

SCOTTISH ASSOCIATION
OF MINORITY ETHNIC EDUCATORS

samee

Leadership and Mentoring Programme

October 2022

“...it makes you feel that you aren’t on your own...it gives you someone to follow that has tried a different path or maybe tried the same path but is surviving...in times of uncertainty it’s really important.”

“I have gained more insight into my particular leadership style.”

“Leadership and mentoring opportunities are really important for me and I am committed to using everything that I have gained from this course to go on and continue to be part of this wonderful profession.”

“This has been such a timely course in my development journey.”

“...both inspired and energised about my own ability and to make a difference within my teaching.”

Background to programme

BME education practitioners in the Scottish workforce are severely under-represented. 1% of primary school educators and 2% of secondary school educators are from the BME community and 60% of them want to leave the workforce. SAMEE’s Leadership, Mentoring and Wellbeing programme is underpinned by current research on the experiences of BME teachers nationally and more specifically, in Scotland (Scottish Government, 2019; Mohammed, 2020).

This programme, designed for BME education professionals, acknowledges and understands the additional barriers BME individuals encounter as they navigate their workplace and integrate with the majority teaching workforce. The programme provides safe, positive spaces for BME educators to acknowledge their experiences, affirm their skills and competencies, define actions to support career progression and develop into race-cognisant advocates.



Programme overview

SAMEE's Leadership and Mentoring Programme is designed to provide the tools, resources and support network to enable BME professionals to:

- Define their professional identity
- Be cognisant of their leadership potential
- Undertake impactful mentoring and coaching
- Navigate critical conversations
- Develop a sense of self efficacy

The programme will begin at the end of October 2022 and will be delivered over a six month period.

Session 1

Establishing a safe and positive environment;
Understanding the current issues;
Identifying the barriers;
Acknowledgment of experiences;
Introduction to 4A's model.

Post session reflective activity.

Session 2

Examining your work setting;
Understanding bias in recruitment and promotion methods and performance evaluation;
Acknowledging the role of self- efficacy and the locus of control in career success;
Define factors strengthening organisational commitment and commitment to career;
Recognising leadership potential.

Post session reading material and reflective activity.





To find out more and participate in the programme please contact:

sameegroup@hotmail.com

Session 3

Identify and communicate skills, competencies, extra role performance and organisational citizen behaviours;
Recognise importance of defining and measuring work performance aligned with GTCS and SSSC performance benchmarks;
Understand relationship between performance assessment and advancement;
Understand the role of change agents;
Describe affirmative actions to influence progression into leadership.

Post session reflective activity.

Session 4

Purpose of mentoring;
Role of mentors;
Understand the impact of mentoring;
Participants establish mentoring agenda focusing on personal and professional growth.

Mentor/Mentee Forum.

Session 5

Defining and Celebrating Professional Identity Activity.

Session 6

Participant Journey and Feedback.

“It’s been so rewarding to share space with the new leadership and mentoring group...it’s incredibly empowering to know we’ll be there to support each other as we return to schools in such exceptional circumstances.”

Overview of SAMEE

Scottish Association of Minority Ethnic Educators (SAMEE) is an equality-led organisation facilitating the academic and professional advancement of minority ethnic professionals. The organisation works in partnership with public sector organisations and is supported by Scotland's public bodies.

SAMEE has a presence across Scotland, with heightened visibility in areas with the highest concentration of Scotland's minority ethnic population. SAMEE's training and development professionals provide support to the BME professional community through workshops, seminars, conferences, one to one consultations and bespoke mentoring activity. The activity improves educational and employment outcomes, contributes to the Race Equality Framework for Scotland 2016–2030 and advances organisational Equality Outcomes.





Khadija Mohammed

Khadija is a Senior Lecturer and a Senior Fellow of the Higher Education Academy in the School of Education and Social Sciences. She is a sector leader on racial equity and anti-racism education. Her research centres on the lived experiences of Black and Minority Ethnic communities in Scotland with a focus on acknowledging, nurturing and celebrating their diverse identities. Khadija is the co-founder and Chair of SAMEE. She received the Scottish Trade Union Congress Equality Award in 2019 and is the first BAME educator to be elected as the Convenor of the General Teaching Council for Scotland (GTCS). Khadija was the Chair of the Advance HE/Scottish Funding Council project 'Tackling Racial Harassment in Universities and Colleges' and is now the Chair of the Board for the National Race Equality and Anti-Racism in Education Programme (REAREP).



Yasmeen Hussain

Following a 10 year career as an Engineer, Yasmeen's 13 year career in higher education was dedicated to supporting the progression of underrepresented racial and ethnic groups into employment sectors. She continues to work with educational providers, industry, STEM alliances, careers and training service providers and equality led initiatives. Yasmeen is a Non-Executive Board Member of the Students Awards Agency Scotland (SAAS). Yasmeen contributes to SAAS' Equality Diversity and Inclusion Forum and works closely with colleagues leading people and performance, defining expectations and parameters for an inclusive organisation, discussing workplace behaviours and focusing on inclusive recruitment, retention and progression practices. Yasmeen is an active member of SAMEE involved in strategy development, organisational growth, partnership building, professional learning and advancement.