



Trustees' Annual Report for the period

		Period start date			Period end date		
From	6 th	April	2018	To	5 th	April	2019

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	From 28 th April 2018	
3	Healey Moyes			
4	Penny Medlyn		From 30 th June 2018	
5	Leanne Taylor		From 8 th October 2018	
6	Sam Turner		From 28 th January 2019	
7	Raymond Soten	Treasurer	Until 30 th June 2018	
8	Adam Khan		From 30 th June 2018 until 1 st October 2018	
9	Bobbie Stokes		From 30 th June 2018 until 14 th April 2019	

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;
- Confidentiality Policy;
- Disciplinary Procedure;
- Electronic Communication Code of Practice;
- Equality and Diversity Policy;
- Expenses Policy;
- GDPR 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), 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.

Running a weekly drop-in for LGBT+ young people

A weekly drop-in takes place in Leamington Spa and is run by a team of volunteer youth workers. The drop-in is for LGBT+ young people aged 13 - 19. It provides a safe, social meeting space where young LGBT+ people can explore verbally and express their sexual orientation or gender identity. The drop-in also provides 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-in over the past 12 months. The activities and trips included:

- Art projects about celebrating diversity and acceptance;
- Learning about Child Sexual Exploitation;
- Learning about hate crime and extremism;
- Creative writing;
- Debating sessions – discussing LGBT+ related topics
- BBQs;
- Picnics;
- Watching films;
- A trip to a local fair;
- Trips to local restaurants;
- Playing board games and card game;
- Going bowling.

LGBT+ young people who attend the drop-in 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-in. 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.

Running a monthly support group for parents and families of LGBT+ people

Proud Parents is a monthly support group for parents and families of LGBT+ people. The purpose of the group is to educate and

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)

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.

Running 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 18th 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, 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 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 being made by members of the public.

Taking part in local events

The Leamington Spa Peace Festival takes place each June, and in 2018 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 2018 and we were pleased to walk in the carnival parade. 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.

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.

Deliver of LGBT+ awareness training

We have been delivering a series of LGBT+ awareness training sessions to voluntary and public 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 have recently commissioned us to deliver LGBT+ awareness training to all of their staff, with other organisations showing interest in the training too.

Working with local authorities

In November 2018, Rugby Borough Council commissioned us to run a survey to explore the issues and needs of LGBT+ people in Rugby. There was a large response to the survey, with the results showing that hate crimes and incidents against LGBT+ people in Rugby are happening at a rate of more than twice the national average. After the results were published, Rugby Borough Council worked with us to create an LGBT+ action plan that will be implemented over a 12-month period. The action plan includes providing the aforementioned LGBT+ awareness training to all Rugby Borough Council staff, being supported to begin services and activities for LGBT+ people in Rugby, and initiatives to reduce the rate of hate crimes and incidents against LGBT+ people in Rugby. The action plan will enable LGBT+ people to express their sexuality or gender identity, work towards the elimination of hate crime and discrimination against LGBT+ people, and also educate the wider community to build an acceptance of LGBT+ people.

Other councils in Warwickshire have been approached regarding similar work in their localities. This is something we will continue to push for.

Social events

In July 2018 we started running LGBT+ coffee mornings in Leamington Spa, and in January 2019 an LGBT+ coffee afternoon started in Rugby. 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. Both socials are well attended, with between 8 – 40 people participating on a monthly basis.

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:

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

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

- Rex Pettitt;
- Morgan Haxby
- Gary Ryan;
- Kirsty Wright;
- Kirsty Martin;
- Lee Holt;
- Andrea Martinez Vernon;
- Nasra Chowdry;
- Karen Moyes;
- Claire Bishop;
- Callum Quinn;
- Louisa Coller;
- Hana-Louise Saad;
- Marie Banner;
- Sharon Lee;
- Rebecca James;
- Amy Allan;
- Michelle Avon;
- Maddie Johnson;
- Olivia Edwards;
- Wolf Cooper;
- Clara Morgan;
- Ann Cooper;
- Kirsty McGregor;
- Elijah Beckford;
- Claire Peacock;
- William Newton;
- Jeanette Taylor;
- John O'Gara;
- Lucas Hall;
- Babs Ward;
- Julie Earls.

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 National Lottery Awards for All for supporting the Warwickshire Pride festival;
- Councillor Dominic Skinner for supporting a new LGBT+ support group in Stratford-upon-Avon;
- Warwickshire's Police and Crime Commissioner, Philip Seccombe, for supporting the Warwickshire Pride festival;
- Royal Leamington Spa Town Council for supporting the Warwickshire Pride festival;
- Warwick District Council for supporting a new LGBT+ sports group in Leamington Spa.

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

- 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;
- Elizabeth Sandis;
- Warwick School.

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-in for LGBT+ young people in Leamington Spa;
2. The launch of a new weekly drop-in for LGBT+ young people in Stratford-upon-Avon;
3. The launch of a new weekly drop-in for LGBT+ young people in North Warwickshire;
4. The exploration of launching a new weekly drop-in for LGBT+ young people in Rugby;
5. The continuation of the monthly support group for parents, families and carers of LGBT+ people;
6. The continuation of the monthly social group for LGBT+ people with learning disabilities;
7. The continuation of the Warwickshire Pride festival for the public benefit;
8. To continue attending local events in order to raise awareness of equality and diversity, with a focus on sexual orientation and gender identity;
9. 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;
10. To launch more regular social activities for LGBT+ people;
11. To 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	9 th July 2019	