Anti-Racism in Out of School Childcare Clubs in Conwy County

Impact

- Engagement with 40 Out of School Childcare Clubs,
- Providing practical resources, and delivering expert-led training,
- Conwy County Out of School Childcare clubs have demonstrated a strong commitment to anti-racism and inclusion.

''Working with Rachel through the Anti Racism Toolkit has been really useful and has opened up opportunities for us to introduce new ideas and resources for the children within our club, the resource pack has given us ideas and a start to build up diverse resources, we have attended webinars to support us through the Toolkit that have been really helpful too. ''
Julie Everley – Clwb Enfys .''

Clybiau Plant Cymru Kids' Clubs led a dedicated, whole-county approach to anti-racism in Conwy, engaging all 40 out-of-school childcare clubs in working through the DARPL Anti-Racism Audit Toolkit. Widely welcomed, the initiative marks a strong and meaningful first step in Conwy's collective anti-racism journey.

Out of school childcare clubs play a vital role in supporting children's social development, wellbeing, and sense of belonging. Clybiau Plant Cymru Kids' Clubs were able to provide an anti-racism initiative to all Out of School Childcare Clubs in Conwy County, the opportunity to strengthen understanding, open up conversations of reflection and support clubs to provide an anti-racism, equality and diverse culture. Through this whole county approach, settings across Conwy have been able to ensure that all children feel safe, respected, and represented.

The initiative focused on supporting Out of School Childcare Clubs to embed anti-racist principles into their everyday practice. With the support of the Childcare Business Development Officer, a total of 40 Out of School Childcare Clubs across Conwy County began working through the DARPL Anti-Racism Audit Toolkit. The toolkit is split into 6 Principles, each with an Anti-Racism topic and questions designed to support Playworkers to reflect on their Anti racism practices, challenge discrimination, and promote equality and inclusion. In addition to the toolkit, 40 Out of School Childcare Clubs received Anti-Racism Resource Packs. These packs included materials to support learning and discussion with children, as well as guidance for Playworkers to help them confidently address topics such as diversity, fairness, and respect within their settings. Each setting received skin tone colouring pencils, Celebrating diversity and anti-racism books, cultural posters and links to resourceful websites.

A webinar was delivered by Jamel Cambell an Educator and consultant passionate about inclusive, diverse provision and with over 18 years' experience, introduced through the DARPL network, . The webinar provided Playworkers with valuable insight into anti-racism, helping them to better understand racism, unconscious bias, and the importance of actively celebrating diversity and anti-racism rather than being passively non-racist Jamel gave someamazing stories and ideas through his lived experiences.

Above – Anti Racism Toolkit

The webinar gave Playworkers the opportunity to reflect on their own roles and responsibilities in creating inclusive environments, looking at their own settings through an anti-racist lens, by hearing directly from an experienced anti-racism practitioner, speaker and story teller. This initial webinar was followed up with regular online Clwb Hwbs for Clubs across Wales to share thoughts and ideas around the Audit toolkit.

The initiative has been a fantastic stepping stone for the Out of School Clubs in Conwy County to start their anti racism journey, it has been welcomed by all settings across the county. It has given settings the opportunity to introduce more diverse play experiences with settings reporting that before the initiative, they used to bring out multi cultural resources for celebrations and they now have them widely available on a day to basis, they are exploring more cultural celebrations outside of the usual celebrated occasions, one setting has also introduced a weekly food tasting from around the world.

As an extension of their Anti Racism journey, Playworkers have had the opportunity to attend Clwb Hwbs related to Anti Racism Toolkit. Feedback from the Clwb Hwbs attendees has been positive with Playworkers acknowledging their increased confidence when discussing diversity and challenging discriminatory behaviour, as well as improved awareness of how to create inclusive environments for all children.

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Gwrth-Hiliaeth mewn Clybiau Gofal Plant All-Ysgol yn Sir Conwy

Effaith

- Ymgysylltiad gyda 40 Clwb Gofal Plant All-Ysgol,
- Yn darparu adnoddau ymarferol, a hyfforddiant wedi'i harwain gan arbenigwyr,
- Dangoswyd Clybiau Gofal Plant All-Ysgol ymrwymiad cryf i wrth-Hiliaeth a chynhwysiad.

"Mae gweithio gyda Rachel drwy'r Pecyn Cymorth Gwrth-Hiliaeth wedi bod yn brofiad defnyddiol iawn. Mae'r profiad wedi agor drysau i gyfleoedd newydd i ni gyflwyno syniadau ac adnoddau ar gyfer y plant yn ein clwb. Mae'r pecyn adnoddau wedi rhoi syniadau a man cychwyn i ni er mwyn adeiladu adnoddau amrywiol. Rydym hefyd wedi mynychu gweminarau sydd wedi bod yn hynod ddefnyddiol i'n cefnogi gyda'r Pecyn Cymorth".
Julie Everley – Clwb Enfys

Mae Clybiau Plant Cymru Kids' Clubs wedi arwain ar ddull cyfan wlad wrth-hiliaeth yng Nghonwy, gan ymgysylltu 40 Clwb Plant All-Ysgol wrth weithio drwy Becyn Cymorth Gwrth-Hiliaeth Archwilio DARPL. Wedi'i groesawu'n helaeth, mae'r cynllun yn nodi cam cryf ac ystyrlon yn nhaith gwrth-hiliaeth gyfunol yng Nghonwy.

Mae clybiau Gofal Plant All-Ysgol yn chwarae rôl hanfodol wrth gefnogi datblygiad cymdeithasol, llesiant a theimlad o berthyn ymhlith plant. Roedd Clybiau Plant Cymru Kids' Clubs yn gallu darparu cynllun gwrth-hiliaeth i bob Clwb Gofal Plant All-Ysgol yn sir Conwy, gan roi'r cyfle i gryfhau dealltwriaeth, agor sgyrsiau adfyfyriol a chefnogi clybiau i feithrin diwylliant gwrth-hiliaeth, cydraddoldeb ac amrywiaeth. Drwy'r broses gyfan wlad hon, mae lleoliadau ar hyd a lled Conwy wedi gallu sicrhau bod pob plenty yn teimlo'n ddiogel, wedi'i barchu ac wedi'i gynrychioli.

Roedd y cynllun yn canolbwyntio ar gefnogi Clybiau Gofal Plant All-Ysgol i ymgorffori egwyddorion gwrth-hiliaeth yn eu harfer beunyddiol. Gyda chefnogaeth y Swyddog Datblygu Busnes Gofal Plant, dechreuodd cyfanswm o 40 Clybiau Gofal Plant All-Ysgol weithio drwy Becyn Cymorth Gwrth-Hiliaeth DARPL. Mae'r pecyn cymorth wedi'i rhannu i mewn i 6 egwyddor, gyda phob un â phwnc Gwrth-Hiliaeth a chwestiynau wedi'u llunio i gefnogi Gweithwyr Chwarae i adlewyrchu ar eu harferion Gwrth-Hiliaeth, herio gwahaniaethu, a hyrwyddo cydraddoldeb a chynhwysiant. Yn ogystal â'r Pecyn Cymorth, mae 40 Clwb Gofal Plant All-Ysgol wedi cael Pecyn Adnodd Gwrth-Hiliaeth. Mae'r pecynnau hyn yn cynnwys deunyddiau i gefnogi dysgu a thrafodaethau gyda phlant, ynghyd ag arweiniad i Weithwyr Chwarae er mwyn eu helpu i fynd i'r afael â phynciau fel amrywiaeth, tegwch a pharch yn hyderus yn eu lleoliad. Cafodd pob lleoliad pensiliau lliw croen amrywiol i ddathlu amrywiaeth, llyfrau gwrth-hiliaeth, posteri diwylliannol a dolenni at wefannau defnyddiol.

Uchod - Pecyn Cymorth Gwrth-Hiliaeth

Cyflwynwyd gweminar gan Jamel Cambell, sef Addysgwr ac arbenigwr sy'n angerddol dros gynhwysiant, darpariaeth amrywiol, gyda dros 18 mlynedd o brofiad wedi'u cyflwyno trwy'r rhwydwaith DARPL. Darparodd y gweminar mewnolwg gwerthfawr i wrth-hiliaeth, gan helpu cyfranogwyr i ddeall hiliaeth, rhagfarn ddiarwybod, a phwysigrwydd dathlu amrywiaeth a gwrth-hiliaeth yn weithredol, yn hytrach na bod yn wrth-hiliol oddefol. Rhannodd Jamel straeon a syniadau gwych wedi'u dysgu trwy ei brofiadau byw...

Rhoddodd y weminar cyfle i Weithwyr Chwarae adlewyrchu are eu rolau a'u cyfrifoldebau eu hunain, wrth greu amgylchedd cynhwysol, gan edrych ar leoliadau eu hunain trwy lens gwrth-hiliaeth, a gwrando'n uniongyrchol ar ymarferydd, siaradwr a storïwr profiadol. Dilynwyd y weminar gyntaf hon gan Glwb Hwb rheolaeth ar-lein i glybiau ar hyd a lled Cymru er mwyn rhannu syniadau a myfyrdodau ynghylch y Pecyn Cymorth Archwilio.

Mae'r cynllun wedi bod yn garreg lam gwych ar gyfer Clybiau Gofal Plant All-Ysgol yn sir Conwy wrth ddechrau ar eu taith gwrth-hiliaeth, ac mae wedi'i groesawu gan bob lleoliad ar hyd a lled y sir. Mae wedi rhoi cyfle i gyflwyno profiadau chwarae mwy amrywiol, gyda lleoliadau'n nodi eu bod nhw gynt yn dod ag adnoddau amlddiwylliannol allan ar gyfer dathliadau yn unig, ond bod y rhain bellach ar gael o ddydd i ddydd. Maent hefyd yn archwilio mwy o ddathliadau diwylliannol y tu hwnt i'r achlysuron arferol, ac mae un lleoliad wedi cyflwyno blasu bwyd o wahanol rannau o'r byd yn wythnosol.

Fel estyniad o'u taith Gwrth-Hiliaeth, mae Gweithwyr Chwarae wedi cael y cyfle i fynychu Clwb Hwbs sy'n gysylltiedig â'r Pecyn Cymorth Gwrth-Hiliaeth. Mae'r adborth gan y mynychwyr Clwb Hwbs wedi bod yn gadarnhaol, gyda Gweithwyr Chwarae yn nodi cynnydd yn eu hyder wrth drafod amrywiaeth ac ymddygiad gwahaniaethol, yn ogystal ag ymwybyddiaeth well o sut i greu amgylchedd cynhwysiant ar gyfer pob plentyn.

IRhagfyr 2025

Cysylltwch â ni i ddarganfod mwy am y cymorth y gall Clybiau Plant Cymru Kids' Clubs ei gynnig i'ch clwb.