



Trustees' Annual Report for the period

		Period start date			Period end date		
From	6 th	April	2019	To	5 th	April	2020

Section A Reference and administration details

Charity name

Warwickshire Pride

Other names charity is known by

Registered charity number (if any)

1162449

Charity's principal address

80 Spinney Hill

Warwick

Warwickshire

Postcode

CV34 5SP

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Daniel Browne	Chair of Trustees		
2	Theresa Taylor	Treasurer		
3	Healey Moyes			
4	Penny Medlyn			
5	Leanne Taylor			
6	Michelle Avon		From 20 th July 2019	
7	Beck Hemsley	Secretary	From 20 th July 2019	
8	Clara Wicks		From 20 th July 2019	
9	Amy Allan		From 20 th July 2019	
10	Sam Turner		Until 13 th March 2020	

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	We are governed by a constitution. The constitution was adopted on 1 st June 2015 and amended on 24 th November 2016.
How the charity is constituted (eg. trust, association, company)	We are a Charitable Incorporated Organisation (CIO).
Trustee selection methods (eg. appointed by, elected by)	Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the charity.

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

We make available to each new charity trustee, on or before their appointment:

1. A copy of the current version of the constitution;
2. A copy of our latest Trustees' Annual Report and statement of accounts;
3. A copy of all policies and procedures relating to the charity. Current trustees will explain each policy and procedure to new trustees in order for them to fully understand the operation of the charity.

We, the trustees, manage the charity. We are responsible for the running of the charity, ensuring all activities reflect the charity's objectives, and also the management of volunteers of the charity.

DBS checks are carried out on all trustees and relevant volunteers. Risk assessments are in place for all activities undertaken by the charity and are regularly reviewed. The following policies and procedures are also in place:

- Children, Young People and Vulnerable Adults Safeguarding Policy;
- Code of Conduct;
- Confidentiality Policy;
- Covid-19 Policy;
- Disciplinary Procedure;
- Electronic Communication Code of Practice;
- Equality and Diversity Policy;
- Expenses Policy;
- GDPR Policy;
- Grievance Procedure;
- Health and Safety Policy;
- Lone Working Statement;
- Recognising and Managing Challenging Behaviours;
- Recruitment Policy;
- Risk Assessments Policy;
- Safeguarding Policy;

- Signposting and Referral Protocol;
- Social Media Policy;
- Volunteer Policy.

All of our policies and procedures are reviewed on a three-year basis in order for the policies and procedures to remain relevant and up to date.

As a charity, we are a member of Warwickshire Community and Voluntary Action. They are a body that provides information and support to voluntary sector organisations.

We are also a member of the LGBT+ Consortium, which exists to provide a network of LGBT+ organisations in order for the LGBT+ sector to be supported with promotion, fundraising, recruitment and infrastructure.

We are also members of the UK Pride Organisers Network (UKPON), the European Pride Organisers Association (EPOA), and Interpride. UKPON support LGBT+ Pride organisations around the UK and provide training and networking opportunities. EPOA is the European equivalent of UKPON. Interpride is the global equivalent of UKPON and EPOA.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

The following objects are for the benefit of lesbian, gay, bisexual, transgender and questioning (LGBTQ) young people and adults:

1. To preserve and protect the physical and mental health of such people, in particular, but not exclusively through:
 - a. The provision of information, guidance and emotional support;
 - b. Safe, social meeting spaces where people can explore verbally and express their sexual orientation or gender identity.
2. The promotion of equality and diversity in the Warwickshire area for the public benefit by:
 - a. The elimination of discrimination on the grounds of sexual orientation or gender identity;
 - b. Working in partnership with other providers and community groups to raise awareness of LGBTQ issues, and needs of LGBTQ young people and adults;
 - c. Advancing education and raising awareness in equality and diversity, with a focus on sexual orientation and gender identity.

Proud Youth

Weekly drop-ins take place in Leamington Spa and Stratford-upon-Avon. The drop-ins are run by a team of volunteer youth mentors. The drop-ins are for LGBT+ young people aged 12 - 18. They provide a safe, social meeting space where LGBT+ young people can explore verbally and express their sexual orientation or gender identity. The drop-ins also provide information, guidance, and emotional support to LGBT+ young people, which helps to preserve and protect the physical and mental health of such people.

A number of activities and trips were arranged with LGBT+ young people who attend the drops-ins over the past 12 months. The activities and trips included:

- Art projects about celebrating diversity and acceptance;
- Workshop on child sexual exploitation;
- Workshop on hate crime and extremism;
- Workshop on drug and alcohol abuse;
- Creative writing;
- Debating sessions – discussing LGBT+ related topics
- Picnics;
- Watching films;
- A trip to a local fair;
- Trips to local restaurants and an ice cream parlour;
- Playing board games and card games;
- Going bowling.

LGBT+ young people who attend the drop-ins are also involved in the events that are organised or attended by us. They include:

- Warwickshire Pride;
- Leamington Spa Peace Festival;
- Coventry Pride;
- Leamington Carnival.

All of the activities and trips are organised with the input of LGBT+ young people who attend the drop-ins. All of the activities and trips are organised for the benefit of LGBT+ young people and help LGBT+ young people to be part of a social network where they can express their sexuality or gender identity. Being part of the activities and trips organised via the drop-in enables LGBT+ young people to have their physical and mental health preserved and protected. It is hugely positive to see LGBT+ young people feeling empowered and able to be themselves. Many of the young people we work with have experienced homophobia, biphobia or transphobia, and really benefit from having a social outlet where they are accepted for who they are and can receive support and guidance.

Since March 2020 the drop-ins have been unable to meet at the normal venues due to the Covid-19 pandemic. However, the service has moved online until it is safe to meet face to face again.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Further drop-ins were due to begin April 2020 but those plans had to be put on hold due to the Covid-19 pandemic.

Proud Parents

Proud Parents is a monthly support group for parents and families of LGBT+ people. The purpose of the group is to educate and support parents and families of LGBT+ people so they are more equipped to support their LGBT+ family members. Proud Parents helps to advance education and raise awareness of LGBT+ issues, while also offering resolutions for parents and family members of LGBT+ people who wish to support their family members.

No Barriers

No Barriers is a social group for LGBT+ people with learning disabilities. It is led by one of our trustees, who has learning disabilities, and provides a safe social space where LGBT+ people with learning disabilities are able to express their sexuality or gender identity and receive information, guidance and emotional support. This group is thought to be one of only a handful of its type in the whole of the UK.

Proud Stratford

A new group in Stratford was added to our offering in May 2019. Proud Stratford is a social and support group for LGBT+ people living in the Stratford-on-Avon area. It's a safe space where LGBT+ people can be themselves, meet new people and access any support that they require.

TransTogether

This is a new addition to our offering. It's a monthly social group for trans people that until the Covid-19 pandemic started was meeting at a bar in Leamington Spa. The group provides a social outlet for trans people and allies. Advice and support is also provided to those who need it. Many trans people are socially isolated, marginalised, and experience a high level of hate. TransTogether provides a safe, social space where trans people can be themselves, explore their identity, and meet other trans people.

Warwickshire Pride Sports Club

This was a new addition to our offering. The club has held walking events, runs, and a personal safety class for LGBT+ people that was well attended and received. As many LGBT+ people feel uncomfortable attending mainstream sports or exercise clubs, our own sports club provides a space that is truly inclusive, welcoming and supportive for all LGBT+ people regardless of identity or ability. Running the sports club enables us to help to preserve and protect the physical and mental health of LGBT+ people.

Telephone and email support

For people unable to attend the groups or events we organise, we're able to provide information, guidance and support via email and telephone. This form of support has seen an increase in usage over the past year, with more complex issues being discussed. However, we are currently able to keep up with the demand and feel pleased that this service exists for people who may otherwise have nobody to talk to or receive support from.

Organising the Warwickshire Pride festival and other events

The Warwickshire Pride festival took place on Saturday 17th August 2019 in Leamington Spa. It is a celebration of diversity, with a focus on LGBT+ life and culture. Warwickshire Pride provides a safe, social space where people can explore verbally and express their sexual orientation or gender identity. Being able to express their sexuality or gender identity in a safe, social space results in the physical and mental health of such people being preserved and protected.

Warwickshire Pride also aims to eliminate discrimination on the grounds of sexual orientation or gender identity by raising awareness in equality and diversity, with a focus on sexual orientation and gender identity.

During the organisation of Warwickshire Pride there is a lot of partnership working with organisations such as Warwick District Council, Warwickshire County Council, Warwickshire Community & Voluntary Action, The Equality and Inclusion Partnership, and a multitude of other local providers and community groups to raise awareness of LGBT+ issues and the needs of LGBT+ young people and adults.

Warwickshire Pride features stalls, live performances on stage, speakers who talk about LGBT+ issues, a family area, a bi zone, trans chillout zone, women's tent, youth tent, and fairground rides. It is essentially a fun day out for the community, with a focus on LGBT+ culture and diversity that ensures the event is also a protest and highlights the struggles that LGBT+ people continue to face.

The Warwickshire Pride festival is also a fundraising opportunity, with donations being made by members of the public.

We also organised the first Rugby Pride Picnic in June 2019. It was very well attended and there are plans to expand on this in the future.

Taking part in local events

The Leamington Spa Peace Festival takes place each June, and in 2019 we had a stall there once again. Being involved in the Leamington Spa Peace Festival provided an opportunity for the advancement of education and raising awareness of equality and diversity with a focus on sexual orientation and gender identity. We showcased the work we do with LGBT+ people, raised awareness

of the issues LGBT+ people face, and also reached out to LGBT+ people who would benefit from our activities.

Leamington Spa Carnival took place in July 2019 and we were pleased to have a float in the carnival parade and run a stall at the festival. Members of the community joined us. By showcasing a positive representation of LGBT+ people, we hope to have worked towards achieving the elimination of discrimination on the grounds of someone's sexuality or gender identity. It was also an opportunity to raise awareness of equality and diversity, with a focus on sexual orientation and gender identity.

The events attended also provide fundraising opportunities, with donations being made by members of the public.

In addition to the above, we have also been proud to support LGBT+ events that other organisations have held. In February we were pleased to support Warwickshire Fire & Rescue Service's LGBT History Month event. We had a stall at the event, gave a talk, and helped to raise a rainbow flag at Leamington Fire Station.

Also in February, we were invited to host a community café at Foundation House community centre in Stratford-upon-Avon. It was a well attended event that enabled us to showcase our work and positively engage with the community.

Asda in Leamington Spa kindly invited us to run a stall in store for LGBT History Month. This was a positive opportunity to showcase our work to the wider community.

In July, Leamington parkrun held their first Pride parkrun in support of Warwickshire Pride. It was attended by around 500 runners.

There has been an increase in partnership working for the benefit of LGBT+ people in Warwickshire.

Equality campaigning

Due to a perceived rise in the number of violent hate crimes against LGBT+ people in Warwickshire, there has been a lot of campaigning to raise awareness of the issue of hate crime, to inform the LGBT+ community of how to report hate crime, and also to lobby the Police and local authorities to do more to protect the LGBT+ community. The equality rallies that we hold provide a space for LGBT+ people to express their sexuality or gender identity while raising awareness of the issue of hate crime. They also aim to lessen and eventually eliminate discrimination on the grounds of sexuality or gender identity. Partnership working is a key component of the equality rallies as the support of the events help to raise awareness of LGBT+ issues and the needs of LGBT+ young people and adults.

Supporting LGBT+ young people in schools

We continue to be contacted by young people who are victims of homophobic, biphobic or transphobic bullying at school. As a result, we created and sent an LGBT+ toolkit to every school in Warwickshire to support those schools to support their LGBT+ students. We have also delivered LGBT+ awareness workshops in schools directly to students. Some schools have contacted us to ask that we attend to support their LGBT+ students directly. This is something we have been doing and as a result it empowers young people to express their identity in a safe space, while receiving the support they need.

With an increasing amount of schools engaging with us, we are hopeful that more LGBT+ students will receive the support they need.

We have delivered workshops and talks, and supported students in the following schools:

- Warwick School;
- Kings High School;
- King Edward VI School;
- Alcester Academy.

Southam College also invited a representative of Warwickshire Pride to be on the panel for the Big Question event. This is a Question Time style panel discussion, with community leaders and students involved.

Delivery of LGBT+ awareness training

We have been delivering a series of LGBT+ awareness training sessions to voluntary, public and private sector organisations across Warwickshire. This is enabling team members from those organisations to become more aware of LGBT+ topics, including terminology and how to make their organisations more inclusive for LGBT+ people. This not only promotes equality and diversity in Warwickshire for the public benefit, but also preserves and protects the physical and mental health of LGBT+ people who access the organisations we have trained.

Rugby Borough Council commissioned us to deliver LGBT+ awareness training to all of their staff. This was completed in early 2020. Our LGBT+ and trans awareness training and talks have also been delivered to:

Lifespace;
Soroptimists International;
Co-op;
Myton Hospice;
Warwickshire Young Carers;
Coventry and Rugby Clinical Commissioning Group;
GPs from across Coventry and Warwickshire.

In addition, an LGBT+ awareness session was delivered to a Coventry City Councillor in January. The councillor has made

homophobic remarks in a council meeting, which resulted in a lot of press attention and outrage from the community. We saw this is an opportunity to engage in some educational activity with the councillor to help him understand the impact of his words and the damage that his views have. The outcome was positive, with the councillor stating that he learnt something from the session and now feels differently about the views he once held.

Engagement with MPs

During 2019 there was a drive to engage with all of Warwickshire's MPs to find out where they stand on LGBT+ rights and insist on their commitment to supporting their LGBT+ constituents. All of Warwickshire's MPs were met or spoken to, with varying degrees of success. As a result of the engagement process, one MP has expressed his regret at how he voted against LGBT+ rights in the past and committed to voting differently in future. This shows that positive engagement works. This is not a one off task and the engagement will continue.

Marking Awareness Days/Weeks

It was recognised that more could be done to mark LGBT+ themed awareness days and weeks. We were once again pleased to work with All Saints Church and the Warwick & Leamington LGBT+ Christians Group to hold a vigil from Trans Day of Remembrance in November.

We also marked Asexual Awareness Week by holding a social event for ace people and allies. There was a guest speaker who talked about asexuality.

Social events

LGBT+ coffee socials have continued to run in Leamington Spa and Rugby. Attendance has been strong in both locations, with between 8 – 40 people participating each month. The Rugby social has stopped temporarily due to needing to find a new venue. The previous venue had transphobic staff and customers, so it was decided to no longer use that venue. The coffee socials are an opportunity for LGBT+ people to explore and express their identity in a safe, social space, and receive information, guidance and emotional support if it's required.

A new social, Fourth Friday Fish and Chips, started in summer 2019. It is a monthly get together at a fish and chip shop where LGBT+ people can meet in a safe, social place, explore who they are, meet other LGBT+ people, and receive information and support if required.

Additional details of objectives and activities (Optional information)

Volunteers make a valuable contribution to the running of Warwickshire Pride's activities, services and events. In particular, we wish to thank the following individuals for their time, talents, hard work and dedication to helping us work towards our charitable objectives:

- Dean Owen Jones;
- Kirsty Wright;
- Kirsty Ould;
- Lee Holt;
- Louisa Coller;
- Bea Crawford;
- Bunny;
- Callum Quinn;
- Andrea Martinez Vernon;
- Claire Bishop;
- Tilly Pimlott;
- Sharon Lee;
- Nasra Chowdry;
- Isy Bleakman;
- Miles Kilburn;
- Jaime Timms;
- Josh Cooper;
- Nok Chilton;
- Dani Birmingham;
- Gem Church;
- Naomi MacDonald;
- Tyler Thomson;
- Debra Sarson;
- Rebecca James;
- Wolf Cooper;
- Maddie Johnson;
- Karen Moyes;
- Julie Earls;
- Jeanette Taylor.

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Summary of the main achievements of the charity during the year

An achievement that we are proud of is seeing the charity continue to grow and work with more LGBT+ people across Warwickshire. One of the commitments at the end of last year was to expand the charity's reach across Warwickshire and provide support to LGBT+ people in areas where there is no support.

Working towards achieving our objectives is key to the running of the charity, and it is encouraging that the activities have been so diverse and had a positive impact. Our activities over the past year have reached thousands of people and that is something we wish to celebrate.

Brief statement of the charity's policy on reserves

Due to the majority of monies received being given for a specific purpose, such donations are held within instant access deposit account(s) attracting some rate of interest. Other than this we do not have a policy in place relating to our reserves. However, it is acknowledged that reserves should be used to further the charity's objectives.

Details of any funds materially in deficit

Not applicable.

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

The principal sources of our funds come from grant funding in addition to trading & enterprise activities, specifically relating to the organisation of the Warwickshire Pride festival, but also at other events attended by the charity.

Expenditure has been in line with what the funding was obtained for; i.e. to support the objectives of the charity.

We would like to thank the following for providing funding assistance through grants:

- Children in Need for supporting the weekly Leamington Spa drop in for LGBT+ young people;
- The Lottery Community Fund for supporting the Warwickshire Pride festival;
- Tesco Bags of Help for supporting the Warwickshire Pride festival;
- Royal Leamington Spa Town Council for supporting the Warwickshire Pride festival;
- The Harry Payne Fund, administered by the Heart of England Community Foundation, for supporting our running costs;
- The LGBT+ Futures Fund for supporting the Warwickshire Pride festival;
- Stratford Town Trust for supporting the weekly Stratford-upon-Avon drop in for LGBT+ young people;
- The Edgar E Lawley Foundation for supporting the creation of a new drop-in for LGBT+ young people in Rugby;
- Warwickshire's Police and Crime Commissioner for supporting the creation of new drop-ins for LGBT+ young people in Rugby and Nuneaton;

We would like to thank the following for providing funding assistance through sponsorship:

- David Wilson Homes;
- Ubisoft;
- Mister V Street Food;
- The Yard Coventry;
- Sheekie.

We would like to thank everyone who has made a donation to Warwickshire Pride, specifically:

- Ann Townsend;
- Ian Brookes-Howells;
- Rhiannon Lewis;
- Michael Pettitt;
- Kat Williams;
- Kathryn Clarke;
- Kathy Hampden;
- Lorna Simm;
- Kathryn Thatcher;
- Diane Robins;
- Rachel Benson;
- Connor Strange;
- Lynne Hamilton;
- Nadja Pollard;
- Bea Crawford;
- Andrew Dennison;
- Vicky Clark;
- Oli Williams;
- Robin Bradley;
- Alexandru Marian;
- Maria Chiara Monti;
- Ashley Hogg;
- A Mairiaux-Jones;
- Alex McClean;
- Matthew Waddilove;
- James Moran;
- Cara Seaborn;
- Sally Went;
- Sharon Lee;
- Calvin Turner;
- Dumbreck Charity;
- Baxi Heating;
- A&M Entertainment;
- Leamington Spa Regency Rotary Club;
- Players of the Rugby Lotto.

Section F

Other optional information

We wish to provide information on the activities that will take place over the coming year in order to work towards the objectives of the charity:

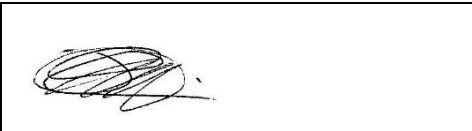
1. Continue existing services and activities and work on their growth and reach.
2. Launch of a new weekly drop-ins for LGBT+ young people in Rugby and Nuneaton.
3. Launch of a counselling service for LGBT+ people in Warwickshire at low or no cost.
4. Mark more LGBT+ awareness days and weeks.
5. Make more use of technology to host webinars and online training sessions and socials.
6. Continue working to ensure Warwickshire Pride is as diverse and representative as possible, from its board of trustees through to the volunteer team, and in all services and activities.
7. Engage more with local authorities to ensure they fully support LGBT+ people in their localities.
8. Do more work in areas of Warwickshire where we have not had a large presence, with Nuneaton and Rugby being identified as priority areas.

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Daniel Browne	
Position (eg Secretary, Chair, etc)	Chair of Trustees	
Date	28 th August 2020	