

### Programme Roll-Out Planner

#### 1. Programme Overview

- **Title:** GMB Race Achievement Scholarship Programme [GRASP]
- **Objective:** To train suitable Race Ambassadors to advance the GMB's anti-racism agenda in their own workplaces and GMB Regions
- **Target Audience:** GMB Members from Ethnically Diverse/Global Majority Heritage Backgrounds
- **Duration:** 6 months full-time release
- **Delivery Mode:** Hybrid – Online [where necessary] & In-person, including placements and fieldwork
- **Team:** **Tyehimba Nosakhene, Rimil Hembrom, Kerry Smith, Anita Davies**

#### Programme Criteria

- GMB Member from Ethnically Diverse/Global Majority Heritage Backgrounds – lived experienced of being from Black, Asian and minority ethnic groups prone to colour prejudice and racism and that have historically and systematically been underrepresented
- Minimum 1 year GMB membership
- GMB Representative with completed 10 days training course
- Have a good understanding of race issues in the workplace, experience of raising issues on race or of fighting for race equality
- For this third cohort there are three general places which cover applications from any workplace. To maintain our industrial focus and key targets for National Development, the remaining places for this year's applicants will be drawn specifically from those members working within ASDA\*, Social Care, Food processing, NHS and Schools

## **Timeline Breakdown: 6<sup>th</sup> April 2026 commencement**

- **Applications Open: 3<sup>rd</sup> November – 5<sup>th</sup> December 2025 [5 week window]**
- **GRASP: Q&A – 10<sup>th</sup> November**
- **Applications Close: 5<sup>th</sup> December 2025**
- **Shortlisting Undertaken: 8<sup>th</sup> December – 19<sup>th</sup> December 2025 [2 week window]**
- **Selection Process [Interviews]:**
  - **Write out to shortlisted candidates: 5<sup>th</sup> – 9<sup>th</sup> January 2026**
  - **Interviews conducted [via Teams]: 19<sup>th</sup> – 23<sup>rd</sup> January 2026**
  - **Write out to successful candidates: 29<sup>th</sup> January 2026**
  - **Employers notified of successful candidates: 2<sup>nd</sup> February 2026**
- **Secondment Release Undertaken: 2<sup>nd</sup> of February – 27<sup>th</sup> February 2026**
- **Programme preparation and Delegate induction: 2<sup>nd</sup> – 27<sup>th</sup> March 2026**
- **Meet and greet successful candidates: Thursday, 12<sup>th</sup> of March**
- **Final Programme Preparations: 30<sup>th</sup> March – 3<sup>rd</sup> April 2026**
- **Teaching Element Commences: 6<sup>th</sup> April – 29<sup>th</sup> May 2026**
- **Placement Preparation & GMB Congress: 1<sup>st</sup> – 12<sup>th</sup> June 2026**
- **Placement Commences: 15<sup>th</sup> June – 31<sup>st</sup> July 2026**
- **Teaching 2<sup>nd</sup> Block Commences: 3<sup>rd</sup> August – 4<sup>th</sup> September 2026**
- **Placement 2<sup>nd</sup> Block Commences: 7<sup>th</sup> – 25<sup>th</sup> September 2026**
- **Programme Wind down and Close: 28<sup>th</sup> September – 2<sup>nd</sup> October 2026**

