



Lliwddallineb Hîl Racial Colourblindness

<https://login.learningonscreen.ac.uk/wayfless.php?entityID=https%3A%2F%2Fidp.smu.ac.uk%2Fopenathens&target=https%3A%2F%2Flearningonscreen.ac.uk%2Fdemand%2Findex.php%2Fclip%2F234344>

Beth ydyn ni'n ei wybod am brofiadau POB dysgwr?

What do we know about the experiences of ALL learners?

Visualising Privilege

BOB: Clip

5 mins





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Listen deeply

Accept one another's
reality

Step up, step back

Ask compassionate
questions

Challenge yourself

Expect and accept
non-closure

Expect to experience
discomfort

Allow others to learn
what you already
know

Respect
confidentiality—take
the stories, leave the
names

Take care of yourself

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School teachers



3% of the **35,545 teachers** on the register in Wales identified themselves as being from another ethnic group; that is **1,066 teachers**.

Of these, **62** identified as from a Black or Black British background, **159** as from an Asian or Asian British background and **176** as from Mixed backgrounds. Local authorities that have the highest numbers of learners from non-white ethnic groups do not appear to be those with the highest numbers of non-white teachers. Across Wales teachers are less ethnically diverse than the learners they are teaching. There is greater ethnic diversity among **school learning support workers** than among school teachers.

48 BAME students signed up for ITE in 2019/20, significantly lower than on other university programmes. Additionally, of 1,165 NQTs 6 identified as from Mixed backgrounds, 13 from an Asian background, 4 from Black and 6 from other ethnic groups.

School leaders

Among headteachers, deputy heads and assistant headteachers, **15** individuals from non-white ethnic backgrounds were identifiable on the register.

7 (of a total of 3,443) serving headteachers or executive headteachers were from non-white minority ethnic backgrounds and none of these were Black or Black British.



Athrawon ysgol

 Roedd **3%** o'r **35,545** o athrawon ar y gofrestr yng Nghymru yn dweud eu bod yn dod o grŵp ethnig arall; sef **1,066** o athrawon.

O'r rhain, roedd **62** yn dweud eu bod o gefndir Du neu Ddu Prydeinig, **159** o gefndir Asiaidd neu Asiaidd Prydeinig, a **176** o gefndir Cymysg. Nid yr awdurdodau sydd â'r nifer uchaf o ddysgwyr o gefndiroedd ethnig heb fod yn wyn yw'r rhai â'r nifer uchaf o athrawon heb fod yn wyn. Mae athrawon ar draws Cymru yn llai amrywiol yn ethnig na'r dysgwyr maent yn eu haddysgu. Ceir mwy o amrywiaeth ethnig ymysg **gweithwyr cymorth dysgu ysgolion** nag ymysg athrawon ysgol.

48 o ddysgwyr BAME wnaeth gofrestru ar gyfer addysg gychwynnol i athrawon yn 2019/20, sy'n sylweddol is na rhaglenni prifysgol eraill. Hefyd, o'r 1,165 o athrawon newydd gymhwyso, 6 oedd yn dweud eu bod yn dod o gefndir Cymysg, 13 o gefndir Asiaidd, 4 o gefndir Du a 6 o grwpiau ethnig eraill.

Arweinwyr ysgolion

Ymysg penaethiaid, dirprwy benaethiaid a phenaethiaid cynorthwyol, **15** o unigolion o gefndiroedd ethnig heb fod yn wyn oedd i'w gweld ar y gofrestr.

7 (allan o gyfanswm o 3,443) o'r penaethiaid neu benaethiaid gweithredol presennol oedd yn dod o gefndiroedd lleiafrifoedd ethnig heb fod yn wyn, ac nid oedd unrhyw un ohonynt yn Ddu nac yn Ddu Prydeinig.



SYMUD O YMARFER DI-HILIOI I YMARFER GWRTH-HILIOI

MOVING FROM NON-RACIST TO ANTI-RACIST PRACTICE

Mae Cymdeithas
wedi bod yn
anghyfiawnderau
di-hiliol a pharhaus

Society has been
non-racist and
continued racial
injustices

- Mae gwrth-hiliaeth yn **ferf**.
- Mae'n gofyn i chi **weithredu**.
- Mae gyda chi'r **pŵer** i newid pethau!

- Anti-racism is a **verb**.
- It requires you to **act**.
- You have the power to make change!

Beth yw amlygiadau hiliaeth?

What are the manifestations of racism?

Trafod
Discuss

15 munud

15 mins

AMLYGIADAU HILIAETH

MANIFESTATION OF RACISM

1. not addressing allegations of racism appropriately

2. blocking progression; assessment

3. avoiding or isolating people, or not inviting them to social or networking events

4. subjecting people to greater scrutiny or monitoring

5. using negative language or making 'jokes' about people's race/ethnicity

6. 'colour blindness' (ignoring race and its impacts)

MANION HILIAETH

MANIFESTATION OF RACISM

7. not responding to cultural or religious needs

8. assuming superiority of 'people like me' over 'people like them'

9. stereotyping

10. making people into 'other' (perceiving them as different from what is 'normal')

11. behaviours that signal that someone doesn't belong or isn't welcome

12. directly insulting or hurting people