

County Kildare Traveller and Roma Inclusion Strategy 2019-2023



Comhairle Contae Chill Dara
Kildare County Council



County Kildare
LEADER PARTNERSHIP

TABLE OF CONTENTS

1	Introduction	3
2	Strategic Context	6
3	Local Context	8
4	Legislative Context	18
5	Methodology	20
6	Findings	22
7	Examples of Best Practice	44
8	Implementation	52
9	Action Plan	53
10	Appendices	70



SECTION 1: INTRODUCTION

As Chair of the Local Community Development Committee (LCDC) I very much welcome the development of a five-year Traveller and Roma Inclusion Strategy for County Kildare. The development of this very important strategy has been led by Co. Kildare Local Community Development Committee and funded jointly by Kildare County Council and County Kildare LEADER Partnership (CKLP). The LCDC has a Local Economic and Community Plan (LECP) 2016 - 2021 which sets out a number of social and economic goals and associated objectives and actions to be addressed over its lifetime and the development of this Strategy will help to meet objectives and actions within the LECP.

I would like to thank the Inter-Agency Steering Group who have overseen the development process and acknowledge the representatives of both the Traveller and Roma communities. An integral part of this process was a high level of engagement with individuals and families from the Traveller and Roma communities. This has been facilitated by the employment of two outreach development workers (funded jointly by Kildare County Council and CKLP) who engaged with Traveller and Roma individuals and families.

I believe that the actions included in the strategy are practical and implementable, but they are dependent on the commitment of lead agencies in Housing, Health, Education and Employment adopting a coordinated approach to tackling racism and discrimination. Considering the commitment given by the Inter-Agency Steering Group I would hope that this will be forthcoming.

Finally can I reiterate that the success of this strategy will very much depend on the commitment of service providers, businesses, local communities and Traveller and Roma communities to work together to tackle discrimination and social exclusion and to promote the full involvement of Traveller and Roma communities in life in County Kildare, respectful of their culture and identity.

Peter Carey

Chief Executive Kildare County Council

Chair, Kildare Local Community Development Committee

INTRODUCTION AND CONTEXT

The development of a five-year Traveller and Roma Inclusion Strategy for County Kildare has been led by the Kildare Local Development Committee (LCDC) . The LCDC was set up in 2014 as part of a national process of Local Government Reform with a specific focus on achieving more joined up approaches to community development at a local level. The LCDC has a Local Economic and Community Plan (LECP) 2016 - 2021 which sets out a number of social and economic goals and associated objectives and actions to be addressed over its lifetime. The development of the Traveller and Roma Inclusion Strategy will help to meet objectives and actions within the LECP.

Funding for the development of the Traveller and Roma Inclusion Strategy has been made available by Kildare County Council and by County Kildare LEADER Partnership under the Social Inclusion Community Activation Programme (SICAP)

SICAP is the national social inclusion programme focused on the most marginalised in Irish society. It aims to tackle poverty and social exclusion through community development approaches, local engagement and partnership between disadvantaged individuals, community organisations and public sector agencies. The SICAP vision is:

'to improve the life chances and opportunities of those who are marginalised in society, living in poverty or in unemployment through community development approaches, targeted supports and interagency collaboration, where the values of equality and inclusion are promoted, and human rights are respected'

County Kildare LEADER Partnership has convened an Inter Agency Steering Group, contracted researchers and employed two Outreach Community Development Workers to facilitate engagement with Traveller and Roma communities in the development of this strategy.

It has been recognised from the outset that meaningful change for and with Traveller and Roma communities will only happen through a multiagency, partnership-based approach. This has been one of the guiding principles in the strategy development process. The membership of the Inter Agency Steering Group has involved representatives from:

Kildare Local Community Development Committee (Kildare LCDC), Kildare County Council, County Kildare LEADER Partnership (CKLP), Kildare Traveller Action (KTA), Pavee Point Traveller & Roma Centre, Citizens Information Service, Department of Employment Affairs and Social Protection (DEASP), Kildare Wicklow Education and Training Board (KWETB), An Garda Síochana, Kildare County Childcare Committee (Kildare CCC), TUSLA Child and Family Agency, National Education & Welfare Board, Health Services Executive (HSE) and Children and Young People's Services Committees (CYPSC).

DEVELOPING THE STRATEGY

In understanding and acknowledging the barriers to inclusion for marginalised groups, the strategy development process was underpinned by a set of guiding principles including:

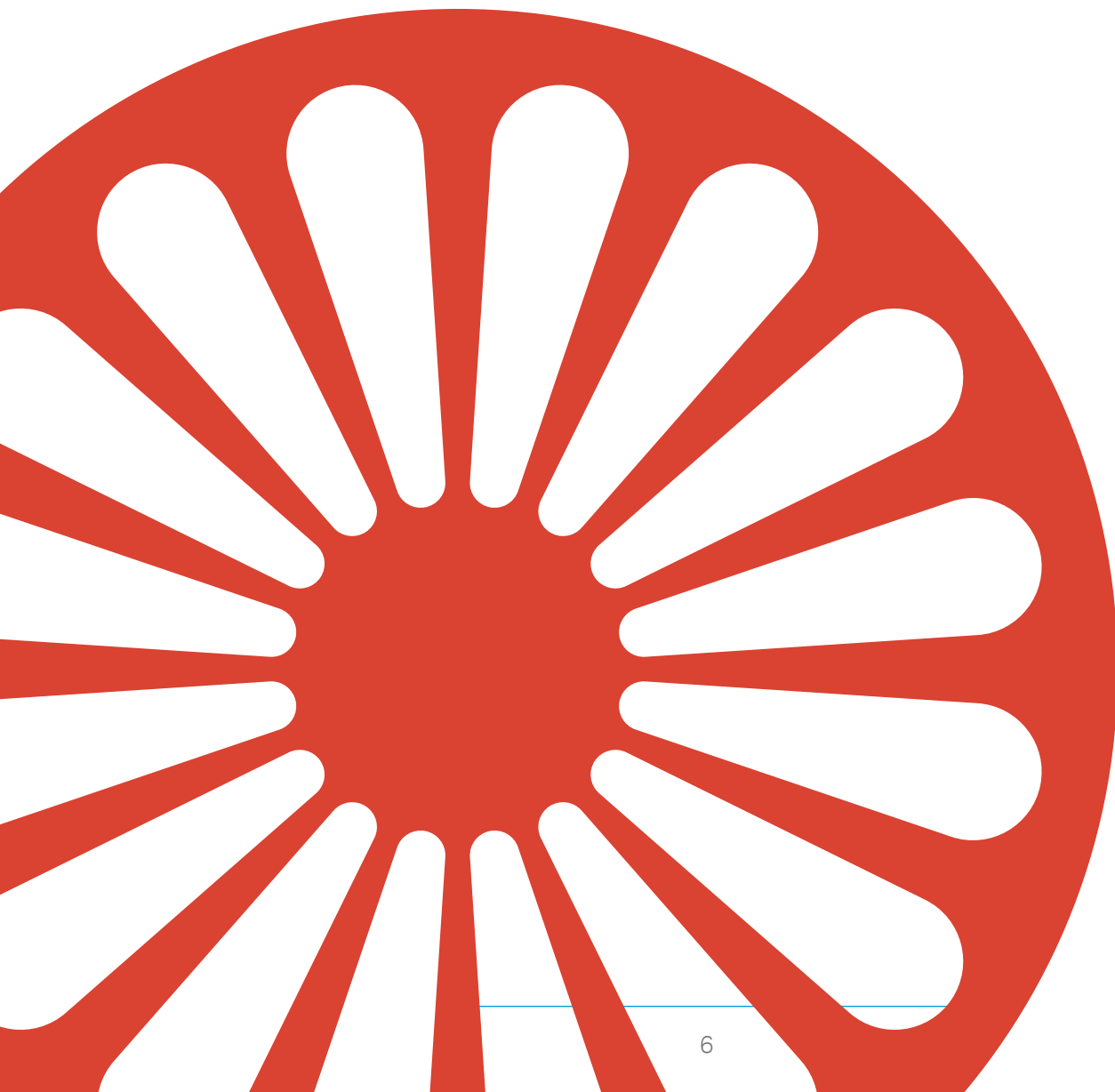
- Traveller and Roma people should play a lead role in the development of the strategy, thus the process should be underpinned by participatory consultation
- The success of any strategy will rely on interagency partnership working, therefore statutory, community and voluntary service providers should contribute to the process alongside Traveller and Roma people
- The strategy should focus on achieving outcomes. Those outcomes should be informed by Traveller and Roma people.

The following provides an overview of the steps taken to ensure alignment with the guiding principles:



SECTION 2: STRATEGIC CONTEXT

This section sets out the context for the Kildare Traveller and Roma Inclusion Strategy 2019-2023. Specifically, it considers the National Traveller and Roma Inclusion Strategy 2017-2022, as well as providing a local context through demographic and statistical information for Traveller and Roma communities in County Kildare. The section also offers a legislative and policy context within which the strategy will operate.



NATIONAL TRAVELLER AND ROMA INCLUSION STRATEGY

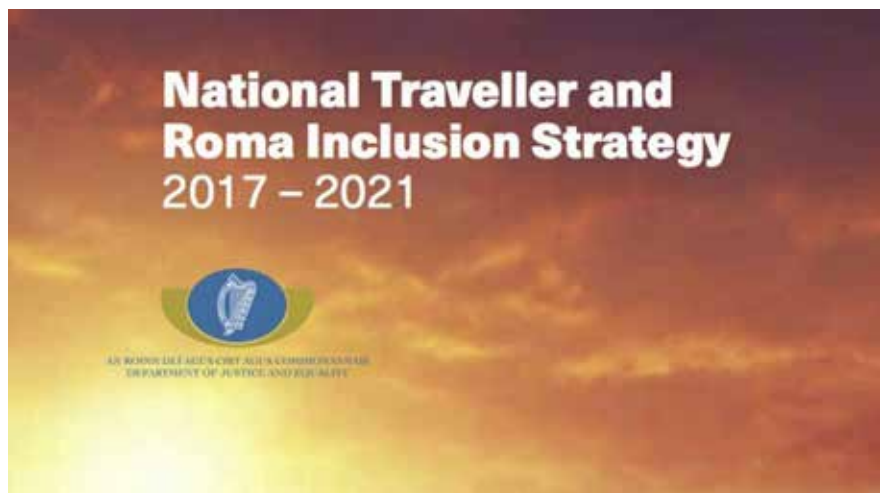
The development of the Kildare Traveller and Roma Inclusion Strategy 2019 - 2023 has been modelled on the framework set out in the National Traveller and Roma Inclusion Strategy 2017 – 2021. This strategy sits within the Department of Justice and Equality and was developed following significant consultation and engagement with Traveller and Roma people.

The development of the national strategy involved an assessment of existing structures in place for engaging with and delivering positive outcomes for Traveller and Roma communities across Ireland. After engagement with NGOs, Traveller and Roma communities, and other interested parties/individuals, the strategy promotes a change of emphasis away from integration and towards inclusion. This is framed through a range of thematic priorities, including:

- 1. CULTURAL IDENTITY**
- 2. EDUCATION**
- 3. EMPLOYMENT AND THE TRAVELLER ECONOMY**
- 4. CHILDREN AND YOUTH**
- 5. HEALTH**
- 6. GENDER EQUALITY**
- 7. ANTI-DISCRIMINATION AND EQUALITY**
- 8. ACCOMMODATION**
- 9. TRAVELLER AND ROMA COMMUNITIES**
- 10. PUBLIC SERVICES**

Each of the themes are supported by high level objectives and actions. The National strategy has offered a framework and guide for the development of this counterpart strategy in County Kildare.

The National Strategy offers a strategic view of the key issues, challenges and barriers to inclusion, whilst this strategy has explored how this can be implemented in County Kildare and has thus focussed on tangible delivery for the Traveller and Roma communities here.



SECTION 3: LOCAL CONTEXT

COUNTY KILDARE PROFILE

Located in the province of Leinster and part of the Mid-East Region, Kildare is bordered by Counties Carlow, Laois, Meath, Offaly, Dublin and Wicklow.

County Kildare has a population of 222,504 (Census, 2016) and is marginally above average with a deprivation level of 3.12 in relation to other Counties in Ireland (Pobal, 2016).

Within County Kildare, there are 88 electoral divisions. 38 of the electoral divisions have below average levels of deprivation, with some being categorised as disadvantaged, such as Athy West Urban with a deprivation level of -16.83 and Kilberry with -11.64 (Pobal, 2016).



County Kildare's male unemployment rate is 12.52 and female unemployment rate is 11.70, considerably higher than the national average of 9.8 for males and 7.1 for females (Census, 2016).

12.39% of the population of County Kildare have attained primary education only and 33.22% have attained third level education in 2016 (Pobal, 2016) which is lower than the national average of 49% (Census, 2016).

In relation to the population's health in County Kildare, 90.4% stated that they have good or very good health, which was higher than the national average of 88.3%. Only 1.3% stated that they have bad or very bad health compared to the national average of 1.5% (Census, 2016).

- The County has exceptionally low levels of health services, Garda numbers and pre-school facilities¹
- Kildare's economic base shows a very clear trend of inward investment in small local companies (less than 10 employees) and an outward trend of comparatively high dependence on a small number of FDI's and foreign owned companies.
- Kildare has a notably high number of active workers living in the county, with a comparatively high proportion going to work outside the county.
- Kildare also has high levels of in migration of workers from outside the county, particularly within the FDI and foreign owned companies located here
- There are three times more non-Irish nationals in urban Kildare than in rural Kildare.

- Housing tenure is dominated by owner occupiers (74%), with the third highest rate of owner occupiers with a mortgage in the State.
- Kildare has relatively low levels of people living in social housing but high numbers of people on the social housing list (6,585 applicants representing 16,506 people).
- Kildare has a relatively well-educated population, with 38% having a third level degree or higher, the fifth highest rate in the State. Rates are highest in the main urban centres of Maynooth (Maynooth University), Naas, Newbridge and Celbridge with much lower rates in the west and south-west of the county.
- The numbers on the social housing waiting list increased 20% (1,130) from 2013-2015. Only Dublin and Cork have higher numbers of people in receipt of rent supplement. Over 67% of the 4,135 people from Kildare in receipt of rent supplement are long term recipients.
- There are 105 Primary schools in Kildare (28,344 students), primarily of a Catholic ethos (89) with the remainder being Church of Ireland (7) and Multidenominational (9). Kildare has a high average class size, the ninth highest in the State, with 25% of primary school students in class sizes of 30 students.
- Kildare has 10 DEIS post primary designated schools, the seventh lowest in the State.
- Over 37% of Kildare total population (77,832) are aged '0-24' year. This is the highest rate in the State and is also considerably higher than the average for the Eastern & Midlands Region.

ROMA COMMUNITY

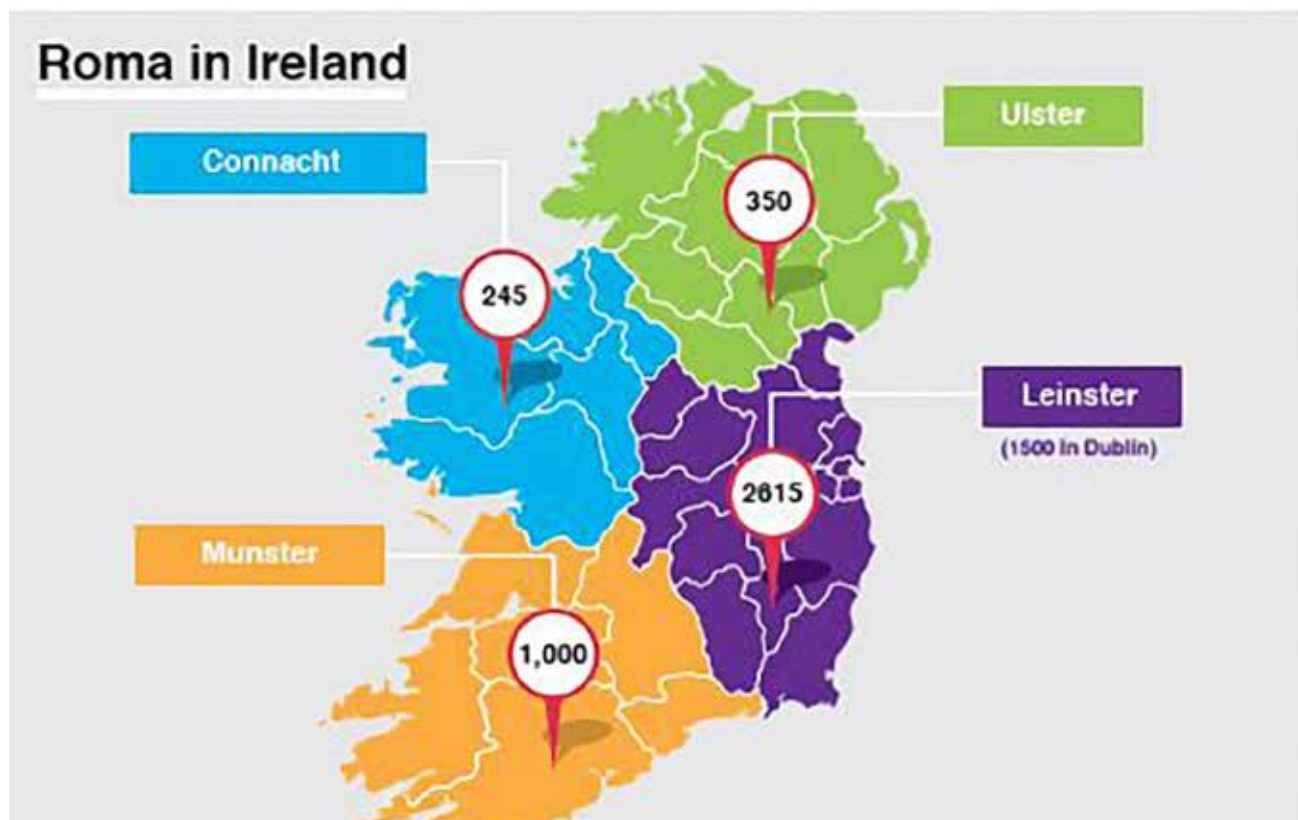
Roma people have a long history of living in Europe with a presence recorded from the 13th Century. The term 'Roma' is believed to be first chosen at the inaugural World Romani Congress held in London in 1971. This term is now widely accepted across the European Union (EU) to describe a diverse range of communities, tribes and clans.

“Roma are the largest trans-national minority in Europe. Many of the estimated 10-12 million Roma population in Europe face prejudice, intolerance, discrimination and social exclusion in their daily lives. Increasingly, the situation of Roma has become the subject of political attention, particularly from the European Commission” (Mapping the Roma Community in Scotland, 2013).

The European Commission and the Council of Europe tend to use “Roma” as an umbrella term to refer to a number of different groups (such as Roma, Sinti, Kale, Gypsies, Romanichals, Boyash, Ashkali, Egyptians, Yenish, Dom and Lom) and also include Travellers, without denying the specificities and varieties of lifestyles and situations of these groups. A press release by the Fundamental Rights Agency (on 29 November 2016) noted that 80% of Roma interviewed are at risk of poverty compared with an EU average of 17%.

The Roma community in Ireland consists of persons from a range of European countries including Romania, Hungary, Slovakia, Poland and the Czech Republic. Roma people have the same rights and entitlements as any other European Union citizen when in Ireland.

It is challenging to quantify the number of Roma living in Ireland, as migrants are counted in relation to their nationality rather than their ethnic background. There are no official statistics on the number of Roma in Ireland, but it is estimated to be in the region of 3,000 – 5,000 (National Traveller and Roma Inclusion Strategy 2017-2021). The image below provides a provincial estimated breakdown of the Roma population in Ireland.



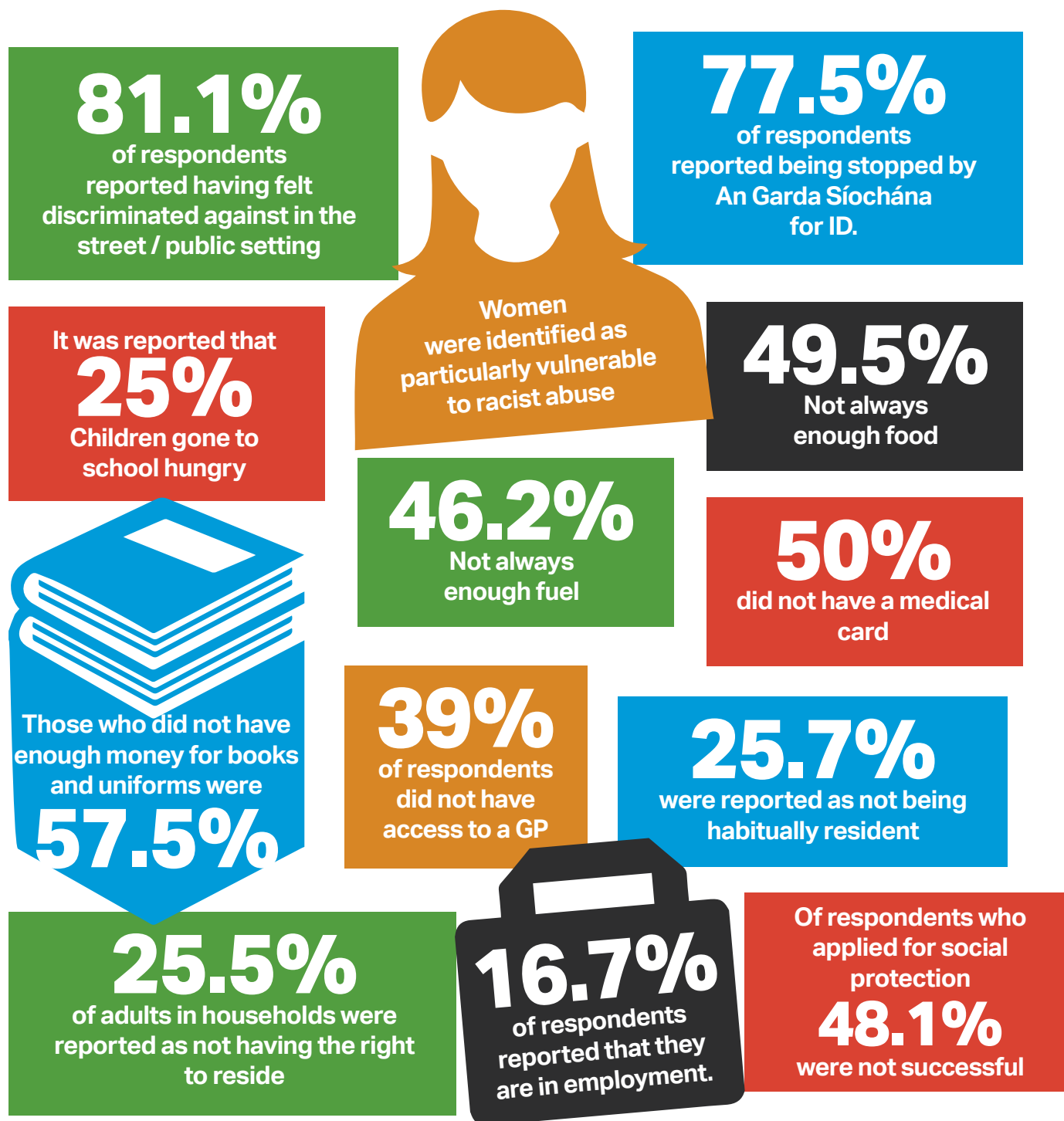
(Roma in Ireland: A National Needs Assessment: page 42)

The Roma community in Ireland face a range of challenges, particularly in relation to racism and discrimination, this was highlighted in a 2018 report by Pavee Point Traveller & Roma Centre entitled 'Roma in Ireland: A National Needs Assessment'. In addition, the Roma Community experience exceptionally challenging issues when seeking to access Social Welfare supports due to the Habitual Residency Condition (HRC)² and difficulties accessing Social Housing Support due to residency requirements and changes in local housing policies. The Habitual Residency Condition (HRC) is a condition that you must satisfy in order to be eligible for certain social welfare payments and entitlements in Ireland. If you do not have a legal right of residence in Ireland, you will not be regarded as habitually resident. You must be habitually resident on the date you make an application and you must remain habitually resident in the State after your application. It is exceptionally difficult for the Roma community who may not have a "paper trail" or documentation to substantiate the length of time they have been in the country to verify their residency status and therefore meet the requirements of the Habitual Residence Condition.

²Most migrant Roma persons have an automatic right to reside in the State as EU citizens for as long as they are self-sufficient. They are also entitled to seek work without a work permit. EU citizens residing in any Member State do not have an automatic right to access social assistance there unless they enjoy EU worker status and rights. Ireland is not an exception. All claims for means tested social assistance payments are subject to assessment of the Habitual Residency Condition (HRC) regardless of the individual's ethnicity or nationality. For information on HRC on the Web. See: http://www.welfare.ie/en/Pages/Habitual-Residence-Condition_holder.aspx
Citizens Information website explains the residence requirements for social assistance in Ireland, in the context of the national and EU law on Habitual Residence Condition here: https://www.citizensinformation.ie/en/social_welfare/irish_social_welfare_system/social_assistance_payments/residency_requirements_for_social_assistance_in_ireland.html

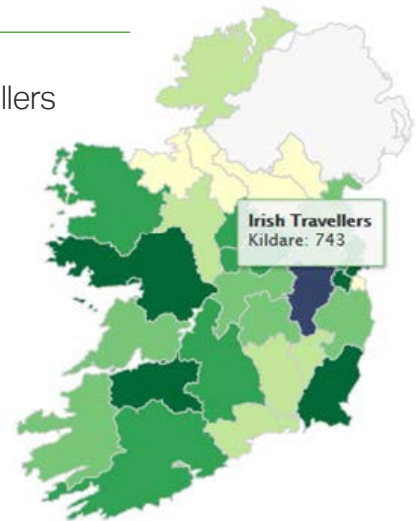
The 2018 Pavee Point report estimated approximately 2615 Roma living in the province of Leinster, 1500 of which are believed to reside in Dublin. This leaves approximately 1115 across the remaining 11 Counties in Leinster

The National Needs Assessment by Pavee Point Traveller & Roma Centre 2018 engaged Roma people and relevant stakeholders in examining Roma experiences across a wide range of thematic areas that align with the EU Framework and indeed the National Strategy for Traveller and Roma Inclusion, the findings included the following:



The infographic above is based on information provided in Roma in Ireland: A National Needs Assessment, Pavee Point Traveller and Roma Centre, 2018.

According to the 2011 census, there were around 29,500 Irish Travellers living in Ireland, this equates to 0.6% of the overall population. The Traveller community can be located across the Country with the highest numbers living in County Galway and South Dublin according to a report entitled '*A Brief History of Irish Travellers-Irelands only Indigenous Minority*' (Culture Trip 2017).ⁱⁱⁱ



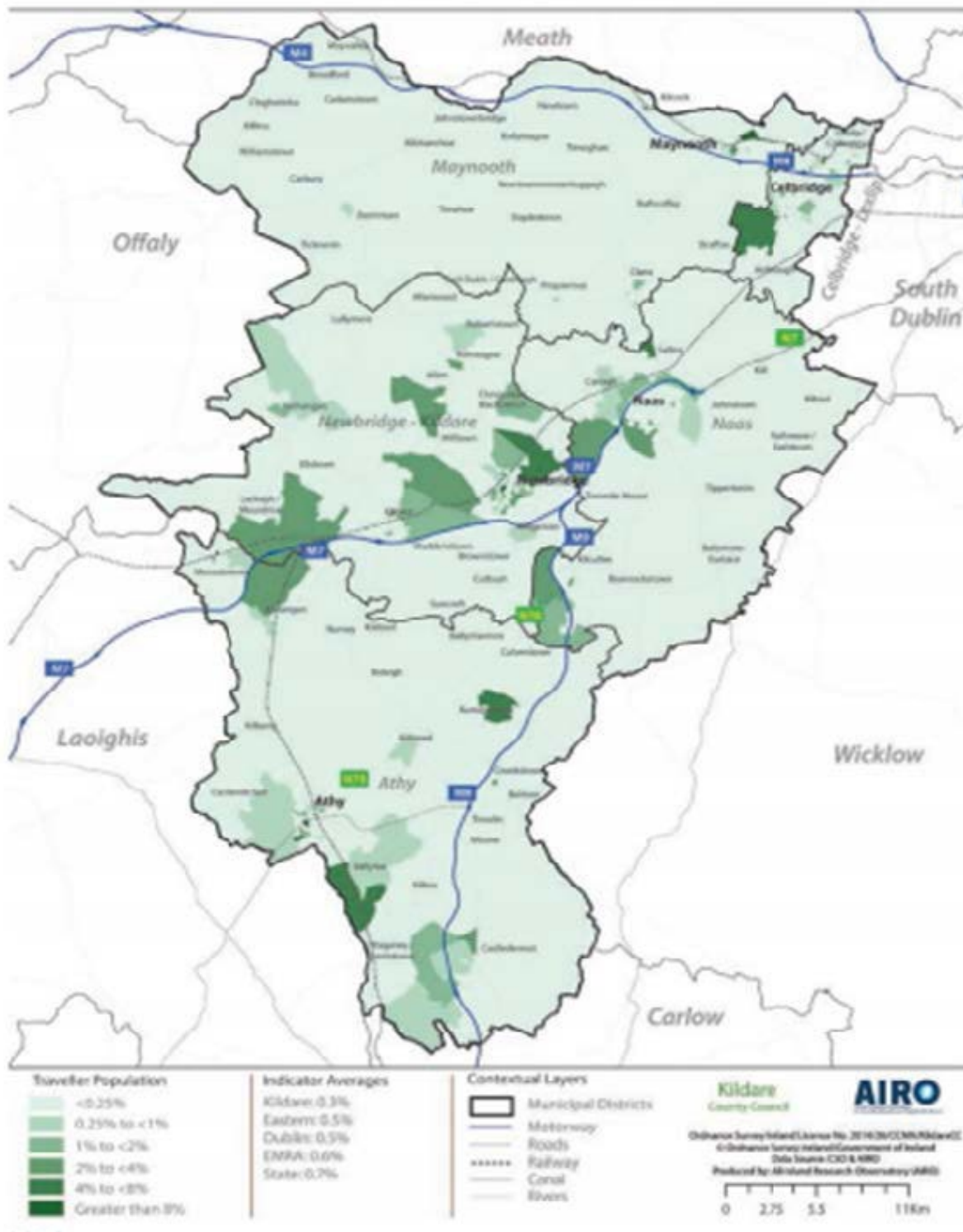
The 2017 Culture Trip report states that 'Throughout Irish history, the Travelling community has been markedly separated from the general Irish population, resulting in widespread stereotyping and discrimination. The same year as the census, a survey conducted by Ireland's Economic and Social Research Institute found that Irish Travellers suffer widespread ostracism.'

The issues facing the Traveller community are well documented within the national Traveller and Roma Inclusion Strategy 2017 – 2021 (Department of Justice and Equality, 2017). For example:

- Irish Travellers have an average of five children compared to a national average of three children
- The suicide rate is almost seven times higher among Traveller males than in the general population
- Allowing for differences in age between adult Travellers and the general adult population, Traveller mortality is 3.5 times higher than non-travellers overall, while infant mortality is 3.6 times higher among Travellers
- The average expected age of a Traveller man is 61.7 years, compared to the national average of 76.8. Traveller women have a life expectancy of 70.1, compared to the national average of 81.6
- 66.7% of service providers believe that Travellers experience discrimination in their use of health services.
- 13% of Traveller children complete second level education, compared to 92% in the settled community
- Over two thirds (67.3%) of Traveller children lived in families where the mother had either no formal education or only primary education (Department of Health and Children, 2012).
- The Irish Prison Service Traveller Census (2008) estimated a Traveller population of 320 (299 male prisoners and 21 female prisoners) which represents 8.7% of the prison population (despite Travellers representing less than 1% of the total population)

According to the 2016 Census, (Kildare County Council, LCDC, 2016 Census Profile Demographics 2016^{iv}) the total number of Travellers residing in Kildare was 739 and represents 0.3% of the total population. This rate is lower than the State average (0.7%), EMRA (0.6%) and the Eastern SPA average of 0.5%.

Ethnicity - Irish Travellers, 2016



The map above provides an illustration of the rates Traveller populations within and across the Kildare Small Areas (SAs). There is a very clear spatial pattern with highest rates in areas of Newbridge and Kildare and also in pockets close to Celbridge, Maynooth and Athy.

In comparison to local authorities, Kildare has the 10th lowest number of Travellers in the State and the 3rd lowest rate with only Dún Laoghaire-Rathdown (0.2%) Cork County (0.3%) a lower proportion of Traveller population.

Since 2011, the total number of Travellers residing in Kildare has decreased from a total of 874 (-15.4%) when the rate was 0.42%. In contrast, the Traveller population in Ireland increased by +5.1% since 2011. At the Municipal District level there are clear differences with both the Athy MD and Kildare/Newbridge MD with the highest rates at 0.5%. Across the settlement hierarchy there are some locations with no Traveller populations at all whereas highest rates are then recorded in Athy (1%) and Kilmeague (0.8%). However, census figures are likely to underestimate the actual numbers of Travellers in the county.

The Draft Traveller Accommodation Programme 2019-2024 (Kildare County Council) estimates 302 families, accounting for 1026 people as at 2018. The report indicates that the Traveller population is a young population with increasing numbers of new and growing families.

Since 2008 there has been a dramatic disinvestment by the state in the Traveller community. Using the government's own figures, it is possible to identify the scale of the austerity cuts, as outlined below, however these cuts should be compared to the overall reduction in government current spending of -4.3% over period between 2008-2013:

- Programmes for Travellers Interagency activities - **100%**
- Traveller education - **86.6%**
- Traveller accommodation - **85%**
- Equality - **76.3%**
- National Traveller organisations - **63.6%**
- FAS Special Initiative for Travellers - **50%**
- National Traveller Partnership - **32.1%**
- Traveller SPY youth projects - **29.8%**
- Health1 - **5.4%**
- Programmes and funding lines of importance to Travellers Equality and rights agencies - **69%**
- Local & Community Development Programme - **42.3%**
- Initiatives against drugs - **32.5%**

One of the most striking aspects of these cuts was that statutory agencies did not even spend all their allocations, so the picture is even more difficult. This is a table of the proportions actually spent:

	Spend	Underspend
Health	82%	18%
Equality	72%	28%
Accommodation	64%	36%
FAS Special Initiative for Travellers	60%	40%

Pavee Point (2013) - Travelling with Austerity' Impacts of Cuts on Travellers, Traveller Projects and Services

Many of the statistics provided reflect a clear disparity in living experiences between the Traveller and settled communities, particularly in relation to health and education. This report seeks to explore what the key issues are for both Traveller and Roma people from the more localised perspective within County Kildare.

TRAVELLER & ROMA INFRASTRUCTURE

During the development of this strategy, it became apparent that there is limited community infrastructure in County Kildare to support the Traveller community and no community infrastructure in place to support the Roma community.

KILDARE TRAVELLER ACTION

Kildare Traveller Action (KTA) is a community development organisation which aims to promote equality and human rights for Travellers in County Kildare. The project was originally formed as Naas Equality for Travellers in 1998, became a county wide group - Kildare Traveller Network - in 2000 and incorporated as Kildare Traveller Action Limited in 2006. Since then Kildare Traveller Action has operated as a Company Limited by Guarantee, based in Newbridge and operating on a county-wide basis. The Company is governed by eight Directors with membership drawn from both the Traveller and settled communities in County Kildare, Older Voices Kildare, Kildare & West Wicklow Education & Training Board and County Kildare LEADER Partnership. As a local Traveller organisation, it is affiliated to the National Irish Traveller Movement.

KTA's vision is *"an Ireland where Travellers are recognised and valued as a distinct ethnic group and are participating and benefiting fully and equally in an intercultural society."*

Among its activities and achievements are the following:

- Outreach work with Travellers throughout the county (ongoing since 2000)
- Information, Support & Advocacy Project in which Travellers are enabled to uptake various mainstream services and programmes.
- Development programmes with Traveller women in North-East Kildare (covering Maynooth, Leixlip, Kilcock and Celbridge areas), Athy and Newbridge/Naas/Sallins. Over 150 women have taken part in these programmes (2004-2019)
- Media and PR work through radio interviews, newspaper articles, newsletters etc.
- Supporting Travellers to seek greater availability of, and access to, good quality living accommodation
- Promotion of Traveller culture through school talks, events, etc.
- Supporting Travellers to take cases on grounds of discrimination and informing them of their rights under equality laws
- Building successful working links with a wide range of agencies and voluntary groups
- Young Travellers Programmes in Sallins (2015) and Maynooth (2007-2012)
- Family support service to a number of families
- Athy Horse Project
- Supporting an anti-discrimination group in Newbridge

According to the 2016 Irish Census, there were around 30,987 Irish Travellers living in Ireland, an increase of 5.1% on the 2011 figure (29,495) and representing 0.7% of the general population. Kildare Traveller Action receives funding on an annual basis from Kildare County Council (KCC), County Kildare Leader Partnership (CKLP), Kildare Wicklow Education and Training Board (KWETB) and HSE. This enables the organisation to run programmes and meet its overheads. A Coordinator is employed for 10.5 hours per week, funded mainly by KCC. Funding on a 'per project' basis has also been received from other sources such as Department of Agriculture Food and the Marine, St. Stephen's Green Trust and National Lottery.

Given its limited 'core' funding KTA is not able to meet the full range of needs of the local Traveller population.

PRIMARY HEALTH CARE PROGRAMME

The Kildare/West Wicklow Primary Health Care Programme is designed to empower Travellers to take a pro-active role in addressing health needs in partnership with the Health Service Executive and other bodies.

The project takes a holistic approach to improving the health status of Travellers in the project area and focuses on addressing the social determinants of health. It aims to increase Travellers' knowledge of health matters and existing health services and to ensure that health and other services are reaching out into the community and catering for the real needs of Travellers.

Four Traveller women are employed as Community Health Workers by Kildare Traveller Action. The project also employs a part-time Programme Coordinator.

PROJECT AIM:

To implement a programme to improve the health status of Travellers in Kildare and West Wicklow, through the employment of local Travellers as Community Health Workers

PROJECT OBJECTIVES:

- To provide health information to the Traveller Community and contribute to the promotion of health.
- To promote Traveller participation in health-related issues and enable Travellers to develop an advocacy role in their community
- To identify the health needs of Travellers and facilitate dialogue between health service providers and the Traveller community to promote knowledge and understanding among health authorities to make appropriate provision for Travellers.
- To contribute to and respond to policy initiatives which impact on Traveller health status.
- To address priority Traveller health issues arising from the All-Ireland Traveller Health Study.
- To contribute to the development of health education materials appropriate to the Traveller community as required.
- To ensure the specific health needs of Travellers are addressed.
- To liaise and work with other relevant statutory, community and voluntary organisations as appropriate.

The project is managed by Kildare Traveller Action and funded by the Health Service Executive through the Traveller Health Unit.

LOCAL TRAVELLER ACCOMMODATION CONSULTATIVE COMMITTEE (LTACC)

A Local Traveller Accommodation Consultative Committee (LTACC) was established in 1999 and they have met at quarterly intervals since that time. The Committee is representative of Travellers, members of Traveller support groups, elected members and officials of the local authorities. The group play a key role in the councils strategic approach to various iterations of the Kildare County Councils Traveller Accommodation Programme.

ROMA SUPPORT INFRASTRUCTURE

The Roma community have no such resource and are starting from a baseline of no resources or infrastructure. During the strategy development process, CKLP capitalised on a funding programme through the Department of Justice to secure resources for a Kildare Roma Employment Project, which will offer a dedicated resource for the Roma community and has been factored into this strategic plan.

OTHER SUPPORT INFRASTRUCTURE

Communities who are marginalised generally require strong community infrastructure and community development processes in order to address barriers such as literacy, numeracy, language, mobility, preventing them from accessing the existing services.

More than 30 service providers engaged in the strategy development process (these are listed opposite). These are organisations or individuals that meet Traveller and Roma communities, or provide services to those communities.

We found that a range of services appear to be offered to; or are available for Traveller and Roma communities across Kildare, including (not exhaustive) education support, drugs prevention and education programmes, health promotion initiatives, therapeutic family support.

In the main, the services are offered *“to the entire community, which includes Traveller and Roma people”*.

This report acknowledges that some services exist and are available to the Traveller and Roma communities in County Kildare. However, the consultation findings point to limited community infrastructure and support, creating a gap between the service provision and the Traveller and Roma communities.

At present there does not seem to be adequate provision in place to bridge that gap from a community development perspective.

SCHOOL COMPLETION PROGRAMME
KILDARE COUNTY CHILDCARE COMMITTEE
HSE PRIMARY CARE
NAAS & DISTRICT COMMUNITY ALERT
HSE RESOURCE OFFICE FOR SUICIDE PREVENTION
KILDARE TRAVELLER ACTION
KWETB COMMUNITY EDUCATION
CITIZENS INFORMATION SERVICE
DEPARTMENT OF EMPLOYMENT AFFAIRS & SOCIAL PROTECTION
PAVEE POINT TRAVELLER & ROMA CENTRE
AN GARDA SIOCHANA
PRIMARY CARE SOCIAL WORK
SAINT JOHN OF GOD COMMUNITY SERVICES, LIFFEY SERVICES
SOUTH WESTERN REGIONAL DRUG & ALCOHOL TASK FORCE
SCOIL MHUIRE JUNIOR SCHOOL
KILDARE COUNTY COUNCIL
PADRAIG MCEVOY, COUNTY COUNCILLOR
FORÓIGE DPEI PROJECT

SECTION 4: LEGISLATIVE CONTEXT POLICY AND LEGISLATIVE CONTEXT

In Ireland, there are various enactments of legislation which have a direct and indirect impact on the Traveller and Roma community. Such legislation can have a positive or negative impact on members of this community group. The following provides information on key areas of legislation affecting Roma and Traveller communities.

- Irish Human Rights and Equality Commission Act 2014
- Equal Status Act 2000-2015
- Employment Equality Acts 1998-2015
- Prohibition of Incitement to Hatred Act 1989
- Housing (Traveller Accommodation) Act 1998
- Housing (Miscellaneous Provisions) Act 2002
- Roads Act 1993
- Social Welfare Consolidation Act 2005 (Habitual Residence provisions in Sections 246,192 and scheme specific areas)"
- Children First Act 2015
- Education & Welfare Act 2000

NATIONAL AND EU POLICY IMPACTING ON THE TRAVELLER AND ROMA COMMUNITIES

There are a range of national/EU policies in place which impact upon the Traveller and Roma communities.

EU POLICIES

The development of Roma inclusion policies in Europe can be situated within the context of the work of the European Union, Council of Europe, and the Organization for Security and Cooperation in Europe (OSCE). UN human rights bodies, in particular the UN Committee on the Elimination of Racial Discrimination, have also made recommendations for the realisation of Roma rights.

- Council Directive 2000/43/EC (1) - Implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- Europe 2020 Strategy: A strategy for smart, sustainable and inclusive growth
- EU framework for National Roma Integration Strategies up to 2020
- S.I No. 548 of 2015 European Communities (Free Movement of Persons) Regulation 2015

- Directive 2004/38/EC of the European Parliament and of the Council of 29 April 2004 on the right of citizens of the Union and their family members to move and reside freely within the territory of the Member States
- Regulation (EU) No 492/2011 of the Council of 5 April 2011 on freedom of movement for workers within the Community

NATIONAL POLICIES (IRELAND)

- National Traveller and Roma Inclusion Strategy 2017-2021
- National Drugs Strategy: Reducing Harm, Supporting Recovery 2017-2025
- National Strategy for Women and Girls 2017-2020
- Second National Strategy on Domestic, Sexual and Gender-based Violence 2016 – 2021
- National Policy for Equity of Access to Higher Education 2015-2019
- Healthy Ireland: A Framework for Improved Health and Wellbeing 2013-2025
- First Five : A Whole-of-Government Strategy for Babies, Young Children and their Families 2019-2028
- BETTER OUTCOMES BRIGHTER FUTURES The national policy framework for children & young people

EQUALITY AND ANTI-RACISM INFRASTRUCTURE IN IRELAND

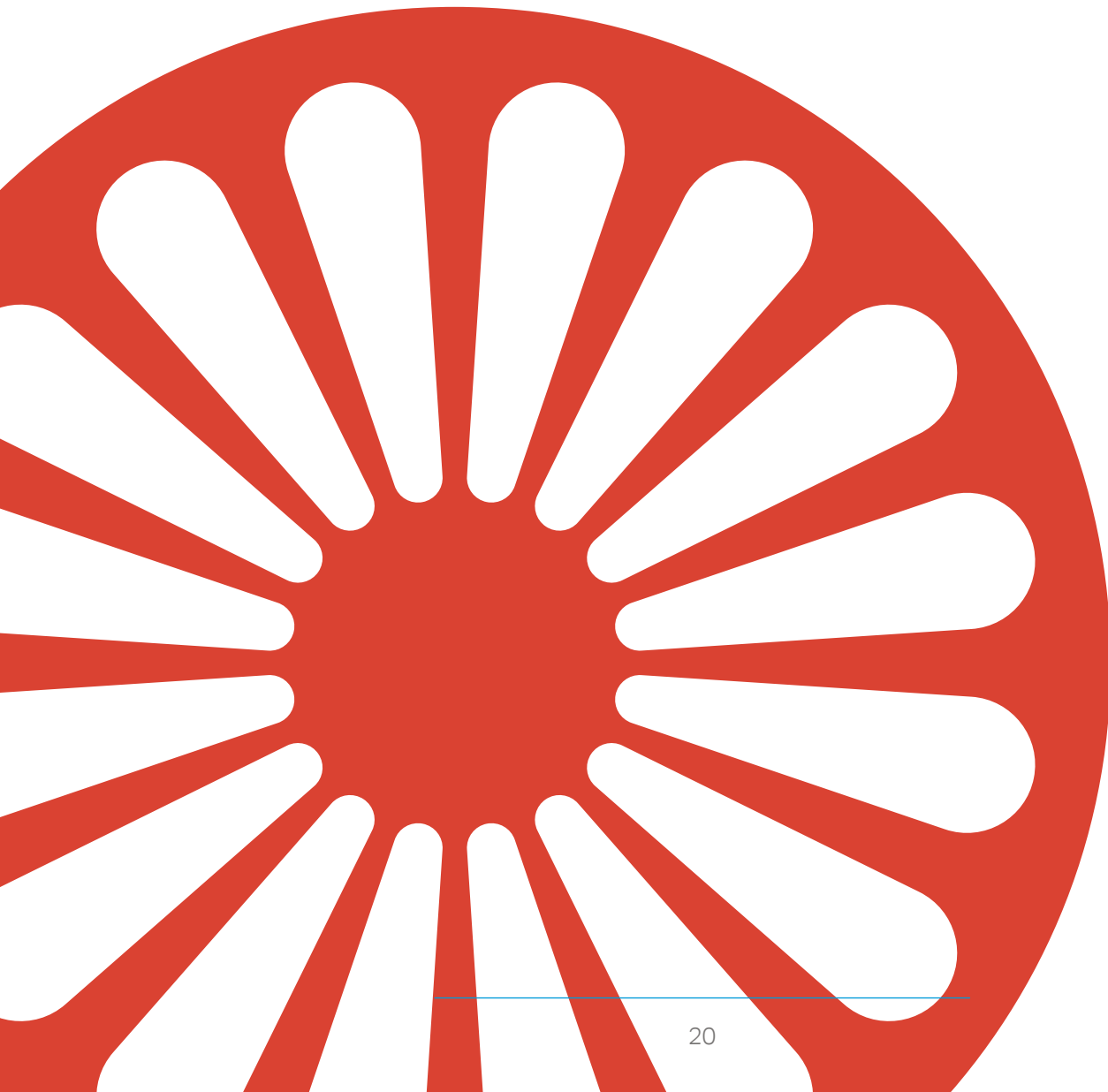
- Irish Human Rights and Equality Commission (IHREC)
- European Network against Racism (ENAR)

The existing policy and legislative framework presented within the overview would appear to provide a robust, rights-based context for the Traveller and Roma communities to live their lives in an inclusive way as equals in Ireland. The consultation findings, however, present a different narrative.

Traveller and Roma people express experience of disadvantage, discrimination and inequality across the socio-economic spectrum, this is reflected in the emerging thematic priorities for Traveller and Roma communities. Whilst some legislative and policy frameworks are in place to provide the protections and support necessary, it is clear through the consultation findings that gaps exist in relation to linking the Traveller and Roma people to the rights they are entitled to as Irish and EU citizens.

SECTION 5: METHODOLOGY

S3 Solutions worked closely with the County Kildare Leader Partnership and Interagency groups to refine the strategy development process. The aim was to ensure maximum participation and buy-in from the Traveller and Roma communities across County Kildare, ensuring that they had the opportunity to shape the strategy through a participatory and community development process. This section of the report presents an overview of each phase of the process summarising the approach taken.



PHASE 1

Pre Development Work with Traveller & Roma communities by Community Development Outreach Workers

PHASE 2

Survey distributed to Traveller and Roma Communities as well as service providers

**178 responses received
(69 Roma, 80 Traveller,
29 service providers)**

PHASE 3

11 Focus groups delivered with Traveller and Roma communities
**93 people participated
(39 Traveller,
54 Roma)**

PHASE 4

Development of 2 Case studies with Traveller and Roma communities to capture the human impact of the key issues emerging

PHASE 5

Presentation of consultation findings to Traveller and Roma communities and service providers, securing commitment to engage in planning
48 people attended

PHASE 6

Facilitation of 2 co-production planning workshops to co-design actions. These involved Traveller and Roma people as well as service providers and agencies
**64 people attended
across 2 workshops**

PHASE 7

Development of draft strategic plan and facilitated discussion with Interagency steering group to identify implementation plan

SECTION 6 : FINDINGS & CASE STUDIES

This section of the document outlines a thematic analysis of the findings from the consultation process. As the consultation process was conducted on a parallel basis in relation to the Traveller and Roma Communities respectively, the findings are presented separately within this section. The information herein was synthesised, and a thematic overview of the consultation findings is presented for the Traveller and Roma communities in Kildare.

The section is structured as follows:

1. Survey findings for the Traveller community
2. Focus Group findings for the Traveller community
3. Traveller case study
4. Survey findings for the Roma community
5. Focus Group findings for the Roma community
6. Roma Case Study



TRAVELLER COMMUNITY KEY FINDINGS

SURVEY FINDINGS

A survey was distributed to the Traveller community via the Community Development Outreach Worker. The survey was designed to gather a mixture of qualitative and quantitative information. The process was aimed at maximising input from Traveller people across Kildare, cognisant of the barriers that exist in terms of literacy and access to computers/technology, much of these responses have been gathered through face to face engagement with members of the Traveller community across Kildare.

80
responses were gathered from the Traveller community in total

17%
of respondents were aged 20 or under

100%
of Traveller people agreed that they face barriers in inclusion in County Kildare

Low % of Traveller people identified Education and health as their number 1 priority with 17% noting education as number 2 priority and 13% noting health as number 2 priority

87%
of respondents have lived in Kildare for 5 or more years

73%
of respondents were aged 21-59

Respondents came from across Kildare - NAAS: 23%, Sallins: 21%, Kildare/Newbridge: 25%, Maynooth: 8%, Cellbridge/ Lexlip: 24%

41%
of Traveller people identified Anti-Discrimination & Equality as the priority for the inclusion strategy

65% of respondents were female compared to **35%** male

6%
of respondents were aged 60+

83%
of Traveller people strongly disagreed or disagreed that they feel fully included as an equal citizen in County Kildare

36%
of Traveller people identified Housing/ Accommodation as the priority for the inclusion strategy

The survey gathered a range of qualitative statements from Traveller people regarding their experience and their views on what should be prioritised in the Inclusion strategy. Some of the key findings include:



'Discrimination in Pubs and hotels'

'Hear people talking and we are followed around shops'

'Employment being denied due to your identity not ability'

'Everything is a barrier. From the minute people see you and the way you are and how you are dressed they don't want to say hello or get to know you because you are a Traveller'

'Judged and tarred with the one brush'

'Discrimination in housing, we can't rent anywhere'

'Discrimination in schools, discrimination in pubs. You don't feel you can be part of your community because settled people don't want you to be'

'Going for work and not being given a chance. Travellers are judged all the time; you give up'

'Discrimination, children are not safe to play outside. Neighbour reports them for no reason as they want them to leave' trying. You can't change people's opinions'



The survey also asked respondents to comment on what outcomes they would like to see achieved for Traveller communities through this strategy, the following feedback was provided:



'Travellers being treated the same'

'For children to not be judged and have a future'

'To have more halting sites for Travellers'

'Equal rights, we are all Irish people'

'More accommodation, culturally appropriate housing, Halting sites'

'Children having opportunities to succeed. Not judged'

'More back up when discrimination happens. No tolerance for it'

'Traveller culture taught in school'

'Traveller culture celebrated'

'Travellers just seen as people not a problem'



FOCUS GROUP FINDINGS

In order to gain a deeper understanding of the emerging issues, 6 focus groups were facilitated with 39 members of the Traveller community. Clear trends emerged in relation to thematic priorities for Traveller people, for clarity and ease of reference, the findings have been presented aligned to those.

DISCRIMINATION

It was clear that there was a strong sense of exclusion and discrimination amongst the participants, each of the focus groups cited multiple examples of how discrimination is manifested on a daily basis:

- ***'My family had a table reserved in a restaurant in Leixlip for a wedding meal when we arrived, we were told that we could not have the table, this was a special event in the family, ruined because of discrimination, we are people, this is our lives.'*** (Traveller Woman in North Kildare)
- ***'Even in chapel the priest looks down at us because of who we are and what we wear, even though women from other communities wear the same, we are made to feel low because we are travellers, even in a holy place'.*** (Traveller Man in North Kildare)
- ***'If we go to a shop people, follow us around as if we are going to steal things'*** (Young Traveller Woman in Mid Kildare)
- ***'We have to travel to Carlow to be able to socialise, we can't even have a beer in our own town'*** (Traveller Man in South Kildare)

The most prominent examples relate to Traveller's being denied access to pubs and restaurants, there is substantial reference to Travellers being followed around shops and supermarkets by security guards. This daily experience seems to have a broader impact on the Traveller community, according to one respondent:

- ***'It's the discrimination that leads to other problems such as addictions, depression or suicide, if hope gets taken away what is left?'***
(Traveller Woman in North Kildare)

HOUSING

The issue of housing emerged as a thematic priority during focus group sessions. The discussions recognised the context in terms of the national housing crisis. However, the participants did highlight specific issues facing the Traveller community in County Kildare such as:

- ***'We have no houses for our families and we no longer have roadside/camping rights.'*** (Traveller Woman in North Kildare)
- ***'They won't let us have a caravan in the grounds of our houses, it like its ok as long as we do what they say, what about our culture? We are Travellers!'*** (Traveller Woman in North Kildare)
- ***'They say they send letters and that but lots of Traveller people cannot read.'*** (Traveller Man in South Kildare)
- ***'My friends mother died waiting on a house, 3.5 years waiting for a home to live in, she never saw it.'*** (Traveller Women in North Kildare)
- ***'The housing system is designed against our culture, if we do get a house it is usually against how we want to live, its like if we stop being Travellers, we are acceptable'*** (Traveller Man in South Kildare)

There appear to be 2 key issues in relation to housing/ accommodation from a Traveller perspective:

1. LACK OF HOUSING:

This is not specific to the Traveller community within the context of a national housing crisis, although we can see how the Traveller community would face further exclusion in terms of literacy and understanding of the processes involved

2. CULTURALLY APPROPRIATE HOUSING:

The feedback seems to suggest a suspicion amongst Travellers that the current housing arrangements have been designed in some way to thwart the Traveller culture. This came across strongly as a perception within the Traveller community.

EMPLOYMENT

The focus groups feedback contained substantial reference to the issue of employment, or lack of employment opportunities for Traveller people, extracts below reflect a general sense of exclusion and lack of fairness in terms of Traveller experience in Kildare.

- ***Traveller people can't get work because people don't want to employ a traveller, we can't even get work experience, how can we get a job when we cannot even get accepted for work experience.***
(Traveller Woman in North Kildare)
- ***'My daughter got her Leaving Certificate, after a while she ripped it up and threw it in the bin, it was useless to her, she couldn't get a chance anywhere to get work.'*** (Traveller Woman in North Kildare)
- ***'How can we get work experience when we can't even get work as volunteers in a charity shop.'*** (Young Traveller Woman in South Kildare)
- ***'Traveller people leave school early because they think there is no point in getting qualifications, travellers won't get a job anyway?'***
(Traveller Man in North Kildare)

The feedback in terms of employment reflects a general lack of faith that Travellers will have fair access to employment. One of the examples given involved a young Traveller Woman being rejected as a volunteer in a charity shop. The young Woman is in no doubt that this happened because she is a Traveller.

HEALTH & EDUCATION

Throughout the consultation process with the Traveller community, the focus from participants on issues of Health & Education was not as prominent as those referenced previously. Whilst participants clearly recognised education and health as important strategic issues, challenges of housing and discrimination were more short term and urgent, potentially reflecting a hierarchy of needs.

Consultation with service providers and the review of statistical data relating to health and education within the Traveller community (i.e. 13% of Traveller children complete second level education compared to 92% in the settled community, high rates of suicide etc) reinforced the importance of these themes and thus justify their inclusion as strategic priorities.

CASE STUDY - TRAVELLER COMMUNITY

TRAVELLER CASE STUDY - RACISM/ DISCRIMINATION

As the consultation process developed it was decided that a case study highlighting some of the emerging issues would add value to the consultation feedback. The theme of this case study is **general discrimination**, the subject relates to a young boxer from a rural town in Co. Kildare.

The individual in his early 20's has lived in a rural town in Co. Kildare for all of his life, attending primary and secondary school in the town. The boy started boxing at 8 years old and having worked hard and trained every day, he started to box at a competitive level at the age of 11. Gaining widespread recognition as a very talented boxer, he won 10 all Ireland titles at Schoolboy, Junior, Youth and Senior levels.

As one of the most exciting young boxers of his generation, he won multiple World and European medals whilst representing Ireland.

Emerging as a role model within a rural town in Co. Kildare, his achievements in the ring led to a hero's welcome in the town, with a parade in his honour and a party facilitated by the local Mayor. He believes boxing and sport in general is something that a rural town in Co. Kildare is, and should be, proud of. He has worked very hard throughout his youth to be the best he could for himself, his family, his community and the town.

Despite these achievements in boxing, the fact that he has never been involved in any trouble and is now working as a volunteer coach at the boxing club, he still feels like a second class citizen in his own town. He refers to an incident that happened to a friend and himself which illustrates this:

"My friend and I like to play a game of pool to relax but they don't like Traveller people in the bars and pubs in the town here. We have to drive 20km to Carlow to play a game of pool, that is crazy. One day we decided to head down to a local pub for a game during the day. There was only the two of us and neither of us took a drink - we wanted a glass of Coke and a game of pool. When we walked in the owner said to us that the table was broken but it clearly wasn't broke. I had a Euro in my hand and just put it into the slot, the balls came out as normal, so the table was not broken. He then said we have no pool sticks, there were two 2 sticks just sitting there.

'My friend and I started to rack the balls up. The owner then physically attacked us. It was terrible.... he was an older man....so I had to restrain myself. He was pushing me and my friend around trying to force us out the door. We have never had any bother with him or the bar. The people in the town know me from the boxing and know I am a good lad. It was so shaming, I felt bad that I couldn't do something simple like have a game of pool with my friend, how is this right?'

“We went to the Garda Síochána to complain but they just fobbed us off and said the CCTV was not clear. It seems to me that it’s ok to treat Travellers different from the rest. There is good and bad in all communities. Why does everyone think we are all bad? I don’t know if it will ever change. It put me off the boxing and everything for a while and my head was down, being treated like that isn’t nice but will it ever change?”

He also points to the lack of support from him as a talented sportsman, he was clearly one of the most promising boxers in Ireland but could not get the necessary support to help with his development:

“Other boxers in the Ireland teams are great mates, high profile fellas like Paddy Barnes and Michael Conlon from Belfast. I have nothing bad to say about them, but none of them had won as much as I had yet they had support and sponsorship needed to help them as athletes. The town they lived in rallied around and made sure they had the best equipment and training. I had none of that. My club in a rural town in Co. Kildare helped me as much as they could and they are brilliant, but that was it, no one else wanted to know. I believe it’s because I am from the Traveller community, what else could it be?”

Not everyone discriminates against Travellers. My Boxing Club treats us all the same, a local college has always been great to me. I have mates from the settled community who don’t treat me any differently. But one night we went for a night out, I was with some family. My friends were in this bar too. They would not let us in, they turned the lights out and let on the electricity was off just to get rid of u. How did that make me look in front of my friends. They know me well but must be thinking that I am some type of scumbag which I’m not. I was really ashamed and low even though I have done nothing wrong.

I think somehow the bar owners need to meet with Traveller people to sort this out. It’s not fair. I can’t even have a drink with my friends at Christmas time. We are not equal in this town and probably never will be.

I hope there is a strategy and that it will lead to Travellers being accepted as equals, I fought for this town, but the truth is this town never fought for me. That has to change”.

This story seems to reflect the general experience of the Traveller community in County Kildare. This case study brings the impact of discrimination and exclusion into focus.

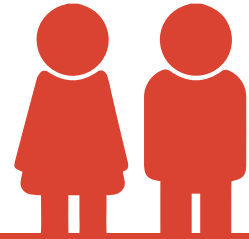




ROMA COMMUNITY KEY FINDINGS

SURVEY FINDINGS

A survey was also distributed to the Roma community. The role of the Community Development Outreach worker was crucial in assisting Roma people to contribute in this way, face to face engagements with Roma people were used to overcome literacy barriers and enable survey responses to be collected.



A total of
69
responses were collected from within the Roma community in total

Almost 80%
of the respondents confirmed that they have lived in Kildare for 5 or more years

51% of respondents were male and **49%** female

16%
of respondents were aged 20 and under

Participants came from across Kildare
including NAAS: 18%,
Sallins: 11%,
Kildare/ Newbridge: 20%,
Maynooth: 31%
Cellbridge/ Lexlip: 20%

89%
of respondents either strongly disagreed or disagreed that they feel fully included as equal citizens in County Kildare

83%
of respondents were aged 21- 59

54 out of the 69 (78%)
respondents identified housing as the main barrier to inclusion

34%
of Roma people identified employment as a thematic priority for the inclusion strategy

1%
of respondents were aged 60+

100%
of Roma respondents agreed that they face barriers in inclusion in County Kildare

The survey gathered a range of qualitative statements from Roma people regarding their experience and their views on what should be prioritised in the Inclusion strategy, most of the feedback was focused on the issue of Housing/ Accommodation:



'Live in bad conditions'

'We live in limited conditions'

'My family live without resource'

'My family has been asked to be moved from the house over a year, we can not find a house'

'Push me into poverty, Low skills'

In respect of desired outcomes, feedback from the Roma community included.



'Housing for Roma family'

'Plan for housing for big family in council'

'Clinic for Roma in Kildare'

'More skills (Course) for Roma'

Space for Roma advocacy

Help for those that are homeless (food)

Building for young people and advocacy- for help with young people

FOCUS GROUP FINDINGS (ROMA)

Five focus groups were facilitated with 54 participants. The findings of the focus groups are presented within the thematic priorities as identified by the members of the Roma community. Several key trends which emerged during the focus group sessions are presented below.

HOUSING / ACCOMMODATION

Feedback resoundingly identified Housing/ Accommodation as the number 1 priority for Roma people:

- ***'I lived in a home, there were 11 of us, the landlord evicted us with 48 hours' notice, we were on the street and no one would help us, children put onto the street, it is Ireland in 2018, how does this happen and who cares?'*** (Young Roma Man - South Kildare)
- ***'I have applied for over 150 houses, I have been turned down every time because people do not want Roma in their houses, landlords can do what they want.'*** (Older Roma Man – Mid Kildare)
- ***'There are Roma people living on the streets of Kildare.'*** (Young Roma Man - Mid Kildare)
- ***'I know of Roma people living in an old warehouse, it is dangerous.'*** (Roma Woman – Mid Kildare)
- ***'Roma people have big families, we have no houses available big enough, we will never get a home'*** (Roma Woman – South Kildare)

The Roma people who took part in the consultation provided numerous real-life examples of how the Housing/ Accommodation issue impacted upon them. The feedback has highlighted issues such as homelessness and overcrowding. Many Roma families do not have a secure tenancy, particularly in relation to private landlords. Consultations have established that many Roma families are subject to short notice evictions, this can be based on a wide range of issues, including family size. Short term evictions are usually successful due to a lack of knowledge among Roma of their rights and entitlements as tenants, as well as not knowing where they can get information and advocacy. This would appear to create a high level of instability for Roma families:

- ***'How can we be equal? How can we be included? I cannot plan for my family as I don't even know if we can stay in our home, I know the door could knock and the landlord could put us out onto the street with no support, my children were born in Ireland yet we have no rights and no support'*** (Roma Man, South Kildare)

There appears to be a lack of understanding of rights and entitlements amongst the Roma community. We understand that Habitual Resident Condition appears in social welfare legislation and does not apply to social housing. Local authorities have different residence rules for entitlement to social housing which nationally falls under the remit of the Department of Housing, Planning and Local Government.

- ***'At the moment I live with my daughter and her family, as I am not resident, I cannot apply for a house'*** (Roma Woman – Mid Kildare)

The term “habitually resident” generally conveys a degree of permanence – meaning that a person has been in Ireland for some time, from a date in the past, and is intending to stay for a period into the foreseeable future. The Department of Employment Affairs and Social Protection has a Habitual Residence Condition applied in law on the entitlement to access selected social assistance payments. The HRC condition is defined for the purposes of social welfare payments purposes only. Other government departments apply different legislative basis and conditions. The disconnect and misunderstanding of rights and entitlements is causing housing stress for many Roma families and is an area of concern in the context of this strategy.



Photo credit: James Fraher from his exhibition Roma: One People, Many Lives.

EMPLOYMENT

Access to employment is a major challenge for Roma people. Those consulted appear to reference employment as the catalyst or impetus for addressing other issues such as housing, poverty and poor health.

- ***'Roma people are being denied work because of who we are.'*** (Young Roma Man – Mid Kildare)
- ***'There is no work for Roma people, who would give us a job?'*** (Young Roma Man – Mid Kildare)
- ***'There are not enough jobs, Roma people cannot get work no matter how hard we try.'*** (Roma Man – Mid Kildare)
- ***'Employers are careful not to make it look like racism, but they do not want to hire Roma people.'*** (Roma Man – Mid Kildare)
- ***'Language barriers and literacy are big issues for Roma people seeking work, particularly older Roma people'*** (Roma Woman – South Kildare)
- ***'If work is available the last people who will get that work is a Roma person, whether they are best for the job or not'.*** (Roma Man – South Kildare)

POVERTY

The consultation process with Roma people identified that many Roma families are living in poverty:

- ***'Roma people do not have much money, some have to beg on the street to feed their families, this is a very bad situation'.*** (Roma Man – Mid Kildare)
- ***'I know of Roma people who will not eat for days to ensure the children have food'.*** (Roma Man – Mid Kildare)
- ***'Rent is so high, some landlords charge €750.00 per month, many Roma people have nothing left after that.'*** (Roma Woman – South Kildare)

DISCRIMINATION

Emerging as a cross cutting theme, the feedback is similar to that expressed by the Traveller community:

- ***'We get followed around in shops as if we are going to steal something.'*** (Roma Woman – South Kildare)
- ***'I know of Roma people in the last few days being abused on the streets because they are Roma.'*** (Roma Man – Mid Kildare)
- ***'When Roma people are trying to access services there can be language barriers, this disadvantages us when trying to have our needs met'*** (Roma Woman – South Kildare)
- ***'In school I got teased and called a gypsy.'*** (Young Roma Man – Mid Kildare)
- ***'Roma women in traditional dress sometimes get abuse on the streets.'*** (Roma Woman – South Kildare)
- ***'If me and my friends walk into a shop the security guard follows us, it's embarrassing.'*** (Young Roma Woman – Mid Kildare)

FACILITIES/ RESOURCES

- ***'Roma people have no place to go for help or even to come together as a community'*** (Roma Man' – South Kildare)
- ***'Roma people need a centre, we meet at our houses or in the streets, this annoys the local people, we are a community that likes to be together, this is not possible in Kildare'*** (Roma Women – Mid Kildare)
- ***'When we have troubles or problems, we have no one who helps us, we need someone who can support us in the community'*** (Roma Man – South Kildare)

CULTURAL DIVERSITY

- ***'Local people do not know the Roma culture, it is positive, we would like to be able to tell local people about who we are'*** (Roma Young Woman – Mid Kildare)
- ***'The Roma culture should be more widely understood so that settled people understand that we are good people with a positive culture'*** (Roma Man – South Kildare)

CASE STUDY - ROMA COMMUNITY

ROMA CASE STUDY - RACISM/ DISCRIMINATION

The Roma case study is focused on the key issue emerging through the Roma consultation process which is Housing/ Accommodation. On the evening that the original case study was to occur, the researcher attended a Roma family home in Kildare, along with local Roma community workers from CKLP. The scene was one of chaos as the landlord of the house had just left along with the Garda Síochána. The family had been handed an eviction order and given one hour to leave the house. Members of the family were piling their possessions into bags, the mother and father genuinely did not seem to know where the family would sleep that night. The case study interview was carried out at a later date.

The father of the family is a Roma man in his late 30's. He arrived in Ireland in 1996, has lived in Kildare for 13 years and is married with six children. The family had lived in the same house for eight years. He told us the following:

"We had lived in the house for eight years and had no trouble when we got a letter from the landlord asking us to leave. I viewed over eighty houses for my family, no landlord would offer us a house, it can only be because we are Roma. We had nowhere to go, nowhere to sleep but the judge granted an eviction order and we were out on the street. No one cared, we had nowhere to turn.

For all the family it was very hard. My wife and my daughter were in the court with good faith in justice in Ireland. We did not think that the judge would ask us to leave on the same day. We could not believe that something like that could happen. As a parent you feel helpless when something like that is happening. What is my children going to learn from that? What can I tell them when we are out on the street?

My children are very affected emotional. They are crying, my wife is three months pregnant. I cannot find words for how we feel let down, disappointed. It is exactly as my parents told me... we are Roma no one will help us. If you are poor in modern Ireland no one will really care, it's a very low place to be. As a father and a husband, I have never felt so helpless.

We have no help apart from a local Roma community worker who went with my wife the next day to Kildare County Council. They registered us as homeless and that was all. To be honest they do not care too much, and we also see that the community worker, even if she wants to help, people are not helping her. The Roma community person works very hard for us but in Kildare County Council no one knew her. We all felt helpless and not supported.

I live with my brother's ex-wife. She has four children and there are three beds. My mother is living there as well. So, we are six adults (including a pregnant woman) and eight children in three beds. The conditions are very bad but who cares? No one cares because we are Roma.

I do not now believe that change will happen, I have lost faith that change is possible. I would like to think that this strategy will make a difference, but I do not think it will. My experience is that people in Ireland in general are very against Roma community. I don't know why I just feel it.

If this Strategy is about anything it must change people's minds and create a better way of living for us. What can it do for me and my family, I do not think that you can help me or others? Even the night Michael and the community workers came to my house they could do nothing to stop us being put onto the street, so I do not think that change will happen.

If the Kildare council say you are working together to support Roma how come they did not help us, or how come they would not help the community worker to help us, they said nothing to her, I think it is because they know that she (the community worker) is Roma as well, they do not really want change, I am sorry to talk like this but it is what I feel.

This strategy should help people to have a house with no discrimination. It needs to help Roma from our community to have a say to in decision making and making changes for ourselves."

Photo credit: James Fraher from his exhibition Roma: One People, Many Lives.



SERVICE PROVIDERS KEY FINDINGS

The consultation also included engagement with key statutory, voluntary and community-based stakeholders. This process involved a web-based survey that reached out to over 200 service providers and yielded 30 responses including:

- HSE Primary Care
- School Completion Programme
- Naas and District Community Alert
- Kildare Traveller Action
- Department of Employment Affairs & Social Protection
- Pavee Point Traveller & Roma Centre
- An Garda Síochána
- South Western Regional Drug & Alcohol Task Force
- Foróige DPEI project
- KYS Naas Child and Family Project
- Local Schools
- Local Councillors

Service providers were asked the following question:

Do you believe that Traveller and Roma people are fully included as equal citizens in Kildare?

The table below provides an overview of service provider perception against that of Roma and Travellers:

	Service Providers	Traveller	Roma
Agreed/ Strongly Agreed	17%	10%	6%
Neither Agree nor Disagree	33%	8%	6%
Disagree/ Strongly Disagree	50%	83%	88 %

The feedback appears to suggest a disconnect between the views of service providers and the communities themselves. Between 30 – 40% more Traveller and Roma people disagree or strongly disagree that they are fully included as equals than the service providers.

A third of the service providers neither agreed nor disagreed. This a significant gap in relation to the reality/ perception of inclusion between the Traveller and Roma communities in Kildare and those who are providing services to them.

The key findings from a service provider perspective included:

THEMATIC PRIORITIES (ROMA)

- 34% Housing/ Accommodation
- 25% Cultural Identity
- 17% Discrimination
- 14% Education

Whilst no service provider selected health as the number 1 priority, 18% chose health as the number 2 priority for Roma people. In addition, no service providers selected Employment as the number 1 priority and only 8% chose employment as the number 2 priority for Roma people.

THEMATIC PRIORITIES (TRAVELLER)

- 38% Discrimination
- 32% Housing/ Accommodation
- 17% Employment

8% of service providers identified Education as the number one priority, however a greater proportion of service providers (24%) ranked education as the second priority for Travellers. Only 8% of service providers ranked health as the number 1 priority, with 13% ranking it as the second highest priority for Traveller people.

The service provider findings equate with the priorities identified by the Traveller and Roma communities, particularly in relation to the number 1 issues for both communities, namely Discrimination and Housing/ Accommodation respectively.

The survey also asked the service providers to identify priority areas for action. These include:

- Housing
- Education
- Support
- Employment

The emphasis on headline issues such as housing, employment and education also reflect the key architecture of the National Traveller and Roma Inclusion Strategy.

12 service providers offered further qualitative feedback. The feedback was focused on the need to ensure a collaborative approach to implementation, promoting awareness and cultural identity and the need for the strategy to be codesigned and have ownership from the Roma and Traveller communities:

- ***'Mechanisms need to be put in place to ensure recommended interagency actions are delivered.'***
- ***'It is very important that the general public be made more aware and understand better the specific needs of travellers and how they can play a part together with the Settled Community in the community.'***
- ***'Breaking the cycle of discrimination begins from a young age. Promoting culture and identity from primary age is essential.'***
- ***'Roma and Travellers representatives should be fully engaged and part of the development of this strategy.'***
- ***'If any strategy is to succeed all parties must co-operate fully in an honest and straight forward manner.'***

The input and view from service providers and other stakeholders, as well as the evident barriers and challenges presented by statistical data suggests that a dual focus should be adopted in this 5 year strategy of addressing the immediate and urgent barriers to inclusion identified by Traveller and Roma people, as well as providing long term, strategic support and infrastructure for both communities to move beyond discrimination and poverty.

SUMMARY FINDINGS

The focus of the consultation was to enable Traveller and Roma communities to identify the issues that most affect them, as they see it. The involvement of service providers and the review of statistical information and profiles has helped underpin and contextualise much of these findings. The following graph summarises the key priorities for Roma and Traveller communities. An overarching priority for both Roma and Traveller communities of 'Racism and Discrimination' is included at the apex. The specific priorities for each community are then listed below. The priorities from the National Traveller and Roma Inclusion Strategy are included on the left to highlight alignment.

These priorities form the basis against which the strategy action plan has been developed. Section 9 sets out a range of key objectives, actions and responsibilities under each of the themes.

STRATEGY PRIORITIES

OVERARCHING PRIORITY



NTRIS PRIORITIES

Cultural Identity

Education

**Employment and
The Traveller Economy**

Children and Youth

Health

Gender Equality

**Anti-Discrimination and
Equality**

Accommodation

**Traveller and Roma
Communities**

Public Services

RACISM AND DISCRIMINATION

**PRIORITIES FOR
TRAVELLERS IN
COUNTY KILDARE**

**PRIORITIES FOR
ROMA IN
COUNTY KILDARE**



**HOUSING &
ACCOMMODATION**



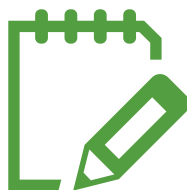
**HOUSING &
ACCOMMODATION**



EMPLOYMENT



EMPLOYMENT



EDUCATION



EDUCATION



HEALTH



SECTION 7: EXAMPLES OF BEST PRACTICE

This section offers several examples of existing projects that are working to tackle similar issues and challenges in other parts of Ireland. The projects referenced here have been used to stimulate idea generation and thinking around potential actions under each of the priority themes for Roma and Traveller communities in Kildare.





Wicklow Travellers Group

Committed to achieving human rights for Irish Travellers



Wicklow Travellers Group Ltd. is a voluntary community development organization that is comprised of Travellers and members of the majority population. The group is committed to achieving human rights for Irish Travellers. The origins of Wicklow Travellers' Group (WTG) can be traced to the work of Sister Caitriona Geraghy O.P. with an ad hoc group of Travellers in 1992 to respond to the accommodation needs of Travellers on the roadside in Co. Wicklow. Initially, this group's core activities related to supporting a group of 17 Traveller families in securing accommodation through the courts.

Parallel with this work, a group of approximately 20 or so Traveller women began to meet regularly in Wicklow Town. This group of women identified a need for training and development opportunities for Traveller women in the area. In 1993, a part-time training programme for Traveller women was developed as an element of WTG's basic commitment to community development with Travellers in the Wicklow.

The training was successful and resulted in the need to expand the range of training and activities throughout the 1990's and beyond. It was necessary therefore to form a legal entity to ensure the sustainability of the project. Wicklow Travellers' Group Limited was incorporated in May 1996. This structure enabled the group to seek funding to pursue longer term dreams and goals of the organization through seeking a permanent Traveller dedicated centre which would focus on community development, training and second chance education opportunities.

The Centre of Education and Resourcing Travellers (CEART) became the realization of the goal. Sister Caitriona and the Dominican Sisters played a vital role in bringing this about. The substantial investment by the Sisters was complemented by grants and from Department of Social Community and Family Affairs, Wicklow Working Together, Area Development Management and a donation from People in Need. The work on the CEART building was completed in 2000.

Initially, the Department of Employment Affairs and Social Protection (DEASP) provided a small grant towards community development activities. This funding provided the opportunity for WTG to engage in a needs assessment and planning process and a community development plan was submitted to the DSCFA in 2001. This application was successful and core funding for a community development project under the Government's Community Development Programme was granted to WTG in 2001.

The community development plan, which now guides the work and activities of the organisation, outlines a number of community development goals and objectives that are prioritised and provide a clear focus for the organisation. These are

- Accommodation
- Health
- Employment
- Education
- Youth and children
- C.E.A.R.T (Centre of Education and Resourcing Travellers)

NORTHSIDE TRAVELLER SUPPORT GROUP

The Northside Traveller Support Group was incorporated under the Companies Act in February 1998 now working under the Trading Name of TravAct (Company No.245190). TravAct which started as a small group of community minded individuals, from both the Traveller and the Settled Communities, has grown over the years to encompass six different projects funded by the HSE, CDYSB, The Justice Department, the DSP and the Darndale-Belcamp Initiative through the JI Scheme. Considering the very high quality of services being delivered by TravAct over the years, the CDYSB in conjunction with the Pavee Point decided to transition their Youth Project to TravAct in end 2015 for carrying out more focussed Youth Work amongst the critical North Dublin Community of young Travellers.

It is a tribute to the commitment of the Voluntary Board of Management that it has kept the Organisation functioning smoothly even in the absence of any core-funding. TravAct, an honoured member of the Irish Traveller Movement and the Irish National Traveller partnership, has now in 2016 been assured of adequate core funding by the Department of Justice to carry on its pioneering work in North Dublin

TRAVACT MISSION

To provide quality support and developmental services, advocacy services and information support to the marginalised Traveller Community in North Dublin, and act as a bridge between the Traveller Community and the Settled Community with the aim of developing TravAct as a Model Traveller Support Organisation on the Island.

- Training & Employment (CE) Project
- Drugs and Alcohol Project
- Education Outreach
- Accommodation & Housing Project
- Primary Health Care Project
- TravAct Youth Project



DONEGAL TRAVELLER PROJECT

Donegal Travellers' Project, founded in 1996, has been an important part of the wider struggle for Travellers' rights, both through its work locally and in solidarity with others at regional and national levels. DTP is one of the longest established and

locally based community development organization working for and with the Irish Traveller community. The local Traveller population fluctuates between 250 and 350 families.



The establishment of DTP represented a marked and welcome change in the approach to Travellers' concerns by involving members of the Traveller community in discussions and decisions related to the issues they faced. Prior to that, committees working in Letterkenny on Traveller issues from the early 1980s had not viewed meaningful participation of Travellers as an essential part of their work, which was conducted using more of a charitable model. All that would change with the coming of Donegal Travellers' Project, a collaboration between members of the Traveller community, members of the settled community, and the local social inclusion manager of the HSE, with support from the IFI Communities in Action Programme.

The ultimate aim of Donegal Travellers' Project is to achieve equality and recognition for Travellers as a uniquely marginalised minority ethnic group. The Irish State's recognition in 2017 of Travellers as a distinct ethnic group within the Irish nation is central to equality of status for the



Traveller community, providing the basis for new relationships of respect, inclusion and solidarity between the Traveller community, the settled community, and other ethnic minority communities.

At the core of DTP are the five principles of community development: collectivity; community empowerment; social justice and sustainable development; human rights, equality and antidiscrimination; and participation. Those principles underscore every initiative the project undertakes. In recent years, DTP has broadened its reach to work with the Roma community and to work in collaboration with the Donegal Intercultural Platform and the communities the platform supports.

Through active engagement with the Traveller and Roma communities, DTP works with individuals and families on day-to-day issues, as well as providing courses, training, health programmes and other initiatives for men, women, children, and families. The work of DTP not only addresses pressing needs and advocates for marginalised communities, but also builds capacity for the members of their communities to become advocates for their communities in their own right.

The DTP Primary Health Care Project is an example of the success of DTP. A core initiative of the Donegal Travellers' Project, the Primary Health Care Project is now staffed by members of the Traveller community, who as community health workers are out among the community on a daily basis.

DTP works throughout the county, with Traveller families who are nomadic on a cross-border basis and also those living in rural areas close the county border. The work is wide-ranging and includes community development, health, early years and adult education, youth work, information and advocacy, accommodation, and anti-racism work and intercultural training.

Donegal Travellers' Project also maintains a very strong policy and representational role, ensuring that issues relevant to members of the Traveller and Roma communities in rural and border areas are included in wider, regional and national discussions. Through its advocacy work, active engagement, and services, Donegal Travellers' Project continues to move forward in the struggle for human rights and equality for Traveller, Roma and marginalised communities. The themes of work include:

- History
- Culture
- Health
- Community Development
- Education
- Youth
- Roma
- Accommodation



GALWAY TRAVELLER MOVEMENT



The Galway Traveller Movement was set up as an independent Traveller organisation in 1994. It was established by Travellers and non-Travellers in Galway with the ultimate aim to achieve equality and self-determination for the Traveller community in Galway city and county. Applying community work and human rights-based approaches GTM as part of its strategic plan 2014-2016 plans to dedicate its resources to enabling the Traveller Community to be part of a movement that challenges structural inequality.

Within the strategic plan the organisation is described as:

A social movement for greater equality needs a sustained sense of direction and a view of how we can achieve the necessary economic and social changes. The key is to map out ways in which the new society can begin to grow within and alongside the institutions it may gradually marginalise and replace. That is what making change is really about. Rather than simply waiting for government to do it for us, we have to start making it in our lives and in the institutions of our society straight away

STRATEGIC AREAS

- Justice & Rights
- Health
- Accommodation
- Education
- Enterprise and Work

Migration to Ireland for Roma people has been a mixed experience with both positive and negative features. In particular, access to healthcare has emerged as a problematic issue for some members of the Roma community, and one which particularly affects Roma whose residency



Tallaght Roma Integration Project

status in Ireland is unresolved or whose entitlement to social protection is awaiting decision or has been rejected. As detailed in Section 2, barriers to healthcare for Roma are multifactorial and overcoming these barriers requires addressing a number of relevant issues, including language and information barriers, economic barriers, barriers related to legal status and residency and finally, barriers related to knowledge and information among healthcare services staff regarding Roma culture, traditions and history.

Since 2009, the Tallaght Roma Integration Project (TRIP), formerly the Roma Families Working Group, has been working to address the needs of the Roma community in the greater Tallaght area. TRIP was formed in response to a number of issues which were highlighted during a community consultation process with the Roma population living in the locality of Tallaght, a large suburb positioned on the outskirts of Dublin, the capital city of Ireland. Problems with access to healthcare emerged from that consultation process as a major concern for the Roma community. Arising from that process of consultation, a key focus of TRIP, since its foundation, has been to work to improve healthcare access for the Roma community. The aim of this report is to record the establishment of TRIP and its subsequent focus on improving access to healthcare for the Roma community in Tallaght.

The work of the Tallaght Roma Integration Project (TRIP) in trying to address these factors can be referenced as a model of engagement between the Roma community and the wider society, particularly the public systems of health and welfare services. Since its establishment, TRIP has worked from a participatory, community development perspective, which focuses not only on the problems of access to healthcare but on the processes used to tackle the identified problems. In that light, the history of TRIP, as outlined in this section, offers an opportunity to consider the benefits of inclusive approaches to tackling large-scale issues at the local or micro level. TRIP has also promoted and facilitated inter-agency cooperation, communication and collaboration in recognition of the potential that inter-agency efforts can offer to tackle the barriers to healthcare experienced by the Roma community living in the greater Tallaght area.

This project was developed through an interagency model involving the following partners through the principles of community development:

- HSE Primary Healthcare Social Worker
- Roma Community Development Worker (Pavee Point)
- South Dublin County Council Community Development Worker
- South Dublin County Partnership Integration Worker
- Community Health Worker Fettercairn Community Health Project
- TUSLA Community Development Worker

SECTION 8 - IMPLEMENTATION

This strategy offers an ambitious series of actions across agreed strategic priorities that, collectively, will lead to delivery of positive outcomes for the Traveller and Roma community. Whilst the implementation of the strategy will be driven by the Interagency steering group, it is wholly dependent on:

- ✓ The cooperation and collaboration of all agencies that interact with, engage with and provide services for Traveller and Roma people
- ✓ Access to additional resources

During the action planning sessions, stakeholders suggested that dedicated staff members could be employed across each of the thematic priorities for both Traveller and Roma people. This is unrealistic. Thus, to ensure that the strategy delivers practical and real change for the people it represents, the following key implementation arrangements are proposed:

- ✓ CKLP will convene targeted small working groups to review the revised action plan, this will involve identifying a lead agency for each action along with suggested support organisations. This process will also involve making an initial approach to the named agency to ensure that that will accept responsibility for leading on that particular action.
- ✓ The Interagency Steering Group oversee the implementation of the Strategy.
- ✓ CKLP will appoint a Coordinator to oversee the implementation of the Kildare Traveller and Roma Inclusion Strategy
- ✓ CKLP will work to secure resources to enable overall community development staff to be employed for both Traveller & Roma communities. These roles are seen as pivotal in driving the remainder of the strategy.
- ✓ The inclusion strategy should be subject to annual review, this should involve consultation with Traveller and Roma people to review progress against the stated outcomes/ indicators. This will offer a regular opportunity to update the plan based upon new/ emerging priorities. It is acknowledged that this is not a fixed and rigid strategy, moreover it represents the first stage in achieving meaningful change and moving towards the inclusion of Traveller and Roma people.
- ✓ The new Roma Employment Programme through CKLP will be integrated into this strategy when the worker is appointed.
- ✓ This strategy has identified a major gap in relation to basic community infrastructure, particularly for the Roma community. Action will be required in the short term to address this, this may involve:
 - Establishing a Roma support organisation in County Kildare. In the initial stages of implementation the Interagency group will support the development of a Kildare Roma Forum as an essential mechanism for engagement with Roma in County Kildare.
 - Broadening the Scope of Kildare Traveller Action (KTA) to become Kildare Traveller and Roma Action (KTRA)

SECTION 9 – ACTION PLAN

The following pages set out the key objectives and actions to be achieved over the next 3 years. The section also identifies who is responsible for each action and the proposed timeframe for delivery as well as key performance indicators.

The action plan is structured against the thematic priorities set out in page 43 of this document, namely:

OVERALL - EQUALITY AND ANTI-DISCRIMINATION

TRAVELLER - HOUSING & ACCOMMODATION, EMPLOYMENT, EDUCATION, HEALTH

ROMA - HOUSING & ACCOMMODATION, EMPLOYMENT, EDUCATION

For ease of reference, where themes overlap for both Roma and Traveller communities (i.e. Housing & Accommodation, Employment, Education), the actions have been grouped together.

EQUALITY AND ANTI - DISCRIMINATION

OBJECTIVE	PROPOSED ACTION	LEAD
<p>Communities across Kildare have a greater awareness, understanding and acceptance of Travellers & Roma</p>	<p>To research an appropriate Cultural Awareness & Anti-Racism Programme for County Kildare</p>	<p>CKLP</p>
	<p>To upskill and support Travellers and Roma Leaders to deliver programmes and workshops</p>	<p>CKLP</p>
	<p>To roll out Cultural Awareness and Anti-Racism Programme to local stakeholders including public service providers, Chamber of Commerce, community & voluntary organisations</p>	<p>CKLP</p>
	<p>To fund the rollout of the Yellow Flag Programme in two schools per year in County Kildare</p>	<p>CKLP</p>
	<p>To showcase and celebrate Traveller & Roma cultural diversity through media events, Traveller Pride, Social Inclusion Week</p>	<p>KTA</p>
	<p>To support Traveller & Roma participation in main-stream sporting events</p>	<p>Kildare Sports Partnership</p>

PARTNERS	RESOURCES REQUIRED	ACHIEVED BY	INDICATORS
KTA	Staff Time	Q4 2020	Programme Identified and available for roll-out
KTA Pavee Point	Training Resources Expenses Premises	From Q2 2021	Skilled Traveller and Roma Facilitator available to rollout Anti-Racism and Anti-Discrimination Programmes
KTA	Staff-time Programme Costs Materials Venue	From Q3 2021	Anti-Racism & Anti-Discrimination Programme delivered
KTA ITM	Funding	Annual	2 Yellow Flag Programmes will be delivered in Kildare based schools per year
KTA	Staff Time Funding	Annual	Travellers & Roma culture and achievements showcased and celebrated
Community Gardai	Staff Time	From Q3 2020	Number of sporting events Travellers & Roma participate in

OBJECTIVE	PROPOSED ACTION	LEAD
<p>Traveller & Roma have increased confidence that issue of concern will be addressed by relevant groups/agencies</p>	<p>To develop a resourced Countywide Roma Forum to explore, highlight and advocate on issues relating to access to Housing, health and education services</p>	<p>CKLP</p>
	<p>To adopt Kildare Diversity Charter in respect of the Traveller & Roma communities</p>	<p>CKLP</p>
	<p>To roll out a series of Know Your Rights Workshops Under Equality Legislation for Travellers and Roma and signpost both communities towards appropriate supports</p>	<p>CKLP</p>
	<p>To engage with County Kildare Chamber of Commerce to deliver a series of Equality Awareness Workshops with business owners across Kildare to ensure a better understanding of legal obligations and Traveller & Roma rights amongst the business community.</p>	<p>CKLP</p>
	<p>To develop dialogue between Travellers and Roma with local stakeholders including businesses and community organisations</p>	<p>CKLP</p>
	<p>Resource Kildare Traveller Action to support the voice of Travellers and Roma in County Kildare</p>	<p>CKLP</p>

PARTNERS	RESOURCES REQUIRED	TIMESCALE	INDICATORS
Interagency Implementation Group Pavee Point	Funding for Roma Support Worker Premises Refreshments	Q3 2021	<ul style="list-style-type: none"> • Roma Forum Established • Roma Support Worker in Place
KTA	Staff-time Premises	From Q4 2020	<ul style="list-style-type: none"> • Diversity Charter Inclusive of Travellers & Roma • Number of service providers who have adopted the Charter
KTA CIC	Staff-time Premises	From Q1 2021	Number of Workshops Delivered
KTA Chamber of Commerce	Staff-time Premises Programme Costs	Q3 2021	Number of Workshops
KTA	Staff-time	Annual	Improved access for Traveller and Roma to local facilities
KCC	Funding	Q1 2020	KTA is sufficiently resources to employ the necessary staff to implement the Strategy

HOUSING & ACCOMMODATION

OBJECTIVE	PROPOSED ACTION	LEAD
<p>Adequate provision of accessible, suitable and culturally appropriate accommodation available for Travellers.</p>	<p>Undertake further research and engagement with the Traveller community and statutory agencies in relation to Traveller Accommodation.</p>	<p>Interagency Implementation Steering Group</p>
	<p>To develop a community development initiative on the 3 halting sites, developing the capacity of the community to participate in and benefit from local supports available and engage in community development initiatives.</p>	<p>KTA</p>
<p>Delivery of Traveller accommodation will be underpinned by a robust monitoring and evaluation framework, with a view to ensuring full expenditure of funds allocated for Traveller specific accommodation.</p>	<p>To develop a community participation strategy which supports Travellers on the LTACC to represent the needs of the wider Traveller community</p>	<p>KTA</p>
<p>There is a greater understanding of housing needs of Roma in Co. Kildare</p>	<p>To support the Roma Forum, once established, in accessing information on housing rights and associated supports available in County Kildare.</p>	<p>CKLP</p>

PARTNERS	RESOURCES REQUIRED	TIMESCALE	INDICATORS
	Funding for Research and staff to co-ordinate and lead research	Q4 2020	<ul style="list-style-type: none"> • Strategy support worker in place. • Research completed. • Agreed recommendations integrated into policy. • Increased understanding and awareness of the accommodation challenges and needs of the Traveller community
CKLP KCC	Staff and funding	Q3 2020	<ul style="list-style-type: none"> • Strategy Support Worker in place. • Development and implementation of community development programme targeting sites • Number of residents that participate in programmes.
KCC ITM	Staff and funding	Q4 2020	<ul style="list-style-type: none"> • Development and implementation of participation strategy • Increase participation of Traveller representatives on TACC
Pavee Point Traveller & Roma Centre	Funding for research Staff	Q2 2020	There is greater understanding of housing rights and associated supports for Roma in County Kildare

EMPLOYMENT

OBJECTIVE	PROPOSED ACTION	LEAD
Resource Traveller & Roma Employment Supports	Recruit a dedicated Traveller Employment Support Worker	CKLP
	Recruit a dedicated Roma Employment Support Worker	CKLP
There will be increased employment, training and apprenticeships opportunities for Travellers and Roma	Establishment of Drop-in facilities for Roma communities in County Kildare	CKLP
	Develop translated and accessible information leaflets and web services to support individuals to access employment services.	DEASP
	Development and roll out of targeted training programmes which aim to promote sustainable employment. (Examples: Literacy skills, English Language Skills, Safe Pass, HACCP, Manual Handling, Car Mechanic, Guarding Skills)	KWETP
	Raise Traveller and Roma awareness and promote further education and training services already available through KWETB and SICAP. Review DEASP video 'Breaking Stereotypes' portrays Traveller and Roma customers various pathways to work	CKLP
	Employer awareness campaign: Work with employers <ul style="list-style-type: none"> • mentoring and supporting employers to understand Traveller and Roma culture • educating public sector employers on their obligations through Public Sector Duty • provide awareness training to eliminate any stereotypes and prejudices 	Chamber of Commerce
	Provide Citizens Information Workshops and outreach clinics to improve awareness of employments rights for Traveller and Roma.	Citizens Information board

PARTNERS	RESOURCES REQUIRED	TIMESCALE	INDICATORS
KTA KCC	Staffing and Project Costs	2021	Employment Support Worker in place
	Staffing and Project Costs	2019	Employment Support Worker in place
KTA Pavee Point Traveller and Roma Centre	Funding Premises Staffing Costs	2020	<ul style="list-style-type: none"> • Drop in Facilities established • Number of people who attend the drop in for support • Number of outreach sessions
Local enterprise office CKLP	Material Funding Staff time	Q4 2020	Information leaflets developed
CKLP	Staffing and Project Costs	Annually	<ul style="list-style-type: none"> • No of training programmes delivered • No of attendance of Traveller and Roma at Training programmes • No of support sessions/initiatives delivered
KWETB Joint promotional action In collaboration with LEOs and SICAP liaison officers in INTREO offices	Staffing and Project Costs	Annually	No of referrals
DEASP Joint promotional action In collaboration with LEOs and SICAP liaison officers in INTREO offices KTA Pavee Point	Staffing and Project Costs	2021	<ul style="list-style-type: none"> • Number of employers who received cultural awareness training • Number of employers who employ Traveller and Roma
KTA CKLP	Staffing and Project Costs	Annually	Number of Information sessions occurred

OBJECTIVE	PROPOSED ACTION	LEAD
<p>There will be clear links and progression routes between education, training, and employment.</p>	<p>Career guidance and preparation of Personal Action Plans</p>	<p>SICAP</p>
	<p>Identify and deliver a range of personal and social development programmes to build individuals confidence to engage in employment (Examples: Pre-Development / soft skills courses, CV Support, Driving Lessons, Theory Test)</p>	<p>KWETB</p>
<p>Entrepreneurship and self employment opportunities for Traveller and Roma should be supported.</p>	<p>Promote and encourage self employment through 1:1 and group engagement and run pre enterprise courses aimed at Traveller and Roma communities</p>	<p>DEASP</p>
	<p>Promote and encourage social enterprise among the Traveller and Roma communities Provide a social enterprise training programme to develop traditional skills</p>	<p>CKLP</p>

PARTNERS	RESOURCES REQUIRED	TIMESCALE	INDICATORS
DEASP	Staffing	Annually	Number of people who received support for career guidance and PAPs
CKLP	Staffing and Project Costs	Annually	<ul style="list-style-type: none"> • No of Traveller and Roma who attend personal and social development programmes • Distance Travelled Tool (qualitative indicator)
Local Enterprise Office CKLP	Staffing and Project Costs	Annually	<ul style="list-style-type: none"> • Number of pre enterprise courses held • Number of Roma and Travellers in self employment
KTA Local Enterprise Office	Staffing and Project Costs	2024	<ul style="list-style-type: none"> • Number of social enterprise training programmes • Number of social enterprises established

EDUCATION

OBJECTIVE	PROPOSED ACTION	LEAD
<p>Access, participation and outcomes for Travellers and Roma in education will be improved to achieve outcomes that are equal to those for the majority population</p>	<p>Provide information on ECCE Scheme including lists of preschool services operating the scheme, eligibility criteria and application process to those with direct contact with Traveller and Roma parents (e.g. Traveller Primary Health Care Project, Roma Employment Support Worker, PHNs, EWOs)</p>	<p>KCCC</p>
	<p>Provide information and support to Traveller and Roma parents on school enrolment processes to encourage enrolment of children in primary and post primary</p>	<p>Tusla EWS</p>
	<p>Provide information workshops to workers who come into direct contact with Traveller and Roma Parents to ensure parents are informed and supported if their child is suspended, expelled or placed on a reduced timetable</p>	<p>Tusla EWS</p>
<p>There will be a positive culture of respect and protection for the cultural identity of Travellers and Roma across the education system</p>	<p>Encourage opportunities and support Traveller and Roma parents to engage with schools</p>	<p>KTA</p>

PARTNERS	RESOURCES REQUIRED	TIMESCALE	INDICATORS
KTA PHCT HSE	Staff time	Annually	<ul style="list-style-type: none"> • Information leaflets distributed to service providers • Development of positive links between KCCC & Traveller/Roma Support Groups
HSE KTA Kildare Roma Forum	Staff-time	Annually	<ul style="list-style-type: none"> • Traveller and Roma children starting Primary school at the same age those from the majority population • No Traveller or Roma child without a Post Primary school place when they leave 6th class in Primary School
KTA CKLP Citizens Information Board	Staff-time	Annually	<ul style="list-style-type: none"> • Information Workshops provided by Tusla EWS • Improved links developed between Tusla EWS and services working directly with Traveller and Roma families and young people • Traveller & Roma Parents better informed and supported • Queries from Traveller and Roma parents being responded to
Tusla EWS HSCP	Staff-time	2020 - 2023	Improved links developed between Traveller & Roma parents and schools

OBJECTIVE	PROPOSED ACTION	LEAD
To enhance Traveller and Roma progression to and participation in 3rd level education	To support the development of a local strategy to promote Traveller and Roma progression to and participation in 3rd level education	Maynooth University
To establish an evidence base in relation to the educational experiences of Traveller and Roma	To research the experience and outcomes for Traveller and Roma across the education system, to include the voice of children/young people, parents, community and education providers	CKLP
To establish an agreed process and means by which to monitor and track the participation, attainment and progression of Traveller and Roma across the education lifecycle.	In partnership with Government Departments and other relevant stakeholders to develop systems to identify participation, attainment and progression of Traveller and Roma across the education lifecycle.	Maynooth University
To engage stakeholders in an inter-agency discussion about Traveller/Roma Education and in supporting the goals of the Traveller/Roma strategy.	To organise a conference with key stakeholders to explore Traveller and Roma education in Co. Kildare	CKLP

HEALTH

OBJECTIVE	PROPOSED ACTION	LEAD
Travellers and Roma will have improved access, opportunities, participation rates and outcomes in the health care system	Seek increased resources for Traveller Primary Health Care Programme	KTA
	Seek resources to develop through training a local team of Roma Community Health Workers based on the Primary Health Care for Travellers Project Model	HSE

PARTNERS	RESOURCES REQUIRED	TIMESCALE	INDICATORS
Inter-agency group member organisations	Stakeholder participation Funding	4th Quarter 2020	Local strategy developed and documented
Maynooth University	Stakeholder participation Funding	4th Quarter 2021	Research report produced
Inter-agency implementation group members	Stakeholder participation	2nd Quarter 2021	Systems in place to identify participation, attainment and progression of Traveller and Roma across the education lifecycle
Maynooth University	Stakeholder participation Funding	2nd Quarter 2020	Conference taken place

PARTNERS	RESOURCES REQUIRED	TIMESCALE	INDICATORS
Inter-agency implementation group	Staffing Costs Training Resources	Q4 2020	Traveller Primary Health Care Programme is better resource
Interagency Implementation Group Pavee Point Traveller & Roma Centre	Staffing & Project Costs	2020-2021	Roma community trained and operating as Roma Community Health Workers

OBJECTIVE	PROPOSED ACTION	LEAD
Health Inequalities experienced by Travellers and Roma will be reduced	Engage with The Traveller Health Unit & National Office of Suicide Prevention to Resource a Traveller Men's Primary Health Care Worker	KTA
	Ensure access to interpreters in GP consultation and across the health services for Roma as appropriate	HSE
Health services should be delivered and developed in a way that is culturally appropriate	Promote immunisation uptake among members of the Roma community with an emphasis on early vaccinations	HSE
	Support Roma women access maternal health services	Kildare Roma Forum
The rate of suicide and mental health problems within the Traveller and Roma communities will be reduced and positive mental health initiatives should be put in place	Engage in research into the mental health needs of Traveller & Roma communities	HSE
	Develop relationship and links with CHO Area 7 Traveller Mental Health Co-ordinator to deliver a range of positive mental health initiative throughout the county	KTA
	Develop culturally appropriate services to respond to the mental health needs of Roma	HSE

PARTNERS	RESOURCES REQUIRED	TIMESCALE	INDICATORS
Interagency Implementation Group	Staff time and project costs	Q1 2023	Traveller Men's Primary Health Care Worker Appointed
Interagency Implementation Group	Staffing & Project Costs	Q1 2021	Interpreters are available to Roma seeking accessing services
Interagency Implementation Group	Staffing & Project Costs	2020 - 2021	Roma children receiving vaccinations
	Staffing & Project Costs	2020 - 2021	Supports in place for Roma women accessing maternal health services
Interagency Implementation Group	Funding for Research	Q1 2021	Research into the mental health needs of Travellers and Roma completed
HSE	Staff time Programme resources	Q3 2020	Traveller & Roma have access to positive health and wellbeing initiatives
Pavee Point	Staff time Funding	2020-2021	Culturally appropriate services addressing mental health needs of Roma are developed

SECTION 10 : APPENDICES

- Appendix A: References & Bibliography

- i Mapping the Roma Community in Scotland, 2013i
- ii National Traveller and Roma Inclusion Strategy 2017-2021ii
- iii A Brief History of Irish Travellers-Irelands only Indigenous Minority' (Culture Trip 2017).
- iv KILDARE CENSUS 2016 PROFILE DEMOGRAPHICS
- v Several Health actions are dependent on the establishment and resourcing of a county-wide Roma Forum and the appointment of a Roma Resource Workers. Cross referenced to Equality & Anti-Discrimination Actions

GLOSSARY OF ACRONYMS

CIS	Citizens Information Service
CKLP	County Kildare LEADER Partnership
CYPSC	Children and Young People's Services Committees
DEASP	Department of Employment Affairs and Social Protection
DEIS	Delivering Equality of Opportunity in Schools
DSCFA	Department of Social Community and Family Affairs
DTP	Donegal Traveller Project
EU	European Union
FDI	Foreign Direct Investment
HRC	Habitual Residency Condition
HSE	Health Services Executive
KCC	Kildare County Council
Kildare LCDC	Kildare Local Community Development Committee
Kildare CCC or KCCC	Kildare County Childcare Committee
KTA	Kildare Traveller Action
KWETB	Kildare Wicklow Education and Training Board
MD	Municipal District
NGO's	Non-Governmental Organisation's
NTRIS	National Traveller and Roma Inclusion Strategy
Pavee Point	Pavee Point Traveller & Roma Centre
PR	Public Relations
SICAP	Social Inclusion Community Activation Programme
THU	Traveller Health Unit
TRIP	Tallaght Roma Integration Project
TUSLA	TUSLA Child and Family Agency, National Education & Welfare Board



County Kildare

LEADER PARTNERSHIP



The Social Inclusion Community Activation Programme (SICAP) 2018-2022 is co-funded by the Government of Ireland and the European Social Fund as part of the ESF Programme for Employability, Inclusion and Learning 2014-2020.