

SCOTTISH ASSOCIATION  
OF MINORITY ETHNIC EDUCATORS

**samee**

# Leadership and Mentoring Programme

2024–2025

*“...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.”*

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

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*“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.”*

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

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

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## 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, 2023).

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.



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# 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 on Thursday 5th September 2024 and will be delivered over a six month period.

## Session 1

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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

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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:

[administration@samee.org.uk](mailto:administration@samee.org.uk)

### Session 3

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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 4

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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 5

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Defining and Celebrating Professional Identity Activity.

### Session 6

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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.”*

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# 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.





## Dr Khadija Mohammed

I am the co-founder and Chair of SAMEE. I am also the Associate Dean for Equality, Diversity, Inclusion at the University of the West of Scotland. I am a sector leader on racial equity and anti-racism education and my research centres on the lived experiences of Black and Minority Ethnic Teachers in Scotland with a focus on acknowledging, nurturing and celebrating their diverse identities. I received the Herald's Higher Education 'Outstanding Contribution from a Staff Member' Award in 2022 and received an award for 'Impact in Education' at the South Asian Business Awards 2023. I was the first BME educator to be elected as the Convenor of the General Teaching Council for Scotland 2020-24 (GTCS). I chaired the Advance HE/Scottish Funding Council project 'Tackling Racial Harassment in Universities and Colleges' and currently I chair the Scottish Government's Anti-Racism in Education Programme Board (AREP).



## Yasmeen Hussain

As an Organisational Psychologist and Learning and Development Consultant, I support employee learning and growth within organisations. I have a particular interest in people development and talent management, focusing on highlighting the hidden talent within organisations, aligning talent development with business objectives, improving organisations' understanding of individual aptitude and opportunities for collective growth.

My work focuses on the value of investing in people, encouraging capacity building to improve employee engagement and performance and developing the people management capabilities of leaders. I have worked with the Scottish Government, Scottish Parliament, Universities, Colleges, schools, local authorities, and many other organisations focusing on unlocking the potential of their people. I have also served as a Board member in the public, private and voluntary sectors, offering counsel on matters of strategy, performance, governance, and EDI.