

Background information

As role models for children, Playworkers play a vital role in celebrating diversity and creating a cultural richness within settings. Negative stereotypes about Black and Global Majority people 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. Check out our resources at the end to find out more.

In your setting, challenge 'norms', question why you do things and think how they can be more inclusive. Think about how you recruit and what's 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 respect.

Welsh Government's vision is to create a Wales which is anti-racist by. Clybiau Plant Cymru Kids' Clubs is committed to supporting Welsh Government's vision 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'.

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.

To embrace anti-racist 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 especially those who don't look or sound like you? Undertake training developed by Cwlwm and DARPL (Diversity and Anti-Racist Professional Learning). Read blogs and articles online ([Library - DARPL](#); [How-to-talk-to-your-children-about-race-and-racism](#)) and on social media to gain an insight from Black and Global Majority people.

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.

Resources

- [DARPL - Diversity and Anti-Racism Professional Learning](#) website for resources, training and blogs for the early years, playwork and childcare sector. Watch our video here https://drive.google.com/file/d/12cD3hFDwDgenMh-xiyDgQvghsbYYhFAX/view?usp=share_link
- 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](#)
- Read [Cwlwm's anti-racist enewsletter](#) 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 our [10 ways to promote diversity for the future](#) ; [10 ways to celebrate cultural diversity](#) and racial microaggressions.
- 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](#) and promote a language of the month.
- Member newsletters and weekly bulletins incorporate a range of activities celebrating diversity.
- A series of resources: 'My Rights in My Out of School Club' 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.

Books

There are lots of diversity videos, books and toys online

- 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+)

[Black Lives Matter](#) | [BookTrust](#)

Gwybodaeth gefndirol

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 a Mwyafrifoedd 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. Mynnwch gip ar ein hadnoddau ar y diwedd i ddarganfod mwy.

Yn eich lleoliad, heriwch 'normau', cwestiynwch pam rydych yn gwneud pethau, a meddylwch sut y gallan nhw fod yn fwy cynhwysol. Meddylwch sut rydych chi'n recriwtio a'r hyn sy'n cael ei hyrwyddo a'i werthfawrogi yn eich arddangosfeydd, dathliadau, poster, 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 amrywiaeth ym mhob agwedd ar gymdeithas o'r pwys mwyaf ac mae gan Glybiau Gofal Plant Allysgol gyfle gwych i weithredu hyn i ddatblygu parch.

Gweledigaeth Llywodraeth Cymru yw creu Cymru sy'n wrth-hiliol. Mae Clybiau Plant Cymru Kids' Clubs wedi ymrwmo i gefnogi gweledigaeth Llywodraeth Cymru lle gall pawb ffynnu a theimlo eu bod wedi'u gwerthfawrogi. Rydym yn 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 LIC 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.'

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(iethoedd) eu cartref, y cyfrwng addysg a fwriadant a'u harferion cymdeithasol, diwylliannol a chrefyddol.

Er mwyn cofleidio 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 yn enwedig y rhai nad ydynt yn edrych neu'n swnio fel chi? [Ymgwymerwch â hyfforddiant sydd wedi ei ddatblygu gan Cwlwm a DARPL \(Diversity and Anti-Racist Professional Learning\)](#). Darllenwch flogiau ac erthyglau ar-lein ([Llyfrgell - DARPL](#); [Sut i siarad â'ch plant-am-hil-a-hiliaeth](#)) ac ar y cyfryngau cymdeithasol i ennill dealltwriaeth gan Bol Dduon a Mwyafrifoedd Byd-eang.

Rydym wedi casglu'r adnoddau canlynol i helpu Clybiau Allysgol. Mae adnoddau [Clybiau Plant Cymru Kids' Clubs i'w gweld yn ardal aelodau ein gwefan.](#)

Adnoddau

- Gwefan [DARPL – \(Diversity and Anti-Racism Professional Learning\)](#) am adnoddau, hyfforddiant a blogiau ar gyfer y sector blynyddoedd cynnar, gwaith chwarae a gofal plant. Gwylwch ein fideo yma: https://drive.google.com/file/d/12cD3hFDwDgenMh-xiyDgQvghsbYYhFAX/view?usp=share_link
- Clywch pam fod amrywedd yn bwysig yn y sector Gofal Plant Allysgol gan Areatha, Gweithiwr Chwarae: [Diversity in the Out of School Childcare Sector , Amrywedd yn y Sector Gofal Plant Allysgol.mp4](#)
- Darllenwch e-newyddlen wrth-hiliol Cwlwm i weld ystod o flogiau, erthyglau ac adnoddau o bob rhan o'r sector blynyddoedd cynnar, gofal plant a Gwaith Chwarae.
- Lawrlwythwch ein '[Newyddlen chwarterol, Y Bont: Cyfartaledd, Amrywedd a Chynhwysiant](#) gyda'n [10 ffordd o hyrwyddo amrywedd ar gyfer y dyfodol](#) ; [10 ffordd o ddathlu amrywedd diwylliannol](#) a microymosodedd hiliol. Lawrlwythwch ein [Rhestr Wirio Cyfle Cyfartal \(templod i Glybiau Allysgol\)](#) i gael awgrymiadau ar gyfer llyfrau, celf a chrefft, teganau a gemau, cerddoriaeth a chwarae awyr-agored sy'n adlewyrchu'r holl ystod o amrywedd.
- [Lawrlwythwch ein pecyn adnoddau, Dathlu Amrywedd, o'n gwefan.](#)
- Argraffwch ein 'Poster croeso' amlieithog diweddaraf a hyrwyddwch iaith y mis.
- Mae newyddleni a bwletinâu wythnosol i aelodau'n cynnwys amrywiaeth eang o weithgareddau sy'n dathlu amrywedd.
- [Gellir defnyddio'r gyfres o adnoddau: 'Fy Hawliau i y n fy Nghlwb Allysgol i' gynorthwyo'r plant yn fisol drwy gydol y flwyddyn, a rhai ohonynt yn arbennig o erthnasol i barchu amrywedd.](#)

Llyfrau

Mae nifer o fideos, llyfrau a theganau ar amrywedd i'w cael ar -lein

- [Lift-the-flap Questions and Answers about Racism, Jordan Akpojaro](#) (3+)
- [Look Up!](#) gan Nathan Bryan a Dapo Adeola (3+)
- [Amazing Grace](#) gan Hoffman a Caroline Binch (5+)
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