



Trustees' Annual Report for the period

		Period start date			Period end date		
From	6 th	April	2024	To	5 th	April	2025

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		
2	Healey Moyes			
3	Simon Davies			
4	Cliff Hume			
5	David de Sousa			
6	Harry Guest			
7	H White			
8	Seline Hodoglu		From 13 th January 2025	
9	Ian Brookes-Howells		From 10 th March 2025	
10	Julien Rosa	Secretary	From 7 th July 2025	
11	Jack Liepa		Until 19 th August 2025	
12	Steve Rice		Until 26 th September 2024	
13	Naomi MacDonald		Until 1 st March 2025	
14	Kirsty Minchella-Storer		From 13 th January 2025 until 15 th May 2025	

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

Name	Dates acted if not for whole year

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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 and 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
- Complaints Policy
- Confidentiality Policy
- Covid-19 Policy
- Disciplinary Procedure
- Due Diligence Policy
- 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
- Maternity, Paternity and Parental Leave Policy
- Menopause Policy
- Policy for Attendees of Warwickshire Pride Services
- Recognising and Managing Self-Harming Behaviours
- Recruitment Policy
- Research Policy
- Risk Assessments Policy
- Safeguarding Policy
- Sickness and Absence Policy
- Signposting and Referral Protocol
- Social Media Policy
- Staff Policy
- Training Approval Policy
- Training Fees and Cancellation Policy
- Volunteer Policy

All our policies and procedures are reviewed annually, 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 in Leamington Spa, Rugby, Stratford-upon-Avon and Nuneaton.

In March 2023, we were awarded a grants from BBC Children in Need and The Lottery to continue running the youth groups for a further five years, including the retention of three youth workers who run the youth groups with support from volunteers.

The youth groups are for LGBT+ young people aged 11 - 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
- Health and wellbeing sessions
- A talk on being trans and being happy
- Creative writing
- Playing games

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)

- 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, as well as parents who are LGBT+. 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, plus parents who are LGBT+, to interact and seek advice and support.

TransTogether

TransTogether is a monthly social and support group for trans people. It meets in Leamington Spa 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 social and support groups

LGBT+ coffee mornings for adults have been running in Leamington Spa, Stratford-upon-Avon, Rugby and Nuneaton. The coffee mornings 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 to run monthly LGBT+ book clubs in Leamington Spa and Stratford-upon-Avon, and a quarterly LGBT+ movie club in Leamington Spa. The activities provides a social outlet for LGBT+ to bond over a common interest.

LGBT+ counselling service

In the summer of 2023, we were fortunate to receive funding support to begin an LGBT+ counselling service. This provides a source of support for LGBT+ people to work through their problems and improve their mental health. The service has been well subscribed, with many LGBT+ people accessing it and achieving positive outcomes.

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. 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 17th August 2024. The festival featured an array of stalls, performances and entertainment, various activities, and educational opportunities. The festival was well attended, with the largest crowd since the event began in 2013. The Warwickshire Pride festival 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.

The Warwickshire Pride festival 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.

Mini-Pride events took place in Rugby and Stratford-upon-Avon, meaning the charity had a presence in other parts of the county.

Equality campaigning and protests

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 campaigns and protests 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 and colleges

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 number 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.

Our training continues to be in demand, with that demand only increasing as time goes by. For example, we have been commissioned by Coventry & Warwickshire Partnership NHS Trust to deliver LGBT+ awareness training for the next three years.

Marking awareness days/weeks

It was recognised that more could be done to mark LGBT+ themed awareness days and weeks. We once again marked Trans Day of Remembrance with a vigil. We also marked LGBT+ History Month with a series of events and social media posts that particularly focused on Warwickshire's LGBT+ history.

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

Food parcels and warm packs

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.

We have also started to deliver warm packs to LGBT+ people who cannot afford to have their heating on. There has been a large takeup for that and it's anticipated the need will arise again when the colder months arrive.

Delivering food parcels and warm packs has enabled us to preserve and protect the physical and mental health of LGBT+ people who have received them.

Outreach and community engagement

Another activity we have continued 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.

Thanks to funding from a local NHS trust, we were able to recruit a community engagement worker whose focus was to secure more referrals from LGBT+ people into the NHS talking Therapies service. The engagement worker also explored the challenges and barriers that LGBT+ people experience when trying to access NHS Talking Therapies. Funding for the role came to an end in 2025.

Thanks to funding the NHS CCG, we have been able to run a Long Covid engagement project to support the needs of LGBT+ people who are experien

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:

- Heather Alice-Grace Orchard
- Stacey Matthews
- India Smiley
- Kaed Moody
- Lilly Lonergan
- Mikaela Moody
- Sam Farrar
- Lydia Garbett
- Rikki Brierley
- Jake Hook
- Chris Johnston-Leigh
- Thomas Pendleton
- Jonathan McGowan
- Mae Rohani
- Callum Henry
- Felicity Smith
- Joanna Zhao
- Shane Shevell
- Henry Foxon
- Alex Cook
- Brent
- Cressida Stanley-Williams
- Liz Ball
- Anne Strange
- Amit Sagar
- Mae Simkin
- David Green
- Lee Harris
- Ana Maseiro
- Emma Wardle
- Govini Elvitigala
- Daniel Lees
- Jason
- Jesse Richardson
- Lola
- Mark Shrimpton
- Ushapa Fortescue
- Stacey Moore
- Ruth Harries
- Hannah Prossart
- Lucy Byron
- Nihan Dursun Ozyil

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

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

- Buse Firat Ikizoglu
- Seren Kezkinov

We also wish to thank our youth workers Alison Thompson, Ben Mancell and Ross Walter, for their outstanding 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

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, such as covering the core running costs of the charity.

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 and trading & enterprise activities, specifically relating to the organisation of the Warwickshire Pride festival and delivery of LGBT+ 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
- The Lottery for supporting the weekly Proud Youth groups in Nuneaton, Rugby and Stratford-upon-Avon
- Kenilworth Town Council for supporting the delivery of LGBT+ awareness training sessions
- The Inclusive Communities Fund, administered by the Heart of England Community Foundation, for supporting the Warwickshire Pride festival
- United Way and Costco for supporting our LGBT+ coffee morning in Rugby
- Talking Therapies for supporting our recruitment of an NHS Talking Therapies community engagement worker
- The Graham Griffiths Fund, administered by the Heart of England Community Foundation, for supporting our LGBT+ counselling service
- Redrow for supporting our monthly Proud Parents group in Nuneaton
- Warwickshire County Council for supporting the Warwickshire Pride festival
- The Coventry, Warwickshire and Solihull Fund, administered by the Heart of England Community Foundation, for supporting the LGBT+ women and non-binary people's fitness group
- The NHS CCG for supporting Long Covid community engagement

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

- The Mayor of Whitnash
- Everyone who donated via the Warwickshire Pride website
- Everyone who donated at the Warwickshire Pride festival
- Everyone who purchased merchandise from Warwickshire Pride
- Players of the Rainbow Lottery
- Players of the Rugby Lotto
- People who donated via The Charities Trust

We would like to thank the following businesses for sponsoring Warwickshire Pride:

- National Grid
- Mister V Street Food
- Bravissimo
- Coventry Building Society
- Glitzy Vintage Jewellery
- The Keys
- Nixon Acupuncture
- Ridleys Coaches
- Telent
- Third Kind Games
- The Cycle Recycler
- Bests Jamaican

We would like to thank the following businesses for donating to Warwickshire Pride:

- Playground Games
- A&M Entertainment
- Barkers Amusements


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, while at the same time not going beyond the capacity of the charity.
2. Mark more LGBT+ awareness days and weeks.
3. Make more use of technology to host webinars and online training sessions and socials.
4. 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.
5. Engage more with local authorities to ensure they fully support LGBT+ people in their localities.
6. Do more work in areas of Warwickshire where we have not had a large presence, or where reception to the charity's presence has been a challenge, with Nuneaton and Rugby being identified as priority areas, along with villages and smaller towns in north and south Warwickshire.

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		