

GMB

UNION

Email: tyehimba.nosakhere@gmb.org.uk

3 November 2025

Dear

We are writing to inform you that [Name] who is one of your employees, and a GMB member/union representative has expressed an interest in applying for GMB Race Achievement Scholarship Programme (GRASP). The GMB is committed to achieving race equality in every workplace and every community. GRASP is a major project GMB launched to uplift and advance our members from racially marginalised backgrounds. The aim of the course is to train and develop Black Asian and minority ethnic members to become highly competent and effective workplace leaders by:

- Equipping them with and enhancing their natural leadership, organising and communication skills
- Increasing their awareness and understanding of how to tackle racism in the workplace
- Transforming them into active and effective GMB Race Ambassadors

Participants will build a comprehensive understanding of race and anti-racism principles, policies and practices to enable them to confidently develop workplace initiatives that increase race equality by bringing people together. We believe our GMB Race Ambassadors will be a positive dynamic force for good 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 at work.

We know how important it is for this project to work and therefore, the GMB is committed to fully financing the six months full-time release for those successful in applying for the programme. **We are not asking employers for money**, but we are asking for your agreement and support in releasing the participants and guaranteeing the safe status of their employment when they return after completing the course. This is key because we expect those attending the course to work with their employers when they return and help them to improve race equality in their workplaces.



- **Applicants must have at least one-year GMB membership**
- **Have lived experience of being from Black, Asian and Minority ethnic groups and prone to colour prejudices and racism and that have historically and systematically been underrepresented.**

All applicants are expected to inform their employer when submitting an application.

Course Structure

The programme is for six months, full-time paid-release and open to both full-time and part-time employees. It comprises a combination of classroom-based learning, shadow placements within GMB, fieldwork based in workplaces and collaborative working with regional GMB teams. There is a level of independent learning expected, and participants will be working towards developing a presentation of their work to conclude the programme.

Participants will have access to coaching and support throughout the course provided by Tyehimba Nosakhere, National Race Officer and Kerry Smith, HR & Development Advisor, in addition to specialist coaching support from an external provider. Those applying must commit to participating in the entire course.

We will be accepting applications from 3rd November until 5th December with an assessment on presentations from those shortlisted taking place on the 19th January to 23rd January to select the successful candidates. Employers will be formally notified by the 2nd February allowing sufficient time for contingency arrangements to be made before the programme commences in April. We believe this presents a great opportunity for employers to demonstrate their active organisational commitment to tackling racism positively and benefit from supporting a project that has the development of its racially marginalised employees at its heart.

For further information please contact Tyehimba Nosakhere, GMB National Race Organiser at tyehimba.nosakhere@gmb.org.uk.

Kind regards,

Tyehimba Nosakhere

Tyehimba Nosakhere
National Race Organiser

