

# Nafsiyat's Intercultural Competency Training & Development Services



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*Keep in mind, we can create bespoke options for your organisation based on your needs.*



# About Nafsiyat

*Who we are and what we do*



Nafsiyat is an intercultural therapy centre committed to providing effective and accessible psychotherapy and counselling services to London's diverse religious, cultural, and ethnic communities. "Nafsiyat" is the integration of 'mind, body, and soul' in Sanskrit, Persian, and Aramaic. Our team is comprised of experienced, fully qualified psychotherapists and counsellors from diverse backgrounds who are sensitive to the particular therapeutic needs of culturally minoritised groups.

We provide short-term intercultural therapy in over 20 languages via referral to individuals, groups, and couples.

In addition, as pioneers of the intercultural model, we offer training and support for organisations and individuals in intercultural competency. The following sets out our training and support offer and we are happy to take enquiries and provide further information.

# CPD-Certified Intercultural Development Workshop

The Intercultural Development workshop delves into the complexities of racial, cultural, and intersectional identities. Throughout the workshop, participants engage in discussions that focus on developing the skills, knowledge, and experiences necessary to effectively navigate interactions that may arise due to cultural and racial differences. The workshop utilises real-life examples and practical exercises to illustrate the processes involved in working in an intercultural context.

Through examples, attendees will work through concepts/themes such as:

1. **Understanding Racism and Discrimination.**
2. **Racial and Cultural Identity.**
3. **Culture and Mental Health.**

## Benefits and Takeaways for Participants from This Workshop:

1. **Enhanced Cultural Awareness**
2. **Ability to Navigate Differences**
3. **An Introduction to Understanding Racism**
4. **Cultural and Racial Identity Reflection**
5. **Practical Application**

**Duration:**  
6 hours (Full Day) or 3 hours (Half Day)

**Participants:**  
4-16

**Location:**  
In-Person or on Zoom, Teams or Google Meet

**For:**  
Individuals looking to improve their cultural understanding in the workplace

# Full-Day vs. Half-Day

✓ An introduction to key concepts

✓ Why intercultural awareness is important

✓ Intercultural principles

✓ Cross-cultural dialogues

✓ Racial identity development theory

✓ Case Studies

✓ Film and reflections

✓ Reflections for your organisation

✓ An introduction to key concepts

✓ Why intercultural awareness is important

✓ Intercultural principles

✓ Cross-cultural dialogues

✓ Racial identity development theory

✗ Case Studies

✗ Film and reflections

✗ Reflections for your organisation



# Intercultural Seminars

*Recommended for Corporate Away Days or EDI Training*

Designed for a broad audience, Nafsiyat's Intercultural Seminar provides a holistic introduction to the essence of working and thinking interculturally, irrespective of one's professional or personal background.

Here's what participants can expect to explore:

- **Racial Identity Development:** We explore the stages of racial and ethnic identity development, understanding how it shapes one's worldview, interpersonal interactions, and personal journey.
- **Cross-Cultural Dialogues:** Highlighting the importance of dialogue in bridging cultural divides, with hands-on examples of effective communication techniques that respect and acknowledge diverse backgrounds.

## **Benefits and Takeaways for Participants from This Session:**

1. **Foundational Understanding**
2. **Empowered Communication**
3. **Appreciation of Diversity**
4. **How to Continue This Learning**

**Duration:**  
1 hour

**Participants:**  
4-16

**Location:**  
In-Person or  
on Zoom,  
Teams or  
Google Meet

**For:**  
Anyone



# Intercultural Reflective Sessions

Reflective sessions provide safe and confidential spaces for racially minoritised staff members to process and reflect on work and organisational issues. In these sessions, participants collaborate with experienced facilitators and peers, delving into common challenges, garnering support, and working collaboratively to foster an equitable professional environment. They serve as a mirror, allowing participants to deepen their self-awareness, enhance competencies, and refine workplace practices.

These Reflective Sessions will be facilitated by Nafsiyat therapists and will be held online using Zoom, Teams or Google Meet. Some Reflective Sessions will be themed, and some will be open with no theme. Some of the themes of past reflective sessions are Islamophobia, Microaggressions, and Antisemitism.

## Benefits and Takeaways for Participants from These Sessions:

1. **A Safe Space**
2. **Collaborative Learning**
3. **Deepened Self-Awareness**
4. **Skill Enhancement**
5. **Thematic Discussions**

**Duration:**  
75 minutes

**Participants:**  
8-10

**Location:**  
On Zoom,  
Teams or  
Google Meet

**For:**  
Individuals  
looking to  
reflect on  
racial or  
cultural issues  
in their  
organisation



# Intercultural Development in Schools Workshop

**Empowering school staff to create a welcoming and inclusive learning environment where all students can thrive.**

Our Intercultural Development in Schools workshop promotes self-reflection and empathy among school staff. It provides a platform for participants to understand the impact of cultural and racial identity on their relationships and how they interact with their environment.

The workshop covers important topics, such as racial identity, racial trauma, and cultural competence, and encourages attendees to bring their personal and professional experiences to the table to enhance their understanding of race, culture, and intersecting identities. Through this workshop, participants will gain valuable insights and skills to incorporate a culturally responsive approach in their policies and practices.

## **Benefits and Takeaways for Participants from This Workshop:**

- 1. Inclusive Learning**
- 2. Skill Development**
- 3. Enhanced Empathy**
- 4. Real-world Application**
- 5. A Practical Approach**

**Duration:**  
6 hours (Full Day) or 3 hours (Half Day)

**Participants:**  
4-16

**Location:**  
In-Person or on Zoom, Teams or Google Meet

**For:**  
Educators in local authority and government education departments, as well as school and college headteachers/senior management teams.





# Intercultural Supervision Workshop

Drawing on Jafar Kareem's 1990s conceptualisation of "Intercultural therapy," Baffour Ababio adapts this approach to Intercultural Supervision in 2024. This workshop delves into the nuanced supervisory dynamics resulting from this application. It underscores the importance of understanding the collective life experiences of both the supervisor and supervisee, acknowledging and exploring the conscious and unconscious cultural assumptions inherent in the supervisory relationship.

Participants will engage with real-life intercultural supervision clinical examples, shedding light on the intricate racial and cultural dynamics intertwined in the multifaceted relationships between supervisees, supervisors, and clients.

## Benefits and Takeaways for Participants from This Workshop:

1. **Deepened Understanding of Interculturality**
2. **Enhanced Skills**
3. **Real-world Application**
4. **A Reflective Practice**
5. **Improved Outcomes**
6. **Enhanced Cultural Competence**
7. **Informed Practice**
8. **Community Building**

**Duration:**  
3 hours

**Participants:**  
4-16

**Location:**  
In-Person or on  
Zoom, Teams or  
Google Meet

**For:**  
Supervisors,  
psychotherapists  
and  
counsellors



# Nafsiyat Private Therapy Service

*Recommended for clients from diverse ethnic, cultural and religious backgrounds.*

Nafsiyat Choice is a specialist intercultural service offered in-person and online, depending on the client's preference and location, and can be offered in any of our over 20 languages. Nafsiyat Choice is based on an intercultural psychodynamic model, addressing underlying problems and causes, often from the past whilst also considering the cultural and societal factors at play in our client's lives, such as religion, race, ethnicity, gender, disability and socioeconomic status.

Choice clients can choose how long they would like to continue with the therapy, be it 12 weeks or 12 months.

For more details, please refer to [our website](#).

## Benefits and Takeaways for Clients:

1. **Tailored Language Support**
2. **Flexible Delivery**
3. **Holistic Approach**
4. **Deep Cultural Sensitivity**

**Duration:**  
50 minutes

**Participants:**  
1

**Location:**  
In-Person or  
on Zoom,  
Teams or  
Google Meet

**For:**  
Anyone

**Cost:**  
£45 - Trainee  
£65 - Clinician  
£85 - Senior  
Clinician



# Costs

	Corporate Sessions	Statutory Organisations	Voluntary Organisations
Full-Day Training	£1460	£1120	£975
Half-Day Training	£1090	£833	£725
Reflective Session	£425	£375	£350
Seminar	£1050	£805	£700



# Communications, Reporting and Project Management

## Communications Support

With two hours of consultation, customised flyer design, animations, and social media content, we amplify your training's signup rates.

## Monthly Reporting

A monthly report detailing participant engagement, session feedback from participants, session uptake, financial oversight, and a holistic evaluation of the training's progression - all prepared to inform and guide future strategy.

## Project Management

Benefit from two hours of project management support weekly, ensuring alignment with your organisational goals.

Organisations commissioning more than 5 training sessions will automatically have the Project Management package added.



# Support Costs

**Fee**

**Communications  
Support**

£150 per day

**Monthly Reporting**

£150 per day

**Project Management**

£150 per day



# Organisations We Have Worked With

## Healthcare

- Anna Freud Centre
- Whittington Health
- Grief Encounter
- CIC WELLBEING
- Personality Disorder Pathways
- CCIWBS: Bereavement Counselling
- Camden icope
- Ealing IAPT
- Philadelphia Association
- Keeping Well NCL
- Keeping Well NEL

## Education

- St. Andrews
- UCL
- Edinburgh University
- Sheffield University
- Leeds Uni
- Nottingham Uni
- Kings College London
- Aberdeen University
- Birkbeck University
- Imperial College Healthcare NHS Trust
- Cardiff Met University
- Jesus College Cambridge



# Our Facilitators



## **Kemi Omijeh** | Workshop Leader

Kemi Omijeh is an MBACP Registered psychodynamic and CBT-trained Therapist, Clinical Supervisor, and qualified teacher with over 12 years of mental health experience, primarily in school settings.



## **Baffour Ababio** | Workshop Leader

Baffour Ababio is an intercultural psychoanalytic psychotherapist, supervisor, and author. Accredited with the UKCP, BAPPS and is an executive member of CPJA. He works in independent practice and at Nafsiyat Intercultural Therapy Centre.



## **Caroline Adewole** | Workshop Leader

Caroline Adewole is a psychotherapist, clinical supervisor, parent facilitator and trainer. She trained at The Bowlby Centre, where she is a course tutor and a member of the Clinical Training Committee. In addition, she has been a clinical supervisor at Nafsiyat Intercultural Therapy Centre for many years.



## **Sharon Hastings** | Workshop Leader

Sharon Hastings is an integrative counsellor and clinical supervisor in private practice. She works with individuals and couples and has also worked with children and young people in primary and secondary school settings.

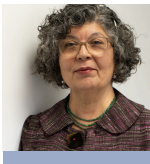


# Our Facilitators



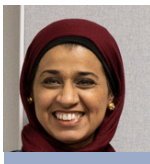
## **Dr. Anvita Madan-Bahel** | Workshop Leader

Dr. Anvita Madan-Bahel grew up in India and has acculturated to the USA and the UK. She specialises in multicultural psychology. Most of her work concerns diversity training, cross-cultural issues, and reducing sexual violence & gender disparity.



## **Dilek Güngör** | Reflective Session Facilitator

Dilek Güngör is an accredited member of the UKCP. Dilek is registered as a psychoanalytic psychotherapist and a group analyst and has, since 1993, worked with individuals, couples, and groups.



## **Wajiha Ali** | Reflective Session Facilitator

Wajiha Ali is a Family Systemic Practitioner. She completed a Systemic Practice course from the Institute of Family Therapy, working with couples and families using the systemic model to provide services suited to the client's needs. She trained at the Institute of Group Analysis as a Group Work Practitioner and runs intercultural therapy groups at Nafsiyat.



## **Charles Brown** | Reflective Session Facilitator

Charles Brown is a psychoanalytic psychotherapist, addiction therapist, and clinical supervisor and is a member of The Guild of Psychotherapists and an Honorary UKCP Fellow.





# Testimonials

Keeping Well NCL is a well-being service which supports health and social care staff in North Central London from diverse backgrounds.

Keeping Well NCL commissioned Nafsiyat to provide individual therapy sessions to their service users and offer Intercultural Development workshops to staff across NCL organisations.

*"We have had a **productive, collaborative and open relationship** with the Nafsiyat team, who have been **responsive, thoughtful and supportive regarding our service users and our service itself**. As a result, we hope to be in a position to recommission the service for the next funding year."*

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## ***Feedback from past participants who attended the Intercultural Development workshop:***

"I enjoyed the break out room discussions, sharing thoughts and learning more about my colleagues through the intersectional lens questions. I appreciated the sociological perspectives, as well as the therapeutic ones. The training was confronting and thought-provoking, as it should be, but in a safe, non-shaming way." - Claire Baker, CIC Wellbeing

"The trainer used her own experience which helped me see challenging concepts in a new way. She also spoke clearly and confidently about the definition of race and challenged us in a way that these trainings don't usually. Great job!" - Gina Elliott, UCL

"This has helped me to keep being reflective on my own attitudes and practice in order to assist my team and my learners with their own development in this area" - Zara Lewis, Offender Personality Disorder Pathway South Central Region



# Contact Us

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