



## **Plantos: Reflection through the Anti Racism Audit Toolkit**

Plantos: Out of School Childcare Club are working through the Anti-Racism Audit Toolkit as part of their journey to becoming an Anti-Racist setting. Focusing on the toolkit's 6 key principles, there has been opportunity to reflect upon practice, develop and work through an ongoing action plan and demonstrate the impact they are making within their Nursery.

Plantos attended DARPL training and Anti Racism Clwb Hwbs, and with the support of Clybiau Plant Cymru Kid's Clubs, the management team have built their confidence to feedback and make changes within the whole nursery. Through this ongoing reflection, management felt they were actively making positive steps to progress on their Anti-Racism journey, and their main aim was to increase confidence moving forward. Upon reflection, some principles have been achieved, and they are working towards embedding these outcomes into their daily practice.

We asked Lowri from Plantos-

### **How do you value Children and their families, language and culture?**

*"We have directly asked this in our most recent newsletter and have made a display by the front gate of all languages and the flag of the country. We do ask for language and culture information from the parents when the child is enrolled but we are trying to do more in terms of learning more key words such as greetings". More recently, we are aware that not all parents digest all the information in the newsletter as we had a query from a parent as to why the flag of their children's heritage did not appear. Our response was to thank the parent for the feedback and ask them for their input as suggested in the newsletter. Now we have more flags and greetings on the fence as a result, and we have learnt a little about the dialect in that country too!*

### **How well do you resources authentically represent the range of communities living locally, nationally and internationally?**

*"We have a number of books promoting diversity, also ones with different family make-ups. We need to improve the awareness of children of different abilities. Although we have a number of dolls of different colours, we do not have ones who represent different physical abilities. We are very aware of the fact that anti-racism goes far beyond merely having dolls of different colours or books representing diversity." We actively promote Welsh heritage on a daily basis and make an effort to share this with parents without making a big deal of it. It should be a natural thing that we greet all children and parents in both English and Welsh and their own home language too. We do not have specific menu weeks for different cultures, we have a diverse range of meals in our menu throughout the entire year such as daals, risotto and chowmein. Again, this is so that it is a natural part our living, not something to make a fuss about!*

*We are fairly lucky as a nursery as we have many children from different cultures and ethnicities already attending. We do not feel as we have to actively go out into the community and positively approach different ethnicities. We continue to treat all current and potential families the same and promote our setting as an all inclusive place for all.*



**Do managers have an awareness of their role in supporting the setting to move towards anti-racist practice?**

“Yes, the Responsible Individual (RI) and Persons in Charge (PiCs) are leading the work on this toolkit and are actively sharing information to the entire staffing team through App messages and fullteam meetings. We also ensure that is is an agenda point for all management meetings and individual room meetings” Managers are also seeking to invite people into the nursery who can showcase different backgrounds, such as a steel brass band! We also have members of the team who can talk to the children about their own heritage.

**What systems are in place and are these shared with parents, so they know how to report instances of racism, racial harassment?**

“Our parent newsletters inform parents of what we are doing as a nursery, for example, this toolkit. Our amended Inclusivity and Diversity policy has also been shared with all and is now a policy sent to all parents upon first enrolment”

Working through the audit is enabling Plantos to :

- Reflect on their practice and notice areas of improvement, resulting in a more diverse and equal nursery
- Benef both children and staff knowledge within the nursery
- Reflect and impacting upon their annual Quality of Care report

**If you would like support completing an Anti-Racism Audit Toolkit, contact [info@clybiauplantcymru.org](mailto:info@clybiauplantcymru.org) or your Childcare Business Development Officer.**



## Plantos: Myfyrio drwy'r Pecyn Cymorth Archwilio Gwrth-Hiliaeth

Mae Plantos: Clwb Gofal Plant All-Ysgol yn gweithio trwy'r pecyn cymorth fel rhan o'i daith i ddod yn lleoliad Gwrth-Hiliol. Gan ganolbwyntio ar y 6 egwyddor allweddol, bu cyfle i fyfyrion ar ymarfer, datblygu a gweithio drwy gynllun gweithredu barhaus a chael cyfle i ddangos yr effaith maent yn eu gwneud yn ei Feithrinfa.

Mynychodd Plantos Hyfforddiant DARPL a'r Clwb Hwb Gwrth-Hiliol. Gyda chefnogaeth Clybiau Plant Cymru Kids' Clubs, mae'r tîm rheoli wedi magu hyder i roi adborth ac i wneud newidiadau ar draws y feithrinfa gyfan. Trwy fyfyrion barhaus, mae'r tîm rheoli'n teimlo eu bod yn cymryd camau cadarnhaol i wella ar eu taith wrth ddatblygu arferion gwrth-hiliol, gyda'r prif nod o feithrin hyder wrth symud ymlaen. O ganlyniad i'r myfyrdod hwn, mae rhai egwyddorion wedi'u sefydlu, ac mae'r tîm bellach yn gweithio i ymgorffori'r canfyddiadau hyn yn eu harferion dyddiol.

Gofynasom ni i Lowri o Plantos-

### **Sut ydych chi'n gwerthfawrogi plant a'u teuluoedd, eu hiaith a'u diwylliant?**

*"Rydym wedi gofyn y cwestiwn hwn yn uniongyrchol yn ein cylchlythyr ac wedi creu arddangosfa wrth y giât sy'n cynnwys pob iaith a fflag o'r gwledydd sy'n cael eu cynrychioli. Rydym hefyd yn gofyn am wybodaeth am iaith a diwylliant y rhieni pan fydd plentyn yn cael ei gofrestru, ac rydym bellach yn ceisio gwneud mwy o ran dysgu geiriau allweddol - er enghraifft cyfarchion". Yn ddiweddar, sylweddol ni nad yw pob rhiant yn deall yr holl wybodaeth a gynhwysir yn y cylchlythyr, gan iddynt gael ymholiad, gan i un rhiant gysylltu i ofyn pam nad oedd baner treftadaeth eu plentyn wedi'i chynnwys. Ymatebwyd iddynt gan ddweud diolch iddynt am yr adborth a'u gwahodd i gyfrannu syniadau, fel yr awgrymwyd yn y cylchlythyr. O ganlyniad, mae gennym bellach fwy o faneri a chyfarchion ar y ffens, ac rydym hyd yn oed wedi dysgu ychydig am dafodiaith y wlad honno hefyd!*

### **I ba raddau mae eich adnoddau'n adlewyrchu'n gywir ac yn ddilys yr amrywiaeth o gymunedau sy'n bodoli'n lleol, yn genedlaethol ac yn rhyngwladol?**

*"Mae gennym nifer o lyfrau sy'n hyrwyddo amrywiaeth, rhai hefyd gyda gwahanol gyfansoddiadau teuluol. Mae angen i ni wella ymwybyddiaeth plant o wahanol alluoedd. Er bod gennym nifer o ddoliau o wahanol liwiau, nid oes gennym rai sy'n cynrychioli gwahanol alluoedd corfforol. Rydym yn ymwybodol iawn o'r ffaith bod gwrth-hilioldeb yn mynd ymhell y tu hwnt i gael doliau o wahanol liwiau neu lyfrau sy'n cynrychioli amrywiaeth." Rydym yn hyrwyddo treftadaeth Cymru yn weithredol bob dydd ac yn gwneud ymdrech i rannu hyn gyda rhieni heb wneud llawer o sôn amdano. Dylai fod yn beth naturiol ein bod yn cyfarch pob plentyn a rhiant yn Saesneg a Chymraeg a'u hiaith gartref eu hunain hefyd. Nid oes gennym wythnosau bwydlen benodol ar gyfer gwahanol ddiwylliannau, mae gennym ystod amrywiol o brydau yn ein bwydlen drwy gydol y flwyddyn fel daals, risotto a chowmein. Unwaith eto, mae hyn fel ei fod yn rhan naturiol o'n bywoliaeth, nid rhywbeth i wneud ffws amdano!*

Rydym yn eithaf ffodus fel meithrinfa gan fod gennym lawer o blant o wahanol ddiwylliannau ac ethnigrwydd eisoes yn mynychu. Nid ydym yn teimlo bod yn rhaid i ni fynd allan i'r gymuned yn weithredol ac ymdrin yn gadarnhaol â gwahanol ethnigrwydd. Rydym yn parhau i drin pob teulu presennol a darpar deuluoedd yr un fath ac yn hyrwyddo ein lleoliad fel lle cynhwysol i bawb.



**A oes gan reolwyr ymwybyddiaeh o'u rôl wrth gefnogi'r lleoliad i symud tuag at ymarfer gwrth-hiliol?**

"Ydy, mae'r Unigolyn Cyfrifol (UC) a'r Personau â Chyfrifoldeb (PC) yn arwain y gwaith ar y pecyn cymorth hwn ac yn rhannu gwybodaeth yn weithredol â'r tîm staffio cyfan trwy negeseuon Ap a chyfarfodydd tîm llawn. Rydym hefyd yn sicrhau ei fod yn bwynt agenda ar gyfer pob cyfarfod rheoli a chyfarfodydd ystafelloedd unigol. Mae rheolwyr hefyd yn ceisio gwahodd pobl i'r feithrinfa a all arddangos gwahanol gefndiroedd, fel band pres dur! Mae gennym aelodau o'r tîm hefyd a all siarad â'r plant am eu treftadaeth eu hunain.

**Pa systemau sydd ar waith ac a yw'r rhain yn cael eu rhannu gyda rhieni, fel eu bod nhw'n gwybod sut i roi gwybod am achosion o hiliaeth, aflonyddu hiliol?**

"Mae ein cylchlythyrau rhieni yn hysbysu rhieni o'r hyn rydyn ni'n ei wneud fel meithrinfa, er enghraifft, y pecyn cymorth hwn. Mae ein polisi Cynhwysiant ac Amrywiaeth diwygiedig hefyd wedi'i rannu gyda phawb ac mae bellach yn bolisi a anfonir at bob rhiant ar ôl cofrestru am y tro cyntaf"

Mae gweithio drwy'r archwiliad yn galluogi Plantos i:

- Myfyrio ar eu harfer a sylwi ar feysydd i'w gwella, gan arwain at feithrinfa fwy amrywiol a chyfartal
- Manteisio ar wybodaeth plant a staff o fewn y feithrinfa
- Myfyrio ar eu hadroddiad Ansawdd Gofal blynyddol a chael effaith arno

**Os hoffech chi gael cymorth i gwblhau Pecyn Cymorth Archwilio Gwrth-hiliaeth, cysylltwch ag [info@clybiauplantcymru.org](mailto:info@clybiauplantcymru.org) neu eich Swyddog Datblygu Busnes Gofal Plant.**