

Case Study

Background

In June 2024 Cwlwm partners along with DARPL (Diversity and Anti Racist Professional Learning) launched the **Creating an Anti-Racist Culture in Settings** - A practical toolkit, for those working in childcare, early years and play in Wales.

'The toolkit encourages us all to reflect on our roles and responsibilities as carers and educators in supporting ourselves and our learners to impact societal change in realising Welsh Government's Anti-Racist Wales Action Plan for 2030.'

Within this toolkit was an accompanying Anti Racist Audit document, commissioned by Mudiad Meithrin. This enables providers to work through a series of questions within six principles and identify any short, medium or long term actions needed to take them forward on their anti-racism journey.

Prior to the launch of the toolkit, a series of self-study training sessions aimed at practitioners had been launched by DARPL along with resources and support from Cwlwm partners and local authorities across Wales. Swansea Council had held an event in partnership with DARPL in March 2024 for childcare practitioners to attend and learn practical ideas from DARPL leaders.

Putting it into Practice

Meithrinfa Joio Day Nursery attended the event in Swansea and showed a keen interest in undertaking further work to ensure their setting was an anti-racist setting. Following the launch of the toolkit, and discussions with their Clybiau Plant Cymru Kids' Clubs Childcare Business Development Officer, it was agreed that an initial visit would take place to go through the toolkit and identify any work already being done and short-term actions that could be addressed.

Through discussions it was identified that the setting had already had some interesting experiences around food and snacks which they hadn't considered. They shared that one child was regularly choosing to eat with their hands rather than with the cutlery provided – a conversation with the parent identified that this is part of Sri Lankan heritage and their traditional way of eating at home. This enlightenment resulted in the setting ensuring that any foods provided to the child could easily be eaten with the hands by cutting food into smaller sizes, or any sauces such as gravy, provided in a side dish to enable the dipping of food. The setting continued to provide cutlery to give the child the freedom to choose.

Another experience shared, was that of a parent who consistently provided snacks for their child. This revealed to the setting that perhaps their meal and snack menu wasn't culturally diverse enough to meet the needs of their families, and the setting is now currently reviewing the food choices they provide and ways to embed more diverse foods from different cultures into their weekly menu planning.

As part of their learning journey, the setting looked at religious festivals and celebrations, and again, through sharing experiences and taking the time to discuss and reflect they were able to make changes. One of the areas identified was that both children and staff may wish or need to take time off for religious or cultural festivals. This had never been given much thought, but recent experiences had made them realise they need to do more to support this. The setting looked at their child registration forms and staff induction paperwork to ensure any important dates or information could be captured when joining their setting, to enable children and staff to take time off to celebrate any cultural or religious holidays.

Children's registration forms have also been updated to include a space for parents and carers to include their child's name phonetically to help staff with the pronunciation of a child's name before they start at the setting.

The setting has recently created an adaptable multi-language 'Welcome' sign on the door to greet families, with feedback from one parent saying, 'We never see our language written anywhere!' - demonstrating that simple actions can make whole families feel seen and included within their childcare setting.

Training

Meithrinfa Joio Day Nursery continue their journey to becoming an anti-racist setting and are keen to take up any offers of training, with 7 staff attending a recent webinar 'An Introduction to Anti Racism, delivered by Clybiau Plant Cymru Kids' Clubs in partnership with Jamel C Campbell – an early years educator, consultant, mentor and children's author. Additionally, the Nursery owner has recently completed the DARPL Enhanced Leadership Series, as well as staff completing the online self-study DARPL Childcare Play and Early Years Practitioners series. Taking a whole setting approach enables them to each understand their role in making a difference at their setting and how working together can be more impactful on what they have set out to achieve. A series of anti-racist books and resources have been gifted to Meithrinfa Joio Day Nursery as a thank you for sharing their experiences with us and being committed to becoming an Anti-Racist childcare setting.



Astudiaeth Achos

Cefndir

Ym mis Mehefin 2024 lansiodd partneriaid Cwlwm ynghyd â DARPL (Dysgu Proffesiynol Amrywiaeth a Gwrth-hiliol) y **Creu Diwylliant Gwrth-hiliol mewn Lleoliadau** – sef Pecyn cymorth ymarferol, ar gyfer y rhai sy'n gweithio ym maes gofal plant, blynyddoedd cynnar a chwarae yng Nghymru.

'Mae'r pecyn cymorth yn ein hannog ni i gyd i fyfyrio ar ein rolau a'n cyfrifoldebau fel gofawyr ac addysgwyr wrth gefnogi ein hunain a'n dysgwyr i effeithio ar newid cymdeithasol wrth wireddu Cynllun Gweithredu ar Wrth-Hiliaeth Llywodraeth Cymru gyfer 2030.'

Yn y pecyn cymorth hwn roedd dogfen Archwilio Wrth-hiliol ategol, a gomisiynwyd gan Fudiad Meithrin. Mae hyn yn galluogi darparwyr i weithio trwy gyfres o gwestiynau o fewn chwe egwyddor a nodi unrhyw gamau tymor byr, canolig neu hir sydd eu hangen i'w symud ymlaen ar eu taith wrth-hiliol.

Cyn lansio'r pecyn cymorth, roedd DARPL wedi lansio cyfres o sesiynau hyfforddi hunan-astudio wedi'u hanelu at ymarferwyr. ynghyd ag adnoddau a chymorth gan bartneriaid Cwlwm ac awdurdodau lleol ledled Cymru. Roedd Cyngor Abertawe wedi cynnal digwyddiad mewn partneriaeth â DARPL ym mis Mawrth 2024 i ymarferwyr gofal plant ei fynychu a dysgu syniadau ymarferol gan arweinydd DARPL.

Ei Rhoi ar Waith

Mynychodd Meithrinfa Joio Day Nursery y digwyddiad yn Abertawe a dangoswyd diddordeb brwd mewn gwneud gwaith pellach i sicrhau bod eu lleoliad yn lleoliad gwrth-hiliol. Yn dilyn lansio'r pecyn cymorth, a thrafodaethau gyda Swyddog Datblygu Busnesau Gofal Plant Clybiau Plant Cymru Kids' Clubs, cytunwyd i gynnal ymweliad cychwynnol i fynd drwy'r pecyn cymorth, nodi unrhyw waith sy'n cael ei wneud eisoes a chmau gweithredu tymor byr y gellid mynd i'r afael â hwy.

Trwy drafodaethau, nodwyd bod y lleoliad eisoes wedi cael rhai profiadau diddorol ynghylch bwyd a byrbrydau nad oeddent wedi'u hystyried. Fe wnaethant rannu bod un plentyn yn dewis bwyta gyda'i ddwylo'n rheolaidd yn hytrach na'r cyllyll a ffyrc a ddarparwyd – deallwyd, wedi sgwrs â rhiant fod hyn yn rhan o dreftadaeth Sri Lanka a ffordd draddodiadol o fwyta gartref. O ganlyniad i gael ein goleuo ar hyn, sicrhodd y lleoliad y byddai'n hawdd bwyta unrhyw fwydydd a ddarperir i'r plentyn gyda'r dwylo trwy dorri bwyd i feintiau llai, neu ddarparu unrhyw sawsiau fel grefi mewn dysgl ar yr ochr i alluogi dipio bwyd. Parhaodd y lleoliad i ddarparu cyllyll a ffyrc er mwyn rhoi'r rhyddid i'r plentyn ddewis.

Profiad arall a rannwyd oedd profiad rhiant a oedd yn darparu byrbrydau i'w plentyn yn gyson. Datgelodd hyn i'r lleoliad efallai nad oedd eu bwydlen prydau a byrbrydau yn ddigon amrywiol yn ddiwylliannol i ddiwallu anghenion eu teuluoedd, a bod y lleoliad bellach yn adolygu'r dewisiadau

bwyd y maent yn eu darparu a ffyrdd o ymgorffori mwy o fwydydd amrywiol o wahanol ddiwylliannau wrth gynllunio bwyden wythnosol.

Fel rhan o'u taith ddysgu, bu'r lleoliad yn edrych ar wyliau a dathliadau crefyddol, ac unwaith yn rhagor, trwy rannu profiadau a chymryd amser i drafod a myfyrio, roeddent yn gallu gwneud newidiadau. Un o'r meysydd a nodwyd oedd y gallai'r plant a'r staff ddymuno, neu fod arnynt angen cymryd amser i ffwrdd ar gyfer gwyliau crefyddol neu ddiwylliannol. Ni ni roddwyd llawer o ystyriaeth i hyn erioed, ond roedd profiadau diweddar wedi gwneud iddynt sylweddoli bod angen iddynt wneud mwy i gefnogi hyn. Edrychodd y lleoliad ar eu ffurflenni cofrestru plant a gwaith papur sefydlu'r staff i sicrhau y gellid cael unrhyw ddyddiadau neu wybodaeth bwysig wrth ymuno â'u lleoliad, er mwyn galluogi'r plant a'r staff i gymryd amser i ffwrdd i ddathlu unrhyw wyliau diwylliannol neu grefyddol.

Mae ffurflenni cofrestru plant hefyd wedi'u diweddarau i gynnwys lle i rieni a gofalwyr gynnwys enw eu plentyn yn ffonetig er mwyn helpu staff i ynganu enw plentyn cyn iddynt ddechrau yn y lleoliad.

Yn ddiweddar, mae'r lleoliad wedi creu arwydd 'Croeso' – un y gellir ei addasu - ar y drws i gyfarch teuluoedd, gydag adborth gan un rhiant yn dweud, 'Nid ydym byth yn gweld ein hiaith yn cael ei hysgrifennu yn unman!' - sy'n dangos y gall camau syml wneud i deuluoedd cyfan deimlo eu bod yn cael eu gweld a'u cynnwys yn eu lleoliad gofal plant.

Hyfforddiant

Mae Meithrinfa Joio Day Nursery yn parhau ar eu taith i fod yn lleoliad gwrth-hiliol ac yn awyddus i dderbyn unrhyw gynigion o hyfforddiant, gyda 7 aelod o'r staff yn mynychu gweminar diweddar 'Cyflwyniad i Wrth-hiliaeth', a ddarparwyd gan Clybiau Plant Cymru Kids' Clubs mewn partneriaeth â Jamel C Campbell - addysgwr blynyddoedd cynnar, ymgynghorydd, mentor ac awdur plant. Hefyd, mae perchennog y Feithrinfa wedi cwblhau Cyfres Arweinyddiaeth Uwch DARPL yn ddiweddar ac mae'r staff wedi cwblhau cyfres hunan-astudio ar-lein DARPL i Ymarferwyr Gofal Plant, Chwarae a'r Blynyddoedd Cynnar. Mae mabwysiadu dull lleoliad-cyfan yn eu galluogi i ddeall eu rôl wrth wneud gwahaniaeth yn eu lleoliad a sut y gall cydweithio gael mwy o effaith ar yr hyn y maent wedi bwriadu ei gyflawni. Mae cyfres o lyfrau ac adnoddau ar wrth-hiliaeth wedi eu rhoi i Feithrinfa Joio yn ddolch am rannu eu profiadau â ni ac am fod yn ymroddedig i ddod yn lleoliad gofal-plant Gwrth-hiliol.

