

2021

ANNUAL REPORT

Al-Hurrayaya



www.al-hurrayaya.org
info@al-hurrayaya.org



About Us

Al-Hurraya was founded by Asad Fazil in 2014.

We are a peer led charity organisation which supports Black, Asian, Minority Ethnic and Refugee (BAMER) and emerging communities by providing culturally specific interventions to meet their needs and address social issues within communities. The service initially provided Culturally Specific Support for Substance Misuse and Addiction Support in BAMER communities.

Al-Hurraya then identified that there was a need to expand their services and initiate early intervention work, which targeted young people in deprived areas. This then led us to becoming a fast-growing charity supporting not only young people or beneficiaries who had addiction problems but also their families and the wider community. Today Al-Hurraya is one of the most sought-after cultural specific solutions providers in the East Midlands with award winning staff members who are paving the way for a better future.

From our CEO..



As I sit here today and reflect, not only on my own journey and growth but also the amazing growth of Al-Hurraya, I am overwhelmed with joy. However, the journey has not been all smooth sailing. 2021 has been the year where we have thankfully slowly transitioned back into some form of normality. As restrictions were slowly lifted, we were able to resume our services and get back to delivering our vital face to face support and really get back into business. As I discussed in last year's annual report, COVID 19 exacerbated many of the issues faced by the local community and therefore our Al-Hurraya team have really put in the work needed in making sure we are able to meet the ever-changing needs of our clients.

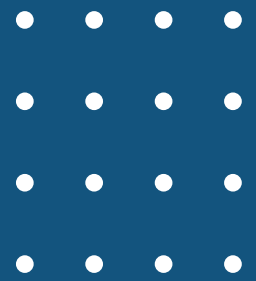
The last year has been an extremely busy one, with new contracts and projects, this has meant we have been able to grow our dedicated, passionate, and skilled team of employees. As well as growing our in-house team, we have also developed new partnerships, particularly within the voluntary sector and strengthened existing ones. This has meant we have been able to reach further within the communities that we are already supporting but also extend our scope of support, providing services to harder to reach, new and emerging communities.

We are currently working with a range of amazing organisation such as the NHS, Nottinghamshire's Police and Probation services, The Violence Reduction Unit, The Youth Justice Service and many other vital statutory services. We have also been able to deliver our amazing educational and informative training workshops within some of these services addressing cultural competency and unconscious bias.

Over time, Al-Hurraya has developed into the number 1 BAMER Specialist service in Nottingham. I believe it is our grass roots knowledge and experience what sets us aside from other organisations. A great moment when I knew our hard work, dedication and growth had been recognised was during this year as I was awarded an MBE. This award has been one of the most memorable achievements in my life and I would not have been able to achieve this without the support of my family, staff and support network who have all stood behind myself and Al-Hurraya even during the difficult times. The life of a CEO can be very lonely at the top, and I have had many personal challenges. We are peer led and sometimes it can be forgotten that I am in recovery. I would like to thank the people that give me strength, especially my wife has been my rock from the start of my journey.

I had a vision when I set up Al-hurraya and promised myself I would make it easier for people within my community and other communities, to access services so that they would not have to go through the challenges and suffering that I did. We are far from the end of this journey however I feel so far we are doing our best at delivering on this promise and are always striving to break down barriers and support those that need it.

Our Goals and Objectives..

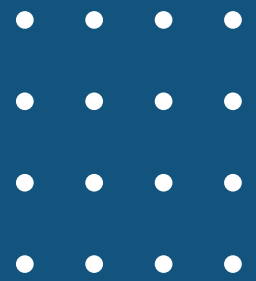


- To improve community cohesion.
- To support beneficiaries internal and external cultural issues which are detrimental to an individuals' growth.
- To be a peer led and empowering beneficiaries to become community champions.
- To work alongside government and statutory services and improve service provision within BAMER communities.
- To be able to mobilise and inspire our staff members to engage and create meaningful communities which are sustainable.
- To improve access to mainstream services.
- To deliver cultural competency training to frontline workers as well as mainstream services .
- To organise awareness raising events, deliver briefings and share information which is paramount to the BAMER.

We aim to deliver these culturally specific interventions so that we can improve over community cohesion and support. We want beneficiaries and their families to overcome barriers and reach the potential. Al- Hurrayya aspire to be leaders in providing health and social wellbeing. We hope to achieve this by;-

- Delivering crime reduction initiative within minority communities.
- Focuses on underlying issues that will support early interventions.
- Offering bespoke solutions on culturally specific issues to empower beneficiaries to improve the quality of their life.

Our Board...



Dr Latif Imran Jalil- Chair



Rizvan Shafiq- Treasurer



Shazia Ali- Secretary



Dr Lauren Bradford- Trustee

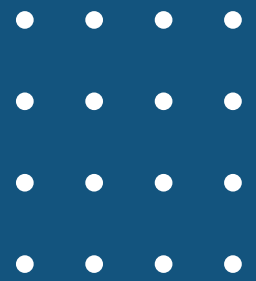


Adele Stacey- Trustee

Our Team..

Asad Fazil CEO	Saima Asad Operations Manager	Waqas Kiyani Project Manager	Alana Keenan Administration and Personal Assistant to CEO	Zahida Khalid Safegaurading Lead Domestic Violence and Sexual Violence Specialist
Amreen Aslam Nottingham Co- ordinator and Senior Substance Misuse Practitioner	Rafik Ahad Senior Substance Misuse Practitioner	William Dennis Substance Misuse Practitioner		Amjad Ashraf Derby Co- ordinator
Chris Brown Business Development (lived experience)	Carl Francis Specialist Navigator	Tukha A Specialist Navigator		Sheikh Burhaan Spiritual Support
Michael Dawes Specialist Counsellor	Khalid Mahmood Specialist Counsellor	Conrad Richardso Specialist Counsellor		Shabbir Hussain Peer Mentor, Lived Experience

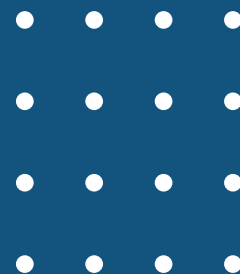
Highlights of 2021



Some highlights of our year...

- Continued delivery of training and support sessions through a fully digitalised platform.
- Introduction of delivering hybrid training solutions
- Maintaining Mutual Aid meetings with other community organisations to raise awareness of issues which are detrimental to the BAMER communities.
- Continued support for vulnerable beneficiaries and families throughout the COVID 19 pandemic.
- Delivering Cultural Competency and Unconscious Bias Training amongst service providers in Nottingham and Derby.
- Securing funding to maintain projects we are successfully delivering in Schools in Nottingham
- Working closer with Nottingham Police Crime Commissioner and Derby Police Crime Commissioner to promote crime reduction initiatives
- Providing mediation services within BAMER communities
- Continuing to provide the community of Nottingham and Derby with culturally specific educational programmes
- Regular Radio promotions with BBC Radio and Radio Dawn and Radio Faza
- Continued expansion of services in Derby and Stoke
- National recognition Advising The Home Office on Counter Terrorism and Extremism
- Our CEO being awarded an MBE
- Our Counsellor's receiving regional recognition
- Expanding our skilled team
- Working in conjunction with Nottingham Recovery Network to Provide specialist BAMER Substance misuse support

Our Services



Focus Groups

Addiction Support

**Islamic 12 Step
Programme**

Consultancy

**Domestic and Sexual
Violence Support**

**School based Counselling
Support**

**Refugee, Asylum and
Resettlement
Projects**

Family Support

Peer Mentoring

**Cultural Specific Grass
Root Knowledge**

Counselling

**Psychosocial
Interventions**

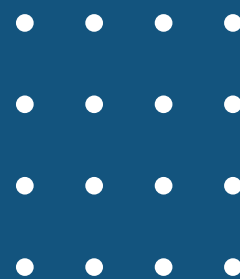
**Crime Reduction
Initiatives**

Research

**Health
Promotions**

Training

Our Services



Al-Hurraya Addiction Support (AAS)

Al-Hurraya support Beneficiaries who are enduring problematic Drug and Alcohol addiction. We also support individuals who are struggling with a range of addictions such as Gaming, Gambling and Online Services.

Al-Hurraya work alongside HMP Nottingham, Nottingham Violence Reduction Unit, Nottingham City Council, Nottingham Recovery Network, Clean Slate, NHS, Local Educational Establishments and other Voluntary and Statutory Services to provide: –

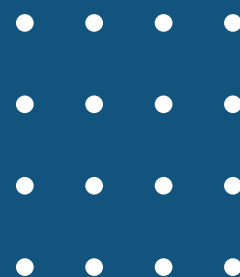
- Culturally specific interventions
- Islamic 12 steps programme
- One-to-one Counselling and Mentoring Services

Al Hurraya Early Intervention/Prevention and Education workshops

Al-Hurraya has been commissioned by The Police Crime Commissioner in Nottingham and Derby to provide Counselling, Mentoring and Educational workshops. We provide bespoke culturally specific workshops. These are evidence-based workshops and cover the following topics: –

- Gang Culture & Knife Crime
- Organised Crime
- Alcohol Drugs & Addiction
- Grooming and Child Sexual Exploitation
- Hidden Harm
- Honour Based Violence & Forced Marriage
- Radicalisation and Extremism
- Domestic Violence & Abuse

Our Services



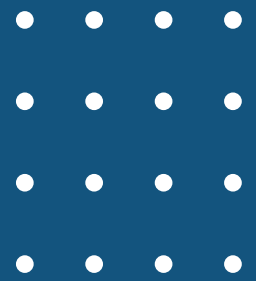
Family Support.

Al-Hurraya recognises that family matters. We use the Al-Hurraya Core Support Model to assess the impact of Substance Misuse to address who is affected and where the support is most required. This enables us to understand what form of intervention would work best. We are also able to offer support, guidance, and signposting to family members, peers, friends, and anyone else who has a relationship or acquaintance with a Beneficiary. Whilst we do this, we always maintain confidentiality and GDPR.

Domestic Violence and Sexual Violence Support.

We offer short and long term, trauma informed counselling to survivors of domestic abuse regardless of age and gender. The holistic approach means whole families can be seen and supported to fully heal from their experiences. Attachment sessions, Systemic work, one to one therapy, creative therapy and psycho-education are some of the approaches we use. The service is trained to work with women, men, children, young people, practitioners, and worried family members.

Our Services



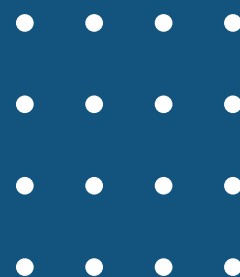
Cultural Competency and Unconscious Bias.

Al-Hurraya have devised a bespoke training package on Cultural Competency and Unconscious Bias. Our Cultural Competency training started in 2015 at Recovery in Nottingham, when Asad realised that the Cultural Competency training on offer, did not accurately reflect experiences of BAMER and emerging communities accessing mainstream services.

The areas which we cover in the training sessions include but are not limited to: –

- Why Cultural Competency important.
- The barriers and issues people from BAMER Communities face which prevent them from engaging with mainstream services.
- How education providers within voluntary and statutory organisations ensure they are engaging with people from BAMER Communities.
- Unconscious Bias.
- Challenges faced by Professionals supporting service users from BAMER backgrounds.
- How to support South Asian Adults accessing Mainstream Services.
- Difficulties faced by BAMER service users being supported by Professionals.
- How support service users from Emerging Communities.

Our Services

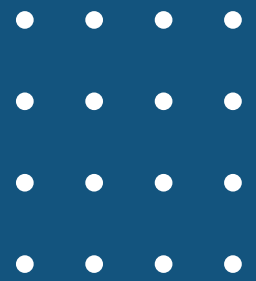


Training Packages.

Over the past four years we have devised and developed our bespoke packages of training. We have been able to combine our specialist cultural knowledge along with our grassroot intelligence and apply it to training packages which are highly informative. So far these have been delivered to schools, education providers, faith institutes and statutory agencies.

We can offer training to Staff, Volunteers and Mentors, these include:

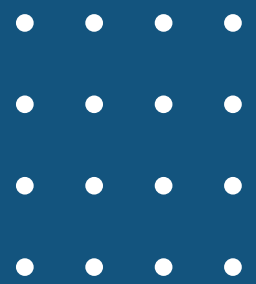
- Parental Programmes.
- Adverse Childhood Experiences (ACES).
- Domestic Violence & Abuse.
- Knife Crime / Gang Culture.
- Counterterrorism.
- Substance Misuse.
- Understanding and Responding to Hidden Harm within BAMER communities



Nottinghamshire Violence Reduction Unit.

For the last five years, Al-Hurraya have continued to work with Nottinghamshire Violence Reduction Unit (NVRU) as a trusted Charity to support members of the BAMER communities to deliver Early Intervention and Educational Workshops. We have also been carrying out preventative work on targeted youth projects. The educational workshops covered issues such as Radicalisation, Extremism, Knife Crime, Gang Culture, Substance Misuse and Anti-social behaviour which is an ongoing issue in these communities. These youth projects were aimed at Young People, those who are vulnerable or exposed to social issues which have impacted them. We have been fortunate enough to provide funding to Phoenix Pathways to offer diversionary activities and boxing sessions for Young People at Rebel Gym. We have also supported young people with Food aid and Counselling sessions. We will continue to work with local Education Providers and Organisations to deliver the programmes to those who are risk at being excluded from mainstream education. This year, the initiative saw us reaching out and supporting over 350 beneficiaries.

The funding from the NVRU also allowed us to adapt to the aftermath of the COVID 19 pandemic and carry on with the provision of our work. The extended funding allowed us to become digitally equipped to provide support to our vulnerable clients. We have used this funding to source equipment to make us more accessible to our service users.



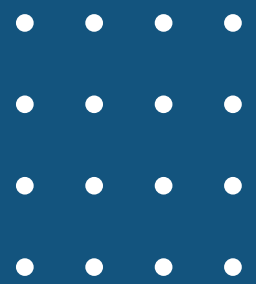
DERBYSHIRE POLICE CRIME COMMISSIONER.

The continued funding for this project by the Derby Police Crime Commissioner has enabled us to carry on providing culturally specific interventions around Addiction and Substance Misuse. Our early Intervention Workshops continue to be held in Derby Jamia Masjid, where we have engaged with over 100 young boys and girls. We have delivered a range of interactive workshops covering a range of topics including Gangs, Knife Crime, Drug addiction, County Lines, Prison, Forced Marriage, Domestic Violence & Abuse, Staying Safe Online, Substance Misuse, Self-image and Healthy Relationships. We have been able to provide one-to-one counselling sessions for identified at risk or vulnerable young people.

LLOYDS DCMS/LLOYDS FOUNDATION and DISCRETIONARY FUND.

Lloyds continues to support by enabling us to carry on doing what we do best which is support our service users. They do this by supporting us with our core costs. This pivotal funding also allowed us to support families who were impacted by COVID-19 by supporting them with food and clothing parcels as well as Counselling. We were working with Nottingham City Council COVID-19 task team to provide COVID related support. This fund also allowed us to pay wages to staff rather than furlough them. The Discretionary Fund was used to pay our capital costs which included our rent and supported the survival of Al-Hurraya

Projects 2021



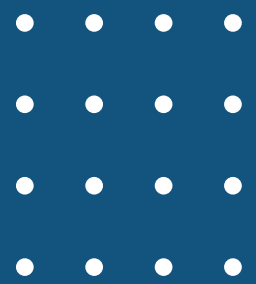
DERBY GROWTH.

The project involved 1-2-1 counselling and mentoring for young people from BAMER background. The project used cricket and football as diversionary activities. These sessions were delivered at Schools and Mosques in Derby to engage Muslim organisations and communities and form an alliance.

WESLEYN FUND.

We provided support to refugee and asylum seekers in Nottingham city to help improve their health and well-being. This was delivered through support activities such as mentoring and counselling support, especially around trauma and poor mental health and occasional advocacy around housing and benefits. The counselling and mentoring support was culturally specific via one to one and in group support to help overcome challenges such as substance misuse, domestic violence, surviving trauma and disaster, bereavement and loss, cultural issues and surviving incest and sexual abuse. Our sessional specialist counsellors and mentors who have lived experience worked with beneficiaries over several weekly sessions dependent on their needs and for one hour at a time. We used interpreters where required. We adhered to the NICE guidelines and followed the British Association of Counselling and Psychotherapy (BACP) code of ethics. For this project we worked with local authorities, local religious organisations, health providers, the Police and Crime Commission, Youth Justice Service, to ensure we complimented existing services for refugee and asylum seekers locally.

Projects 2021



NOTTINGHAMSHIRE POLICE AND CRIME COMMISSIONER.

Cultural Competence and Unconscious Bias Training

In November and December 2021, we delivered five weeks of Cultural Competency training to Staff and Volunteers from Nottingham City and

Nottingham County. The training was comprehensive and relevant to Nottingham/shires local communities, giving a good background knowledge of the different requirements of different communities and cultural norms.

The training was fully accessible and engaging online training. The training allowed a better understanding of the meaning of cultural competence and unconscious bias, and how they impact on participants' practice. Trainees were able to link the principles of cultural competence and unconscious bias awareness to their work and explain the case for good equality and diversity practice.

ACTIVE PARTNERS TRUST/YOUTH ENDOWMENT FUND.

Al-Hurraya identified that highly vulnerable young people they were supporting used Phoenix Pathways and if the facility would have to closed it

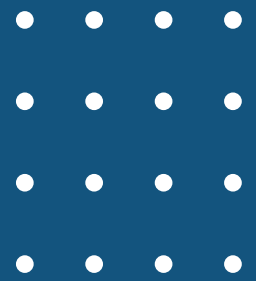
would have had a significant impact on their lives and increased their vulnerability to negative influences. Without funding the organisation faced closure. Both Phoenix Pathways and Al-Hurraya were very concerned that a

closure for Phoenix Pathways would be extremely detrimental for the vulnerable young people and adults that they engage with and support

(these young people are at risk of or involved with the criminal justice system). Phoenix Pathways provided informal mentoring support to these vulnerable young people from the local BAME community through fitness

and boxing sessions. Al-Hurraya was able to support Phoenix Pathways during this time by supporting them with rental income and CIC set up. We became the accountable body for them whilst they focused on their most important work of supporting young people

Projects 2021



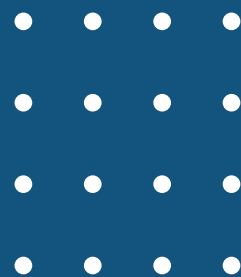
MENTAL HEALTH SOCIAL FUND

This fund was paramount in the way Al-Hurrayya has developed digitally this year. With this funding we bought Licences such as Microsoft, McAfee, Office 365 which enabled us to become more digitally functionable. Our staff members were able to link and share diaries and we were able to provide services via ZOOM, Microsoft teams and purchase LAMPLIGHT which is a database used to store client records. We were able to purchase laptops and phones which again enabled out staff members to be more accessible and allowed them to work from multiple locations.

COMMUNITY ACTION FUND.

This funding allowed us to continue to provide COVID support to people in Derby who were heavily impacted by the pandemic. With this funding we were able to provide Counselling sessions, food parcels and help towards bills (where people had lost jobs).

Projects 2021



SPORTS ENGLAND- This Girl Can Community Fund

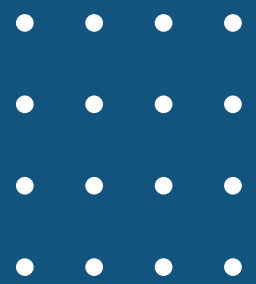
Since 2014 we have supported Girls from BAMER communities who wanted to remain engaged in sessions. These were "talking sessions" such as keeping safe online or the dangers of sexting (which is vital for both sexes). Their physical health was ignored.

Getting girls to engage in our programme allowed them to break down barriers, stereotypes and empowered them to do more than they expected of themselves. We encouraged the girls to realise that sport isn't limited to men and boys and that sport for girls isn't restricted to football or netball. The sessions attracted 20 young women via referrals and direct contact we already had in place with Young Women and Agencies such as Education Providers, Statutory Services, Faith institutes and Women only services in the Nottingham area.

THE COMMUNITY FOUNDATION

Through this project we are delivering BAMER specific interventions to Young People who are at risk of being groomed into Criminogenic behaviours, alongside culturally specific interventions to enable Young People to overcome barriers to reach their individual potential, supporting improved Health and social Wellbeing and work on crime reduction initiatives. By enhancing community cohesion, providing holistic Wraparound support and empowering Clients with the knowledge, skills and resources, they need, they are able to overcome social and emotional barriers they face, they are able to fulfil their individual ambitions and reduce the detriment that is being caused to them, their families and their communities.

Burton-on-Trent is a small community, and it has seen an influx of Refugees and Emerging communities and Asylum Seekers which is all impacting on all local services including Housing, Education and Health. The area also has a cohort of organised crime in local communities that need to be addressed and ensure Young People do not engage within with their levels of risk. The area has many cultural issues but there is a lack of cultural support, cultural training and lack of specialist support as well as wraparound support working with families. From our experience of working with Young People from BAMEMR backgrounds, we are ideally placed to work with this community in Burton-on-Trent. We will develop culturally specific interventions to enable Young People to overcome barriers, to reach their potential, supporting improved Health and social wellbeing and work on crime reduction initiatives. We will do this through weekly one to one and group Counselling and Mentoring sessions at local schools.



Training Packages.

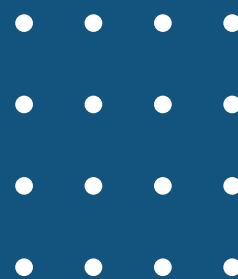
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Cultural Competency and Unconscious Bias

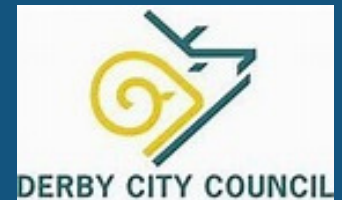
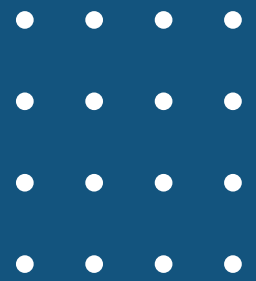
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Our Vision



AT AL-HURRAYA OUR VISION IS TO BECOME INFLUENCERS AND POLICY SHAPERS WHO HAVE A POSITIVE IMPACT IN THE COMMUNITIES WE LIVE IN, HAVING A POSITIVE IMPACT ON THE WIDER SOCIETY. OUR VISION OVER THE NEXT FIVE YEARS IS:

- To improve the wellbeing of service users and their families which in turn harnesses great community cohesion.
- To develop early intervention workshops which can be tailored to meet the needs of the diverse service users that we come to contact with.
- To develop bespoke programmes which target hard to reach communities.
- To reduce offending and reoffending rates in BAMER Communities.
- Character development and citizenship programmes.
- Building resilience within young people and communities.
- Leadership programmes.
- To reduce problematic substance, use in BAMER Communities.
- Diversionary activities for young people, to increase the health and Wellbeing of BAMER Communities.
- Parental and family support initiatives.



THANK YOU

Big projects involve overseeing a lot of moving parts, oftentimes from different funders and partners. To have a successful rollout, charities rely on a well-crafted project plan to ensure objectives are met on time and on budget. Funding forms part of a project plan and is a formal approved document which is used to define project goals, outline the aims and objectives and monitor deliverables. Al Hurraya is thankful to all these funders and our partners who have believed in us and funded in us to provide support to where it is most needed

OUR SOCIALS



@al-hurraya.org



http://www.instagram.com/al_hurraya/



@asadfazil7

DECLARATION

Signature (s).....

Full name (s).....

Position.....

Date.....

Signature (s).....

Full name (s).....

Position.....

Date.....

Signature (s).....

Full name (s).....

Position.....

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