

GMB Union Launching Second Year of GRASP Initiative – Application Details Below

Following a highly successful inaugural year, the GMB Union is delighted to announce the launch of the second year of its GMB Race Achievement Scholarship Programme (GRASP). Committed to advancing race equality in every workplace and community, GRASP continues to uplift and empower our members from racially marginalized backgrounds.

The Programme

Building on the achievements of the first year, GRASP aims to further equip Black, Asian, and Minority Ethnic members with the essential skills to excel as workplace leaders by:

- Enhancing their natural leadership, organising, and communication skills.
- Deepening their understanding of tackling racism in the workplace.
- Fostering them into active and effective GMB Race Ambassadors.

Participants will continue to develop a comprehensive understanding of race and anti-racism principles, policies, and practices, enabling them to drive initiatives that promote race equality.

This year's programme, spanning six months, will run from October 2024 to March 2025. This will include classroom-based learning, shadow placements within GMB, fieldwork in workplaces, and collaborative working with regional GMB teams. There is an expected level of independent learning, and participants will be working toward developing a presentation of their work to conclude the programme. Those applying must commit to participating in the entire course, which will also mean that branch positions and commitments would need to be paused or at the very least significantly reduced for the duration of the programme. Where any branch activity continues this must be subject to the agreement of GRASP to ensure adequate attendance and participation. All branch positions must remain intact for participants to return to once the programme is completed.

As in the previous year, the GMB remains committed to financing the six-month, full-time release for successful applicants. We continue to seek employers' cooperation in releasing participants and ensuring the safe status of their employment upon completion of the course. We believe that our GMB Race Ambassadors will be a positive, dynamic force in any workplace and an invaluable asset to any employer wanting to develop safe, sustainable, and progressive race equality projects and initiatives that benefit everyone.

Selection Criteria

To qualify, applicants must meet the following selection criteria:

- Have lived experience of being from Black, Asian, or Minority Ethnic Groups prone to colour prejudice and racism and that have been historically and systematically underrepresented. We also invite applicants from Gypsy, Roma, and Traveller ethnic groups.

- Must have been a GMB member for a minimum of six months.
- Possess a good understanding of race issues in the workplace, experience of raising race issues and/or fighting for race equality.

To access the application form, please click [here](#). Applications will be open until midnight (24:00) on Friday, June 28th 2024. Shortlisted applicants will be invited to an interview/assessment.

Application Process

For any questions, please contact Kerry Smith at kerry.smith@gmb.org.uk.

Employers will be formally notified by July 31st 2024 allowing sufficient time for arrangements to be made before the programme commences in October.