

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 Nosakhere, 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: 6th April 2026 commencement

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

