



Trustees' Annual Report for the period

		Period start date			Period end date		
From	6 th	April	2016	To	5 th	April	2017

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	Raymond Soten	Treasurer		
3	Healey Moyes		From 10 th August 2016	
4	Karl Morris	Vice Chair	From 11 th November 2016	
5	Phoebe Jeanes	Secretary	From 11 th November 2016	
6	Simon Durant		From 22 nd January 2017 until 25 th May 2017	
7	Victoria Jones	Secretary	Until 18 th May 2016	
8	Sean Osborne		Until 10 th August 2016	

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 volunteers. Risk assessments are in place for all activities undertaken by us and are regularly reviewed. The following policies and procedures are also in place:

- Children, Young People and Vulnerable Adults Safeguarding Policy;
- Confidentiality Policy;
- Disciplinary Procedure;
- Electronic Communication Code of Practice;
- Equality and Diversity Policy;
- Expenses Policy;
- Grievance Procedure;
- Lone Working Statement;
- Self-Harm Document;
- Signposting and Referral Protocol;
- 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) and the European Pride Organisers Association (EPOA). UKPON support LGBT+ Pride organisations around the UK and provide training and networking opportunities. EPOA is the European equivalent of UKPON.

We are also part of the Warwick District LGBT+ Network, which exists to listen to the views, and meet the needs of the LGBT+ community.

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.

Running weekly drop-ins for LGBT+ young people

Two weekly drop-ins take place in Leamington Spa and Stratford-upon-Avon and are run by a team of volunteer youth workers. The drop-ins are for LGBT+ young people aged 13 - 19. They provide safe, social meeting spaces where 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 drop-ins. The activities and trips included:

- A trip to Birmingham Pride;
- Art projects about celebrating diversity and acceptance;
- Learning about Child Sexual Exploitation;
- Learning about hate crime and extremism;
- Creative writing;
- Creating a promotional video for the Warwickshire Pride festival;
- Working with Warwickshire County Council to create a map of Warwickshire's LGBT+ history;
- BBQs;
- Picnics;
- Watching films;
- A trip to a local fair;
- Trips to local restaurants;
- Playing games such as pool and table football.

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;
- Birmingham Pride;
- Coventry Pride;
- Leamington Carnival.

All of the activities and trips are organised with the input of LGBT+ young people. 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-ins enable 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.

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)

Starting a support group for parents and families of LGBT+ people

In January 2017, Proud Parents launched. 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.

Starting a monthly social group for LGBT+ people with learning disabilities

No Barriers is a monthly 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 three of its type in the whole of the UK.

Telephone and email support

For people unable to attend one of 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

The Warwickshire Pride festival took place on Saturday 20th August 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, Warwickshire Race Equality Partnership, Age UK, 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, pamper area and fairground rides. It is essentially a fun day for the community, with a focus on LGBT+ culture and diversity.

Warwickshire Pride is also a fundraising opportunity, with donations coming in from members of the public.

Taking part in local events

The Leamington Spa Peace Festival takes place each June, and in 2016 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 2016 and we were pleased to be provided with a float for the carnival parade. Members of the community joined the float, which was decorated with rainbow flags to positively promote LGBT+ culture. 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 coming in from members of the public.

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 to do more to protect the LGBT+ community. The campaigning included organising an Equal Love Rally, which took place in February 2016 during LGBT+ History Month and on Valentine's weekend. The Equal Love Rally provided a space for LGBT+ people to express their sexuality or gender identity while raising awareness of the issue of hate crime. The Equal Love Rally aimed to lessen and eventually eliminate discrimination on the grounds of sexuality or gender identity. Partnership working was a key component of the Equal Love Rally as the support of the event helped to raise awareness of LGBT+ issues and the needs of LGBT+ young people and adults.

Supporting LGBT+ young people in schools

Several young people from different schools contacted us regarding issues of homophobia or transphobia they were receiving

from other students and school staff. For example, one young person identified as a trans girl and wanted to wear a skirt to school. The school headteacher declined to let the student wear a skirt and put her in isolation on several occasions to allegedly “protect other students and parents”. When engaging with the school, they showed a willingness to learn and support their LGBT+ students. As a result of our intervention, the student was allowed to wear a skirt to school and the school has requested that we continue to support them to improve their support for LGBT+ students.

Trinity School in Leamington Spa has kindly invited us to visit several times in order to support their LGBT+ students. Some of the LGBT+ students were struggling to accept their sexuality or gender identity, or were being bullied by non-LGBT+ students who would not accept their sexuality or gender identity. Providing that source of support to the school’s LGBT+ students has enabled those LGBT+ young people to have a safe space where they can explore verbally and express their sexual orientation or gender identity. This in turn helps to preserve and protect the physical and mental health of LGBT+ young people. The school has also sought guidance on how they can support their LGBT+ students and discourage discrimination of LGBT+ students at the hands of non-LGBTQ students.

North Leamington School in Leamington Spa have also started to engage with us to help them support their LGBT+ students. This is hugely positive. With an increasing amount of schools engaging with us, we are hopeful that more LGBT+ students will receive the support they need.

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:

- Leanne Taylor;
- Theresa Taylor;
- Tillena Pimlott;
- Rex Pettitt;
- Eva Pemberton;
- Karen Moyes;
- Claire Bishop;
- Clive Brookes;
- Callum Quinn;
- Louisa Coller;
- Hana-Louise Saad;
- Tracey Anson;
- Eden Townsend.

Summary of the main achievements of the charity during the year

The achievement that we view as being of great importance is the renaming of the charity as Warwickshire Pride. The new name is more representative of the work we do, as we are no longer a wholly youth focused charity.

Running the activities detailed in Section C is also an achievement that we would like to acknowledge. 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:

- Stratford-upon-Avon Town Trust for supporting the weekly Stratford-upon-Avon drop in for LGBT+ young people;
- Children in Need for supporting the weekly Leamington Spa drop in for LGBT+ young people;
- Warwick District Council for supporting the Warwickshire Pride festival;
- Leamington Spa Town Council for supporting the Warwickshire Pride festival;
- Comic Relief Local Communities Programme administered by the Heart of England Community Foundation for supporting the general running costs of Warwickshire Pride;
- The Love Leamington Fund administered by the Heart of England Community Foundation for supporting the Warwickshire Pride festival;
- The Woodward Charitable Trust for supporting the creation of an LGBT+ toolkit for schools;
- Baron Davenport's for supporting the Proud Parents group;
- The Youth Social Action Fund administered by the Heart of England Community Foundation for supporting a role models project with LGBT+ young people.

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

- Mister V Street Food.

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

- Ann Townsend.

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. The continuation of the weekly drop-ins for LGBT+ young people;
2. The continuation of the Warwickshire Pride festival for the public benefit;
3. To continue attending local events in order to raise awareness of equality and diversity, with a focus on sexual orientation and gender identity;
4. To continue to campaign on LGBT+ issues in order to educate and raise awareness of equality and diversity, with a focus on sexual orientation and gender identity.

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		