

I know it was tough but speaking out really helped. I hope your OK. Remember there are always people you can talk to and you shouldn't feel alone. You got this!



dear survivor,

I'm so sorry for what happened to you, it must have been awful. I hope you know that in no way was it your fault, and you should be proud of this.

You're so brave going through this.

xxx

I think it's great you come forward to show people they can talk about this and defend themselves

You used your fame to support others going through similar situations which I think encouraged people. I think it's so impressive you were able to help make laws to prevent sexual image abuse

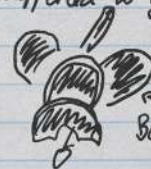
THIS MAY HAVE BEEN TOUGH, BUT IT'S OVER NOW, YOU'RE SAFE. GOING THROUGH THIS MUST HAVE BEEN HARD, BUT IT'S NOT YOUR FAULT YOU DID THE RIGHT THING, WELL DONE. YOU'RE AN INSPIRATION BECAUSE NOW OTHERS WON'T STAND UP. ♥ ♥ ♥

EVERYONE'S INVITED

ANNUAL REPORT 2023-2024

WE ARE
HERE
FOR YOU

Hello! How are you doing? I hope that you are doing okay after anything that may've happened to you. Stay strong ♥♥



Bob hopes you feel better soon ♥



Tyler forming a world a better place! ♥

Legal and Administrative Information

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(Appointed 8 May 2024)

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Letter From The CEO

Dear Supporter,

I want to thank our incredible survivor community. It continues to be an honour to uplift survivor experiences in their own words, providing them with a sense of relief and pathways to healing whilst eliminating the shame and stigma of sexual violence. The platforming of survivor stories drives forward our longer-term mission of eradicating rape culture through our four pillars: safe space, research, education and advocacy.

Over the past year, the team at Everyone's Invited have shown incredible passion and resilience in a profoundly challenging and divisive socio-political landscape of culture wars, extremist online misogyny and new forms of tech-enabled violence. Although we are encouraged by groundbreaking developments in policy, such as misogyny being treated as a new form of extremism under new government plans, three years since the launch of the Everyone's Invited campaign, a rape culture crisis continues to thrive in our schools and society at large. We hear young boys making jokes about rape, claiming women belong "on their hands and knees," whilst girls, trans and non-binary

pupils struggle in these dehumanising and objectifying environments, where they are frequently judged, shamed and violated. In the UK, a record high of approximately 87,000 sexual offences against children under 16 were recorded by the police in 2023 (NSPCC, 2024)

Young people are more divided than ever before. Girls fear for their safety in classrooms and on the streets, whilst boys fear false accusations. Young people tell us that having sex is cool, whilst being in a relationship is embarrassing. Extremist misogynist influencers prey on the vulnerability of young boys, infiltrating their minds with misogynistic portraits of masculinity. Hardcore pornography is the place where many young people learn how to have sex, normalising and encouraging dehumanisation, objectification and violence in young people's earliest and most formative sexual experiences. We know that 10% of children are watching porn as young as 9, and 90% of 18-26-year-olds think online pornography has a significant impact on what teenagers perceive to be normal sexual behaviour (CEASE, 2024).

Young people urgently need access to high-quality, comprehensive, inclusive and relevant Relationships and Sex Education that reflects their lived experiences and is delivered by experts they resonate with. We are dedicated to making this a reality for the next generation through our safe space, education, research and advocacy programmes. However, we can't do this alone; we need your support.

This year, we have focused on building solid foundations and a talented team to deliver on our objectives and maximise our impact on society. We thank all our stakeholders, survivors, young people, school communities, donors and supporters who have been essential to the growth and success of our work so far. Thank you for your enduring generosity, consideration and support.

Yours sincerely,

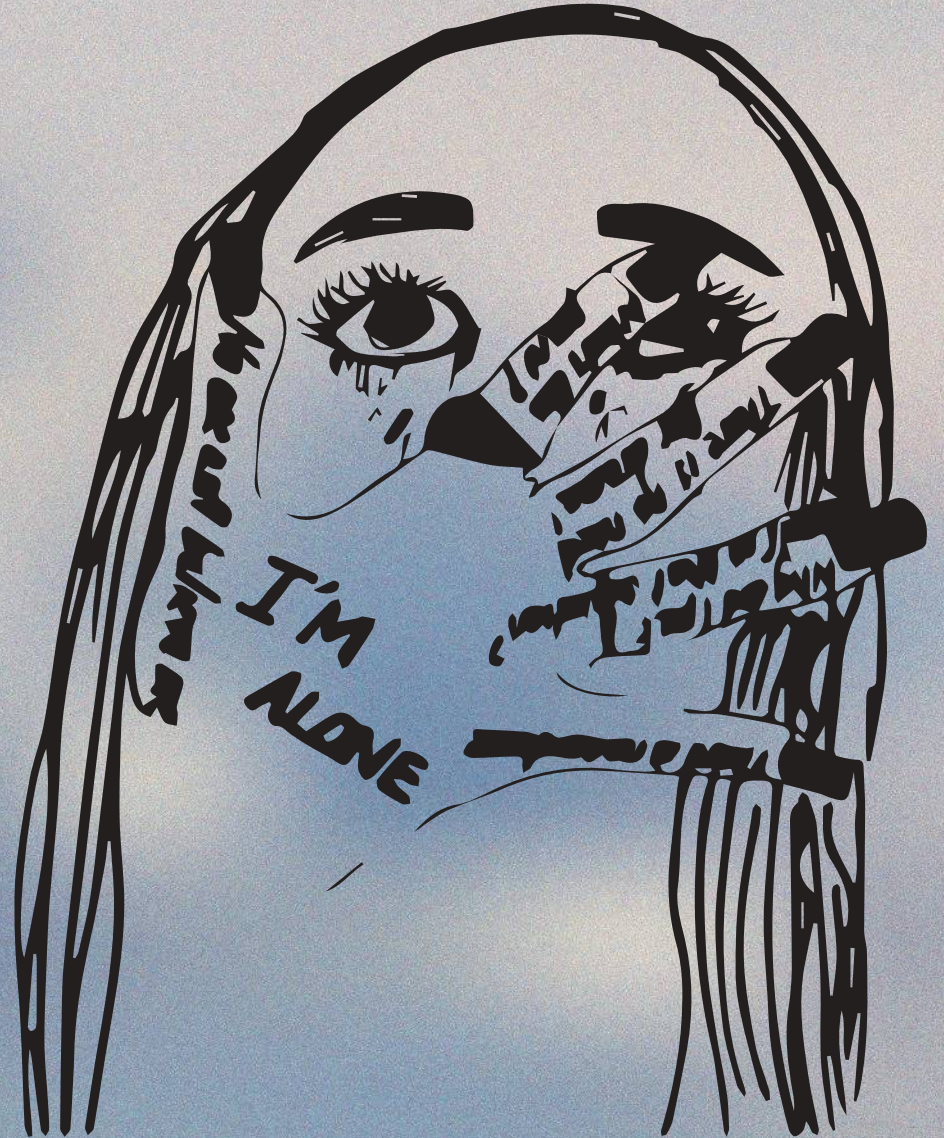
Soma Sara
Founder & CEO

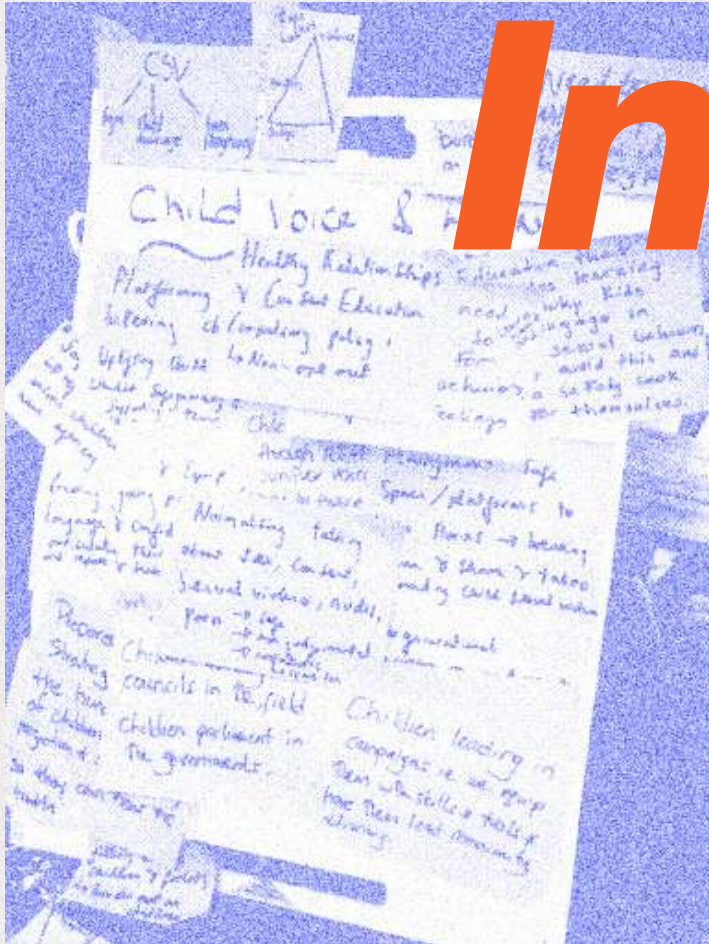


Defining The Problem

Defining The Problem

Rape culture represents a fundamental threat to the rights of the people who experience it. Rape culture includes misogyny, rape jokes, sexual harassment (groping, non-consensual touching), image-based abuse and harassment (upskirting, non-consensual sharing of intimate photos, cyber flashing) and sexual coercion. When behaviours such as these are normalised, this can act as a gateway to more extreme acts such as sexual assault and rape.





In The UK

A record high of approximately 87,000 sexual offences against children under 16 were recorded by police in 2023. (NSPCC, 2024)

1 In 4

Women have been raped or sexually assaulted as an adult. (Office for National Statistics, 2023)

10% of children are watching porn from as young as 9, and most commonly from 13. (Children's Commissioner, 2023)



9 out of 10

Girls received unsolicited images and were subjected to sexist name-calling. Ofsted, 2021

The Crown Prosecution Service found that the public's accurate understanding of rape "*is outweighed by false beliefs, misunderstanding, lack of knowledge, and underlying stereotypes*", with these misconceptions being more prevalent among younger generations. (CPS, 2024)

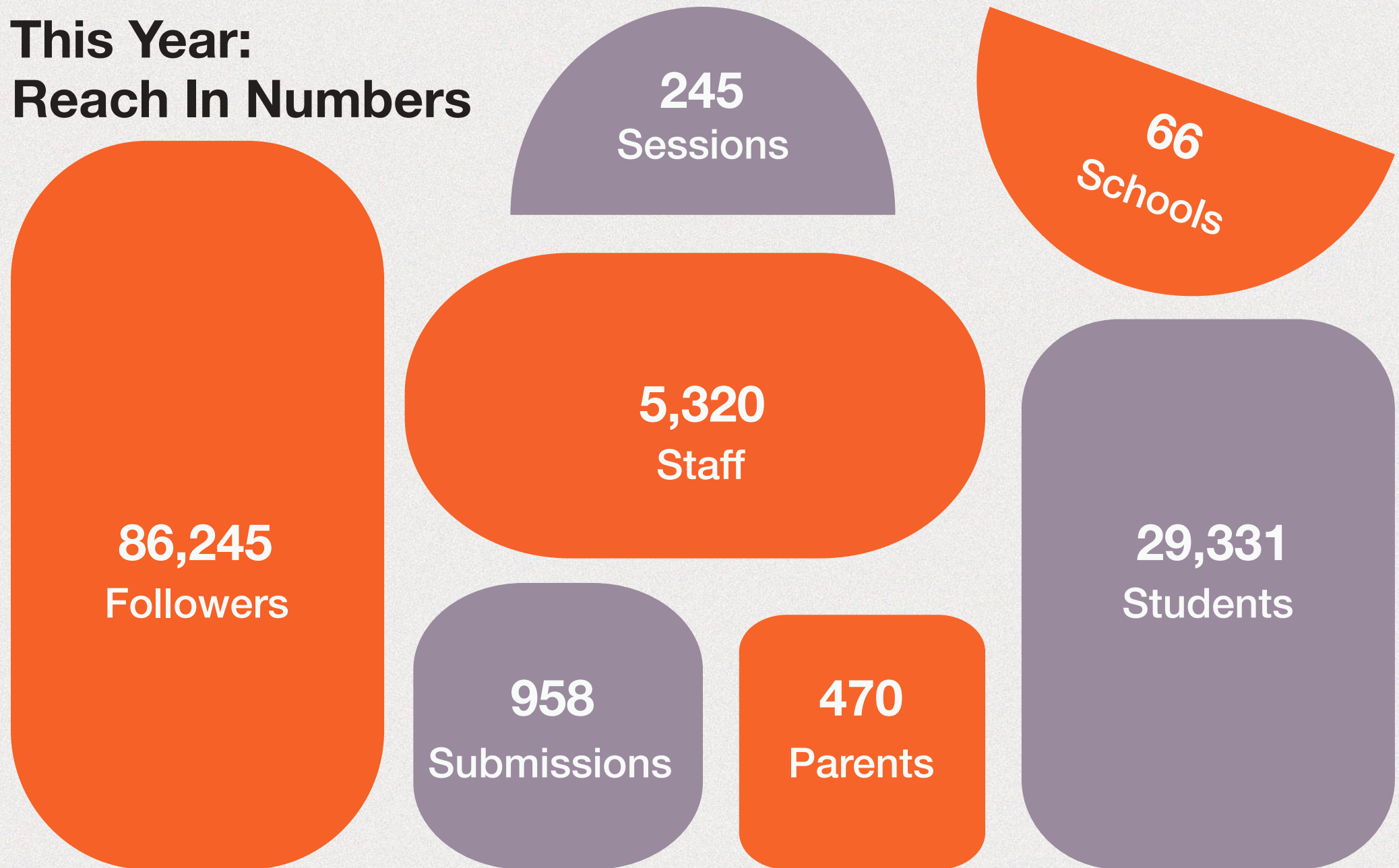
The majority of recorded incidents of online sexual abuse involved reports of children (aged 10 to 17) offending against other children (52%), up from around one-third. (National Policing Vulnerability Knowledge and Practice Programme, 2022)

90%

Of 18-26-year-olds think online pornography has a major impact on what teenagers perceive to be normal sexual behaviour. (CEASE, 2024)

Highlights

This Year: Reach In Numbers



In our community across all our social media platforms

7320

Staff

470

Parents

Over The Last Two Years

40,000

Students

101

Schools

18

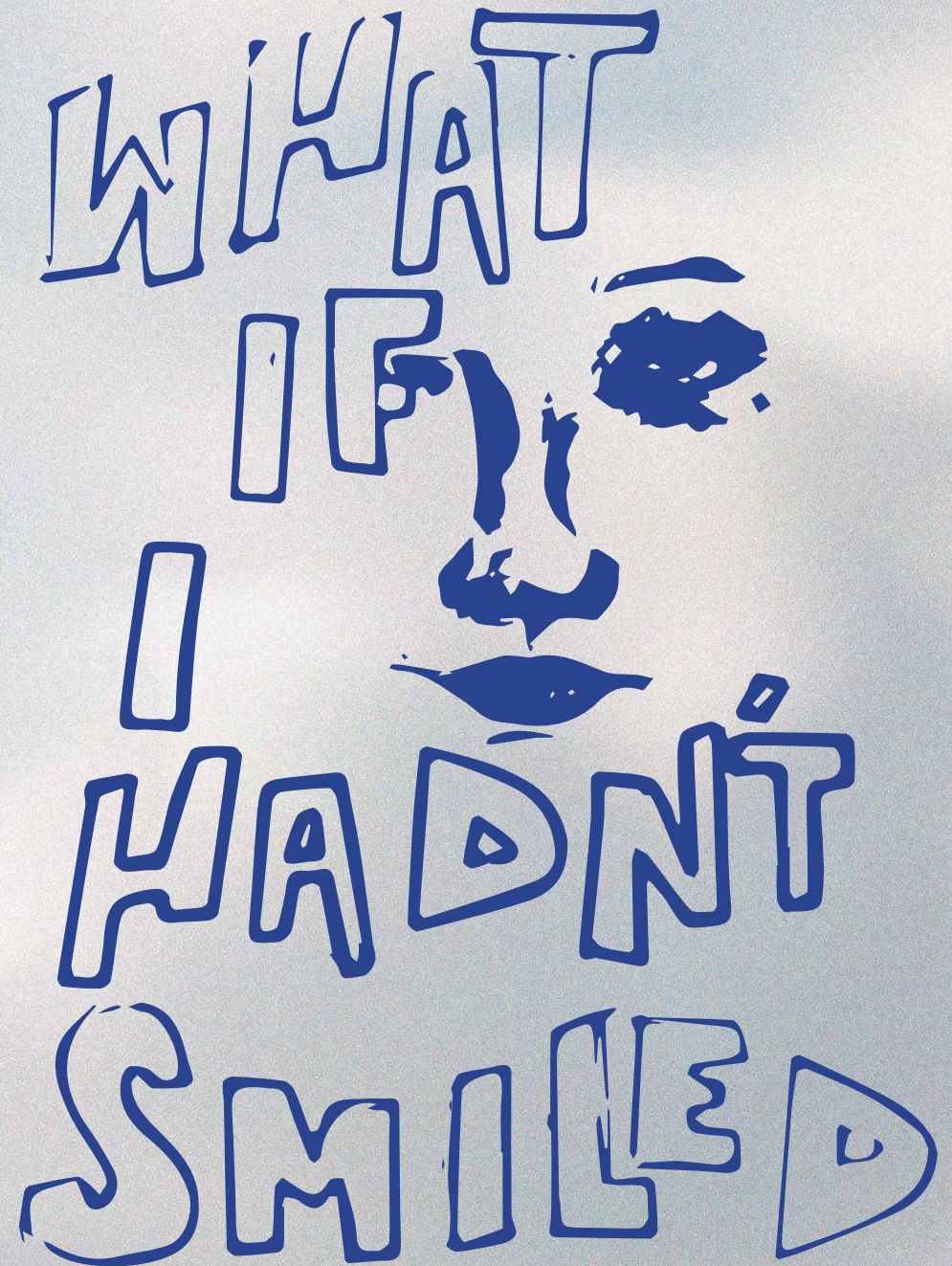
Research Enquiries

Timeline

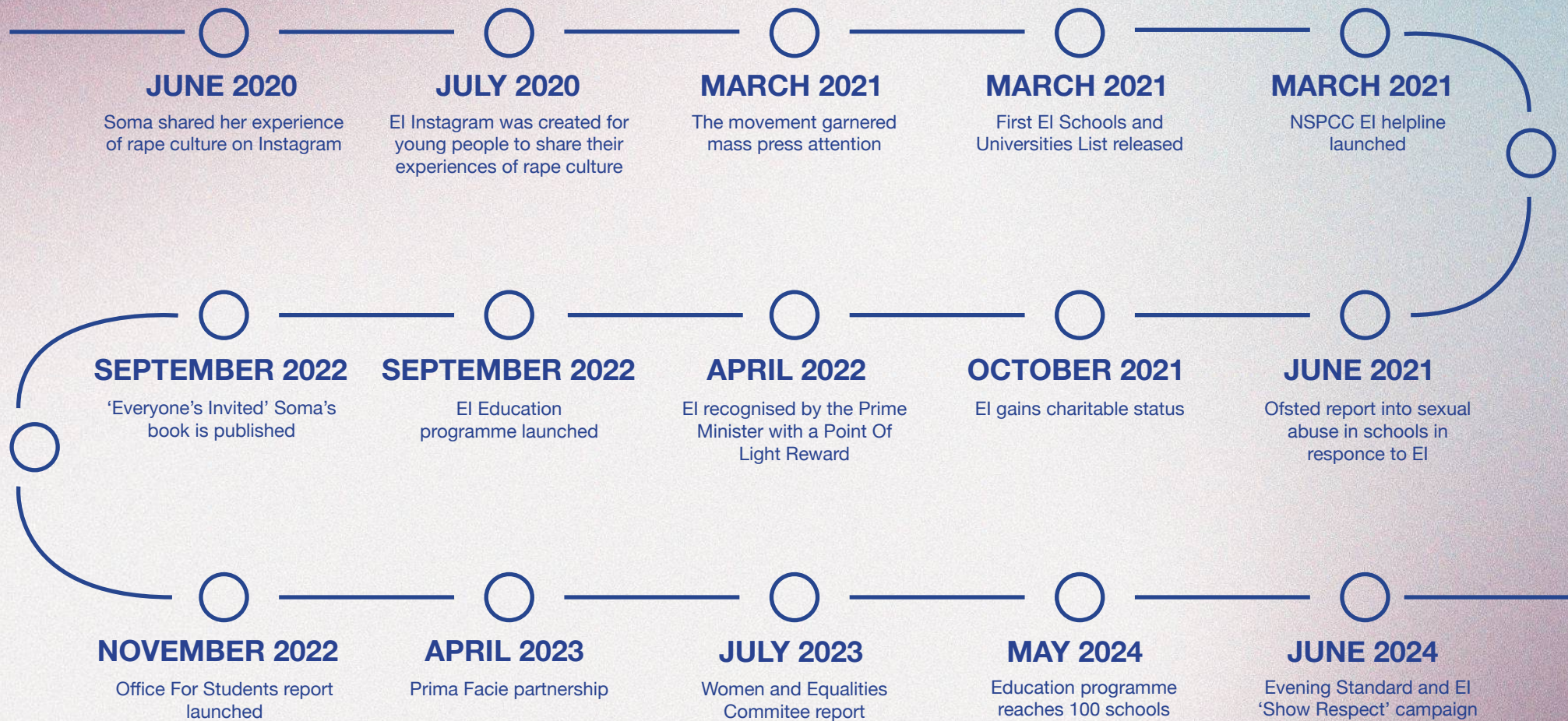
Where did it all begin...

Timeline

El was first created after the founder shared her experiences of rape culture online, opening the floodgates for tens of thousands of young people to share their stories. The submissions triggered a national movement, an international media storm and a conversation about rape culture with millions of people. In light of the overwhelming response from those who resonated with her story, she founded Everyone's Invited in June 2020 (later gained charitable status in 2022).



El Timeline



In November 2023, we were awarded 'best non-profit of the year' at the Soho Works Future 50 Awards 2023.

Mission & Strategy

Mission and strategy



To expose and eradicate rape culture with empathy, compassion and understanding.

Our Values

SURVIVOR



EMPATHY



ANONYMITY



RECONCILIATION



EVERYONE



Our guiding principles

- *Lead with empathy, compassion and understanding.*
- *An educated, thoughtful and considerate approach in all areas.*
- *Survivor-centred approach in all activities and decision-making.*
- *Strive for excellence in all areas / quality over quantity.*
- *Use research to guide and underpin activities and maximise impact.*
- *Take an intersectional approach with a commitment to equality, diversity and inclusion.*

NO MEANS NO

Guiding Principles



We will achieve this through our four pillars



Safe space: provide an anonymous online safe space for survivors of rape culture to share their testimonies.

Education: educate everyone and raise awareness of rape culture and the surrounding issues and to keep talking about what can be done to eradicate it.

Research: continue to implement effective solutions to expose and eradicate rape culture.

Advocacy: engage with governments and institutions to foster positive change.



Media mentions



INDEPENDENT

Friday, June 14, 2024

Everyone's Invited

Single sex schools have introduced more opportunities for boys to mix with girls in academic settings following calls to tackle misogyny and sexual harassment.

A number of girls' schools have increased their collaboration with local boys' schools to ensure their pupils are not solely coming together at discos.

Everyone's Invited movement - a campaign on sexual harassment and abuse launched in 2021 - saw some pupils accuse their schools of not tackling a 'rape culture'.

Earlier this year, teachers raised concerns that misogynistic views are spreading into schools as a result of social media influencers like Andrew Tate.

LUCY FAITHFULL FOUNDATION

Sunday, August 30, 2024

Everyone's Invited - Lucy F

In June 2020, a wave of revelations about rape culture and harmful sexual behaviour in schools made media headlines through the Everyone's Invited movement. This prompted a cross-governmental response and an Ofsted review found:

'The issue is so widespread that it needs addressing for all children and young people... schools, colleges and multi-agency partners [should] act as though sexual harassment and online sexual abuse are happening, even when there are no specific reports'

EveningStandard.

Sunday, September 22, 2024

Everyone's Invited

Everyone's Invited is working hard in schools to expose and eradicate rape culture. Our workshops address the pressures of the modern sexual landscape... the pressures faced on social media, the gender stereotypes that makes boys feel they have to be tough like Andrew Tate and girls feel they have to be submissive, the extreme online misogyny, and alpha-male influencers promoting violent role models of masculinity. Young people need spaces to think about pornography and how mainstreaming of hardcore porn has dictated their sexual lives and experiences. Boys and girls need to understand the harms of patriarchal and dominating models of masculinity that promote the dehumanisation of women and stifle male emotional literacy, stopping boys from speaking openly about their struggles and mental health. The impact of trauma brought on by the experience of sexual violence should not be underestimated. It can profoundly alter a person's life experience, triggering crippling mental illness, suicide, eating disorder

COMMENT

There's a rape culture in London's schools — we must swap it for a culture that cares



COMMENT

I founded Everyone's Invited, but there is still a misogyny crisis in our schools



***Safe
Space***

Safe Space



SAFE

Vertical text on the left: survivors
Vertical text on the right: legal, trustworthy, safe

The primary function of the safe space is to help survivors of rape culture. Sharing testimonies gives many survivors a sense of relief, catharsis, empowerment and a feeling of community and hope. Many survivors have suffered for years in silence. We have collected over 51,000 submissions in the safe space and continue receiving an average of 80 monthly submissions. Over the last year, we received 958 unique submissions, and our testimony-processing volunteers processed 3,246 testimonies and uploaded them onto the website. We are increasing our capacity to process testimonies and are ensuring all testimonies we have received are hosted on our website.



PLACE

Vertical text on the left: survivors
Vertical text on the right: survivors, safe, legal, trustworthy

Submission 1:

"In (date omitted to preserve anonymity) I was raped by then bf I was scared all the time and hated going to school, I then had the courage to break up with him and tell people what he did. I moved schools and im doing a lot better now"

Anonymous Submission

Submission 2:

"In my maths and physics A-level classes, the boys in my group (in which I was the only girl) would casually talk about the girls they wanted to have sex with, breast sizes, their love for pornography and eventually, how to have sex with a girl against her will without it constituting "rape". They freely spoke about their hard-core sex fantasies as if I wasn't there. On one occasion, a boy excused himself, because he had to go to the bathroom to masturbate. At [x] caduay sexism and sexual harassment is normalised. I had many conversations with school staff, in which I told them that I did not feel comfortable in a class environment where my male group members were talking about bondage, kink, qags and porn. I told them it was degrading and intimidating. My parent-teacher meetings were used to discuss sexual harassment, instead of my education and performance. We were told "boys will be boys" and that it would eventually die down. It got worse..."

My fear of being unsafe at school became a reality when a boy sexually assaulted me in a crowded hallway in between lessons by putting his hand between my legs and groping me. Other than reporting the incident to the police [school name omitted by EI to preserve anonymity] did nothing to support me. In fact, when I was told to recount the event and requesting that I be able to speak to a female staff member, I was denied this request. I was told I had to speak to the head and the deputy head - both of whom were male. I felt violated and traumatised, both by the incident and also because [school name omitted by EI to preserve anonymity] could have prevented the sexual assault by taking the concerns my parents and I had been raising for months seriously, instead of ignoring and trivialising them. When I began to struggle with sexual assault related trauma and school related anxiety, [school name omitted by EI to preserve anonymity] was more interested in my attendance than my well-being."

Anonymous Submission

Impact

Supporting survivors: The impact of sexual trauma can be lifelong and affect every aspect of a person's well-being and mental health and can even lead to suicide. *"...within a group of female suicide attempters, those with a history of sexual abuse are disproportionately vulnerable to repeated suicidal behavior."* Survivors are too often shamed for their experiences and are not believed. The Everyone's Invited safe space eliminates the stigma and taboo surrounding these traumatic experiences, empowering survivors to process, acknowledge and articulate their experiences, which is, for many, essential in their healing journey. "Talking with others about traumatic experiences (i.e., trauma disclosure) has been associated with increased posttraumatic growth (PTG)..".

Everyone's Invited is a safe place
for survivors to share their stories
completely anonymously



Everyone's Invited was contacted by a therapist who shared that their client's testimony had not been posted. Once we were aware of the issue, we could locate and upload the testimony. Crucially, the therapist shared that her client had submitted her story to the website and seeing it uploaded alongside the body of testimonies on the website was a crucial part of her healing journey.

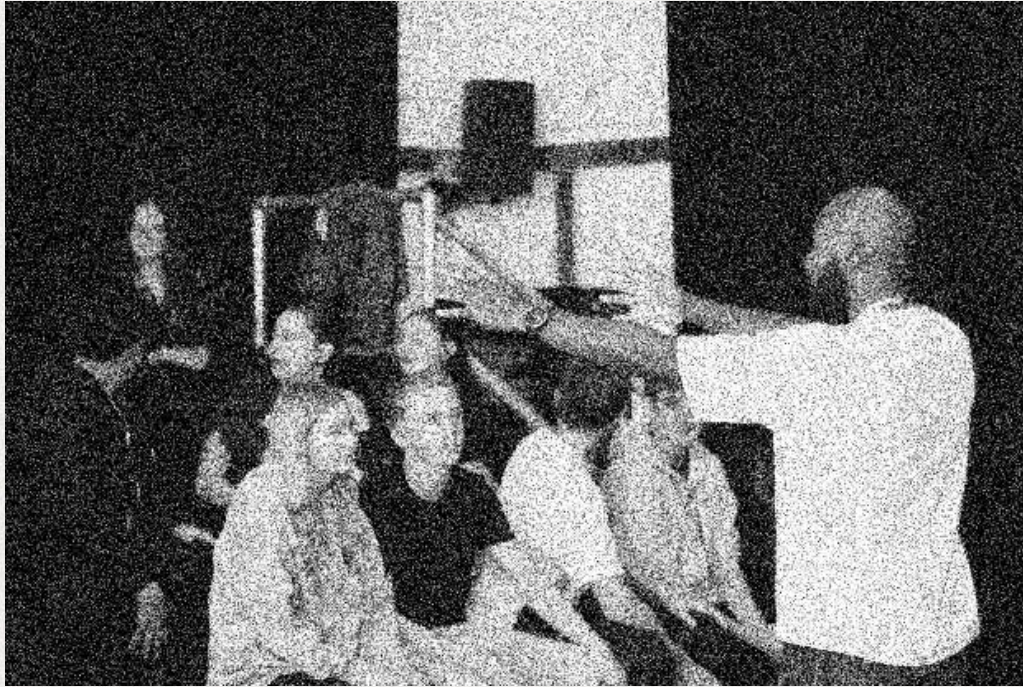
Sharing our experiences!

Submission 3:

"Sexual abuse remains a stigma and it leaves its victims indelibly stained - it is only by speaking up that some sort of peace can be achieved - and others can be protected. I'm glad that there are signs like these and hope that by women being encouraged to tell their experiences, the true extent of the problem will be realised. Sexual exploitation and assault of children and women is truly pandemic and only education and bringing it out in the open can begin to address it."

Anonymous submission

The Everyone's Invited website signposts all survivors who have shared their stories to the 'Help' page, which contains an extensive list of survivor resources, guides, charities, helplines and organisations that offer support, help and healing content. The page also contains support for LGBTQIA+ survivors, black, brown, and minoritised survivors, and parent-focused content. The EI Instagram account @everyonesinvited, which has over 80k+ followers, shares a wealth of original support resources and survivor-focused content for healing and support. These are written, researched and created by the EI social media team. Some examples include: Supporting survivors of sexual health after assault that might be intrusive (STIs, Smear tests, IUD etc.), Sharing content on male survivors of sexual violence, Tips on mindfulness after assault, advice on supporting peers and partners, advice for dating after sexual assault, supporting queer survivors and helping survivors identify triggers to avoid further distress from their trauma.



Triggering campaigns: the safe space is also a powerful awareness-raising and educational tool, increasing people's understanding of survivor experiences and sparking many campaigns in schools and universities across the country as young people are inspired by the act of collecting testimonies from their community to advocate for survivors and victims and bring about change in policies and practices from the ground up, within the institutions they navigate.

SUBMISSION 4:

"They were 18 and just about to finish school and were all talking about the lived experience they had being a present-day kid at one of the prominently named schools post the blow-up of Everyone's Invited - and how life changing it was for them to be given a safe place to speak on their experiences, but also how instrumental it was to their school's system finally making a change. They described it as 'everything they've been waiting for, but in the final hour', which brought me to tears. It made me even more grateful for what Everyone's Invited did for us all, which I didn't think was possible"

Supporter

Programme development

This year, we have worked closely with a web developer to maintain the website, improving elements to ease and enhance the survivor experience on the website. For example, we added a visible exit button on every website page to safeguard survivors visiting the site. If survivors feel triggered or overwhelmed by the content of the testimonies, they can exit the website immediately. Furthermore, a full-time staff member is responsible for managing the website volunteers. They have prioritised building a better sense of community in the team through arranging in-person meet-ups. We have increased the capacity of the volunteer team by onboarding three new volunteers this year who meet twice a month, both online and in person. All volunteer testimony processors have access to monthly online group support sessions delivered by our support practitioner, where a safe peer support space is cultivated, and topics such as vicarious trauma and the importance of self-care are covered.



*What happens in the dark
doesn't always come to
light*

Future

In the future, we would like to improve the support accessible to survivors on the website by enhancing our existing library of support resources, creating original EI survivor support manuals and working with a website designer to improve the website's look and feel to prioritise a sense of calm, peace and healing for survivors.

Education

Education

"Over the past year, our education programme has continued to experience remarkable success and growth, demonstrating resilience and adaptability in the face of significant challenges. We have expanded our reach and witnessed first hand the transformative impact of our work. The conversation is shifting in schools, communities, and online spaces. We see a growing awareness and acceptance of the values we champion: equality, respect, and informed, healthy relationships. However, with the rapidly changing digital landscape, the continued influx of pornography and the lack of support and funding for RSE, there is still work to be done. A recent study found that 1 in 12 women in the UK are expected to experience violence. As we look to the future, we remain committed to holistically delivering our education across the UK and beyond, pushing boundaries with our research, and always centring the voices of survivors."

Ellie Softley - HEAD OF
EDUCATION

This year

- We primarily educate young people in schools. As a paid programme, we provide means-based education to state schools. 51.5% of the schools we work with pay in full, while 48.5% pay our subsidised rates.
- We delivered training at three universities.
- We delivered an average of 20-25 monthly sessions tailored to the school's needs.
- We have established working relationships with 26 Counties, Districts & Metropolitan Councils.
- We spoke at ten conferences across the UK.
- We ran seven free online sessions for practitioners from the NHS, the social work sector, public health units and education.
- We delivered training to one police force.

ATTRACT
WHAT YOU
EXPECT

REFLECT
WHAT YOU
DESIRE

BECOME
WHAT YOU
RESPECT

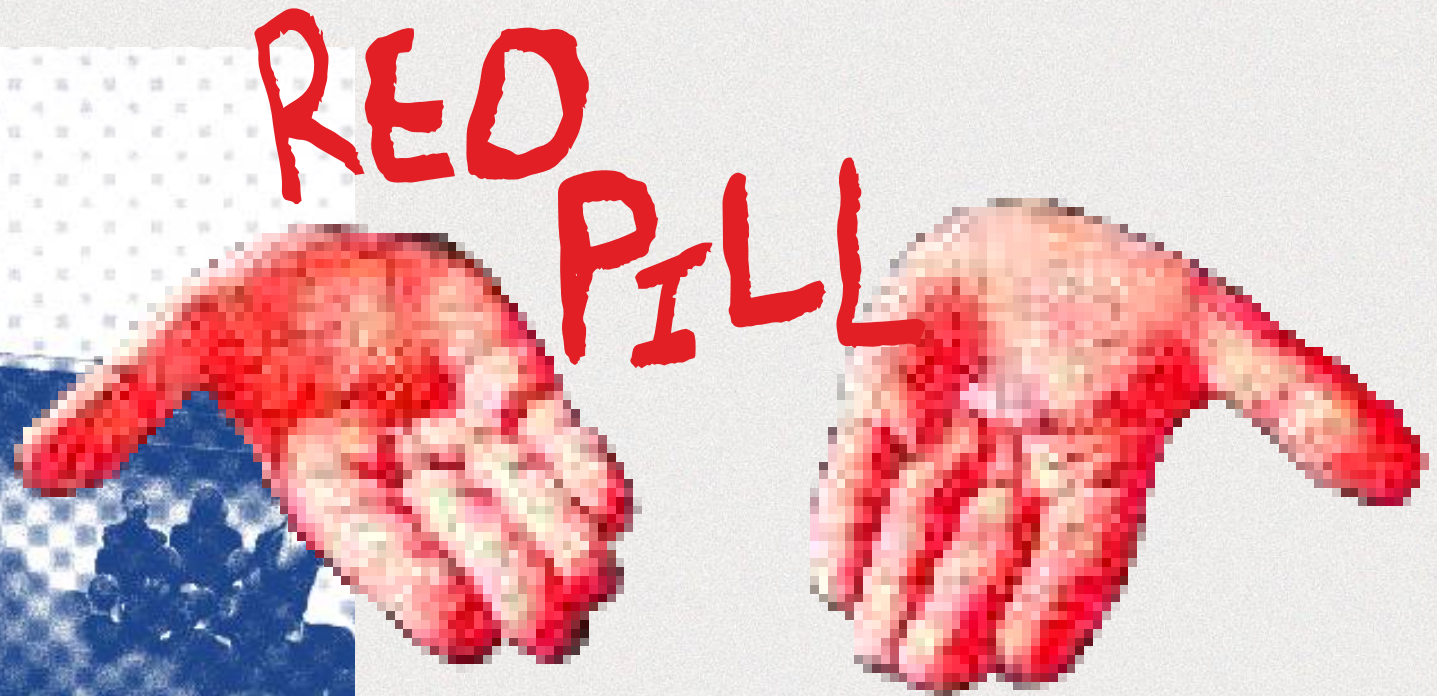
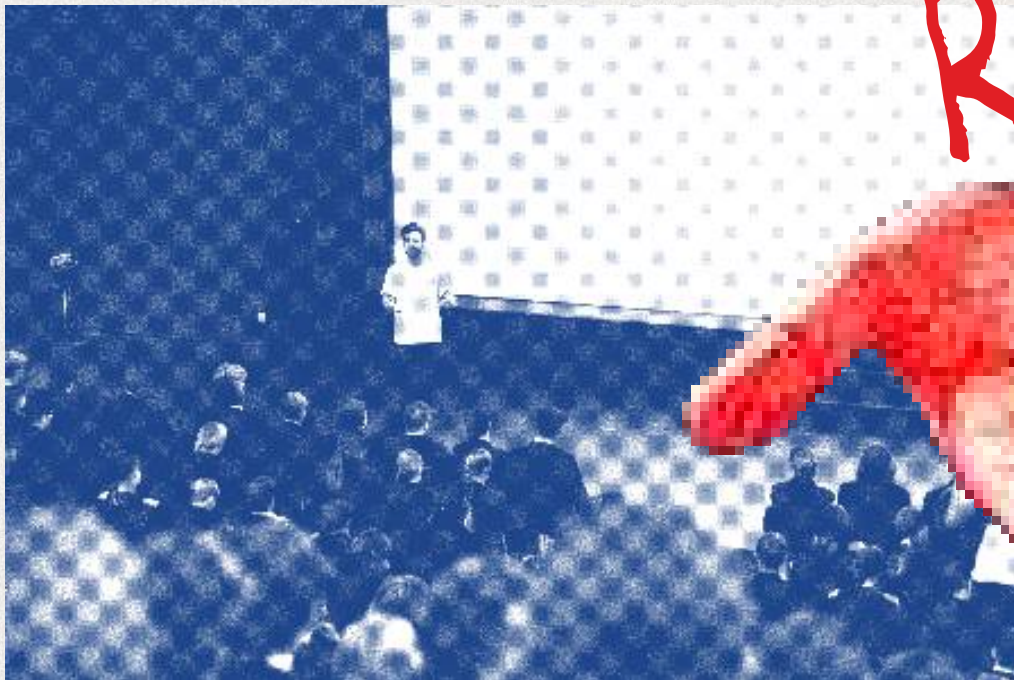
MIRROR
WHAT YOU
ADMIRE

What we've covered

Everyone's Invited offers three foundational talks designed to be delivered together throughout the year but can be run as solo talks. We cover a vast array of topics within our Rape Culture, Sexual Wellbeing and Sexual Violence talks. We also offer an Active Upstander Workshop and a new United Voices Workshop to unite young men and women around gender equality in the classroom. Our most delivered session this academic year was The Rise of Online Misogyny Training which helps professionals understand the trends and business models inspired by Tate, which has spawned from far-right online incel movements.

Incel definition

"An incel (short for "involuntary celibate") refers to a person, typically a heterosexual man, who expresses frustration, resentment, or anger over their inability to form romantic or sexual relationships, despite desiring them. Incels often believe their lack of romantic success is due to factors beyond their control, such as physical appearance or societal structures, and may feel victimized or excluded."



Internalised misogyny

We discussed internalised misogyny through a pop culture lens, exploring different stereotypes in the movie 'Legally Blonde'.

Rise of online misogyny

We delivered in-depth training on incel ideology and the impact of misogyny in schools.

Influenced/Influencer

We trained students to analyse the content they consume online with a critical lens.

Attending a SARC

Many students asked us what it is like to have a sexual violence victim examination, so we talked them through the process.

History of Feminism

What are the different waves of feminism and why do people not want to get on board with Feminism? How can it help society at large?

Rise of the Trad Wife

TikTok has seen a rise in the trend of being a 'trad wife'. These are influencers that are being idolised for sticking to traditional gender norms.

Stalking & Male victims

We discussed the hit Netflix show 'Baby Reindeer' with students and explored why male victims of violence so rarely come forward.

Rape culture in music

Examining the Megan Thee Stallion and Tory Lanez shooting case, we explored the impact of music and lyrics on behaviour.

Tech enabled violence

Georgia Harrison's perpetrator received one of the first convictions for Image Based Abuse. What are the new laws surrounding digital abuse?

Influencers



Impact in schools this year

29,331

Students



5,320

Staff



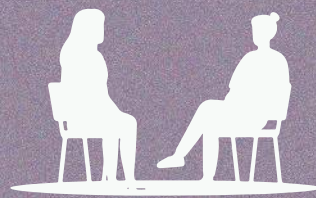
470

Parents



245

Sessions



Since the programme's inception in September 2022, we have worked with:

40,000

Students

7,320

Staff

470

Parents

350

Sessions

102

Schools

"Everyone's Invited has delivered the single best continuing professional development I have ever received" Teacher

"Thank you for such an informative session on a difficult topic. I have been able to engage in conversations since the session which we wouldn't have been able to do before"
- parent

"This was my favourite talk that I've had this year. I have talked to my friends and they all said the same. The speaker was so good" Student

CASE STUDY: Alloa Academy, Scotland One scenario, three perspectives

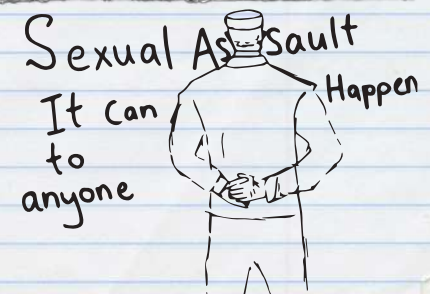
"The implementation of the Everyone's Invited education programme in our school has enhanced both staff and student awareness regarding issues of consent, rape culture and sexual harassment. Post-implementation, there has been a noticeable shift towards a more informed and proactive stance - more pupils will call behaviours out. The school curriculum now includes dedicated sessions on consent, respect, and healthy relationships - using more current examples. These sessions are integrated into regular lessons as well as PSE. We are fostering an environment where these critical topics are continuously discussed and pupils feel supported" - **SCHOOL**

"Before I went along to the talk I felt trapped and had no one to talk to. After listening to [the facilitator] speaking I felt like everything he was talking about summed me up. He was a really nice guy and I felt I could go and chat to him at the end. I opened up to him and told him everything that had gone on. It felt really good to talk to him and it made me realise that I wasn't happy and I had to make the change to be happy again" - **STUDENT**

"My 15 year old son was in a relationship with a girl the same age. I started to notice the controlling behaviours. The relationship was toxic and it was having a major impact on our relationship with him and our family. He got in the car the day after the talk and started explaining that he had been asked to help out at an assembly that day, and that there were people in to talk about relationships. He spoke to one of (the facilitators) afterwards and told them everything!! I now have my happy, confident boy back. These visits to the schools are extremely important and help guide our kids."

- **PARENT**

Located in one of the most deprived areas in Scotland (top 10% according to the Indices of Multiple Deprivation), Alloa Academy successfully applied for local council funding to fund our education programme delivery. Due to the programme's success at the school, evidenced by the significant visible positive changes in behaviour and attitude, the council has continued to fund the education, allowing us to return next year and further our impact.



Police:

In November 2023, EI was asked to deliver our education to the Greater Manchester Police. We are proud that the police force recognised us as a trusted source. This confidence in EI encourages us, confirms the importance of our education and ongoing research, and keeps us ahead of the curve. During the training, we covered extremist online misogyny and exposed tactics that misogynistic influencers are using to radicalise young men and boys.

“We arranged training through Everyone’s Invited, which was delivered virtually to a combined training session for police and fire service school officers. Ellie was extremely professional and delivered well-thought-out content on a variety of difficult subjects. Officers were particularly interested in the demonstration of how social media algorithms are so easily changed and manipulated to show young people content that is harmful. The training opened up lots of discussion, particularly around the incel movement and changing attitudes in young people, and how to recognise when young people in the schools they work within may be at risk of radicalisation, and how to have those difficult conversations with young people.” -Lisa Quinn, Police Officer at Greater Manchester Police

County Councils:

Our visibility in the sector has led to several Health and Prevention leads in Local governments approaching EI to support their understanding and awareness of the modern cultural pressures that young people face. Over the last year, we have delivered free training on the Rise of Online Misogyny and Incels to the following councils: Kirklees, Salford, Warwickshire, Staffordshire, Lancashire, and London Boroughs of Croydon and Barnet Councils. We were granted £5,000 to carry out this work in Durham. We shared insights, learnings, and best practices gained from our experience of education delivery in the sector.

This endorsement by the local government contributes to schools’ confidence in our education programme. Further, we are proud that our education impacts the Health and Prevention Lead’s prevention strategy and influences their interface with all schools. Through our county council programme, we have reached over 100 local government staff.

Legal Sector:

In January 2024, We delivered our ‘Rise of Online Misogyny’ training to a group of lawyers who approached EI as they were pursuing a civil case against the ‘misogynist influencer’ Andrew Tate. We discussed the impact of Tate’s rhetoric and exploitative financial schemes and grooming impact on young people in the UK.

Free online sessions:

Over the year, we offered seven free training sessions to those working across various sectors, including the NHS, youth work, education, parents and county council RSHE leads. We received an excellent response to the training and reached over 200 people through these online sessions.

“Well-paced, excellent information and delivered by specialist experts with clarity. Fabulous ‘ripple effect’ leading training for colleagues working with children and young people.”

“Incredibly informative and desperately needed in all areas of children’s services.”

“Invaluable content and excellent delivery. Presenters were extremely knowledgeable, but delivered in a non-patronising and supportive manner.”

Programme development:

Engaging Men & Boys: in response to growing levels of misogyny and social divisions between boys and girls in the UK, we engaged consultants to enhance our efforts at Everyone's Invited. 3BM are a collective that specialise in helping individuals understand and address issues around masculinity and gender-based violence - how it shows up in their lives, how it affects them and the people they know and what they can do about it. We collaborated with 3BM to pilot workshops in London schools, testing a new approach to engage boys in combating misogyny and rape culture. The workshops were designed to challenge boys' values while getting them to engage in activities that taught them emotional connection and understanding.

Three workshops were piloted, each focusing on the following areas: 1 - Exploration 2 - Value Judgement & World Understanding 3 - Collective Buy-In & Act. Boys were taught how to critically engage with oppression, including ableism, classism, homophobia, racism, sexism and transphobia. Discussions were rooted in understanding the emotional motivations for harm. They also explored what they truly think men and women are in society, their roles, and what they're celebrated for. The sessions cultivated boys writing emotionally responsive and sensitive messages to survivors of sexual abuse - an exercise they would have initially resisted. Throughout the sessions,

boys were encouraged to challenge each other, in many cases their friends, on issues relating to misogyny and sexual violence. Casual or 'Palatable' misogyny was actively addressed and countered as we modelled inclusive behaviour in an accessible and engaging way.

They equipped participants with the skills to confront and understand the realities of sexual violence today. After the workshop, participating students were demonstrably more likely to see gender equality as an essential issue: 24% saw it as an issue of importance pre-delivery, which rose to 41.7% post-delivery. It was also noted the students were more likely to engage in similar discussions after the workshop in their social settings.

United Voices: In response to the growing divide between boys and girls, polarising messaging on social media and increasing levels of violence in schools, we launched United Voices, a workshop programme that can be run at a school over a single term or a year. After evaluating the findings of the 'Engaging Men and Boys' workshops, we modelled the programme to include three workshops, separating the girls and the boys, addressing topics such as online misogyny, internalised misogyny, communication in relationships and equality. The final workshop brought the pupils together to share their insights and find common ground, centring the learning in empathy-building. We will unite young men and women in meaningful discussions about sexual violence, unity and equality.

It can happen to anyone



Future:

Community Champions: to create safer, more inclusive, and ambassador-led educational environments, Everyone's Invited is introducing Community Champions, an initiative dedicated to empowering youth leadership in schools. The objective of this programme is to increase student knowledge and lower the use of language and attitudes contributing to rape culture. The crux of the programme is recruiting ambassadors from different schools across the UK on a year-long structured project, open to students from Year 9 upwards. The ambassadors will meet with the EI Education team online twice a term, from October to July. We will equip the selected students with the knowledge, skills, and confidence to create preventative initiatives within their schools. The ambassadors will learn the core elements of our education programme and expand on their knowledge by discussing topics like gendered pressures, influencers and online misogyny. This project will create a long-term impact and lasting change by empowering the ambassadors to address and mitigate challenges within their school environments by educating younger pupils and supporting collaboration with teaching staff to create change. We will monitor the progress and effectiveness of this work through qualitative and quantitative methods. This programme will be led by students and embedded within the school culture.

County Council Community Building: over the last two years, we have connected with public health leads nationwide who deliver RSHE across their designated counties and districts. In the coming year, we will build on extant connections to take this further by creating an online community for all RSHE county leads across the UK. EI will organise regular meetings that will bring together the county leads, providing up-to-date, relevant education and a space for sharing best practices. The benefits of connecting practitioners across the country are tenfold. The increased information sharing will boost the relevancy and quality of education, share best practices, and help unify resources and approaches to RSE across different local councils to support and safeguard young people. Eight boroughs, fourteen county councils, and six metropolitan councils are currently signed up.

Free Schools Education: To tackle rape culture across the UK, there is an urgent need to transition into an inclusive, accessible model where all young people, particularly those from marginalised and disadvantaged backgrounds, receive accurate and consistent RSE in a safe, compassionate and non-judgmental environment. We are fundraising to deliver the EI Education Programme for free in 420 state schools over three years, amounting to 10% of all secondary schools in the U.K. The estimated

reach of the programme is 63,000 students, 33,600 staff, and 30,000 parents. We want to provide free education nationwide with an emphasis on disadvantaged communities. The UK education system continues to be under huge financial strain. Over the past two years, we have seen the immense pressures on school communities caused by budget cuts, dwindling resources, rising safeguarding concerns, and polarising culture wars.

Over one academic year, each school (a one-year group) will receive three talks, one workshop, one staff training session, and one parent training session for free. We are partnering with Dr Emily Setty from the University of Sussex to ensure in-depth monitoring and evaluation of this project.



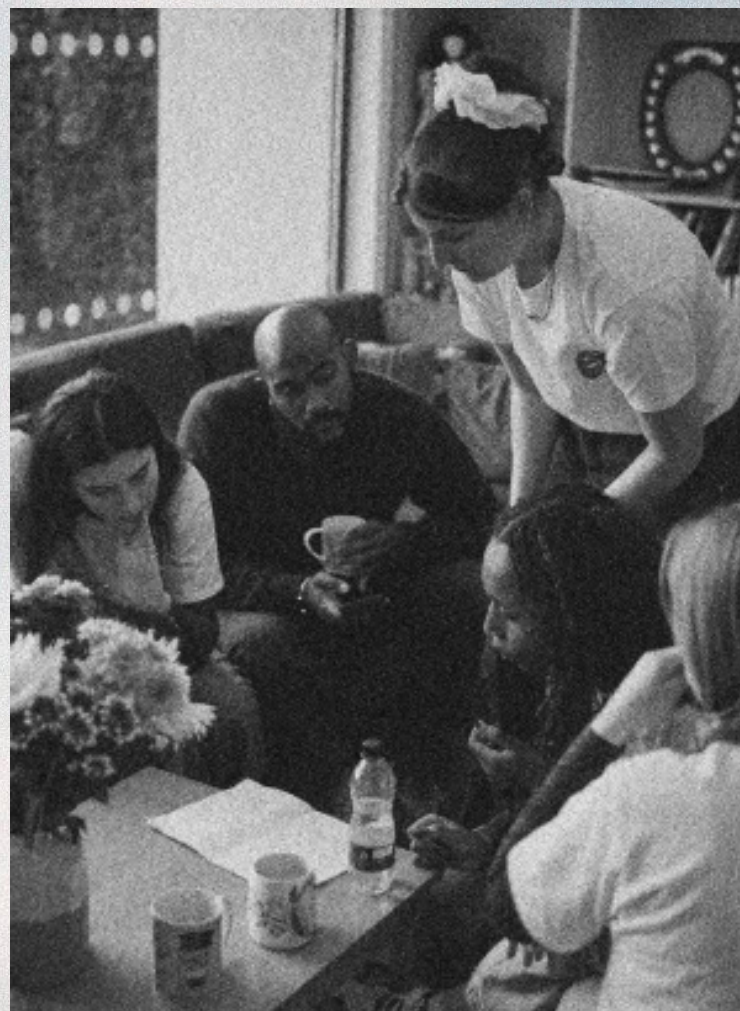
Advocacy

Overview

Over the past three years, EI has triggered groundbreaking national reports from Ofsted and the Women and Equalities Committee, prompting national and local overhauls in policies, practices, and Relationships Sex Education (RSE) in schools and universities across the U.K. This past year, organisations in the sector have been operating in an increasingly divisive political landscape where issues such as Relationships Sex Education have been politicised. It has become increasingly challenging to advocate for young people's right to access inclusive, comprehensive, high-quality RSE education that is relevant and reflective of their lived realities. We hope that the draft RSE guidance is rewritten and that the new government holds fast to their commitment to tackling violence against women and girls. This commitment must include prioritising investment in prevention education in schools to tackle male violence against women and girls.

Impact

This year, we advocated for our survivor community and young people, bringing their interests and voices to the forefront of vital conversations. We continued to scope the policy landscape and build strong relationships with key stakeholders; we became a member of the End Violence Against Women Coalition (EVAW) and spoke at meetings, conferences, round tables and convenings, bringing our survivor-focused and youth expertise to the discussion. We have formed bonds with the government, attending various meetings with the Home Office, Department for Education, and Ofsted. We further connected with charities and organisations in the U.K. violence against women and girls (VAWG) sector (NSPCC, Women's Aid, Beyond Equality, EVAW, Rape Crisis), organisations tackling child sexual abuse globally (Together for Girls, To Zero Initiative, ARPAN, Teach Us Consent), and key practitioners and academics in the space (Dr Emily Setty, Prof Lucie Cluver, Dr Maree Crabbe).



Our advocacy work is interconnected, covering three overarching themes: Survivors, Tech-enabled violence, and Relationships Sex Education & Prevention education.

Our engagements over the last year

Survivors:

September 2023: The CEO and the Head of Strategy and Communications met with Caroline Adams, QPM, NPCC, and Hayley Watson from Trilateral Research. We highlighted the importance of bringing a survivor-focused approach within the National Vulnerability Strategy and at an operational level within policing, with empathy. We also shared our contribution and approach to education and training.

October 2023: To Zero Global Initiative, working together to end childhood sexual violence. *“To Zero is an ambitious global initiative led by a diverse and representative group of field leaders, including survivors, practitioners, researchers and campaigners with a bold vision to end childhood sexual violence (CSV) within a generation and strengthen the case for support to scale successes and nurture innovation rapidly.”* The CEO attended the three-day in-person visioning workshop with sector leaders worldwide. As the youngest member in attendance, she advocated for the youth voice and the importance of developing a strategy relevant to the modern sexual landscape that adequately addressed the challenges the younger generations face. The CEO was selected as one of the six To Zero champions leading this initiative.

Tech-enabled violence:

November 2023: Cambridge Rape Crisis Conference. The Head of Education delivered a keynote presentation on the Rise of Online Misogyny.

January 2024: Kip Education Conference. The Head of Education discussed combatting online misogyny and concerns about new harms children face in the digital landscape. Attendees found emphasising a nuanced and holistic approach valuable in enhancing policies and practices.

February 2024: Association of Colleges Conference. The Head of Education delivered a keynote speech on the Rise of Online Misogyny.

February 2024: Parliament roundtable on image-based abuse and AI pornography. The Head of Education and Social Media Lead attended a panel where the implications of AI for sexual abuse were discussed. Concerns were raised over the impact of the rise of image-based abuse on vulnerable and marginalised members of society, such as children and black women. They urged organisations in attendance, such as Google, to prioritise safeguarding their search engines.

March 2024: Panel on tech-enabled Violence Against Women and Girls (VAWG) with the Mayor's Office for Policing and Crime (MOPAC) in central London. Attended by the Head of Education, the panel raised issues surrounding tech-enabled abuse, with a particular focus on encouraging organisations such as banks and companies that facilitate apps to adopt a 'design by safety' approach.

April 2024 : Pornography Convening hosted by the Oak Foundation. The CEO and Fundraising Officer attended a cross-sector day on the links between pornography and child sexual abuse. The CEO participated on a panel alongside Maree Crabbe (the Director of *It's time we talked, Australia*) and other sector leaders, sharing insights about the impact of porn on young people's sexual experiences.

Our engagements over the last year: continued

Relationships, sex education & prevention education

December 2023: 10 Downing Street 'Enough' campaign event. The parliamentary undersecretary of state, the RT HON Laura Farris MP, invited the CEO and the Head of Strategy and Communications to attend this event, which recognised the 'Enough' campaign aimed at helping reduce violence against women and girls in society.

The Home Office and Department of Education organised three meetings this year. The Head of Strategy attended these meetings, during which they discussed the next steps in the education strand of the Enough campaign.

April 2024 onwards: EVAW x EI: The Head of Education and Fundraising Officer attended multiple EVAW discussions on the newly proposed RSE guidance. EI Co-signed a letter with End Violence Against Women (EVAW), Tender, and Refuge, urging the government to consider critical perspectives in the upcoming Relationships and Sex Education (RSE) draft guidance. We expressed deep concern that the draft updated guidance removes or restricts protective, preventative education in this area, leaving children and young people at increased risk. It is crucial to protect

inclusive and high-quality RSHE. One of the questions raised was whether parents needed to be more involved in the curriculum provided to young people surrounding topics of RSE. Parents must be engaged with their children's education, specifically regarding RSE; however, we advised the government to focus its efforts on including parents in engaging and supporting the curriculum instead of encouraging parents to question and deny their children essential education. These engagements underscore our proactive role in shaping policies that protect, support and empower individuals.

May 2024: Vietnam Federation of British International Schools in Asia (FOBISA) Safeguarding Conference: The CEO was invited to deliver the keynote speech and an education workshop in Ho Chi Min City. The CEO spoke of EI's journey from a grassroots campaign to a professional charity providing a safe space for survivors and delivering consent and RSE education in schools. She met with safeguarding professionals from all over Asia working in many different cultural contexts.

May 2024: Women's Aid Conference: The Head of Education participated in a panel on sexual violence, highlighting the importance of preventative education.

May/June 2024: Evening Standard, Show Respect Campaign: EI was asked by the Evening Standard to launch and support their national campaign "Show Respect", which committed £500k to 12 organisations working to tackle VAWG and explore healthy relationships in schools. The Campaign called on the government and funders to invest in prevention education in UK schools. The CEO wrote an oped piece and a column highlighting the urgent need for more investment into the delivery of high-quality prevention education in the divisive landscape young people are currently navigating, where boys and girls are increasingly divided, and a crisis of misogyny and sexual harassment continues to thrive in our schools.

June 2024: Croydon Council's Wellbeing Day: The education team conducted hands-on workshops, during which we discussed the importance of tackling misogynistic language and behaviour using empathy-based techniques.

Programme development

We are in the early stages of developing an EI policy programme and are building the capacity to attend more policy-based meetings with governmental departments and peer organisations. Our CEO, Head of Strategy and Communications, and Head of Education will build on extant connections and make meaningful strides towards policy change across the UK. We aim to hire an experienced policy expert to help navigate the U.K.'s political landscape and develop a future policy roadmap.

Future

To Zero Youth Convening: In June 2024, The CEO was asked to co-design and co-facilitate a virtual and in-person three-day youth convening in Pretoria, South Africa, which will take place in September 2024. *“In the sector to end childhood sexual violence (CSV), there is a strong belief that young people, who are the primary beneficiaries of programs and interventions to end CSV, should play a central role in shaping the design and content of these innovations. However, some stakeholders are concerned that the youth voice on CSV is not currently being heard. We intend to cultivate a small community of youth leaders (ages 18-30) engaged in work focused on reducing and eliminating sexual violence against children and adolescents. The goal of this forum is to explore and synthesise youth views in three key areas: (1) concerns about current efforts to address the problem of childhood sexual violence; (2) current game-changers and innovations to address childhood sexual violence; and (3) what is required to get to zero cases of childhood sexual violence in the future.”.*



Research

Overview

This year, we have focused on two research areas: testimonies and education.

Testimonies research aims to use EI's unique data to uncover insights that help the world reduce rape culture. Since March 2023, Everyone's Invited has collaborated with Trilateral Research, an Ethical Artificial Intelligence firm, to tackle rape culture through data-driven research. This ongoing partnership aims to leverage our ever-growing submission database to produce impactful insights into the individual and societal effects of sexual violence.

Education research seeks to ensure our education program is evidence-based and leaves participants with a greater understanding of rape culture by developing and constantly improving monitoring and evaluation methods. We will validate and refine the intervention to show it is effective.

Impact

Testimonies research: This year, we were successfully awarded a grant with Trilateral for our joint project, MASC (Methods for Anonymisation in Sociotechnical Contexts), which focuses on developing advanced Natural Language Processing data anonymisation and verification techniques.

This project will better safeguard those working with sensitive data by reducing the emotional burden of anonymising sensitive data and streamlining the administrative process to share our testimonies promptly. This tool will be used widely beyond the sector in other institutions, such as the police. Moreover, we began fundraising in partnership with Trilateral to conduct a more comprehensive analysis of the testimonies. The goal is to identify key themes and patterns in the submissions to gain a deeper understanding of the impact of rape culture on individuals and broader society to drive policy change and advocacy and enhance the education programme.

Education research: This year, EI's research consultant has worked closely with the education team to develop qualitative monitoring and evaluation of the education programme. The aim is to measure the programme's efficacy, primarily through pre- and post-delivery surveys with pupils and staff. We have built close relationships with academics in the space and aim to work closely with them to develop more robust monitoring and evaluation of EI's education projects.

Additionally, our testimonies have been used outside of EI for research: we have received 18 requests from students, academics and organisations to use our testimonies in their work.

Programme development

Testimonies research: we aim to continue to apply for funding to conduct a deeper analysis of the testimonies. Trilateral's advanced analytical techniques will allow us to delve deeper into our vast database of survivor testimonies and enable researchers to analyse large data sets efficiently and safely. We aim to apply Natural Language Processing (NLP) to identify key themes, patterns within experiences, and understand the multifaceted impact of rape culture on individuals and broader society. We can tailor interventions, educational materials, and survivor support services to address the specific needs and challenges uncovered by the research. We aim to produce data-driven evidence to advocate for policy changes that dismantle systems perpetuating rape culture and improve support for survivors.



Future

Testimonies research: We aim to continue to apply for grants and scope to achieve the research's policy-driving and education-enhancement goals. We will use the insights gained from a more comprehensive analysis of the testimonies to drive our advocacy programme and improve and enhance our educational content.

Education research: Continue to develop more robust monitoring and evaluation of the existing education programme. Dr Emily Setty from the University of Surrey has agreed to partner with EI to evaluate the 'Free Schools' education project. Dr Emily Setty has vast experience in sexual culture, qualitative research, sexual consent and digital culture. She has worked closely with other charities, such as the Lucy Faithfull Foundation, to conduct similar studies on pilot education programmes. The project will be monitored qualitatively through individual case studies and quantitatively through data collection.

Supporting survivors research: we have agreed to collaborate with Dr Tessa Morgan from the University of Cambridge on a study which aims to improve 'Mental health treatment for children and young people (CYP) with experiences of sexual threat or assault: inequalities, effectiveness and acceptability'. "Whilst mental health service provision has been studied for adults (Brown et al. 2019;

Schwarz, 2020), to date, there is a remarkably weak evidence base around the efficacy of treatments available for young people following a sexual assault or threat (Lomax and Meyrick, 2022)...Using a mixed-methods approach, this project will generate new insights into generalist mental health support for CYP following a sexual assault or threat. This project will be the first of its kind to utilise data from a large and diverse CAMHS Trust (South London and Maudsley), to understand treatment provided to CYP identified as having experienced sexual assault or threat."



DON'T
BE A
BYSTANDER

We Are Ready And We Must Fight

Organisational development & capacity building

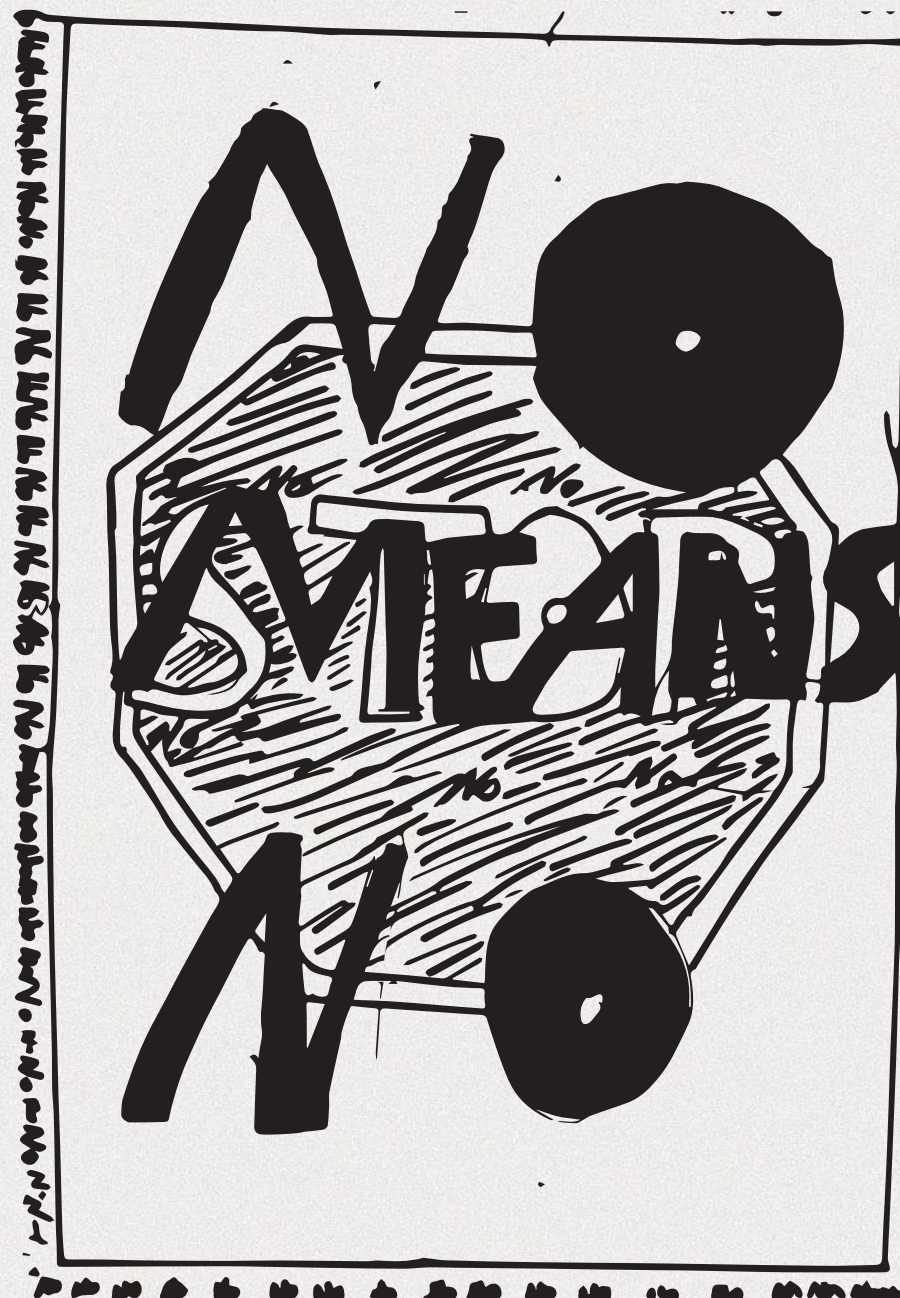
Organisational development & capacity building

Fundraising

We would like to extend a profound thank you to all those who supported us over the last financial year. Despite the rising pressures in the sector and the rising costs of living, our donors remained generous and have demonstrated their faith in and commitment to our mission. Without your support, we would not have been able to achieve all that we have. From every survivor testimony to every person receiving our education, you allowed us to make this difference. Any gift, no matter how small, creates tangible change and moves us one step closer to achieving our mission of eradicating rape culture.

Thank you for donating your money, time, and voice.

the Aēsop Foundation



Funders

- The Oak Foundation
- The Aesop Foundation
- The Golden Bottle Trust
- The Chalk Cliff Trust
- The Ronnie and Carmela Pignatelli Foundation
- Sydney Black Charitable Trust

Individuals

Milla Penny via Instagram
“I’m really excited to announce that I will be running the Bath Marathon with my lovely brother, to raise money for a cause that I only recently felt like I could talk about. ‘Everybody’s Invited’ is a wonderful charity who are dedicated to raising awareness and fighting towards the minimisation of rape. They are committed to creating safer spaces to discuss sexual assault and work with survivors to encourage public conversations about SA. The money raised will help go into educating young people about consent and safety around sex. I feel really proud to be raising money for them so empty those pockets and help make a huge difference :)))”
- Milla’s IG fundraising post .

Running a Marathon for ‘Everyone’s Invited’



Milla Penny is organising this fundraiser on behalf of Everyone's Invited. ✓

I am running the Bath marathon in August to raise money for Everyone's Invited! They're an incredible charity going into schools educating our young boys and girls about the importance of consent and speaking out about rape culture.



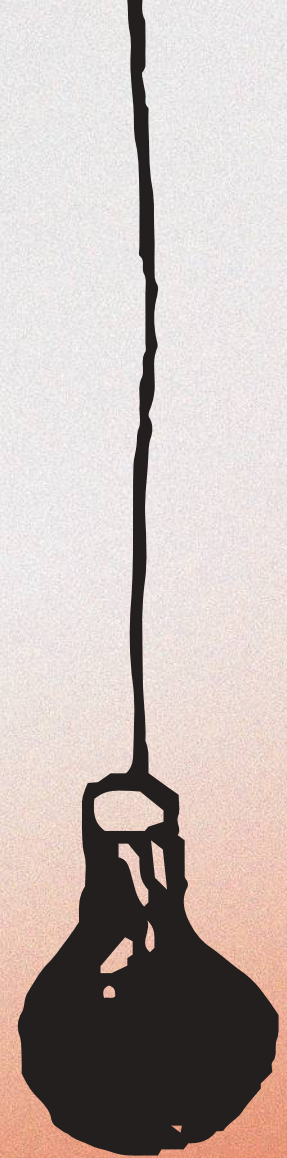
We would also like to thank the team behind Young Abuse Support for donating the remaining assets they held after closing their charity. While we are saddened to learn of the charity’s closure, we are humbled by their decision to entrust us with the remaining resources. This act of faith in our work is a responsibility we do not take lightly. It is always affirming to know that we have peer organisations in the field working towards the same goal with shared values. Young Abuse Support will continue its operations as a campaign, and we hope to collaborate with them in the near future.

Key fundraising achievements and highlights

We have professionalised and set up fundraising practices within the organisation, including establishing a CRM platform and a varied pipeline.

The Fundraising Officer has worked closely with the Head of Education to create briefs and applications for project fundraising.

We have secured our first smaller-sized grants.



KEEP ON TALKING

Looking ahead: Fundraising development

In the coming year, we will:

1. Deepen our commitment to ethical and responsible fundraising.

We voluntarily subscribe to the Fundraising Regulator and follow the Code of Practice. Over the next year, we will develop an in-depth Ethical Fundraising Policy to use within the organisation as we grow. Through the policy, we will be able to uphold our commitment to protecting children, women, girls, and survivors from harm.

2. Maintain relationships and develop a sustainable funding pipeline of future prospects.

As an organisation, we have endeavoured to build meaningful and supportive relationships with our funders, recognising their support for our work and our joint commitment to the cause. Over the next year, we will continue to nurture these relationships of mutual learning and have conversations with potential funders with whom we have shared goals.

3. Grow the fundraising team, focusing on building a robust and sustainable future for EI.

Growing the fundraising capacity from consultants to a part-time staff member in the last year has been transformational for EI. In the next year, we will continue to strengthen the fundraising team to tap into all possible fundraising opportunities. Developing individual, campaign, and challenge fundraising in 2024/25 will be crucial to establishing a strong base of reserves to ensure EI's continued growth and prosperous future.

**NO MEANS
NO.**



The Trustee Board

This year, we continued to grow a strong board of hands-on trustees with expertise in education, organisational development, finance, HR and safeguarding. Mike Coombs (with expertise in finance and accounting) was recruited as a trustee to oversee the financial function of EI. The trustees meet quarterly online, with the exception of the summer meeting, which occurs in-person. In these meetings, the CEO delivers a quarterly update on the charity's finances, activities, staffing and any changes to the budget. Senior team members sometimes attend, and the Operations Manager oversees all board administration.

Trustee development

In June 2024, we hosted the first EI in-person trustee development day led by expert Board consultant Margaret Exeley, who kindly volunteered her services. The purpose of the meeting was to bring all the trustees up to date, facilitate discussion on strategy and activities, and, most importantly, consider how the board should work together to ensure it is effectively delivered. The CEO presented an outline of the EI strategy, followed by a Q&A where observations and implications were discussed. Margaret led a session on the characteristics of effective Boards, which covered role clarity, composition and behaviours; Strategy



performance oversight; Risk and control; Building a successful organisation; Leadership and shaping organisational culture; and Managing the work of the Board. The final session was a facilitated discussion focused on 'Working together as a Board', covering the board's strengths, areas for development and critical priorities. Overall, the day successfully united the board in their shared mission of working together to guide the charity to ensure the strategy is delivered. The board agreed on shared priorities such as developing a shared definition of success, creating an engagement strategy for stakeholders, staying connected to the front-line work, and ensuring diversity in the board. Fundamental values taken from the day included the importance of working together, board consolidation, recognising the value of individual board members, uniting around a shared vision and the need to grow into their roles.

Staffing

This year, we have taken significant steps to stabilise our core team. Our employee staff team has grown to six, successfully moving away from reliance on subcontractors and consultants who were previously responsible for some of the core functions of the charity. We aim to continue onboarding core employees and transition the core functions of finance, fundraising, and education facilitation to full-time employment to stabilise the team. This year, we moved into our first permanent office space, which was significantly discounted, improving staff synergy, productivity and effectiveness.



Support

We provide monthly support supervision for staff and volunteers. We worked with a professional support practitioner to offer monthly online support sessions for our operations and education teams. Below is a summary of the sessions provided by our support practitioner.

"I facilitate "Reflective Support Sessions" for EI, including monthly group sessions for the Operations and Facilitators teams and ad-hoc 1:1 sessions for colleagues who may have recently experienced something challenging at work or have something they would like to discuss in a confidential setting. The group sessions are co-created spaces; we collaboratively designed the structure and goals and established guidelines for confidentiality, respect, and offering advice early on. The Operations Team sessions are more unstructured and open. In contrast, The Facilitators Team sessions are more structured, involving discussions on recent news and a monthly theme based on anonymously submitted topics that people want to reflect on. The 1:1 sessions are tailored to individual needs, allowing colleagues to be heard and seek advice or coping strategies. Anonymous feedback has been important in refining these sessions and will continue to be so. From my reflections, colleagues have appreciated the opportunity to share worries or frustrations, relate to one another within a

confidential space, and reflect on their work about their identities, hopes, and ambitions. Despite some challenges with scheduling—people may often be busy or too tired to attend on a weekday evening—folk frequently report feeling better during our "check-out" at the end of the session, and overall feedback has been positive. I learn a lot from everyone at EI and feel grateful to be part of a space where people are open, vulnerable, and supportive of one another!" - Esme Miller, EI Support Practitioner

Further, we implemented three hours per month of structured well-being time during working hours and hosted a team well-being day that involved a yoga session, sound bath, and team lunch.

**WE ARE
HERE
FOR YOU**

**BREAK THE SILENCE
END THE VIOLENCE**



Safeguarding

Safeguarding must be a priority when working with children, young people, and survivors. Safeguarding is a regular priority at team and trustee meetings, and the Safeguarding trustee, DSL and DDSL meet monthly to review all safeguarding concerns, updates and disclosures. All safeguarding disclosures are securely logged and regularly followed up on. We deliver whole organisation safeguarding refresh training once a year, during which safeguarding procedures, best practices, scenarios, disclosures, KCSIE guidance, and legal and policy updates are covered.

Safeguarding & Safe Space: Most team members working with the website have no direct contact with the survivor audience in the safe space because the forum is anonymous. However, on the rarer occasions where direct contact is made, for example, through the welcome email address or social media stories, the team can refer to the Code of Conduct and Safeguarding Policy, the DSL, or the DDSL for support on further action to be taken.

Safeguarding & Education: The Education Facilitators receive quarterly safeguarding training, and the DDSL has completed 50+ hours of intersectional safeguarding training. During quarterly training sessions, facilitators are reminded of safeguarding reporting procedures and asked to conduct hypothetical disclosure scenarios and problem-solve challenging hypothetical situations.

Safeguarding is a priority for the education team and is deeply embedded in our approach to working with schools. When pupils make disclosures after our education sessions, we work closely with the school's safeguarding and pastoral team to ensure all cases are logged, appropriate action is readily taken, and follow-ups are made. If we do not feel safeguarding is taken seriously, we will take appropriate action where necessary, following the EI Safeguarding Policy.

Culture

At Everyone's Invited, we are committed to creating and maintaining an inclusive, positive, professional, and compassionate organisational culture in the workplace. This year, we implemented the Ways of Working Contract, an agreement between staff members to adhere to high standards of professionalism, conduct, and respect.

Safeguarding
&
Culture



Support Our Work

Support our work

At Everyone's Invited, our mission is to raise awareness about sexual violence, provide survivors a safe space to share their stories, and drive systemic change in educational institutions and society as a whole. Your support is crucial in helping us continue this vital work and make an even bigger impact. Here's how you can get involved:

1. Donate

Your donations allow us to educate people on the importance of tackling sexual violence, and help support survivors. Every contribution, no matter the size, makes a difference. Here's how you can donate:

Visit our website at www.everyonesinvited.uk to make a one-time or recurring donation.

Join our community of monthly donors to help sustain our long-term initiatives.

Donating just £20 a month over the course of a year can help us educate the entire staff team at a school on how to tackle rape culture.

2. Take on a challenge

Take on a personal challenge while raising money for Everyone's Invited. Whether you're an adrenaline seeker or someone who wants to push themselves for a great cause, there are many ways you can get involved. We are partnered with Realbuzz for running events, and Charity Challenge for any hiking and adventure initiatives - the world is yours to conquer! You can select our name when registering for the event, and we will be in touch with advice, guidance, and support.

3. Fundraise

Organise a fundraising event or initiative to raise money for Everyone's Invited. Whether it's a bake sale, or a virtual challenge, your efforts can help fund our programs and create lasting change.

Contact us at fundraising@everyonesinvited.uk to discuss your ideas or get guidance on planning an event. Share your fundraising story on social media and encourage others to get involved!

4. Volunteer

Volunteers are the heart of our organization. Whether you have skills in digital marketing, event organizing, or just a passion to help, there are many ways you can contribute.

Contact our volunteer coordinator at welcome@everyonesinvited.uk to discuss how you can make a difference.

5. Partner with us

Collaboration is key to creating a more supportive and safe society. If you are a business, school, or organisation, you can partner with us to amplify our message, share resources, and educate your community.

Ways to partner:

- Offer corporate sponsorship or become a funding partner.
- Partner with us for educational workshops or awareness campaigns in your organisation.
- Provide in-kind support or services that can help us improve our programmes.

To discuss partnership opportunities, please reach out to us at welcome@everyonesinvited.uk

Financial Review

**LET'S
GET
INTO
IT**

The trustees present their report and financial statements for the year ended 30 June 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Charities Act 2011 and "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)".

Financial Review

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's expenditure. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. This level of reserves has been maintained throughout the year.

During this period the charity's total income was **£242,163** (2023: £297,135) and total expenditure was **£250,089** (2023: £134,118).

Pensions:

Employer contribution of 4% and employee contribution of 4%.

IT'S TIME TO LISTEN



Risk Management:

Everyone's Invited is working on risk management and mitigation with Protection International. As an ongoing partnership via our funders the Oak Foundation, with the consultants' help we have been able to map and analyse our risks and threats, as well as discuss mitigation strategies to ensure the longevity and stability of our organisation. The work is ongoing and is to continue into the next FY, culminating in the creation of protection policies and a tailored risk-register.

Policy on reserves:

The trustees have agreed on a 6 months reserves policy.

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

Structure, Governance & Management

Talk About It!

The charity is a Charitable Incorporated Organisation.

The trustees who served during the year and up to the date of signature of the financial statements were:

- Kevin Sara
- Atalia Silas
- Susan le Jeune d'Allegeershecque CMG
- Sigal Shalev
- Christine Kane
- Bella Deborah Mary Bird
- Michael Coombs

(Appointed 8 May 2024)

Structure, Governance and Management

Structure

El is structured with Founder Soma Sara as Chief Executive Officer, supported by the senior team and the board of trustees. We currently have five full-time core employees: the CEO, Operations Manager, Head of Education, Head of Facilitation, Education Project Co-ordinator and one part-time Fundraising Officer. The team also includes subcontractors and consultants in social media, research, fundraising, communications, finance, HR, accountancy, and education facilitation. Six+ volunteers support social media efforts and testimony processing on the website team. Our volunteer team works flexibly to support the needs of Everyone's Invited as it grows.

The Safe Space is led by the Operations Manager, who works closely with a web developer to maintain the website and manages and supports a group of four or more volunteers to process the testimonies. The education program is led by the Head of Education, who oversees all aspects of this project's development, delivery, project management and staffing. The Head of Facilitation delivers and manages the team of facilitators who facilitate the programme in schools, universities and organisations. This year, we have successfully transitioned away from relying on freelance

facilitators to deliver the programme and onboarded one new permanent education staff member and an additional staff member who will start in August 2024. They will support the programme's development, project management and delivery. The rationale behind this shift was to prioritise consistency in delivery. The research programme is led by the CEO, Head of Strategy and Communications and the research consultant. This year, they have jointly worked closely with Trilateral to apply for research funding. The CEO and the Head of Strategy and Communications lead the advocacy programme with support from the Head of Education.

Governance

The Board of Trustees is responsible for the charity's governance, policy, strategy, and financial matters. It meets quarterly and approves any changes to the budget at each meeting. The board recruits the trustees through open advertisements, shortlisting, interviews, and DBS and reference checks.

Management

The CEO is responsible for managing and coordinating the Everyone's Invited activities. An Operations Manager supports the CEO in the day-to-day operations and administration. The CEO advises the board and implements decisions taken by trustees. The CEO reports to the trustees and seeks their approval for any financial changes.

Financial management

The CEO and Operations Manager are supported by a finance consultant with expertise in finance and operations in the charity sector. The finance trustee oversees El's financial function, regularly meets with and supports the CEO with financial matters, and reports to the board. The CEO and at least two trustees review and sign all payments. The Trustees' Financial Policy and authority matrix are currently being developed.

IT'S TIME TO TALK

Examiner's Report

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF EVERYONE'S INVITED

I report to the trustees on my examination of the financial statements of Everyone's Invited (the charity) for the year ended 30 June 2024.

Responsibilities and basis of report:

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement:

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Andrew Subramaniam

Andrew Subramaniam

Dated: 05 Nov 2024

c/o HW Fisher Business Solutions Limited
Chartered Accountants
Acre House
11-15 William Road
London
NW1 3ER United Kingdom

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 30 JUNE 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income from:							
Donations and legacies	3	130,870	15,000	145,870	164,167	50,000	214,167
Charitable activities	4	94,576	-	94,576	82,968	-	82,968
Investments	5	1,717	-	1,717	-	-	-
Total income		227,163	15,000	242,163	247,135	50,000	297,135
Expenditure on:							
Charitable activities	6	225,684	24,405	250,089	101,180	32,938	134,118
Net income/(expenditure) for the year/							
Net movement in funds		1,479	(9,405)	(7,926)	145,955	17,062	163,017
Fund balances at 1 July 2023							
		150,183	17,062	167,245	4,228	-	4,228
Fund balances at 30 June 2024		151,662	7,657	159,319	150,183	17,062	167,245

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

BALANCE SHEET
AS AT 30 JUNE 2024

	Notes	2024 £	£	2023 £	£
Current assets					
Debtors	10	17,503		7,558	
Cash at bank and in hand		152,318		166,709	
		<hr/>		<hr/>	
		169,821		174,267	
Creditors: amounts falling due within one year	11	(10,502)		(7,022)	
		<hr/>		<hr/>	
Net current assets			159,319		167,245
			<hr/> <hr/>		<hr/> <hr/>
Income funds					
Restricted funds	12		7,657		17,062
Unrestricted funds			151,662		150,183
			<hr/>		<hr/>
			159,319		167,245
			<hr/> <hr/>		<hr/> <hr/>

The financial statements were approved by the Trustees on: 05 Nov 2024


Kevin Sara
Trustee

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

1 Accounting policies

Charity information

Everyone's Invited is a Charitable Incorporated Organisation. The registered office is Streathers Solicitors, Accurist House, 44 Baker Street, W1U 7AL.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Charities Act 2011 and "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)". The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount.

1.5 Expenditure

Resources expended are recognised in the period to which they relate.

All costs which can be directly attributed to charitable activities are allocated to the relevant activity. Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include accountancy fees and costs linked to the strategic management of the charity.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks and other short-term liquid investments with original maturities of three months or less.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received. Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	15,620	-	15,620	69,417	-	164,167
Grants	115,250	15,000	130,250	94,750	50,000	50,000
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	130,870	15,000	145,870	164,167	50,000	214,167
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

4	Charitable activities	Unrestricted funds	Unrestricted funds
		2024	2023
		£	£
	Education income	94,576	82,968
5	Investments	Unrestricted funds	Unrestricted funds
		2024	2023
		£	£
	Interest receivable	1,717	-

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

6 Charitable activities

	Funds 2024 £	Funds 2023 £
Staff costs	139,834	26,149
Consultancy fees	45,228	25,028
IT Software and Consumables	1,129	(552)
Travel and Accommodation	13,951	22,276
Hardware	-	29,070
Staff training	96	12,168
Facilities hire	(240)	-
Education delivery	21,059	-
	<hr/>	<hr/>
	221,057	114,139
	<hr/>	<hr/>
Share of support costs (see note 7)	18,643	5,902
Share of governance costs (see note 7)	10,389	14,077
	<hr/>	<hr/>
	250,089	134,118
	<hr/>	<hr/>
Analysis by fund		
Unrestricted funds	225,684	101,180
Restricted funds	24,405	32,938
	<hr/>	<hr/>
	250,089	134,118
	<hr/>	<hr/>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

7 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Bank charges	523	-	523	419	-	419
Staff support	6,168	-	6,168	-	-	-
Advertising & Promotion	1,242	-	1,242	105	-	105
Conference & Subsistence	3,020	-	3,020	78	-	78
Insurance	81	-	81	1,415	-	1,415
Subscriptions	5,127	-	5,127	3,728	-	3,728
Sundry expenses	1,404	-	1,404	157	-	157
Telecommunications	402	-	402	-	-	-
Repairs and maintenance	29	-	29	-	-	-
Administrative expenses	647	-	647	-	-	-
Accountancy	-	8,520	8,520	-	3,375	3,375
Legal and professional	-	1,869	1,869	-	10,702	10,702
	<u>18,643</u>	<u>10,389</u>	<u>29,032</u>	<u>5,902</u>	<u>14,077</u>	<u>19,979</u>
Analysed between						
Charitable activities	<u>18,643</u>	<u>10,389</u>	<u>29,032</u>	<u>5,902</u>	<u>14,077</u>	<u>19,979</u>

Governance costs includes payments to the independent examiners for £3,399 (2023: £3,375) for independent examination fees, and £6,819 (2023: £2,390) for other services.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

- 8 Trustees
- None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.
- 9 Employees
- The average monthly number of employees during the year was:

	2024	2023
	Number	Number
	5	1
Employment costs	2024	2023
	£	£
Wages and salaries	126,683	25,363
Social security costs	9,310	-
Other pension costs	3,841	786
	139,834	26,149

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

10 Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Other debtors	15,530	7,558
Prepayments and accrued income	1,973	-
	<hr/>	<hr/>
	17,503	7,558
	<hr/>	<hr/>

11 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	4,200	540
Other creditors	2,903	3,407
Accruals	3,399	3,075
	<hr/>	<hr/>
	10,502	7,022
	<hr/>	<hr/>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

12 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds		
	Incoming resources	Resources expended	Balance at 1 July 2023	Incoming resources	Resources expended	Balance at 30 June 2024
	£	£	£	£	£	£
Grayken	50,000	(32,938)	17,062	-	(9,405)	7,657
Esmee Fairbairn	-	-	-	10,000	(10,000)	-
Chalk Cliff Trust	-	-	-	5,000	(5,000)	-
	<u>50,000</u>	<u>(32,938)</u>	<u>17,062</u>	<u>15,000</u>	<u>(24,405)</u>	<u>7,657</u>

Grayken Foundation : £50,000 pledged for developing and maintaining the new Everyone’s Invited website that will allow the organisation to continue to fulfill their mission statement, activities and goals.

Esmee Fairbairn : £10,000 donated for education programme to conduct workshops / training in schools.

Chalk Cliff Trust : £5,000 donated for education programme to conduct workshops/ training in schools.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

13 **Unrestricted funds**
The income funds of the charity include unrestricted funds comprising the following unexpended balances of donations and grants held on trust.

	Movement in funds			Movement in funds		
	Incoming resources	Resources expended	Balance at 1 July 2023	Incoming resources	Resources expended	Balance at 30 June 2024
	£	£	£	£	£	£
Oak Foundation	94,750	(89,011)	5,739	112,750	(118,489)	-
The Aesop Foundation	57,067	(12,168)	44,899	-	(44,899)	-
The Golden Bottle Trust	10,000	-	10,000	-	(10,000)	-
The Carmela and Ronnie Pignatelli Foundation	-	-	-	2,500	(2,500)	-
Sydney Black Charitable Trust	-	-	-	500	-	500
	<u>161,817</u>	<u>101,179</u>	<u>60,638</u>	<u>115,750</u>	<u>(175,888)</u>	<u>500</u>

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2024

14 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 30 June 2024 are represented by:						
Current assets/(liabilities)	151,662	7,657	159,319	150,183	17,062	167,245
	<u>151,662</u>	<u>7,657</u>	<u>159,319</u>	<u>150,183</u>	<u>17,062</u>	<u>167,245</u>
	<u><u>151,662</u></u>	<u><u>7,657</u></u>	<u><u>159,319</u></u>	<u><u>150,183</u></u>	<u><u>17,062</u></u>	<u><u>167,245</u></u>

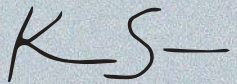
15 Related party transactions

There were no disclosable related party transactions during the current or prior year.

Thank you!

We are deeply grateful for your support. Together, we can create a society where everyone feels safe, valued, and heard. Every action you take—whether it's donating, fundraising, volunteering, or simply spreading the word—helps us move closer to that goal.

The trustees' report was approved by the Board of Trustees.

A handwritten signature in black ink, appearing to read 'KS' followed by a horizontal line.

**Kevin Sara
Trustee**

Dated: 05 Nov 2024

To learn more or get involved, visit www.everyonesinvited.uk or contact us directly at welcome@everyonesinvited.uk



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