



ANNUAL REPORT

2022 - 2023

1st October 2022 - 30th September 2023

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Registered as a Charitable Incorporated Organisation No: 1169436

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INTRODUCTION

As we reflect on the past year of the Equality Services Contract, from 1st October 2022 to 30th September 2023, we are pleased to present the annual report of the Equality and Inclusion Partnership (EQuIP). This document serves as a testament to our unwavering commitment to fostering a more inclusive and equitable society for all. In a year marked by both challenges and triumphs, we have strived to make tangible progress toward the ideal of a county where equality, diversity and inclusion is celebrated and discrimination is eradicated.

A Year of Resilience and Progress

Over the past year, Warwickshire continued to grapple with an array of complex social, economic, and political challenges. The ongoing COVID-19 pandemic and the Cost of Living Crisis has underscored existing inequalities and tested our collective resilience. EQuIP, dedicated to promoting equality, diversity and inclusion, recognised the urgency of its mission in the face of these challenges. Our work this year was guided by a profound sense of responsibility to advocate for marginalised communities and to ensure that the principles of equity remained at the forefront of public discourse.

Promoting Inclusivity

One of the fundamental pillars of our work at EQuIP is to foster inclusivity at all levels of society. In 2022-2023, we made significant strides in this area. During the year, we revamped and relaunched the countywide Equality Network, which currently has a membership of 24 partner agencies from the public and voluntary sectors. We also launched awareness campaigns through our involvement in the Warwickshire Hate Crime Partnership and training initiatives designed to raise awareness of hate and methods of reporting. Furthermore, this year, we launched the Equality Refresher sessions, designed to support Equality Network partners to challenge discrimination, biases and improve awareness of cultural nuances and sensitivities among our diverse communities. These efforts are helping to create a more inclusive and welcoming environment for all residents in Warwickshire.

Advancing Equality

The pursuit of equality is central to our mission and EQuIP remained committed to addressing systemic disparities in various areas. From healthcare access to education, housing to employment, EQuIP has been actively involved in advocating for policy changes and supporting initiatives that address these inequalities. By collaborating with Warwickshire County Council, other partners and engaging with the community, we have been able to make progress towards dismantling some of the barriers that perpetuate disparities.

Diversity Celebrated

At EQuIP, we firmly believe that diversity is one of humanity's greatest strengths. This year, we celebrated the rich tapestry of backgrounds, cultures, and experiences that make our county vibrant and diverse. Through events, dialogues, and focussed projects, we brought our community closer together, fostering a sense of unity and mutual understanding.

Championing Accessibility

Accessibility is a cornerstone of inclusion. EQuIP has strived to break down the barriers that impede participation for individuals with disabilities. This year, we launched campaigns to raise awareness of accessibility issues and worked closely with local partners and agencies to ensure that physical and digital spaces are accessible to all. Our efforts culminated in the creation of a Disability Forum that serves as a valuable resource for both individuals with disabilities and organisations striving to be more inclusive.

Looking Forward with Hope

As we reflect on the past year, we acknowledge the significant progress made, but we also recognise that there is much work yet to be done. The ongoing struggle for equality, diversity and inclusion remains at the forefront of our efforts, and we are eager to continue the journey with renewed commitment and enthusiasm.

We extend our heartfelt gratitude to Warwickshire County Council, all our partners, supporters, and the community for their unwavering commitment to our cause. It is your continued support that drives us to strive for a world, a country and a county, where everyone is treated with fairness, respect, and dignity.

This annual report is a testament to the collective power of community-driven change, and it is with great hope and determination that we look ahead to the future, forging a path towards a more inclusive, equitable, and harmonious society. Together, we can achieve our vision of a society that embraces diversity, where people live and work equally in peace and harmony.

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





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 around victimisation, discrimination, harassment or hate crime, covering the 9 protected characteristics in the Equality Act.

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 organisational support by the Equalities Service to 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 community cohesion and equality.

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 a number of strategic partnerships to influence decision makers on matters of equality, diversity and inclusion.


Key Highlights

Key Stats at a Glance
KPI 1 - Provision of support to individuals






50 discrimination and Hate Cases dealt with




Areas with the most Discrimination :

- Nuneaton & Bedworth
- Rugby
- Stratford On Avon




Top 3 Discrimination themes:

- Housing
- Access to Services
- Education




100% satisfaction – good, very good and excellent



Top 3 Discrimination issue:


- Disability
- Race
- Sex




Top 3 Hate reports:


- Race
- Sexual Orientation
- Transgender Identity

Key Stats at a Glance
KPI 2 - Provision of training






Delivered training to 92 agencies




2,351 individuals received EDI training



Top 3 Training Themes:


- Hate Crime Awareness
- Equality & Diversity
- Cultural Awareness



100% satisfaction – good, very good and excellent

Equality Network

Training offered to 24 Equality Network members from the Public and Voluntary sectors



40 community groups received Hate Awareness training



Key Stats at a Glance

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



117 Equality Issues identified



190 community groups engaged with representing 18,376 residents



Top 3 Equality Issue Themes:

- Access / Capacity
- Health and Wellbeing
- Education
- Financial Inclusion



100% satisfaction – good, very good and excellent



Top 3 equality issue:

- Disability
- Race
- Age



Supported 21 WCC Departments with EDI related issues

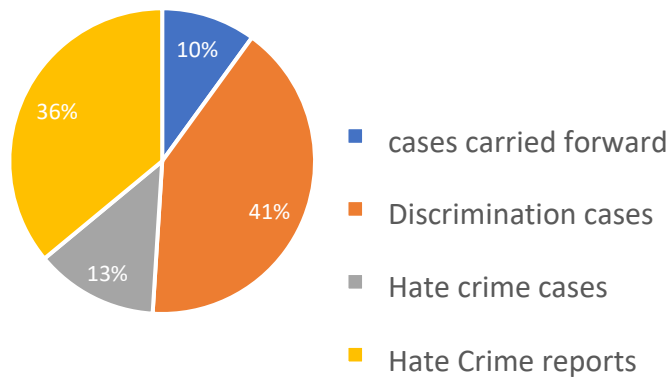
KPI 1 – Provision of support to individuals

Discrimination and Hate Casework

During the year 1st October 2022 – 30th September 2023, EQuIP dealt with a total of 50 cases This includes:

- 8 cases carried over into October 2022
- 32 discrimination cases
- 10 hate cases

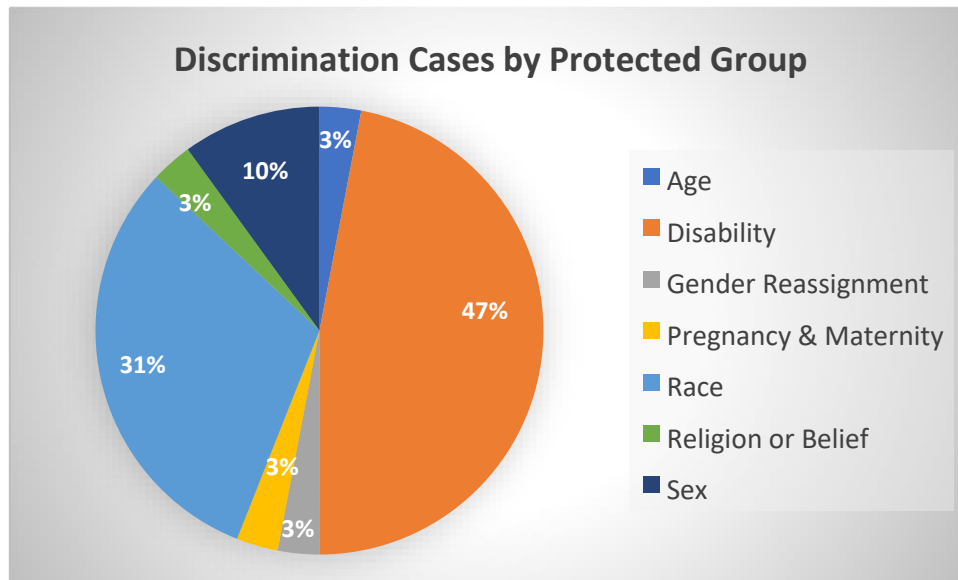
During this year, EQuIP received 28 hate crime reports



	July 2022 – September 2022	October 2022- December 2022	January 2023 – March 2023	April 2023 – June 2023	July 2023 – September 2023	TOTAL YEAR
Existing cases brought forward	29	8	10	17	20	
New Discrimination cases	4	6	8	13	5	32
New Hate crime cases	2	3	0	5	2	10
Hate crime reports	7	4	8	6	10	28
Total	42	21	26	41	37	

During Q4, EQuIP saw a reduction of new discrimination and hate cases from the previous quarter (Q3), however, when comparing to the same quarter during the previous year, the figures are generally the same.

EQuIP tends to receive fewer cases during this quarter each year as a result of groups and clients being away for the summer months.



The majority of discrimination cases during the year relate to Disability at 47%, followed by Race, at 31%.

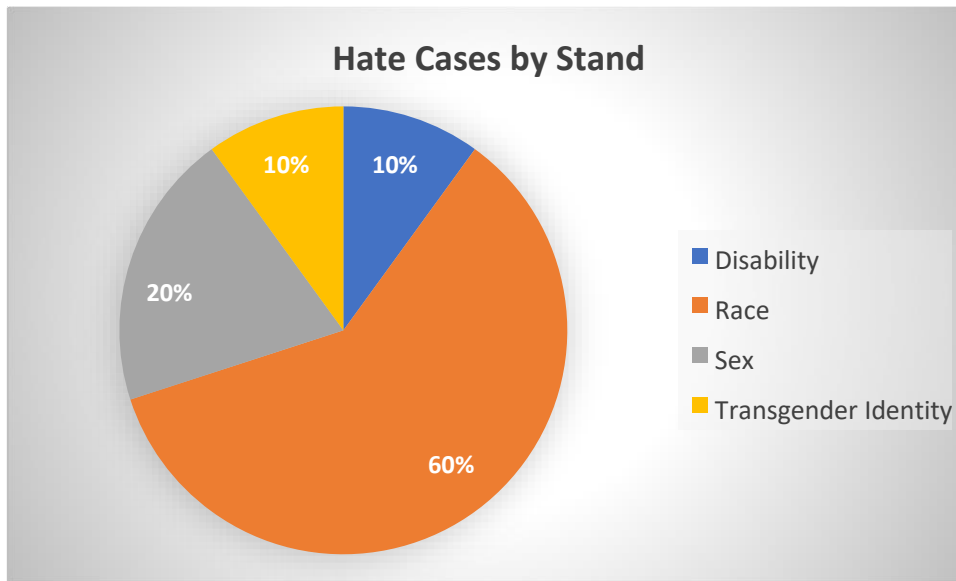
Both Nuneaton and Bedworth and Rugby boroughs had the greatest number of discrimination cases, both at 31%. Followed by Stratford On Avon at 19%.

Top Discrimination issues:

- Housing
- Access to Services
- Education
- Employment

From the 32 cases, the majority related to Housing issues, mainly with neighbour disputes and issues with housing associations in addressing the alleged discrimination. The number of cases equate to 39% overall.

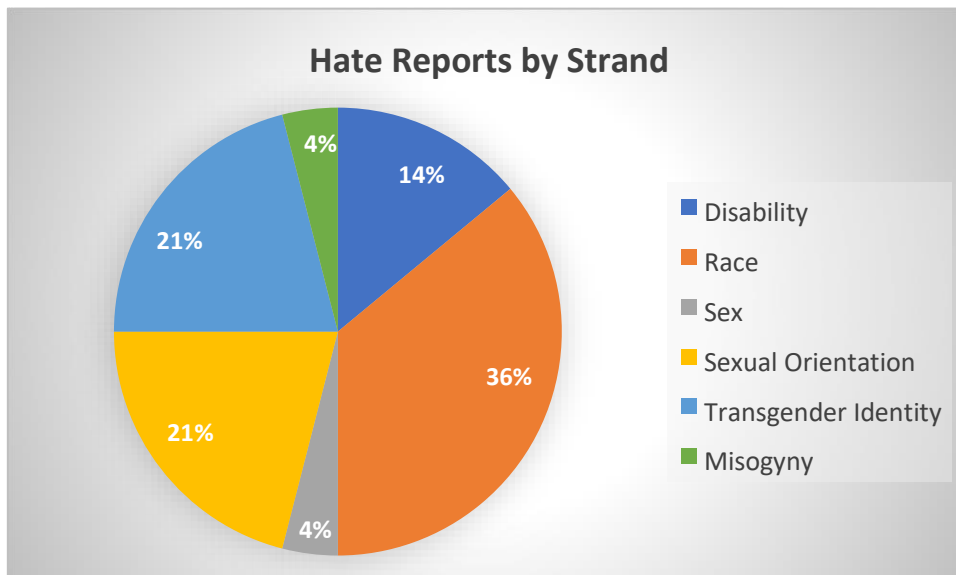
This is followed by Access to Services at 25% and Education at 21%. Access to Services were, in the main, related to health and local authority services and education issues specifically related to Education and Health Care Plans and schools not meeting the neurodiverse needs of students and parents.



By far, the majority of Hate cases dealt with during the year, relate to Race at 60%.

In terms the 10 Hate Cases, most related to Rugby and Nuneaton and Bedworth, with 40% and 30% respectively.

80% of hate cases related to access to Criminal Justice Services, where the crime had been reported but no or little response had been provided. EQuIP meets monthly with colleagues from Warwickshire Police to review any cases that require the intervention of the force and an action plan and response is determined for each client.



The majority of hate reports during the year relate to Race at 36%, followed by Sexual Orientation and Transgender Identity, both at 21%.

Most of the hate reports were from the Rugby area, which amounted to 43% of the reports. This was followed by Warwick District at 21% and Stratford On Avon at 18%

The majority of reports took place public spaces and town centre areas, and online.

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

During the course of the year, EQuIP has trained a total of **92** agencies and groups. This figure is largely community groups and voluntary organisations. With 76% and 23% respectively.

Training has been provided to a total of **2,351** individuals and awareness sessions have been delivered to:

- Community groups directly – Hate Crime awareness
- Voluntary groups/WCC commissioned services directly – Hate Crime awareness and EDI
- Asylum Hotels – Hate Crime awareness
- Equality Network EDI Refresher sessions – Varied themes

Experienced or Witnessed Hate?	Experienced or Witnessed Hate?	Experienced or Witnessed Hate?
		
TELL SOMEONE. Silence Hides Hate	TELL SOMEONE. Silence Hides Hate	TELL SOMEONE. Silence Hides Hate
<small>Reporting Hate Is Easy 0330 135 6606 www.reporthatenow.com</small>  	<small>Reporting Hate Is Easy 0330 135 6606 www.reporthatenow.com</small>  	<small>Reporting Hate Is Easy 0330 135 6606 www.reporthatenow.com</small>  
WARWICKSHIRE HATE CRIME PARTNERSHIP	WARWICKSHIRE HATE CRIME PARTNERSHIP	WARWICKSHIRE HATE CRIME PARTNERSHIP

As part of the work surrounding the Warwickshire Hate Crime Partnership, EQuIP was able to revamp the publicity materials for hate crime reporting and awareness of the [reporthatenow](http://www.reporthatenow.com) website. The above materials were circulated to all hate crime partners along with wider circulation to other partners across the public, voluntary and community sectors.

In addition, during the early part of the year, EQuIP identified 40 groups across the county for the roll out of free awareness sessions. The feedback from these sessions has been positive, and it is hoped that with continued awareness, this will drive increase in reports to the 'Report Hate Now' website.

What has not been positive, was the feedback when reporting to the Police, that survivors do not feel that they have been taken seriously, nor listened to. With the roll out of free awareness sessions it was hoped that reporting online will increase awareness of hot spots, targeted groups (e.g. disability, women, race and LGBTQ+) communities. We continue to inform the community that reports can be logged anonymously by themselves or community member that witness Hate crimes and incidents.

The feedback from the awareness sessions led to the planning and roll out of the We Stand Together events, which were held in April / May 2023.

Furthermore, as part of developing the Equality Network, EQuIP has established a series of onehour online awareness raising/training snapshots on issues of interest to the Network, focusing on

equality, diversity, equity and inclusion. Delivered on the last Wednesday of every month, the sessions are aimed at partners and their frontline staff. Booking is via Eventbrite link.

The one-hour sessions are held on Microsoft Teams, hosted by EQuIP, where attendees are able to hear from experts in the field. Sessions began in May 2023 with an intended schedule during the year:

Date	Topic	Organisation
29 Mar	Trans Awareness	Warwickshire Pride
26 Apr	Prevent	WCC Community Safety team
28 Jun	Hate Crime – what is it and how to report safely	EQuIP
19 Jul	Restorative Justice	Victim Support
27 Sept	Safeguarding	Family Information Service
25 Oct	Mental Health and Trauma	CW Mind
29 Nov	Cultural Awareness – why does it matter	EQuIP

EQuIP's focus during the summer months of 2023 has been on developing a range of different factsheets as part of EQuIP's core offer.



EQuIP often get requests for easy-to-read guides to the most important headline facts on issues that may be of interest to everyone in Warwickshire around equality and discrimination.

- Equality Act 2010 available now
- The 9 protected characteristics – what are they September

- Hate Crime – what is it and how to report it October
- Direct and indirect discrimination October
- Cultural Awareness – why is it important November

All will be available to download from our website: www.equipequality.org.uk/resources

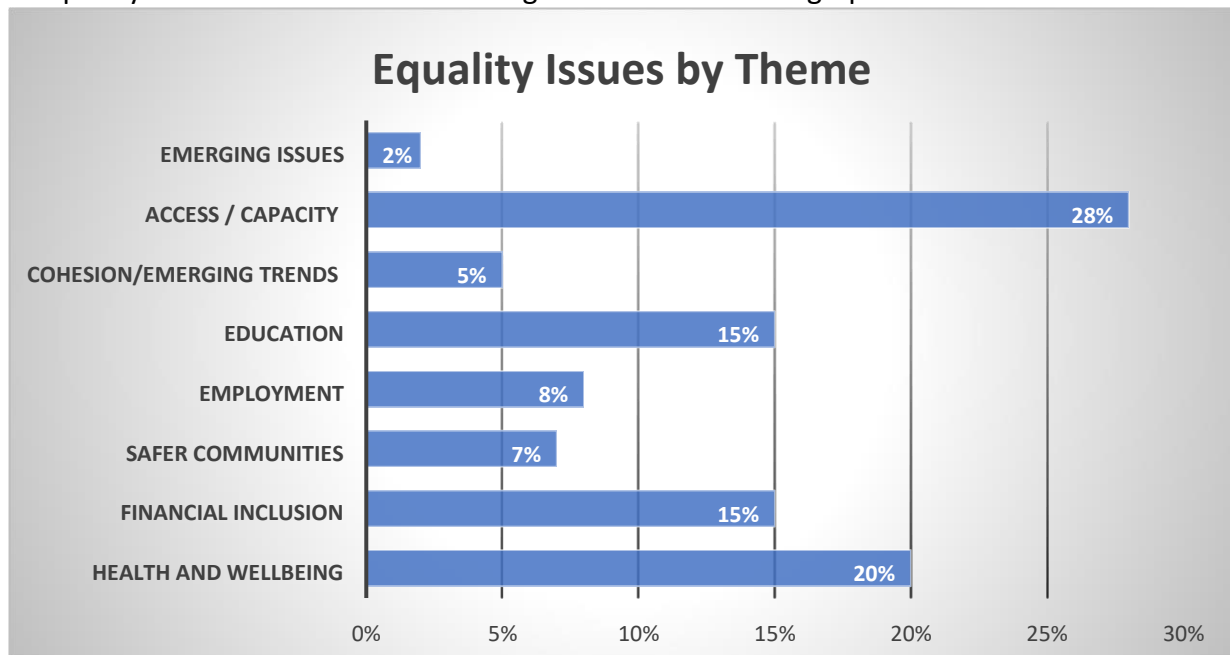
EQuIP is planning to have translated versions soon. In Warwickshire we have traditionally focused on Punjabi, Gujarati, Polish and Portuguese and Hindi but EQuIP is increasingly being asked for languages such as Urdu, Kurdish Sorani and Arabic.

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

Since the start of the contract in October 2022, EQuIP has identified 117 equality issues from groups and individuals across the county. The equality issues identified are very distinct from community issues, in so far that they have a direct impact on one or more of the 9 protected characteristics, defined in the Equality Act 2010.

Once an equality issue is identified, a resolution is determined directly by EQuIP or through liaison with key partners. Some issues are straight forward to resolve, whereas the majority require a medium to longer term address.

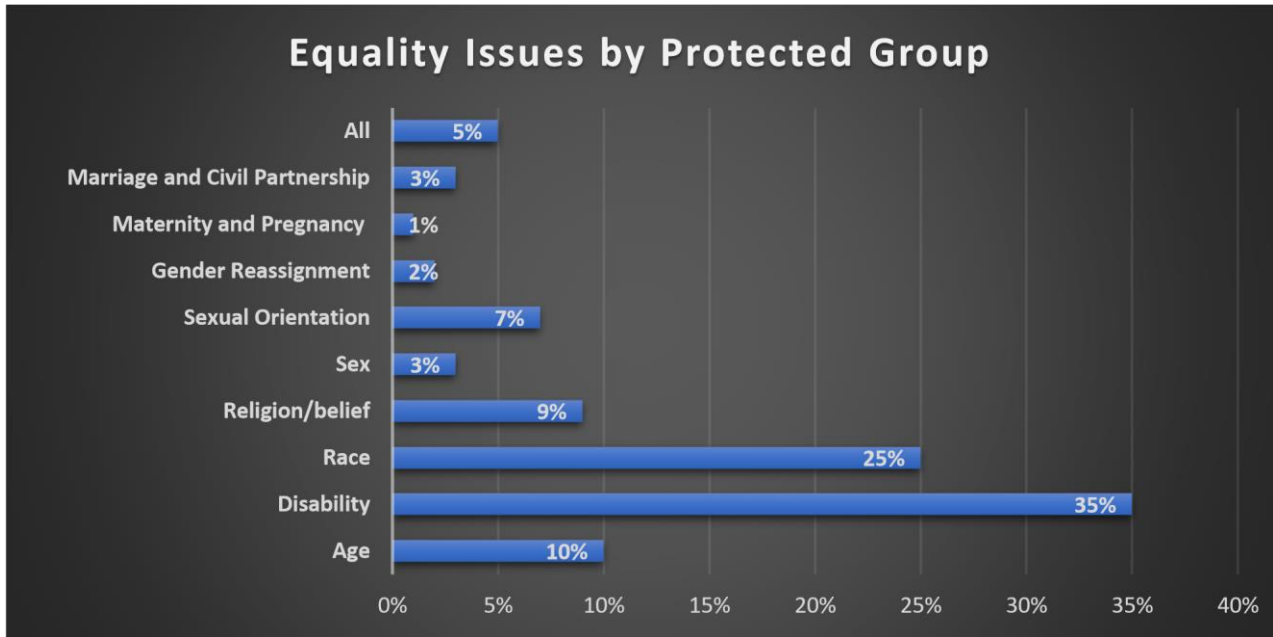
The equality are themed into the following areas shown on the graph:



As shown above, the majority of equality issues raised during the year have been Access/ Capacity related at 28%. These refer to access to services or capacity issues faced by local groups.

This is followed by health and wellbeing issues at 20% and education and financial inclusion, both at 15%.

Theme	Q2 22/23	Q1 22/23	Q2 22/23	Q3 23/24	Q4 23/24	Total (since Oct 22)
Health and Wellbeing	13	4	10	5	4	23
Financial Inclusion	2	7	7	4		18
Safer Communities	4		6	2		8
Employment		3	4	1	1	9
Education			6	6	6	18
Cohesion/emerging trends		1	3	2		6
Access / capacity	5	4	21	8		33
Emerging Issues					2	2
Total	24	19	57	28	13	117



The majority of issues identified during the year relate to disability issues at 35%, followed by race at 25% and age, at 10%.

Strand	Q2 – 22/23	Q1	Q2	Q3	Q4	Total (since Oct 22)
Age	4		7	4	1	12
Disability	1	3	26	9	3	41
Race	14	9	13	4	3	29
Religion/belief	1	6	3	2		11
Sex	3		2	1	1	4
Sexual Orientation	1		1	2	5	8
Gender Reassignment			2			2
Maternity and Pregnancy				1		1
Marriage and Civil Partnership		1		2		3
All			3	3		6
Total	24	19	57	28	13	117

The majority of the equality issues have been identified from the 3 urban areas across the county, namely Nuneaton and Bedworth, Rugby and Warwick District areas. This is followed by North Warwickshire and Stratford On Avon. Engagement and equality issues have increased over the year

in and from North Warwickshire as a result of EQuIP establishing the Disability Forum, in partnership with North Warwickshire Borough Council.

A breakdown of the most notable issues during the year include:

Access to ESOL provision – This was identified through EQuIP’s work with Asylum Seekers and Refugees and a range of support agencies wanting to know what provision is available. This has now largely been remedied through the recently appointed ESOL coordinator however continues to be an issue.

Access to specialist health care services – It was reported that hospitals are discharging patients to free up bed spaces but not following up on subsequent appointments needed.

Community Safety – Reports that the Trans community feel unsafe but that local criminal justice agencies will not take them seriously, if they report a crime. This heightening fear and anxiety within the community.

Financial Inclusion – Access to benefits is difficult due to digital exclusion and appropriate support within the community.

Health and Wellbeing – In particular, transport costs to hospital appointments and the frequency of appointments required, is impacting on household finances.

Interpretation and Translation Services – It had been reported to EQuIP that this service was not being offered when Refugees were attending Job Centre Plus appointments. From discussions with DWP, this has now been resolved and further information was provided as to how to access the services, whereby IT services would be provided.

Accessible formats for the SEND Inclusion Strategy – Engagement with the Autism network had highlighted the need for the strategy to be made available in Easy Read Format. This was raised through attendance of the SEND Network.

Autism Assessments – It was also raised that Autism assessments were taking a considerable length of time, in many cases up to 4 years. This is proving frustrating for families and people with Autism, as without the assessment and diagnosis, they were not able to access relevant support.

Cost of Living – Access to services and information have been raised by a number of community groups through the targeted engagement that EQuIP has started in December. Many of the groups have requested for information to be made available in hard copy form, as well as translated into their respective languages.

- Benefits assessments – a number of the community groups reported that there were delays in these assessments, especially surrounding those possibly entitled to Pension Credits.
- Assessment Delays - Also reported where the significant delaying in Adult Social Care assessments, resulting in individuals not being able to access the day-care provision across the county, especially those that meet specific cultural needs. This is also

having a negative impact on the day-care provision in terms of their capacity to sustain their provision.

- Warm Hubs - Members aware of local warm hubs but would not access due to feeling safe and listened to in their usual setting. Able to speak to each other and share experiences of being back home and common sense of belonging. They do not feel that warm hubs would cater for their needs.
- Meeting benefit thresholds - Concerns that working class are being disadvantaged by not meeting any threshold for support and yet struggling the same as everyone else. Want to know what support is available and how to access this information.
- Affordable food - Access to affordable fresh fruit and veg which some need for health benefits too. Community Champions are noticing many community members are going shopping later in the day, in order that they can buy the reduced items. Would like to know what further benefits/support can be claimed and how to claim these. Would prefer this information face to face, appropriate literature or posters.
- Heating - Biggest concern is heating as elderly members need to keep warm and mobile. If heating only one room, this causes issues with mobility as not moving around so much. Members do not access food banks nor warm hubs as not something community would do, would rather go without

Furthermore, EQuIP has worked with the following 21 WCC departments during Q3:

WCC SEND

- Attended the EQuIP team meeting to update re ECHP and also shared information regarding how to support community groups to access the services.

WCC

FIS

- Attends Disability Forum, shares information and updates via their newsletters monthly. Also member of the Equality Network.

WCC Library Services

- Shares information about their events locally to disseminate to community groups. EQuIP is also a member of the Warwickshire Libraries National Portfolio Organisation (NPO) advisory Board.

Warwickshire Fire & Rescue Service

- Meetings to discuss engagement with community groups focus being safety in the home. Also collected leaflets in Urdu, Hindi, Polish for distribution. WFRS has requested for EQuIP to share latest recruitment within the service with our contacts and community groups.

Warwickshire County Council – cost of living website

- Signpost community groups and individuals to this site when raising issues.

WCC commissioning Autism team

- Attend monthly meetings.

WCC Parent Carer Voice/Autism

- Shared information regarding the disability forum with them and the Equality Survey.

WCC Financial Assessments & Benefits Advice

- Communication with team trying to sign post community members to correct person who can support with appeal against Pension Credit application.

WCC GRT Dept.

- Attend monthly meetings. Also attended annual GRT event with EQuIP stand at Leek Wootton.

WCC Public Health Warwickshire

- Sharing of information – share updates to community groups. Also member of Equality Network. Receive regular updates at least fortnightly.

WCC Child Friendly

- Request from team to share information about HAF on our website.

WCC Community Safety

- Through the Hate Crime Partnership and the Prevent Steering Group.

WCC Disability Commissioning Team

- Meeting to discuss working together wanting EQuIP support in engaging with seldom heard communities.

WCC Heritage & Cultural Dept

- Email regarding food hub in local rural library and how community groups can access this service.

Warwickshire County Council commissioning support team

- Email sent to EQuIP to inform us of the new Community Autism Support Service.
- (CASS) service. Information sent to community groups.

WCC Targeted Youth Service

- Offered the team support with hate crime sessions in school due to the feedback we are getting from parents and carers about issues within this setting.

WCC Financial Assessments & Benefits Advice

- Correspondence to this team after request for support from one of our community groups in Nuneaton.

Warwickshire Food Forum

- Attendance of meetings and updating on progress on the Kind Communities – Kind Food events.

Warwickshire Hate Crime Partnership

- Chairing of meetings and working alongside Community Safety team on several activities.

Migration partnership

- Attendance at county meetings and chairing of the VCS Subgroup.

Prevent Steering Group

- Attendance of countywide meetings
- Member of the Channel Panel

Engagement Case Study

Life from the perspective of a LGBTQ+ member

There is a notion and belief that all individuals belonging to this community meet and go to the same group and meeting place. We have found through our engagement that this is not the case. There are pockets of groups who belong to the same community but have different interests therefore meet in safe spaces to share their passion for a specific subject or topic.

We echo time and time again post covid that community groups are not necessarily a constituted group or have a set regular meeting place or pattern. Groups who share a common interest just want to meet and talk regardless of time and place, hence 'WhatsApp' groups being set up to accommodate the demand.

It is important for this community to be seen and heard and it is felt that breaking off from mainstream groups allows for more identity and scope.

Some of the community feel that staying together provides the safe environment needed to nurture not only individuality but also safeguard against any hate and discrimination they come up against.

It is felt that when out in public as individuals and alone they have to mask who they are and just blend in. Life is different when you are comfortable or uncomfortable with your surroundings.

We talked about how being oneself is different in a city than a town. In a town everyone tends to know everyone, and this can impact on your individuality. In a city environment its as if the city embraces differences and different cultures and sub-cultures.

Being a young man who identifies as being from the gay community, why do I need to say this. I just want to fit in and go about my daily life. I do have a voice and I am not afraid to use it, I don't see

why I should use it to defend who I am and would rather use it to be an accepted member of whichever place I choose to call my home.

Social Value

As a dedicated provider for equality, diversity, and inclusion, EQuIP's mission extends beyond its direct services. EQuIP works in close partnership with other agencies and partners, aiming to maximise social value, embedding, enhancing and supporting broader equality, diversity, and inclusion (EDI) agendas across the county.

EQuIP recognises that true progress in the realm of EDI and the delivery of equality services often requires a collaborative approach. By working in partnership with other agencies, EQuIP can leverage collective resources, expertise, and knowledge to enhance social value and address the diverse needs of the communities it serves.

Supporting Wider EDI Agendas

1. **Amplifying Impact:** Collaborative partnerships allow EQuIP to amplify its impact, hence its organisational strapline of 'Promoting Equality Through Partnership'. By working alongside other agencies with shared EDI goals, EQuIP can extend its reach, providing more comprehensive support to vulnerable groups.
2. **Policy Advocacy:** Collaborative efforts often result in more effective advocacy for policy changes. EQuIP, in conjunction with other agencies, can advocate for policies that address themed equality issues, ensuring that they align with EDI principles and benefit vulnerable communities.
3. **Holistic Services:** Partnerships enable the delivery of holistic services. When multiple agencies come together, it becomes possible to offer a wider range of support, including health services, job opportunities, education, and housing solutions, thus addressing the multifaceted challenges faced by vulnerable groups.

Social Value and Collaborative Partnerships

EQuIP's determination of social value is greatly influenced by the collaborative partnerships it engages in:

1. **Long COVID:** EQuIP, in partnership with health and social care providers and community organisations, can offer a more comprehensive response to the challenges posed by long COVID and the continued threats of the Pandemic.
2. **Cost of Living:** Collaborative efforts can address the rising cost of living by advocating for improved financial inclusion, access to services and information, and food and fuel insecurity programmes. EQuIP, in partnership with other agencies, can more effectively lobby for changes that benefit marginalised groups.
3. **Community Inclusion:** EQuIP's collaborations ensure that vulnerable groups are not isolated. By working with other agencies, it fosters community integration and offers a more extensive range of services, strengthening the social fabric and boosting social value.

4. **Environmental Feedback:** Collaborative efforts can make meaningful strides towards environmental sustainability. EQuIP and partner agencies can jointly promote eco-friendly practices within vulnerable communities, achieving a collective reduction in the environmental impact of their services.

EQuIP's role in delivering the equality services contract across Warwickshire is greatly enhanced through collaborative partnerships. These partnerships amplify social value, support the wider EDI agenda, and address the many challenges posed by factors like long COVID, the rising cost of living, community safety, social isolation, mental health and wellbeing and community capacity development.

The following activities demonstrate how EQuIP has amplified social value by creating partnership initiatives or from being involved in joint activities during the year.

Equality Network



EQuIP first revamped the Equality Network at the start of the contract, and the first meeting was attended by 12 different partner organisations. The membership currently stands at 24 members and we are hoping to include more potential members very soon. The current membership consist of:

1. Age UK Coventry and Warwickshire
2. Alzheimer's Society (Warwickshire)
3. Coventry and Warwickshire Mind
4. Coventry and Warwickshire Integrated Care Board (NHS)
5. EQuIP
6. Family Information Service
7. Healthwatch Warwickshire
8. North Warwickshire Borough Council
9. Nuneaton and Bedworth Borough Council
10. P3 charity
11. Refuge Warwickshire
12. Rugby Borough Council
13. South Warwickshire and Worcestershire Mind (formerly Springfield Mind)
14. UHCW NHS Trust
15. Victim Support
16. Warwickshire County Council – Prevent
17. Warwickshire County Council - E&D lead
18. Warwickshire County Council – G&T team
19. Warwickshire County Council – Migrant Advisory Group
20. Warwickshire Fire and Rescue
21. Warwickshire Police

- 22. Warwickshire Pride
- 23. Warwickshire Vision
- 24. Warwickshire CAVA

Meetings are held quarterly and discussions have focussed on:

- National Police Race Action Plan and how this will be implemented across Warwickshire
- Business Intelligence on the diverse communities of Warwickshire and the 2021 Census, from Public Health,
- GRT team on the wider challenges faced by the Gypsy, Roma and Traveller communities in Warwickshire.

At our next meeting in December 2023, we have secured as guest speaker the Chief People Officer of the Coventry and Warwickshire Integrated Care Board on tackling health inequalities.

Asylum Seekers and Refugees

EQuIP is currently a member of the Warwickshire Migration Partnership and regularly meets with colleagues from the Migration Team, concerning issues in the various issues in the hotels across Warwickshire.

More recently, EQuIP has become chair of the VCS sub-group, which meets every quarter and before the full Migration Partnership Group Meetings. Meetings take place every two months and is attended by Voluntary groups across the county, supporting Asylum Seekers and refugees across Warwickshire, local authority representatives as well as colleagues from the WCC Migration Team.

Disability Forum North Warwickshire

The Disability Forum in North Warwickshire has been firmly established with the inaugural meeting taking place in April and followed by quarterly meetings.

The list of members of the public, including individuals, carers and community groups is steadily increasing. There has also been a number of local partners that have either joined or are keen to join future meetings.

These agencies include:

- WCAVA
- NWCAB
- Warwickshire HealthWatch
- FIS
- George Eliot Hospital

Themed discussions have centred around:

- Cost of Living which led to a detailed presentation on the local schemes available to support individuals and families.
- Autism and we were able to invite the System Clinical Lead for Neurodiversity from Coventry & Warwickshire Partnership Trust, as guest speaker.
- Transport, where guest speakers included WCC Highways Department and WFRS.

Cost of Living and Food Forum events Kind Communities – Kind Food



Kind Communities - Kind Food

EQuIP is working with WCC's Communities and Partnerships Team on this initiative and has held 2 events so far during the year. The initial event was held online with the aim of better understanding needs within the community surrounding issues of food insecurities and the access to food in the county. This was followed by a face to face event which took place in the North of the county, at the Jubilee Centre in Nuneaton on the 9th September and the second event will be held in the south at the SYDNI Centre in Leamington Spa on 21st October 2023.

The events are open to all and are a day of workshops, food demonstrations, cooking on a budget recipe cards, where to access affordable food that is locally produced. Attendees are also able to access information from a wide range of local public and voluntary services, that have display stands and staff members at the events.

The events follow on from an online event that EQuIP held in March where there was an evident appetite to work more closely together in partnership with communities and to deliver a focused Strategic Warwickshire Food Strategy.



**Kind Communities
Kind Food**

**Saturday 21 October
12-4pm**

The SYDNI Centre Cottage Square,
Sydenham, Leamington Spa, CV31 1PT

A community event about affordable, healthy and sustainable food.

Find out about affordable, healthy, and sustainable food options in our County:

- Watch live cooking demonstrations of exciting recipes to try at home
- Get a free health check and information about healthy living
- Receive expert income and money saving advice
- Limited slow cookers and sustainable cooking aids giveaway
- Register to become a 'Food Champion' volunteer to promote local food sources
- Free refreshments, snacks, and goody bags

Learn more at
www.warwickshire.gov.uk/warwickshirefoodstrategy

<https://bit.ly/kind-communities-kind-food-leamington>

To register as stall holder or to apply to give an event demonstration of how to cook a tasty, affordable, healthy and sustainable (environmentally friendly) meal please contact:

Mike Stemsek
mikestemsek@warwickshire.gov.uk

Logos: EQUIP, Warwick District Council, Warwickshire County Council

We Stand Together



Between April and May 2023, a series of 4 events under the banner 'We Stand Together' were organised, involving Warwickshire Police, Crown Prosecution Service and were chaired and managed by the Equality and Inclusion Partnership (EQUIP). Members of the Warwickshire Hate Crime Partnership were invited.

The key aim was to engage with community members, understand the processes currently followed in Warwickshire, and use lived experiences to highlight hate crime, what works and what needs improvement. Colleagues from Victim Support, Neighbourhood Watch and Warwickshire Fire & Rescue also attended.



166 people attended the 4 sessions in total and a number of very powerful and compelling comments were made and collected. A number of community experiences were recorded, some very positive about the police and agencies working in the field, others less so. All partners need to improve and highlighted are 16 recommendations from the report.

Recommendations

1. Hate crimes/incidents across most of the recognised hate crime strands were reported at every session from across the county in various settings. Whilst reporting figures have slowed down significantly, there is a need to heighten awareness in order to tackle underreporting and challenging and overcoming the many barriers to reporting. More frequent and smaller group sessions are needed throughout the year and ideally in community settings and when groups already meet.
2. A small number of individual concerns of cases with the police were raised but all individual experiences have been logged and will be followed up. This has highlighted the need for an escalations process internally and also among partner agencies.
3. Schools. Experiences of hate crimes/incidents in schools and the need for engagement with schools, better awareness raising for students and staff and that hate crime needs to have a defined reporting process within the school system were very evident. All too often this does not happen and a new improved commitment to tackling hate crime at a school level needs to be made.
4. Youth support is another area that needs improvement, whether via youth workers or targeted youth support to provide greater awareness of the reporting mechanisms and help improve trust in reporting.
5. Race and religiously motivated hate crimes should not be treated as more 'pressing' than disability. Hate based on disability, sexual orientation or gender reassignment should attract higher prosecution penalties. Action – write to Warwickshire MPs and Law Commission.
6. Misogyny as a marker is recorded by some police forces, but not by Warwickshire. Therefore, we ask for them to be recorded and monitored by Warwickshire Police.

7. Reporting process of hate crime needs to be made very clear in a variety of formats that are easily followed by victims/witnesses of hate crime and made widely available. A simple, how to guide in a variety of languages including Easy Read.
8. Reporting of hate crimes needs to be available in a variety of formats, including face to face, online, different languages and not just through the police and 999.
9. Confidence and trust in the reporting process needs to improve. One way is ease of reporting, but also greater visibility of uniformed services at a community/local level e.g. community events.
10. Getting advice and support to report at a community needs to be explored – e.g. community champions on hate crime – trusted voices.
11. Victims and witnesses need additional support, so what is available should be more widely advertised so that it is available for seldom heard communities, i.e. those with an equality need not necessarily being met.
12. The Hate Crime Partnership needs to be more visible, more community-led initiatives and feedback from lived-experiences to feed into their work.
13. More regular, less formal, more local community awareness and engagement. Engaging with communities on their terms and fitting in with how they wish to receive information.
14. To ensure that all frontline staff and officers dealing and responding to hate crimes and incidents, receive up to date and regular training that incorporates the lived experiences of those affected by hate and the barriers to accessing services. Developing training, education, learning and publicity materials that are co-produced by communities, especially those that are disproportionately affected by hate.
15. Community Cohesion is rarely mentioned but is fundamental to assist in tackling hate crime at a neighbourhood-level. How are these activities considered when prioritising grant and funding opportunities for local community groups and especially for those groups that are more vulnerable to being targeted by hate.
16. There are several agencies that have responsibility of recording hate crimes as well as agencies that attend the Hate Crime Partnership. Coordinating activities between partners is extremely important and is the only way that the partnership will work. It is therefore recommended that the partnership seek to recruit and employ a full time Hate Crime Partnership Coordinator, that has the sole responsibility of organising the activity of the group and delivering on the partnership action plan.



The report has been discussed with relevant partners in the Hate Crime Partnership and forms the basis of its action plan and strategy for 2023 onwards. The action plan and strategy for the Hate Crime Partnership is due to be presented to the Safer Warwickshire Partnership Board in December 2023.

Big Conversation 14 June

Warwickshire Safer Partnership Board Big Conversation event on Tackling Discrimination in all its forms held on 14 June 2023

85 participants from 31 organisations took part in the event with EQuIP as guest speaker alongside Sheldon Thomas founder and Chief Executive of the Gangsline Foundation Trust. Hosted by Jonathan Toy, Service Manager for Community Safety, the event was supported by the Police and Crime Commissioner, Warwickshire Police and colleagues from WCC, other local authorities, and third sector.

EQuIP explored the Warwickshire picture, the results of the We Stand Together initiative and its 16 recommendations and shared a number of key case studies on people's lived experiences of hate and the barriers to reporting.

Sheldon Thomas shared his experiences of discrimination and it being a key lever for him and others to react to that treatment. In his situation he became a gang member but has been mentored by a number of significant community activists and has changed his life and now mentors other people. His reach is international and focuses on putting yourself into someone's shoes. Sheldon explored discrimination in terms of class and poverty, he explored parallels with women who struggled for suffrage, the suffragettes, who were treated badly by the system/discriminated against and their human rights removed.

Discrimination is a powerful driver of hate, but there is a middle ground which is where reconciliation lives.

3 workshops were held focused on;

- Tackling discrimination and achieving positive outcomes – a community safety perspective
- Links between hate and extremism
- Building community cohesion in challenging times

EQuIP team members participated in all three workshops exploring the need for greater partnership working, the role of schools, commitment to a hate crime plan and strategy in schools, continued engagement with and between communities, and training. We need to be comprehensive and joined up in our approach to hate and extremism. To report whatever happens so we have a more accurate picture, and to listen to lived experiences, be honest about outcomes but ensure that

coordination is much improved. Every organisation has a role to play, but better coordination is key. Communities are at the heart; listen to them, learn from them but manage expectations.

Partnership activities and outcomes needs better co-ordination but need to include lived experiences and trust, to develop trusted relationships.

The report from the event has been produced and shared with members of the Hate Crime Partnership. The report produced by the Community Safety Team at WCC has been used to inform the action plan and strategy for the Warwickshire Hate Crime Partnership, and these are due to be presented and hopefully approved by the Warwickshire Safer Communities Partnership in December 2023.



Windrush 75

During the year, EQuIP was delighted to have been successful in securing a small fund from the Big Lottery dedicated fund to support key events this summer on the Coronation, Eurovision and Windrush. The Windrush project builds on the work EQuIP delivered in 2021 and will be delivered across the next few months after the launch on 22 June. This project includes a community event in celebration, an exhibition travelling to all 18 libraries in the county and the preparation of a curriculum aimed at improving awareness of the Windrush generation and parallels with subsequent migration into Warwickshire. EQuIP is particularly looking forward to working in collaboration with Black Caribbean community groups across the county, as well as continuing to work with Warwickshire's County Records Office, who is a key partners to this project.



75 Windrush in Warwickshire 2023

EQulP invites the Windrush in Warwickshire Generation and their descendants to share in this historical legacy.

Through your words, experiences and images we will expand on your story, for others to see.



If you wish to participate in this project and learn more, contact EQulP:

Phone Number
0330 135 6606

E-mail Address
advice@equipequality.org.uk

Website
www.equipequality.org.uk




WINDRUSH 75 FESTIVAL

with

Ebony Ademola Founder of *Cultured Waist*

Selina Brown Founder of the *Black British Book Festival*

Junaid Hussain CEO EQulP Warwickshire

Cllr. Dr. Kindy Sandu City Councillor and Research Fellow

Dr. Trevor Hall CBE Golden Jubilee Award Winner for Barbados

Exhibition: 'Black in the Day' curated by Maureen Cottle

GET TICKETS 10TH JUNE 2023 11AM - 6PM

COVENTRY CARIBBEAN ASSOCIATION, CV4 3BB

Arwak Community Trust

bit.ly/3LVw12F

Windrush 75 Festival Schedule

People from the Windrush Generation and their descendants will be invited to share their words, experiences and items relating to their culture. 75 items from different parts of Warwickshire will be photographed, with explanations on their importance and relevance to the person. This information will be saved in the Warwickshire County Records Office.

A programme of training on the Windrush Generation, will be created and offered to schools in Warwickshire, along with a viewing of the 'Stories of the Windrush Generation' film which was created by EQulP in June 2022. This film captures the stories, journeys and experiences of the individuals that came to Warwickshire from the Caribbean.

Previous contributors to the project will also be invited to participate.

More recently, EQulP was invited to Windrush 75 celebrations to showcase the work that had been delivered as part of the Windrush in Warwickshire Project. EQulP attended events in Rugby and Coventry as key note speakers. The events were also used as a platform to inform members of the Caribbean community of the upcoming project, as mentioned above.

At the events, EQulP was also able to showcase the video that had been produced entitled, Stories of the Windrush Generation, which can be found on EQulP's YouTube page:

https://www.youtube.com/watch?v=w7Qho_NZ5qI&t=22s

Contact Details



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Equip Equality



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