



Trustees' Annual Report for the period

		Period start date			Period end date		
From	6 th	April	2021	To	5 th	April	2022

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

Things to mention:

	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		
2	Christopher Stafford	Treasurer		
3	Penny Medlyn	Secretary		
4	Healey Moyes			
5	Nicola Beer			
6	Atinuke Proctor			
7	Llywelyn Colnet			
8	Jack Liepa		From 18 th December 2021	
9	Simon Davies		From 7 th February 2022	
10				
11				

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)

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Warwickshire Pride is governed by a constitution. The constitution was adopted on 1 st June 2015 most recently amended on 21 st January 2021.
How the charity is constituted (eg. trust, association, company)	Warwickshire Pride is 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 where required 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 and staff 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:

- A Guide for Guests at Warwickshire Pride Groups
- A Guide to Running Warwickshire Pride Groups
- A Guide to Running Warwickshire Pride Youth Groups
- Code of Conduct
- Confidentiality Policy
- Covid-19 Policy
- Disciplinary Procedure
- Electronic Communication Code of Practice
- Equality and Diversity Policy
- Expenses Policy
- Finance Policy
- Finance Procedure
- GDPR Policy
- Grievance Procedure
- Health and Safety Policy
- Lone Working Statement

- Recognising and Managing Self-Harming Behaviours
- Recruitment Policy
- Risk Assessments Policy
- Safeguarding Policy
- Signposting and Referral Protocol
- Social Media Policy
- Staff Policy
- Volunteer Policy

All our policies and procedures are reviewed on a three-year basis, or earlier if required, 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.

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

The following objects are for the benefit of lesbian, gay, bisexual, trans and questioning (LGBT+) 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 LGBT+ issues, and needs of LGBT+ young people and adults;
 - c. Advancing education and raising awareness in equality and diversity, with a focus on sexual orientation and gender identity.

Details of our activities as a charity during the last financial year are detailed below. All activities took place with regard given to the guidance issued by the Charity Commission on public benefit. As such, each activity listed below explains which charitable objective it meets.

Proud Youth

Weekly youth groups have taken place and were able to return to running face to face in May 2021. Being able to return to in person delivery meant we were able to open new youth groups in Rugby and Nuneaton. This is in addition to the existing youth groups in Leamington Spa and Stratford-upon-Avon.

In August 2021, we were awarded a grant to hire two paid youth workers, who now lead on the delivery of the youth groups, assisted by a team of volunteers.

The youth groups 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 groups 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 have taken place at the youth groups, including:

- Art projects
- A talk on being trans and being happy
- Creative writing

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)

- Playing games
- Discussions on LGBT+ topics
- Picnics
- Film nights
- Craft projects

All the activities are organised with the input of LGBT+ young people who attend the youth groups. All the activities 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 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.

Proud Parents

Proud Parents is a monthly group in Leamington Spa 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. There is also a Proud Parents Facebook group and that enables parents and families of LGBT+ people to interact and seek advice and support.

TransTogether

TransTogether is a twice-monthly social and support group for trans people. It meets in Leamington Spa once a month, and also on Zoom once a month. The group provides a social outlet for trans people. Advice and support are 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.

Other support groups

Returning to in person delivery of services meant that our LGBT+ group for adults in Stratford-upon-Avon, called Proud Stratford, and our group for LGBT+ people with learning disabilities, called No Barriers, could resume. Both groups provide a safe, social meeting space where attendees can explore and express their identity, while also receiving advice, support and guidance.

We have also started a weekly women's fitness group. The group is to initially run for 16 weeks, subject to funding enabling it to continue beyond that. The group provides a safe, social space

where LGBT+ women can take part in physical activity and socialise, this preserving and protecting the physical and mental health of that demographic.

Telephone and email support

For people unable to attend groups or events we organise, we're able to provide information, guidance and support via email and telephone. This form of support has seen a large increase in usage over the past 12 months, with more complex issues being discussed and many people experiencing loneliness, isolation and mental health challenges due to the impact of the Covid-19 pandemic. However, we are currently able to keep up with the demand and view it as a positive 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 21st August 2021, although it took place online once again due to the Covid-19 pandemic. The festival streamed on our Facebook, Twitter and Youtube pages. It provided 10 hours of performances, entertainment, talks and webinars to bring LGBT+ people together during another difficult year. The festival is a celebration of diversity, with a focus on LGBT+ life and culture, while also being a protest for LGBT+ rights and freedoms. Warwickshire Pride provides a safe, social space where people can explore and express their sexual orientation or gender identity. Being able to express their sexuality or gender identity in a safe 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.

Equality campaigning

Due to a perceived and actual rise in the number of 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 Covid-19 pandemic means that all campaigning has taken place online via social media. The campaigns we run 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.

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. The toolkit is reviewed annually and sent to all schools in Warwickshire at the start of each academic year.

We have also delivered LGBT+ awareness talks and workshops in schools directly to students. Some schools have contacted us to ask that we attend to support their LGBT+ students directly on a 1-1 basis. This is something we have been doing where possible 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.

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.

A lot of the training has taken place online via Zoom due to the Covid-19 pandemic, but the online delivery has enabled some people to join who would not have been able to do so under normal circumstances. However, there is now more interest in face to face delivery of training.

Our training continues to be in demand, with that demand only increasing as time goes by.

Marking Awareness Days/Weeks

It was recognised that more could be done to mark LGBT+ themed awareness days and weeks. We were unable to hold our annual vigil for Trans Day of Remembrance at All Saints Church in Leamington, so instead held it online via Zoom again and found it be the most attended vigil to date.

We have also marked other LGBT+ related awareness days and weeks with social media posts and Zoom sessions to bring the community together.

Social events

LGBT+ coffee socials have continued to run, with the Leamington coffee morning now running in person and on Zoom. 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.

An LGBT+ photography club has continued running online via Zoom on a monthly basis. It provides social connection and an opportunity for LGBT+ people to share their passion of photography through discussion and sharing images they have taken.

Food Parcels

In December 2020, it was identified that some LGBT+ people in Warwickshire were living in poverty and not able to afford to buy food or hygiene products. Thanks to an initial donation of food by Stratford-upon-Avon foodbank, food parcels were delivered to LGBT+ people in need at Christmas. Since then, there has been further demand for food support and access to hygiene products from LGBT+ people across Warwickshire. Further food parcels were delivered thanks to a donation from Morrisons in Leamington Spa. There is still demand for this support and we have continued to deliver food parcels to those in need. As well as having food and hygiene products available to deliver to people in need, thanks to donations, we are also able to signpost people to other sources of support so they are able to work towards their situation improving.

Outreach and community engagement

Thanks to funding from Warwickshire County Council, we ran a Covid-19 engagement project with men who have sex with men, particularly focused around hook up culture and safe sex. This enabled us to have honest discussions with men who have sex with men, provide condoms, lube, face coverings and hand sanitiser, and educate those we engaged with. This helped us to work within our objective to preserve and protect the physical health of LGBT+ people.

Another activity we have introduced is regular Zoom engagement sessions with external organisations. The sessions are for LGBT+ people to learn about other forms of support, activities and opportunities that are available to them beyond the support that Warwickshire Pride provides. Examples of sessions that have taken place are hearing from Healthwatch about how to feedback about experiences of accessing health services, a counselling charity discussing their LGBT+ inclusive service, an organisation talking about hate crime, what it is and how to report it, and a substance misuse charity advising on drug and alcohol awareness.

The sessions provide an opportunity for LGBT+ people to express their identity, but also it feeds into preserving and protecting the physical and mental health of the LGBT+ community.

Additional details of objectives and activities (Optional information)

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

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

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:

- Lilly Lonergan
- Miles Kilburn
- Mikaela Moody
- Kaed Moody
- Ebi Agbagidi
- Em DeSouza
- Bea Crawford
- Taz Kaur
- Lana Linnett
- Stacey Panton
- Charlie Cheatle
- Kyle Crompton
- Pamela Puopolo
- Bunny

We also wish to thank our two youth workers, Simon Mallett and Natalie Wintle, for their contributions to the Proud Youth groups and the support they provide to LGBT+ young people.

Summary of the main achievements of the charity during the year

An achievement that we are proud of is being able to keep the charity running and supporting people during another challenging year. The Covid-19 pandemic has caused many problems and utter devastation for many people. Being able to switch to running support services and socials online has meant the LGBT+ community can stay connected and the charity can work within its objectives. We have learnt a lot from the pandemic and as a result take a blended approach to our service delivery, with in person and online options available. The pandemic has made the charity more adaptable, which is a strength.

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 still 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 and delivery of LGBT+ and trans awareness training. During the last 12 months we have been able to increase the number of donations received 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 Proud Youth group in Leamington Spa
- Warwickshire County Council for supporting our Covid-19 engagement project
- Warwickshire County Council for funding our youth workers
- Warwickshire Council for supporting our Proud Stratford group
- Stratford Town Trust for supporting the weekly Proud Youth group Stratford-upon-Avon
- Warwickshire's Police and Crime Commissioner for supporting the creation of new Proud Youth groups in Nuneaton
- Think Active for supporting our women's fitness group
- The Cadbury Foundation for supporting our learning disabilities group (starting after the financial year this annual report covers)
- Warwick District Council for supporting our recovery from the Covid-19 pandemic

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

- Ann Townsend
- Rachel Ritchie
- Sarah White
- Vanya Sabapathy
- Everyone who purchased merchandise from our website
- Players of the Rugby Lotto

- People who donated via Facebook
- People who donated via Amazon Smile
- Everyone who made a donation anonymously

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 counselling service for LGBT+ people in Warwickshire at low or no cost.
3. Mark more LGBT+ awareness days and weeks.
4. Make more use of technology to host webinars and online training sessions and socials.
5. 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.
6. Engage more with local authorities to ensure they fully support LGBT+ people in their localities.
7. 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	2 nd June 2022	