



H.U.M.A.N

LEARNING PROGRAMMES

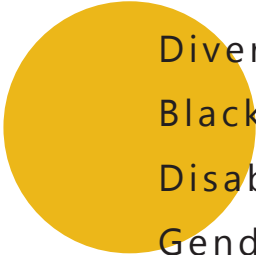



I Welcome to HUMAN

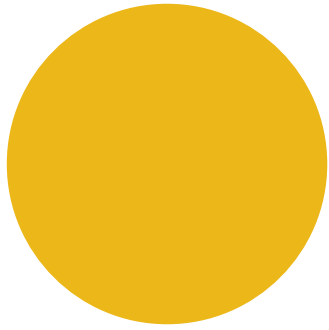
We are a Community Interest Company (CIC) dedicated to promoting diversity and inclusion according to the Equality Act 2010. We focus on protected characteristics such as age, gender, race, sexual orientation (including LGBTQ+), and disability (including mental health). Our services support marginalised individuals, businesses, schools, and community groups, ensuring that equity is achieved at every level.

HUMAN's core expertise lies in delivering training that fosters justice and equity. Our training is designed to advance diversity and inclusion by cultivating core values and social responsibility. We emphasise building intellectual capability and communication skills to empower individuals to become agents of change and effective leaders in their fields.

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I Training Programmes & Provision



HUMAN's training programmes are designed to build self-esteem, develop self-discipline, and enhance essential life and work skills. We aim to empower individuals by recognising and nurturing each learner's unique and creative talents, adapting our programmes to their needs, and helping them to unlock their full potential.

Our goal is to foster a more inclusive and productive environment where people can work, study, and live in harmony.

Through our training, we provide individuals and groups with the skills they need to make meaningful contributions to society and create a more supportive and equitable community for everyone.



SCHOOLS, COLLEGES,
UNIVERSITIES



BUSINESSES, COMMUNITY
GROUPS, STATUTORY BODIES

W H O W E S E R V E



PEOPLE WITH DISABILITIES
AND LEARNING DIFFICULTIES



ELDERLY PEOPLE,
VULNERABLE ADULTS



PREGNANT WOMEN,
DOMESTIC ABUSE SURVIVORS



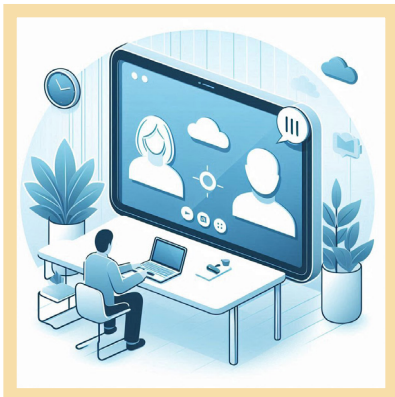
MIGRANTS, REFUGEES,
ASYLUM-SEEKERS



PARENTS AND
ADOLESCENTS

We engage with our learners in an inclusive way, creating a positive environment where people excluded from holistic living feel valued and supported.

I How it Works



Delivery can take place either online via Zoom, or in person at your place of work.

To deliver in person we will need at least one classroom, with tables, chairs, and internet access, as well as a screen projector or whiteboard.



Courses will be adjusted and tailored to the needs of each organisation.

The duration of training is up to you, ranging from a half-day workshop to a 6-day course (delivered weekly).



The training is monitored by a HUMAN staff member who will report directly to your management board.

Concurrent evaluation would be performed on a monthly basis



CONTACT US

Angela Mitchell, Director:

angelam.human@gmail.com

07545 364607



COSTS

Half Day Rate: £250 + travel expenses and resource costs

Full Day Rate: £450 + travel expenses and resource costs

Costs shown for organisations.
Charity discounts available.



WEBSITE

WWW.HUMANINCLUSION.ORG

I Diversity, Equity, and Inclusion

When a company values its staff and actively helps them reach their full potential, it becomes an organisation that attracts and retains the best employees.

A diverse workforce brings together a wider range of voices, experiences, and perspectives, expanding the skills and knowledge within the organisation. With a broader spectrum of experience at the table, a greater range of ideas are tested, and better decisions are made. Creativity and innovation are ignited, enabling companies to stay ahead of the curve and adapt to evolving market demands.

**Inclusion
increases staff
retention by
50%**





Courses Offered

- **Black History**
- **Disability in the Workplace**
 - **Gender Equality**
 - **LGBTQ+ Inclusion**
- **Mental Health Inclusion**
 - **Racial Equality**
 - **Digital Inclusion**

I Black History



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Participants will explore the historical successes of Black individuals and communities, gaining an understanding of their remarkable resilience and achievements in the face of systemic barriers. This deep exploration will also illuminate the broader legacy of colonialism, revealing how it has influenced modern-day inequalities and discrimination.

Beyond the historical context, learners will engage with contemporary issues, discussing strategies to tackle discrimination at all levels: individual, institutional, and societal.

By recognising the roots of systemic racism, they will be better equipped to contribute to the creation of a more inclusive and equitable infrastructure.

Syllabus

- **Black history in Britain**
- **Successes and achievement within the black community**
- **Discriminative inter-cultural barriers**
- **Racism and conflicts with British values**
- **Types of discrimination**
- **Unconscious bias**
- **How to affect change**
- **Protections under the law**



Discrimination against individuals with disabilities is widespread, both in society and the workplace. Those with disabilities, especially those with intersecting disabilities or learning challenges, often face barriers to finding suitable employment. This group is among the most vulnerable, struggling to secure the understanding and support they need.

Our courses focus on defining disabilities, highlighting hidden disabilities, and addressing prejudice arising from a lack of awareness. We cover various types of disabilities and the resources and support systems available to people with disabilities, both at work and elsewhere. While tailored for those with disabilities, our training is open to all, aiming to promote inclusivity and raise awareness about these challenges.

Syllabus

- **Understanding disabilities**
- **Real life perspectives**
- **Policies and the law**
- **Day-to-day issues for a disabled person**
- **Recognising dyslexia and learning difficulties**
- **“Once a man, twice a child”**
- **Hidden disability**



| Gender Equality

This workshop helps learners understand the daily challenges women face, including low representation in the workforce, a persistent gender pay gap, sexual harassment, barriers to advancing into leadership roles, and the additional hurdles women of colour face in pursuing higher education.

The programme addresses inequalities and abuse in workplace and educational settings, with the goal of creating a more equitable environment for all women.

Syllabus

- **Key concepts: gender**
- **power, and privilege**
- **The importance of diversity, equity, and inclusion**
- **Changing norms and practices**
- **Invisible barriers**

I LGBTQIA+ Inclusion

Since the 2010 Equality Act there has been progress in implementing social and systemic inclusivity for LGBTQIA+ people, yet many still experience discrimination, hostility, and violence in and out of the workplace.

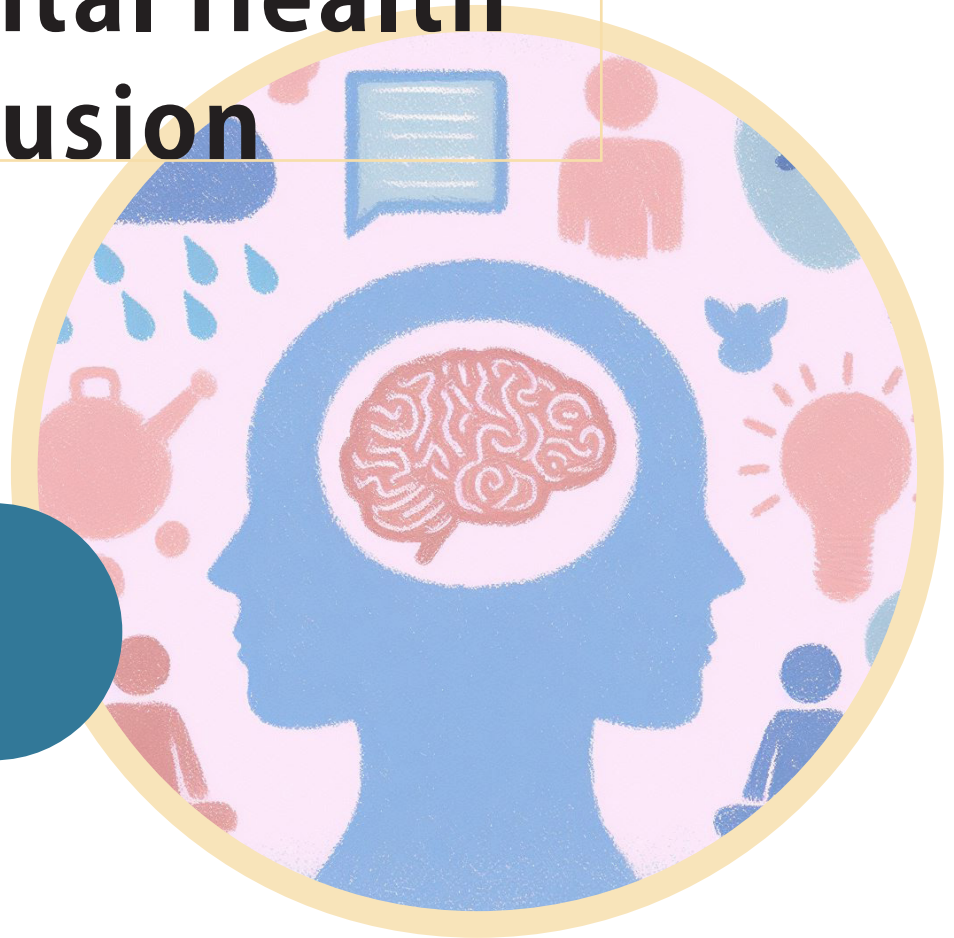
Our workshops offer a valuable chance to enhance employee morale, productivity, and staff retention. They position your business at the forefront of comprehending LGBTQIA+ rights and experiences in the constantly evolving UK landscape, leading to benefits such as reduced legal risks, improved customer loyalty, and a more diverse talent pool.

Syllabus

- **Understanding terminology**
- **Challenging stereotypes**
- **Workplace policies**
- **Inclusive environments**
- **LGBTQIA+ experience**
- **Allyship and support**
- **Resources**
- **Protections under the law**



I Mental Health Inclusion



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This engaging workshop focuses on understanding and addressing mental health and stress in today's fast-paced world.

Participants will gain insight into the signs and symptoms of mental health issues through a preventative lens, discovering practical wellbeing strategies and techniques to nurture positive mental health.

We'll also explore how social and cultural influences shape perceptions and the stigma associated with mental health. We highlight innovative ways to make mental health services more inclusive and accessible to diverse communities, ensuring everyone has the support they need to thrive.

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Syllabus

- **What is mental health?**
- **Managing emotions**
- **Create a wellbeing "toolbox"**
- **Signs and symptoms of mental illness**
- **Strategies for wellbeing, including Meditation techniques**
- **Inequality and mental health**



I Racial Equality

This course focuses on the experiences of people of color, especially Black individuals, by delving into systemic racism, cultural taboos, colorism, and interracial discrimination to encourage a more inclusive society.

Participants will analyze how the loss of cultural heritage, religious beliefs, names, and broader identity affects individuals and communities. Through this examination, the course seeks to spark meaningful conversations and promote actionable solutions that advance diversity and foster social equity.

Syllabus

- **Assimilation into British life**
- **Racism & racial prejudice**
- **The legacy of slavery**
- **Discrimination and mental health**
- **Terminology around race**
- **Intersectionality and race**

5.3 million

Britons have either never gone online or not used the internet (ONS, 2020)

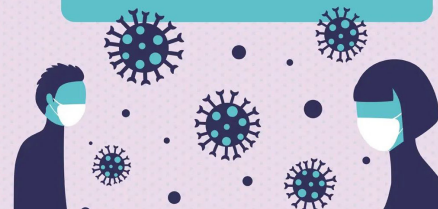
Digital Inclusion

with H.U.M.A.N

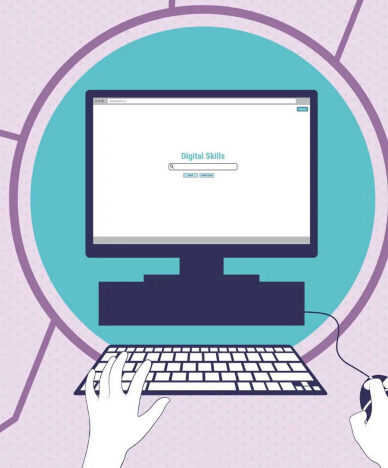
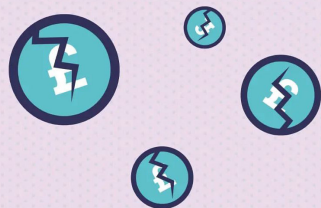
Older people feel isolated in their own homes and unable to use digital technology to help improve their health and wellbeing.



With COVID-19, a significant number of vulnerable adults find it difficult to access online services due to the lack of technological skills leaving them with little support.



Many are on low-incomes, do not have access to broadband, are unemployed and lack the digital skills required to improve their quality of life.



| Digital Inclusion

Designed for individuals, community groups, and support agencies, our Digital Inclusion course offers a journey into the digital world, building essential knowledge and practical skills at basic and intermediate levels.

Whether you're a computer novice or seeking to sharpen your existing skills, our four engaging workshops will equip you with the tools you need to thrive in today's digital landscape. We can even tailor our lessons to your personal skillset, covering only the topics most important to you!



Syllabus

- **Workshop 1: Computer Basics**

Learn the essentials of computers and their components. This workshop covers various computer types, input/output devices, and data storage. Understand how to start and shut down, use USB ports, navigate with a mouse, and master the QWERTY keyboard with shortcut keys.

- **Workshop 2: The Internet and the Web**

Explore the World Wide Web and distinguish it from the internet. Get familiar with web browsers, search engines, and website navigation. Learn online safety, including secure shopping, and email essentials like setting up a Gmail account, managing spam, and avoiding phishing scams.

- **Workshop 3: Office Software Skills**

Gain proficiency in office software. This workshop covers Microsoft Office 365 applications, including Word, Excel, and PowerPoint. Learn document formatting, spreadsheet formulas, and presentation design to enhance productivity.

- **Workshop 4: Office Software Skills**

Discover social media's potential. Create a Facebook account and use video calling with Zoom. This workshop helps you connect with friends, family, and colleagues through social platforms.



I Health and Wellbeing



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Boost workplace health with our tailored wellbeing workshops! Ideal for individuals, community groups, and employers alike, these sessions cover a range of topics designed to enhance your team's health and morale.

Our parenting skills workshop supports working parents with tips on balancing work and family, effective guidance, and communication.

The nutrition and

exercise workshops for women offer practical advice on healthy meals and workouts, catering to women's health needs.

Our menopause and prostate cancer awareness workshops focus on early detection, prevention, and navigating health transitions. These sessions help individuals make informed health choices.

Our workshops on

building healthy family relationships and managing stress contribute to a harmonious workplace by teaching communication skills and stress reduction techniques.

Booking our workshops is a smart move for anyone who wants to foster a healthy, productive environment. Contact us today to book your sessions and start promoting a healthier workplace!



Courses Offered

- **Healthy Family Relationships**
 - **Menopause Programme**
 - **Prostate Cancer Awareness**
- **Nutrition and Exercise for Women**

I Healthy Family Relationships



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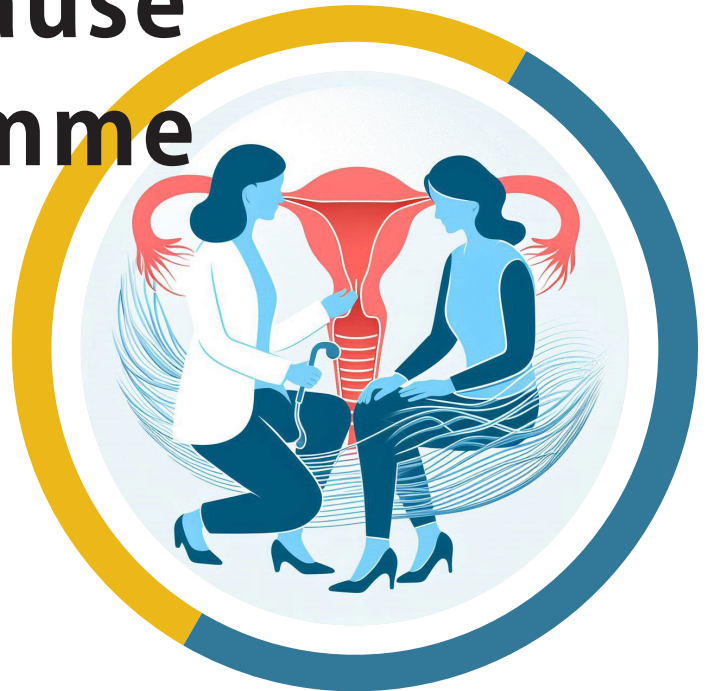
Participants dive into the intricacies of relationship dynamics, focusing on the family and community spheres. They learn how to build and sustain healthy relationships, exploring strategies to communicate effectively and resolve conflicts in positive ways.

The workshop also sheds light on the warning signs of abusive relationships, offering valuable insights on how to identify and address them. By the end, attendees will be equipped with practical tools to create and nurture strong, supportive connections with the people around them, promoting a harmonious and caring environment.

Syllabus

- **Self-reflect to deal with negative habits**
- **Creating and sustaining healthy relationships**
- **How to deal with unpleasant behaviour**
- **Spotting signs of unhealthy relationships**
- **Taking responsibility for your actions and mapping equitable resolutions**

I Menopause Programme



Of relevance to all women, this workshop examines menopause from a holistic perspective. Participants will learn strategies and techniques to build a 'toolbox' for managing the stress and physical, emotional, and psychological health issues linked to menopause.

We create a safe space for women to share their experiences and engage in open dialogue. By connecting with others, participants will see they are not alone in facing the challenges of menopause and gain insights into the broader impacts on health and well-being. The aim is to equip women with knowledge and a supportive network to help them navigate this important life stage.

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Syllabus

- Living with menopause
- Impacts on daily life
- Early signs of menopause
- How to manage symptoms
- Medical and holistic intervention

I Prostate Cancer Awareness



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Our Prostate Cancer Workshop raises awareness about early detection, emphasizing its role in improving survival rates. Participants learn the early signs of prostate cancer and why prompt diagnosis is vital.

The workshop explores barriers that keep men from seeking medical help, addressing stigmas and cultural taboos. It encourages open discussions, especially for high-risk groups like Black men, who face unique challenges in accessing healthcare.

By promoting early detection and reducing stigma, the workshop helps participants take proactive steps in managing their health. Attendees leave with a better understanding of prostate cancer risks and the importance of seeking medical advice promptly.

Syllabus

- **What is prostate cancer?**
- **Steps to get support**
- **Holistic therapy**
- **Wellbeing practice**
- **Treatment**

I Nutrition and Exercise for Women

Participants will learn how nutrition impacts mood, energy, and overall health, and gain insights into creating a balanced lifestyle. We cover the role of diet, exercise, sleep, and stress management in holistic health. Attendees will leave with practical tips for making informed choices that support long-term wellness.

The workshop also provides resources for ongoing support, including information on agencies and programmes for nutrition, fitness, and mindfulness. By the end, participants will have a deeper understanding of dietary strategies and holistic well-being, empowering them to make positive lifestyle changes and connect with helpful resources.

Syllabus

- **Healthy cultural diets**
- **Diet for menstrual cycle**
- **Nutrition and menopause**
- **Health and pregnancy**
- **Fitness, age, and ability**
- **Alternate therapies for good health**
- **Fitness and exercise**





HUMANINCLUSION.ORG
CONTACT@HUMANINCLUSION.ORG
ANGELA MITCHELL (DIRECTOR): 0745 364607