**Building Racial Literacy Programme Application**

**FAQS**

***Please note that BAME is used as a working term for Black, Asian and Minority Ethnic. E.g. BAME educators.***

**Who can apply?**

All educators and people working with children, young people and adult learners. A majority of participants work in schools but we ensure that there are a number of participants working in the Early Learning and Childcare, Initial Teacher Education, and Community Learning and Development sectors. We have previously had other sectors represented, such as Museums, to build partnerships in education about antiracism across Scotland.

**Are there priority spaces on the programme?**

Priority is given to BAME educators who apply. When sifting applications, we look to create a balance of roles, regions, and sectors across the cohort.

**Do I need to talk about my own experiences of racism?**

There is no expectation to share own lived experiences of racism, though participants are welcome to. Affinity groups are used to create safe spaces.

**What wellbeing support is available?**

The programme offers support from trained counsellors, known as Compassion Captains. This is in the form of drop-in sessions after each webinar, as well as standalone drop-in sessions and a limited number of one-to-one sessions if needed. Wellbeing and mental health support is signposted throughout the programme.

**How is the programme delivered?**

The programme is delivered entirely online, consisting of a 2-part induction, 3 webinars, and an all-day summit as it’s core sessions. Optional extra sessions, such as counsellor drop ins and alumni showcasing events are also available. Participants have 3 learning tasks to complete independently, and a final task of creating an anti-racist action plan. The messaging platform of Slack is used for participants to connect with their affinity groups. The Education Scotland online programme area is used to share information and host tasks.

There are more details about delivery on the [Education Scotland programme page.](https://education.gov.scot/professional-learning/learn/programmes/building-racial-literacy/)

**Why are affinity groups used?**

Affinity groups are used to allow participants to share unique experiences and challenges. On cohort 5 and 6, we will have assigned racial and role groups. That means that you would have a group to share practice ideas with people in a similar professional role as you and have a group to discuss racialised experiences. The racial groups also allow BAME participants to have a guaranteed safe space in the instance of sharing racial trauma.

**What is expected of me?**

Programme participants are expected to attend all sessions. They are also asked to complete 3 learning and reflective tasks and create an anti-racist action plan. Support sessions for this plan are available.

Participants are expected to engage in conversations in groups and use [Slack](https://slack.com/intl/en-gb/) (a messaging app) to connect with their affinity groups and complete tasks. There is tech support throughout the programme.

**Do I need support from a line manager to take part?**

Yes, your line manager should be aware of your application and commitment to attending programme sessions. We recommend discussing with them how your learning on the Building Racial Literacy programme can contribute to organisational changes (for example, by building anti-racism initiatives into a future school improvement plan).

**What is the duration of the programme?**

The programme takes around 5 months to complete. Below you can see provisional dates, **though these may be subject to change**. When applying you can specify which cohort you would like to apply for.

Cohort 5

*Welcome Webinar: Thursday 29th August 4-5 pm*

*Induction Part 1: Friday 6th September 2-5pm*

*Induction Part 2: Tuesday 17th September 2-5 pm*

*Webinar 1: Tuesday 29th October 4-5:30 pm*

*Webinar 2: Thursday 21st November 4-5:30 pm*

*Webinar 3: Thursday 12th December 4-5:30 pm*

*Sharing the Learning Summit: Friday 24th January 9-4pm*

Cohort 6

*Welcome Webinar: Tuesday 19th November 4-5pm*

*Induction Part 1: Friday 6th December 2-5pm*

*Induction Part 2: Tuesday 17th December 2-5pm*

*Webinar 1: Wednesday 15th January 4-5:30 pm*

*Webinar 2: Tuesday 4th February 4-5:30 pm*

*Webinar 3: Thursday 27th February 4-5:30 pm*

*Sharing the Learning Summit: Friday 21st March 9-4pm*

**Do I have to pay for the programme?**

No, the programme is funded by the Scottish Government, through the [Anti-Racism in Education Programme](https://www.gov.scot/groups/race-equality-and-anti-racism-in-education-programme-stakeholder-network-group/).

**I’m not very confident with technology, is this programme for me?**

The programme uses the [Slack](https://slack.com/intl/en-gb/) app, as well as the online Education Scotland programme area and Microsoft Teams. There is tech drop ins throughout the induction sessions and ongoing tech support is offered by the programme leads throughout the programme.

**How much time do I need to commit to the programme?**

There is a minimum of 22 hours required for online sessions, as well as 8 hours for completing tasks and action plans. This is a baseline though, and there are many opportunities for extended learning.

**What do you need to do to pass?**

You need to attend all sessions, or in the case of mitigating circumstances watch the recordings. You also need to engage with the tasks and share reflections on Slack, as well as comment and respond to others on [Slack](https://slack.com/intl/en-gb/). Your final submission is an anti-racist action plan, but this is just a snapshot of your learning so far and a chance to set goals to continue your learning journey.

**How do I apply?**

You can apply using this [MS form.](https://forms.office.com/Pages/ResponsePage.aspx?id=R3T3DoMQ7E24nyfHZQdoQMdfR5K3gxlNq1u3fRNNER5UNjVNTE83MzUyQkhKTllBTjE2WlVFR1pWTy4u)

**How will participants be selected?**

The programme team will read through applications and try to allocate spaces to ensure fair representation across all sectors and regions. BAME educators who apply are guaranteed a space on the programme. We also look for participants who are looking to use their anti-racism learning in their practice and share within their sphere of influence.

**How was the programme developed?**

The programme was developed by a range of stakeholders from the [Anti-Racism in Education Programme’s](https://www.gov.scot/groups/race-equality-and-anti-racism-in-education-programme-stakeholder-network-group/) workstream for Educational Learning and Leadership. You can learn more by watching the [Story of the Building Racial Literacy programme video](https://www.youtube.com/watch?v=fym76zPoVcE&t=0s) or [visiting the programme homepage.](https://education.gov.scot/professional-learning/learn/programmes/building-racial-literacy/)

**Do I need to do any work in my own organisation (e.g. part of a school improvement plan) following the programme?**

Participants are not expected to take forward work following the programme and this is not a ‘train-the-trainer’ course. They are encouraged to share their learning though, where possible, and create anti-racist change within their spheres of influence. This can range from leading organisation-wide projects to reviewing a unit of classroom activities. The programme is a personal learning journey but aims to be part of a wider systemic change.

**Do I need to attend every session?**

Yes, unless there are special or mitigating circumstances. All sessions are recorded, but discussion with groups is not recorded and is a crucial part of the programme.

**Is this an accredited course?**

Upon completion, you will receive a certificate of achievement. This programme does not offer any post-graduate credits.

**Where can I send another question?**

You can email [edsbrl@educationscotland.gov.scot](mailto:edsbrl@educationscotland.gov.scot).