



Think Dad's:
Cultural and
Religious
Considerations

Who are Al-Hurraya ?

- We are Al-Hurraya, and we are proud to be a peer-led support service providing bespoke, personalised, culturally specific interventions to meet varying needs of individuals, their families and address social issues presented in the local communities.
- We were founded in 2014 by Asad Fazil who recently received an MBE in recognition of the amazing work himself and Al-Hurraya have done within the local community.
- We utilise early interventions, education, counselling, mentoring and empowerment method to supports those facing a range of disadvantages including hidden harm, addiction, involvement in crime, gangs, domestic abuse, radicalisation and trauma.

Aims of the session:

To understand what cultural competency is and why it is important

To learn what some cultural and religious considerations are when working with dads

How can you become more culturally competent

What is Hidden Harm

What is professional curiosity and the important of asking questions

How to respond to Hidden Harm

Good practise

Partnership working and Local services




What is Cultural Competency?


GROUP DISCUSSION

Academic definition

Cultural competence is a set of congruent behaviours, attitudes, and policies that come together in a system, agency or among professionals and enable that system, agency or those professions to work effectively in cross-cultural situations *(Cross et al, 1989;)*



Cultural competence is about our will and actions to build understanding between people, to be respectful and open to different cultural perspectives, strengthen cultural security and work towards equality in opportunity. *(Corey, G., Corey, M. S., Corey, C., & Callanan, P., 2014).*



Cultural competence is, ultimately, about valuing diversity for the richness and creativity it brings to society *(Sherwood, 2016).*

Al-Hurraya Definitions

“Cultural competence is the ability to understand, communicate, operate, provide sensitive and effective services to a diverse population, alongside a willingness to adapt to the emerging needs of Clients and its workforce.”

Respecting individuality, language, age, practices of culture, religious beliefs, gender, sexuality and freedoms whilst at the same time adhering to safeguarding policies and procedures.”



Why is Cultural Competency important?

GROUP DISCUSSION



Working with new dads: Cultural competence

Respect for diversity

Effective communication

Reducing Stigma

Build Trust

Enhancing Engagement

Overall Family Well-being

Cultural considerations can include: Language and Communication-

Engaging diverse clients often requires tailoring your communication to their preferences and comfort levels. This might mean using different communication channels (e.g., email, phone, in-person meetings), adjusting your tone, or providing information in multiple languages, if necessary.

- ▶ Communication styles
- ▶ Language

Cultural and religious Identity and Beliefs

- ▶ Gender Roles
- ▶ Parenting styles
- ▶ Religious practises
- ▶ Life choices
- ▶ Non-Judgemental attitude



Family and Community

- ▶ Family Values
- ▶ Family structures
- ▶ Intergenerational households:
 - ▶ Support and assistance
 - ▶ Differing parenting styles
 - ▶ Traditional Vs Modern

Mental Health: Barriers and Stigma

- ▶ Silence and Secrecy
- ▶ Lack of Awareness and Education
- ▶ Cultural Norms and Expectations
- ▶ Financial Pressures



How do I become Culturally Competent?

1. Reflect on your own cultural biases, beliefs, and assumptions.
2. Active Listening
3. Cultural Humility
4. Education and Training
5. Collaborate with Community Organizations

“Developing cultural competence results in an ability to understand, communicate with and effectively interact with people across cultures.”

Avoid making broad cultural assumptions

- ▶ Not one size fits all approach
- ▶ Recognise each family is different – each father is different



Encouraging dad involvement

What works
for them

Empower
dads

Are you
being dad
inclusive?

Hidden Harm & professional curiosity: What is hidden harm

Hidden harm is harm or abuse that is usually hidden from public view occurring behind closed doors and often not recognised or reported. The emphasis is about spotting signs early and helping to prevent the risk escalation.

Hidden Harm is often concealed by shame, fear and stigma and is not picked up. The exact number of people impacted by it is not fully known.

Pressures arising from periods of social isolation and lock down have increased the potential of harm to children and young people

Professional curiosity

Explore and proactively understand family dynamics



Not making assumptions



Do not be afraid to ask questions

Responding to hidden harm

- ▶ The most important thing to do is to do SOMETHING!!
- ▶ Here are some additional tips for handling a hidden harm disclosure:
 - Let them know they aren't alone
 - Let them know it isn't their fault
 - Listen non-judgmentally
 - Provide information
 - Signpost - be well connected with local services
 - Don't try to counsel without training
 - **Raise awareness of hidden harm**

What works?

- Cultural Empathy
- Cultural Identification
- Being recognised as an individual and not as a problem, symptom or a project that needs fixing
- Being heard, listened to and understood
- Inclusion - gaining trust
- Empowering Dad's, raising their aspirations and enabling them to realise their potential
- Respecting and acknowledgement of past history or issues
- Respecting dad's autonomy and decision making
- Validating, thoughts, feeling and beliefs
- Providing holistic wrap-around support
- Consistency in support
- Safeguarding
- Positive role models within own communities with lived experience

Community Resources and Services in Nottingham

1. Nottingham African Community Centre:
 - Website: www.nacc.org.uk
 - Services: Provides a range of support services, including counseling, advice, and community activities tailored to the needs of the African community in Nottingham.
2. South Asian Health Foundation:
 - Website: www.sahf.org.uk
 - Services: Offers culturally sensitive mental health support, educational workshops, and advocacy for South Asian communities in Nottingham.
3. Migrant Help:
 - Website: www.migranthelpuk.org
 - Services: Provides practical support, advice, and advocacy for refugees and migrants, including mental health services and referrals to appropriate resources.
- 4.

Questions

