

Black Social Entrepreneurs Start Up Programme - Scotland

Notes for Applicants



[Click here to apply](#)

Introduction to the Black Social Entrepreneurs Start Up Programme - Scotland

Established 1997, the School for Social Entrepreneurs (SSE) exists to support people to use entrepreneurial approaches to tackle complex social and environmental problems. We run programmes that support over 1,000 people to develop the skills, strengths, and networks they need to start, scale and strengthen social enterprises. Our regional teams work across the UK and internationally. Our approach is practical and inclusive - participants develop soft skills such as confidence through learning in cohorts and develop business acumen and life skills by applying their learning directly to the project they are establishing or leading.

First launched in 2022, the Black Social Entrepreneurs Start Up Programme - Scotland has played an important role in supporting Black leaders of impact focused businesses in Scotland.

Programme overview

Black Social Entrepreneurs Start Up - Scotland is a free support programme run by the School for Social Entrepreneurs, funded by PwC and delivered by Dechomai. We're offering a learning programme for Black social entrepreneurs based in Scotland.

The School for Social Entrepreneurs' learning programmes are very different to traditional teaching. We're not about essays and academia. You will hear from expert practitioners and seasoned social entrepreneurs who help you develop the skills you'll need to take your project forward - to increase your impact and sustainability. You'll be in a group of up to 10 other individuals at a similar stage to you, from all backgrounds.

We'll also introduce you to experts to help you develop new skills and knowledge and you'll have the opportunity to build a network of peers and professionals who can support you.

We believe in learning from other people's experiences so you will also hear from inspiring social entrepreneurs who speak frankly about the good, the bad and the ugly of running an organisation. (This [playlist of videos](#) shares the types of stories you'll hear.)

The Black Social Entrepreneurs' Programme can help you if you have set up a social enterprise and need help to increase your income and impact in the year ahead.

This programme will include:

- 7 learning sessions
- Facilitated group work
- 3 Action Learning sets
- 1:1 support from a PwC mentor
- Invitation to PwC Masterclasses
- Access to a thriving network of Black social entrepreneurs in Scotland.

You'll be supported to reach the next level of your ambitions, develop leadership skills; build resilience, confidence and capabilities; transition your organisation to sustainability.

Our learning team are expert facilitators, so they'll flex learning to ensure everyone's needs are met, as well as creating a great group dynamic.

Programme dates and location

Please note, that these are provisional dates which may be subject to change, for those TBC we will circulate dates at the earliest opportunity:

Session 1: 9 th October 2024	In person - Glasgow
Session 2: 13 th November 2024	Online
Action Learning Set 1: Sometime in November TBC	In person - Glasgow
Session 3: 11 th December 2024	In person - Glasgow
Session 4: 8 th January 2025	Online
Action Learning Set 2: Sometime in January TBC	In person - Glasgow
Session 5: 12 th February 2025	In person - Glasgow
Session 6: 12 th March 2025	Online
Action Learning Set 3: Sometime in March TBC	In person - Glasgow
Session 7: 30 th April 2025	Online
Graduation event: Sometime in May 2025 TBC	In person - Glasgow

The learning programme days are only part of the picture though. You will need to be developing your project during the programme and will need to have the time and commitment to do this.

There is also a graduation event at the end of the programme that you will be invited to attend to celebrate your achievements and completing the programme.

Eligibility - Can I Apply?

Please apply if you live in Scotland and are a Black social entrepreneur who is leading a project or organisation, or about to set up a project or organisation, which has the social or environmental purpose to improve the lives of people or communities particularly those who are from disadvantaged areas and Black communities in Scotland.

You should be able to answer “YES” to the following questions:

- You are, or identify as, a Black social entrepreneur / impact led business leader
- You are over 16 years old
- You have the right to work in the UK
- You have a start-up organisation or are just about to start one that was incorporated less than two years ago, or is not yet incorporated
- The organisation has a turnover of less than £50,000 per year
- You are resident in Scotland
- Your key beneficiaries are in Scotland and your social enterprise focus is on benefitting Black communities in Scotland
- You are not already on an SSE programme (unless it ends before October 2024) and have not taken part in another Start Up programme
- Your project has a social or environmental purpose
- If relevant, you have a plan for protecting vulnerable groups if working with children or vulnerable adults

Please note: We are unable to support international projects within this programme.

Please do NOT apply if...

- You plan to develop a purely commercial business.
- Your social enterprise’s main beneficiaries live outside the UK.

If you’re unsure whether you’re eligible, contact viviane.moussalli@sse.org.uk

Making an application

Apply by 1pm on Friday 26th July 2024.

- Go to the [Application Page](#) to find the application form.
- You can save your application and return to it at a later date. Just click “Save for later”, and you will be given a unique link to return to your application.
- When you’ve completed all the questions, click “Preview” to review your application, then click “Submit”. You will be redirected to our equalities monitoring form and you will also receive a copy of your application by an email from 123 Formbuilder. **Check your junk folder if you can’t find the email.**

Please don’t submit your application after **1pm on Friday 26th July 2024** as it will not be considered. Under exceptional circumstances, we may give approval to submit your application late. To arrange this, you must email Viviane Moussalli, Project Coordinator ahead of the deadline on viviane.moussalli@sse.org.uk

Application support: If you need help with your application, have difficulty filling in forms because of dyslexia, language or disability, or need one-to-one advice about applying, please contact Viviane Moussalli: viviane.moussalli@sse.org.uk

Accessibility and our commitment to inclusion

We recognise that discrimination of all sorts infiltrates every part of our society, and we are working hard to counter that wherever we find it. To that end, we actively encourage applications from people of all faiths, gender identities, sexual orientations, economic circumstances and backgrounds, as well as those from Black and minoritised communities and disabled people. No educational qualifications are needed to join our programmes.

We want our programmes to be as accessible as possible. If you require reasonable adjustments, including financial support, in order to take part in an interview or to participate in the programme due to a disability, caring responsibilities or any other reason, you will be able to provide details in the application form or contact us by phone or email to discuss further.

Complaints

If you wish to make a complaint about any aspect of the running of the programme, SSE has a complaints procedure which is available [here](#).

Frequently Asked Questions

- 1. Can I apply if my work benefits people outside of Scotland?** This is a Scotland-focused programme. Your work must mainly benefit people living in Scotland. If your social enterprise is based outside of Scotland, but your work mainly supports people living in Scotland, then we would consider this.
- 2. What does SSE mean by ‘Black social entrepreneurs’?** This includes anyone who identifies as Black and is running a small business that has a social impact.
- 3. Does this include Asian or other ethnic minorities?** This programme is specifically aimed at Black social entrepreneurs. See [here](#) for more information on other programmes you may be eligible for.
- 4. What does SSE mean by ‘social impact’?** We are looking at how your activities *improve* the lives of Black people or communities in Scotland, particularly those who are disadvantaged.
- 5. What do we mean by ‘social or environmental impact in disadvantaged areas or with people in need’?** We are looking for projects that improve the lives of disadvantaged people or communities either through social or environmental benefits. You should be targeting your services to work with people in need.
- 6. What do you mean by ‘leading a project’?** We mean the people who come on the programme should be the ones that hold the vision for their project and are passionate about the ideas behind it. They will be the drivers of change and have the strategic ability to make the changes that are necessary. Usually this is the founder or the CEO, but it may also be the chair or a key senior manager or director.

The programme is not suitable as a training programme for people who are staff or project leaders who are simply employed to develop a project.

We recognise that, in some cases, social entrepreneurs have set up and are leading projects that are hosted within established organisations. The programme is open to leaders of these projects as long as they are clearly defined as a distinct part of the host organisation and have a degree of independence within it. You will need to demonstrate this. If you are unsure, please contact us.

7. **What do you mean by a hosted project?** Normally SSE supports the whole organisation, but sometimes we have applications from projects that are hosted or incubated by a wider organisation, for example, a children's cookery club that is being hosted by a large community centre, with a view to becoming independent later. We will accept applications from hosted projects, if there is an intention that the project will become independent, and the leader of the project has a considerable level of control over the project. The expectation should be that if the leader of the project leaves the organisation, the project would go with them.
8. **Can I apply if I am connected to the School for Social Entrepreneurs or to any of the funders of this programme?** We cannot accept applications from staff or trustees of SSE. If you have a close connection with SSE or PwC, we will decide on a case-by-case basis. Please contact us before making an application.
9. **What if we have particular needs, which may prevent us from fully taking part in the learning programme?** We are keen to enable people with disabilities and other access issues, to join our programmes. There is a separate small fund held by SSE to enable students who have particular needs to access the programme. This will be negotiated individually with participants. If you have specific needs and are concerned about this, please contact us to discuss.
10. **What happens if my project will work with children under 18 or vulnerable adults?** You may be required to undertake a basic DBS check, or show one from the last year. You may also be asked to provide a Safeguarding Policy.
11. **Can I apply for this programme if I have criminal convictions?** Previous SSE Fellows have included people who have criminal convictions, some of whom have used their experience in prisons to make a difference to the lives of ex-offenders. You do not need to let us know about previous convictions unless they are relevant to your application.

If you have unspent convictions for fraud or any convictions which may affect your ability to run your social enterprise, including working with children, young people or adults who are vulnerable, you must let us know, as we may undertake checks during the application assessment.
12. **What about Data protection?** SSE has a Privacy Policy which is available [here](#). SSE also has a [Data Protection Policy](#). We are committed to protecting your personal information and acting in accordance with your rights under the Data Protection Act 1998. We may need to share your information in order to undertake assessment of your application, statistical analysis, research and monitoring, compliance and regulatory reporting and fraud prevention. We may share your information:
 - with our funders
 - with our agents or subcontractors for operational reasons
 - with other agencies in order to assess your application
 - with others for the purpose of compliance and regulatory reporting and to confirm

- your identity for money laundering purposes and fraud prevention
- if compelled to do so by law.