



Quarter 1 Update Report

1st October - 31st December 2025

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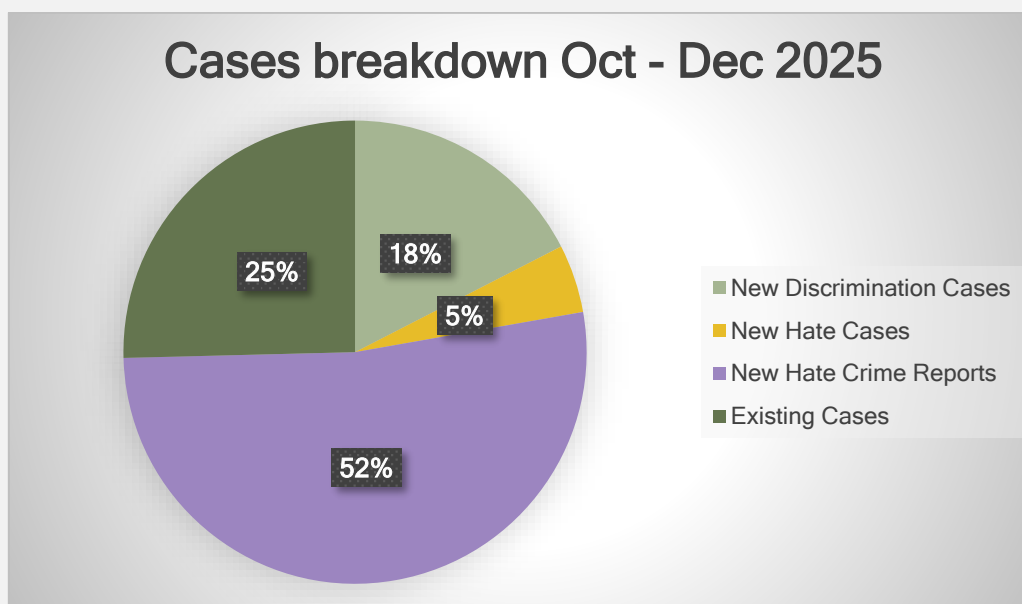
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KPI 1 – Provision of support to individuals

Discrimination and Hate Casework

During Q1, 1st October – 31st December 2025, EQuIP dealt with a total of 40 cases. This includes:

- Existing Cases 16
- New discrimination cases 11
- New hate crime cases 3



Between 1 October and 31 December 2025, EQuIP supported a total of 40 active discrimination and hate cases. This comprised 16 existing cases carried forward from previous quarters, 11 new discrimination cases and 3 new hate crime cases. In addition to formal casework, EQuIP also received 33 hate crime reports during the quarter, relating to 100 individual hate incidents. These reports did not require direct intervention but provide important insight into patterns of hate and community tension across Warwickshire.

The composition of new discrimination cases during this period was strongly weighted towards race and disability. Disability accounted for the highest number of new discrimination cases, followed by race. This reflects a continuation of established trends in EQuIP casework, where barriers to services, access issues and unequal treatment linked to disability remain prominent. Race based discrimination also continues to present significant challenges, particularly within service access, education and housing related environments.

Hate crime cases and reports during the quarter were primarily linked to race, religion or belief and sexual orientation. While the number of new hate crime cases requiring direct intervention remained relatively low, the volume of hate reports indicates heightened levels of hostility and reporting activity within communities. A substantial proportion of these reports related to online and social media environments, as well as public and outdoor spaces. This suggests that much of the hostility experienced by victims occurred in settings where individuals are exposed to public commentary, online discourse and unsolicited interactions.

Geographically, cases and reports were recorded across all districts of Warwickshire, reinforcing the county wide nature of discrimination and hate related harm. Nuneaton and Bedworth recorded the highest overall volume when hate reports are included, driven largely by online reporting. Warwick District and Rugby also recorded notable levels of activity, reflecting their larger and more diverse populations and higher levels of public engagement with reporting mechanisms.

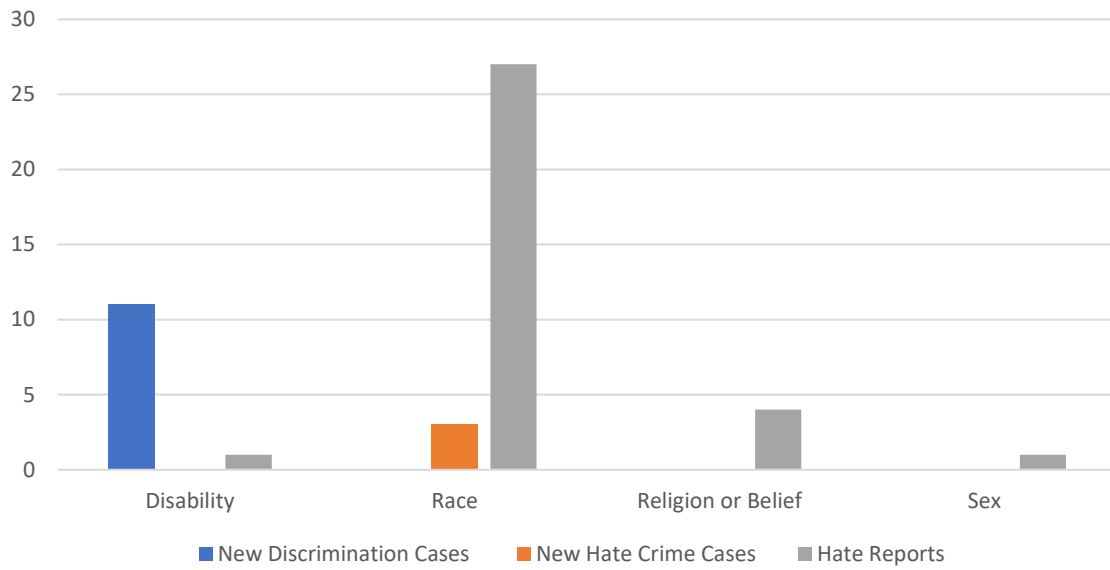
The environments in which discrimination cases occurred were varied, spanning housing, employment, education, access to services, financial inclusion and family law. This diversity demonstrates that discrimination continues to manifest across multiple aspects of daily life, requiring a broad and adaptable casework response. In contrast, hate incidents were more concentrated, with online platforms, public spaces and neighbour related settings accounting for the majority of reports. This distinction highlights the different ways in which discrimination and hate present and the need for tailored prevention and response approaches.

Overall, the October to December 2025 period demonstrates sustained demand for EQUIP's discrimination and hate casework services. While formal hate crime cases remain comparatively low, the volume of reports indicates ongoing community tensions and the importance of accessible reporting pathways, reassurance activity and early intervention.

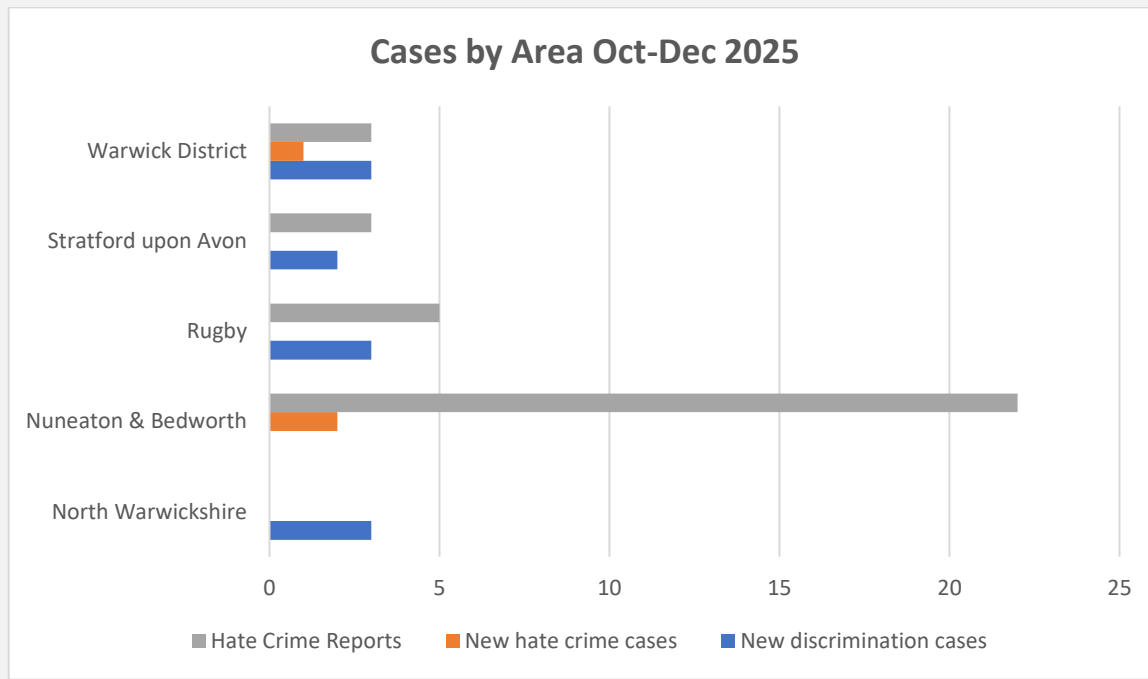
The full breakdown is as follows:

EQUIP Cases by Protected Group	Oct-Dec New Discrimination cases	Oct-Dec New Hate crime cases	Oct-Dec New Hate Crime reports	Total number
Age				
Disability	11		1	12
Race		3	27	30
Religion or Belief			4	4
Sex			1	1
Sexual Orientation				
Gender Reassignment				
Total	11	3	33	47

Cases by Protected Group Oct-Dec 2025

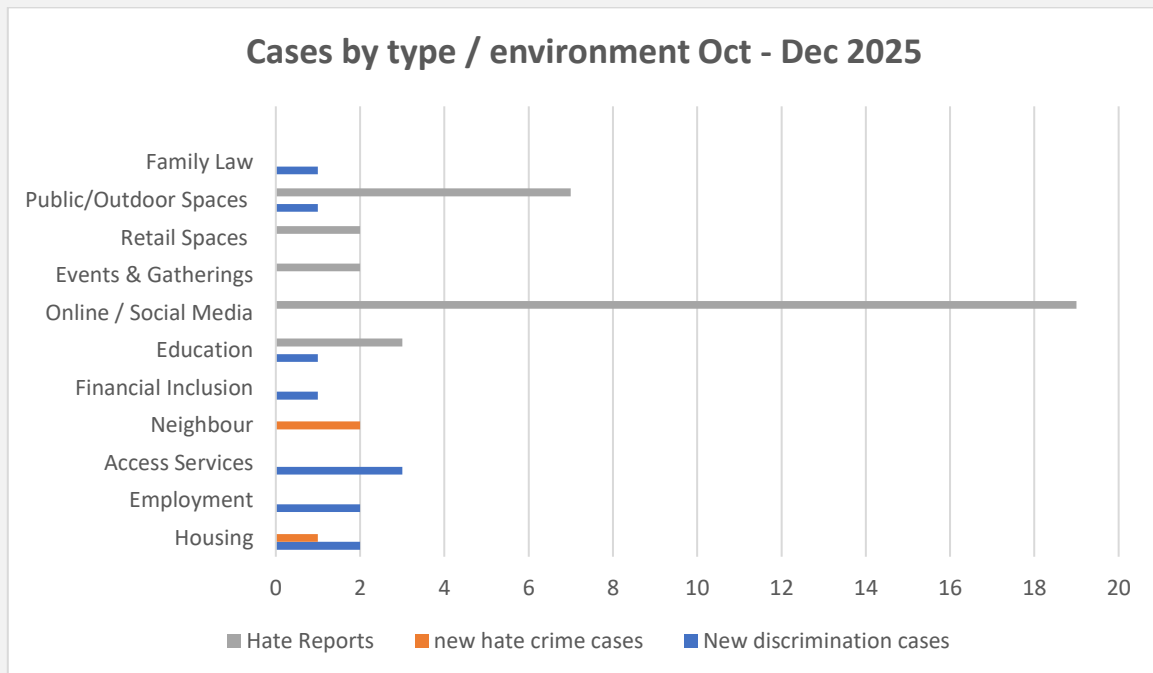


EQUIP Cases by Area	Oct-Dec New Discrimination cases	Oct-Dec New Hate crime cases	Oct-Dec New Hate Crime reports	Total number
North Warwickshire	3			3
Nuneaton & Bedworth		2	22	24
Rugby	3		5	8
Stratford upon Avon	2		3	5
Warwick District	3	1	3	7
Total	11	3	33	47



Type / environment

EQUP Cases by Type	Oct-Dec New Discriminati on cases	Oct-Dec New Hate crime cases	Oct-Dec New Hate Crime reports	Total number
Housing	2	1		3
School / SEND				
Employment	2			2
Street/ASB				
Access services	3			3
Neighbour		2		2
NHS				
Financial Inclusion	1			1
Education	1		3	4
Online / Social Media			19	19
Places Of Worship				
Events & Gatherings			2	2
Hotel				
Retail Spaces			2	2
Public/Outdoor Spaces	1		7	8
Family Law	1			1
Total	11	3	33	47



Cases and Reports by quarter 2025-26

	Q1 Oct-Dec 2024	Q2 Jan-Mar 2024	Q3 Apr-Jun 2024	Q4 Jul-Sept 2025	Q1 Oct-Dec 2025
Existing cases brought forward	33	26	21	8	16
New Discrimination cases	11	6	12	9	11
New Hate crime cases	4	2	2	8	3
Hate crime reports	4	3	15	52	33
Total	52	37	50	77	63

When viewed across quarters, the data shows a clear increase in overall activity during Q1 2025 period. A total of 63 combined cases and hate reports were recorded in Q1 2025 to 2026, compared to 77 in the preceding quarter and 52 in the same quarter of the previous year. Although slightly lower than the immediate previous quarter, this figure remains significantly higher than earlier periods, indicating sustained pressure on services.

The number of existing cases brought forward into the quarter increased to 16, reflecting the complexity of cases and the time required to resolve discrimination and hate matters effectively. New discrimination cases remained consistent with earlier quarters, suggesting a steady level of demand rather than a short-term spike. New hate crime cases decreased compared to the previous quarter, which may indicate improved early resolution through reporting and signposting, or greater reliance on hate incident reporting rather than formal case escalation.

One of the most notable trends across quarters is the sharp rise in hate crime reports during the latter half of 2025. From relatively low levels earlier in the year, reports increased significantly in the July to September period and remained high into October to December. This pattern suggests heightened awareness of reporting mechanisms alongside increased community tensions. External factors, including national and local events and increased online discourse, have contributed to this sustained reporting activity.

Protected characteristic trends have remained broadly consistent across quarters. Race and disability continue to dominate discrimination casework, while race and sexual orientation feature most prominently within hate related reporting. The persistence of these patterns underlines the structural and societal nature of the issues being reported, rather than isolated or one-off incidents.

Geographically, the distribution of cases across quarters demonstrates that discrimination and hate incidents are not confined to specific localities. While urban centres such as Warwick District, Rugby and Nuneaton and Bedworth consistently record higher volumes, all districts continue to present cases over time. This reinforces the importance of maintaining a county wide service model with strong local partnerships and outreach.

In summary, quarter by quarter analysis shows that EQulP's casework demand remains both consistent and complex. While individual categories fluctuate, the overall trend points to sustained need for specialist discrimination and hate support, alongside preventative work, reporting pathways and community reassurance. This reinforces the value of the commissioned service and its role in responding to both individual harm and wider patterns of inequality and hate across Warwickshire.

Feedback

100% of our clients when providing feedback are happy with the progress of their case with EQulP. This quarter that included Disability, Race and Gender Reassignment clients. Clients are reporting:

"The service was very good. I was kept informed and updated regularly by"

Referrals April to June 2025

EQulP received a number of referrals into EQulP from:

- 1 x CAB
- 1 x Community safety officer WDC

"...was really excellent and supportive, was patient and understanding and went out of his way to support us."

During Q3 EQulP has referred to the following agencies:

- 15 x solicitors
- 1 x Housing officer WDC

Complaints

There have been no complaints recorded for this quarter.

KPI 2 - Provision of training which covers the equalities agenda:

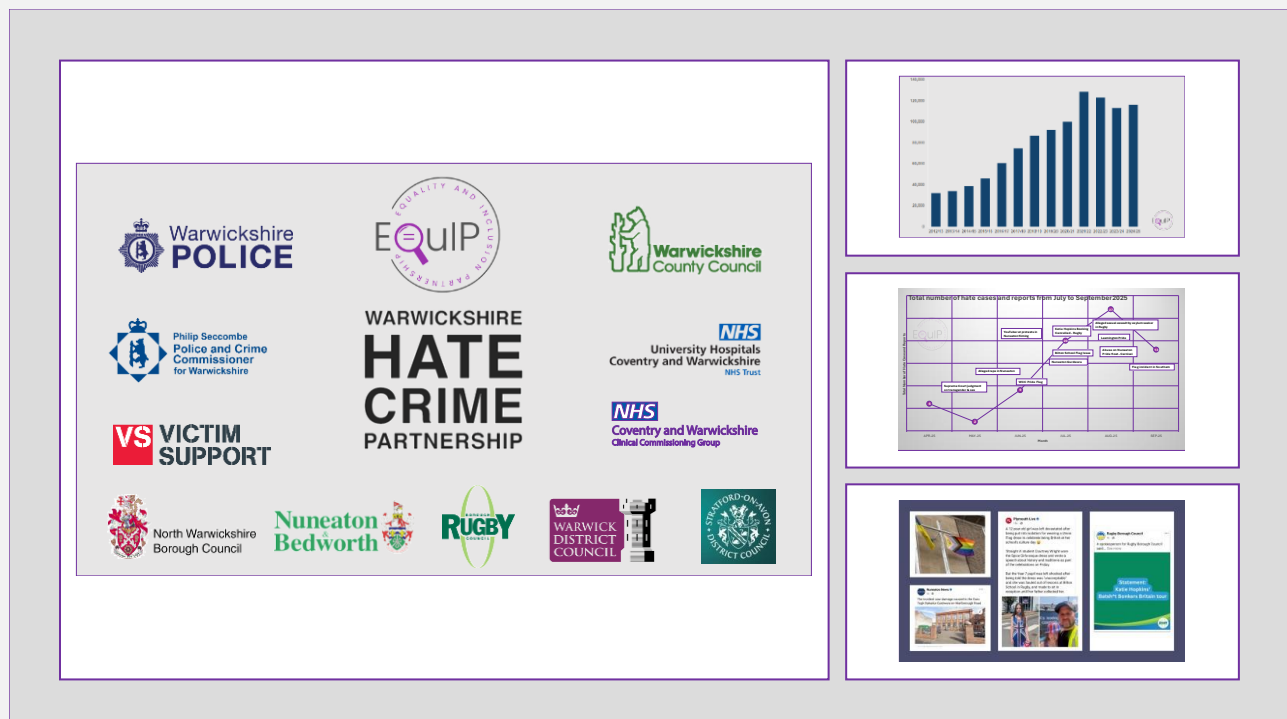
During Q1, EQuIP delivered training to a total of 127 people.

In October, EQuIP delivered Hate Crime awareness as part of Hate Crime Awareness Week, which was attended by 29 participants. EQuIP covered definitions surrounding hate crime and non-crime hate incidents. EQuIP also reflected on the Warwickshire Hate Crime Dashboard and the current trends across the county concerning the community tensions which had then festered into hate within the community, aimed at particular groups and faiths, as well as significant increases in online hate.

Citizen's Advice

During the quarter, EQuIP delivered 3 training sessions to Citizen's Advice teams across the county, covering Nuneaton and Bedworth, Rugby and Stratford upon Avon. Information was provided to these teams of the work of EQuIP, partnership working, the Warwickshire Hate Crime Partnership and ways to report hate.

In total, 98 participants across the 3 sessions.



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

During the final quarter of 2025, EQulP delivered a wide-ranging programme of engagement activity across Warwickshire, reinforcing the organisation's role as a trusted equalities charity and community connector. From October to the end of December 2025, EQulP engaged with approximately 370 individuals through community events, forums, meetings, training sessions and partnership activity.

October 2025 was the most intensive month for engagement, with activity closely aligned to national and local awareness campaigns including Mental Health Awareness Week, Black History Month, Disability Inclusion and Hate Crime Awareness. During this period, EQulP engaged with approximately 308 individuals across colleges, community venues, civic buildings and partnership forums. Activity focused on raising awareness of discrimination and hate crime reporting, promoting mental wellbeing, strengthening disability advocacy and fostering community cohesion. These engagements significantly increased organisational visibility and deepened relationships with community groups, local authorities, policing partners and cultural organisations.

November 2025 focused on strengthening professional practice, safeguarding awareness and partnership development. Alongside attendance at specialist training relating to domestic abuse, honour-based abuse and forced marriage, EQulP continued its outward-facing engagement through networking lunches, cohesion events, interfaith activity and introductory partnership sessions. This work supported the development of collaborative relationships, increased awareness of EQulP's services among external partners and contributed to shared learning across the voluntary and statutory sectors.

December 2025 maintained momentum through a combination of strategic partnership meetings, multi-faith and equality networks, training, webinars, volunteer engagement and smaller community events. During this month, approximately 62 individuals were engaged. Activity reflected a strong emphasis on sustaining partnerships, enhancing safeguarding knowledge, particularly in relation to domestic abuse and maintaining community presence during a traditionally quieter period.

Overall, engagement during this quarter demonstrated EQulP's continued commitment to operating effectively at both strategic and grassroots levels. The breadth and consistency of activity supported multiple equality strands, strengthened multi-agency working and reinforced trust with diverse communities across Warwickshire, contributing to the organisation's ongoing mission to promote equality, inclusion and community cohesion.

Hate Crime Awareness Week October 2025

October marked the National Hate Crime Awareness Week which is held annually. Alongside our usual training and awareness raising, EQuIP launched a new series of community events under the banner:

One Community, Many Voices

Over the summer of 2025, Warwickshire experienced a series of local protests which had a measurable impact on community cohesion, perceptions of safety and patterns of hate crime reporting. Alongside wider national tensions, two serious criminal incidents in Warwickshire acted as specific local triggers. In both cases, the alleged perpetrators were widely reported as being Asylum Seekers, a narrative which significantly shaped public discourse and local responses.

In response to this context, the Equality and Inclusion Partnership (EQuIP), working in collaboration with Warwickshire Police and Warwickshire County Council, delivered a series of structured discussions on hate crime and community cohesion in Nuneaton, Rugby, and Leamington Spa, covering the Warwickshire North, Rugby, and Warwickshire South areas. These sessions brought together community representatives and partner agencies to examine emerging risks, reporting pathways, perceptions of safety and the wider impacts of national and local events. The insights gathered within the report provide an evidence-based understanding of community experiences and will inform future partnership approaches to engagement, prevention and reassurance across Warwickshire.

Executive Summary of the findings from these events.

<https://www.equipequality.org.uk/api/files/bee60c05db34d64f/download>

This summary draws together the key messages and insights shared during the sessions. The full report, which provides greater detail and context, is available to view on the EQuIP website:

<https://www.equipequality.org.uk/api/files/ba3e756de16f9d06/download>

The report identifies six key themes that emerged consistently across the discussions:

1. **Improving communication and countering misinformation**
2. **Strengthening personal and community safety**
3. **Investing in education and early prevention**
4. **Supporting community-led cohesion initiatives**
5. **Strengthening inclusion and representation in decision-making**
6. **Building positive narratives and a shared identity**

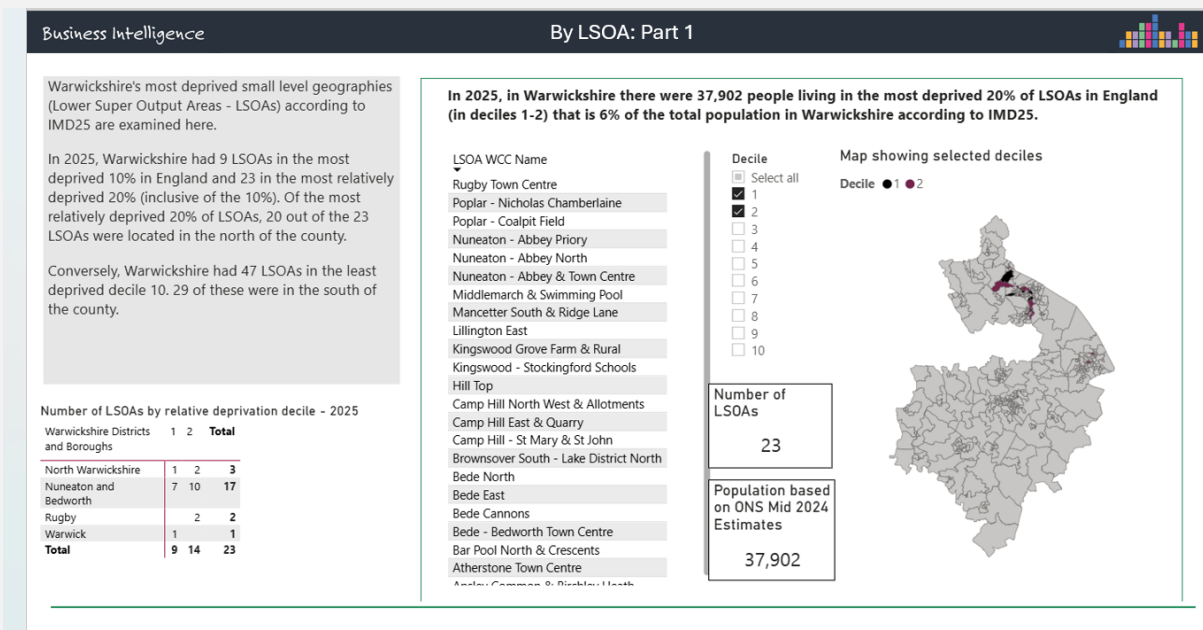
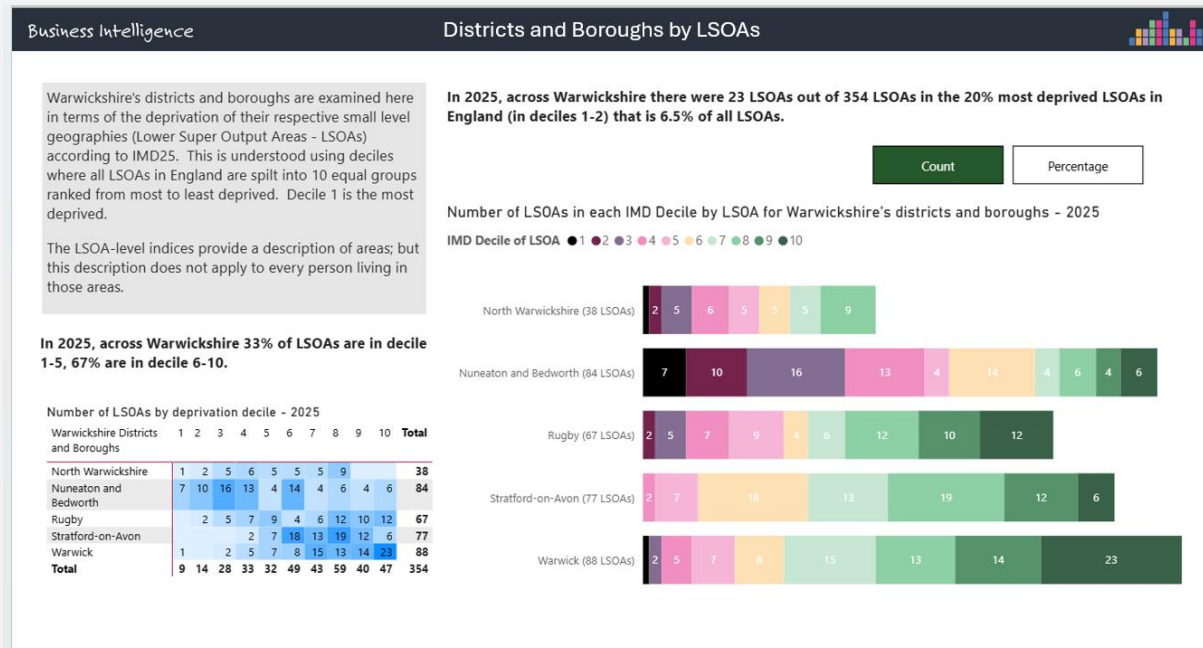
A full description of what is needed under each of these themes, alongside practical actions, is set out in the full report.

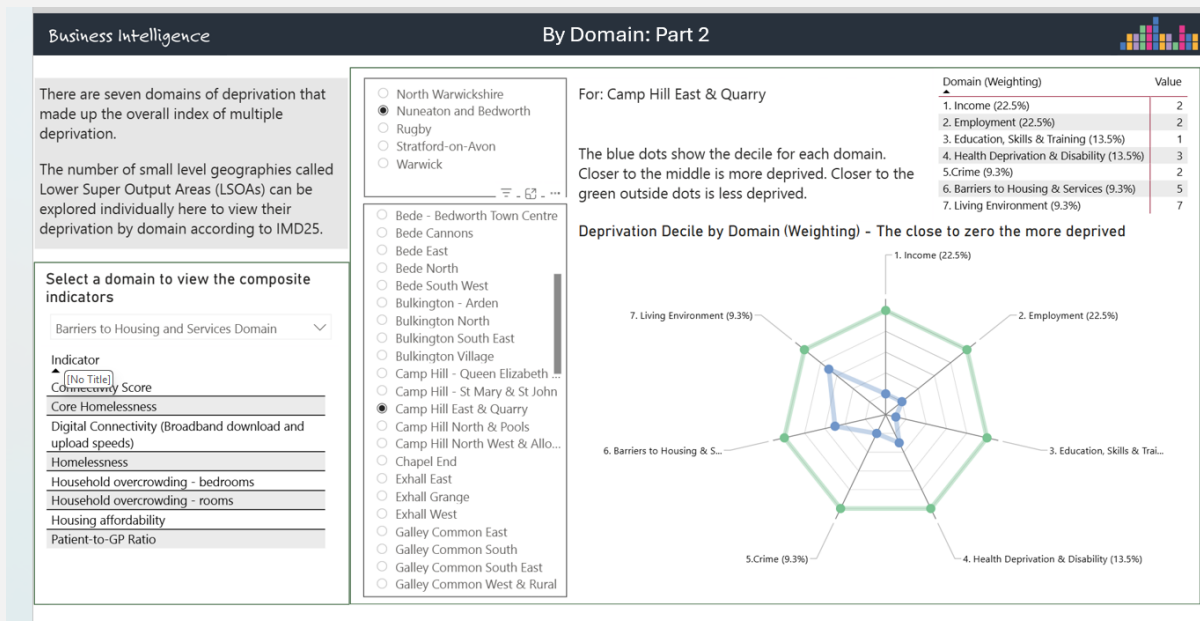
Further input can be provided via the link below for any individual or group that were not able to attend.

<https://s.surveypal.com/8k91eknx>

EQuIP has also developed an action plan which has been agreed with Warwickshire Police and will be presented to the newly established Community Cohesion Operational Group.

At our meeting in December we had a guest presentation from Frances de Paeztron and her colleague from Business Intelligence at Warwickshire County Council with a first look at the newly published Indices of Deprivation in Warwickshire with new data just released and which update the 2019 IMD data.





These slides from the presentation show how Business Intelligence is using data to give us very detailed and multi layered approach to differing areas of the county and essentially what their strengths and challenges are. Warwickshire is increasingly diverse, with deprivation on the whole in the north of the county and some areas of limited deprivation. Compared to 2019, the data is now much more detailed and looks at things such as living environment, crime statistics and digital connectivity, which are more than just the census data, but a real snapshot of where challenges lie.

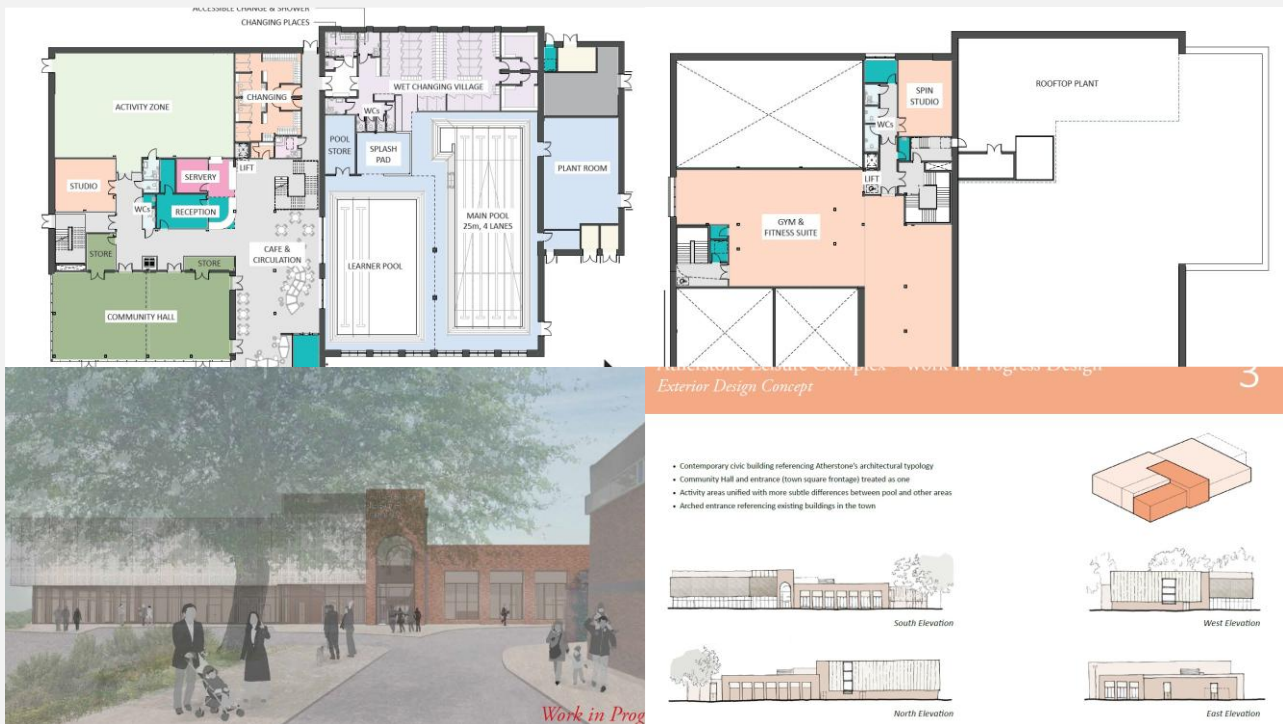
We also spoke about community cohesion and the current challenges, noting a rise in hate crimes and the formation of a partnership to address these issues, emphasising the importance of community engagement and education. We discussed the complex issue of flag usage, noting that while it can symbolise solidarity, it can also be weaponised to distinguish between British and non-British individuals. Discussions emphasised the importance of understanding the historical context of the St. George flag. EQuIP highlighted ongoing efforts to combat misinformation and disinformation online and mentioned a forthcoming report on recent events in partnership with Warwickshire Police, the County Council and the Warwickshire Hate Crime Partnership.

Social Value

North Warwickshire Disability Forum

The last meeting took place in October in Atherstone and was attended by 20 residents from across North Warwickshire. The key note speaker was a member from Warwickshire County Council's Highways Team, who gave a presentation on dropped kerbs and the funding requirements surrounding any new kerbs needed.

Several highways issues were raised at the meeting, which EQuIP agreed to oversee. After this meeting, EQuIP was invited to a consultation meeting of the new Sports and Leisure facility that is being built in North Warwickshire and provided guidance on the issues that the architects and developers need to consider from a disability and wider equalities perspective. The developers and the facilities team at the Borough Council have since been invited to attend the next North Warwickshire Forum meeting on the 13th January 2026 to engage and consult with the forum.



Rugby Disability Forum Survey

EQuIP hosted the inaugural meeting of the Rugby Disability Forum in October, in partnership with Rugby Borough Council. 18 residents attended this first meeting and raised the following areas as key themes that they wished for EQuIP and RBC to support with:

- Accessibility of Hospital and GP services
- Accessibility of Town Centre shops
- Accessibility of Parks and Open Spaces in the Borough
- Accessibility issues concerning dropped kerbs and overhanging shrubbery on paths
- Accessibility of highways throughout the Borough
- The attitudes of key workers/shop workers to neurodiverse people and
- How the Property Repairs Department considers disability in its services

EQuIP also discussed the Terms of Reference for the group, in addition to other agencies that needed to be invited to future meetings.

The next forum is scheduled for the 21st January 2026.

Volunteer Development Report

Between October and December 2025, volunteer engagement, community activity and partnership work continued to strengthen across asylum hotels and wider community settings. The quarter saw sustained delivery of support sessions, new volunteer placements, progress in coordination structures and continued development of training and wellbeing initiatives for volunteers.

Volunteer Training

Training continued to be a core area of focus throughout the quarter. In October, **Hate Crime Awareness sessions** were delivered by EQuIP colleagues to Afghan families attending drop-in services in Rugby and Leamington. These sessions helped increase understanding and confidence in recognising, reporting and responding to hate incidents.

This was followed by an online **EQuIP Hate Crime Awareness session** on 29 October for EQuIP volunteers and colleagues, which was well attended, with 29 participants.

Mental health and wellbeing support for volunteers also progressed during this period. Meetings with the CRMC Wellbeing Team took place to discuss further cooperation, the support available for asylum seekers and resettlement families who volunteers work with, and ways to strengthen volunteers' own wellbeing.

Collaborative work with Mind Coventry, Warwickshire and Worcestershire also continued, focusing on developing training on trauma-informed support and volunteer wellbeing.

A workshop on ESOL delivery for volunteers supporting refugees and asylum seekers took place in Rugby on 16 October, with a following session in Warwick on 7 November. It was delivered by an experienced ESOL teacher who has worked with resettled families for many years. The purpose of the workshop was to share his expertise and knowledge with volunteers, support them in their roles and provide an opportunity to ask questions related to ESOL delivery.

In October, **Cultural Awareness sessions** on Afghan culture (delivered by IOM) took place on 21–22 October. The training covered key themes such as Afghan history, cultural norms, family

and social life, experiences of conflict and displacement, and expectations around services such as education and healthcare. The sessions were participatory, using case studies and discussion to engage attendees.

Demographics and Volunteer Distribution

Currently, volunteers are active across various areas of Warwickshire, helping to ensure geographically diverse coverage and localised support. The distribution is as follows:

- **Rugby:** 22 volunteers (+5 during past quarter)
- **Leamington, Warwick area:** 42 volunteers (+2 during past quarter)
- **Nuneaton:** 7 volunteers (+1 during past quarter)
- **Kenilworth:** 1 volunteer
- **Stratford:** 4 volunteer (+1 during past quarter)

New volunteer roles were established in Rugby, Nuneaton and Stratford-upon-Avon, including:

- ESOL support at Delta, Rugby and Nuneaton.
- Document support at the Rugby hotel.
- Literacy and interpretation support in Stratford.
- A new project in Stratford to recruit volunteers who were previously asylum seekers, with one volunteer already supporting residents on site.

A new Community Group was launched at the Hoskyn Centre on 3 October, welcoming people from all cultural backgrounds and attracting strong attendance. The group runs monthly for women and children from resettled families, led by EQUIP volunteers and supported by a Warwickshire County Council family worker.

These developments contributed to volunteers continuing to provide geographically diverse support across Warwickshire, with new roles strengthening service delivery in Rugby, Nuneaton and Stratford-upon-Avon. The launch of the new Community Group in Rugby further expanded local provision, offering culturally inclusive support for resettled women and children.

Volunteer Participation and Hotel-Based Activities

Across the three months volunteers contributed 521 hours of support, delivering 143 activity sessions.

Key activity areas included:

- **DPH Hotel:** ESOL, clothing distribution, activity coordination, children's area support, admin tasks, tennis sessions and gardening.
- **Delta Hotel:** ESOL provision, document support and active signposting, clothing collection and distribution, gardening.
- **Episode Hotel:** Regular maths tutoring.
- **Drop-in Centres:** Rugby and Leamington sessions continued, with a focus on supporting Afghan families and promoting integration.

- **New Community Group:** Launched at the Hoskyn Centre on 3 October, welcoming people from all cultural backgrounds.

Volunteer Support and Development

Throughout the quarter, support for volunteers and improvements to coordination processes continued.

- Work progressed on hate crime awareness and mental health awareness and trauma-informed support.
- Meetings across hotels reviewed guidelines for volunteers and helped reinforce procedures relating to safety, communication and emergency responses.
- The first Warwick Hotel Coordination Meeting took place, bringing together representatives from partner organisations to strengthen communication and clarify responsibilities. Several priority areas for support were identified, and a number of follow-up actions were agreed to help improve the coordination of services at the hotel. As part of this work, a new group of volunteers will be joining EQuIP to support the hotel with clothing collection and distribution, increasing capacity for this essential service.
- In December, roles and responsibilities for all organisations working at Warwick Hotel were mapped and a coordinated timetable was developed to improve clarity and collaboration.

Practical Support and Partnerships

Partnership activity remained strong throughout the quarter, with 60 meetings attended and extensive collaboration taking place through coordination meetings, event planning and training development. EQuIP led a number of important events throughout the period.

Key events included:

- **Community Safety Event**
A Community Safety Event took place at Dunchurch Park Hotel on 22 October, attended by partner agencies, hotel residents, volunteers, adults and children, with just over 100 participants. Feedback was very positive, with strong interest in organising similar events in other locations. The event encouraged active discussion and engagement from hotel residents, helping to strengthen communication with local agencies and support organisations regarding any personal safety concerns.

EVENTS

Kind Communities - Kind Food



During the quarter, EQuIP has attended two Kind Communities, Kind Food events. The first was held in November at the Methodist Church in Rugby and the second in December in Lillington.

Both events provided a good opportunity for EQuIP to engage with members of the public and provide information and awareness of its services.



Food and Faith Event

During the quarter, EQuIP also attended the Food and Faith event, hosted by Warwickshire Police and attended by a number of public, voluntary and community groups.

This event was held at St. Mark's Church in Leamington Spa and again provided vital engagement with many individuals within the Warwickshire District area.



Volunteer Thank you Celebration

EQulP celebrated its volunteers and partner organisations that have been a tremendous help and support throughout the year, at an EQulP Volunteer Celebration Event in Leamington Spa.

This was an evening of partnership and recognition of the profound and selfless work undertaken by EQulP Volunteers around Warwickshire. Their support to Refugee, Migrant families and individuals has made a real difference to the lives of people trying to establish a new life in a different country. Over 70 volunteers are working with EQulP at this present time.

EQulP emphasised the dedication and hours freely given to this venture by all the volunteers. It was a pleasure to be joined by colleagues from the WCC Migration Team and the Community Partnerships Team, which reinforced the partnership working between us all.



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Equip Equality