

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 run 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.

Are there any certifications or qualifications awarded upon completion?

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. Gaining the qualification is **optional**, and you will need will have to have attended 80% of the programme, and to provide evidence of how you used your leadership by writing two assessments, in English. **Some participants might not be able to gain the qualification.**

All learners, however, receive a **Certificate of attendance** in the end of the programme, which is not a qualification but certifies that you have attended the New Scots leadership programme.

If I want to gain the qualification will there be support for that?

If accepted on the programme, you will be given extensive guidance about the content of the assessments and the process to register for the qualification. You will be able to access drop-in sessions and to email our qualification team to ask questions, however, you will need to write the assessment on your own.

Is there an Exam (writing exam or others) in the end of the programme?

There is no exam attached to the programme, except if you want to gain the Certificate in Leadership' qualification, for which you will need to write two assessments.

The qualification is optional, and you can take part in the programme and benefit fully from it without having to take an exam or write an assessment.

I am not sure about whether I should apply to the programme or not, what should I do?

If you have any specific questions about the programme, we would be happy to answer any of your questions. The application form will give you the opportunity to tell us more about your leadership experience, and how you have stepped up to support others. We would love to hear about your experience, whether it is a formal position, volunteering, or informal situations where you have taken the lead.

I am not sure that I have the right level of English to take part in the

programme.

We require learners to have a level of English equivalent or above Upper Intermediate (SCQF Level5, ESOL LEVEL 2 OR CEF B2).

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.

Is there an interview as part of the selection process?

There is no interview, you just need to submit your application by completing the **application form**.

What is the deadline for application submission?

You need to apply by **28th August at 1pm** by completing the **application form**.

Are there support services available for participants, such as career counselling or academic advising?

The Scottish Refugee Council offers a range of support and training beside the New Scots Leadership programme. If you would like more information, please contact **MaryKate.Dickie@scottishrefugeecouncil.org.uk**

How flexible is the program in case for multiple reasons can't attend?

We expect all participants to commit to attending **the full 12 days of the program in person, in Glasgow**. While we understand that exceptional circumstances may occasionally necessitate an apology for absence, it is crucial that you arrange personal meetings on the days you are not attending the programme.

Quotes from learners who have attended the programme in the past:

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.'

If you have any other questions, please do not hesitate to contact:

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