

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 isn't 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