

National Traveller and Roma Inclusion Strategy

Phase 3 Consultation Document

The Themes and High Level Objectives that were suggested for the Inclusion Strategy have been revised in the light of the views expressed by stakeholders in Phase 1 and in Phase 2.

Actions to be undertaken

Attached (as an Appendix) is a list of proposed actions for the new Strategy, on which you are being invited to comment. The proposed actions are set out in the Appendix which will be, in effect, the core of the new Strategy.

Content of new Inclusion Strategy

It is intended that the broad outline of the new Inclusion Strategy will be as follows:

A. Foreword by the Minister

To be completed after Phase 3.

B. Context

This Part of the Inclusion Strategy will describe the situation of the Traveller community and of the Roma community in Ireland. *To be completed after Phase 3.*

C. Process by which Strategy was prepared

[Draft text: During 2014, the Department of Justice and Equality assessed the effectiveness of the structures in place for consultation with, and delivering better outcomes, to the Traveller and Roma communities.

This Department established a National Traveller and Roma Inclusion Strategy Steering Group, Chaired by the then Minister of State for New Communities, Culture and Equality, to ensure that a renewed emphasis is given across Government to making progress on implementing Ireland's National Traveller and Roma Inclusion Strategy. Subsequently, a comprehensive consultation process was undertaken to develop this new National Traveller and Roma Inclusion Strategy.

The process involved 3 phases:

Stage 1

This stage commenced with an open call to NGOs, Traveller and Roma communities, and other interested parties to respond to a suggested list of themes or policy areas to be covered in the new Traveller and Roma Inclusion Strategy.

Stage 2 – February 2016

People from relevant NGOs, Traveller and Roma communities and other interested parties were invited to give an input on the proposed priority objectives that they would like to see achieved in the next four years. A provisional set of objectives was prepared under each overall theme, and people were invited to say what they agreed, what they disagreed with and what changes they would suggest to this list of proposed objectives.

This stage of the consultation involved regional meetings which took place in Sligo, Athlone, Limerick and Dublin. In total, 330 people took part in these consultations.

Stage 3 - July 2016

This is where we are now. As part of this Stage, you are asked to comment on a list of revised draft actions (in the Appendix, below).

D. **The body of the Strategy**, which will set out the agreed themes, high-level objectives and detailed actions to be implemented.

The attached draft of this part of the document is the focus of this Phase of the consultations.

E. **Monitoring and implementation** (structures and reporting annually). *To be completed after Phase 3.*

The Department of Justice and Equality has a coordinating and monitoring role in relation to implementation of the Strategy.

What happens next?

At the end of Phase 3, this Department will prepare a revised draft Inclusion Strategy, with measurable targets and deadlines, having heard all the views expressed at the consultations. As well as new and revised actions, the Strategy will also include a continuation of programmes and services already underway and new developments already in the pipeline.

This draft will then be brought for further consultation to the National Traveller and Roma Inclusion Strategy Steering Group. Subsequently, a final draft of the new National Traveller and Roma Inclusion Strategy will be submitted to Government for consideration.

This process will result in a new set of specific themes, objectives and actions that need to be undertaken to bring about a real improvement in quality of life for Travellers and Roma.

It is intended that the revised Inclusion Strategy will be in place from the end of 2016 and it will run to the end of 2020.]

Appendix

Cultural Identity	
Theme and Objectives	Actions
Traveller culture, identity and heritage is supported and valued within Irish society.	<p><i>[Drafting Note: The issue of recognition of Travellers as an ethnic group is being considered in the context of the development of this Inclusion Strategy.]</i></p> <ul style="list-style-type: none"> - The Department of Justice and Equality will support, strengthen and expand Traveller Pride Week and increase national awareness of the event, and develop other supports for members of the Traveller and Roma communities to develop new and ambitious initiatives exploring Traveller and Roma arts, culture and traditions.
Travellers and Roma should be supported to develop, preserve and promote their cultural heritage.	<ul style="list-style-type: none"> - The Department of Education and Skills has prepared intercultural guidelines for primary and post primary schools to support all member of the school community to develop an inclusive school community. These guidelines will support schools in collaboration with Traveller and Roma organisations to develop education resources on Traveller and Roma culture and history for use in primary, post primary and adult education settings. - We will support Traveller and Roma cultural heritage centres to develop and promote the culture, stories and music of Travellers and Roma, including support for accessible cultural archives, to ensure that Travellers, Roma and members of the settled population can utilise and engage with materials on Traveller and Roma cultural heritage.
Intergenerational learning, cultural continuity and positive self- identity for Travellers and Roma should be facilitated.	<ul style="list-style-type: none"> - The Department of Agriculture, Food and the Marine will support the development of regional Traveller horse projects in association with Local Authorities to promote knowledge and care of horses, with a particular focus on animal welfare and road safety. - The National Council for Curriculum and Assessment (NCCA) Junior Cycle course for Level 2 students, focussed on caring for animals, can be adapted by schools and Traveller organisations for horse care and ownership and this will be encouraged. - The Department of Justice and Equality will support the development of intergenerational initiatives in collaboration with local Traveller and Roma organisations to support cultural continuity and promote positive self-identity. - The Department of Transport, Tourism and Sport and Sport Ireland will welcome and support initiatives in relation to the development of sulky racing and facilities for organised races which are safe for participants and spectators.

Education	
Theme and Objectives	Actions
<p>Access, participation and outcomes for Travellers and Roma in education should be improved to achieve outcomes that are equal to those for the majority population.</p>	<ul style="list-style-type: none"> - The Department of Education and Skills, the Department of Children and Youth Affairs and TÚSLA will develop proactive, early intervention education welfare supports to promote and support Traveller and Roma attendance, participation and engagement with the education system and retention to the Leaving Certificate or equivalent. - The Report and Recommendations for a Traveller Education Strategy will be reviewed by the Department of Education and Skills and the review will be published by early 2017. - All relevant Departments and agencies will promote the Early Childcare and Education (ECCE) pre-school scheme, as well as the Access and Inclusion for Children with a Disability scheme (AIMS), within the Traveller and Roma communities in order to facilitate access for every child to free pre-school from the age of three until they start school. - In line with the National Plan for Equity of Access to Higher Education (2015-2019), the Department of Education and Skills will initiate and support the development of a network of peer support and mentoring for Travellers and Roma in third level education. - The Department of Education and Skills, the Department of Children and Youth Affairs and TÚSLA will implement good practice initiatives to support parental engagement in education and increase children's school readiness. - The Department of Education and Skills will introduce positive action measures to encourage and support Travellers and Roma to become early year educators, teachers and special needs assistants. - The Department of Education and Skills will review policy on admissions to school in line with the Programme for Government commitment to publish a new school Admissions and Excellence legislation taking account of current draft proposals. - The Department of Education and Skills will ensure that identity-based bullying is recorded and these records are inspected as part of Whole School Evaluations. - The Department of Education and Skills will ensure that a range of flexible, accessible and culturally appropriate English language supports are available to facilitate Roma participation in the main stream education system.
<p>There should be a positive culture of respect and protection for the cultural identity of</p>	<ul style="list-style-type: none"> - The Department of Education and Skills has introduced programmes for initial Teacher Education and for Continuing Professional Development (CPD) based on the concept of inclusive education. The Department of Education and Skills will consider whether a specific focus on Travellers and Roma is required.

Travellers and Roma across the education system.	
There should be improved opportunities for Traveller and Roma men to engage in culturally appropriate apprenticeships, training and lifelong learning.	<ul style="list-style-type: none">- The Department of Education and Skills will continue to implement culturally appropriate initiatives which support Traveller men to develop literacy, numeracy and “soft” skills to facilitate their engagement in mainstream services and supports, in line with the Further Education and Training (FET) adult literacy strategy.- The Department of Justice and Equality, in collaboration with Traveller and Roma organisations and employer bodies, will promote greater Traveller and Roma participation in apprenticeship and traineeships.

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Employment and the Traveller Economy

Theme and Objectives	Actions
<p>There should be increased employment, training and apprenticeships opportunities for Travellers and Roma.</p>	<ul style="list-style-type: none"> - The Department of An Taoiseach will consider the inclusion of Traveller and Roma specifications for future National Reform Programmes. - The Department of Social Protection will promote the Job Bridge scheme and encourage host organisations to offer placements to Travellers and Roma aged between 18 and 24. - The Department of Social Protection will promote the availability of existing employment and training services to the Roma and Traveller communities and continue to ensure promotional and information materials are available and accessible on any of its schemes and services. The Department of Social Protection will continue to facilitate this through its many available options such as information events and seminars, including a wide suite of information and advertising through the Department's website, including the availability of any forms or information booklets. - The Department of Social Protection will include training to address issues of labour market inclusion from a cultural diversity and equality perspective as part of the certified personal/competency development programmes for INTREO case officers. - The Department of Social Protection and the Department of Housing, Planning, Community and Local Government will put in place liaison arrangements between INTREO and the Social Inclusion and Community Action Programme to enable Travellers and Roma to access relevant supports, training and opportunities. - The Department of Education and Skills will ensure that a range of flexible, accessible and culturally appropriate English language supports are available to support Roma to participate in the labour market.
<p>Targeted positive public service recruitment to train and employ Traveller and Roma staff in public services should be introduced.</p>	<ul style="list-style-type: none"> - We will develop proposals for internships for Traveller and Roma in Government Departments, Local Authorities and other public bodies and will support provision of Transition Year and Leaving Certificate Applied work experience placements for Travellers and Roma in public services and statutory agencies.
<p>Entrepreneurship and self-employment opportunities for Traveller and Roma should be supported.</p>	<ul style="list-style-type: none"> - The Department of the Environment, Community and Local Government, in conjunction with Local Authorities, will arrange for the inclusion in Local Economic and Community Plans of provisions for Traveller and Roma economy supports including general policies and programmes as well as group-specific (targeted) initiatives to support Travellers and Roma in enterprise, mainstream labour market and the Traveller economy.

	<ul style="list-style-type: none">- We will develop pre-enterprise training programmes as a bridge to “start your own business” programmes in collaboration with Traveller and Roma organisations.- Local Enterprise Offices will undertake promotional activities to stimulate entrepreneurship amongst Travellers and Roma in collaboration with Traveller and Roma organisations and develop targeted provision of micro enterprise funding for Travellers and Roma.
There should be clear links and progression routes between education, training, and employment.	<ul style="list-style-type: none">- All Departments will equality proof measures to ensure they are accessible for Travellers and Roma.- SOLAS will ensure Travellers and Roma are targeted as part of SOLAS’s high level goal to support active inclusion.- The Department of Education and Skills will develop an accessible and inclusive model of Recognition of Prior Learning in collaboration with Traveller and Roma organisations to support the accreditation and employment of Travellers and Roma.- The Department of Social Protection will ensure that Travellers and Roma who register as unemployed claimants of Jobseekers' payments will receive a good quality offer of employment, apprenticeship or traineeship within a period of four months of registering, in line with commitments under the Youth Guarantee.- The Department of Education and Skills will ensure Travellers and Roma are represented on the National Apprenticeship Advisory Committee.

Children and Youth	
Theme & Objectives	Actions
<p>Traveller and Roma children should be consulted appropriately in the development of policy, legislation, research and services.</p>	<ul style="list-style-type: none"> – TÚSLA will consider the human rights and equality impact of its policies, services, procedures and practice to ensure that its child protection and welfare services balance the need to recognise and respect ethnic and cultural diversity with the need to promote and ensure child welfare and protection within the context of Children First and will encourage representations from the Traveller and Roma communities on all relevant participatory forums including Children and Young People Services Committees. – The Department of Children and Youth Affairs will further develop mechanisms to ensure Traveller and Roma young people are supported and facilitated to participate in Comhairle na nÓg. – The Department of Children and Youth Affairs and its agencies will ensure the voice of Traveller and Roma children is included within the statutory educational welfare services. – Traveller and Roma representatives will continue to be included in participation initiatives of the Department of Children and Youth Affairs. – The Department of Education and Skills (and its agencies) will review current practices on student participation in the schools inspection process.
<p>Appropriate, culturally sensitive, preventative and early intervention supports should be available for Traveller and Roma families, if and when required, to enable children to live in a safe and secure environment.</p>	<ul style="list-style-type: none"> – The Department of Health, in conjunction with the Health Service Executive, will develop programmes to address mental health issues among children and youths in the Traveller and Roma communities. – All public bodies, particularly TÚSLA and the Health Service Executive, who employ trained and appropriately qualified social workers who work with Traveller and/or Roma families, will deliver appropriate continuing professional development training to develop cultural awareness and competency relevant to the role of the social worker. – TÚSLA will encourage active involvement by representatives of the Traveller and Roma communities in identifying need and developing needs-led responses in Family Resource Centres. – TÚSLA-led Child and Family Networks will encourage involvement from Traveller and Roma organisations/communities when engaging with Traveller and Roma families. The use of Meitheal (the TÚSLA-led National Practice Model for early identification of need and practical help provision) will be encouraged where more than one agency involvement is needed to support children and families and concerns are not at a sufficient

	<p>level of risk to require Social Work involvement. (Parents participate in Meitheal by their consent.)</p> <ul style="list-style-type: none"> – All relevant public bodies, including the Health Service Executive and TÚSLA, will develop initiatives in collaboration with Traveller and Roma organisations to inform and empower families about available resources and supports.
<p>Traveller and Roma children should have opportunities to participate in culturally appropriate youth programmes that meet their needs.</p>	<ul style="list-style-type: none"> – Youth programmes and services will be developed in a culturally inclusive and appropriate manner. TÚSLA will include this as a request in its standardised Service Level Agreement documentation with all youth services it funds. – TÚSLA and the Department of Education and Skills will endeavour to ensure Travellers and Roma have access to appropriate sexual health and relationship education. – The Health Service Executive will develop targeted culturally appropriate programmes for Travellers and Roma which support mental well-being and resilience in youth work settings. – The Department of Education and Skills and TÚSLA will strengthen cooperation between formal education and non-formal learning sectors to address the high rate of early school-leaving in the Traveller community. – The Department of Education and Skills and TÚSLA will provide accessible safe spaces for young Travellers and Roma e.g. access to school and community facilities in “out-of-school time”. – The Department of Children and Youth Affairs and the Education and Training Boards will ensure that Travellers and Roma are named targets of youth work programmes.
<p>There should be a special focus on Traveller and Roma children’s rights.</p>	<ul style="list-style-type: none"> – All relevant Departments and Agencies will ensure that work undertaken with Traveller and Roma families is underpinned by the ten common basic principles on Roma inclusion adopted by the European Commission. – An Garda Síochána (and other agencies such as GSOC which hold such powers) will develop revised protocols on the exercise of powers under section 12 of the <i>Child Care Act 1991</i> which provide detailed instruction for members of An Garda Síochána in dealing with situations in which section 12 of the 1991 Act is most commonly invoked. Include specific guidance on the more unusual situations in which the identity of children is in doubt. The findings of the independent audit of the exercise by An Garda Síochána of section 12 of the <i>Child Care Act 1991</i> will inform these revised protocols. – TÚSLA will consider the human rights and equality impact of its policies, services, procedures and practice to ensure that its alternative care services balance the need to recognise and respect ethnic and cultural diversity with the need to promote and ensure the best interests of the child and will consult with the Traveller and Roma communities in relation to provision of culturally-appropriate care placements for Traveller and Roma children who

	<p>are in care under the provisions of the <i>Child Care Act 1991</i>.</p> <ul style="list-style-type: none">– Local Authorities will ensure Traveller and Roma children have access to safe, appropriate play areas.
<p>Better Outcomes, Brighter Futures: the National Policy Framework for Children and Youth People (2014 – 2020) should be implemented in full.</p>	<ul style="list-style-type: none">– The Department of Children and Youth Affairs will, in conjunction with relevant Departments, review progress with regard to achievement of the five national outcomes as set out in the Better Outcomes, Brighter Futures Framework in respect of Travellers and Roma in each of the following areas:<ul style="list-style-type: none">– active and healthy, with physical and mental well-being;– achieving full potential in all areas of learning and development;– safe and protected from harm;– enjoying economic security and opportunity;– connected, respected and contributing to their world.

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Health	
Theme and Objectives	Actions
Travellers and Roma should have improved access, opportunities, participation rates and outcomes in the health care system.	<ul style="list-style-type: none"> – The Health Service Executive will examine how drug and alcohol services engage and educate family members in service user care plans. – The Health Service Executive will develop an evaluation framework to assess dedicated Traveller health services against agreed outcomes and standards consistent with current health policy. – The Health Service Executive, in consultation with the Department of Health, will explore the possibility of conducting research into the factors that influence health outcomes in relation to Travellers with a view to identifying actions to address barriers and challenges to improve traveller health. – The Health Service Executive will continue to address the prevalence, range and treatment of chronic health conditions amongst travellers e.g. diabetes, asthma, cardiovascular and circulatory conditions, poor mental health and suicidal ideation. – The Health Service Executive will progress the development of a unique ethnic identifier that will facilitate the monitoring of activity of Travellers (within the health services) and their usage of services. This action, combined with evaluation of the efficacy of current models of service, will assist in identifying/developing effective referral pathways into mainstream health services to facilitate direct access and also access between dedicated health services for Travellers and mainstream services.
Health inequalities experienced by Travellers and Roma should be reduced.	<ul style="list-style-type: none"> – The Health Service Executive will explore the feasibility of expanding the Primary Health Care for Traveller projects in the context of the evaluation and review of existing services.
Health services should be delivered and developed in a way that is culturally appropriate.	<ul style="list-style-type: none"> – The Department of Education and Skills, the Department of Health and the Health Service Executive will explore the inclusion of certain training elements as appropriate on Traveller health status and Traveller and Roma cultural awareness on the undergraduate and graduate curricula for health professionals. – The Health Service Executive will design and disseminate culturally appropriate, accessible information and healthcare materials in partnership with Traveller and Roma organisations. – The Health Service Executive will continue to support and train healthcare staff to use clear language in dealing with diagnosis and treatment options.
The rate of suicide and mental health	<ul style="list-style-type: none"> – The Health Service Executive will develop culturally appropriate services to respond to the mental health needs of

problems within the Traveller and Roma communities should be reduced and positive mental health initiatives should be put in place.

Travellers and Roma in consultation with Traveller and Roma organisations and will develop targeted interventions and educational materials to support good mental health and promote self-esteem for young Travellers.

- The Health Service Executive and the Mental Health Commission will examine the possibility of conducting research on the social determinants of Traveller suicide with a view to developing appropriate policies and strategies to address these determinants.
- The Department of Justice and Equality will review the Traveller Counselling Service with a view to supporting its continuation, if possible.

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Gender Equality	
Theme and Objectives	Actions
The multiple disadvantages face by Traveller and Roma women should be addressed.	<ul style="list-style-type: none"> - We will provide targeted supports for Traveller and Roma women to engage effectively with stakeholder groups, including children and young people, which are consulted in the implementation, monitoring and evaluation of actions under the Strategy. - The Department of Justice and Equality will support the development of community leadership in gender equality with men and women from the Traveller and Roma communities with a view to developing gender equality awareness-raising and training to transform gender norms and expectations.
Traveller and Roma women should be supported in key areas including education, employment and economic development.	<ul style="list-style-type: none"> - All relevant Departments will resource the development and implementation of local Traveller and Roma women's forums/groups to provide support in health, education, training, employment and accommodation issues. - The Department of Children and Youth Affairs will continue to provide childcare subventions to facilitate Traveller and Roma women's engagement in education and the labour market. - The Department of Education and Skills will provide targeted supports for Traveller and Roma women undertaking part-time study at third level.
The incidence of violence against Traveller and Roma women should be addressed.	<ul style="list-style-type: none"> - The Department of the Environment, Community and Local Government, in conjunction with the Department of Children and Youth Affairs and TÚSLA, will undertake participatory research to establish the needs, issues and barriers of Traveller women who experience gender-based violence, particularly in relation to short, medium and long-term accommodation needs. - The Department of Education and Skills will develop and implement age appropriate educational/awareness raising programmes for young Traveller and Roma children on gender-based violence. - The Health Service Executive and TÚSLA will develop joint approaches, as needed, to implementing community-based outreach and referral programmes that can achieve the best outcomes for victims of gender-based violence in the Traveller and Roma communities. - TÚSLA will engage with Traveller and Roma communities as part of its commissioning process in order to identify and implement evidence-informed responses to gender-based violence in these communities. - The Health Service Executive will continue to deliver training to service providers on violence against Traveller and Roma women to remove barriers to services.

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| | <ul style="list-style-type: none">- TÚSLA, and the Health Service Executive, will ensure that policy and practice across all components of specialist domestic, sexual and gender-based violence services, including Sexual Assault and Treatment Units, is non-discriminatory towards service users from the Traveller and Roma communities.- We will introduce positive action measures to enable Traveller and Roma women to access gender-based violence training and employment opportunities in state and voluntary sector services, including refuges, counselling roles, An Garda Síochána and social work. |
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Anti –Discrimination and Equality

Theme & Objectives	Actions
<p>Incidences of direct and indirect discrimination should be addressed through targeted interventions for Travellers and Roma.</p>	<ul style="list-style-type: none"> - The Department of Justice and Equality will develop a National Migrant Integration Strategy, which will include a strong anti-racism component. - The Department of Justice and Equality will develop national initiatives to promote positive representations and respect for Travellers and Roma.
<p>Robust measures to address racism and hate speech in the mainstream media and public sphere should be adopted and implemented.</p>	<ul style="list-style-type: none"> - The Department of Justice and Equality will bring review the Prohibition of Incitement to Hatred Act 1989 in the light of reports by civil society, international obligations and the experience of other jurisdictions, given the age of the legislation, the changes in Irish society and the use of the internet and social media since its enactment to ensure that it is updated as necessary to respond to contemporary issues and the needs of our more diverse society. - Members of An Garda Síochána will continue to receive adequate training on processing reports of racist crime, including relevant legislation and proper recording. - The Garda Racism, Intercultural and Diversity Office (GRIDO) will continue to develop good relationships between An Garda Síochána and the Traveller and Roma communities and carry out awareness-raising with the Traveller and Roma communities on how to report racist crime.
<p>Culturally appropriate supports should be developed so that LGBTI Travellers and Roma are included, accepted and protected in their own communities and wider Irish society.</p>	<ul style="list-style-type: none"> - Traveller and Roma organisations will be encouraged to develop links with LGBTI organisations. - The needs of LGBTI Travellers and Roma will be one specific focus in the development of the LGBTI Inclusion Strategy, to be led by the Department of Justice and Equality, and on which a consultation process will commence in 2017. - The Department of Justice and Equality will support the development and delivery by Traveller and Roma organisations of initiatives aimed at challenging homophobia and transphobia within the Traveller and Roma communities.
<p>There should be access to redress in cases of discrimination in a timely and accessible manner.</p>	<ul style="list-style-type: none"> - The Department of Jobs, Enterprise and Innovation will ensure the Workplace Relations Commission has adequate staff and financial resources to adjudicate complaints in relation to discrimination in a timely manner. - The Department of Justice and Equality will support a legal advice and advocacy service for Travellers and Roma.

<p>Travellers and Roma should have access to mainstream and targeted financial services such as savings and affordable credit options.</p>	<ul style="list-style-type: none"> - We will consider the viability of establishing a sustainable and accessible micro credit scheme for Travellers and Roma. - The Department of Housing, Planning, Community and Local Government (and Local Authorities) will continue to provide finance for Local Authority caravan loans for those living in Local Authority halting sites.
<p>Travellers and Roma who come into contact with the criminal justice system should be supported, including throughout sentences and post release to reintegrate into the community.</p>	<ul style="list-style-type: none"> - The Department of Justice and Equality (Irish Prison Service) will, in conjunction with the Education and Training Boards, provide access to Travellers and Roma to education while in prison, including literacy education. - The Department of Justice and Equality (Irish Prison Service) will make specific supports and resources available for Traveller and Roma prisoners including access to appropriate in-reach services. - The Department of Justice and Equality (Irish Prison Service and Probation Service) will, in conjunction with the Community and Voluntary sector, enhance services to Travellers through the Travellers in Prison Initiative, including supports for female Travellers in custody, supports for families affected by imprisonment and peer support services to those in custody. - The Judicial Studies Institute will provide training programmes on Travellers and Roma issues. - Ireland (via the Department of Justice and Equality) will implement the CERD Committee's General recommendation XXXI on the prevention of racial discrimination in the criminal justice system with a focus on data collection by an independent body for the purposes of identifying trends in racial discrimination.

Accommodation

Theme and Objectives

There should be adequate provision of accessible, suitable and culturally-appropriate accommodation available for Travellers.

Delivery of Traveller accommodation should be underpinned by a robust monitoring and evaluation framework, ensuring full expenditure of funds allocated for Traveller-specific accommodation.

Actions

- The Department of Housing, Planning, Community and Local Government (and Local Authorities) will ring-fence the budget for Traveller accommodation and put robust mechanisms in place to monitor expenditure and delivery, including periodic reviews to assess progress in meeting needs and to identify new and emerging needs.
- The Department of Housing, Planning, Community and Local Government (and Local Authorities) will develop the capacity of Local Traveller Consultative Committees and authorities to contribute to accommodation plans and policies.
- The Department of Housing, Planning, Community and Local Government (and Local Authorities) will implement the guidelines developed by the National Traveller Accommodation Consultative Committee across all local authorities and in the operation of the Local Traveller Accommodation Consultative Committees.
- The Department of Housing, Planning, Community and Local Government (and all Local Authorities) will assess if there are any barriers to Travellers accessing social housing waiting lists.
- The Department of the Environment, Community and Local Government, Local Authorities and the Local Traveller Accommodation Consultative Committees will further develop involvement of halting site tenants in issues relating to their site.

Traveller and Roma Communities	
Theme & Objectives	Actions
Traveller and Roma people should be supported to participate in political processes at local and national levels.	<ul style="list-style-type: none"> - The Department of Housing, Planning, Community and Local Government will support the work of Traveller and Roma organisations on voter education and voter registration initiatives for the Traveller and Roma communities.
Traveller and Roma organisations should be resourced to support and facilitate political engagement and leadership in the Traveller and Roma communities.	<ul style="list-style-type: none"> - The Department of Education and Skills will deliver literacy, numeracy and “soft skills” initiatives to ensure Travellers and Roma are in a position to avail of leadership initiatives. - The Department of Justice and Equality will support the development of mentoring programmes to build and develop the capacity of Travellers and Roma to represent their communities at a local, national and international level. - The Department of Education and Skills will implement and develop accredited leadership programmes to ensure the development of skills and knowledge necessary to assume leadership positions.
A strong Traveller and Roma infrastructure, underpinned by community development principles should be supported and resourced.	<ul style="list-style-type: none"> - The Department of Justice and Equality will continue to support and fund local Traveller Community Development Projects, and additional funds will be made available (where possible) to include new projects in counties not currently served. - The Department of Justice and Equality will continue to support the four national Traveller organisations (Irish Traveller Movement, National Traveller Women’s Forum, Pavee Point and Minceir Whiden). - The Department of Justice and Equality will provide dedicated funding for Roma initiatives and projects, underpinned by community development principles.
Effective measures should be collaboratively under taken by Government Departments, statutory agencies and Traveller and Roma organisations to protect support the Traveller and Roma communities in addressing conflict, feuding and anti-social behaviour.	<ul style="list-style-type: none"> - The Department of Justice and Equality will ensure Traveller access to victim support services. - The Department of Justice and Equality will put in place and fund an effective and sustained programme, in partnership with the Traveller community and all relevant Departments and agencies, to bring feuding to an end definitively over a period of time. This will include development of mediation services and embedding of mediation services and capacities in local Traveller organisations. - The Department of Housing, Planning, Community and Local Government will promote and support Travellers’ civic involvement in their own communities and local areas.

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| | <ul style="list-style-type: none">- An Garda Síochána, in consultation with Traveller interests, will ensure that crime and anti-social behaviour within the Traveller community is responded to effectively and that the community is protected, including provision to members of pre-service and in-service training to ensure Gardaí gain a greater understanding of the diversity of the Traveller community and recognise the traumatic impact of criminality. |
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Public Services	
Theme and Objectives	Actions
Traveller and Roma organisations should be consulted on and meaningfully involved in the design and delivery of relevant services and programmes that affect them.	<ul style="list-style-type: none"> - The Department of Housing, Planning, Community and Local Government (and Local Authorities) will ensure that Travellers and Roma are represented on the joint steering groups established to oversee the common economic and community elements of Local Economic and Community Plans. - The Department of Housing, Planning, Community and Local Government (and Local Authorities) will include consultation with Traveller and Roma representative organisations as part of the consultation processes for the completion of Local Economic and Community Plans.
Relevant public services staff should be trained in anti-racism and cultural awareness and understand their obligations under the section 42 (positive duty) in the Irish Human Rights and Equality Commission Act 2014.	<ul style="list-style-type: none"> - All Departments and relevant agencies will ensure that all relevant public service staff members receive anti-racism and cultural awareness training.
Public services should be provided in a way that is non-discriminatory and respectful of Traveller and Roma culture and identity.	<ul style="list-style-type: none"> - All Departments, statutory agencies and Local Authorities will ensure the ten common basic principles on Roma inclusion adopted by the European Commission underpin the strategic and operational activities of all Government Departments, statutory agencies and Local Authorities.
Data disaggregated by ethnicity and gender should be collected across all Government Departments and statutory agencies to monitor and evaluate the impact of existing policies and strategies and to support evidence-based policy making.	<ul style="list-style-type: none"> - The Department of Justice and Equality will chair a cross-Departmental working group with a view to introducing the use of an ethnic identifier on all data sets to facilitate the monitoring of access, participation and outcomes to services for Travellers and Roma. - The Department of Justice and Equality (IPS) will pilot an initiative to better capture information on Travellers on committal. - All Departments and agencies will explore the development of a system for capturing data on the participation of Travellers and Roma (as well as other minority ethnic groups) across all Government Departments and statutory agencies in all thematic areas and actions within their remit. - All Departments and agencies will explore the introduction of stratified sampling to gather statistically significant data on Travellers and Roma.

Theme Colour Key:

Cultural Identity	Red
Education	Green
Employment and The Traveller Economy	Yellow
Children and Youth	Purple
Health	Orange
Gender Equality	Blue
Anti-Discrimination and Equality	Pink
Accommodation	Bright Green
Traveller and Roma Communities	Cyan
Public Services	Light Purple

(The addition of a fourth column (“progress to date”) will convert the above table into the annual report on progress. The Strategy itself will be a living document with further consultation processes in future years building on progress and leading to a 2018, 2022, etc., version to follow on from the 2016 iteration.)

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