

New Scots leadership programme Q & A

Social Enterprise Academy & Scottish Refugee Council

What do you mean by 'community'?

When we say 'community' we mean the group that you are part of or you identify with. For example, If you are part of a university or ethnic group or if you lead or have led a group with people with the same identity or nationality; it can be the refugee community, the Scottish community, your neighbourhood, your city, a community of women, etc.

What do you mean by 'lived experience of the asylum system'?

Lived experience of the asylum system means that the programme is open to both asylum seekers and refugees.

In the application, what should I put in 'past and current' experiences of leadership'?

We welcome and encourage all types of leadership experiences. It is not limited to formal experiences of leadership, it could also be when you led a group or a project. It could be at work or when volunteering. Tell us as much as you can!

Will I have to work/study outside the programme hours?

We will ask you to engage with the programme in between sessions by reflecting on your learning and then applying this learning applying it to your day-to-day role within your community. We are aware that you have busy lives and this work will be as practical as possible, so that you could use the tools that you are going to explore to develop your leadership and start supporting your community throughout the programme. You will also be provided with some suggested readings and resources to prepare yourself in-between sessions.

What is the time commitment?

This session runs for two days (10am sharp to 4pm) each month over the course of 6 months. If needed, we offer to write a letter of support to the people who are working to present to their manager or director in order to get time off or development days.

What does fully funded mean?

Fully funded means that you can attend the programme and get your certification at no cost. We provide lunch and we can also cover transport costs if needed. Any additional support with transportation, accommodation or childcare, please tick the appropriate section on the application form.

What qualification do I get at the end of the programme?

At the end of the programme, you will get the opportunity to gain a 'Certificate in Leadership' qualification from the Social Enterprise Academy and Glasgow Caledonian University. **To gain the qualification, you will have to provide evidence of how you used your leadership and you have taken time to do additional work. Some participants might not be able to gain the qualification.**

Is the programme online or in-person?

The programme is in-person only and we are looking for people who will be able to attend all 12 days.

Tandy Nicole Matikiti from Govan Community Project, Code Your Future, MIN Voices Group and Refugees for Justice and **Siraj Balubaid** from United Yemeni Community in Scotland and leadership member at Refugees for Justice attended the New Scots Leadership programme in the past. Please find what they said about the impact of the programme below:

Tandy:

'It enhanced my leadership capacity in my role as a manager. I have been practising active listening more and it has benefitted my relationships with my team.'

Siraj:

'The programme helped me to build a library of leadership strategies according to my own qualities as a leader. I also developed problem-solving techniques thanks to action learning activities and developed language skills such as different ways of asking questions.'