Clybiau Plant Cymru Kids' Clubs

# SUPPORTING ANTI-RACISM IN OUT OF SCHOOL CLUBS

# CEFNOGIGWRTH-HILIAETH MEWN CLYBIAU ALL-YSGOL

# Introduction

As role models for children, Playworkers play a vital role in celebrating diversity and creating a cultural richness within settings. Negative stereotypes about Black people and those from the Global Majority can develop from a young age, but children and young people can build friendships and develop respect for one another through play within an inclusive ethos that embraces difference. Use the additional resources at the end to help you and your team.

In your setting, challenge 'norms', question why you do things and think how they can be more inclusive. Think about how and where you recruit and what is promoted and valued in your displays, celebrations, posters, publicity, snacks, books and toys through an anti-racist lens. The onus is often put on 'minorities' to fit into the 'majority'. Diversity in every aspect of society is of paramount importance and Out of School Childcare Clubs have an excellent opportunity to implement this to develop mutual respect.

Clybiau Plant Cymru Kids' Clubs is committed to supporting Welsh Government's vision to create a Wales which is anti-racist by 2030, where everyone can thrive and feel valued. We are working with Cwlwm, DARPL (Diversity and Anti-Racism Professional Learning), Welsh Government and those with lived experience to refine and develop actions within WG's anti-racist policy to support the early years, playwork and childcare and sector.

The United Nations Convention on the Rights of the Child (UNCRC) exists to ensure that children and young people have their human rights met regardless of ethnicity, religion, language or gender and Article 30 of the UNCRC states that every child has the right to 'learn and use the language, customs and religion of their family, whether or not these are shared by the majority of the people in the country where they live'. [Children's rights in Wales | GOV.WALES]

The National Minimum Standards also requires providers to meet 'the needs and preferences of individual children (including those from minority ethnic communities) in relation to their home language(s), intended medium of education and their social, cultural and religious practices [Standard 4, National Min standards for regulated childcare for children up to the age of 12]. Standard 16 also makes clear the expectation that all children and adults are treated with equal concern.

# Becoming Anti-Racist

To embed anti-racist within practice, we need to prioritise anti-racism and develop our understanding by listening to lived experiences of those who work in and are part of our community.

Do you understand the experiences of others?Undertake training developed by Cwlwm and DARPL (Diversity and Anti-Racist Professional Learning). Read blogs and articles online and on social media to gain an insight from Black and people from the Global Majority. Visit Childcare, Play and Early Years on the DARPL website for more information or contact your umbrella organisation.

Have you considered and reflected upon your Club's daily practices, or within your annual Quality of Care Review? CREATING AN ANTI-RACIST CULTURE IN SETTINGS - a practical tool-kit for those working in childcare, early years and play in Wales is a good starting point. We can also support you with an anti-racist audit tool and action plan.

We have collated the following resources to help Out of School Clubs. Clybiau Plant Cymru Kids' Clubs resources can be found on the members area of our website.

# Learning Resources

- Visit Childcare, Play and Early Years on the DARPL website for relevant training, blogs, reading, resources. [Welsh link: Childcare, Play and Early Years – DARPL].
- Attend training DARPL/Cwlwm's Professional Learning Sessions [Welsh link: Events from 15th Ionawr 2025 – 25th Mawrth 2025 › Cyfres Gofal Plant, Chwarae a Blynyddoedd Cynnar › – DARPL]. Listen again by visiting DARPL's virtual campus. [Welsh link: Courses – DARPL]
- DARPL/Cwlwm tube map for the early years, playwork and childcare sector [Welsh link: Childcare, Play and Early Years – DARPL]
- CREATING AN ANTI-RACIST CULTURE IN SETTINGS - a practical tool-kit for those working in childcare, early years and play in Wales

- Watch our video here https://drive.google.com/file/d/12cD3hFDwDgenMh-xiyDgQvghsbYYhFAX/view?usp=share_link and read Clybiau Plant Cymru Kids' Clubs' blog here 'Our anti-racist journey in Clybiau Plant Cymru Kids' Clubs' [Welsh link: Ein taith wrth-hiliol yn Clybiau Plant Cymru Kids' Clubs - Clybiau Plant Cymru (CY)].
- Hear why diversity in the Out of School Childcare sector is important from Areatha, a Playworker Diversity in the Out of School Childcare Sector , Amrywedd yn y Sector Gofal Plant Allysgol.mp4 and read her blog here on 'Promoting Anti-Racism in the Early Years, Childcare and Playwork Sector. [Welsh link: Hyrwyddo Gwrth-Hiliaeth yn y Sector Blynyddoedd Cynnar, Gofal Plant a Gwaith Chwarae - Clybiau Plant Cymru (CY)]
- Read Cwlwm's anti-racist enewsletter [April 2022] for a range of blogs articles and resources from across the early years, childcare and Playwork sector.
- Download our quarterly newsletter Y Bont: Equality, Diversity, Inclusion with articles on racial microaggressions, our 10 ways to promote diversity for the future [Welsh 10 Ffordd - Clybiau Plant Cymru (CY)] and; 10 Ways to celebrate cultural diversity.

## Play/Activity Resources

- Download our Equality Play Checklist (template for Out of School Clubs) for suggestions on books, arts and crafts, toys and games, music and outside play reflecting the whole range of diversity.
- Download our Celebrating Diversity resource pack from our website.
- Print our updated multilingual Welcome poster [Welsh: Poster croeso: dathlu amrywedd mewn clybiau - Clybiau Plant Cymru (CY)] and promote a language of the month.
- A series of resources: 'Supporting My Rights in My Out of School Club' [ Cefnogi fy Hawliau i yn fy Nghlwb Allysgol i - Clybiau Plant Cymru (CY) ]can be used to support the children to understand their rights on a monthly basis throughout the year, some of which are particularly relevant to respecting diversity [Article 3 URNCR: Those working with children should always do what's best for the child; Article 8: right to a name, nationality and family; Article 14: right to follow your own religion; Article 30: Right to use your own language].
- Member newsletters and weekly bulletins incorporate a range of activities celebrating diversity.

## Additional resources

- Talking to children about racism | NSPCC
- Racism in the UK: British kids tell us about their experiences - BBC Newsround
- What is racism - and what can be done about it? - BBC Newsround
- Episode 18 | How can early years educators promote anti-racism

# Books

There are lots of diversity videos, books and toys online:

- [Black Lives Matter | BookTrust]
- Lift-the-flap Questions and Answers about Racism, Jordan Akpojaro (3+)
- Look Up! by Nathan Bryan and Dapo Adeola (3+)
- Amazing Grace by Mary Hoffman and Caroline Binch (5+)
- Little Leaders: Exceptional Men in Black History by Vashti Harrison (7+)
- Little Leaders: Bold Women in Black History by Vashti Harrison (7+)
- Let's Celebrate!: Special Days Around the World by Kate DePalma
- The Boy at the Back of the Class by Onjali Q. Rauf (9+)
- Planet Omar by Nasaya Mafaridik Zanib Mian (9+)The Kids book of Diversity:Empathy, Kindness and Respect for Differences, Catherine Stephenson and Hiruni Kariywasam (3-8)
- What is racism (lift the flap first questions and answers , Katie Daynes, Jordan Akpojaro, Sandhya Prabhat ( 4-7)
- A kids book about racism by Jelani Memory (5-9)
- We All Belong: A Children's Book About Diversity, Race and Empathy, Nathalie Goss, Alex Goss, et al ( 0-12)

# Cyflwyniad

Fel modelau rôl i blant, mae Gweithwyr Chwarae'n chwarae rhan hanfodol mewn dathlu amrywiaeth a chreu cyfoeth diwylliannol mewn lleoliadau. Gall stereoteipiau negyddol am bobl Dduon ac aelodau o'r Mwyafrif Byd-eang, ddatblygu o oed ifanc ond gall plant a phobl ifanc feithrin cyfeillgarwch a datblygu parch at ei gilydd drwy chwarae o fewn ethos cynhwysol sy'n cofleidio gwahaniaeth. Defnyddiwch yr adnoddau ychwanegol ar y diwedd i'ch helpu chi a'ch tîm.

Yn eich lleoliad, heriwch 'normau', cwestiynwch pam rydych yn gwneud pethau, a meddyliwch sut y gallan nhw fod yn fwy cynhwysol. Meddyliwch sut ac ym mhle yr ydych yn recriwtio a'r hyn sy'n cael ei hyrwyddo a'i werthfawrogi yn eich arddangosfeydd, dathliadau, posteri, cyhoeddusrwydd, byrbrydau, llyfrau a theganau drwy lens gwrth-hiliol. Yn aml mae'r cyfrifoldeb yn cael ei roi ar leiafrifoedd i ffitio i mewn gyda'r mwyafrif. Mae amrywedd ym mhob agwedd ar gymdeithas o'r pwys mwyaf ac mae gan Glybiau Gofal Plant Allysgol gyfle gwych i weithredu hyn i ddatblygu parch, y naill at y llall.

Mae Clybiau Plant Cymru Kids' Clubs wedi ymrwymo i gefnogi gweledigaeth Llywodraeth Cymru i greu Cymru sy'n wrth-hiliol erbyn 2030, lle gall pawb ffynnu a theimlo eu bod wedi'u gwerthfawrogi. Rydymyn gweithio gyda Cwlwm, DARPL (Diversity and Anti-Racism Professional Learning), Llywodraeth Cymru, a'r sawl sydd wedi cael profiadau perthnasol yn eu bywydau i fireinio a datblygu camau gweithredu ym mholisi gwrth-hiliol LlC i gefnogi'r sector blynyddoedd cynnar, gwaith chwarae a gofal plant.

Mae Confensiwn y Cenhedloedd Unedig ar Hawliau'r Plentyn (CCUHP[UNCRC]) yn bodoli i sicrhau y bodlonir hawliau dynol plant a phobl ifanc waeth beth fo'u hethnigrwydd, crefydd, iaith neu rywedd, a dywed Erthygl 30 o'r CCUHP bod gan bob plentyn yr hawl i 'ddysgu a defnyddio iaith, arferion a chrefydd eu teulu, p'un a yw'r rhain yn cael eu rhannu ai peidio gan fwyafrif trigolion eu gwlad.' Hawliau plant yng Nghymru | LLYW.CYMRU

Mae'r Safonau Gofynnol Cenedlaethol hefyd yn ei gwneud yn ofynnol i ddarparwyr fodloni 'anghenion a dewisiadau plant unigol (gan gynnwys y rhai o gymunedau ethnig lleiafrifol) mewn perthynas ag iaith(ieithoedd) eu cartref, y cyfrwng addysg a fwriadant a'u harferion cymdeithasol, diwylliannol a chrefyddol. [Safon 4 y Safonau Gofynnol Cenedlaethol ar gyfer gofal plant rheoledig i blant hyd at 12 mlwydd oed]. Mae Safon 16 yn ogystal yn gwneud yn glir y disgwyliad y caiff pob ac oedolyn eu trin yn yr un modd.

# Dod yn Wrth-Hiliwr

Er mwyn gwreiddio arferion gwrth-hiliol, mae angen i ni flaenoriaethu gwrth-hiliaeth a datblygu ein dealltwriaeth drwy wrando ar brofiadau bywyd rhai sy'n gweithio yn ein cymuned ac sy'n rhan o'n cymuned.

Ydych chi'n deall profiadau pobl eraill? Ymgymerwch â hyfforddiant sydd wedi ei ddatblygu gan Cwlwm a DARPL(Diversity and Anti-Racist Professional Learning). Darllenwch flogiau ac erthyglau ar-lein ac ar y cyfryngau cymdeithasol i ennill dealltwriaeth gan Bobl Dduon a aelodau'r Mwyafrif Byd-eang. Ewch i'r adran: Gofal Plant, Chwarae a'r Blynyddoedd Cynnar ar wefan DARPL neu cysylltwch â'ch cyfundrefn fantell.

Ydych chi wedi ystyried arferion dyddiol eich Clwb ac wedi adfyfyrio yn eu cylch? Neu yn eich Adolygiad Ansawdd Gofal? Mae CREATING AN ANTI-RACIST CULTURE IN SETTINGS - a practical tool-kit for those working in childcare, early years and play in Wales yn lle i ddechrau. Gallwn hefyd eich cefnogi â phecyn cymorth a chynllun gweithredu gwrth-hiliol.
Rydym wedi casglu'r adnoddau canlynol i helpu Clybiau All-Ysgol. Mae adnoddau Clybiau Plant Cymru Kids' Clubs i'w gweld yn ardal aelodau ein gwefan.

# Adnoddau Dysgu

- Ewch i'r ddolen: [Gofal Plant, Chwarae a'r Blynyddoedd Cynnar – DARPL - CY] i weld yr hyfforddiant perthnasol, blogiau, deunydd darllen, adnoddau.
- Mynychwch hyffordiant Sesiynau Dysgu DARPL/Cwlwm Digwyddiadau o Ionawr 15 2025 – Mawrth 2025 › Cyfres Gofal Plant, Chwarae a Blynyddoedd Cynnar › – DARPL]. Gwrandewch eto drwy fynd i gampws rhithiol DARPL. [Cyrsiau Cymraeg – DARPL]
- Map tiwb DARPL/Cwlwm ar gyfer y sector blynyddoedd cynnar, gwaith chwarae a gofal plant :Gofal Plant, Chwarae a'r Blynyddoedd Cynnar – DARPL - CY]
- CREATING AN ANTI-RACIST CULTURE IN SETTINGS – pecyn cymorth ymarferol i'r rhai sy'n gweithio ym maes gofal plant, y blynyddoedd cynnar a chwarae yng Nghymru.
- Gwyliwch ein fideo yma https://drive.google.com/file/d/12cD3hFDwDgenMh-xiyDgQvghsbYYhFAX/view?usp=share_link a darllenwch flog Clybiau Plant Cymru Kids' Clubs yma [Ein taith wrth-hiliol yn Clybiau Plant Cymru Kids' Clubs - Clybiau Plant Cymru (CY)].
- Clywch pam fod amrywedd yn y sector Gofal Plant All-Ysgol yn bwysig gan Areatha, Gweithiwr Chwarae. Diversity in the Out of School Childcare Sector , Amrywedd yn y Sector Gofal Plant Allysgol.mp4 a darllenwch ei blog yma ar ' Hyrwyddo Gwrth-Hiliaeth yn y Sector Blynyddoedd Cynnar, Gofal Plant a Gwaith Chwarae - Clybiau Plant Cymru (CY)]
- Darllenwch Cwlwm'Newyddlen gwrth-hiliol Cwlwm [Ebrill 2022] i weld dewis eang o flogiau, erthyglau ac adnoddau o'r sector blynyddoedd cynar, gofal plant a Gwaith Chwarae drwyddo draw.
- Lawrlwythwch ein newyddlen chwarterol, Y Bont: Cyfartaledd a Chynhwysiant sydd ag erthyglau ar feicroymosodiadau, ein 10 ffordd o hyrwyddo amrywedd ar gyfer y dyfodol [10 Ffordd - Clybiau Plant Cymru (CY)] a: 10 Ffordd o ddathlu amrywedd diwylliannol.

# Adnoddau Chwarae/Gweithgareddau

- Lawrlwythch ein Rhestr Wirio Cyfartaledd (templed ar gyfer Clybiau All-Ysgol) am awgrymiadau ar lyfrau, celf a chrefft, teganau a gemau, cerddordiaeth a chwarae awyr-agored sy'n adlewyrchu holl gwmpas amrywedd.
- Lawrlwythwch ein pecyn adnoddau Dathlu Amrywedd o'n gwefan.
- Argraffwch y Poster Croeso: amlieithog diweddaraf a hyrwyddwch iaith y mis.
- Gellir defnyddio cyfres o adnoddau: Cefnogi fy Hawliau i yn fy Nghlwb All-Ysgol i - Clybiau Plant Cymru (CY) ]i gefnogi'r plant i ddeall eu hawliau yn fisol drwy gydol y flwyddyn, a'r rhai ohonynt yn arbennig o berthnasol i barchu amrywedd [Erthygl 3 UNCRC: Dylai'r sawl sy'n gweithio gyda phlant wneud yr hyn sydd orau i'r plentyn; Erthygl 8: yr Hawl i enw, cenedligrwydd a theulu; Erthygl 14: yr Hawl i ddilyn eu crefydd eu hunain; Erthygl 30: yr Hawl i ddefnyddio'ch iaith eich hun].
- Mae newyddlenni i aelodau a bwletinau wythnosol yn ymgorffori rhychwant o weithgareddau sy'n dathlu amrywedd.

## Adnoddau ychwanegol

- Talking to children about racism | NSPCC
- Racism in the UK: British kids tell us about their experiences - BBC Newsround
- What is racism - and what can be done about it? - BBC Newsround
- Episode 18 | How can early years educators promote anti-racism

## Llyfrau

Mae llawer o fideos, llyfrau a theganau ar amrywedd i'w ar-lein.

- Black Lives Matter | BookTrust
- Lift-the-flap Questions and Answers about Racism, Jordan Akpojaro (3+)
- Look Up! gan Nathan Bryan a Dapo Adeola (3+)
- Amazing Grace gan Mary Hoffman a Caroline Binch (5+)
- Little Leaders: Exceptional Men in Black History gan Vashti Harrison (7+)
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- Planet Omar by Nasaya Mafaridik Zanib Mian (9+)The Kids book of Diversity:Empathy, Kindness and Respect for Differences, gan Catherine Stephenson a Hiruni Kariywasam (3-8)
- What is racism? (cwestiynau ac atebion codi'r-fflap) gan Katie Daynes, Jordan Akpojaro, Sandhya Prabhat ( 4-7)
- A kids book about racism gan Jelani Memory (5-9)
- We All Belong: A Children's Book About Diversity, Race and Empathy, gan Nathalie Goss, Alex Goss, et al ( 0-12)

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Company limited by guarantee | Cwmni cyfyngedig drwy warrant 4296436

Registered charity | Elusen Gofrestredig 1093260

Clybiau Plant Cymru Kids' Clubs, Bridge House, Station Road, Llanishen, Cardiff, CF14 5UW
Clybiau Plant Cymru Kids' Clubs, Tŷ'r Bont, Ffordd yr Orsaf, Llanisien, Caerdydd, CF14 5UW