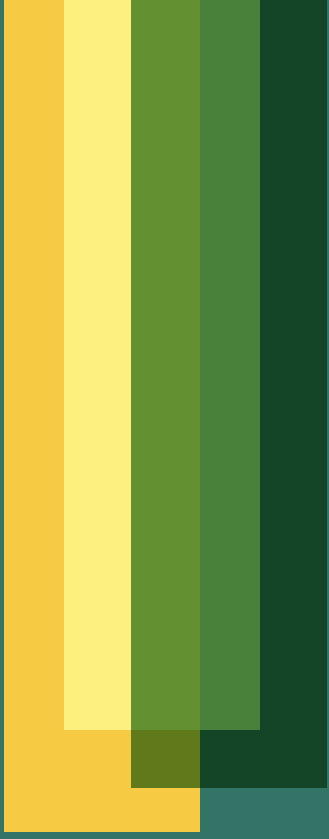




TRAINING BROCHURE

AL-HURRAYA
الحرية
FREEDOM

ABOUT AL-HURRAYA

Al-Hurraya is a specialist training and consultancy organisation supporting public, private, and third-sector organisations to deliver inclusive, culturally responsive, and effective services.

Our work is grounded in:

- Lived experience
- Community expertise
- Research-informed practice

We enable organisations to build trust, improve engagement, and achieve better outcomes with diverse communities.



MISSION STATEMENT AND VALUES

As communities become more diverse and needs more complex, organisations are facing a growing set of challenges, including:

- **Barriers to engagement with underrepresented communities**
- **Cultural misunderstandings impacting service delivery**
- **Safeguarding risks within hidden and complex contexts**
- **Growing Equality, Diversity & Inclusion (EDI) expectations**

Our training directly addresses these challenges.

Our mission is to equip organisations and individuals with the practical tools, insight and cultural awareness needed to provide more inclusive, effective and compassionate support.

Inclusivity

We are committed to creating safe, open environments where everyone feels heard, respected, and able to participate fully.

Empowerment

We equip individuals and organisations with the knowledge, confidence, and tools to create positive change.

Lived Experience

We draw on real-life experiences to deliver authentic, relatable training that resonates with individuals and organisations.

Cultural Understanding

We recognise the importance of culture, background, language, and identity in shaping people's experiences and access to support.

LERO

A Lived Experience Recovery Organisation (LERO) is a community-led group run by individuals with personal experience of addiction and recovery.

Trust & Connection

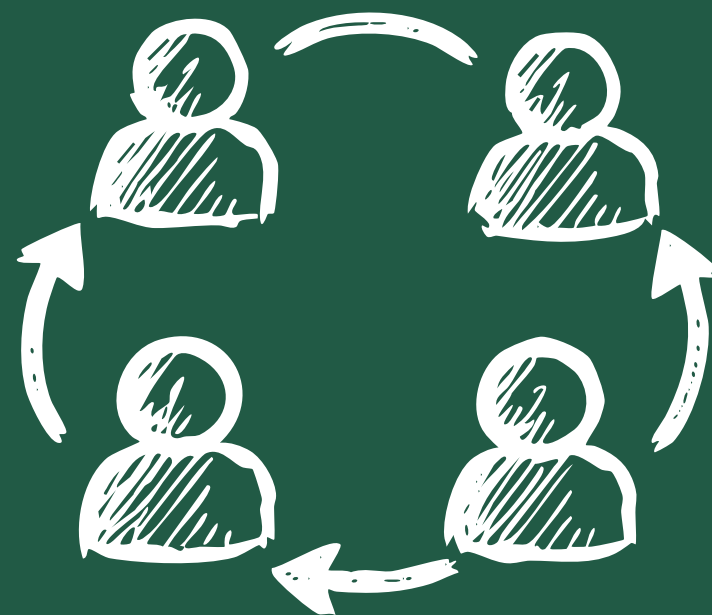
We build strong, genuine relationships that encourage engagement, openness, and long-term impact.

Commitment To Growth

We support continuous learning and development to improve outcomes for individuals, communities, and organisations.

WHY ORGANISATIONS CHOOSE US

Our Impact



- 91% of participants said the training provided a comprehensive understanding of the topic.
- 100% of participants felt the sessions effectively facilitated discussion and addressed questions.
- 88% of participants said the training would positively influence their approach in the workplace.
- 91% of participants said they were likely or very likely to recommend the training to a friend or colleague.
- More than 600 hours of training delivered
- Over 1000 professionals

Our Difference

Lived Experience



Lived Experience + Professional Expertise. We bridge the gap between policy and real-world practice.

Trust-Centred Approach



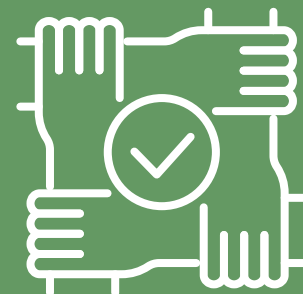
Trust-Centred Approach. We specialise in understanding how trust shapes engagement and outcomes.

Practical Application



Practical Application. Our training goes beyond theory; staff leave with tools they can use immediately.

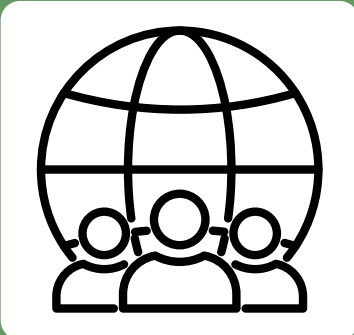
Tailored Delivery



Tailored Delivery. Every session is adapted to your organisation's context and challenges.



WHO WE WORK WITH



Local
Authorities



NHS &
Health Services



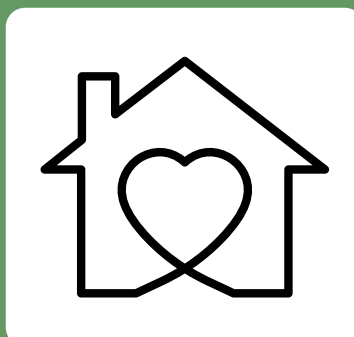
Schools, Colleges
& Universities



Public Health



Police &
Criminal Justice



Housing
Associations



Charities &
Community Organisations



Central Governments

Our Partners



Nottingham
City Council



NOTTINGHAMSHIRE
POLICE & CRIME
COMMISSIONER



COMMUNITY
FUND



University of
Nottingham
UK | CHINA | MALAYSIA



Public Health
England



Derby City Council

What We Offer (Training Overview)

Tailored to your organisation delivered in a warm, engaging environment
Based on real-life experiences designed to create practical, lasting impact.

Our Training Approach

Our sessions are:

- Interactive and engaging
- Scenario-based and practical
- Grounded in real-life examples
- Delivered by experienced facilitators

Learning Environment

Staff are supported to:

- Reflect on practice
- Build awareness
- Develop confidence
- Apply learning immediately

Training Options

We offer:

- Half-day sessions
- Full-day workshops
- Multi-session programmes
- Bespoke training packages



Pricing is tailored to your requirements and discussed during your free training needs analysis.

Training Workshops & Programmes

Cultural Competency:

Duration
3
Hours

Overview:

Support professionals to understand culture, improve engagement and deliver more effective services for diverse communities. This combined session provides practical tools and reflective learning to help create more inclusive and culturally responsive environments.

Key Outcomes:

- Understand culture and cultural competency
- Identify barriers and challenges
- Apply effective engagement strategies
- Improve relationships and outcomes

Unconscious Bias:

Duration
3
Hours

Overview:

Explore how unconscious bias influences decision-making, behaviour and service delivery. This session helps build awareness and promotes more inclusive practice. Participants will reflect on personal perspectives and explore practical ways to promote fairness, inclusion and culturally aware decision-making.

Key Outcomes:

- Understand unconscious bias and its impact
- Recognise bias in professional environments
- Challenge bias effectively
- Promote inclusive decision-making

Training Workshops & Programmes

A group of diverse children are gathered around a globe in a library or classroom setting, looking at it with interest. The background shows bookshelves filled with books.

Cultural Competency & Unconscious Bias (Combined):

Duration

**All
Day**

Overview:

A comprehensive session combining cultural competency and unconscious bias to develop deeper awareness and practical tools for inclusive and culturally responsive practice. The session supports professionals in developing inclusive approaches that build trust, understanding and stronger outcomes for service users.

Key Outcomes:

- Develop a holistic understanding of bias and culture
- Strengthen inclusive and fair practice
- Improve engagement with diverse communities
- Apply practical strategies in real-world settings

A group of people are shown in a discussion, with one person gesturing while speaking. The background is slightly blurred, focusing on the interaction.

Understanding and Responding to Hidden Harm through a cultural lens:

Duration

4

Hours

Overview:

A comprehensive session combining cultural competency and unconscious bias to develop deeper awareness and practical tools for inclusive and culturally responsive practice. The training highlights the importance of culturally informed safeguarding and recognising hidden challenges that may impact individuals and families.

Key Outcomes:

- Identify different forms of hidden harm
- Recognise signs and indicators
- Understand impacts on individuals and communities
- Apply appropriate safeguarding responses

Training Workshops & Programmes



Mental Health Awareness in Ethnically Diverse Communities

Duration

3

Hours

Overview:

Develop the knowledge and tools to support mental health and wellbeing in diverse communities, addressing stigma and promoting resilience. Participants will gain greater awareness of cultural influences, barriers to support and approaches that encourage wellbeing and resilience.

Key Outcomes:

- Understand cultural influences on mental health
- Address stigma and barriers to support
- Promote wellbeing and self-care
- Support resilient communities



Intergenerational Gaps in Diverse Communities:

Duration

3

Hours

Overview:

Explore how generational differences affect communication, relationships and community cohesion within diverse communities. The workshop encourages understanding between generations and explores ways to strengthen communication and community connection.

Key Outcomes:

- Understand generational differences and challenges
- Improve communication across age groups
- Build stronger connections within communities
- Support inclusive and cohesive environments

Training Workshops & Programmes

Gambling Related Harms in Diverse Communities:

Duration

1:30

HRS MINS

Overview:

A focused awareness session exploring the risks, impacts and support pathways related to gambling harm in diverse communities. The session also explores barriers to support, cultural stigma and the importance of early intervention and community awareness.

Key Outcomes:

- Identify key risk factors
- Understand impacts on individuals and families
- Recognise available support options
- Promote safeguarding and early intervention

Bespoke Training:

Duration

N/A

Overview:

Tailored training designed to meet the specific needs of your organisation, drawing on lived experience and specialist knowledge to deliver impactful learning. Each session is adapted to your audience, creating relevant and engaging learning experiences with practical real-world application.

Key Outcomes:

- Tailored training aligned to your organisation
- Practical tools for real-world application
- Improved confidence and team engagement
- Stronger inclusive and culturally aware practice

Training Workshops & Programmes



Racial Trauma:

Duration

3

Hours

Overview:

This workshop builds a practical understanding of how culture shapes experiences of trauma, resilience and recovery. Participants explore the limits of one-size-fits-all approaches and learn to apply core trauma-informed principles safety, trust, choice, collaboration, and empowerment in culturally responsive ways.

Key Outcomes:

- To Identify the intersection of historical, systemic, and racial trauma
- Recognize cultural manifestations of trauma
- Mitigate implicit bias and navigate institutional distrust
- To encourage healing by focussing on the unique support systems and pride found within their own culture



School Programmes:

Duration

3

Hours

Overview:

Every school faces a unique set of challenges. That's why our student workshops are fully customizable. We work alongside you to develop engaging, age-appropriate sessions on the topics that matter most right now - from healthy habits and online safety to fostering respect and dismantling misogyny or radicalization. We turn your school's concerns into impactful learning experiences.

Key Outcomes:

- Understand unconscious bias and its impact
- Recognise bias in professional environments
- Challenge bias effectively
- Promote inclusive decision-making

Training Workshops & Programmes

Trauma Toolkit Summary



ToolKit | Trauma-informed, Culturally Competent

Duration

Tailored
to your
needs

Overview:

A practical toolkit for organisations serving ethnically diverse communities. Develop a culturally informed and trauma-aware approach to working with individuals and communities. This session explores how culture, identity, and lived experience shape trauma, and equips professionals with practical tools to deliver more inclusive and effective support.

Key Outcomes:

- Understand the impact of culture on trauma and recovery
- Recognise barriers to engagement within diverse communities
- Apply trauma-informed approaches in culturally sensitive ways
- Improve confidence in supporting individuals with complex needs

If your work brings you into contact with people affected by trauma and adversity, you'll know that standard approaches don't always reach the communities who need them most.

This toolkit is designed to change that. It equips your team with the knowledge, cultural insight and practical tools needed to understand trauma in context and deliver support that genuinely resonates with the people you serve.

At Al-Hurraya, we don't teach this from the outside looking in. As a multilingual, lived-experience organisation rooted in the communities we support, this is the work we do every day. What you receive is a practical toolkit your team can continue to use long after the training ends.

The result is stronger engagement, improved reach into underserved communities, and measurable impact that can be evidenced to funders, commissioners and stakeholders.

Benefits of Our Training

Our training provides organisations with the knowledge, tools, and confidence to deliver more effective and inclusive support.

Strengthening Practice

Enhances understanding of communities and lived experiences, builds confidence when working in diverse environments.

Building Knowledge & Awareness

Develops cultural awareness and inclusive thinking. Encourages more informed and sensitive approaches.

Improving Service Delivery

Supports better engagement with service users. Leads to improved outcomes and experiences.

Organisational Impact

Helps meet equality and diversity standards. Strengthens team capability and collaboration.

BOOK YOUR FREE CONSULTATION NOW

We make accessing training simple, supportive and tailored to your needs — from first enquiry to delivery and beyond.

1. Initial Enquiry

Get in touch to discuss your organisation, goals and training requirements.

2. Free Consultation

We explore your needs and recommend the most suitable training options.

3. Tailored Planning

Sessions are adapted to your audience, objectives and organisational context.

4. Training Delivery

Training is delivered in an engaging, practical and supportive environment.

5. Feedback & Reflection

We gather feedback and reflect on learning to ensure meaningful impact.

6. Ongoing Support

Continued guidance, resources, and follow-up support are available where needed.

Ready to enhance your organisation's cultural understanding?

We offer tailored training designed to create real impact, strengthen teams, and improve engagement with diverse communities.

Get in touch today to get a free training needs analysis.

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