



Annual Report

2024 – 2025

1st October 2024 – 30th September 2025



Registered Office: Equality and Inclusion Partnership, Room 127, Morgan Conference Suite, Warwickshire
College, Technology Drive, Rugby, Warwickshire, CV21 1AR
Registered as a Charitable Incorporated Organisation No: 1169436

TABLE OF CONTENTS

Introduction	3
Equality Services Contract	6
Key Highlights	7
KPI 1 - Provision of Support to Individuals	8
Discrimination and Hate Casework	8
KPI 2 - Provision of Training	17
KPI 3 - Engagement to Improve Community Cohesion & Equality Service Provision	19
Equality Network	19
North Warwickshire Disability Forum	21
Migration and Refugee Projects	21
Equality Issues Identified	22
Community Cohesion and Engagement Activities	22
Social Value	22
Events and Highlights	23-28

INTRODUCTION

The period from 1st October 2024 to 30th September 2025 has been one of significant challenge and achievement for the Equality and Inclusion Partnership (EQuIP). Against a backdrop of heightened global and national tensions, EQuIP has continued to demonstrate its strategic importance as Warwickshire's lead equalities charity, championing fairness, tackling discrimination and fostering stronger, more cohesive communities.

Despite pressures on resources for EQuIP and the wider voluntary sector, EQuIP has remained focused on delivering tangible outcomes for Warwickshire residents. This year's work has reinforced the organisation's central role in supporting individuals, communities and public sector partners to understand and act on equality, diversity and inclusion. Through sustained partnership working and the trust built over many years, EQuIP has continued to bridge gaps between communities and services, ensuring that equality remains at the heart of Warwickshire's community development and safety priorities.

Challenges and Opportunities for Growth

EQuIP, in common with much of the Third Sector, faced ongoing challenges in recruitment and staffing capacity this year, alongside an increasingly competitive funding environment. However, these pressures have also presented opportunities to innovate and strengthen internal systems. The organisation has adapted through flexible delivery, cross-team collaboration and an emphasis on partnership resilience.

The year was further shaped by external influences including global conflicts, rising geopolitical tensions and social unrest in parts of the UK, which have affected local cohesion and resulted in heightened tensions and protests in parts of the county. Incidents nationally and locally have brought into sharp focus the fragility of community relations and the urgency of sustained equality and cohesion work. These developments reaffirmed EQuIP's value as a trusted local voice in facilitating dialogue, challenging hate, and promoting understanding across Warwickshire's diverse communities.

Strengthening Local Partnerships and Initiatives

A major strength of this year has been the deepening of local partnerships that underpin the delivery of the Warwickshire Equality Service. EQuIP's collaboration with Warwickshire County Council (WCC) continued to flourish, most notably through projects such as Kind Communities, Kind Food Project, which highlighted compassion, inclusion and access to nutritious food as cornerstones of community wellbeing.

Working alongside WCC's Community Partnerships Team, EQuIP supported and delivered seven community events across the county, each designed to bring residents together, reduce isolation and celebrate diversity. These events not only advanced the aims of the Warwickshire Food Strategy but also demonstrated how inclusive community engagement can strengthen local resilience and belonging.

EQuIP also played a leading role in the Warwickshire Hate Crime Partnership, contributing to the development of a refreshed strategy and action plan to ensure that hate crime is addressed

consistently and collaboratively across all five districts and boroughs. The organisation's intelligence and community insight have been instrumental in identifying emerging hate trends, particularly online and advising partners on proactive interventions to reduce harm and build trust.

In addition to its equality and cohesion work, EQuIP engaged in practical advocacy to address community issues directly affecting local residents. Collaboration with Warwickshire's Highways department resulted in progress on parking permit concerns disproportionately impacting specific groups, while joint working with the Special Educational Needs and Disabilities (SEND) Team strengthened support for families navigating complex systems and services. These examples illustrate EQuIP's practical, solution-focused approach to ensuring fairness in service delivery.

A Positive Impact Amid Adversity

Throughout 2024-25, EQuIP's impact has remained visible and measurable, despite external pressures. The organisation supported 87 discrimination and hate cases and handled over 1,800 hate incidents reported directly or via *Report Hate Now*. These figures demonstrate both the continuing need for EQuIP's services and growing public confidence in reporting. The significant rise in online hate reporting, particularly linked to national debates and local flashpoints, underscores the importance of EQuIP's monitoring and partnership work in keeping communities informed, supported and safe.

Beyond casework, EQuIP delivered training to 459 individuals and 66 organisations, ensuring that public, voluntary and community sector partners strengthened their understanding of equality legislation, inclusive practice and hate crime awareness. The organisation also expanded its role in supporting Warwickshire's asylum and refugee communities through volunteer coordination, Refugee Week activities and the *Bridge to Belonging* oral history project. These initiatives have deepened local understanding of migration and belonging.

Looking Forward: Building on Our Foundations

As the reporting year concludes, EQuIP continues to build on strong foundations of partnership, credibility and evidence-based impact. The organisation remains committed to supporting Warwickshire County Council's priorities around equality, diversity, inclusion and community cohesion. The challenges of 2024-25 have strengthened EQuIP's resolve to act as a unifying force, one that listens, responds and leads collaboratively to ensure that every resident has the opportunity to thrive in a fair, inclusive and connected Warwickshire.

OUR VISION

Our vision is of a society that embraces diversity, where people live and work equally in peace and harmony.



OUR MISSION

We will achieve our mission when society embraces difference and diversity, ensures opportunity, eradicates inequality of treatment and operates in a fair environment for all.

OUR STRAPLINE

Promoting Equality Through Partnership



Discrimination & Hate Casework Service



Services

Information & Research



Community Engagement/ Promoting Inclusion



Training & Education



Equality Services Contract

As part of the Equality Services contract commissioned by Warwickshire County Council (WCC), there are 3 Key Performance Indicators (KPIs):

KPI 1 - Provision of support to individuals

People who live and work in Warwickshire have access to appropriate advice and support to help resolve their issues related to victimisation, discrimination, harassment, or hate crime, which are covered by the Equality Act's nine protected characteristics.

KPI 2 - Provision of training which covers the equalities agenda

Development and delivery of high-quality training and guidance to community groups, faith groups, businesses, schools and public sector organisations.

KPI 3 - Engagement to improve community cohesion and equality of service provision

WCC wants to see an increase in the Equalities Service's organisational support for public and third-sector organisations to positively promote community cohesion and equality through their employment practices and service delivery and an increase in Public Awareness of these issues.

By way of achieving the above KPIs, EQuIP delivers the following services:

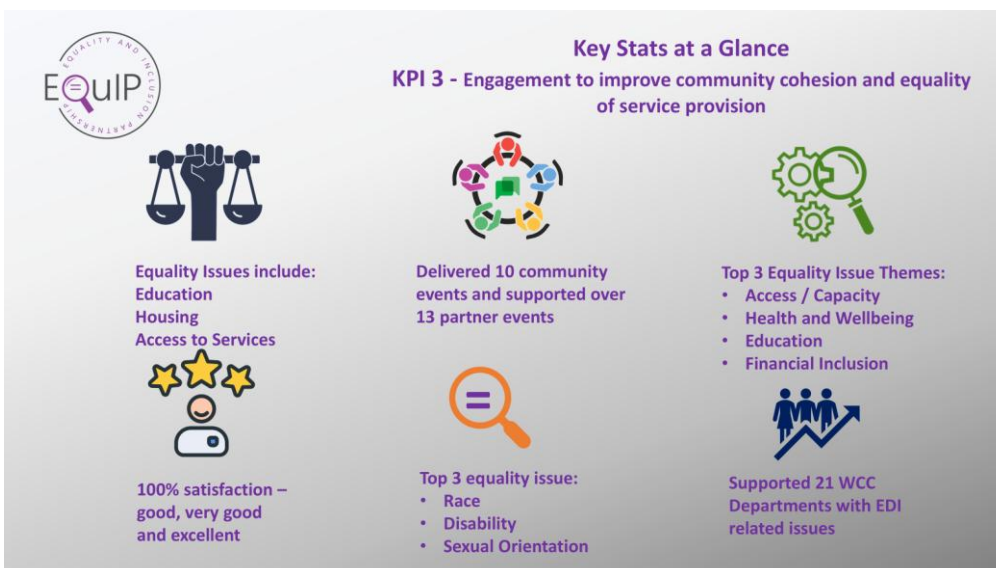
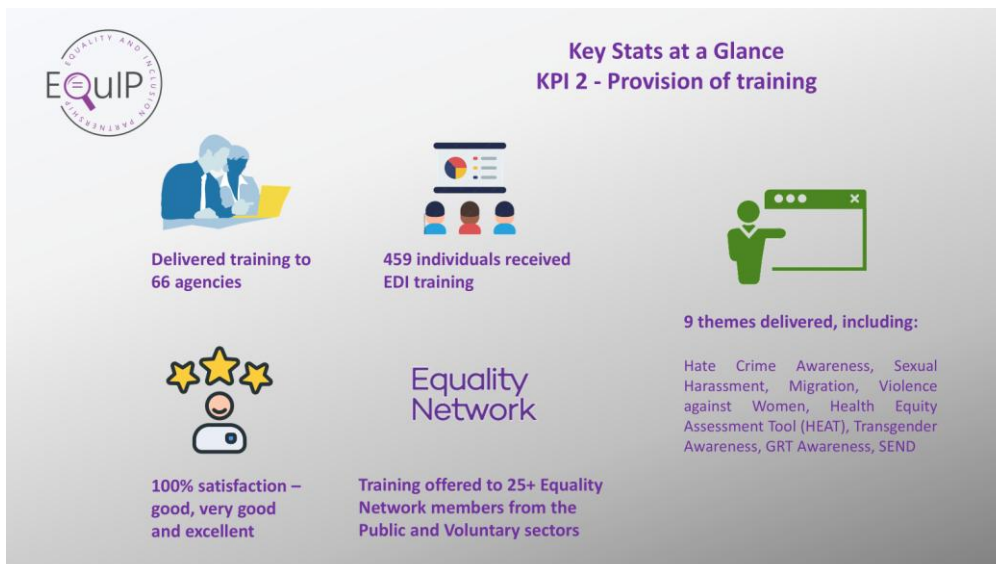
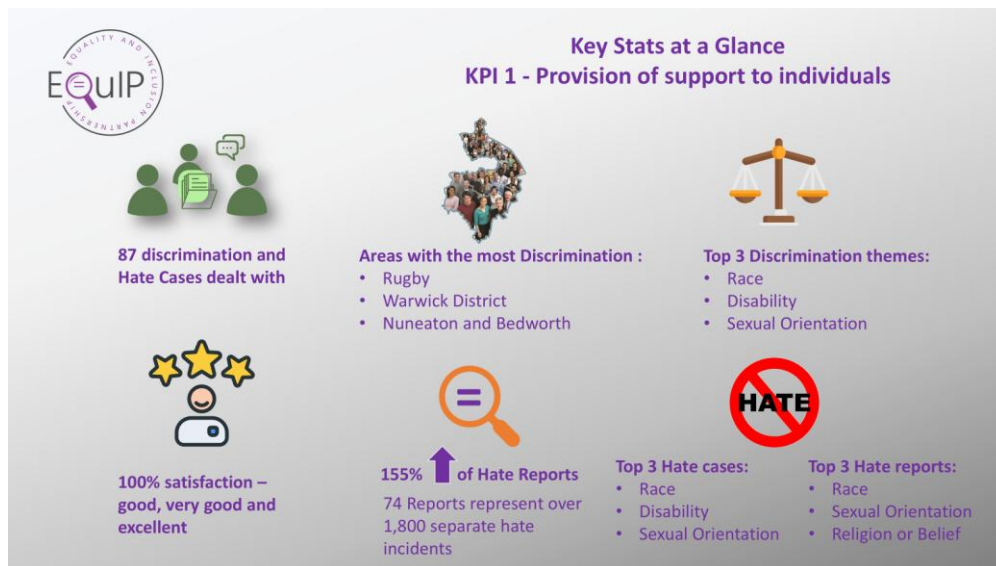
Discrimination and Hate Crime Casework Service – EQuIP offers free, impartial and confidential advice and support for those facing discrimination or anyone who had experienced or witnessed hate. The areas that we cover include:

- Accessing Services
- Criminal Justice System
- Education
- Employment
- Health and Social Care
- Housing

Training and development to individuals, groups and organisations – EQuIP has experienced staff who provide effective and practical equality, diversity and inclusion training, which is adapted to meet the needs of the learner.

Community Engagement Support – EQuIP specialises in engagement with diverse groups and works with a range of community groups and other partners, in understanding, realising and resolving equality issues, concerns and aspirations. We conduct twice-yearly Equality Surveys and host an Equality Network across the county. We also engage with several strategic partnerships to influence decision makers on matters of equality, diversity and inclusion.

Key Highlights



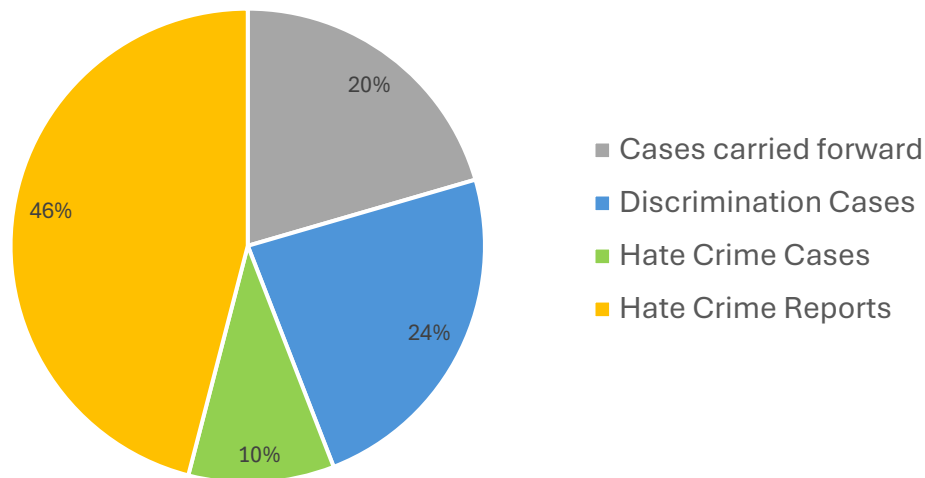
KPI 1 – Provision of support to individuals

Discrimination and Hate Casework

During the year 1st October 2024 – 30th September 2025, EQuIP dealt with a total of 87 cases. This includes:

- 33 cases carried over into October 2024
- 38 discrimination cases
- 16 hate cases

During this year, EQuIP received 74 hate crime reports



	Jul to Sept 2024	Oct to Dec 2024	Jan to Mar 2025	Apr to Jun 2025	Jul to Sept 2025	Total (Oct 2024 to Sept 2025)
Existing cases brought forward	28	33	26	21	13	33
New Discrimination cases	7	11	6	12	9	38
New Hate crime cases	8	4	2	2	8	16
Hate crime reports	8	4	3	15	52	74
Total	51	52	37	50	82	161

1. New Discrimination Cases

- 2023-2024: **48** new discrimination cases total
- 2024-2025: **38** new discrimination cases total by Q4 (21% decrease from the previous year)
 - Q1 (Oct–Dec 2024): 11 cases (45% decrease from Q1 2023-2024)
 - Q2 (Jan–Mar 2025): 6 cases (45% decrease from Q2 2023-2024)
 - Q3 (Apr–Jun 2025): 12 cases (20% increase from Q3 2023-2024)
 - Q4 (Jul–Sep 2025): 9 cases (29% increase from Q4 2023-2024)
- Trend: Discrimination cases in 2024-2025 fell by 21% overall compared to the previous year, falling from 48 to 38 cases. The most significant reductions occurred in Q1 and Q2 (both 45% decreases), following the high reporting levels recorded in early 2023-2024. A 20% rise in Q3 and a 29% increase in Q4 suggest a recovery in reporting levels towards the end of the year, indicating that discrimination reporting remains steady after a brief decline.

2. New Hate Crime Cases

- 2023-2024: 17 new hate crime cases total
- 2024-2025: 16 new hate crime cases total by Q4 (6% decrease from the previous year)
 - Q1 (Oct–Dec 2024): 4 cases (100% increase from Q1 2023-2024)
 - Q2 (Jan–Mar 2025): 2 cases (50% decrease from Q2 2023-2024)
 - Q3 (Apr–Jun 2025): 2 cases (33% decrease from Q3 2023-2024)
 - Q4 (Jul–Sep 2025): 8 cases (no change from Q4 2023-2024)
- Trend: Hate crime cases in 2024-2025 decreased slightly by 6% overall, falling from 17 to 16 cases. The year began with a sharp rise in Q1 (100% increase), followed by declines in Q2 and Q3 (50% and 33% respectively), suggesting mid-year fluctuations in reporting. Q4 remained steady, indicating a consistent engagement and reporting towards the end of the year.

3. Hate Crime Reports

- 2023-2024: 29 reports total
- 2024-2025: 74 reports total by Q4 (155% increase from the previous year)
 - Q1 (Oct–Dec 2024): 4 reports (300% increase from Q1 2023-2024)
 - Q2 (Jan–Mar 2025): 3 reports (70% decrease from Q2 2023-2024)
 - Q3 (Apr–Jun 2025): 15 reports (50% increase from Q3 2023-2024)
 - Q4 (Jul–Sep 2025): 52 reports (550% increase from Q4 2023-2024)
- Trend: Hate crime reports for 2024-2025 increased significantly by 155% overall, rising from 29 to 74 reports. Although Q2 experienced a 70% decline, all other quarters showed notable

increases, especially Q4, which jumped by 550%, reflecting a sharp escalation in reporting or incidents towards the end of the year. This late-year reflects the heightened community tensions following the various incidents across the county, the asylum hotels' protests, the flags issue and hate comments attached to online reporting of these incidents.

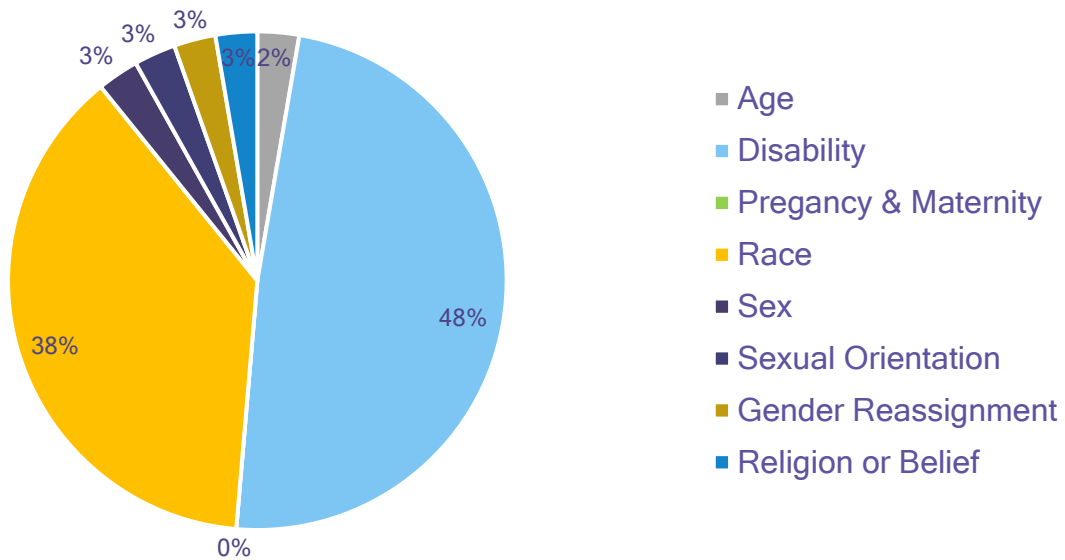
Summary of 2024-2025 vs. 2023-2024

In 2024-2025:

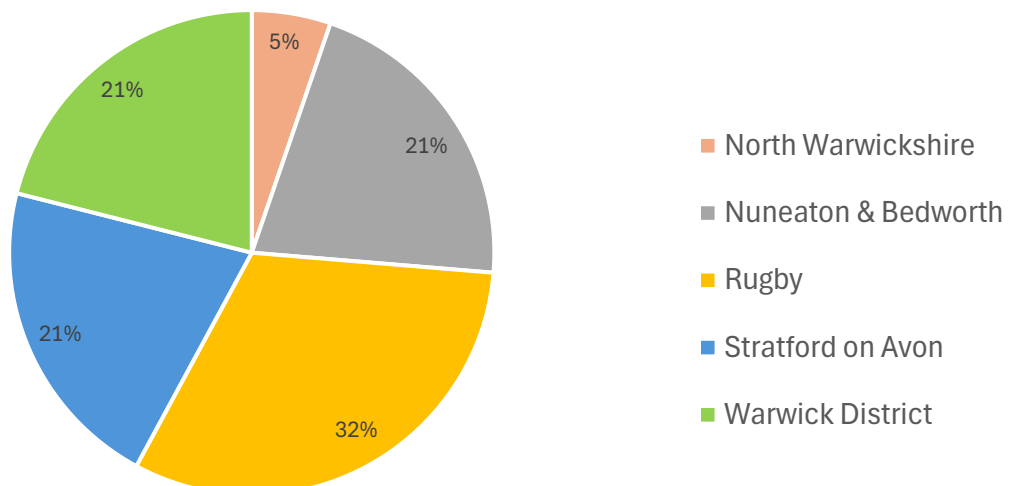
- New Discrimination Cases fell slightly by 21%, decreasing from 48 to 38. The most significant reductions occurred in Q1 and Q2 (both -45%), following the high reporting levels in early 2023-2024. A 20% rise in Q3 and a 29% increase in Q4 suggest a recovery in reporting activity towards the end of the year, indicating a gradual stabilisation of discrimination casework.
- New Hate Crime Cases decreased slightly by 6%, rising from 17 to 16 cases. The most significant rise occurred in Q1 (100% increase), while Q2 and Q3 both declined. Q4 remained steady, reflecting consistent engagement and case reporting in the latter part of the year.
- Hate Crime Reports rose sharply by 155%, from 29 to 74 reports. Despite a 70% decline in Q2, all other quarters saw substantial increases, particularly Q4, which surged by 550%, highlighting a major uplift in community reporting and awareness.

Compared to 2023-2024, 2024-2025 showed a mixed pattern: discrimination cases fell, hate crime cases remained relatively steady and hate crime reports surged significantly. The data indicates that while direct casework volumes declined modestly, public awareness and confidence in reporting hate crimes increased sharply, reflecting heightened vigilance across Warwickshire.

New Discrimination Cases by Protected Group



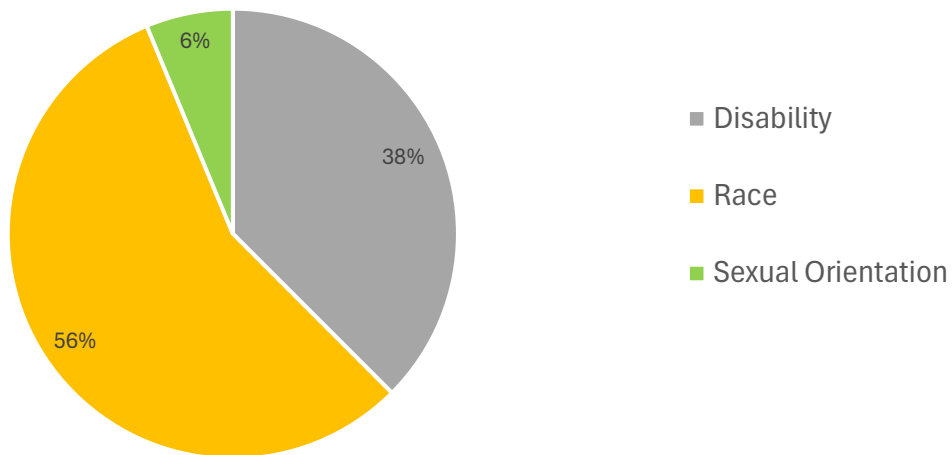
New Discrimination Cases by Area



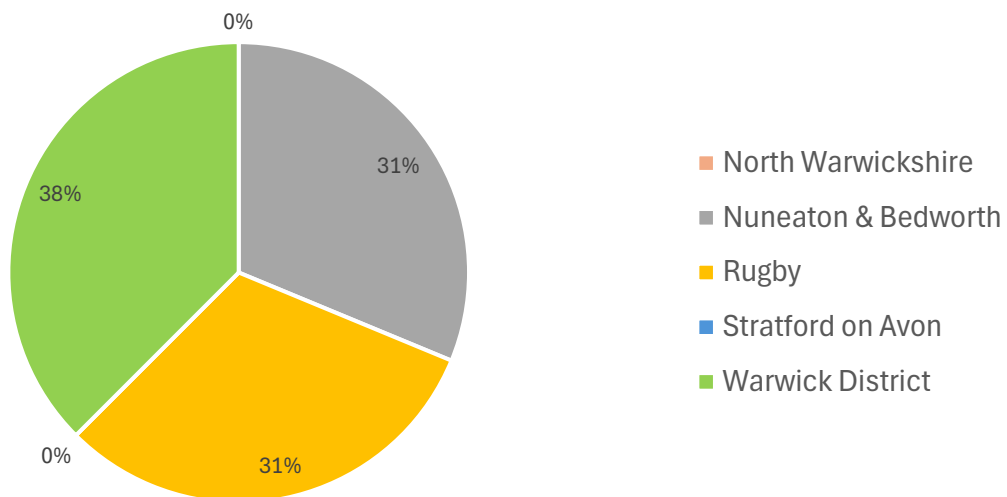
Top Discrimination issues:

- Education
- Housing
- Access to Services
- Employment

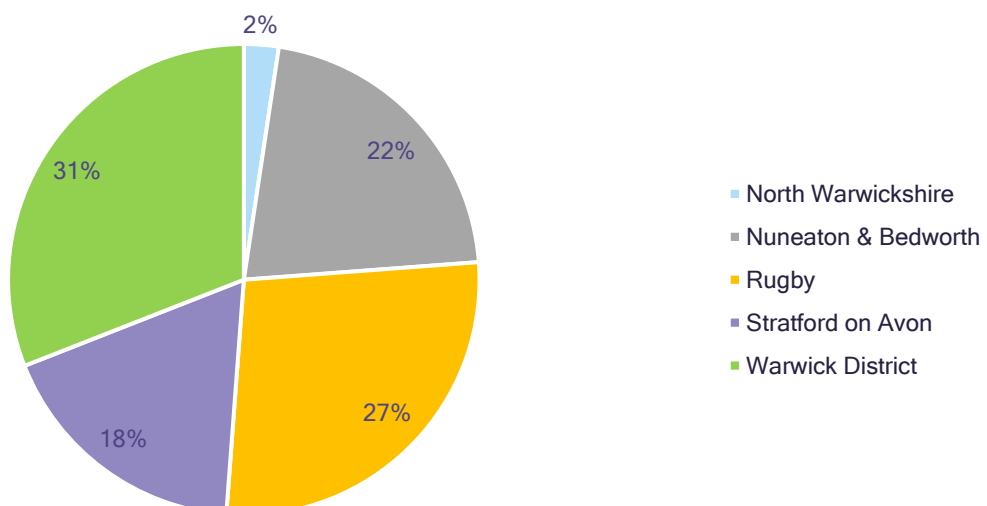
Hate Cases by Strand



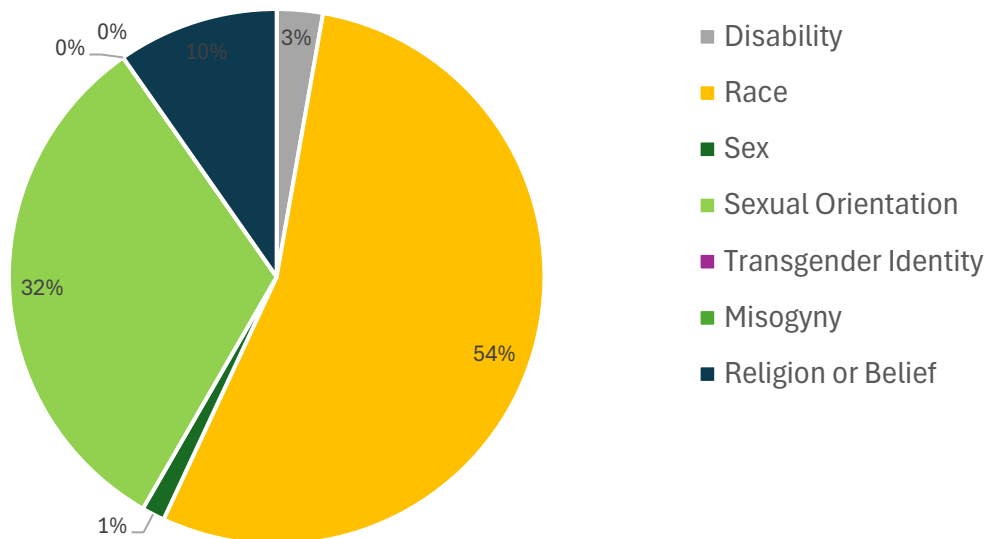
Hate Cases by Area



Hate Reports by Area



Hate Reports by Strand



During the year, EQuIP observed a consistent pattern in the types of discrimination cases reported across Warwickshire. Education, housing, and access to essential services remained the top three themes, reflecting ongoing challenges for residents with protected characteristics. Employment-related discrimination, particularly linked to race and disability, also featured prominently in several quarters.

A significant proportion of discrimination cases involved barriers to accessing education for pupils with SEND and English as a second language. Housing-related discrimination continued to be reported in social and private rental settings, including issues involving neighbour disputes and access to suitable accommodation for people with disabilities.

Throughout the year, the most frequently cited protected characteristics in discrimination cases were Race and Disability, followed by Sexual Orientation. This reflects previous years' findings, but with a noticeable increase in cases referencing multiple protected characteristics, especially where issues of race and disability intersect.

Throughout the year, EQuIP's involvement in hate crime casework and reporting revealed several recurring patterns. The types of hate cases supported or logged by EQuIP during 2024-25 focused on three main themes:

- Neighbour disputes with a hate crime element, often racist in nature or linked to perceptions of disability or sexual orientation. Many of these occurred within newer social housing developments and reflected tensions in expanding urban areas.
- Public and street-based harassment, particularly verbal abuse or intimidation. In Q3 alone, 11 of the 15 hate reports related to incidents in public spaces, including town centres and neighbourhoods.

- Online hate and social media incidents increased significantly after the April 2025 Supreme Court judgement on Sex and Gender, leading to a rise in hate comments aimed at the LGBTQ+ community and individuals linked to local authorities or equality work.

EQuIP also supported victims where access to justice was a concern – including cases where hate-motivated incidents were not initially pursued by authorities, requiring advocacy and liaison to ensure fair handling.

Hate crime and discrimination reports were received from all five Warwickshire districts and boroughs during 2024-25, indicating a countywide need for equality services. The highest number of reports was recorded in Warwick District, followed by Rugby and Stratford-upon-Avon, reflecting the population density and diversity in those areas. Nuneaton and Bedworth also experienced an increase in hate-related tensions linked to right-wing extremist activity, as noted during Q3 Prevent briefings.

The 400% rise in hate reports during Q3 (from 3 to 15) was the largest quarterly increase of the year, mainly driven by social media and national debates on gender identity and equality. Reports against the LGBTQ+ community increased significantly, especially in the south of the county, including Leamington Spa and Stratford.

In contrast, longer-established communities across the county reported fewer hate incidents, consistent with previous findings that familiarity with recurring issues can sometimes lead to under-reporting. In contrast, newer and more diverse communities were more likely to report, particularly where residents were familiar with hate crime processes or were aware of EQuIP's support services.

Community tensions in mid-2025 were heightened by several high-profile local events and media debates, including:

- The controversy over the decision to fly the Pride flag at Shire Hall, which attracted online abuse and led to several reports of hate incidents.
- The vandalism at the Sikh Mission Resource Centre in Nuneaton caused community concern, but was effectively handled through collaboration with Warwickshire Police.
- The cancellation of Katie Hopkins's stand-up event in Rugby sparked online hostility towards council officers and marginalised groups.
- The school issue in Rugby concerning the 'Diversity Day'.
- The Asylum hotel Protests in Nuneaton, Rugby and Warwick.

These incidents underline the importance of EQuIP's ongoing partnership work to counter misinformation/disinformation, support and leads on future work on community cohesion and ensure vulnerable groups feel heard and protected.

EQuIP's casework and hate monitoring data for 2024-25 reveal that race and disability remain the most consistent factors in discrimination and hate cases, while hate incidents linked to sexual orientation rose notably during the year.

During the reporting period, EQuIP recorded 16 hate cases reported directly to the organisation and a further 74 received through the *Report Hate Now* platform. Together, these represent a total of 1,805 separate hate incidents.

This finding has provided a valuable learning point for EQuIP and its partners, highlighting the importance of recognising that a single report can often reflect multiple hate incidents. This issue has been raised with the Warwickshire County Council (WCC) Business Intelligence Team to ensure that data collection and analysis across partners provides a more accurate and reflective picture of hate across the county.

Recent months have seen a notable increase in hate reports and incidents linked to online commentary, particularly in response to local and national events. EQuIP has identified and shared these emerging trends with the Warwickshire Hate Crime Partnership and the Warwickshire Migration Partnership, ensuring that partners remain alert to the changing dynamics of hate in the online space. A concerning development has been the shift in far-right commentary, which is increasingly being embedded within local online discussions, such as those about housing developments and vacant commercial properties.

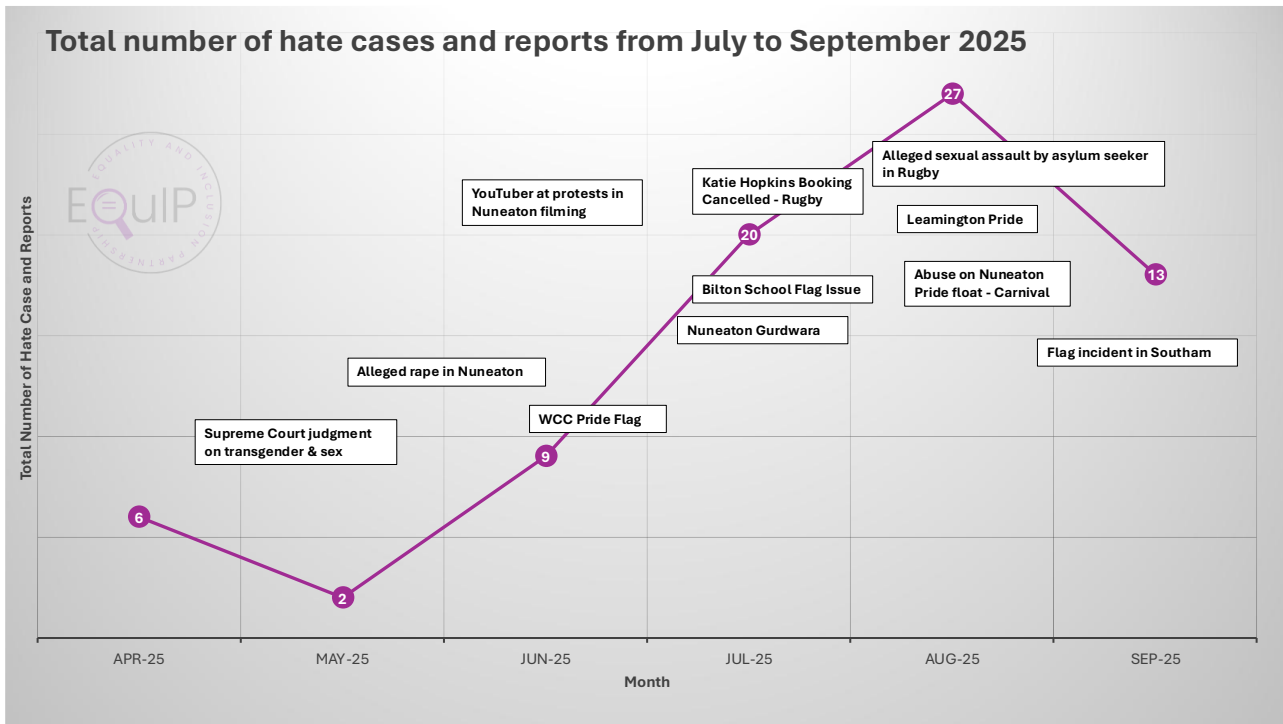
Of particular concern has been the way far-right groups, including the Homeland Party, have exploited the reporting of the rape case in Nuneaton to target asylum seekers and stoke division within the community. The subsequent coverage by Sky News captured examples of race hate commentary, which may also explain a reduction in hate-related posts on other local social media channels during September 2025, as attention became concentrated on that incident.

Online hate remains significantly under-reported. Some commentary, while offensive or divisive, does not always meet the legal threshold for hate speech, further complicating the boundary between freedom of expression and hate. EQuIP continues to monitor this evolving landscape and encourages greater awareness among partners and the public about recognising and reporting hate online.

Another emerging issue concerns antisocial behaviour (ASB) with potential hate triggers. EQuIP has raised the need for local Community Safety Partnerships (CSPs) to ensure that ASB cases involving hate elements are identified and referred to the Hate Crime Partnership. Similarly, hate graffiti remains an under-explored area and further work is required to confirm whether these incidents are being consistently recorded and flagged by local partners.

Four of the five local CSPs currently list Hate Crime as a strategic priority, reflecting the countywide commitment to tackling hate. However, there remains a need to ensure alignment between the community safety dashboard and the Hate Crime Partnership's dashboard to strengthen countywide analysis and coordination.

EQuIP has also emphasised the important role of local authority communications teams in identifying and flagging hate comments on their own social media channels. There is a clear correlation between periods of heightened public attention, such as Pride celebrations and national debates on immigration, and the rise in hate reports. Encouragingly, increased public awareness of *Reportthatenow* and other local reporting systems indicates growing community trust and engagement with EQuIP's services, reinforcing its role as Warwickshire's central hub for equality, diversity, inclusion and cohesion.



Feedback

From the responses received during the year, 99% of clients stated that the service they received was either good or excellent.

KPI 2 - Provision of training which covers the equalities agenda

Training	Oct-Dec 24	Jan-Mar 25	Apr-Jun 25	Jul-Sept 25	Total
Organisations	18	10	22	16	66
Individuals	196	20	113	130	459
Feedback Percentage of Good, Very Good or Excellent	100%	100%	100%	100%	100%

During this year we trained 459 individuals and 66 organisations

During 2024-25, EQuIP delivered a comprehensive programme of equality, diversity and inclusion training across Warwickshire, reaching 459 individuals from 66 organisations. The training supported partners in developing inclusive practices, strengthening their understanding of equality legislation and embedding proactive approaches to tackling discrimination.

Delivery was tailored to meet organisational needs across the public, private and voluntary sectors, with an emphasis on Equality, Diversity and Inclusion, Hate Crime Awareness, Cultural Awareness, and specialist areas such as migration and GRT (Gypsy, Roma and Traveller) inclusion.

Equality Network Refresher Sessions

The *Equality Network Refresher* series remained at the core of EQuIP's training programme. These one-hour online sessions enabled professionals and community partners from the Network and their frontline staff to share expertise and update their knowledge on current equality themes.

During 2024-25, sessions were held as follows:

- **October 2024:** Hate Crime Awareness, delivered by EQuIP
- **November 2024:** New Legislation on Sexual Harassment
- **March 2025:** Overview of the Warwickshire Migration Scheme with WCC Migration Team – explaining resettlement support for Ukrainian, Hong Kong, Syrian and Afghan families.
- **April 2025:** Violence Against Women and Girls Strategy – presented by WCC with Refuge.
- **May 2025:** Health Equity Assessment Tool (HEAT) – Warwickshire Public Health.
- **June 2025:** Transgender Awareness – led by the Chair of Warwickshire Pride.
- **July 2025:** GRT Awareness – with WCC EMTAS and Warwickshire Police GRT Lead.
- **September 2025:** Updates to SEND provision – with WCC SEND Services Lead.

Hate Crime Awareness Training

EQuIP continued to deliver specialist Hate Crime Awareness training, responding to a marked increase in requests across the county. During the year, bespoke sessions were delivered to:

- Warwickshire County Council Migration Team
- HBNO Coordinators Group
- Warwickshire Police - two sessions per day across a two-day EDI event
- Community groups in Kenilworth and Bedworth
- Training provided participants with an understanding of what constitutes a hate crime, how to report incidents, and the role of agencies in supporting victims. Sessions also promoted a partnership approach to building safer and more cohesive communities.

Bespoke and Partnership Training

EQuIP continued to offer training to meet local needs:

- **Q1 (Oct – Dec 2024):** Highlights included *Zero Discrimination Conference* workshops with the Latin American community and Equality training for 72 Motor Neurone Disease Association staff.
- **Q2 (Jan – Mar 2025):** including Cultural Awareness for Warwickshire's NPOs, Libraries and Heritage services.
- **Q3 (Apr – Jun 2025):** including Warwickshire Fire and Rescue, WCC Migration Team and HBNO training.
- **Q4 (July – Sept 2025):** including sessions on GRT awareness, SEND provision, Equality Diversity and Inclusion, and Hate Crime Awareness.

Training Summary and Impact

Throughout the year, EQuIP enhanced Warwickshire's collective understanding of equality and inclusion. Participants reported increased confidence in tackling discrimination and integrating equality into everyday practice.

The Equality Network and training programme continue to ensure learning stays practical, evidence-based, and relevant to the county's changing equality challenges.

Customer Feedback

Feedback from organisations and individuals continues to be positive with 100% meeting the target of over 90% recording feedback at good, very good or excellent.

Our testimonials continue to be extremely positive from participants with some comments including: 'very informative session' 'excellent summary session'. We track participants knowledge from before the session to after the session and 95% report a positive direction of knowledge gained.

KPI 3 - Engagement to improve community cohesion and equality of service provision

During 2024-25, EQuIP directly engaged with over 1,800 individuals through community events, forums, and multi-agency partnerships aimed at enhancing community cohesion and service accessibility. Engagement activities included equality networks, local authority collaborations, public events, refugee integration work, and targeted initiatives addressing hate, inclusion, and belonging.



The Equality Network continued to serve as a vital forum for collaboration and policy dialogue. Quarterly meetings drew an average of 15-20 partner organisations, including local authorities, health services, police, voluntary sector, and community representatives. Topics include:

- *Business Intelligence* – The Network works closely with WCC colleagues in Business Intelligence using data to underpin the key topics of discussion and our programme of dialogue in the future.

Business Intelligence

Warwickshire Insights

Protected Characteristics (PC)

1. age
2. gender reassignment
3. being married or in a civil partnership

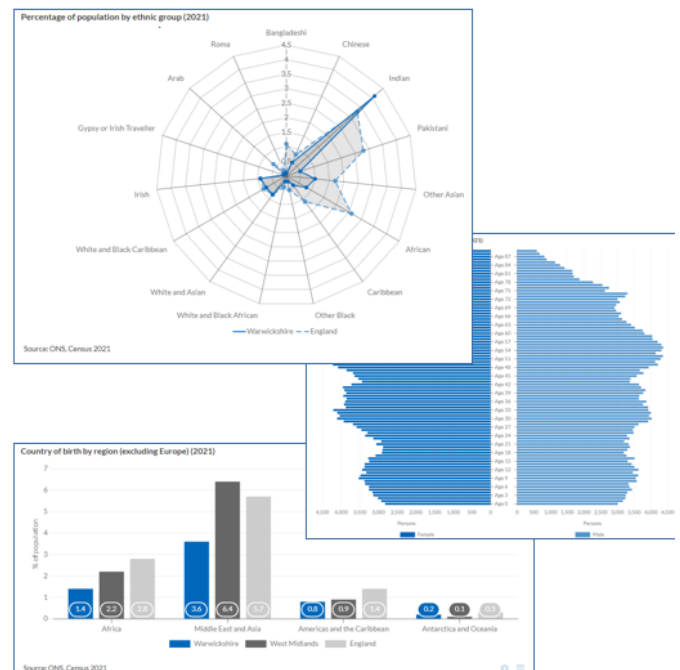
4. being pregnant or on maternity leave
5. disability
6. race including colour, nationality, ethnic or national origin

7. religion or belief
8. sex
9. sexual orientation

5. Population Report for Warwickshire on Warwickshire Insights [Link](#)

PC: Age | Nationality/Ethnicity/National Origin | Religion/Belief | Sex

- Age and Sex
- Change in populations from census to census
- Country of Birth
- Passports Held
- Address one year before the census
- Age of Arrival
- Length of Residence
- Non-UK Short Term Residents
- Ethnicity
- % of populations by Ethnic Group
- Ethnic group by household members
- Language
- Religion
- Multi religion household
- Legal Partnership status and living arrangements
- Household Size and Composition and one person households
- UK Armed Forces
- Population Projections by age



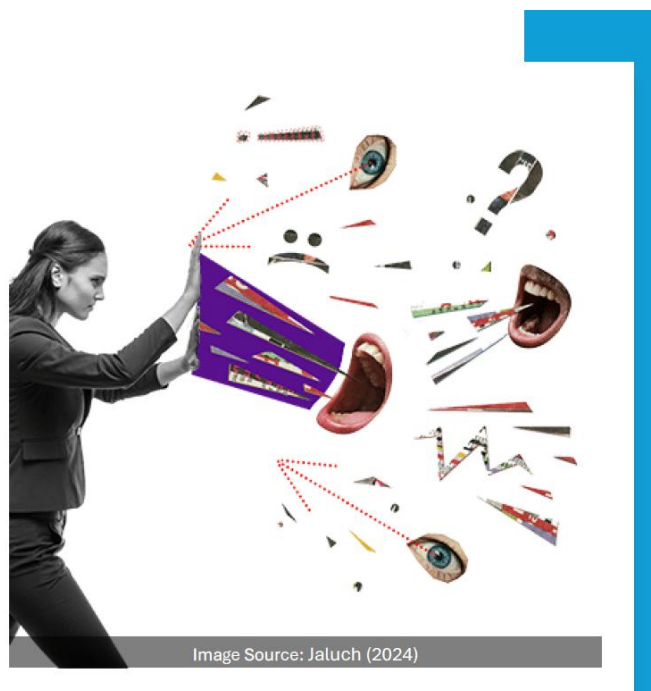
- *Prevent Duty* Updates and right-wing extremism awareness (WCC Prevent Officer) – key discussions underpinning community cohesion challenges over the last year and where

those challenges might impact on community safety, cohesion and future delivery of services;

- *Public Health Annual Report – “Power of Place”* on health inequalities, exploring the most recent Public Health Report and how its recommendations encapsulate the areas of
 - Built and Natural Assets
 - Communities
 - Relationships
 - Working Together
 - Prevention
 - Possible
- *Sexual Harassment* - Discussion on new legislation underpinning the Employer’s approach to tackling Sexual Harassment. The Network also ran a Refresher training session

Understanding the Duty

- **Proactive Obligation:** Employers must actively identify and mitigate risks of sexual harassment, rather than responding reactively to incidents.
- **Scope of Application:** The duty applies to all employers, regardless of size, and covers all workers, including employees, contractors, and volunteers.
- **Legal Implications:** Failure to comply can result in increased compensation awards of up to 25% in tribunal cases and potential enforcement action by the Equality and Human Rights Commission (EHRC).



- *LGBTQ+ in Warwickshire.* How we use improved data and a dedicated JSNA dashboard to enable better access to services

Overview

The LGBTQ+ JSNA is the last JSNA from the 2022 work programme prioritisation process.

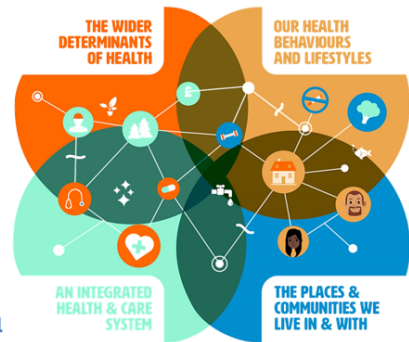
This JSNA was prioritised recognising the health inequalities experienced by this population, and the opportunity to have an **evidence base to feed into EqlA's and HEAT's**, as well as to **prompt thinking about opportunities to support people who are LGBTQ+**.

This JSNA examines the health needs of those who are LGBTQ+ of all ages by considering three questions:

1. What is the **size** of the LGBTQ+ population in Warwickshire?
2. What **health inequalities** are experienced by this population?
3. How do the **wider determinants of health** impact on these health inequalities?

The following approach has been taken to create the JSNA:

1. An internal local population dashboard was used to **understand Census 2021 data** on the size of the population from different sexual orientations and identifying as different genders in Warwickshire.
2. Acknowledging the lack of local data on this population, a **literature review of national evidence** was undertaken which forms the bulk of evidence presented in this JSNA.
3. Stakeholders were engaged to reflect on **how this evidence base applies to Warwickshire** and help develop its recommendations.



Please be aware that this presentation contains discussion related to suicide. Please look after yourself and seek help if you need support: <https://www.dearlife.org.uk/>.



- *Equality Network Refresher coordination* and future partnership opportunities.

North Warwickshire Disability Forum

EQuIP continued to coordinate the North Warwickshire Disability Forum with strong attendance throughout the year.

- **November 2024:** OSCA Centre, Atherstone – presentations from *Wonky Candles* and *Atherstone Leisure Centre* on inclusive facilities
- **January 2025:** Planning session at Memorial Hall focused on *Access to Work* and *Accessible Open Spaces*.
- **July 2025:** Greenspace Officer Eleanor Evans presented improvements to local parks, including accessible equipment and pathways. Feedback praised the forum's practical impact in shaping local service delivery.

Migration and Refugee Projects

EQuIP played a leading role in refugee inclusion and migrant support across Warwickshire. A new Volunteer Development Officer was appointed in late 2024, coordinating **67 volunteers** who provided ESOL sessions, family support and community outreach across Leamington, Rugby, Nuneaton and Stratford.

Key Achievements:

- *Bridge to Belonging* oral history project (International Migrants Day 2024) recorded refugee experiences for the County Archive.
- *Refugee Week 2025 (14-22 June)* celebrated "Community as a Superpower", with events in Rugby, Nuneaton, Warwick and Stratford featuring podcasts, food-sharing, and cultural performances.
- Over **490 podcast views** were recorded with two weeks of launch, highlighting strong community engagement.

Equality Issues Identified

During the course of the year, EQuIP identified a range of equality issues impacting Warwickshire residents. The most common concerns were:

- **Education** – barriers faced by pupils with SEND and language needs.
- **Housing** – challenges within social housing, including disputes with equality or hate elements.
- **Access to Services** – difficulties accessing GP, public and welfare services for disabled and migrant residents.
- **Employment** – ongoing discrimination cases involving race and disability.

Protected characteristics most affected were **Race, Disability and Sexual Orientation**, consistent with previous years.

Demands for support rose sharply in Q3, with **50 total discrimination and hate incidents recorded**, compared to 37 in the previous quarter.

Community Cohesion and Engagement Activities

EQuIP's engagement in 2024-25 was extensive and responsive, reaching diverse audiences through local networks, cultural events and public campaigns.

Activities included:

- Collaboration with the **Safer Warwickshire Partnership Board** on the *Big Conversation* event (February 2025).
- Active participation in **Prevent Channel Panels** and community safety briefings.
- Strategic involvement in the **Stratford-upon-Avon Social Inclusion Network**, supporting the district's *Growth and Opportunities Plan (2026-2029)*.

Targeted engagement with Sikh, Muslim, and LGBTQ+ groups during periods of community concern.

Social Value

EQuIP contributed to countywide initiatives linking social value to equality outcomes. This included collaboration with Warwickshire County Council and borough councils on accessible service design, community safety, and inclusive infrastructure. Projects included:

- The *Warwickshire Food Forum Survey*, promoting culturally inclusive food access
- Consultation on the *WCC Car Parking Scheme* to improve transparency and accessibility for Blue Badge users
- tension to foster dialogue and reassurance.

Events and Highlights

Throughout 2024-25, EQuIP took part in, supported, and delivered a range of events across Warwickshire which promoted equality, celebrated diversity, and brought communities together. These events provided valuable opportunities to raise awareness of hate crime reporting, highlight the support available through EQuIP, and build trust with diverse communities.

Black History Month – October 2024

EQuIP partnered with Warwickshire Police to deliver a presentation on the History of EQuIP and the Windrush Project. This event celebrated the contributions of Black communities to the county and provided a platform for open dialogue on contemporary equality issues. Participants praised the collaboration between public sector agencies and community leaders for demonstrating how representation and visibility lead to positive change.

SPECIAL EDITION

**WINDRUSH 75 IN
WARWICKSHIRE EVENT**

TUESDAY 29TH OCTOBER 2024 FROM 5.30PM – 7.00PM

COMING SOON!

Visit our exhibition:

- Learn about the Windrush in Warwickshire Generation and their descendants
- Share in this historical legacy through their words, experiences and images
- Help to expand the Windrush story



JOIN US!

Venue: **Rugby Library**
Address: **Little Elborow Street, Rugby Warwickshire CV21 3BZ**

PLEASE CONFIRM YOUR ATTENDANCE
BY THURSDAY 24TH OCTOBER 2024:

Tel: 0330 135 6606
Email: advice@equipequality.org.uk

OR SIGN UP AND
RESERVE A SPOT BY
USING THIS QR CODE





Zero Discrimination Conference – October 2024

EQuIP organised and delivered a workshop with members of Warwickshire's Latin American community. The session encouraged participants to share personal experiences of discrimination and explore barriers in accessing services, education, and housing. The discussions inspired stronger collaboration between community groups and local authorities, ensuring that migrant voices are included in local equality strategies and decision-making processes.

Citizens Advice Annual Conference – December 2024

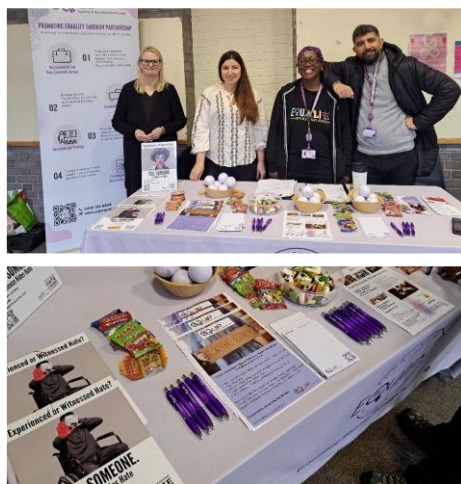
EQuIP participated in the annual Citizens Advice conference, which brought together advice and welfare professionals from across Warwickshire. EQuIP's presentation focused on embedding equality into service delivery and improving data collection on protected characteristics to support fairer access to support. The conference strengthened collaborative relationships between EQuIP and partner organisations, reinforcing the organisation's role as a key equality advisor to the voluntary and public sectors.

Together with Autism Conference – November and December 2024



EQuIP attended two Together with Autism events in Nuneaton and Leamington Spa to promote understanding of equality and inclusion for autistic individuals and their families. Through its contribution, EQuIP shared insights on intersectionality, particularly the experiences of those with disabilities who also face racial or linguistic barriers. The events helped to increase awareness of inclusive practices and emphasised the importance of collaborative, person-centred approaches to service delivery.

Lunar New Year Festival – February 2025



EQuIP joined the Lunar New Year Celebrations organised by Warwickshire County Council and local community partners at Nuneaton Methodist Church. The event brought together Hong Kong BN (O) residents, civic leaders and local organisations to celebrate culture, food and community spirit. EQuIP's presence helped to strengthen relationships with newly settled residents and promote hate crime awareness, highlighting the importance of cultural understanding in building cohesive communities.

Safer Warwickshire Board “Big Conversation” – February 2025

EQuIP took part in the Safer Warwickshire Partnership Board's “Big Conversation,” engaging in workshops and discussions on community safety, inclusion, and equality. The event offered an important chance for agencies to share insights and consider how voluntary and community sector partners can help create safer, more inclusive spaces across Warwickshire.

Britain First March – March 2025

Ahead of the planned Britain First march in Nuneaton, EQuIP worked closely with Warwickshire Police and Nuneaton and Bedworth Borough Council to support community reassurance and post-event engagement. EQuIP's role focused on addressing community concerns, promoting cohesion, and ensuring that local residents and minority communities felt supported and informed throughout the process.

Windrush 75 in Warwickshire – Exhibition Tour (Nov 2024 to July 2025)

EQuIP continued to deliver and promote the Windrush 75 in Warwickshire project in partnership with the Warwickshire County Record Office. Following its launch in 2023, the travelling exhibition toured libraries across the county, showcasing stories, artefacts, and photographs celebrating the experiences of the Windrush Generation. The exhibition deepened understanding of local history and strengthened connections with Black Caribbean community groups, inspiring pride and belonging among participants and visitors alike.

Refugee Week 2025 – June 2025



During Refugee Week, themed “Community as a Superpower,” EQuIP actively contributed to both planning and delivery. In collaboration with Warwickshire County Record Office and WCC Communications, EQuIP co-produced a podcast series featuring powerful stories from refugees and volunteers, capturing their experiences of rebuilding lives in Warwickshire. The team also supported events across the county, including a central celebration at Old Shire Hall in Warwick, which brought together residents, partners, and communities to foster unity, understanding, and compassion.



Community Open Day (Bedworth Market) – June 2025

EQuIP participated in Bedworth Market's Community Open Day alongside partners such as RoSA, Victim Support, and Citizens Advice. The event provided a friendly platform for residents to connect with local services, share their experiences, and learn more about hate crime reporting and equality support. EQuIP's involvement helped raise awareness of available resources and emphasised the importance of partnership working in meeting community needs.

BVS Annual Fun Fair – June 2025

EQuIP supported Bedworth Volunteer Service's annual Fun Fair, which brought together families, community groups, and service providers for a day of celebration and engagement. EQuIP's presence offered an informal setting for conversations about equality, diversity, and volunteering opportunities, demonstrating the organisation's continued commitment to connecting directly with local communities.

Nuneaton and Bedworth Cultural Network – June 2025

EQuIP attended the Nuneaton and Bedworth Cultural Network meeting, actively participating in discussions on diversity and inclusion in arts and culture. The event identified ways to embed equality and representation into local creative initiatives, ensuring that future cultural programmes mirror the experiences and aspirations of all communities.

Gypsy, Roma and Traveller History Month – June 2025

As part of National GRT History Month, EQuIP collaborated with partners to deliver an event that celebrated Gypsy, Roma, and Traveller heritage and addressed persistent stereotypes and misconceptions. The event provided a platform for open conversation, cultural exchange, and mutual learning, reinforcing EQuIP's commitment to challenging prejudice and fostering understanding between communities.

Rugby Pride – June 2025

EQuIP joined partners and residents at Rugby Pride 2025 to celebrate LGBTQ+ inclusion and promote equality across the county. The event featured a colourful parade and live performances, drawing families, young people, and allies from across Warwickshire. EQuIP staff engaged with attendees, providing information about reporting hate incidents and promoting inclusive values, reinforcing solidarity and respect within the local community.

Leamington Pride – August 2025



EQuIP attended Leamington Pride 2025 to demonstrate ongoing support for LGBTQ+ equality and visibility across Warwickshire. The event united local residents, allies, and partner organisations for a day of celebration, performances, and community engagement. EQuIP engaged with attendees about hate crime reporting and provided advice on addressing discrimination, reinforcing the message that equality and inclusion are central to community life.

Ukrainian Independence Day Celebrations – August 2025

In partnership with AUGB Leamington, EQuIP organised a celebration of Ukraine's Independence Day at St Peter's Church, Leamington Spa. The event welcomed over seventy guests and featured a heartfelt programme including a prayer for Ukraine, a children's concert, an exhibition of young artists' work, and a shared buffet. The day created a warm and supportive atmosphere that



celebrated Ukrainian culture and unity, demonstrating Warwickshire's ongoing commitment to standing with communities affected by conflict and displacement.

Contact Details



Room 127, Morgan Conference Suite
Warwickshire College, Technology Drive
Rugby, Warwickshire, CV21 1AR



0330 135 6606



advice@equipequality.org.uk



www.equipequality.org.uk



Equip Equality

Registered Office: Equality and Inclusion Partnership, Room 127, Morgan Conference Suite,
Warwickshire College, Technology Drive, Rugby, Warwickshire, CV21 1AR

Registered as a CIO No: 1169436