

# ***Diversity Matters North West (DMNW): Training Offer***

Agreed by Board 10.09.2018, Updated Jul24

## **About DMNW**

We are an award winning independent local charity, set up in 2007 and our mission is to challenge inequalities in health and wellbeing and to help predominantly, but not exclusively, South Asian women to develop their potential. We do this by delivering our own services, and through partnership with others. We provide a safe space in which women are supported to empower themselves, and each other.

We are a by and for organisation, all our activities are based on the expressed needs of the communities we serve and led by women from South Asian Communities. Our core areas of work are employment Learning and Training, Health and Wellbeing, Support for Women in Crisis. We provide community led, culturally sensitive and relevant multi-lingual activities.

## **Why DMNW?**

DMNW's unique selling proposition:

- 16 years expertise and experience of working with communities experiencing racial inequalities, specifically with South Asian residents, to raise awareness of health and wellbeing as well as promoting other agency services to the community.
- Expertise and experience with working with vulnerable and seldom heard women from marginalised backgrounds. Delivery of support to women in crisis for over 8 years. Currently commissioned by TMBC within the Bridges Partnership.
- Located in the heart of Hyde's Bangladeshi Community we have in-depth knowledge and understanding of community issues and challenges.
- We are able to harness multiple language skills through staff and volunteers; Punjabi, Urdu, Hindi and Bangla. We offer an Interpretation and Translation Service which provides Interpreting qualifications and employment opportunities for local women.
- We have a proven track record of working constructively with partners to remove barriers to services.
- We have experience of delivering community led consultation and research. Previous clients include Tameside MBC and NHS Tameside and Glossop
- We have access to over 60 volunteers at any one time, mainly women from South Asian and other BAME backgrounds.
- We have a staffing team that represents the community we serve, recruited from our 'Grow our own' policy.
- We have over 10 years of trust built in a community which other agencies find difficult to engage with, we have the skills, expertise and experience to provide services/advocacy and support.

## **Contact Details**

Rehana Begum or Gemma Gaskell, Chief Executive Officer's

Diversity Matters North West Ltd, Hyde Healthy Living Centre, 20 Great Norbury Street, Hyde SK14 1BR| Tel: 0161 368 3268

[rehana@diversitymattersnw.org.uk](mailto:rehana@diversitymattersnw.org.uk) | [gemma@diversitymattersnw.org.uk](mailto:gemma@diversitymattersnw.org.uk)

## Training Offer\*

Culture and Faith Awareness for Organisations: (1 full day training)	
Tailored to the needs of individual organisations covering:	
<ul style="list-style-type: none"> <li>• Background of the community &amp; culture (South Asian / Bangladeshi)</li> <li>• Culture vs Faith</li> <li>• Etiquettes</li> <li>• Women</li> </ul>	<ul style="list-style-type: none"> <li>• Celebrations &amp; Festivities</li> <li>• Myth busters</li> <li>• Engaging &amp; Communicating</li> <li>• Barriers to accessing service</li> <li>• Any pre-required elements identified by organisation</li> </ul>
Domestic Abuse awareness in South Asian Communities: (1 full day training)	
Tailored to the needs of individual communities & support services	
<ul style="list-style-type: none"> <li>• What is Domestic Abuse</li> <li>• What is Coercive control</li> <li>• The Law</li> <li>• Community Beliefs vs Religion</li> <li>• What is Honour based abuse</li> <li>• What are arranged and forced marriages</li> </ul>	<ul style="list-style-type: none"> <li>• FGM</li> <li>• Real case examples</li> <li>• Signs and Symptoms</li> <li>• Support Services</li> <li>• Any pre-required elements identified by organisation</li> </ul>
Pre – Volunteering: (3 half day training)	
Increase awareness and knowledge of volunteering	
<ul style="list-style-type: none"> <li>• What is volunteering.</li> <li>• The Law.</li> <li>• Benefits of volunteering.</li> <li>• Expectation of volunteers and the organisation</li> <li>• Identifying skills</li> </ul>	<ul style="list-style-type: none"> <li>• Team Working</li> <li>• Equality &amp; Diversity</li> <li>• Where to go for volunteering</li> <li>• Individual Learning Plan (if required)</li> </ul>
Confidence Building: (2 half day training)	
To increase self – confidence. Will cover:	
<ul style="list-style-type: none"> <li>• What is confidence</li> <li>• Confidence cycle</li> <li>• How confident are you</li> <li>• Lack of confidence &amp; its affect</li> <li>• Recognising confident people</li> </ul>	<ul style="list-style-type: none"> <li>• How to feel more confident</li> <li>• Visualising</li> <li>• Presentation Skills</li> <li>• Individual Learning Plan (if required)</li> </ul>
<p>*Our rates are very competitive and the training can be adapted to suit your organisation and service user needs.</p> <p>Our structured training packages are practical, using a range of delivery and facilitation techniques to engage all delegates and caters for their individual learning styles, this includes the use of case studies, discussions, activities, PowerPoint and videos.</p> <p>Our community learning offer can be delivered training in Bangla, Hindi or Urdu. Programmes are culturally sensitive to reduce barriers to accessing training.</p> <p>Our training evaluation captures the views of delegates and allows the opportunity to report the effectiveness and quality of the overall course.</p> <p>Price includes:</p> <ul style="list-style-type: none"> <li>• Planning and prep including, consultation with organisation prior to delivery of the training to ensure that our offer meets the needs of the organisation, identifying any issues or specific concerns to address during the training.</li> <li>• Online or face to face delivery (room hire, refreshments etc will need to be covered by the host organisation)</li> <li>• Training materials including attendance certificates upon successful completion</li> </ul>	

### \*Costs / Rates: (Negotiable)

Organisational Training	Community Learning
Full Day: £1000 (6hours – incl. breaks)	Full Day: £850
Half Day: £650 (3hours – incl. breaks)	Half Day £550
Additional learners are costed at: £90 each	Additional learners are costed at: £80 each
Costs are based up to 12 Learners. Prices are inclusive of VAT..	