



Warwickshire Pride

Registered Charity Number: 1162449

# **Attending Warwickshire Pride Groups, Services, and Events Policy**

Warwickshire Pride delivers a range of services for LGBT+ people in Warwickshire. That includes support groups, social opportunities, delivery of training, fundraising, campaigning, and events and festivals. This policy details expected behaviour for attendees at Warwickshire Pride's services, circumstances in which someone would be asked to leave, and what would constitute a review of whether an individual, group of people, or an organisation, business or community group are permitted to attend. Everyone attending a Warwickshire Pride service should be able to feel safe, welcomed, and accepted.

As a minimum, expected behaviour at a Warwickshire Pride service encompasses:

- Respecting people's identities
- Respecting and using people's correct pronouns
- Using respectful, affirmative language
- Maintaining confidentiality

Oppressive or phobic language or behaviour, or any act of aggression or discrimination will not be tolerated and may result in offending person(s) being asked to leave.

Of course, there may be a degree of anxiety about what is and isn't appropriate to say or do. Any uncertainties or anxieties should be discussed with Warwickshire Pride's board of trustees by emailing [info@warwickshirepride.co.uk](mailto:info@warwickshirepride.co.uk) or calling **07580 532659**.

Additionally, it is recognised that mistakes happen. Therefore, the person(s) facilitating the service will attempt to mediate, understand what has been said or done, and ascertain whether it was a genuine mistake that can be corrected or something malicious.

Allegations or complaints about someone's behaviour at a Warwickshire Pride service, or in connection to Warwickshire Pride or its services, can be sent in writing to Warwickshire Pride's board of trustees at [info@warwickshirepride.co.uk](mailto:info@warwickshirepride.co.uk). An acknowledgement of receipt will be sent within 10 working days, along with whether an investigation is deemed necessary or not. Should an investigation be deemed necessary, it will be undertaken and the outcome communicated within a further 30 working days.

Should it be brought to Warwickshire Pride's board of trustee's attention that someone is behaving in an oppressive, phobic, discriminatory, aggressive or hateful way towards or about an LGBT+ person, group of LGBT+ people, Warwickshire Pride, or any of Warwickshire Pride's trustees, employees or volunteers, and an investigation is deemed necessary, the alleged perpetrator may be asked to stop attending a Warwickshire Pride service or all Warwickshire Pride services so that the allegations can be investigated. An investigation may include seeking evidence, witness testimonies, and speaking to whomever the allegation has been made

about. The balance of probability will also be considered. For example, where there is little evidence, but an overwhelming number of complaints and concerns raised about someone by unconnected people or parties.

Upon an investigation ending, actions could include being permitted to attend again, having a cool down period of not attending to allow tensions to calm, not being permitted to attend a particular Warwickshire Pride service, or not being permitted to attend any Warwickshire Pride service.

If a decision to not permit an individual, group of people, organisation, business or community group is made, that will be communicated to them in writing, with the reasoning explained and evidence provided if requested and if doing so will not put someone else at risk of harm.

A decision may be reversed by Warwickshire Pride's board of trustees should evidence show that the alleged behaviour is no longer occurring, and the perpetrator is genuinely remorseful.

The decisions of Warwickshire Pride's board of trustees are final. There is no right to appeal.

Last reviewed: January 2026

Next review due: January 2027