

Black Social Entrepreneurs - Start-Up: SCOTLAND

Table of Contents

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

[OBJ]

Introduction

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

Accessibility

If you would like this document in another format, please email us at bse-scotland@sse.org.uk

Eligibility: Can I apply?

We are looking for Black social entrepreneurs who are committed to making a social impact in [Scotland](#). Please apply if you are a 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

Overall eligibility criteria

To be eligible for this programme majority of your beneficiaries must be from Black communities in [Scotland](#)

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

- You are, or identify as a black social entrepreneur leader
- You are over 16 years
- You have the right to work in the UK
- You are a start-up organisations or just about to start-up
 - no more than a couple of years since incorporation)
 - Or not yet incorporated
- Turnover less than £15,000 per year
- You are resident in Scotland and
- Your key beneficiaries in Scotland and your social enterprise focus is on benefitting Black communities in Scotland.
- Not already on an SSE programme, and not to have taken part in another **Start Up** programme
- Your project has a social or environmental purpose
- PVG if working with children or vulnerable adults

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

About your social enterprise

- Is your social enterprise's purpose to create a social or environmental impact in disadvantaged areas or with people in need?
- Is your social enterprise focused on benefitting Black communities in Scotland?

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 bse-scotland@sse.org.uk

What will I learn on the programme?

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 20 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. Due to the impact of Covid-19 and the current climate, this programme will be responsive to the needs of participants to support social enterprises in their journey to get back to trading through innovative learning approaches. We recognise that your focus in terms of growth and development may be how to bounce back from the crisis, accelerate recovery and build a stronger, sustainable, resilient business model.

This programme will include:

- Regular learning sessions
- Facilitated group work
- Virtual 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 outstanding 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.

What about the impact on my project/organisation?

By equipping you to be a better leader, you will be more able to develop:

- **Resilience:** respond to challenges facing your project/organisation.
- **Sustainability:** embed change, build sustainability and achieve impact.
- **Impact:** develop a strong sense of purpose, and achieve social/cultural impact.

About the programme: schedule & timeframe

What is the time commitment?

Black Social Entrepreneurs (Scotland) Programme Dates 2022:

Aug 24th (in-person 10-4pm)

Sept 21st (virtual 9.30-1pm)

Oct 26th (virtual)

Nov 23rd (in-person)

Dec 14th (virtual)

Jan 18th (virtual)

Feb 22nd (virtual)

Mar 22nd (in-person)

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.

Where do in-person learning days take place if these happen?

Glasgow, at a wheelchair-accessible venue.

Will there be a cost to attend?

There is **no cost**, thanks to support from PwC.

What if I have access needs?

We want to remove all barriers to anyone being able to attend and fully participate in the programme. Please talk to us about your access needs so we can best support you.

How to apply

Deadline for applications

Midnight on 1pm, Friday June 17th, 2022

Steps to apply

Go to: <https://www.the-sse.org/courses/black-social-entrepreneurs-start-up-scotland/>

(If you are unable to access/submit information online, contact bse-scotland@sse.org.uk and we will try to find a way that works for you.)

1. Click ‘Apply now’ button: this takes you to our online application portal.
2. Complete ‘Applicants details’ online (Section A of application form)
3. Answer the ‘About you and your organisation’ (Section B of application form, also copied below).

Section B

You have the choice to answer the questions either:

- In writing via the online form (max. 800 words)
- A voice recording* (max. 6 minutes)
- A video* (max. 6 minutes long; you can submit this in British Sign Language if you prefer)

*If you answer using voice or video, email your recording to

- ✓ bse-scotland@sse.org.uk
- ✓ Title your email: “Black Social Entrepreneurs - SCOTLAND”
- ✓ Include your name and contact details.

All formats (writing/video/voice) will be assessed equally. We just want to make sure you feel comfortable using the format that works best for you. Please ensure you answer all questions.

4. **Complete the Diversity Monitoring Form.** This is at the end of the online application.

If you have any problems, contact bse-scotland@sse.org.uk

Application questions

About you and your organisation

Section B of application form. (Remember: you can submit your answers in writing online, as a voice recording, or as a video - including in British Sign Language.)

Tell us about yourself - including your background, skills and experience (max. 200 words)

Tell us about your organisation (max 300 words)

- Please give a brief history of your organisation. How and why was it set up?
- What is the social or environmental purpose of the organisation?
- What are its main activities?

What positive changes or impact has your organisation achieved so far? (Max 150 words)

Why do you want to take part in the programme? (Max 150 words)

- How will the learning programme make a difference to you and your organisation?
- What do you hope to be able to do differently as a result of this programme?
- What do you expect to get out of the programme?

How & when will my application be assessed?

Remember the deadline to apply is **1pm on June 17th, 2022**

- Based on your application, we will see if the programme is a good fit for you and check you're eligible.

During the week commencing June 27th we will hold formal interviews

If we think the programme could be right for you...

- We'll invite you to an informal interview. This will be live via Zoom. If you require adjustments, just let us know.
- We'll be keen to find out more about you and what you would do with the opportunity, and we can work out together if this is right for you.

We hope to be able to send offers to successful applicants during the week commencing July 7th

- We will ask you to formally accept a place on the programme. (e.g., accepting terms and conditions of the offer, providing documentation.)
- We will be in contact with you to discuss any access requirements you have.

Key contact details

If you still need advice on your application, contact us on bse-scotland@sse.org.uk

Complaints

If you wish to make a complaint about any aspect of the programme, please see our [Complaints Procedure](#).

Appendix: FAQs

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.

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.

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.

What do you mean by “active for at least a year”?

We are keen to encourage early-stage businesses, ideally who can evidence in indication of potential and some proven track record. If you are not sure ... please do contact us for a chat.

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.

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 via bse-scotland@sse.org.uk

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.

What about safeguarding?

If you work with children or vulnerable/at-risk adults, you will be required to show that you are following good practice on safeguarding children and vulnerable adults including having an up-to-date safeguarding policy and procedure in place, which includes getting enhanced checks for people who require them. Individual applicants working with children or adults in vulnerable situations will be required to have the appropriate level of DBS Disclosure.

What if I have particular needs which may prevent me from fully taking part?

We want to remove all barriers to anyone being able to participate in the programme. Please let us know if you are concerned about this. Contact us at bse-scotland@sse.org.uk

Can I apply if I already have been on a School for Social Entrepreneurs programme?

In general, yes, however, this programme is for start-ups, therefore if you are unsure if you fit the criteria, please email us at bse-scotland@sse.org.uk and we will get in touch with you to discuss.

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.

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 project, including working with children, young people or adults

who are vulnerable, you should let us know, as we may undertake checks during the course of the application assessment.

What about Data Protection?

SSE is committed to protecting your personal information and acting in line with your rights under data protection laws and will treat all data in accordance with our [Data Protection Policy](#).

SSE will collect and use personal information provided by you in the application form or separately, or which we otherwise lawfully obtain about you. We may use this information for processing your application and managing the selection process for the programme and conducting due diligence on you and your organisation as part of that process. This includes contacting you about the workshop or programme which you are applying for by phone or email.

If your application is successful, we may also use your information for: managing your participation in the programme, monitoring your progress and the impact of the programme, sharing and promoting your story and the story of your organization and other lawful reasons.

We may share your information with our funders and partners, including external evaluators for monitoring and reporting purposes. They will also only use your information for the reasons outlined above.

Further details, including how we share your information and your rights relating to our use of your information, can be found under our Data Protection Notice, a copy of which is available here: <https://www.the-sse.org/your-data>.

“Brilliant social entrepreneurs, both in the room and delivering on the course. It enables you to take time out of the day-to-day and focus on the future plans - which is invaluable. And you will be challenged...”

- SSE student