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

The pilot year has been a resounding success, with all participating schools positively engaging in the programme.

Particular highlights have included:

- a group of "Relationship Ambassadors" creating a radio drama
- students designing Healthy Relationships tote bags
- a school-wide commitment to completing 14 acts of kindness for our #BeTender campaign
- staff members actively challenging themselves to revise gendered language in schools.



Ellie Ross-Wilkinson

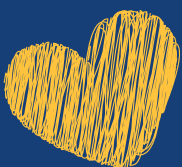
"I can confidently attribute a range of student leadership highlights at Rokeby School to the RE:SET programme e.g., staff-student collaboration, student-led campaigns, parent workshops and many, many more. Also, as a member of staff who is new to RSHE and student leadership, the clear structure and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

Teacher



Representatives from Ivydale School in Southwark accepting their Healthy Relationships Champion School certificate from Olivia Colman.

Nati Poletti Photography



Specialist Provision

Funded by BBC Children in Need and Greater London Authority Young Londoners Fund

Reaching Vulnerable Young People through Innovative Projects

This year we have been exploring new ways of engaging our specialist provision participants. With our partners, Leap The Look and funding from BBC Children in Need, we continued a visual arts-based activity, creating a self-care resource which has been shared widely.

We also continued supporting young care leavers, with a project commissioned by the Greater London Authority Young Londoners Fund.



Dan Dennison

"You never know if everyone has completely understood so it was really good today to hear people say they had enjoyed talking about relationships because you thought yes, you got it!"

Staff Member

Whole Setting Approach

We have developed an innovative new programme working with alternative education and youth settings to deliver a Whole Setting Approach. This includes:

- staff training
- workshops for young people
- Level 2 OCN (Open College Network) qualifications.

744

744 children and young people participated in our Specialist Provision work

43

adults were trained by our Specialist Provision team

28

projects, workshops and trainings were delivered

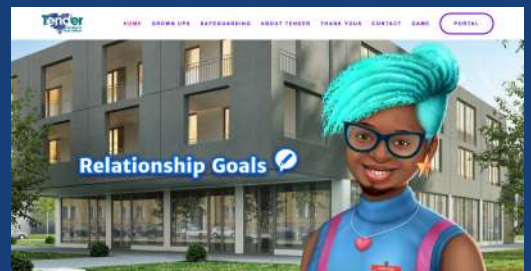


Relationship Goals

This year we piloted our new video game resource, Relationship Goals, that supports neurodivergent children and young people to learn about healthy relationships.

Disabled people are twice as likely to experience domestic abuse compared to non-disabled people, with the abuse often lasting longer and more severely. Nonetheless, children and young people with special educational needs and disabilities are often left out of the conversation when it comes to relationships and sex education. This can leave them potentially even more vulnerable to abuse.

Relationship Goals aims to empower young people to recognise unhealthy behaviour and to build healthy, fulfilling relationships on their own terms.



"The experience has been great; the facilitators were very accommodating to the needs of my students and explained things very well"

Staff Member

Post-18 Work

Funded by

CLIFFORD CHANCE

In Summer 2021, Tender launched the Shoulder2Shoulder Programme – a partnership programme which seeks to embed domestic abuse and sexual violence prevention into the culture of university campuses.

After an extensive application process, we worked with 5 universities for 12 months:

- University of Chichester
- University of Exeter
- Liverpool Hope University
- Manchester Metropolitan University
- Nottingham University

Each university committed to:

- receiving training for Student's Union Officers, Society Leaders and Students
- receiving guidance and consultation on how to embed prevention work.

Our reflection event in July 2022 helped us to think about the programme as a whole, and we look forward to building upon the learning from the pilot year to strengthen the programme going forward.

"I've found this really beneficial. I know now how I would go about helping someone who was experiencing domestic violence and it's very different to how I would have thought about that before doing this training"

Student



Tender's Service Delivery Lead (Post-18 Settings) with representatives from the University of Exeter, Liverpool Hope University, and Laura Yeates of Clifford Chance LLP.

Nati Poletti Photography

"The Shoulder2Shoulder partnership has made waves throughout Liverpool Hope University. In particular, I have seen huge differences in the male sports teams and the leaders within them. One of my fondest memories of the partnership was the realisation that the Men's Rugby Team made. They used a traditional chant before each of their games and this has been in existence for over 100 years. After the training with Tender, the captain came to me and told me that it was not okay, and they needed to change it. As well as this, they have grown so much in terms of inclusivity, whereby they actively support, encourage and engage with the Trans community within their team. The programme was absolutely phenomenal in every way and Liverpool Hope was truly blessed to have such an opportunity."

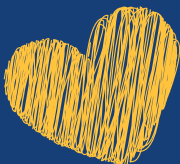
Clara- Jayne Priestley- President of Liverpool Hope Student Union 21-22

5

universities

12

month pilot year



NEED SOMEONE TO LEAN ON?

HAVE YOU BEEN MADE TO FEEL UNCOMFORTABLE?
OR SEEN SOMETHING YOU DON'T THINK IS RIGHT?

SHOULDER 2 SHOULDER

LET'S STAND TOGETHER AGAINST HARRASSMENT AND SEXUAL ASSAULT

EVERYONE CAN DO SOMETHING
BE AN ACTIVE BYSTANDER

For support and information:
Contact _____ at your union
Email: _____ Tel: _____
or drop in to _____

Rape Crisis 0808 802 9999
24hr National Domestic Violence Freephone Helpline 0808 200 0247
National LGBT Domestic Abuse Helpline 0800 999 5428

Tender

Rachel Elizabeth Moore

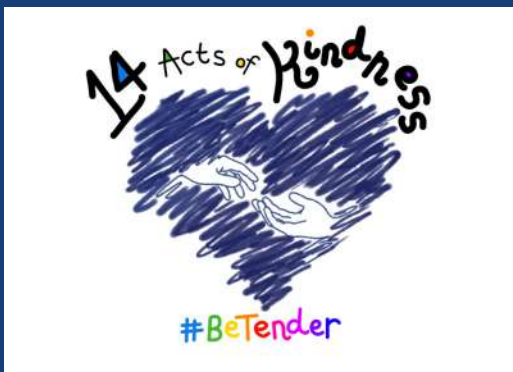
Youth Board & Youth Facilitators

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



Support With Campaigns

The Youth Board supported Tender on several campaigns over the year. For our "14 Acts of Kindness" Valentine's Day campaign, Youth Board Members helped to design and develop the campaign and one Member even designed the #BeTender logo. For our "The Love I Want" campaign, Youth Board Members attending workshops exploring consent, boundaries and sexuality.



Georgia Iris France, youth board member

Blogs & A Short Film

Blog post contributions were made by several Youth Board Members, who shared their research, thoughts and opinions with us.

Tender also supported one Youth Board Member to create a short film about street harassment.

Attending Events

The Youth Board attended several events in Tender's calendar. A Youth Facilitator contributed to our "Conversations with Boys" event, which was about masculinity and how positive approaches can engage boys in a non-judgemental way, without focusing on toxicity. A Youth Board Member presented at our "No Big Drama" Event, where new audiences are introduced to Tender's work.



Youth Board Members Gabrielle and Zavier attending the 2022 Tender Annual Awards.

Nati Poletti Photography

9

Youth Board meetings

22

total members on the Youth Board

5

new Youth Board Members were recruited in February 2022

2

Masterclasses were held on Domestic Violence Awareness and Accessible Activism

2

Youth Board Members trained to become Youth Facilitators



Working with Adults

Our Work in London

Our training offer for businesses focuses on building healthier workplace cultures by preventing harassment and abuse. We work with organisations across the private and public sector to promote healthy workplace relationships based on equality and respect.

This year, our work continued to work with our corporate partners, including:

**C L I F F O R D
C H A N C E**



Foreign, Commonwealth
& Development Office



Ellie Ross-Wilkinson

Ipsos MORI

HS2

We work with employers to drive more positive workplace cultures, tackling harassment and bullying and raising awareness of domestic abuse and how to support vulnerable colleagues and customers. Our input is sought by a range of leading businesses and other institutions to help deliver important goals as part of their Diversity, Inclusion and Equality strategies. We reinvest all training fees back into our educational programmes for children and young people.

“Our longstanding partnership with Tender has gone from strength to strength and continues to make a genuine and meaningful difference to championing equality of experience for everyone in the firm. We are incredibly proud to continue to support their critical work in universities through the Shoulder2Shoulder campaign.”

Laura Yeates, Head of Graduate Talent, Clifford Chance



Laura Yeates of Clifford Chance LLP presenting 5 Universities with University Partnership status at the 2022 Tender Annual Awards.

Nati Poletti Photography



Nati Poletti Photography

Adults with Safeguarding Responsibilities

We provide specialist training for professionals with safeguarding responsibilities, drawing on our direct work with young people to deliver highly effective programmes that incorporates the lived experience of young people

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



Dan Dennison

Whole Borough Approach

Funded by the Mayor's Office Violence Reduction Unit

This year the Adult Training department trialled a "whole borough" approach, training adults with a safeguarding responsibility across the London Borough of Haringey. The aim of the Whole Borough Approach is to reach adults involved in the lives of children and adults experiencing domestic abuse. Providing front-line teams with vital skills and knowledge about domestic abuse and sexual violence enables them to identify issues earlier and offer timely, effective support to vulnerable families.

We reached 42 adults over 3 sessions. Attendees included social workers, housing officers, health visitors and practitioners working in domestic abuse services. Over 70% of participants who sign up to our training courses have no previous domestic abuse training, emphasising the need for this work.

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

56

training sessions delivered to a variety of settings and teams including virtual schools, borough professionals, Early Help teams, HR professionals and social workers

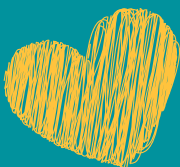
Developing new training resources

Following the young people's shocking experiences of gendered violence in UK schools and universities through the "Everyone's Invited" website in 2020, Tender experienced a significant increase in requests for 'peer on peer' abuse awareness training. We quickly brought our expert facilitators together to develop a brand-new training plan which we piloted in different educational settings. We also piloted our new Domestic Abuse Awareness Training.

Tender has also built and successfully piloted a short Introduction to Domestic Abuse Awareness course on its new e-learning platform. The course takes 1 hour to complete and offers a basic introduction to the key learnings from Tender's longer course. Created to be an introduction to the topic and combined with follow-up facilitated training, we have already to integrated this course into numerous programmes of work in 2022.

1,328

beneficiaries



India Smith

International Work

DRAW Project: Tackling Youth Violence Cross-Culturally

Co-funded by The Erasmus+ Programme

This year Tender concluded work with partners in Hungary, Italy, France and the Netherlands on a project called 'Draw Your Lines of Safety'.



Ellie Ross-Wilkinson

The programme considered relationships, violence and sexuality in different cultural contexts. Across Europe, we worked in Covid-safe ways to pilot new activities and workshops with young people. We shared our learning together, creating 4 manuals full of theoretical, methodological texts, training activities and workshops.

Extending the Conversation

“I alone cannot change the world, but I can cast a stone across the waters to create many ripples.”

Mother Teresa

We are determined to raise the volume and quality of debate around effective healthy relationships education. We know what works, based on our own experience and what young people tell us matters to them and we want to include everybody in driving the changes needed to prevent abuse and violence in young lives.

Influencing Public Debate and Policy

Tender in The Media

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

[The Face: Women's Safety, Where Do We Go From Here?](#)

[BBC Radio 4: Bringing Up Britain: Bad Romance](#)

Giving Evidence in Parliament

Our Chief Executive, Susie McDonald, gave evidence to the Women and Equalities Committee's inquiry on attitudes towards women and girls in educational settings.

You can see the evidence Susie gave here: <https://committees.parliament.uk/event/13858/formal-meeting-oral-evidence-session/>

Thought leadership

In February 2022, we hosted our first Learning Lab called “Conversations with Boys”, a collaboration between Tender, SafeLives and Surviving Economic Abuse.

“Conversations With Boys” was a zoom event that considered sexual harassment in schools and what support and guidance senior leaders need in order to challenge and prevent inappropriate behaviour. The speakers included:

- **Patrick Evans**, spoken word poet
- **Dr Stephen Burrell**, White Ribbon UK Trustee
- **Ann Cayenne**, Head of Programme (Boys' Development Team) Future Men
- **Bhavesh Galoria**, Assistant Head Teacher at boys' school Rokeby, Newham
- **Liz Rymer**, Head Teacher at Whitefield mixed secondary school, Barnet
- **Daniel Guinness**, Managing Director, Beyond Equality
- **George Hodgson**; Youth Board Member at Beyond
- **Ben Wilson**, Youth Facilitator at Tender Education & Arts

The event was a resounding success, with useful resources being shared and key learnings documented so that all three hosts could take these into their work.



Dan Dennison

Engaging the Community

Valentine's Day 2022 Campaign: 14 Acts of Kindness

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



We were blown away by the positive engagement with the campaign. Several schools got involved:

- Broadmead Primary designed and 3D printed "Kind" badges and keyrings to sell in order to raise money for Tender.
- Rokeby School's Student Equalities Group lead on the school's Kindness Challenge.
- One student commented: *"The challenge made me realise how easy it was to be kind, and that I was completing acts of kindness everyday - like making my mum a cup of tea!"*

As a result, Tender raised nearly £500, increased our Instagram followers by 200 and our Twitter followers by 50.



Dan Dennison

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

Olivia Colman, Tender's Patron

Involving Supporters

In October, we welcomed over 50 new and long-standing supporters to our second No Big Drama virtual event, with a specially recorded introduction from Olivia Colman. Susie McDonald, Youth Board members and workshop leaders facilitated conversation, expertly employing our training resources to demonstrate our work with young people in action.

Boosting our Digital Profile

This year we boosted our presence across our social media channels and platforms, engaging the public with stories, insight and information.



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

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

1,258 people follow Tender on Instagram

691 receive Tender's monthly newsletter

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



Tender to the Core

Delivering on Diversity, Equality & Inclusion at Tender

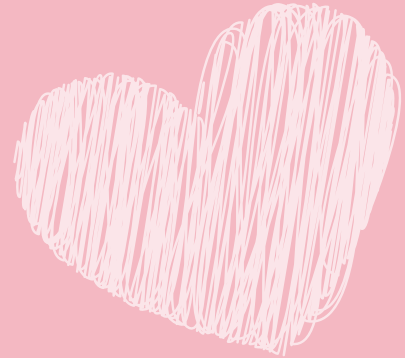
In February 2021, we commissioned C&E Advisory to carry out an audit of Tender's policies, processes, language and workshop content, which they completed in Summer 2021.

Following the audit, C&E made several recommendations for Tender to improve its approach to diversity and inclusion and to become a truly anti-racist organisation. We subsequently began implementing all C&E's recommendations, which included:

- agreeing a new diversity, equity and inclusion policy
- implementing actions to strengthen our recruitment practices
- developing and delivering training to staff
- facilitating ongoing conversations with staff to enable open discussions about diversity and inclusion.

In the next phase, we will:

- review and strengthen our internal staff engagement policies and processes
- review the language we use and our workshop content
- develop intersectional approaches in both our internal processes and our response to gender-based violence.



Dan Dennison

Placements, Internships and our Volunteer Programme

Our internship programme is designed to give young people a flying start in the charitable sector and to support dynamic young individuals in their first steps towards becoming the sector's future leaders.



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India Smith

We are grateful to the Jack Petchey Foundation for continuing to fund the programme beyond their initial grant in 2019-20, enabling Tender to recruit a second young person on a twelve-month internship.

We also hosted a newly recruited graduate from Clifford Chance for a one-month internship in Summer 2021 through the firm's LIFT internship programme, designed to support new trainee solicitors develop the skills and business knowledge they'll need to flourish in the workplace.

We look forward to hosting more LIFT interns in future!



Ellie Ross-Wilkinson

Looking Ahead with Susie

We have exciting plans for next year. The Tender team is made up of exceptionally talented individuals who cannot wait to get started. (They're all amazingly young, but I am at the life stage where police officers look like children and even the Prime Minister is younger than me!).

Here are some headlines:

- In the autumn, we will spend time as a team defining and planning our next three-year strategy for growth, quality and excellence
- Our work with whole settings will expand significantly through our whole school and youth settings approach - RE:SET - and our whole university approach - Shoulder2Shoulder
- We will continue to engage with children and young people from 8 to 18 across multiple regions of the UK
- We will enhance our programme for engaging young people aged 18-24 as youth facilitators
- We will continue to build relationships with partner organisations to enrich the impact we have on the lives of children and young people

And perhaps most significantly, 2023 will mark 20 years in the life of Tender. We will be hosting a whole range of activities and events to celebrate what will have been the best two-decade rollercoaster ride of our lives! We'll keep you posted on those plans so do keep watching this space.



Susie McDonald
Tender CEO



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Dan Dennison

Financial Summary

For the year to March 2022

Total income:

£2,067,334

Total expenditure:

£1,348,880

Total spend on programme activity:

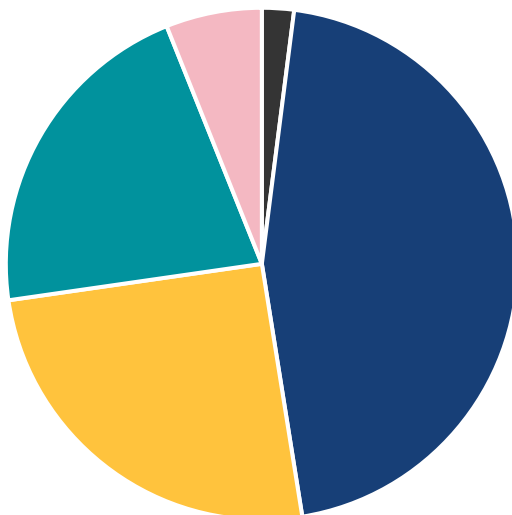
£1,269,289

**For every £1 we receive, 94p goes towards
our direct work with young people**

The surplus achieved this year has been set aside to fund planned future growth of our 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



- Corporate Support £929,965 (45%)
- Trusts and Foundations £524,685 (26%)
- Statutory and Commissions £434,353 (21%)
- Donations £130,496 (6%)
- Earned Income (paid-for training delivery) £47,835 (2%)



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Dan Dennison

Thank You!

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.

Our work would not be possible without the hard work, commitment and generosity of Tender's friends and family. We thank all our supporters, funders, partners, volunteers and countless others, who are helping to create a kinder, safer generation together.

You are all truly AMAZING!

Amy Malik
Anna Schmitz
BBC Children In Need
City Bridge Trust
Clifford Chance LLP
CMF Charitable Trust
Comic Relief
Coutts Charitable Foundation
Double Vision
Emma and Matthew Layton
Esmée Fairbairn Foundation
Greater London Authority; Young Londoners Fund
Helen and Rory Conwell
Impact 100 London
Jack Petchey Foundation
Jan and Peter Winslow
Jane Porter
John Lyon's Charity
Kate Haslett
Kay White
London Councils
MariaMarina Foundation

The Olwyn Foundation
Paul Hamlyn Foundation
The Rayne Foundation
Richmond Parish Lands Charity
Rosie Odette
The Clothworkers' Foundation
The Mayor's Office for Policing and Crime (MOPAC)
The Thompson Charitable Trust
Xeni Milonas



Elle Ross-Wilson



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We love hearing from you so, please get in touch:

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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>

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Registered company no. 04627846

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