

Anti-Racism Action Plan 2024-25



Supporting documents:

[Anti-Racist Wales Action Plan](#)

Autumn		
Criteria	Action	Commentary
Curriculum: To ensure that the curriculum is anti-racist. Goal: To ensure that Black, Asian and Minority Ethnic stories, contributions and histories are taught throughout the revised Curriculum for Wales.	Celebrate Black History Month. Topic Mapping - representation of global majority contributions in topic lessons. Texts in LLC/GGR. Inclusion and Anti-Racism to be mapped as part of the Health and Wellbeing curriculum. DP to enroll in DARPL Advocacy Network to support professional learning in school. DP to enroll on DARPL Leadership series to develop knowledge and understanding of becoming an Anti-Racist School.	INSET Curriculum Planning Sessions
Workforce: To take positive action to increase the number of employees, at all levels, from ethnic minority people. Goal: To create an anti-racist teaching	Anti-Racism Professional learning sessions with DARPL. Training for Anti-racism lead and teachers on the inclusion team.	Equalities Policy School of Sanctuary Training

workforce through embedding anti-racist professional learning.	Balwinder Sandhu from EMTAs team to support SOS award. CSC AoLE leads training DARPL training for teachers	
Experience: Addressing the experience of racism. Goal: To improve the experiences of Black, Asian and Minority Ethnic learners and teachers in schools. Goal: Ensure the well-being of Black Asian Minority Ethnic learners. Goal: To take steps to ensure that exclusions are used in a way that doesn't disproportionately impact specific groups.	Inclusion audit of classrooms Equalities policy Action plan, working towards achieving the School of Sanctuary award. Sign post appropriate interventions and support. Show Racism the Red card resources. Community Engagement pupil influence group established and create action plans. Establish procedures for reporting racist incidents. Anti-Racism questionnaires for staff, children and parents. Dealing with Racist Incidents: Learner to Learner. Efficient reporting of racism via MyConcern and monitoring of data. Working with the local community to develop links and support anti-racism. Celebrating events such as International day of languages.	Community Council Action Plan Show Racism the Red Card Resources School of Sanctuary Action Plan Dealing with Racist Incidents: Learner to Learner

Spring		
Criteria	Action	Commentary
Curriculum: To ensure that the curriculum is anti-racist. Goal: To ensure that Black, Asian and Minority Ethnic stories, contributions and histories are taught throughout the revised Curriculum for Wales.	Texts in LLC/GGR. AoLE leads to deliver INSETs on opportunities to teach Anti-racism and diversity. MTPs allow for opportunities to teach Anti-Racism as part of the curriculum (only where opportunities are meaningful).	
Workforce: To take positive action to increase the number of employees, at all levels, from ethnic minority people. Goal: To create an anti-racist teaching workforce through embedding anti-racist professional learning.	DP to enroll of DARPL Advocacy Network to support professional learning in school. Enroll teachers onto Teacher DARPL training. Enroll SLT onto DARPL Leadership series. DP to maintain links with DARPL and CSC Anti-Racism training.	
Experience: Addressing the experience of racism. Goal: To improve the experiences of Black, Asian and Minority Ethnic learners and teachers in schools. Goal: Ensure the well-being of Black Asian Minority Ethnic learners. Goal: To take steps to ensure that exclusions are used in a way that doesn't disproportionately impact specific groups.	Inclusion audit of classrooms. Action plan, working towards achieving the School of Sanctuary award. Sign post appropriate interventions and support. Anti-Racism questionnaires for staff, children and parents. Working with the local community to develop links and support anti-racism. Celebrating events such as International day of languages.	

