



Cael eich clywed • Creu Newid • Gwneud Gwahaniaeth

**Rhwydwaith Staff Amrywiol**  
**Diverse Staff Network**

Be Heard • Create Change • Make a Difference

# **SUMMER 2024 NEWSLETTER**

## **A MESSAGE FROM THE CO-CHAIR**



Welcome to the very first Diverse Network newsletter.

The last few months have been an incredibly productive time for the Diverse Network. We've relaunched our Staffnet Hub, expanded our Chair group and updated our terms of reference to reflect our current aims and objectives.

We start the new academic on a high following some incredible achievements across the Council over the last few weeks.

I'd firstly like to congratulate Holton Primary School for becoming the first primary school in the Vale to earn school of sanctuary status. Diverse works closely with colleagues at Holton, and I am so pleased to see the work they carry out be recognised on a national level. Well done and keep up the good work!

Secondly, I'd like to mention that in August, the Council was awarded Silver Trailblazer Status by Race Equality Matters. This is an incredible honour for us and recognises the hard work we have done in becoming an actively anti-racist and inclusive workplace. This achievement wouldn't have been possible without the help of colleagues from the Diverse Network, HR, Equalities, Communications, and the wider Council.

There is still much to be done, which we can't do without the support of colleagues from across the Council. We are always open to new members both from the global majority and allies who want to demonstrate commitment to race equality.

The Diverse Network also serves a place for support and guidance and invite anyone to contact us if in need of it.

We will be meeting next on September 24, and I look forward to seeing familiar faces and new.

Many thanks,

**Curtis Griffin, Co-Chair**

[cjgriffin@valeofglamorgan.gov.uk](mailto:cjgriffin@valeofglamorgan.gov.uk)

## POINTS OF INTEREST

- Twelve Vale schools took part in and completed their Anti-Racist Action Research Project with Rachel Clarke
- Diverse met with Jenner Park Primary School's very own student Diverse Group
- Vice Chair, Nicole Dudderidge, shared her story with staff during Global Inclusion Week
- The Council marked Refugee Week and Holton Road became the first primary school in the Vale to achieve School of Sanctuary Status
- The Council was awarded with the Silver Trailblazer Status by Race Equality Matters



Members of our chair group met with Jenner Park Primary School's very own student Diverse Group. The pupils shared their stories and discussed the ways in which the school makes them feel welcomed, included, and represented.

## DIVERSE RESOURCE BANK

We have a new Resource Bank filled with useful articles, books, podcasts, shows and other resources for you to access.

## ANTI-RACIST ACTION RESEARCH PROJECT



Earlier this year 12 schools from across the Vale presented their findings after participating in an Anti-Racist Action Research Project over last 6 months.

Each school who participated, presented their action research to fellow cohort members, representatives from schools across the Vale and Local Authority Officers.

This was the second cohort of schools in the Vale to participate in the project where the sessions are run by Rachel Clarke from an anti-racism consultancy Apex Educate.

[Read more](#)

## NICOLE DUDDRIDGE ON THE FIGHT TO TACKLE DISCRIMINATION



For Global Inclusion Week, our Vice Chair, Nicole Dudderidge, shared her experience of micro-aggressions in the workplace and difficulties faced by global majorities.

She also shared the importance of having a network like Diverse and how the Council has changed since she first joined 20 years ago.

[Read more](#)

# WE'VE BEEN AWARDED WITH THE PRESTIGIOUS SILVER TRAILBLAZER STATUS BY RACE EQUALITY MATTERS



Silver is the second stage in the Trailblazer series spotlighting organisations that are implementing impactful solutions to drive race equality. After successfully achieving REM Trailblazer Bronze Status in August 2022, The Vale of Glamorgan Council has continued to take action on race inequality by:

- Championing our Diverse Staff Network
- Giving our diverse members of staff a voice to share their stories through a series of internal profile pieces
- Working with and supporting our schools to become actively anti-racist
- Taking significant strides in recruiting and retaining members of staff from the global majority

Designed to recognise organisations driving meaningful change in the race equality sphere, REM Trailblazer status has been determined by an independent panel of experts. All with lived experience of race inequality in the workplace.

Becoming a Trailblazer means the work the Council has done has resulted in change and made an impact across the breadth of the entire organisation. A step that aims to successfully address racial inequality and become a more diverse, inclusive and equal organisation.

[Read more](#)

## WANT TO STAY UP TO DATE WITH THE DIVERSE NETWORK?

Join the network to stay up to date with the work we do.

Or get in touch with us at  
[Diverse@valeofglamorgan.gov.uk](mailto:Diverse@valeofglamorgan.gov.uk)

## UPCOMING MEETING

The Diverse Network will next meet on  
September 24 at Holton Primary School,  
from 3 - 4.30pm