

## Black and Ethnic Minorities Infrastructure in Scotland

### BA IN COMMUNITY DEVELOPMENT

As part of BEMIS's programme for capacity building strategy for the ethnic minority's voluntary sector, and in line with encouragement measures under the Positive Action notion, this training programme is deployed to fill a gap that has hindered the development of this sector and the diverse communities it represents. It is well acknowledged that the ethnic minorities' voluntary sector (EMVS) has been and continues to be disadvantaged at various levels. This is attributed to a number of factors including lack of access to training, policy and decision making processes at local and national levels, which remains a major problem.

**BACKGROUND INFORMATION:** Breaking New Ground for Training in Community Learning & Development for the Ethnic Minorities Voluntary Sector: The Scottish Government's vision for social justice and neighbourhood renewal requires a new set of skills and understanding to work and learn with local people in the development and regeneration of their communities. Whether you are working in central government, local government or as part of a local partnership, you will be part of the contemporary rediscovery of community and active citizenship. The programme will assist you to build critical skills and knowledge you need to work effectively in the area of Community Learning & Development. In response, BEMIS, in partnership with the University of Glasgow (Department of Adult and Continuing Education (DACE) have adopted this initiative to empower the sector through such a training programme: (The BA in Community Learning & Development).

### THE TRAINING

The University of Glasgow and the Black and Ethnic Minorities Infrastructure in Scotland (BEMIS) have reached an agreement that will see BEMIS facilitating support for willing trainees through a degree course focusing on Community Learning & Development complemented by extra direct training days/ workshops styles.

The training is a work based degree level programme over 36 months (WITH EXTRA DIRECT TRAINING DAYS/ WORKSHOP STYLE). Exceptions to the mentioned timescale of 36 Months can be considered if candidates have HNC in direct relevance to this degree:

*Although this BACD degree does not require prior studies or qualifications in this field but rather extensive experience candidates with prior studies (HNC level) in Community Education and Community Learning & Development can progress into Second Year immediately cutting short the time of training to 24 months (please note that only the University of Glasgow has the authority and is in a position to assess that and the relevancy of the studies as well as the level of entry).*

## WHY & WHO IS THIS COURSE FOR

The degree course of the Bachelor of Arts Community Development (BACD) has been developed to:

- ✓ Enable unqualified workers to gain academic and professional qualification whilst remaining in employment
- ✓ Provide flexible routes to a professional qualification for experienced community activists
- ✓ Provide up-to-date practical and theoretical training for practitioners  
Contribute to building the skills base in areas of social exclusion
- ✓ Assist employing agencies to train and retain their staff
- ✓ This course is for anyone who has experience of community education or community development work (including youth work, adult education, community work, housing, local partnerships and regeneration) and who would like to pursue a qualification that combines both theoretical and practical elements. **It leads to the Professional Qualification endorsed by the Standards Council for CLD in Scotland (formerly CeVe).**

### Applications are welcome from the following:

- ✓ Ethnic Minority Voluntary Sector organisations that would like to nominate a member of their staff or management committee or volunteers.
- ✓ Community groups or grassroots organisations, especially from communities that have been excluded or under-represented, that would like to nominate a member of their staff, volunteers, network or management committee
- ✓ Individuals, from the ethnic minority communities, who have been and still are involved with EM groups as volunteers and would like to extend and accredit the skills and knowledge they have. (Need nomination from an organisation).
- ✓ Applications from the wider voluntary sector and groups (voluntary, public and others) will be considered especially when it can be shown that the training will be adding value to such stakeholders in supporting EM communities and the social justice agenda.

## OVERVIEW OF THE PROGRAMME

No formal education qualifications are required for this course. Students are accepted onto the course through providing evidence of relevant work experience and readiness to enter higher education.

It is recognised that it is challenging to study at this level. Therefore, the programme starts with an introductory block, and the course teaching runs starting from the end of September 2011 to June 2012 and in subsequent years 2012-2013. There are two semesters and students usually attend 1 and half day per week (Sep to Jan and Feb to May). Over years 1 and 2 students must undertake a minimum of 350 hours of relevant community development work practice – paid or voluntary. This provides the basis for the assessment of competences set out in the Level 4 SVQ. The location and timing of work practice are subject to discussion and agreement between employer, student and tutor. In year 3 the practice placement is in addition to the work practice outlined above and runs across the second semester. This placement is planned according to the individual needs of each student.

FURTHER INFORMATION WILL BE INCLUDED IN THE INFORMATION BOOKLET.

## **SUMMARY TIMETABLE**

### **Year 1 Courses**

- Transformation Practice (20)
- Community Development and Social Action (20)
- Local and Global Context (20)
- Social Theories 1 (20)
- Practice Methodology (20)

### **Year 2 Courses**

- Lifelong Learning and Social Change (20)
- Empowerment Strategies and Practice Models (20)
- Popular Education Practice (20)
- Organisation, Planning and Evaluation (20)
- Social Theories 2 (20)
- Critical Practice (20)

### **Year 3 Courses**

- Social Theories 3 (20)
- Research Methods (20)
- Research Project (40)
- Practice Placement (40) this final placement may be an opportunity to experience work overseas or within a different environment.

## **EXPECTED OUTCOME OF THE TRAINING**

- By supporting members of the ethnic minority voluntary sector in obtaining these essential skills and qualification, it will have several positive effects for the ethnic minority communities, wider voluntary sector and civic society as a whole.
- Increase the number and quality of skills and understanding on community learning and development throughout the ethnic minority voluntary sector.
- Through accredited and recognized training the standard of information, skills and expertise in the field of CLD will complement not only existing skills of practitioners but also will assist build the capacity of both activist and organisations in the field of CLD in Scotland.
- Trainees from the ethnic minorities' voluntary sector and communities will have a more in-depth insight to the issues surrounding CLD standards and have an enhanced role in implementing that in own work-place and community to high standards. This information will be invaluable information to activists in the community development field.

- BEMIS and trainees (representing the diverse ethnic minority communities) to work in partnership with all stakeholders in developing policies, networking initiatives and strategies that ensure access of information and support for the under-represented ethnic minority groups.
- The development of an Information Exchange Forum between trainees and stakeholders, to meet regularly to discuss new issues and potential strategies and developments.

## GUIDELINES FOR THE PROGRAMME

This is the 2<sup>nd</sup> Cohort in partnership with the University of Glasgow providing training for up to 15 - 20 EM activists for the degree of BACD every year for the next three years. Candidates from across Scotland will be selected through an application process. However, acceptance is subject to criteria and candidates are advised to phone BEMIS to discuss eligibility prior to applying:

- ✓ Candidates should be in employment or community volunteers in relevant area.
- ✓ Individual applications are not accepted: Candidates have to be nominated by an employer or a volunteering place.
- ✓ Legal status and regulations eligibility apply.
- ✓ Candidates not to have received SAAS funding for previous BA degree.
- ✓ Residence and eligibility criteria apply.

## PROMOTING THE PROGRAMME

Information on this programme will be distributed throughout Scotland through:

- ✓ BEMIS membership and networks.
- ✓ BEMIS database of the ethnic minority voluntary sector organisation across Scotland.
- ✓ Wider voluntary sector and their networks.
- ✓ Local authorities.
- ✓ CVS networks.
- ✓ Local community connections.

## THE SELECTION PROCESS

The selection process will be based on the University of Glasgow's Criteria and will be carried out by the concerned department & BEMIS:

**Applications will be available from: 1<sup>st</sup> April 2011**

**Closing date for applications will be: Mid August**

**Interviews will take place: 3<sup>rd</sup> week of August 2011**

**Successful applicants will be informed by: End of August.**

**Candidates selected for the course will be expected to start: 14<sup>th</sup> September 2011.**

## CANDIDATE & NOMINATING BODY'S COMMITMENTS

Organisations / groups, nominating an individual whether he/she is a staff member, from the network or management committee or a volunteer will require signing a contract and making a commitment on the following:

- ✓ To ensure that the candidate attends the training and meet all the requirements and to support the candidate in completing work base assignments where appropriate.
- ✓ To provide evidence that they have made use of the training and delivered support services in their area.
- ✓ To work with BEMIS staff in ensuring support provided is designed in line with own workplace.
- ✓ Provide support to their nominees throughout the training period and ensure time allocation is feasible for such studies.
- ✓ Throughout this course BEMIS will be conducting an evaluation and monitoring process to ensure that the course is running effectively and candidates are able to make full use of the training, and it is part of the Trainees' obligation to comply and support such evaluation and monitoring.
- ✓ Throughout the course, candidates will be supported through further training to enhance and develop their training and add other relevant dimensions to their knowledge and skills.

In the case of nominations from informal community groups and volunteers, we would be looking for a similar commitment.

For enquiries and an application form, please contact Mrs. **Tanveer Parnez (Director of National Development)**:

[Tanveer.parniez@bemis.org.uk](mailto:Tanveer.parniez@bemis.org.uk)

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