

# WARWICKSHIRE PRIDE

England & Wales · Charity number 1162449

## Details

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Other names	PUSH PROJECTS LGBTQ YOUTH SUPPORT, PUSH PROJECTS
Status	Registered
Legal form	CIO
Registered	2015-06-29
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	80 Spinney Hill Warwick CV34 5SP
Phone	07816181428
Email	<a href="mailto:info@warwickshirepride.co.uk">info@warwickshirepride.co.uk</a>
Website	<a href="http://www.warwickshirepride.co.uk">www.warwickshirepride.co.uk</a>

## Activities

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**Objects:** THE FOLLOWING OBJECTS ARE FOR THE BENEFIT OF LESBIAN, GAY, BISEXUAL, TRANSGENDER AND QUESTIONING (LGBTQ) YOUNG PEOPLE AND ADULTS<sup>1</sup>. TO PRESERVE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF SUCH PEOPLE, IN PARTICULAR BUT NOT EXCLUSIVELY THROUGH A) THE PROVISION OF INFORMATION, GUIDANCE, EMOTIONAL SUPPORT B) SAFE SOCIAL MEETING SPACES WHERE PEOPLE CAN EXPLORE VERBALLY AND EXPRESS THEIR SEXUAL ORIENTATION OR GENDER IDENTITY.<sup>2</sup>. THE PROMOTION OF EQUALITY AND DIVERSITY IN WARWICKSHIRE AREA FOR THE PUBLIC BENEFIT BY A) THE ELIMINATION OF DISCRIMINATION ON THE GROUNDS OF SEXUAL ORIENTATION AND GENDER IDENTITY. B) WORKING IN PARTNERSHIP WITH OTHERS PROVIDERS AND COMMUNITY GROUPS TO RAISE AWARENESS OF LGBT ISSUES AND THE 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.

**Activities:** The promotion of equality and diversity by eliminating discrimination on the grounds of sexual orientation and gender identity, primarily for persons up to the age of 25 years. Providing support for such young people.

## Classification

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- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People

## Geography

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- Warwickshire

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-04-05	£118,446	£79,817	-	-
2024-04-05	£166,893	£100,601	-	-
2023-04-05	£84,521	£82,166	-	-
2022-04-05	£49,414	£30,148	-	-
2021-04-05	£18,557	£7,296	-	-

## Trustees

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Name	Role	Appointed
<b>DANIEL BROWNE</b>	Chair	2011-10-11
Alison Jones		2026-04-20
Edythe Wurtzler		2026-04-20
HEALEY MOYES		2016-07-22

**WARWICKSHIRE PRIDE**

England & Wales - Charity number 1162449

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# Accounts

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# Trustees' Annual Report for the period

		Period start date			Period end date		
<b>From</b>	6 <sup>th</sup>	April	2024	<b>To</b>	5 <sup>th</sup>	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 <sup>th</sup> January 2025	
9	Ian Brookes-Howells		From 10 <sup>th</sup> March 2025	
10	Julien Rosa	Secretary	From 7 <sup>th</sup> July 2025	
11	Jack Liepa		Until 19 <sup>th</sup> August 2025	
12	Steve Rice		Until 26 <sup>th</sup> September 2024	
13	Naomi MacDonald		Until 1 <sup>st</sup> March 2025	
14	Kirsty Minchella-Storer		From 13 <sup>th</sup> January 2025 until 15 <sup>th</sup> 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)**

<b>Type of adviser</b>	<b>Name</b>	<b>Address</b>

**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 <sup>st</sup> June 2015 and most recently amended on 21 <sup>st</sup> 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 17<sup>th</sup> 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

<b>Signature(s)</b>		
<b>Full name(s)</b>	Daniel Browne	
<b>Position (eg Secretary, Chair, etc)</b>	Chair of Trustees	
<b>Date</b>		



## Receipts and payments accounts

For the period from	Period start date 06/04/2024	To	Period end date 05/04/2025
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Coffee morning - Rugby	-	-	-	-	1,500
Coffee morning - Stratford	-	-	-	-	-
Cost of living support	-	3,034	-	3,034	-
Festival	17,153	-	-	17,153	30,338
LGBT+ counselling service	-	15,674	-	15,674	25,460
Long Covid support project	-	-	-	-	2,450
Movie club	-	500	-	500	-
Parents group - Nuneaton	-	-	-	-	320
Public sex environment engagement	-	-	-	-	9,385
Running costs	-	-	-	-	2,500
Storage equipment	-	-	-	-	-
Talking Therapies engagement worker	-	24,856	-	24,856	6,875
Unrestricted reserves	6,245	-	-	6,245	23,249
WCC youth worker fund	-	5,000	-	5,000	-
Wellbeing group - Rugby	-	2,500	-	2,500	-
Womens fitness group	-	-	-	-	4,073
Youth group - Leamington	-	8,120	-	8,120	7,649
Youth group - Nuneaton	-	11,788	-	11,788	17,698
Youth group - Rugby	-	11,788	-	11,788	17,698
Youth group - Stratford	-	11,788	-	11,788	17,698
<b>Sub total (Gross income for AR)</b>	<b>23,398</b>	<b>95,048</b>	<b>-</b>	<b>118,446</b>	<b>166,893</b>
<b>A2 Asset and investment sales, (see table).</b>					
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>23,398</b>	<b>95,048</b>	<b>-</b>	<b>118,446</b>	<b>166,893</b>
<b>A3 Payments</b>					
Coffee morning - Nuneaton	-	-	-	-	100
Coffee morning - Rugby	-	-	-	-	348
Coffee morning - Stratford	-	-	-	-	152
Cost of living support	-	334	-	334	316
Festival	16,822	4,522	-	21,344	17,318
Learning disabilities group	-	-	-	-	-
LGBT+ counselling service	-	19,857	-	19,857	12,457
Long Covid support project	-	-	-	-	1,200
Movie club	-	94	-	94	-
Parents group - Nuneaton	-	32	-	32	-
Public sex environment engagement	-	33	-	33	9,200
Running costs	-	1,790	-	1,790	710
Sports club	-	-	-	-	-
Storage equipment	-	-	-	-	-
Talking Therapies engagement worker	-	5,695	-	5,695	-
Unrestricted reserves	15,076	-	-	15,076	10,597
WCC youth worker fund	-	-	-	-	-
Wellbeing group - Rugby	-	2,500	-	2,500	-
Womens fitness group	-	-	-	-	100
Youth group - Leamington	-	3,284	-	3,284	4,317
Youth group - Nuneaton	-	2,910	-	2,910	3,372
Youth group - Rugby	-	4,250	-	4,250	4,522
Youth group - Stratford	-	2,619	-	2,619	1,583
<b>Sub total</b>	<b>31,898</b>	<b>47,920</b>	<b>-</b>	<b>79,817</b>	<b>66,292</b>
<b>A4 Asset and investment purchases, (see table)</b>					

<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	31,898	47,920	-	79,817	66,292
<b>Net of receipts/(payments)</b>	- 8,499	47,128	-	38,629	100,601
A5 Transfers between funds					
A6 Cash funds last year end					
<b>Cash funds this year end</b>	- 8,499	47,128	-	38,629	100,601

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Unrestricted funds for the operation of the charity and its activities	15,402	-	-
	Restricted funds for projects, running costs, and the festival	-	138,901	-
		-	-	-
	<b>Total cash funds</b>	<b>15,402</b>	<b>138,901</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	OK	OK	OK


Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>				

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B3 Investment assets</b>				

Categories	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B4 Assets retained for the charity's own use</b>				

Categories	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
<b>B5 Liabilities</b>				

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Daniel Browne	06/10/2025

**Antony Davies, 18 St James Close, Harvington, Worcestershire, WR11 8PZ**  
**Telephone: 07812908426 Email: tonydavies@bestinhorticulture.co.uk**

29<sup>th</sup> September 2025

## **Independent Examiners Report to the Trustees of Warwickshire Pride**

I report to the Trustees on my examination of the accounts of Warwickshire Pride (the Charity) for the year ended 05/04/2025.

### **Responsibilities and Basis of Report:**

As the Charity Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011(the Act).

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all of the applicable directions given by the Charities commission under section 145(5)(b) of the Act.

### **Independent Examiners Statement:**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting Records were not kept in respect of the Charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

I have no other concerns and have come across no other matters in connection with the examination, to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: **Antony Davies** Mhort(RHS), DipHort(Dist), SCD(HONS), Dip RSA, CertEd, Fi Hort.

**WARWICKSHIRE PRIDE**

England & Wales - Charity number 1162449

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# Accounts

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# Trustees' Annual Report for the period

		Period start date			Period end date		
<b>From</b>	6 <sup>th</sup>	April	2022	<b>To</b>	5 <sup>th</sup>	April	2023

## 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	Penny Medlyn	Secretary		
3	Healey Moyes			
4	Nicola Beer			
5	Jack Liepa			
6	Simon Davies			
7	Naomi MacDonald			
8	Steve Rice	Treasurer	From 22 <sup>nd</sup> January	
9	Cliff Hume		From 13 <sup>th</sup> May 2024	
10	Christopher Stafford	Treasurer	Until 21 <sup>st</sup> May 2024	
11	Atinuke Proctor		Until 12 <sup>th</sup> May 2024	
12	Stuart Richards		Until 20 <sup>th</sup> November 2023	

### 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)**

<b>Type of adviser</b>	<b>Name</b>	<b>Address</b>

**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 <sup>st</sup> June 2015 and most recently amended on 21 <sup>st</sup> 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
- Recognising and Managing Self-Harming Behaviours
- Recruitment 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.

## 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, 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 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
- Health and wellbeing sessions
- A talk on being trans and being happy
- Creative writing
- 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, as well as parents who are LGBT+. The purpose of the group is to educate and support parents 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)**

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. A Proud Parents group also launched in Nuneaton.

### **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 a monthly LGBT+ book club in Leamington Spa. This provides a social outlet for LGBT+ to bond over a common interest.

A weekly fitness group for LGBT+ women and non-binary people continued to run, which helped attendees to improve and maintain their physical and mental health in a safe, supportive environment.

### **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 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 19<sup>th</sup> August 2023. It was the second physical festival to take place since the Covid-19 pandemic restrictions came to an end. 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.

A mini Pride event took place in Rugby, 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 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 continues to take place online via Zoom, but gradually there are more sessions taking place in person.

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**

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. Work on this has continued on an ad-hoc basis, with a new project on supporting people who use public sex environments beginning soon.

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 have been able to recruit a community engagement worker whose focus is to secure more referrals from LGBT+ people into the NHS Talking Therapies service. The engagement worker also explores the challenges and barriers that LGBT+ people experience when trying to access NHS Talking Therapies.

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 experiencing Long Covid. This involved information on social media, engagement groups and signposting to further support.

## 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
- Cath Ryde
- Stacey Matthews
- Abbie Farndon
- Bea Crawford
- Ebi Agbagidi
- India Smiley
- Jay Allen
- Kaed Moody
- Lilly Lonergan
- Mikaela Moody
- Pamela Puopolo
- Sam Farrar
- Sam Lawrence
- Rikki Brierley
- Mo Parker
- Bunny
- Owen Edmunds
- Jake Hook
- Sonyja Radford
- Charlie Radford
- Gina Dover
- H White
- Chris Johnston-Leigh
- Jo Gooch
- Cameron Bhachu
- David de Sousa
- Beccy Jennings
- Mandie Monroe
- Tilly Pimlott
- Bunny
- Stacy Short
- Laura Williams
- Jess Beddow

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

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

We also wish to thank our youth worker Alison Thompson, for her outstanding contributions to the Proud Youth groups and the support she provides to LGBT+ young people.

We also wish to thank Sarah Hattee for facilitating the LGBT+ women and non-binary people's fitness group.

**Section D**      **Achievements and performance**

**Summary of the main achievements of the charity during the year**

An achievement that we remain proud of is having successfully navigated through the Covid-19 pandemic, the associated lockdowns, and how that impacted services and funds. It was a strong period of growth in which we learnt to be more adaptable and work in different ways.

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 and 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
- 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, specifically:

- Ann Townsend
- Vanya Sabapathy
- Claire Edwards
- Deborah Sumal
- Helen Scaife
- Amanda Anderson
- Rebecca Miller
- Claire McCarthy
- Jonathan Homer
- Michael Hill
- Geraldine Cullinane
- Alexandra Wiczling
- Dave Skinner
- Suzanne Orsler
- Karen McCracken
- Helen Rainer
- Mark Grady
- Kylie D'Angelo
- Mollie Shanahan
- Ellie Nutall
- Jonathan Chilvers
- Ann Burt
- Michael Gibson
- Morgan Sindall
- Glitzy Vintage Jewellery
- Bravissimo
- Morrisons Foundation
- Everyone who purchased merchandise from our website
- Players of the Rugby Lotto
- People who donated via Facebook
- People who donated via Amazon Smile
- People who donated via The Charities Trust
- Everyone who made a donation anonymously

## **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. 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.

## 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 <sup>th</sup> July 2024	



## Receipts and payments accounts

For the period from	Period start date 4/6/2023	To	Period end date 4/5/2024
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Coffee morning - Rugby		1,500		1,500	
Coffee morning - Stratford					400
Cost of living support					4,941
Festival	24,686	5,652		30,338	12,506
LGBT+ counselling service		25,460		25,460	
Long Covid support project		2,450		2,450	
Parents group - Nuneaton		320		320	
Public sex environment engagement		9,385		9,385	
Running costs		2,500		2,500	
Storage equipment					1,500
Talking Therapies engagement worker		6,875		6,875	
Unrestricted reserves	23,249			23,249	11,073
WCC youth worker fund					41,000
Womens fitness group		4,073		4,073	2,340
Youth group - Leamington		7,649		7,649	5,980
Youth group - Nuneaton		17,698		17,698	5
Youth group - Rugby		17,698		17,698	725
Youth group - Stratford		17,698		17,698	4,500
<b>Sub total (Gross income for AR)</b>	<b>47,935</b>	<b>118,958</b>		<b>166,893</b>	<b>84,970</b>
<b>A2 Asset and investment sales, (see table).</b>					
<b>Sub total</b>					
<b>Total receipts</b>	<b>47,935</b>	<b>118,958</b>		<b>166,893</b>	<b>84,970</b>
<b>A3 Payments</b>					
Coffee morning - Nuneaton		100		100	67
Coffee morning - Rugby		348		348	184
Coffee morning - Stratford		152		152	646
Cost of living support		316		316	3,015
Festival	17,318			17,318	22,267
Learning disabilities group					114
LGBT+ counselling service		12,457		12,457	
Long Covid support project		1,200		1,200	
Public sex environment engagement		9,200		9,200	
Running costs		710		710	
Sports club					322
Storage equipment					200
Unrestricted reserves	10,597			10,597	15,428
WCC youth worker fund					24,708
Womens fitness group		100		100	3,082
Youth group - Leamington		4,317		4,317	3,906
Youth group - Nuneaton		3,372		3,372	2,853
Youth group - Rugby		4,522		4,522	3,539
Youth group - Stratford		1,583		1,583	1,834
<b>Sub total</b>	<b>27,915</b>	<b>38,377</b>		<b>66,292</b>	<b>82,165</b>
<b>A4 Asset and investment purchases, (see table)</b>					
<b>Sub total</b>					

<i>Total payments</i>	27,915	38,377		66,292	82,165
<i>Net of receipts/(payments)</i>	20,020	80,581		100,601	2,805
A5 Transfers between funds					
A6 Cash funds last year end					
<i>Cash funds this year end</i>	20,020	80,581		100,601	2,805

# Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Unrestricted funds for the operation of the charity and its activities	38,894		-
	Restricted funds for projects, running costs, and the festival	-	136,973	-
		-	-	-
	<b>Total cash funds</b>	<b>38,894</b>	<b>136,973</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>				

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B3 Investment assets</b>				

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
<b>B4 Assets retained for the charity's own use</b>				

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
<b>B5 Liabilities</b>				

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
#VALUE!	Daniel Browne	1/13/2025

**Antony Davies, 18 St James Close, Harvington, Worcestershire, WR11 8PZ**  
**Telephone: 07812908426 Email: tonydavies@bestinhorticulture.co.uk**

6<sup>th</sup> January 2025

## **Independent Examiners Report to the Trustees of Warwickshire Pride**

I report to the Trustees on my examination of the accounts of Warwickshire Pride (the Charity) for the year ended 05/04/2024.

### **Responsibilities and Basis of Report:**

As the Charity Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011(the Act).

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all of the applicable directions given by the Charities commission under section 145(5)(b) of the Act.

### **Independent Examiners Statement:**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting Records were not kept in respect of the Charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

I have no other concerns and have come across no other matters in connection with the examination, to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: **Antony Davies** Mhort(RHS), DipHort(Dist), SCD(HONS), Dip RSA, CertEd, Fi Hort.

**WARWICKSHIRE PRIDE**

England & Wales - Charity number 1162449

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# Accounts

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# Trustees' Annual Report for the period

		Period start date			Period end date		
<b>From</b>	6 <sup>th</sup>	April	2022	<b>To</b>	5 <sup>th</sup>	April	2023

## 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	Christopher Stafford	Treasurer		
3	Penny Medlyn	Secretary		
4	Healey Moyes			
5	Nicola Beer			
6	Atinuke Proctor			
7	Jack Liepa			
8	Simon Davies			
9	Naomi MacDonald		From 5 <sup>th</sup> September 2022	
10	Stuart Richards		From 7 <sup>th</sup> November 2022	
11	Llywelyn Colnet		Until 22 <sup>nd</sup> November 2022	

### 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)**

<b>Type of adviser</b>	<b>Name</b>	<b>Address</b>

**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 <sup>st</sup> June 2015 and most recently amended on 21 <sup>st</sup> 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
- Recognising and Managing Self-Harming Behaviours
- Recruitment Policy
- Risk Assessments Policy
- Safeguarding Policy
- Sickness Policy
- Signposting and Referral Protocol
- Social Media Policy
- Staff Policy
- Training Fees and Cancellation 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 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 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
- Health and wellbeing sessions
- A talk on being trans and being happy
- Creative writing
- 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, as well as parents who are LGBT+. The purpose of the group is to educate and support parents 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)**

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 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**

Our LGBT+ group for adults in Stratford-upon-Avon, called Proud Stratford, has continued to run. We have also launched Proud Nuneaton and Proud Rugby groups, meaning there are now groups covering each area of Warwickshire. The 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 continued to run a weekly fitness group for LGBT+ women and non-binary people. The group provides a safe, social space where LGBT+ women and non-binary people 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 20<sup>th</sup> August 2022. It was the first physical festival to take place since the Covid-19 pandemic restrictions came to an end. 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, Stratford-upon-Avon and Nuneaton, meaning the charity had a presence across 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 most prominent campaign event to take place over the last 12 months was a protest and vigil organised in Rugby for LGBT+ History Month. It was organised to mark it being almost 40 years since Rugby Borough Council tried to ban gay people from working there. The event doubled up as a vigil in memory of Brianna Ghey, a trans person who was murdered in early 2023.

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 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 continues to take place online via Zoom, but gradually there are more sessions taking place in person.

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.

### **Social events**

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

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. Work on this has continued on an ad-hoc basis, with a new project on supporting people who use public sex environments beginning soon.

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.

## 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:

- Abbie Farndon
- Bea Crawford
- Ebi Agbagidi
- India Smiley
- Jay Allen
- Kaed Moody
- Katie Toone
- Lana Linnett
- Lilly Lonergan
- Mikaela Moody
- Miles Kilburn
- Oliver Harris
- Pamela Puopolo
- Sam Farrar
- Sam Lawrence
- Stacey Panton
- Taz Kaur
- Hazel Basaran
- Jonathan Treadwell
- Trevor Starkey
- Jo Bithell
- Madeline Davison
- Cath Ryde
- Matt Ellerington
- Rikki Brierley
- Mo Parker
- Ann Panton
- Bunny
- Owen Edmunds
- Jake Hook
- Sam Turner
- Jayne Thomas
- Sonyja Radford
- Charlie Radford
- Reece Leel
- Adam Khan
- Daisy
- Lilly
- Jess Beddow
- Imogen Paternoster
- Meg
- Gina Dover
- Reuben Smart
- Tegan Chaffer
- Gary Vincent

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

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

- Rob Cameron
- Becky Clarke
- Gemma MacDonald

We also wish to thank our youth workers, Natalie Wintle, Jeni Carr and Alison Thompson, for their contributions to the Proud Youth groups and the support they provide to LGBT+ young people.

We also wish to thank Sarah Hattee, who runs the fitness group for LGBT+ women and non-binary people, ensuring they have a safe space to exercise and socialise.

**Summary of the main achievements of the charity during the year**

An achievement that we are proud of is having successfully navigated through the Covid-19 pandemic, the associated lockdowns, and how that impacted services and funds. It was a strong period of growth in which we learnt to be more adaptable and work in different ways.

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 and 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
- The Lottery for supporting the weekly Proud Youth groups in Nuneaton, Rugby and Stratford-upon-Avon
- Think Active Commonwealth Games Fund for supporting the fitness group for LGBT+ women and non-binary people
- National Grid for supporting warm packs for LGBT+ people
- Royal Leamington Spa Town Council for supporting the education zone at the Warwickshire Pride festival
- The Clothworkers Foundation for supporting the purchase of storage equipment
- Warwickshire Police and Crime Commissioner for supporting engagement work at public sex environments
- The Garfield Weston Foundation for supporting running costs of the charity

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

- Ann Townsend
- Vanya Sabapathy
- Stacey Panton
- Helen Scaife
- James Jessamine
- Ikigai
- Nico Blake
- Ian Brookes-Howells
- Dimple Dusara

- Stephanie Lund-Clark
- Andy Marshall
- Stella Chidzik
- James Ingram
- Everyone who purchased merchandise from our website
- Players of the Rugby Lotto
- People who donated via Facebook
- People who donated via Amazon Smile
- People who donated via The Charities Trust
- 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. Ensure the charity is as diverse, inclusive and accessible as possible in all the work it carries out.
3. Launch of a counselling service for LGBT+ people in Warwickshire at low or no cost.
4. Mark more LGBT+ awareness days and weeks.
5. Make more use of technology to host webinars and online training sessions and socials.
6. 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.
7. Engage more with local authorities to ensure they fully support LGBT+ people in their localities.
8. 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

<b>Signature(s)</b>		
<b>Full name(s)</b>	Daniel Browne	
<b>Position (eg Secretary, Chair, etc)</b>	Chair of Trustees	
<b>Date</b>	7 <sup>th</sup> June 2023	



## Receipts and payments accounts

For the period from	Period start date 06.04.2022	To	Period end date 05.04.2023
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £
<b>A1 Receipts</b>				
Charitable Activities (U)	11,073	-	-	11,073
Clothworkers Foundation - Storage Equip (R)	-	1,500	-	1,500
Education zone at Pride festival (R)	-	500	-	500
Leamington YG - Children In Need (R)	-	5,980	-	5,980
National Grid (R)	-	4,491	-	4,491
Nuneaton AG (R)	-	-	-	-
Nuneaton YG (R)	-	5	-	5
Peoples Postcode (R)	-	-	-	-
Pride Festival - Big Lottery (R)	-	-	-	-
Pride Festival - Groundworks (R)	-	10	-	10
Pride Festival - LGBT Consortium (R)	-	-	-	-
Pride Festival - Unrestricted (U)	11,996	-	-	11,996
Pride Festival Paul Cottingham Found (R)	-	-	-	-
Rugby AG (R)	-	-	-	-
Rugby YG (R)	-	725	-	725
Stratford AG - WCC Grant (R)	-	400	-	400
Stratford YG - Stratford Town Trust (R)	-	4,500	-	4,500
Trans Group (U)	-	-	-	-
Warwickshire Pride - Culturefest (R)	-	-	-	-
WCC Youth Work Fund (R)	-	41,000	-	41,000
Womens fitness group (R)	-	2,340	-	2,340
Learning Disabilities Group Fund (U) [inactive]	-	-	-	-
Pride Sports Club (R) [inactive]	-	-	-	-
Wellbeing Project (R) [inactive]	-	-	-	-
<b>Sub total(Gross income for AR)</b>	<b>23,070</b>	<b>61,451</b>	<b>-</b>	<b>84,521</b>
<b>A2 Asset and investment sales, (see table).</b>				
	-	-	-	-
	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>23,070</b>	<b>61,451</b>	<b>-</b>	<b>84,521</b>
<b>A3 Payments</b>				
Charitable Activities (U)	15,428	-	-	15,428
Clothworkers Foundation - Storage Equip (R)	-	200	-	200
Education zone at Pride festival (R)	-	-	-	-
Leamington YG - Children In Need (R)	-	3,906	-	3,906
National Grid (R)	-	3,015	-	3,015
Nuneaton AG (R)	-	67	-	67
Nuneaton YG (R)	-	2,853	-	2,853
Peoples Postcode (R)	-	-	-	-
Pride Festival - Big Lottery (R)	-	2,633	-	2,633
Pride Festival - Groundworks (R)	-	371	-	371
Pride Festival - LGBT Consortium (R)	-	537	-	537
Pride Festival - Unrestricted (U)	17,276	-	-	17,276
Pride Festival Paul Cottingham Found (R)	-	600	-	600
Rugby AG (R)	-	184	-	184
Rugby YG (R)	-	3,539	-	3,539
Stratford AG - WCC Grant (R)	-	646	-	646
Stratford YG - Stratford Town Trust (R)	-	1,834	-	1,834
Trans Group (U)	-	-	-	-
Warwickshire Pride - Culturefest (R)	-	850	-	850
WCC Youth Work Fund (R)	-	24,708	-	24,708
Womens fitness group (R)	-	3,082	-	3,082
Learning Disabilities Group Fund (U) [inactive]	-	114	-	114
Pride Sports Club (R) [inactive]	-	322	-	322

Wellbeing Project (R) [inactive]	-	-	-	-
<b>Sub total</b>	<b>32,705</b>	<b>49,461</b>	<b>-</b>	<b>82,166</b>
<b>A4 Asset and investment purchases, (see table)</b>				
	-	-	-	-
	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>32,705</b>	<b>49,461</b>	<b>-</b>	<b>82,166</b>
<b>Net of receipts/(payments)</b>	<b>- 9,635</b>	<b>11,990</b>	<b>-</b>	<b>2,355</b>
A5 Transfers between funds	-	-	-	-
A6 Cash funds last year end	-	-	-	-
<b>Cash funds this year end</b>	<b>- 9,635</b>	<b>11,990</b>	<b>-</b>	<b>2,355</b>

# Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
<b>B1 Cash funds</b>	Funds Held in Bank Account	19,001	32,773
	Petty Cash	150	-
		-	-
	<b>Total cash funds</b>	<b>19,151</b>	<b>32,773</b>
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
<b>B2 Other monetary assets</b>		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

Categories	Details	Fund to which asset belongs	Cost (optional)
<b>B3 Investment assets</b>			-
			-
			-
			-
			-

Categories	Details	Fund to which asset belongs	Cost (optional)
<b>B4 Assets retained for the charity's own use</b>			-
			-
			-
			-
			-
			-
			-
			-
			-

Categories	Details	Fund to which liability relates	Amount due (optional)
<b>B5 Liabilities</b>			-
			-
			-
			-
			-

Signed by one or two trustees on behalf of all the trustees

Signature <div style="border: 1px solid black; height: 20px; margin-top: 5px; display: flex; align-items: center; justify-content: center;"> </div>	Print Name <div style="border: 1px solid black; padding: 5px; margin-top: 5px;">Daniel Browne</div>
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**CC16a**

**Last year**

**to the nearest £**

17,961
-
-
-
580
-
-
-
-
-
5,326
-
700
22
360
765
-
850
21,000
1,050
800
-
-
49,413

-
-
-

49,413
--------

3,840
-
-
6,334
-
-
952
-
-
804
-
1,964
-
-
1,582
340
913
-
-
12,117
-
507
45

750
30,149

-

30,149
--------

19,264
-
-
19,264



**Endowment funds**  
to nearest £

-
-
-
-

OK

**Endowment funds**  
to nearest £

-
-
-
-
-
-

**Current value (optional)**

-
-
-
-
-

**Current value (optional)**

-
-
-
-
-
-
-
-
-

**When due (optional)**


**Date of approval**

7/10/2023

account\_path

Funds for Open Periods : Income and Endowments : Income from Charitable Activities

Funds for Open Periods : Income and Endowments : Income from Donations and Legacies

Funds for Open Periods : Income and Endowments : Income from Other Trading Activities

Funds for Open Periods : Income and Endowments : Investment Income : Interest Received

Funds for Open Periods : Income and Endowments : Investment Income

Funds for Open Periods : Income and Endowments

Funds for Open Periods : Expenditure : Charitable Activities : Charity Management & Administration : Bank Charges

Funds for Open Periods : Expenditure : Charitable Activities : Charity Management & Administration

Funds for Open Periods : Expenditure : Charitable Activities

Funds for Open Periods : Expenditure : Expenditure on Raising Funds

Funds for Open Periods : Expenditure

ledger_code	account	account_group	Total
I.200	Income from Charitable Activities	Receipts	6451.4
I.400	Income from Donations and Legacies	Receipts	68983.4
I.600	Income from Other Trading Activities	Receipts	8582.5
I.803	Interest Received	Receipts	303.44
I.800	Investment Income	Receipts	0
I.100	Income and Endowments	Receipts	200
		<b>Total Receipts</b>	<b>84520.74</b>
E.203	Bank Charges	Payments	-81.45
E.200	Charity Management & Administration	Payments	-30283.09
E.100	Charitable Activities	Payments	-50547.23
EF.500	Expenditure on Raising Funds	Payments	-1254.05
E.000	Expenditure	Payments	0
	Cash from Sale of Fixed Assets & Investments	Income & Endowments	0
	Purchase of Fixed Assets & Investments	Expenses	0
		<b>Total Payments</b>	<b>-82165.82</b>
	Transfers Between Funds		0
	Total Funds Brought Forward		54887.65
	Total Funds Carried Forward		57242.57

Charitable Activities (U)	Clothworkers Foundation - Storage Equip (R)	Education zone at Pride festival (R)
75	0	0
2262.51	1500	500
8432.5	0	0
303.44	0	0
0	0	0
0	0	0
<b>11073.45</b>	<b>1500</b>	<b>500</b>
81.45	0	0
4628.79	0	0
10228.02	199.96	0
490	0	0
0	0	0
0	0	0
0	0	0
<b>15428.26</b>	<b>199.96</b>	<b>0</b>
0	0	0
18551.27	0	0
14196.46	1300.04	500

Leamington YG - Children In Need (R)	National Grid (R)	Nuneaton AG (R)	Nuneaton YG (R)
0	0	0	0
5980	4491	0	4.75
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
5980	4491	0	4.75
0	0	0	0
277.2	0	0	602.2
3629.19	3015.4	66.85	2250.99
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
3906.39	3015.4	66.85	2853.19
0	0	0	0
-154.37	0	580	-952.3
1919.24	1475.6	513.15	-3800.74



Pride Festival - Big Lottery (R)	Pride Festival - Groundworks (R)	Pride Festival - LGBT Consortium (R)
0	0	0
0	9.66	0
0	0	0
0	0	0
0	0	0
0	0	0
0	9.66	0
0	0	0
0	0	206.7
2632.93	371.23	330.01
0	0	0
0	0	0
0	0	0
0	0	0
2632.93	371.23	536.71
0	0	0
2632.93	361.57	536.71
0	1.13686837721616E-13	0

Pride Festival - Unrestricted (U)	Pride Festival Paul Cottingham Found (R)	Rugby AG (R)	Rugby YG (R)
6376.4	0	0	0
5270	0	0	725.48
150	0	0	0
0	0	0	0
0	0	0	0
200	0	0	0
<b>11996.4</b>	<b>0</b>	<b>0</b>	<b>725.48</b>
0	0	0	0
1608.46	0	0	134.8
14903.8	600	184.2	3403.8
764.05	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
<b>17276.31</b>	<b>600</b>	<b>184.2</b>	<b>3538.6</b>
0	0	0	0
14520.37	600	700	4226.84
9240.46	0	515.8	1413.72

Running costs - Garfield Weston (R)	Stratford AG - WCC Grant (R)	Stratford YG - Stratford Town Trust (R)
0	0	0
0	400	4500
0	0	0
0	0	0
0	0	0
0	0	0
0	400	4500
0	0	0
0	100	111.6
0	546.43	1722.29
0	0	0
0	0	0
0	0	0
0	0	0
0	646.43	1833.89
0	0	0
0	904.72	129.02
0	658.29	2795.13

Trans Group (U)	Warwickshire Pride - Culturefest (R)	WCC Youth Work Fund (R)	Womens fitness group (R)
0	0	0	0
0	0	41000	2340
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	0	41000	2340
0	0	0	0
0	0	22613.34	0
0	850	2094.75	3081.8
0	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
0	850	24708.09	3081.8
0	0	0	0
500	850	8882.68	1050
500	0	25174.59	308.2

Learning Disabilities Group Fund (U) [inactive] Pride Sports Club (R) [inactive]

0	0
0	0
0	0
0	0
0	0
0	0
0	0
0	0
0	0
0	0
0	0
0	0
114	321.58
0	0
0	0
0	0
0	0
0	0
0	0
114	321.58
0	0
293.49	321.58
179.49	0



account\_path

Funds for Open Periods : Income and Endowments : Income from Charitable Activities

Funds for Open Periods : Income and Endowments : Income from Donations and Legacies

Funds for Open Periods : Income and Endowments : Income from Other Trading Activities

Funds for Open Periods : Income and Endowments : Investment Income : Interest Received

Funds for Open Periods : Income and Endowments : Investment Income

Funds for Open Periods : Income and Endowments : Other Incoming Resources

Funds for Open Periods : Income and Endowments

Funds for Open Periods : Expenditure : Charitable Activities : Charity Management & Administration : Bank Charges

Funds for Open Periods : Expenditure : Charitable Activities : Charity Management & Administration

Funds for Open Periods : Expenditure : Charitable Activities

Funds for Open Periods : Expenditure : Expenditure on Raising Funds

Funds for Open Periods : Expenditure

ledger_co	account	account_g	Total	Charitable	Clothwork
I.200	Income from Charitable Activities	Receipts	2184.4	154.4	0
I.400	Income from Donations and Legacies	Receipts	21383.74	16907.24	0
I.600	Income from Other Trading Activities	Receipts	630.99	630.99	0
I.803	Interest Received	Receipts	7.3	7.3	0
I.800	Investment Income	Receipts	0	0	0
I.806	Other Incoming Resources	Receipts	25204.03	258	0
I.100	Income and Endowments	Receipts	2.75	2.75	0
				17960.68	0
E.203	Bank Charges	Payments	-104.24	104.24	0
E.200	Charity Management & Administration	Payments	-3626.84	779.88	0
E.100	Charitable Activities	Payments	-26393.7	2951.85	0
EF.500	Expenditure on Raising Funds	Payments	-24.28	4.28	0
E.000	Expenditure	Payments	0	0	0
				3840.25	0
	Cash from Sale of Fixed Assets & Investments	Income &	0	0	0
	Purchase of Fixed Assets & Investments	Expenses	0	0	0
	Transfers Between Funds		-1.1E-13	1189.08	0
	Total Funds Brought Forward		35623.45	3241.76	0
	Total Funds Carried Forward		54887.65	18551.27	0

Education	Leamingto	National G	Nuneaton AG (R)	Nuneaton YG (R)	Parents Group Fund (U)	PCC Publi
0	0	0	0	0	0	0
0	0	0	580	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	580	0	0	0
0	0	0	0	0	0	0
0	1079.74	0	0	290.36	0	0
0	5253.85	0	0	661.94	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	6333.59	0	0	952.3	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	6179.22	0	0	0	0	0
0	-154.37	0	580	-952.3	0	0

Peoples P	Pride Fest	Pride Festival - Groundworks (R)	Pride Fest	Pride Festival - Unrestricted (U)	Pride Fest
0	0	0	0	1980	0
0	0	0	0	250	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	3096.03	0
0	0	0	0	0	0
0	0	0	0	5326.03	0
0	0	0	0	0	0
0	0	0	0	1415.84	0
0	0	804.43	0	528.2	0
0	0	0	0	20	0
0	0	0	0	0	0
0	0	804.43	0	1964.04	0
0	0	0	0	0	0
0	0	0	0	0	0
-366.58	0	0	0	0	0
0	2632.93	1166	536.71	11158.38	600
-366.58	2632.93	361.57	536.71	14520.37	600

Rugby AG (R)	Rugby YG (R)	Running c	Stratford AG - WCC Grant (R)	Stratford Y	Trans Gro
0	0	0	0	0	0
700	21.5	0	360	765	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
700	21.5	0	360	765	0
0	0	0	0	0	0
0	0	0	0	30.51	0
0	1582.12	0	340.33	882.61	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1582.12	0	340.33	913.12	0
0	0	0	0	0	0
0	0	0	0	0	0
0	366.58	0	0	0	0
0	5420.88	0	885.05	277.14	500
700	4226.84	0	904.72	129.02	500

Warwickshire Pride - Culturefest (R)	WCC Yout	Womens fi	Learning C	Pride Spor	WCC Covi	Wellbeing
0	0	0	50	0	0	0
0	0	1050	750	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	0	0
850	21000	0	0	0	0	0
0	0	0	0	0	0	0
850	21000	1050	800	0	0	0
0	0	0	0	0	0	0
0	0	0	30.51	0	0	0
0	12117.32	0	476	45	0	750
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	12117.32	0	506.51	45	0	750
0	0	0	0	0	0	0
0	0	0	0	0	0	0
0	0	0	0	0	-363.61	0
0	0	0	0	366.58	363.61	1469.72
850	8882.68	1050	293.49	321.58	0	719.72



**Warwickshire Pride  
Fund Balances  
As at April 5, 2023**

Fund	Brought Forward	Transfers	
Charitable Activities (U)	3,241.76	1,189.08	29
Parents Group Fund (U)			
Pride Festival - Unrestricted (U)	6,222.74		17
Trans Group (U)	500.00		
<i>Unrestricted Total</i>	<i>9,964.50</i>	<i>1,189.08</i>	<i>46</i>
Clothworkers Foundation - Storage Equip (R)			1
Education zone at Pride festival (R)			
Leamington YG - Children In Need (R)	6,179.22		5
National Grid (R)			4
Nuneaton AG (R)			
Nuneaton YG (R)	4,000.00		
PCC Public Sex Environment Worker Grant (R)			
Peoples Postcode (R)	366.58	-366.58	
Pride Festival - Big Lottery (R)	2,632.93		
Pride Festival - Groundworks (R)	1,166.00		
Pride Festival - LGBT Consortium (R)	536.71		
Pride Festival Paul Cottingham Found (R)	600.00		
Rugby AG (R)			
Rugby YG (R)	1,420.88	366.58	
Running costs - Garfield Weston (R)			

**Warwickshire Pride  
Fund Balances  
As at April 5, 2023**

Fund	Brought Forward	Transfers	
Stratford AG - WCC Grant (R)	885.05		
Stratford YG - Stratford Town Trust (R)	277.14		5
WCC Youth Work Fund (R)			62
Warwickshire Pride - Culturefest (R)			
Womens fitness group (R)			3
<i>Restricted Total</i>	<i>18,064.51</i>		<i>86</i>
<b>Total</b>	<b>28,029.01</b>	<b>1,189.08</b>	<b>133</b>



<u>Income</u>	<u>Expense</u>	<u>Balance</u>
1,034.13	-19,268.51	14,196.46
1,322.43	-19,240.35	4,304.82
		500.00
1,356.56	-38,508.86	19,001.28
1,500.00	-199.96	1,300.04
500.00		500.00
1,980.00	-10,239.98	1,919.24
1,491.00	-3,015.40	1,475.60
580.00	-66.85	513.15
4.75	-3,805.49	199.26
	-2,632.93	
9.66	-1,175.66	
	-536.71	
	-600.00	
700.00	-184.20	515.80
746.98	-5,120.72	-2,586.28

<u>Income</u>	<u>Expense</u>	<u>Balance</u>
760.00	-986.76	658.29
1,265.00	-2,747.01	2,795.13
1,000.00	-36,825.41	25,174.59
850.00	-850.00	
1,390.00	-3,081.80	308.20
1,777.39	-72,068.88	32,773.02
<b>1,133.95</b>	<b>-110,577.74</b>	<b>51,774.30</b>



**Antony Davies, 18 St James Close, Harvington, Worcestershire, WR11 8PZ**  
**Telephone: 07812908426 Email: tonydavies@bestinhorticulture.co.uk**

10<sup>th</sup> July 2023

## **Independent Examiners Report to the Trustees of Warwickshire Pride**

I report to the Trustees on my examination of the accounts of Warwickshire Pride (the Charity) for the year ended 05/04/2023.

### **Responsibilities and Basis of Report:**

As the Charity Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the Act).

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all of the applicable directions given by the Charities Commission under section 145(5)(b) of the Act.

### **Independent Examiners Statement:**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting Records were not kept in respect of the Charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

I have no other concerns and have come across no other matters in connection with the examination, to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: **Antony Davies** Mhort(RHS), DipHort(Dist), SCD(HONS), Dip RSA, CertEd, Fi Hort.

**WARWICKSHIRE PRIDE**

England & Wales - Charity number 1162449

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# Accounts

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# Trustees' Annual Report for the period

		Period start date			Period end date		
<b>From</b>	6 <sup>th</sup>	April	2021	<b>To</b>	5 <sup>th</sup>	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 <sup>th</sup> December 2021	
9	Simon Davies		From 7 <sup>th</sup> 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)**

<b>Type of adviser</b>	<b>Name</b>	<b>Address</b>

**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 <sup>st</sup> June 2015 most recently amended on 21 <sup>st</sup> 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 21<sup>st</sup> 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

<b>Signature(s)</b>		
<b>Full name(s)</b>	Daniel Browne	
<b>Position (eg Secretary, Chair, etc)</b>	Chair of Trustees	
<b>Date</b>	2 <sup>nd</sup> June 2022	



## Receipts and payments accounts

For the period from	Period start date 06/04/2021	To	Period end date 06/04/2022
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### Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Voluntary receipts	-	-	-	-	-
Activities for generating funds	-	-	-	-	-
Investment dividends/interest	-	-	-	-	-
Charitable activities	17,961	-	-	17,961	3,559
Warwickshire Pride festival 2020	-	-	-	-	1,581
Warwickshire Pride festival	5,326	850	-	6,176	-
Leamington youth group	-	-	-	-	5,869
Stratford youth group	-	765	-	765	-
Rugby youth group	-	22	-	22	4,000
Nuneaton youth group	-	-	-	-	-
Stratford adults group	-	360	-	360	748
WCC Covid fund	-	-	-	-	800
Wellbeing project	-	-	-	-	1,500
Trans group	-	-	-	-	500
Learning disabilities group	800	-	-	800	-
Sports club	-	-	-	-	-
Rugby adults group	-	700	-	700	-
Nuneaton adults group	-	580	-	580	-
WCC youth work fund	-	21,000	-	21,000	-
Women's fitness group	-	1,050	-	1,050	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total (Gross income for AR)</b>	<b>24,087</b>	<b>25,327</b>	<b>-</b>	<b>49,414</b>	<b>18,557</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>24,087</b>	<b>25,327</b>	<b>-</b>	<b>49,414</b>	<b>18,557</b>
<b>A3 Payments</b>					
Costs of generating voluntary receipts	-	-	-	-	-
Activities for generating funds	-	-	-	-	-
Investment dividends/interest	-	-	-	-	-
Charitable activities	3,840	-	-	3,840	759
Warwickshire Pride festival 2020	-	-	-	-	3,626
Warwickshire Pride festival	1,964	804	-	2,768	-
Leamington youth group	-	6,334	-	6,334	1,987
Stratford youth group	-	913	-	913	276
Rugby youth group	-	1,582	-	1,582	79
Nuneaton youth group	-	952	-	952	-
Stratford adults group	-	340	-	340	103
WCC Covid fund	-	-	-	-	436
Wellbeing project	-	750	-	750	30
Trans group	-	-	-	-	-
Learning disabilities group	507	-	-	507	-
Sports club	-	45	-	45	-
Rugby adults group	-	-	-	-	-
Nuneaton adults group	-	-	-	-	-
WCC youth work fund	-	12,117	-	12,117	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	<b>6,311</b>	<b>23,837</b>	<b>-</b>	<b>30,148</b>	<b>7,296</b>
<b>A4 Asset and investment purchases (see table)</b>					

	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	<b>6,311</b>	<b>23,837</b>	<b>-</b>	<b>30,148</b>	<b>7,296</b>
<b>Net of receipts/(payments)</b>	<b>17,776</b>	<b>1,490</b>	<b>-</b>	<b>19,266</b>	<b>11,261</b>
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
<b>Cash funds this year end</b>	<b>17,776</b>	<b>1,490</b>	<b>-</b>	<b>19,266</b>	<b>11,261</b>

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	Unrestricted funds held in bank accounts	10,115	-	-
	Restricted funds held in bank accounts	-	39,654	-
	Petty cash	150	-	-
	<b>Total cash funds</b>	<b>10,265</b>	<b>39,654</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B2 Other monetary assets</b>		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
<b>B4 Assets retained for the charity's own use</b>		Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
<b>B5 Liabilities</b>		Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	

**Antony Davies, 18 St James Close, Harvington, Worcestershire, WR11 8PZ**  
**Telephone: 07812908426 Email: tonydavies@bestinhorticulture.co.uk**

22<sup>nd</sup> October 2022

### **Independent Examiners Report to the Trustees of Warwickshire Pride**

I report to the Trustees on my examination of the accounts of Warwickshire Pride (the Charity) for the year ended 05/04/2022.

#### **Responsibilities and Basis of Report:**

As the Charity Trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011(the Act).

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all of the applicable directions given by the Charities commission under section 145(5)(b) of the Act.

#### **Independent Examiners Statement:**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. Accounting Records were not kept in respect of the Charity as required by section 130 of the Act; or
2. The accounts do not accord with those records.

I have no other concerns and have come across no other matters in connection with the examination, to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed: **Antony Davies** Mhort(RHS), DipHort(Dist), SCD(HONS), Dip RSA, CertEd, Fi Hort.

**WARWICKSHIRE PRIDE**

England & Wales - Charity number 1162449

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# Accounts

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# Trustees' Annual Report for the period

		Period start date			Period end date		
<b>From</b>	6 <sup>th</sup>	April	2020	<b>To</b>	5 <sup>th</sup>	April	2021

## 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:

- Delivering Christmas food parcels to LGBT+ people in need.
- 

	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	Theresa Taylor	Treasurer		
3	Penny Medlyn	Secretary		
4	Healey Moyes			
5	Leanne Taylor			
6	Michelle Avon			
7	Atinuke Proctor		Since 02/11/2020	
8	Llywelyn Colnet		Since 02/11/2020	
9	Beck Hemsley	Secretary	Until 14/12/2020	
10	Clara Wicks		Until 24/08/2020	
11	Amy Allan		Until 18/08/2020	

### 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)	We are governed by a constitution. The constitution was adopted on 1 <sup>st</sup> June 2015 most recently amended on 21 <sup>st</sup> January 2021.
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 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 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:

- 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
- Volunteer Policy

All of 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.

## 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, 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 as follows.

### **Proud Youth**

Weekly youth groups have taken place largely online via Zoom due to the Covid-19 pandemic. There was a brief return to face-to-face delivery in October 2020 before another lockdown forced the youth group back online. Typically, the youth groups run in Leamington Spa and Stratford-upon-Avon, with plans to open groups in Rugby and Nuneaton just as the Covid-19 pandemic arrived. The youth groups are run by a team of volunteer youth mentors. They 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, despite the groups mostly taking place online. The activities included:

- Art projects
- A talk on being trans and being happy
- Creative writing
- Playing games
- Discussions on LGBT+ topics

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;
- Coventry Pride;
- Leamington Carnival.

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

**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)**

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.

Over the last 12 months, Proud Parents hasn't been able to run in its usual format. However, there is 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 monthly social and support group for trans people. It had been meeting in Leamington Spa, but had to move to running online via Zoom during the last 12 months. The group provides a social outlet for trans people and allies. Advice and support is 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.

### **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 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 and other events**

The Warwickshire Pride festival took place on Saturday 22<sup>nd</sup> August 2020, although it took place online due to the Covid-19 pandemic. The festival streamed on our Facebook, Twitter and Youtube pages. It provided 13 hours of performances, entertainment, talks and webinars to bring LGBT+ people together during a very 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 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 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. We have also delivered LGBT+ awareness talks and workshops in schools directly to students when Covid-19 restrictions have eased enough to allow it. 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.

All 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.

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 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, albeit online via Zoom due to the Covid-19 pandemic. 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.

Our monthly Fourth Friday Fish and Chips social was put on pause, also due to the Covid-19 pandemic, but made a brief return in summer 2020 before being put on pause again. Fourth Friday Fish and Chips means that LGBT+ people can meet in a safe, social place, explore who they are, meet other LGBT+ people, and receive information and support if required.

A new LGBT+ photography club started 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. 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.

### **Mental Health Support**

The Covid-19 pandemic has caused many LGBT+ people to experience poor mental health. In response to this, and as per our charitable objective to preserve and protect the mental health of LGBT+ people, we launched two mental health services. The first is a peer mental health support group that runs online via Zoom on a monthly basis. It gives LGBT+ people an opportunity to talk about their feelings, emotions and mental health in an honest, supportive forum. The group is run by a trained mental health professional who is able to offer practical advice in addition to the peer support that attendees receive.

In addition, thanks to funding support from the Heart of England Community Foundation, we were able to run a 12 week wellbeing course for LGBT+ people. Each Monday evening, participants covered a different element of wellbeing. This involved having open, honest discussions about wellbeing, self-care, mental health, physical health and personal experiences. A trained mental health professional ran the course and as part of it, participants created their own wellbeing plan to aid their physical and mental health. Topics covered included resilience, anxiety, stress, anger, personal safety, online safety and using green spaces. Comments from people who participated include saying the course was both life changing and life saving.

### **Outreach**

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.

### 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
- Chris Stafford
- Jaime Timms
- Mikaela Moody
- Kaed Moody
- Ebi Agbagidi
- Em DeSouza
- Isy Bleakman
- Steven Strong
- Bea Crawford
- Sam Turner
- Joshua Cooper



**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 an incredibly 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.

As well as being able to keep operating, adding additional services with a mental health focus is also something we are proud of. It's enabled us to respond to the needs of the LGBT+ community at a time when many people's mental health is suffering.

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.

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
- Tesco Bags of Help for supporting the Warwickshire Pride festival
- The Harry Payne Fund, administered by the Heart of England Community Foundation, for supporting our running costs
- The Heart of England Community Foundation for supporting our 12 week wellbeing course
- Warwickshire County Council for supporting our Covid-19 engagement project
- 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 Rugby and Nuneaton
- The Cadbury Foundation for supporting our learning disabilities group (starting after the financial year this annual report covers)
- Metro for supporting our TransTogether group
- The Blakemore Foundation for supporting our peer mental health support group

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

- Helen Scaife
- Ann Townsend
- Paul Lees
- Mike Nistor

- Erin Lafford
- Joe Ellerington
- Sue Sanders
- Cathryn MacLeod
- FA Wallington
- Alice Teale
- Rachael Haycock
- Emily Davis
- Lauren Byrne
- Ian Brookes-Howells
- Players of the Rugby Lotto
- And everyone who has made a donation anonymously

## **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. Continue existing services and activities and work on their growth and reach.
2. Launch of a new weekly youth groups for LGBT+ young people in Rugby and Nuneaton.
3. Launch of a counselling service for LGBT+ people in Warwickshire at low or no cost.
4. Mark more LGBT+ awareness days and weeks.
5. Make more use of technology to host webinars and online training sessions and socials.
6. 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.
7. Engage more with local authorities to ensure they fully support LGBT+ people in their localities.
8. 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

<b>Signature(s)</b>		
<b>Full name(s)</b>	Daniel Browne	
<b>Position (eg Secretary, Chair, etc)</b>	Chair of Trustees	
<b>Date</b>	24 <sup>th</sup> June 2021	



Charity Name <b>Warwickshire Pride</b>		No (if any)	<b>CC16a</b>
<b>Receipts and payments accounts</b>			
For the period from	Period start date 6/4/2020	To Period end date 5/4/2021	

## Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
Voluntary receipts	-	-	-	-	
Activities for generating funds	-	-	-	-	
Investment dividends/interest		-	-	-	
Charitable activities	3,559		-	3,559	8,207
Warwickshire Pride event 2017 - 06/04/2017 to 05/04/2018			-	-	
Warwickshire Pride festival 2020		1,581	-	1,581	
Warwickshire Pride event 2019 - 06/04/2019 to 05/05 2020			-	-	27,590
Warwickshire Pride event 2020 - 06/04/2019 to 05/04/2020			-	-	2,180
Leamington Spa/Warwick group		5,869	-	5,869	5,503
Stratford adults group		748	-	748	795
Stratford youth group			-	-	728
Rugby youth group		4,000	-	4,000	1,500
Parents group	-	-	-	-	-
Learning disabilities group	-	-	-	-	-
Wcc Covid Fund		800		800	
Heat of England - Wellbeing project		1,500		1,500	
Trans Group		500		500	
Sports club	-	-	-	-	
Other receipts		-	-	-	
<b>Sub total (Gross income for AR)</b>	<b>3,559</b>	<b>14,998</b>	<b>-</b>	<b>18,557</b>	<b>46,503</b>

**A2 Asset and investment sales,  
(see table).**

	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total receipts</b>	<b>3,559</b>	<b>14,998</b>	<b>-</b>	<b>18,557</b>	<b>46,503</b>

**A3 Payments**

Cost of generating voluntary receipts	-	-	-	-	-
Activities for generating funds	-	-	-	-	-
Investment dividends/bank interest	-	-	-	-	-
Charitable activities	516	243	-	759	6,894
Warwickshire Pride festival 2020	3,626	-	-	3,626	-
Warwickshire Pride event 2019 - 06/04/2019 to 05/04/2020	-	-	-	-	18,949
Leamington Spa/Warwick group	-	1,987	-	1,987	3,409
Stratford adults group	-	103	-	103	555
Stratford youth group	-	276	-	276	175
Rugby youth group	-	79	-	79	-
Parents group	-	-	-	-	3
Learning disabilities group	-	-	-	-	-
Sports club	-	-	-	-	133
Wcc Covid Fund	-	436	-	436	-
Heat of England - Wellbeing project	-	30	-	30	-
Trans Group	-	-	-	-	-
Other costs	-	-	-	-	-
<b>Sub total</b>	<b>4,142</b>	<b>3,154</b>	<b>-</b>	<b>7,296</b>	<b>30,118</b>

**A4 Asset and investment  
purchases, (see table)**

	-	-	-	-	-
	-	-	-	-	-
<b>Sub total</b>	-	-	-	-	-
<b>Total payments</b>	<b>4,142</b>	<b>3,154</b>	<b>-</b>	<b>7,296</b>	<b>30,118</b>

<i>Net of receipts/(payments)</i>	- 583	11,844	-	11,261	16,385
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
<i>Cash funds this year end</i>	- 583	11,844	-	11,261	16,385

## Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
<b>B1 Cash funds</b>	CAF Bank – cash account	1,398	-	-
	CAF Bank – deposit account	-	30,017	-
	Paypal	-	-	-
	Petty cash	150	-	-
	<b>Total cash funds</b>	<b>1,548</b>	<b>30,017</b>	<b>-</b>
	(agree balances with receipts and payments account(s))	Agreement Error	Agreement Error	OK
<b>B2 Other monetary assets</b>	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
<b>B3 Investment assets</b>	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-

		-	-
		-	-
		-	-

**B4 Assets retained for the charity's own use**

<b>Details</b>	<b>Fund to which asset belongs</b>	<b>Cost (optional)</b>	<b>Current value (optional)</b>
BBC Children in Need, funding for Leamington Spa/Warwick group	Restricted	-	6,179
Funds required for Warwickshire Pride festival 2020	Unrestricted	-	6,223
Funds required for Warwickshire Pride festival 2020/21	Restricted	-	4,936
Funds held for Warwickshire Pride Sports Club	Restricted		367
Funds held for Stratford upon Avon group	Restricted	-	885
Funds held for Stratford Youth Group	Restricted	-	277
Funds held for Rugby Youth Group	Restricted	-	5,421
Running Costs funds	Restricted	-	877
Funds held for WCC Covid fund	Restricted		364
Funds held for Wellbeing project	Restricted		1,470
Funds held for Trans Group	Restricted		500
Funds for day to day expenses	Unrestricted	-	3,242

**B5 Liabilities**

<b>Details</b>	<b>Fund to which liability relates</b>	<b>Amount due (optional)</b>	<b>When due (optional)</b>
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval