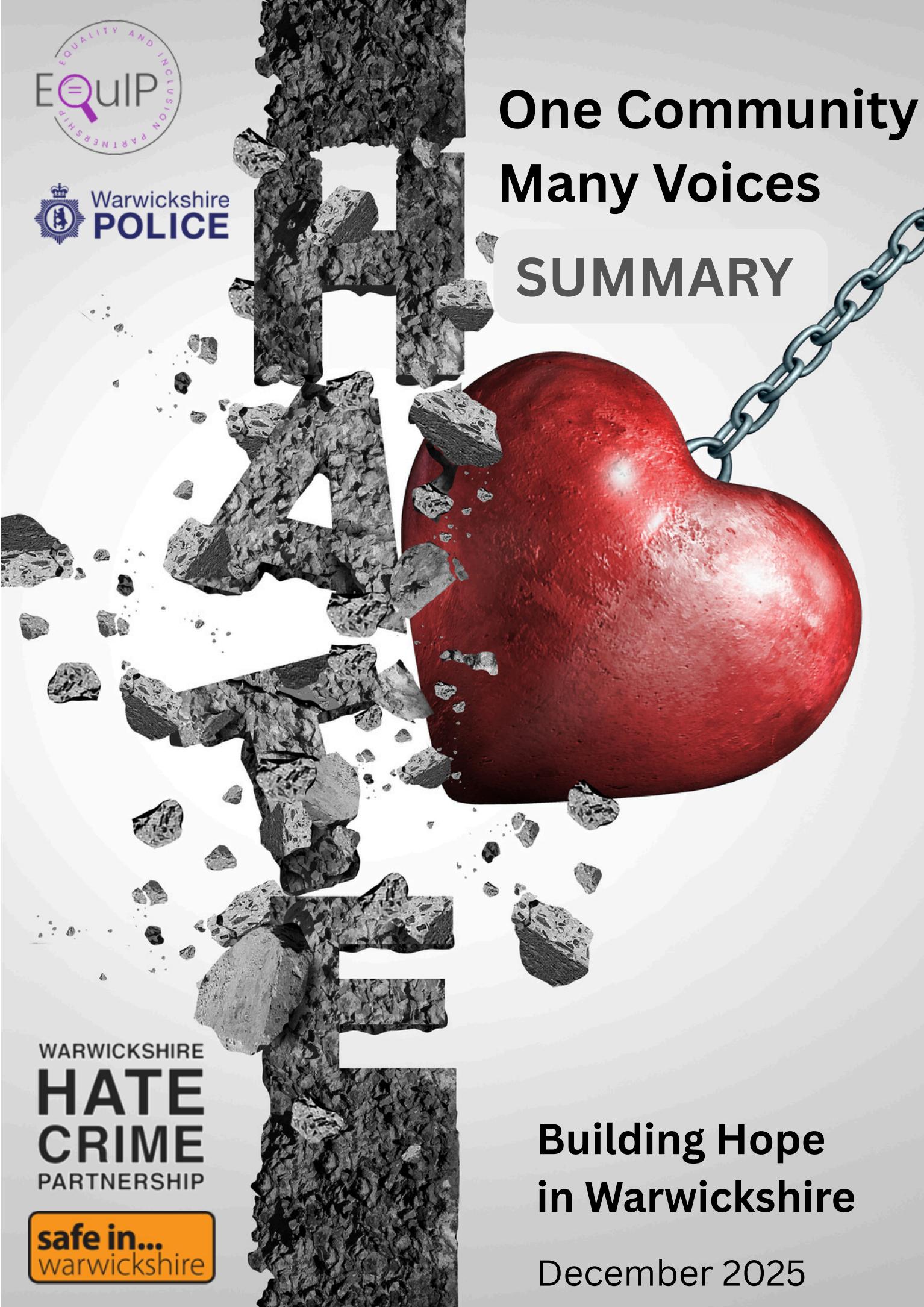




One Community Many Voices

SUMMARY



WARWICKSHIRE
**HATE
CRIME**
PARTNERSHIP

safe in...
warwickshire

**Building Hope
in Warwickshire**

December 2025

One Community Many Voices: Executive Summary

Purpose and Context

The One Community Many Voices events were delivered following a period of heightened tension across Warwickshire during the summer of 2025. This period was shaped by a combination of national political disclosure, international events and two serious local incidents, both of which were widely reported as involving asylum seekers. These factors contributed to protests, increased online hostility and growing concern among communities about safety, cohesion and the spread of hate.

During this period, the patterns of hate crime reporting underwent notable changes. Reports to the Equality and Inclusion Partnership (EQuIP) increased by over 160% compared to the previous year, while reports to Warwickshire Police declined. The reports received by EQuIP included a high volume of online incidents, highlighting both an increase in hostility and a growing reliance on third-party reporting mechanisms.

In response, EQuIP in collaboration with Warwickshire Police delivered three One Community, Many Voices events in Nuneaton, Rugby and Leamington Spa. These sessions were designed to provide a safe and structured space for community members and partner agencies to share experiences, identify concerns and explore solutions related to hate crime and community cohesion. This Executive Summary presents the key insights and recommendations drawn from those discussions.

Methodology Overview

The three events were held between October and November 2025 and brought together community representatives, faith leaders, voluntary organisations and statutory partners. A total of 82 responses were captured across the sessions.

Each event involved a facilitated, cabaret-style format, with participants discussing six structured questions that covered safety, inclusion, changes in attitudes, positive examples of cohesion, future needs and effective engagement. Facilitators and scribes recorded contributions, which were then analysed thematically. While the findings do not represent a statistically representative sample, they provide rich qualitative insight into lived experiences and local perceptions at a critical point in time.

Key Findings

Across all three locations, participants described a shared sense that community relations have become more fragile and that hate and division feel more visible in everyday life. While the form this takes locally, several consistent themes emerged.

A major concern was the normalisation of discriminatory behaviour. Participants described racist, Islamophobic, antisemitic and misogynistic comments being expressed more openly in public spaces, schools, workplaces and online. This shift was widely linked to political rhetoric, sensationalist media coverage and the amplification of far-right narratives through social media platforms. Many people felt that behaviour which would previously have been unchallenged is now going unchecked, leaving minority communities feeling exposed and unsafe.

Misinformation and online hostility were identified as key drivers of fear and division. Rumours about asylum accommodation, misleading crime narratives and inflammatory online content were reported to spread quickly, often faster than any official response. Participants consistently described a lack of timely, trusted information from institutions, which allows false narratives to become embedded and to shape local attitudes.

Women across all three areas reported distinct and heightened concerns about safety. Women in Leamington Spa described experiencing both racist and sexual harassment, while women in Nuneaton spoke about verbal abuse and intimidation in public spaces. In Rugby, women described changing daily routines due to perceptions of increased hostility. These experiences highlight the intersection of sex, race and religion and the need for gender informed responses.

Participants also raised concerns about the impact of extremist symbolism, particularly the display of flags associated with far-right activity. Even when intentions were unclear, such displays triggered fear and anxiety for people with lived experience of past hate and intimidation.

The emotional and psychological impact of these issues was significant. Many participants described feeling constantly on alert, emotionally exhausted and less confident in public spaces. Some spoke about long-term trauma, concerns for their children and a sense that progress on inclusion has stalled or reversed.

Trust in institutions and reporting systems was described as fragile. Participants reported confusion about what constitutes a hate crime, uncertainty about where to report and frustration with a lack of feedback or visible outcomes. This has contributed to underreporting and a perception that hate is tolerated or not taken seriously.

Despite these challenges, the workshops also highlighted strong examples of resilience and cohesion. Interfaith events, cultural celebrations, community hubs, youth projects and everyday acts of neighbourly support were repeatedly identified as positive foundations.

These initiatives demonstrate that many residents are committed to inclusion and are eager to collaborate in strengthening their relationships.

Analysis

The analysis highlights that these issues are interconnected. The normalisation of hate, the spread of misinformation and declining trust in institutions reinforce one another, creating an environment where fear escalates quickly, and members of the community are left feeling very anxious, especially when out in public spaces.

Digital spaces play a central role in shaping perceptions, often amplifying division in the absence of timely, credible communication. Vulnerable groups experience the most significant harm, particularly women, young people and visibly identifiable communities. At the same time, underreporting limits opportunities for early intervention and weakens confidence in systems designed to protect communities.

Notably, the analysis also shows that Warwickshire has strong community assets. Faith institutions, voluntary organisations and community leaders already provide trusted spaces for dialogue and support. With appropriate resourcing and partnership working, these strengths offer a realistic and sustainable foundation for rebuilding trust and cohesion.

Conclusions

The One Community, Many Voices events demonstrate that Warwickshire is facing genuine and complex challenges related to hate, safety and social cohesion. These challenges are shaped by wider national and international pressures but are experienced locally and personally by residents.

At the same time, communities across Nuneaton, Rugby and Leamington Spa expressed a clear desire to work collaboratively, challenge misinformation and protect one another. Participants do not expect institutions to eliminate all risk, but they do expect transparency, consistency and meaningful engagement beyond times of crisis.

The findings underline that progress depends on sustained investment in communication, education, safety and community infrastructure. Warwickshire's communities already possess the knowledge, commitment and goodwill required to support cohesion. The role of statutory agencies and partners is to recognise these strengths, work alongside communities and prioritise preventative, relationship-based approaches.

Recommendations Summary

The report outlines six strategic recommendations:

1. Improve communication and counter misinformation through timely, coordinated messaging and the use of trusted community channels, alongside digital literacy support.
2. Strengthen personal and community safety by increasing visible reassurance, extending safety walkabouts, improving reporting feedback and offering trusted community-based reporting routes.
3. Invest in education and early prevention by embedding learning about culture, identity, and hate in schools, supporting youth voice, and addressing online harms that affect young people.
4. Support community-led cohesion initiatives through long-term funding, capacity building, and visible partnership involvement in events and activities.
5. Strengthen inclusion and representation in decision-making by proactively engaging underrepresented communities and ensuring that community voices shape design, delivery and evaluation.
6. Build positive narratives and a shared identity by promoting stories of solidarity, expanding intercultural events and delivering campaigns that reinforce shared values such as respect, fairness and empathy.

Taken together, these recommendations provide a clear, community-informed roadmap for strengthening cohesion and reducing harm. They require shared ownership across agencies, communities, and partners, as well as a commitment to sustained action rather than a short-term response.

The full report can be accessed via:

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

If you, or colleagues within your community/organisation, were unable to attend the events and would like to share your views or reflections, there is still an opportunity to feed into the discussion. Feedback can be submitted via the following link:

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

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