DARPL ADVOCACY NETWORK

What is it?

The DARPL Advocacy Network (DAN) is a National and Global community of practice for learning organisations who are committed to progressive anti-racist leadership through an embedded whole learning organisation approach.

DAN supports and facilitates the development and sharing of excellent anti-racist practice. DAN is committed to supporting the Anti-racist Wales Action Plan (ArWAP) working in collaboration to help make Wales an anti-racist nation by 2030 through a continuum of high quality anti-racist professional learning for all education providers in Wales.

How will my learning organisation benefit from being a member of DAN?

- Support and guidance from DARPL with policy development including School Improvement / Development Plans (SIP / SEP).
- Priority invitations to DARPL opportunities and events.
- Access to termly professional learning events (Events will be specific, contextualised and tailored to meet the requests from DAN network organisations and will be led by DARPL partners and collaborators).
- Termly webinars to share best practice, discuss emerging topics and to connect with other learning organisations.
- DAN stamp to display on your own website, related marketing material and learning organisation affiliation listed within our national and international facing DARPL Virtual Campus.

What is expected of your learning organisation?

DAN is a supportive and challenging framework to enable learning organisations to establish and embed anti-racist leadership and sustained anti-racist practice. All

actions required by learning organisations can easily be incorporated into SIPs / SDPs for holistic improvements across all aspects of business and to combat overlapping / additional workload concerns.

Pre-requisites

- DAN Profile completed and submitted to DARPL via email to darpl@cardiffmet.ac.uk (This will need to be updated once at the start of term 2 and again at the end of the academic year)
    - This requires the completion of the table on page 8, outlining your proposed anti-racist actions for Phase 1 of the project. Learning organisations will need to specify any work planned to be completed, and by who (see example below for DAN Phase 1, pg 7). Learning organisations can also specify what DARPL support they would like here, and these requirements will be included in the professional learning offer for the DAN learning organisations.
- **ALL** SLT to have completed the DARPL Senior Leaders Series or to have attended a day of in-person DARPL professional learning. We will accept learning organisations working towards this with the view to completing this by the end of the first academic year of engagement.
- Attend every DAN meeting / event (1 per half term)

1. Aligns with recommendation 10 from Regional Research into Racist Incidents / Racist- Bullying / Reporting / Non-Reporting in Schools and Recommendations for Practice, Policy, and Research Report (GSBR)

DARPL ADVOCACY NETWORK
REVOLUTIONARY

Phase 1 – Revolutionaries

- Learning organisations to include specific targets for anti-racist leadership and whole staff professional learning on their SIPs / SDPs. This can be achieved through working in collaboration with DARPL. (By end of first academic year of engagement[2]).
- ***ALL*** governors to have completed the DARPL Governors Series (By end of phase 1)[3].
- A member of staff to be enrolled on the DARPL Enhanced Leadership Series (a place on the Enhanced Leadership Series waiting list is also acceptable).
- Adoption / Adaptation of DARPL Eradicate Guidance for responding to disclosures / incidents of racism with a clear and transparent reporting system established[5]. This is only if your organisation does not already have one written in policy and is **not** to replace local authority recording and reporting procedures.
- Produce one Blog / Vlog for the DARPL virtual campus each year showcasing your anti-racist journey.
- Whole learning organisation to have engaged with professional learning from DARPL and partners (Minimum of ½ day, only PL that has taken place since September 2023 will be acceptable)[6].

Once these steps have been achieved learning organisations can progress to the next phase of the DAN.

2. Aligns with recommendations 30 & 31 from Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum Report (CWR), recommendation 4 from 'Take it Seriously': Children's experiences of Racism within Secondary Schools (RCR)
3. Aligns with recommendations 33 from CWR, recommendation 12 & 13 from RCR

3b. DARPL Educational Practitioner funding is open to all settings to support the development of anti-racist resources and professional learning materials

4. Aligns with recommendation 9 & 13 from GSBR and the Anti-racist Wales Action Plan (ArWAP) aim (pg.47)
5. Aligns with recommendations 5 & 17 from RCR, recommendations 8, 15 and 16 from GSBR, and ArWAP aim on reporting of racist incidents (pg.50)
6. Aligns with recommendation 10 & 13 from GSBR, recommendation 34 from CWR



Phase 2 – Innovators

- Provide evidence of a curriculum audit, critical review and development of schemes of learning (SOL) through an anti-racist lens[7].
- All SLT to have completed the DARPL Enhanced Leadership series.
- Establish links with local community including opportunities to share the anti-racist message and develop cultural competencies (By the end of DAN phase 2)[8].
- Full Policy review through anti-racist lens with the support of DARPL consultations and peer-to-peer support within DAN[9].
- Refined and progressive DAN Profile to demonstrate ongoing whole staff anti-racist professional learning achievements, opportunities and next steps.
- Produce one blog / vlog / Case Study for DARPL website.
- A member of staff to be part of DARPL Community of Practice Reflective Enquiry Group or the Curriculum Development project group and to attend termly meetings and activities.

Once these steps have been achieved learning organisations can progress to the next phase of the DAN.

7 – Aligns with recommendation 9 & 18 from GSBR, recommendation 16 from RCR and recommendation 34 from CWR
8 – Aligns with recommendation 35 from CWR and recommendation 17 from GSBR
9 – Aligns with recommendation 31 from CWR

DARPL ADVOCACY NETWORK PIONEER

Phase 3 – Pioneer Schools

- Development of local community network / steering group, to include events / cultural knowledge exchanges[10].
- Development of peer-to-peer coaching with DAN members.
- Refined and progressive DAN Profile to show whole learning organisation anti-racist professional learning achievements, opportunities and next steps.
- A member of staff to be part of DARPL Community of Practice Reflective Enquiry Group or the Curriculum Development project group and to attend termly meetings and activities.
- Contribute to DARPL event (virtually or in person) to discuss whole school approach to anti-racist practice[11].
- Provide opportunities for parents / carers and the wider community to engage in events to increase community cohesion and improve cultural competencies.
- Contribute a blog / vlog / Case Study for DARPL website.

10 – Aligns with recommendations 35 from CWR, recommendation 17 from GSBR
11 – Aligns with ArWAP aim (pg. 47)

Dates for DAN 2025-26 and Professional Learning Opportunities

Date	Time	Event – National
30/09/2025	13:00-14:30	DAN National HT1a
01/10/2025	10:00-11:30	DAN National HT1b
02/10/2025	13:00-14:30	DAN National HT1c
16/10/2025	10:00-12:00	DARPL Governors: Working towards becoming an anti-racist organisation
17/11/2025	13:00-14:30	DAN Regional HT2a - Caerdydd, Vale, Bridgend & Rhondda
18/11/2025	13:00-14:30	DAN Regional HT2b - Gwent, Merthyr, Powys & Ceredigion
21/11/2025	10:00-11:30	DAN Regional HT2c - South West & North Wales
27/01/2026	13:00-14:30	DAN National HT3a
29/01/2026	10:00-11:30	DAN National HT3b
29/01/2026	13:00-14:30	DAN National HT3c
03/02/2025	17:00-19:00	DARPL Governors: Working towards becoming an anti-racist organisation
24/03/2026	13:00-14:30	DAN Regional HT4a - Caerdydd, Vale, Bridgend & Rhondda
26/03/2026	10:00-11:30	DAN Regional HT4b - Gwent, Merthyr, Powys & Ceredigion
26/03/2026	13:00-14:30	DAN Regional HT4c - South West & North Wales
19/05/2026	13:00-14:30	DAN National HT5a
20/05/2026	10:00-11:30	DAN National HT5b
20/05/2026	13:00-14:30	DAN National HT5c
08/07/2026	9:30-12:00	DAN National Review Group A
10/07/2026	9:30-12:00	DAN National Review Group B

Links to further reading

Anti-racist Wales Action Plan

Gwent Safeguarding Board - Regional Research into Racist Incidents

Black, Asian and Minority Ethnic Communities, Contributions and Cynefin in the New Curriculum

Children's Commissioner for Wales - 'Take it Seriously': Children's experiences of racism in secondary schools

DAN Phase 1 - Profile Example

These 'could' be directly linked to schools SIPs / SDPs. This would align with core DARPL values and support schools to achieve SIP / SDP goals, whilst not creating additional work, instead supporting them to achieve targets.

Learning Organisation (LO): St Andrews High School, Rhoose, Vale of Glamorgan **[SCHOOL LOGO]**

DAN Lead: Leon Andrews (Deputy Head)

Phase of my LO: Revolutionary [ ] Innovator [ ] Pioneer [ ]

Teacher(s) involved in DARPL CoP: Michael Smith **Teacher enrolled on DARPL Enhanced Leadership Series:** Georgina McCarthy

Year 1

Objective	Implementation	Planned Start date	Expected completion date	Staff Lead and contributors	PL support required from DARPL	Impact
All SLT and Governors to complete DARPL online PL	○ Deadlines set for SLT to complete training ○ Training proposed at governors	01/09/24 01/09/24	12/10/24 18/12/24	Headteacher	Links to DARPL drop in sessions so that staff / governors can ask any questions should they need to	Full leadership team understand what it means to be Anti-racist and contribute to supporting the school to become AR.
Establish AR student group	○ Invite all students to be part of working group to support the development to our goal of becoming an AR school ○ Ensure there is Global Majority representation across age groups	08/09/24 08/09/24	22/09/24	DHT (Lead for AR / EDI) DHT and Student Leadership group	Consultation on how to approach students from GM backgrounds without offending or othering	Students from GM backgrounds feel valued, have a voice in school and demonstrate improved leadership skills Improved feelings of Cynefin for the whole school community
To implement whole school strategic plan for anti-racist professional learning and to develop anti-racist practice	○ LAn & Dba register to be part of cohort 1 and 2 for DARPL Enhanced Leadership Series ○ Utilise DARPL DAN bespoke learning to support development of Humanities SOL	01/09/24 01/01/25	04/04/25 20/07/25	LAn DBa	n/a n/a Curriculum focused PL for Humanities	Two AOLE leads have deep understanding of AR practice and can embed in SOL whilst contributing to whole school activities

DAN Phase 1 - Profile

Learning Organisation (LO): **[SCHOOL LOGO]**

DAN Lead:

Phase of my LO: Revolutionary [ ] Innovator [ ] Pioneer [ ]

Teacher(s) involved in DARPL CoP:

Teacher enrolled on DARPL Enhanced Leadership Series:

Year 1

Objective	Implementation	Planned Start date	Expected completion date	Staff Lead and contributors	PL support required from DARPL	Impact