Monmouth Cluster Anti-Racism Strategy

Our Vision:

To work together to develop a fair and inclusive community where everyone is welcome, safe and can belong.

How will we share the vision?

*Communication with parents/ carers
*Sharing with staff through PL, meetings
*Ensuring Governing Bodies know and understand significance of inclusion and diversity as part of school responsibility

What needs to happen to make the vision real?

*Continued commitment to act, ensuring diversity and inclusion are embedded in our systems, practices and curriculum
*Courage to call out racism and not let it continue
*Developing our practice so it is respectful of difference
*Learning from others- community and wider region, Wales and the world

Identified Actions:

- Record and respond to all forms of racism and racist incidents (linked to WG Rights, respect, equality guidance for schools https://www.gov.wales/rights-respect-equality-guidance-schools).
- Continue to engage with the DARPL/ regional and national networks for updates and access to resources/ training.
- Engage with stakeholders to seek views where appropriate.
- Raise understanding of language and terminology and what is and is not acceptable.
- Further develop sense of 'Cynefin' for all students.
- Celebrate differences and cultures within our community, nationally and globally
- Provide professional learning opportunities for staff and Governors.
- Offer curriculum opportunities which enhance anti-racist views and challenge race inequality.
- Ensure displays, teaching resources are reflective of cultural diversity.
- Seek to improve quality of books/ texts that celebrate black authors/ explore diversity.
- Draw upon our national history to discuss struggles/ campaigns led by Black communities.