

## Further Information

If you would like to find out more about PATH (Scotland) training programmes or would like to discuss what is involved in becoming a placement organisation, please contact:

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 PATH Scotland

 @PATHScot

Company Number: SC194698  
Scottish Charity Number: SC028889

## PATH (Scotland)

Positive Action Training in Housing

## About PATH (Scotland)



## **PATH (Scotland)**

PATH (Scotland) was set up in 1998 with charitable objectives to develop and run Positive Action training programmes across Scotland to address the issue of under-representation of black/minority ethnic communities in Housing and related sectors.

The Equality Act 2010 brought a wide range of equalities legislation together into one act. This includes the Positive Action measures within the Race Relations Act (1976). Within the 2010 Act, Positive Action measures are permitted where they are put in place to address disadvantage experienced by people who share a protected characteristic (i.e. Disability, Race, Sex and many others); this includes enabling employers to train employees from an under-represented ethnic group to enable them to develop the skills necessary for a particular type of work.

## **Housing**

PATH (Scotland), in collaboration with registered social landlords and local authorities across Scotland, has run consistently high quality training programmes geared to the needs of Black and Minority Ethnic communities.

PATH trainees are placed with organisations to gain on the job experience, whilst attaining a housing qualification.

Trainees are chosen through a recruitment process designed to find candidates with the potential to excel and add value to the organisation that is providing their training experience.

Housing trainees are supported throughout their placements and university / college courses, as well as receiving additional, specialist training from PATH (Scotland).

## **Leadership Courses**

PATH also assists people to gain the skills necessary to pursue middle and senior management posts through the Developing Management and Leadership Skills (DMLS) programme, which has been delivered annually since 2006.

Our aims for the programme include:

- Understanding of the internal and external barriers that limit potential
- Increasing knowledge and understanding of leadership and the skills required to lead/manage in the workplace
- Recognition of the role that peer support and coaching partnerships play in increasing knowledge and confidence of participants
- Increasing visibility of BME employees in the workplace