



Report on the outcome of the local consultation process with Traveller and Roma organisations, community groups, and individuals to inform the development of the successor strategy to the National Traveller and Roma Inclusion Strategy

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1. Introduction

This report sets out the findings from four local consultation events with Traveller organisations (in Dublin, Tullamore, Ballinasloe and Cork) and two local consultation events with Roma and Roma organisations (in Longford and Dublin), on a successor strategy to the National Traveller and Roma Inclusion Strategy. The consultation events were designed on the basis of, and informed by, a framework document developed by Values Lab and agreed with the NTRIS Consultation Working Group (Exchange House Ireland, the Irish Traveller Movement, Minceirs Whiden, Musicantia, the National Traveller Women's Forum Ireland, Pavee Point Traveller and Roma Centre, Traveller Counselling Service). Each consultation event was well-attended and involved lively debate and discussion, with many common themes emerging across the events.

2. Ambition: Values Statement

In this section we set out a values statement, to frame the successor NTRIS and benchmark its ambition, reflecting the Government commitment in [‘Values and Principles: Collaboration and Partnership Working with the Community and Voluntary Sector’](#), published in 2022, to a set of values to ‘inform the design, implementation and monitoring of policy and programmes’¹.

This values statement draws from and is aligned with the 2022 document, and informed by discussion at the local consultation events. The values statement **establishes four core values** to frame the successor NTRIS. A **statement of outcome** for each value is set out to capture the implication of each value for the change sought from the successor NTRIS, and serves to benchmark its ambition.

The overarching goal of the NTRIS, as an inclusion strategy, is to contribute to the promotion of equality of outcome and the fulfilment of human rights for, and an end to all forms of discrimination and racism against, Travellers and Roma. The key values to progress such an overarching goal are identified as: dignity; participation; inclusion; and social justice.

Dignity: is about manifested respect for and valuing of each individual on the basis of their shared human worth. It involves: equal and fair treatment; interactions that are free from all forms of racism, discrimination and harassment; and access to justice in all instances of racism, discrimination and harassment.

Statement of outcome: The successor NTRIS would contribute to: the elimination of structural and individual racism, discrimination and harassment, and access to justice in any such situations; intercultural

¹ Ibid, page 4.

engagement between public bodies and both Travellers and Roma; and intercultural interaction across communities.

Participation: is about participative democracy and empowering communities to be organised and influential. It involves: people being listened to; meaningful consultation, co-design, and processes for communities to participate as partners in decision-making; and effective systems of accountability from decision-makers.

Statement of outcome: The successor NTRIS would contribute to: the establishment and operation of effective structures and processes for the voice and perspective of the Traveller community and the Roma community to be meaningfully engaged in all policy areas as partners, at national and local levels and in formats that address power imbalances; an effective, country-wide and resourced network of strong and sustainable Traveller organisations and Roma organisations to enable and empower this voice; effective systems of accountability and transparency from decision-makers with sanctions in place for failure to meet commitments made; and political participation by Travellers and by Roma.

Inclusion: is about recognition of and valuing of the diversity of communities and within communities (intersectionality). It involves adapting for the diversity of identities and languages, and for how communities chose to live out their identity.

Statement of outcome : The successor NTRIS would contribute to the design and delivery of mainstream policies and programmes, across all policy fields, in a manner that: takes account of Traveller culture and identity and Roma culture and identity, adapting for their practical implications; addresses language barriers for Roma; is accessible to Travellers and Roma; responds to the diversity within the Traveller community and the Roma community; and enables Travellers and Roma to realise their aspirations.

Social Justice: is about equality of outcome, and equality in accessing political, social, economic, and cultural rights. It involves a dual strategy of mainstreaming and targeting of resources, to ensure equality of access and outcomes in key policy areas such as, employment, income, education, accommodation, health, and culture.

Statement of outcome : The successor NTRIS would contribute to mainstreaming a focus on Travellers and Roma in all policy fields, and the targeting of initiatives and resources, to ensure access and outcomes of equality for the Traveller community and the Roma community, addressing the disadvantage they experience across the full spectrum of policy fields.

3. Issues and Actions

Actions identified from the local consultation events, for inclusion in the successor NTRIS, are grouped in a manner that reflects the sectoral objectives established under the [EU Roma Strategic Framework for Equality, Inclusion and Participation for 2020-2030](#). Five additional strands of action seen to be required are included in Section 3.6 below

Each of the fields of action discussed at the events, opens with an assessment of equality and human rights issues facing Travellers and facing Roma, that are relevant to that field of action. This assessment was initially developed from a literature review of relevant research (see Appendix One), and was further informed by the local consultations. Actions to address these issues, identified in the local consultations that address both Travellers and Roma are then set out, followed by actions that address Travellers, and actions that address Roma.

This format, of 'assess and address', reflects the statutory requirements of [Section 42, Irish Human Rights and Equality Commission Act 2014](#), the Public Sector Equality and Human Rights Duty. This Duty requires public bodies to have regard to the need to eliminate discrimination, promote equality of opportunity and protect human rights, for their employees, service users and policy beneficiaries, in implementing all of their functions. In giving effect to this, public bodies are required to: undertake an assessment of the equality and human rights issues, for the identified groups for the Duty, relevant to their function areas; take action to address these issues; and report annually on progress in this regard.

3.1 Education

3.1.1 Assess

Key equality and human rights issues facing Travellers in the field of education:

Education: cross-cutting issues (all levels):

- Education providers lacking understanding of and failing to adequately address issues of racism and identity-based bullying, at the level of the institution and in the school community, and intercultural approaches, where delivered, failing to address issues of racism.
- Education providers failing to recognise and affirm cultural diversity, along with a lack of visibility for Traveller culture in educational curricula and teaching practice, and lack of understanding for different ways of learning.
- Lack of focus on Travellers in wider EDI strategies within educational establishments.
- Travellers feeling compelled to hide their identity, to avoid negative treatment, which can result in them being cut off from potential supports, such as Traveller-specific after school supports/homework clubs; and third-level access programmes.
- Pressure on Traveller pupils in being spotlighted when focus on Traveller culture and identity is limited to specific events rather than being embedded in ongoing education provision.
- Access barriers due to literacy issues in responding to the administrative requirements for access to early learning, and primary and post-primary education.
- Barriers to participation in education for Travellers that are nomadic.

- Issues for disabled Travellers in terms of lack of diagnosis and inadequate referral systems.
- Lack placements made available for Travellers in transition year or where required in third level studies, and failure to address difficulties Travellers have in securing such placements.
- Lack of access to lifelong learning opportunities.
- Lack of Traveller role models, and Travellers not being able to see themselves in the system.
- Dominance of the settled culture in education settings/provision.
- Long-term impact of COVID on Traveller children being left behind in their education status.
- Impact of a history of segregated provision, and contemporary forms of segregation, as reflected in such as reduced timetables, exemptions from particular subjects and being channelled into LCA. Trauma of past and current negative experiences for parents and children in the education system. Lack of a state apology for segregated education provision to Travellers and the negative treatment they have experienced in the education system.
- 21% of the Irish public said they would feel uncomfortable with their child being in the same class as a Traveller child (Travellers came out 3rd lowest of 46 groups).
- Failure to use an ethnic identifier to track Traveller access to, participation in and outcomes from the education system.

Education: early years provision

- Low levels of uptake and participation and lack of available places.
- Need for Traveller children to see themselves in the settings created for early year provision.

Education: primary and second-level

- Educational disadvantage and poor education outcomes for Travellers compared to non-Travellers, including: high levels of early school leaving, in particular from second-level; low levels of educational attainment; and poor functional literacy.
- The transition from primary to second-level school can be particularly difficult, due to an increase in, or commencement of racist bullying from peers. Many find the difference between primary and secondary school stark, in terms of difficulty of subjects; the supports available; exam pressure and feeling excluded.
- Negative treatment in education settings, including: identity-based bullying and racism (identified as a particular issue at second-level); discrimination; and Traveller parents feeling they and their children are considered 'less-than' by schools, and that their children are skipped-over, and excluded.
- Negative perspectives of teachers, including: teachers having low expectations of Traveller children due to biases and stereotypes about Traveller community (e.g. that they will leave school early); and Traveller parents feeling that educators look down on them, and treat them with disrespect and as a result their confidence takes repeated knocks.
- Isolation for Traveller children in rural schools where there are few Traveller pupils.
- Traveller parents lacking the confidence or positive past experiences to be able to support their children with homework and to engage fully with the school community on their behalf.
- Criminalisation of parents for their children not attending school.
- Lack of coverage of the Public Sector Equality and Human Rights Duty of schools.
- Lack of accountability from schools.

Education: FET and higher level

- Poor education outcomes for Travellers compared to non-Travellers.
- Gaps in knowledge and understanding for Travellers of the pathways/educational requirements of careers they might like to pursue. Early school-leavers describe struggling to find different pathways to career opportunities or additional education.

Key equality and human rights issues facing Roma in the field of education:

Education: cross-cutting issues (all levels):

- 40% of Roma adults indicated they had no formal education, with women twice as likely as men to have never attending school (41% vs 22%) and only 18% had attended education/training in Ireland.
- Lack of availability of language and literacy training for Roma parents. Formal language classes are often not accessible to Roma adults as many have no formal education and have literacy issues in their mother language.
- 20% of the Irish public said they would feel uncomfortable with their child being in the same class as a Roma child (Roma came out 4th lowest of 46 groups).
- Education providers having a lack of understanding of and failing to adequately address issues of racism and identity-based bullying in the school community, and intercultural approaches, where delivered, failing to address issues of racism.
- Failure to recognise and affirm cultural diversity, and include for Roma ethnicity and for Roma history and culture in the curriculum and in the literature made available and used in schools.
- Inaccessibility of educational provision for disabled Roma children.
- Particular barriers being experienced by Ukrainian Roma, including in Gaeltacht areas.
- Failure to use an ethnic identifier to track Roma access to, participation in and outcomes from the education system.

Education: early years, primary and second-level

- Limited access to supports for developmental needs from birth up to pre-school, such as community mothers programme and PHN visits.
- Low rate of participation in pre-school services.
- Lack of availability of places.

Education: primary and second-level

- Negative perspectives of teachers, including: teachers having low expectations of Roma children and being racist towards Roma children.
- Lack of a sense of belonging for Roma pupils in school environment and school culture.
- Experience of isolation in school settings for Roma pupils.
- Enrolment barriers including lack of school places and being left on waiting lists.
- Barriers to children's participation in education, including: poverty, poor living conditions, and lack of access to/affordability of transport especially in rural areas.
- High drop-out rates for Roma, especially from second level. Poverty contributes to early school leaving with children leaving school to seek work to bring income into the family.
- Language and literacy barriers for Roma parents in regard to supporting their children with their education and in engaging with teachers and the wider school community.
- Failure to share good practice across all schools.

Education: FET and higher level

- Barriers for adults wishing to access FET and other state-funded education and training of: poverty; language and literacy barriers; application of Habitual Residence Condition; lack of access to/cost of public transport; and lack of access to information about such opportunities.

3.1.2 Address

Actions addressing both Travellers and Roma:

- Identify and recognise Travellers and Roma as a target group, with specific needs, in all **educational policies and strategies**.
- Develop, ensure and support a curriculum **at all levels of education**, and across subject areas, that embeds a focus on Traveller culture and identity, Roma culture and identity, and anti-racism, and ensures no stereotyping, along with a range of materials to support and inform this

- Provide and ensure take up of mandatory training for cultural competency, anti-racist practice and trauma-informed practice, for those training to be teachers and those working as teachers. Secure leadership from the trade unions for the take up and application of this learning by teachers at all levels.
- Develop the inspectorate to include a focus on issues of racism and cultural competence with a capacity to hold schools to account on their performance in this regard. Implement a national recording system for complaints of racist or discriminatory treatment experienced by Travellers and by Roma in schools.
- Develop an initiative to address the digital divide for Travellers and for Roma and enable their full participation in education.
- Match the funding levels achieved for Traveller specific supports at third level in the other levels of the education system, establishing ring-fenced funding systems for resources to follow the Traveller child and Roma child through each level of the system. Ensure all schools have resources to provide extra supports for Traveller pupils and Roma pupils, as in DEIS schools. Ensure higher education grants such as SUSI are available to part-time participants.
- Department of Education to recognise and engage with Traveller organisations and Roma organisations as education partners. Invest adequate resources in and accord roles to these organisations to engage in monitoring and informing education provision for Travellers and for Roma in schools.
- Develop and support local inter-agency hubs for coordination and cooperation across education providers, those playing roles in the education system, and Traveller organisations and Roma organisations.
- Develop systems within the education system at all levels to identify good practice and provide for its wider application across the education system.
- Establish a standard for culturally appropriate provision of **early childhood care and education services**, with a focus on Travellers and on Roma, and apply this as part of the registration process for providers.
- Put in place resources and initiatives to expand provision and improve and secure Traveller and Roma access to and take-up of early childhood care and education services, including: ensuring availability of places; offering full day care option; dismantling barriers of fees or thresholds for subsidies; developing standards for culturally appropriate and anti-racist provision; prioritising publicly funded provision; and providing supports to and awareness initiatives for parents to stimulate take-up.
- Implement an adequate and appropriate response to the outcomes of the 2021 review undertaken of ELC and SAC in relation to Traveller and Roma inclusion.
- Expand coverage of the Public Sector Equality and Human Rights Duty to apply to **schools**, and support and ensure its implementation.
- Ensure and support the development and implementation of a standard for cultural competency and anti-racism in schools, including a focus on: the school environment; the culture and ethos of the school; school policies, codes of

behaviour and complaints systems to meet this standard and address any failure to do so; staff training; and celebration of cultural diversity. Develop and implement systems of effective accountability for schools in relation to this standard, including by ensuring and support Traveller and Roma participation on school boards of management, and by requiring participation by schools in local peer-led education programmes being implemented by Traveller organisations and by Roma organisations.

- Ensure the learning from the STAR programme is established and applied in an ongoing adequately funded programme across all areas and schools. Resource, sustain, and expand the Yellow Flag Programme to be implemented in an ongoing manner across all schools. Sustain and expand the establishment and provision of Diversity Hubs, under the education goal of the SDGs.
- Address the use of reduced timetables and subject exemptions for Travellers and Roma in an appropriate manner, keeping any such instances under ongoing review for their necessity.
- Develop initiatives to support, resource and enable **parents** to engage fully with schools, to challenge schools, to participate effectively on school management boards, parents' committees and relevant ETB structures, and to further support their children's education.
- Advance, support and ensure an **intersectional approach** is taken in education establishments to ensure an adequate and culturally appropriate response to girls and boys, LGBTQI+ children and disabled children, including: ensuring access and reasonable accommodation for disabled Travellers and disabled Roma and access to assessment and diagnosis for these children; and equal expectations of Traveller and Roma girls and boys.
- Develop a programme to promote and support Traveller and Roma **employment in the education sector**, as teachers, as peer-led workers, liaison workers, and in other staff roles, creating specific pathways into such employment as needed, including apprenticeships.
- Gather and analyse **ethnic data** from educational establishments to track Traveller and Roma access to, participation in and outcomes from these establishments, both quantitatively and qualitatively.

Actions Addressing Travellers:

- Enact, create the conditions for and adequately resource the full and effective implementation of the Traveller Culture and History in Education Act, and the NCCA guidelines on this theme.
- Support and expand the work of Traveller community development projects in relation to Traveller-specific education (National Traveller Partnership).
- Develop, support and adequately fund peer-led education programmes at local level in all counties, delivered through Traveller organisations: with a capacity to respond to locally defined needs; designed to progress relevant good practice

identified in the STAR projects, the NTP education projects, diversity hubs, and family links worker initiative at pre-school level; and with a role in monitoring and informing education provision for Travellers in local schools, alongside implementation of national standards, of commitments in the successor NTRIS and of a future Traveller and Roma Education Strategy.

- Develop standards for and put in place targeted resources to support Traveller inclusion in mainstream education, including restoring and adequately resourcing a reformed and empowered Visiting Teacher Service, and supporting Traveller organisations to employ peer-support education workers, trained to play a role within schools to inform and influence school policy and practice.
- Expand Traveller access programmes to third level education, including PLC participation, and ensure grant systems and payment schedules are provided in a manner that is accessible to Travellers and the particular situations they might find themselves in, including in: part-time participation in education; situations of overcrowding with families living together; and situations of homelessness.
- Ensure and implement adequate flows of information to Traveller parents and students on grants available for third level education, in particular Traveller specific bursaries, and pathways open to third level education.
- Develop and support programmes for Traveller children and parents to build self-esteem and empower their engagement with the education system.
- Promote, support, expand and enable: Traveller participation in: after-school provision; adult education services; lifelong learning opportunities for Travellers through Traveller organisations; new pathways to return to education, including a particular focus on Traveller men; and Youthreach services for Travellers, ensuring these services are culturally appropriate and free from racism.

Actions Addressing Roma:

- Support Roma leadership skills and develop local Roma infrastructure, including employment of education peer workers, taking a community development approach to: give voice to Roma perspectives; support Roma engagement with the education system; and support Roma participation in education.
- Undertake an equality and human rights review of the Habitual Residence Condition and its implementation, and, on foot of this, establish and apply a standard to address negative impacts on Roma participation in education.
- Review and expand the curriculum options on offer to ensure an adequate response to the needs and aspirations of the Roma. Enable and ensure schools offer culturally appropriate opportunities to Roma pupils to build on the traditions of music, dance and singing in their community.
- Employ and support Roma liaison officers in schools to enable effective engagement with the Roma community and Roma parents and to support Roma pupils in their participation.

- Track and address financial barriers to Roma participation in education and that arise from high levels of poverty. Review barriers to Roma enrolment in schools and develop an initiative similar to the REALT model for Ukrainian refugees.
- Recognise language diversity and address needs that arise from this within educational establishments. Provide adequate and appropriate English language learning opportunities for Roma pupils within mainstream settings.
- Support and provide homework and after-school supports initiatives for Roma children, including through local youth projects.
- Apply a dress code policy addressing practical implications of cultural diversity.
- Develop and implement initiatives to support Roma retention in second-level education, including a targeted grant scheme akin to SUSI. Provide information, incentives, grant supports and pathways for Roma to return to education.
- Provide support through the schools for Roma families to access free travel passes for their children to attend school.
- Provide programmes for Roma parents to build trust in the education system and provide information on the education system. Provide English language classes for Roma parents, using models such as the Fáilte Isteach programme.
- Develop, resource and implement a whole family programme to focus on issues of Roma access, participation, and retention in education, linking Roma and educational professionals, including the EWO, and ensuring that, in its operation, there is no problematising of Roma families.
- Promote, ensure take-up, and expand access routes to third-level educational opportunities for Roma, with access to adequate information and grant support.
- Provide and resource a targeted adult and community education programme for Roma which includes support for Roma to understand and navigate the Irish social protection, employment, housing, health, and education systems.
- Ensure an adequate response to the diversity of nationalities within the Roma community and the practical implications of this diversity.

3.2 Employment

3.2.1 Assess

Key equality and human rights issues facing Travellers in the field of employment:

- The Traveller unemployment rate is 80% and 11% of Travellers unable to work due to a disability (almost three times higher than for non-Travellers).
- Higher concentration of Travellers in low-paid, part-time and precarious work.
- 67% of the Irish public felt that being a Traveller would put someone at a disadvantage, when a company wants to hire someone and has the choice between two candidates with equal skills and qualifications (of 15 characteristics, Travellers fared the worst on this rating).
- Travellers who leave school at 16 often in limbo in terms of available training and employment options.

- The social welfare 'breadwinner' model persists which impacts on Traveller women who often have no income in their own right.
- Key barriers to gaining/ participating in employment:
 - High levels of discrimination when seeking employment.
 - Travellers in employment can feel compelled to hide their identity due to fear of negative treatment, including losing their job; and can experience identity-based harassment and micro-aggressions.
 - Educational disadvantage and poor education outcomes.
 - Lack of recognition for prior learning outside of formal education and training systems.
 - Caring responsibilities and lack of affordable and accessible child care.
 - Impact of generational unemployment and teachers having low expectations of Travellers, on Travellers confidence and self-belief in regard to employment aspirations
 - Fear of losing key social protection benefits, such as medical card, by taking up employment.
 - Lack of support networks to assist with course placements and employment.
 - Lack of supports for Traveller entrepreneurship, in particular in the Traveller economy.
 - Lack of flexible employment supports and working arrangements to accommodate Traveller cultural and ethnic diversity.
 - Cuts to youth training supports for Travellers.
 - Lack of Traveller role models across different areas of employment.
 - Difficulty opening a bank account which in turn has implications regarding employment.
 - Travellers who are homeless face barriers in accessing / retaining employment.
 - Employment supports and services are fragmented and difficult to navigate.
 - Transport costs.
 - The Casual Trading Act closed off avenues for traditional Traveller sources of income through market trading.
 - Additional employment barriers for Travellers coming out of prison.

Key equality and human rights issues facing Roma in the field of employment:

- The Roma unemployment rate is 83%: 17.6% of adults reported begging as their source of income and 14% reported having no income.
- Application of the Habitual Residency Condition which prevents Roma accessing social protection payments and employment-related state-funded services.
- where they are in employment, Roma are more likely to be working very few hours or precarious employment and to be vulnerable to exploitation.
- Key barriers to gaining/ participating in employment:
 - High levels of discrimination when seeking employment.
 - Not having a PPS number: lack of information about how to obtain a PPSN/ refused a PPSN.
 - Fear of losing key social protection benefits, such as medical card, by taking up employment.
 - Educational disadvantage and poor education outcomes/ literacy issues.
 - Language barriers are a barrier to getting work and to dealing with exploitation by employers.
 - Caring responsibilities and lack of affordable, accessible child care options.
 - Lack of transport and cost of public transport.
 - Roma in employment often feel compelled to hide their identity due to fear of racism/ discrimination/ losing the job.
 - Employers unwilling to employ Roma for fear of backlash from customers/ service users.
 - Homelessness/ not having an address is a key barrier to securing employment.

- Not being able to open a bank account is a barrier to employment and other supports.
- Lack of information and knowledge about how to navigate the Irish employment systems.

3.2.2 Address

Actions addressing both Travellers and Roma:

- Implement a targeted Traveller and Roma employment and paid internship programme across the public sector along with a public sector quota for employment of Travellers and Roma quota.
- Implement measures in public sector bodies to address employment-related discrimination and racism against Travellers and Roma; and undertake positive action measures to increase Traveller and Roma access to employment, as part of their implementation of the Public Sector Equality and Human Rights Duty.
- Increase Traveller and Roma access to and take up of apprenticeships:
 - Identify and address barriers to Traveller and Roma uptake and progression in apprenticeships through the national apprenticeship programme, including: the requirement for the person to find an employer to take them on; the access gap for those leaving school aged 16 who would like to do an apprenticeship; caring responsibilities and women's uptake of apprenticeships; accessibility of training (location etc); and provision of additional supports to prevent early drop out.
 - Provide incentives for employers to take on Traveller and Roma apprentices, and recruit employer champions to develop and showcase good practice in regard to apprenticeship pathways.
 - Expand the apprenticeship bursary scheme run by the ITM.
 - Provide for culturally appropriate apprenticeships targeting Traveller and Roma men and women: a focus on recycling and the circular economy would hold specific interest for Traveller men; an interpreter and language social enterprise would hold particular interest for Roma.
- Fund and support Traveller and Roma organisations (over the life of the successor NTRIS) to provide employment-related supports and capacity-building to Travellers and Roma, and to work with other stakeholders (in the public and private sectors) to increase Traveller and Roma participation in employment.
- Develop a national Traveller and Roma employment and enterprise strategy, as promised in the current programme for government and the Pathways to Work Strategy, to include a focus on: long-term employment measures; the specific needs of younger (16-18 year old) and older (35+) Travellers; actions to prevent and address employment-related discrimination; targets for Local Employment Offices, Intreo employment services and other employment-related state-funded supports and services, in regard to supporting Travellers and Roma into meaningful employment; and strengthening access to and benefit from employment schemes (CE and Tus) and other relevant programmes (such as SICAP) to support Traveller and Roma employment and training pathways.

- Establish a dedicated Traveller and Roma employment fund, made available through relevant national employment schemes and supports, to develop Traveller and Roma employment pathways. Stimulate and support a targeted initiative, through the trades unions, to encourage employers to support Traveller and Roma employment pathways in the public and private sectors.
- Develop targeted training initiatives through the ETBs, working with Traveller organisations and Roma organisations, with the purpose of encouraging younger Travellers and Roma, in particular those who leave formal education at 16, to engage with mainstream further education and training provision.
- Introduce a measure to allow people to retain secondary benefits for a three-year period when they take up employment.
- Establish and achieve targets, through the youth guarantee scheme, to reduce Traveller and Roma youth unemployment.
- Provide incentives to private sector employers, to employ Travellers and Roma to gain on-the-job training and experience.
- Stimulate, support and enable Traveller entrepreneurship and Roma entrepreneurship, through:
 - Develop and provide targeted measures to support Traveller and Roma entrepreneurs, and specifically for Travellers within the Traveller economy, with Local Enterprise Offices playing a key role in enabling this.
 - Develop and implement specific measures to address barriers to entrepreneurship for Traveller women and Roma women.
 - Provide a workers' cooperative fund to enable Traveller-led and Roma-led, self-resourcing cooperatives (similar to models for indigenous communities in Australia).
- Address barriers to Travellers being able to open a bank account, possibly through an initiative with the Credit Unions.
- Deliver and ensure uptake of cultural competence and anti-racism training for all Intreo staff.
- Address the high level of employment-related discrimination experienced by Travellers and Roma. IHREC to use its enforcement powers to address employment-related discrimination against Travellers and Roma.
- Explore the establishment of an independent Traveller and Roma employment agency.
- Include an ethnic identifier across all employment data sets and measure engagement and outcomes for Travellers and Roma.

Actions addressing Travellers:

- Amend the Casual Trading Act to address barriers to Traveller employment.
- Establish an ombudsman for Travellers.

Actions addressing Roma:

- Undertake an equality and human rights review of the application of the HRC and the application of guidelines for granting PPS numbers to Roma, and

introduce changes on foot of this to enable access to PPS numbers and to address negative impacts of the HRC on Roma access to welfare and supplementary welfare benefits, and to state funded employment supports.

- Invest in and provide improved interpreter supports to enable Roma to engage effectively with Intreo services.
- Provide English language classes for Roma to support their access to employment, and increase access to such classes, through: targeted initiatives to incentivise employers, in sectors where there is an over-representation of Roma, to facilitate Roma to attend in-work language classes; ETBs introducing family-friendly approaches to encourage Roma women to attend such classes, such as allowing children to attend with mothers.
- Local Employment Centres need to develop initiatives to support Roma employment pathways, including the provision of language classes.
- Initiatives to address the specific barriers for Roma in regard to employment rights, including: targeted information initiatives in different languages, on employment rights access to redress; the WRC Inspection Service conducting inspections in sectors where there is an over-representation of Roma; and Revenue conducting audits to address pay-related exploitation of Roma.
- Fund and support peer-led community-development advocacy roles within Roma and Roma representative organisations, to address their marginalisation from mainstream employment services and social protection supports, such as:
 - Providing Roma support clinics within Intreo centres; and
 - Working with homeless services, local authorities and Intreo, to link Roma into social protection supports at the point of accessing homeless accommodation.
- Extend and resource the Roma employment programme, funded through DECDIY, and other tailored employment programmes for Roma, such as the Atelier programme in the South-East should be resourced and extended to other regions.
- Devise and fund initiatives to assist Roma to obtain a driver's licence.
Commission research to examine the exploitation of Roma in certain sectors, with a view to addressing this exploitation.

3.3 Community, Culture & Identity

3.3.1 Assess

Key equality and human rights issues facing Travellers in the field of community, culture and identity:

- Social exclusion and marginalisation of Travellers in Irish society.
- Travellers three times as likely as non-Travellers to say they are fairly/very dissatisfied with their life in general. In 2017, just over 60% of the Traveller community classify themselves as being 'Satisfied with life in general in Ireland these days'; in 2000 this figure was higher (71%).

- Lack of understanding, respect and visibility for Traveller culture and heritage, in Irish society.
- Stereotyping of and negative views about the community leading to negative and inaccurate opinions about Traveller culture among non-Travellers.
- Negative portrayal of Travellers in mainstream and social media. Lack of visibility of Travellers in programming by the state broadcaster.
- State recognition of Traveller ethnic status is not backed up in policy, therefore holds little tangible meaning for Traveller rights and equality.
- Erosion of Traveller culture, including through legislation (Trespass laws, market trading legislation, and Control of Horses Act) and, as a result, Traveller language, norms, and crafts are dying out. Impact of assimilation policy in terms of generational trauma.
- Lack of culturally appropriate Traveller accommodation.
- Failure of schools and early childhood education settings to provide learning and teaching opportunities to develop children’s knowledge and understanding of Traveller culture and history.
- Travellers, particularly younger Travellers have limited awareness and understanding of their own culture and heritage, and there is a particular issue of disconnection (from their ethnicity) for Travellers in state care.
- Younger Travellers experiencing ‘identity crisis’ in regard to their ethnic and cultural identity and young Travellers dispersed within the settled community have limited opportunities to explore their ethnic identity.
- Lack of opportunities for younger members of the Traveller community to explore what Traveller culture and ethnic identity means to them and how they might wish to live out their culture and identity.
- The Traveller infrastructure (organisations and groups) is underfunded and geographically patchy.
- Absence of ethnic identifier in key data sets, to accurately measure situation and experience of community and to enable effective policymaking and implementation.

Key equality and human rights issues facing Roma in the field of community, culture and identity:

- Marginalisation and exclusion of Roma from mainstream society, exacerbated by rural isolation of some Roma, and consequent limited participation at all levels and areas of society.
- Lack of understanding in regard to the diversity of the Roma community in terms of nationality, language and dialect.
- Lack of recognition for and marking of key dates for the community: International Roma Day, Roma genocide memorial day.
- Erosion of Roma language and cultural heritage.
- Lack of visibility of Roma in mainstream arts and culture.
- Negative portrayal of Roma in the media (mainstream and social).
- Stereotyping of and negative views about the community leading to negative and inaccurate opinions about Roma and Roma culture, from wider society.
- Roma feeling compelled to hide their ethnic identity in all aspects of their interaction with wider community, to avoid negative treatment: Roma women where identifiable through their traditional clothing, are particularly vulnerable to racist abuse and violence, in public spaces.
- 71% of Roma adults have difficulty understanding English forms and 56% require interpreting to communicate (some services forbid adults interpreting through a minor).
- Limited opportunities for Roma voices to emerge and have a say in decisions affecting them.
- Absence of ethnic identifier in key data sets, to accurately measure situation and experience of community and to enable effective policymaking and implementation.

3.3.2 Address

Actions addressing both Travellers and Roma:

- Ensure the provision of adequate and multi-annual core funding of Traveller organisations and of Roma organisations, including adequate funding to support and engage with implementation of the successor NTRIS, with, at a minimum, this funding ensured to cover the period of the successor NTRIS.
- Ensure all Traveller and Roma-focused pilot programmes are strategic in nature and adequately funded to the point of progressing sustained long-term outcomes across the country. Ensure all reporting requirements, for all funded initiatives implemented by Traveller and Roma organisations, are designed to measure success in terms of qualitative outcomes rather than quantitative outcomes.
- Adequately resource organisations to offer outreach supports to Travellers and Roma living in rurally isolated areas.
- Fund and enable initiatives to support and build solidarity between the Roma and Traveller communities, including their respective organisations, in their work for equality and rights.
- Public bodies with a remit in regard to the arts, culture and heritage including: local authorities, the Arts Council, museums and galleries, and the national broadcaster, to develop targeted and mainstreaming initiatives to promote Traveller and Roma inclusion and increase visibility for, celebration of and expressions of Traveller and Roma culture and identity.
- Resource Traveller organisations and Roma organisation, as safe spaces, to: deliver initiatives to allow their community to reflect on their experiences and ethnic identity, and to explore and celebrate Traveller and Roma heritage; employ workers with a specific focus on culture and identity, and link with wider community culture initiatives; and document work undertaken/materials developed to increase visibility for Traveller and Roma culture and identity, with a view to sharing ideas and learning and building on effective initiatives.
- Youth Work Ireland to drive and secure a visibility for and celebration of Traveller and Roma culture and to support young Travellers and Roma to explore issues of identity and culture, across mainstream youth work provision.
- Address negative portrayal of Travellers and Roma in mainstream and social media, in alignment with new legislation on hate speech and hate crime, and ensure an adequate implementation and enforcement of this legislation for all forms of hate crime and hate speech experienced by Travellers and Roma.
- Ensure that bodies tasked with enforcing legislation for online safety (Gardai, judiciary, social media companies) are culturally aware of the specific issues for Travellers and Roma and receive and take up anti-racism training.

- Develop a campaign, under the successor NTRIS and NAPAR, to address the negative portrayal of Roma in mainstream and social media. Implement a state-led national anti-racism campaign with a specific focus on Travellers and Roma.
- Traveller Interagency Groups and other locally-based inter-agency structures relevant for Travellers and Roma should be convened and resourced to engage local service providers to improve outcomes for Travellers and Roma.
- Include targeted measures in the local authority LECs, to address issues for Travellers and Roma.
- Local authorities to include a focus on Travellers and Roma as part of their local integration strategies, with NTRIS providing a standard in this regard, and monitoring the outcomes from this for Travellers and Roma.
- Resource youth and community work organisations to develop targeted initiatives to empower the capacity and voice of Roma and Traveller young people.
- Sports Ireland to develop initiatives and employ a Traveller and Roma liaison worker to engage with the Roma community and the Traveller community to encourage and increase their involvement in sport.
- Establish and implement an ethnic identifier across all data sets, in particular across all public bodies and ensure full and effective implementation of the forthcoming equality data strategy.

Actions addressing Travellers:

- Provide for a state apology for the assimilationist policy pursued in relation to the Traveller community, backed by a commitment to and investment in Traveller culture initiatives. Make provision for a state apology to Travellers for the history of segregation in the education system and the inadequacy of education provision to Travellers. Establish a truth and reconciliation commission to investigate state abuse of the community (drawing from models from other jurisdictions, in regard to indigenous minorities). Develop a restorative justice initiative to address harm being perpetrated on the community.
- Strengthen the recognition of Traveller ethnicity with a legislative base.
- Develop and resource initiatives to establish peer-led, independent Traveller organisations in locations where there are no Traveller organisations currently.
- Secure and deploy investment to preserve, revive and promote Traveller culture and heritage, including: Traveller crafts, music, and language, with UNESCO designation pursued in this regard.
- Develop a Traveller culture and heritage strategy. Resource and implement a programme of initiatives to support Traveller culture, including to: revive and promote Cant; support Travellers to learn traditional Traveller crafts; support Traveller horse ownership and related activities such as sulky racing; and support young Travellers to explore and learn about their culture and heritage.

- Adequately fund and support national initiatives to celebrate Traveller culture, in particular Traveller Pride.
- Support Traveller nomadism, including through the development of transient sites by local authorities, and repeal of the trespass legislation.
- EU-funded cultural initiatives, including the European Cities of Culture, to include a focus on raising visibility for the culture of indigenous minorities.
- Expand and adequately fund the Traveller Mediation Service to respond to intra-community conflict, including within the prison system and with a particular emphasis on community-led initiatives.

Actions addressing Roma:

- Invest resources and provide supports to develop and enable the emergence of a local Roma-led community infrastructure, underpinned by a community-development approach, similar to the National Traveller Partnership model. Support Roma to engage with key decision-making structures at local, regional and national levels.
- Provide funding streams for targeted Roma initiatives, avoiding an approach that subsumes Roma within measures targeting 'migrants'.
- Develop and fund targeted initiatives to showcase, promote and celebrate Roma culture and music and to mark key dates for Roma.
- Fund further and higher education colleges with music programmes to develop initiatives to support Roma musicians.
- Develop a culturally appropriate interpretation and translation service for Roma, with attention to: standards for interpretation services to ensure a quality service (QQI accreditation); consultation with Roma about the diversity of the Roma community and language supports required to meet this diversity; and provision of cultural awareness and anti-racism training for interpreters.
- Develop cultural mediator roles within key public services to support Roma to navigate and engage with these services.

3.4 Accommodation

3.4.1 Assess

Key equality and human rights issues facing Travellers in the field of accommodation:

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| <ul style="list-style-type: none"> ▪ Disproportionate level of homelessness among Travellers, with over-representation of women and children, and lack of culturally appropriate responses, disproportionate length of time in emergency accommodation, and inadequate and unsafe nature of such accommodation. ▪ 39% of Travellers in Ireland effectively experiencing 'hidden homelessness', under the European Typology of Homelessness and Housing Exclusion. ▪ Disproportionate number of Travellers living in situations of overcrowding, and particularly for Travellers living in caravans/trailers. Combination of charging rent and failing to provide |
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facilities for Travellers living in overcrowded settings on Traveller sites, and issues of not being recognised as homeless in overcrowded contexts.

- Many Travellers living on roadside/unofficial sites without basic living conditions.
- Poor outcomes for Travellers in regard to provision of and management of Traveller-specific accommodation, including: under-delivery of Traveller-specific accommodation and budgets not being drawn down; substandard accommodation and services on Traveller-specific accommodation sites, due to lack of investment and maintenance services; limited and inappropriate manner in which utilities, in particular electricity and broadband, are made available on sites; lack of recognition for Traveller cultural identity and the accommodation needs arising from this identity, such as provision for nomadism, space for Traveller economy and cultural activities, and recognition of extended family; and impact on Traveller women who, as the primary carers, often bear the brunt of coping with lack of basic conditions.
- Structural discrimination of the caravan loan system in place of accommodation provision in the form of a caravan.
- Barriers posed for Traveller-specific accommodation in implementation of planning system.
- Institutional racism in failure to deliver TAP targets and lack of consequences for such failure.
- Evictions experienced by Travellers and impact of trespass legislation on Traveller way of life.
- Lack of transparency in and inappropriate design and implementation of local authority housing allocation systems, leading to difficulties getting on housing list and having choices respected.
- Discrimination in accessing social and private rented housing, and over-reliance on HAP by local authorities disadvantaging Travellers in such a context.
- Some local authorities setting 'indigenous requirements' that Travellers must meet in order to avail of social housing supports, going beyond any standard local connection requirements.
- Disparity between the legal protections afforded to a person squatting in a local authority dwelling versus a Traveller living on an unauthorised site/on roadside.
- Powerlessness and inadequacy of LTACCs.
- Inadequacy and perceived inadequacy of processes for establishing Traveller accommodation needs assessment and accommodation preferences.
- Lack of access for Travellers with a disability on Traveller-specific accommodation and in standard housing.
- Discriminatory and racist attitudes from local authority staff.
- 46% of non-Travellers in Ireland say they would feel uncomfortable having Travellers or Roma as neighbours.

Key equality and human rights issues facing Roma in the field of accommodation:

- 93% of Roma said they experienced discrimination in attempting to find accommodation and 76% had experienced discrimination by a landlord or local authority.
- Majority of Roma are concentrated in private rented accommodation (76%) and 37% had no tenancy agreement.
- Many Roma are living in sub-standard accommodation and many are living in overcrowded conditions.
- Vulnerability to becoming homeless and significant levels of homelessness. High levels of hidden homelessness due to under-reporting and lack of recognition as homeless.
- Application of the Habitual Residency Condition and interpretation by local authorities of the Departmental Circular 41/2012, prevents Roma accessing state-funded supports and homeless services/accommodation.
- Barriers to accessing emergency accommodation, inadequacy of emergency accommodation, and prolonged periods of stay in emergency accommodation.

- Access to rent-supplement impeded by misapplication of the Habitual Residence Condition.
- Lack of information and support to navigate the housing and homeless systems.
- Discriminatory and racist attitudes from local authority staff.
- 46% of non-Travellers in Ireland say they would feel uncomfortable having Travellers or Roma as neighbours.

3.4.2 Address

Actions addressing Travellers and Roma:

- Mainstream a culturally appropriate focus on Travellers and on Roma in general housing and homelessness policies and strategies, at all levels.
- Provide and ensure take up of cultural competence and anti-racism training for local authority staff, with a specific focus on Travellers and on Roma.
- Support and ensure implementation of the Public Sector Equality and Human Rights Duty in planning and in the housing and homeless services of local authorities. Strengthen the legislative provisions in relation to the Public Sector Equality and Human Rights Duty, in particular in relation to its application to specific public bodies, and to its enforcement.
- Amend the Equal Status Acts to address current exemptions, in particular Section 14(a), that limit access to justice in cases of discrimination.
- Implement initiatives at local level to promote and enable intercultural communities encompassing non-Travellers and Travellers and non-Roma and Roma, and create conditions for positive relationships and interactions.
- Secure a focus on disabled Travellers and on disabled Roma in local authority Housing and Disability Strategies and steering groups.
- Adequately resource Traveller organisations and Roma organisations to play a role in progressing and monitoring accommodation provision, including with the employment of accommodation workers.
- Promote and support Traveller and Roma employment in local authorities.
- Sustain and expand the focus on Traveller accommodation and Roma accommodation from the Office of the Planning Regulator, the Children’s Ombudsman, and the Irish Human Rights and Equality Commission.
- Ensure the appropriate gathering of and use of ethnic data to capture issues of homelessness in the Traveller community and the Roma community, in relation to: Travellers and Roma accessing standard housing; and Traveller specific accommodation. Include a focus on the situation and experience of Travellers and of Roma in all housing and homelessness related reports

Actions Addressing Travellers:

- Increase the scale of provision of culturally appropriate Traveller-specific accommodation and of standard accommodation to Travellers to meet their needs and address growing levels of homelessness and overcrowding. Develop a priority action to address the situation of Travellers living in unsafe and unhealthy living conditions, without access to basic facilities.

- Ensure an adequate budget for Traveller specific accommodation and an adequate expenditure of this budget on new provision, keeping the adequacy of such expenditure under review.
- Implement the recommendations of the Expert Group on Traveller Accommodation.
- Review the 1998 Housing (Traveller Accommodation) Act to strengthen provisions to secure implementation and to strengthen governance.
- Establish an independent national Traveller accommodation agency and transfer local authority powers and budgets to this structure, ensuring its accountability for delivery on targets set.
- Establish and address the planning barriers to the provision of Traveller-specific accommodation, including a pause on the Part 8 process as it relates to Traveller-specific accommodation. Develop alternative models of planning for private ownership and development of group housing and halting sites, akin to the model developed in the UK.
- Establish, in a participative manner, and apply, standards for culturally appropriate design of Traveller-specific accommodation. Make provision for: Traveller nomadism, with a network of transient sites; the Traveller economy (horse-ownership, recycling, market trading); accessibility for disabled Travellers, both physical disability and intellectual disability; and play-facilities.
- Review, improve, and set standards for: counting Travellers; establishing their true accommodation preferences; and consultation with families as to their particular needs, to ensure informed decision making.
- Ensure county and city managers use their executive powers in ensuring provision of Traveller-specific accommodation. Provide for sanctions for local authorities that fail to fulfil TAP targets. Ensure use of compulsory purchase powers to deliver on TAP targets.
- Strengthen and empower the decision-making role and powers of the LTACC to function as an SPC with minutes going to full Council meetings, and set a standard for the functioning, structure and composition of LTACCs. Include public health staff on the LTACC.
- Expand and adequately resource the country-wide role of CENA, ensuring its operation in all local authority areas.
- Build understanding of Traveller homelessness and culturally appropriate responses. Develop and implement a culturally appropriate strategy to address Traveller homelessness and improve Traveller access to, experience of and outcomes from homeless services, within the wider response to homelessness, including addressing: hidden homelessness and ensuring barriers to provision do not arise for those that end up in over-crowded situations; the particular impact of homelessness on Traveller women; the lack of pathways out of homelessness available to Travellers, and the particular needs of women experiencing domestic violence, including dealing with issues of historical

arrears, and of LGBTQI+ Travellers rendered homeless on coming out. Create a Traveller homelessness task force, establishing linkage between Traveller-related and homelessness-related structures.

- Ensure adequate and appropriate management and maintenance of Traveller-specific accommodation.
- Address the inadequacies of the Caravan Loan Scheme by providing for caravan rental on Traveller-specific accommodation in accord with social housing provision norms, and address issues of insurance. Ensure adequacy in scale and availability of the loans, if such continue, under the Caravan Loan Scheme.
- Implement an appropriate system for managing payment for utilities such as electricity on Traveller sites and ensure provision of broadband services.
- Provide adequate supports for Travellers to navigate the system of provision of housing and homeless services.
- Introduce transparency into the housing allocation system, using a points-based process, with Traveller targets. Address the lack of flexibility to respond to the specific circumstances of Travellers in the management of housing lists.
- Undertake a public health audit of Traveller-specific accommodation and ensure an effective and sustained response to the findings, and secure an ongoing involvement in Traveller accommodation provision from the public health authorities and the HSA.
- Review and amend the Trespass legislation, the Control of Horse legislation, and the market trading legislation to eliminate the harmful impacts on Traveller nomadism and economic wellbeing.

Actions Addressing Roma:

- Undertake an equality and human rights review of the Habitual Residence Condition and its implementation, and, based on this, take action, and establish a standard, to address and eliminate the negative impacts its current implementation has on Roma accommodation.
- Undertake an equality and human rights review of Circular 41/2012 and its application, and, based on this, take action, and establish a standard, to address the negative impacts its current implementation has on Roma accommodation, prior to any legislation to give effect to this Circular in its current form.
- Develop and implement a Roma housing and homelessness strategy. Plan for and take account of the needs of large Roma families.
- Establish and resource a dedicated Roma accommodation unit in the Department of Housing, Local Government, and Heritage. Establish and provide for dedicated roles in local authorities, including Roma Liaison Officers for Roma accommodation, located in housing allocation departments.
- Plan and take targeted action to address Roma homelessness and risk of homelessness, including: securing Roma access to emergency accommodation of adequate standard and without requiring family separation; minimising the

bureaucratic requirements on homeless Roma; and provision of supports to enable Roma to move out of emergency accommodation, particularly in contexts where private rented accommodation is denied by discrimination.

- Review and adapt the local connection requirements of local authorities to reflect the manner in which Roma are forced to move in order to address experiences of homelessness and overcrowding.
- Plan and take targeted action to ensure that landlords provide rented accommodation to Roma that is liveable and safe, and do not discriminate against Roma, including: effective checks by HAP inspectors; ensuring registration of landlords with such registration based on adequate standards; and securing an accountability from landlords in breach of such standards. Develop a process of inspection of rented accommodation, an NCT for housing, with particular attention to Roma tenancies.
- Develop mechanisms for coordination between Departments at national level and between agencies at local level, in particular health bodies and the local authority, to take a comprehensive perspective on and ensure a coordinated response to the housing needs of Roma.
- Address the accommodation needs of: Roma with a disability, including ensuring eligibility for social housing in contexts where unable to work, and inclusion in housing and disability strategies; and Roma women seeking to move away from violent domestic situations, including ensuring eligibility in a context of a husband's entitlement for accommodation.
- Enable access routes for Roma to purchase their own accommodation, including access to mortgages.
- Provide and ensure adequate information for, place-finder services to, and interpretation for, Roma accessing homeless services and housing services.
- Support, resource and engage effectively with a Roma infrastructure that provides Roma with: a knowledge of housing rights; advocacy support in seeking to access housing and homeless services; and support in making complaints where there is a breach of such rights, including accessing legal aid.
- Simplify paperwork for eligibility and ensure translation and interpretation to enable access for Roma seeking housing and homeless services, and ensure consistency across local authorities in this.
- Review, expand and further target resources on accommodation for Roma, including securing access to any EU resources available.
- Address discriminatory practice in the thresholds (for accommodation and social protection supports) being applied to Ukrainian Roma, compared to non-Roma from Ukraine, seeking temporary protection. Gather ethnic equality data to measure the outcomes for Ukrainian Roma seeking temporary protection, and with a view to addressing discriminatory application of accommodation and social protection measures for this section of the Ukrainian community.

3.5 Health/Mental Health

3.5.1 Assess

Key equality and human rights issues facing Travellers in the field of mental health:

Mental Health

- The Traveller community identify a crisis in regard to their mental health: 90% of Travellers agree that mental health problems are common in their community,
- 2017 data indicates that 82% of Travellers had been affected by suicide, with 26% affected by suicide within their immediate family. Death by suicide accounts for 11% of Traveller deaths.
- The AITHS found that 62.7% of Traveller women, and 59.4% of Traveller men, disclosed that their mental health was not good for one or more days in the last 30 days.
- A range of social determinants are recognised as impacting on the physical and mental health of Travellers, including: overcrowded and poor living conditions, and homelessness and the risk of becoming homeless; poverty and unemployment/underemployment; trauma associated with inter-family conflict and violence; and racism, discrimination and exclusion.
- Mainstream mental health services and supports can be inaccessible for Travellers due to: discrimination, cost, and a lack of cultural competency on the part of service providers.

Key equality and human rights issues facing Roma in the field of health:

Health

- 71% of Roma reported experiencing discrimination when accessing health services, with women more likely than men to report feeling discriminated against.
- Lack of trust in health services and limited action on trust building.
- Application and misapplication of the Habitual Residence Condition (HRC) poses a barrier to many Roma seeking to access state and state-funded welfare and health-related benefits (medical and GP card, access to domestic violence refuges etc.). 50% of Roma did not have a medical card and 39% had no GP (81% of children had a medical card).
- Lack of access to mainstream services, in particular for children, and barriers in relation to access to screening services, dental services, cancer support services, sexual health services, mental health services, and GP services.
- Inappropriate charging for access to health services and lack of access for reasons of cost.
- Lack of awareness of cultural difference and its practical implications of health service staff.
- 51% of Roma reported that their mental health was not good on more than 14 days of the previous month, and 33% said that their daily activities had been interrupted by mental health difficulties on all of the preceding 30 days.
- In 25% of households where women had given birth in Ireland, those women had not seen a GP (while pregnant) prior to their admission to hospital to give birth.
- Concerns raised in regard to girls under 16 giving birth e.g. issues regarding medical consent where there was no parent/guardian present.
- Nutrition deficiencies in contexts of food poverty.
- A range of social determinants impact on the physical and mental health of Roma, including: poverty, poor living conditions, homelessness, racism and discrimination, lack of transport in rural areas to enable timely access, and drug and alcohol misuse.
- Barriers to Roma participating in their own healthcare, due to: language and literacy barriers, including failure to provide interpretation and translation; and having to move location.

3.5.2 Address

Actions Addressing both Travellers and Roma:

- Secure and enforce implementation of the Public Sector Equality and Human Rights Duty by the Department of Health, the HSE and by all CHOs, alongside specific initiatives to address institutional racism.
- Enable and improve Traveller and Roma access to and engagement with the mental health inspectorate.
- Provide mandatory training for all staff in the health sector, including mental health services, with Traveller inputs and Roma inputs, to develop their cultural competence, anti-racist practice and trauma informed care, including their understanding of Roma history and trauma associated with this.
- Promote and support Traveller and Roma employment in the healthcare sector, including but not only in roles addressing the situation, experience and needs of their communities, and develop initiatives and pathways, including internships, to support the emergence and pursuit of such opportunities, to include roles such as: peer-support workers, mental health advocates, counsellors, and psychotherapists.
- Increase provision for young Travellers and young Roma that enable social and cultural life. Develop, promote and support programmes for young Travellers and young Roma to empower, politicise and engage them and that strengthen their pride in identity and community.

Actions Addressing Travellers:

- Develop and implement a Traveller mental health strategy, in a participative manner with a steering group, with targeted measures and meaningful targets and timelines, that is multi-generational and intersectional in approach.
- Develop and promote an understanding of the social determinants of Traveller mental health.
- Traveller proof mainstream mental health strategies, including youth strategies, to ensure inclusion of and benefit to Travellers with mental health issues.
- Strengthen the role of regional Traveller mental health coordinator posts and ensure no vacancies persist in these positions.
- Resource and secure culturally appropriate, trauma informed mental health services for Travellers, encompassing a range of responses, including: early intervention initiatives with young Travellers; an out of hours phone service for Travellers, involving Traveller organisations and mainstream providers; equine therapy initiatives; age appropriate bereavement counselling and supports; adequate mental health supports and aftercare to Traveller women in prison, talk therapy, family therapy and play therapy.
- Fund and strengthen Traveller-specific mental health initiatives, such as Coiscéim Services and Traveller Healthy Minds, and expand these nationally.

Identify and expand good practice initiatives, such as the crisis response plan actions in Meath and Carlow and the OTM Travelling to Wellbeing project.

- Expand and adequately fund the Traveller Counselling Service.
- Develop and resource preventative initiatives with a long-term perspective for Travellers in the 0 to 3 years age bracket.
- Ensure schools adequately and appropriately identify mental health issues for young Travellers and make the necessary referrals.
- Empower and adequately resource Traveller organisations to employ staff in: developing sustained campaigns on mental health; addressing fears and stigma associated with mental health issues in the community, including those imposed on particular groups such Traveller women and girls, and LGBTQI+ Travellers where community expectations are not deemed to be met; promoting positive mental health; and creating safe spaces to talk about these issues.
- Develop information and guidance materials on mental health issues tailored to the Traveller community.
- Adequately resource and provide for dedicated staff within Traveller organisations to contribute to Traveller mental health in a peer-led approach, and secure the sustainability of Traveller PHC Projects, and improve working conditions, career progression and pension arrangements for their staff.
- Developing counselling and other supports for Traveller activists to sustain positive mental health.
- Use an ethnic identifier to gather and update data on Traveller mental health.
- Undertake research on Travellers and suicide at national level and develop a national suicide observatory.
- Provide the funding to strengthen the Primary Healthcare for Travellers Projects infrastructure, including improving pay and conditions for staff.

Actions Addressing Roma:

- Develop and implement a national Roma health action plan, including mental health. Secure alignment with the Intercultural Health Strategy, and ensure outcomes for Roma from this.
- Undertake an equality and human rights review of the Habitual Residence Condition and its implementation, and, on foot of this review, take action, and establish a standard, to address and eliminate the negative impacts its current implementation has on Roma access to health services and to a medical card.
- Review the legislation governing medical cards from an equality and human rights perspective based on the Public Sector Equality and Human Rights Duty, address the barriers being experienced by Roma in accessing medical cards. Provide guidelines for a consistent implementation of this renewed legislation. Provide a point of contact for the Roma in the PCRS. Enable provision of discretionary medical cards at the point of entry to emergency accommodation.

Develop a generic medical card for Roma organisations, to support urgent access to healthcare services.

- Develop the Roma infrastructure within the health services: establish and resource a full-time Roma health national lead post; network, support and protect the role and focus of Roma health coordinators in each CHO, and enable their influence on mainstream health service provision; and strengthen, resource, and further expand the Roma Health Network.
- Develop and resource a network of Roma-friendly GP practices, with a capacity to attend to people straight off on the basis of need, assist people with accessing a medical card and providing a discretionary medical card as required, and offer the services of a support worker to assist Roma with the practicalities of accessing health services.
- Mainstream a specific focus on Roma in general healthcare policies and strategies, including drug and alcohol addiction services, and track outcomes for Roma from these policies and strategies.
- Develop and resource interagency and intra-agency structures at local level to coordinate and collaborate on action for Roma health, similar to the THUs.
- Collect and analyse ethnic data, including a focus on Roma, in health services and in health research.
- Develop a programme of action to address language barriers based on the full and effective implementation of the National Framework for Interpretation across all regions, providing interpretation and translation as required.
- Develop and disseminate health-related information and promotional materials that are culturally appropriate to the Roma community.
- Develop trust building initiatives and engagement with Roma communities and outreach initiatives to improve Roma women's take up of relevant screening services, and Roma men's take up of relevant screening services.
- Strengthen an infrastructure in maternity hospitals for Roma inclusion, based on extending and resourcing good practice developed in some maternity hospitals.
- Enable access to dental services, with free dental services provided in emergency situations.
- Develop targeted initiatives to support Roma mental health, to enable adequate diagnosis, to treat addiction and mental health issues in a combined manner, and to improve Roma access to mainstream mental health services.
- Change provisions for the three GPs assignment rule, and in relation to the assignment of an advocate being taken off the medical card application form.
- Invest in and support local projects, employing Roma peer-support workers, to advance a primary healthcare agenda, promote healthy diet and healthy living, ensure provision of accessible health and health services information; support access to screening services, and ensure and enable adequate and appropriate access for Roma to mainstream services.

3.6 Other Strands of Action

3.6.1 Child and Family Supports

Actions addressing both Travellers and Roma:

- Action by Tusla to: develop a culturally appropriate model of family support for Traveller families and Roma families, with a core focus on prevention services (from prevention through to child protection); improve organisational cultural competency and anti-racism with initiatives from staff training to removal of institutional barriers; build Traveller and Roma trust and engagement with Tusla services; implement an ethnic identifier across all Tusla services; and implement the Public Sector Equality and Human Rights Duty.
- Develop a targeted focus under the Better Outcomes Brighter Future, policy framework for children and young people to identify and address issues for Traveller and Roma children and young people.
- Undertake and resource anti-poverty measures, including a targeted and evidence-based focus on Travellers and Roma by the Child Poverty and Welfare Unit in the Department of an Taoiseach.
- The Office of Ombudsman for Children to develop an initiative to hear and act on issues for Traveller and Roma children.

Actions addressing Travellers:

- Investigate, identify and address the reasons for the significant over-representation of Traveller children in care.
- Review the assessment process for fostering and the requirements on those fostering, with a view to adapting these for cultural diversity, and provide mandatory cultural competency and anti-racism training for all prospective foster parents.
- Review the Traveller-focused fostering initiative with a view to building on learning and extending the programme.
- Provide and ensure take-up of cultural competency and anti-racism training for staff of residential settings where Travellers live (those with mental health issues and Travellers with a disability).

Actions addressing Roma:

- Implement the Logan report, including action by Tusla to strengthen its understanding and awareness of, relationship building with, and engagement with Roma, and to develop systems to learn from and apply good practice in engaging with Roma that are developed in specific regions.
- Gather and analyse ethnic data to determine the number of Roma in the care of the state and the number of those who go missing from state care.

- Undertake and resource anti-poverty measures, including: having Roma as a target group under the EU Child Guarantee; and making provision for Roma families to access the child benefit payment.

3.6.2 Access to Justice

Actions addressing both Travellers and Roma:

- Strengthen the equality legislation to increase the deterrent for discrimination in employment and services; ensure access to legal supports for Travellers and Roma seeking to challenge discrimination and human rights issues across all policy fields, including through an expanded FLAC legal assistance service and replication of such a model where needed; and reform and extend the civil legal aid scheme to ensure access to cover cases under the equality legislation and redress in regard to accommodation and eviction-related cases.
- Fund Traveller and Roma organisations to develop a peer-led 'court buddy' programme to support Travellers and Roma who are navigating the courts and other redress systems.
- Provide and ensure take up of cultural competence and anti-racism training for those working in: the justice system; and An Garda Síochána.
- An Garda Síochána to consult with Travellers and Roma in regard to the development of Garda action plans, ensuring these plans are underpinned by equality and human rights values.
- Provision of supports for Travellers and Roma to take complaints to the Garda Ombudsman.

Actions addressing Travellers:

- Implement the recommendations made in the research by the University of Limerick on Travellers' access to justice.
- Review and address the misuse of the Garda Pulse system to profile Travellers.
- Extend the FLAC legal assistance service and establish an independent Traveller law centre.
- Amend the Spent Convictions Act.

Actions addressing Roma:

- Resource a legal service for the Roma community, similar to the Traveller legal service funded by the Legal Aid Board and delivered by FLAC to ensure Roma have access to redress where their rights are infringed, and to support Roma who are being exploited in employment, and those who are trafficked for the purposes of economic or sexual exploitation.
- Provide adequate and appropriate supports for undocumented Roma women involved in the sex trade who are vulnerable to deportation.

3.6.3 Political Participation

Actions addressing Travellers:

- Undertake an awareness raising initiative to promote and improve Travellers engagement with voting in local, national and EU elections, and to increase registration for voting.
- The Electoral Reform Commission to develop an initiative targeting the Traveller community.
- The forum on family-friendly and inclusive parliaments to develop an initiative targeting the Traveller community.
- Implement targeted initiatives to encourage and support Travellers to run in local and national elections, such as the development of a Travellers for Election initiative, similar to the Women for Election initiative.
- Incorporate an ethnic quota, nested within the gender quota for political parties, to increase Traveller women's participation in politics.

3.6.4 Prison System

Actions addressing Travellers:

- Address the over-representation of Traveller women in prison for non-violent offences, deploying non-custodial community-based sanctions as an alternative.
- Address the over-representation of Travellers in Oberstown, and develop prevention initiatives to reduce the risk of imprisonment for these young Travellers.
- Review the Garda Diversion Programme in the context of the over-representation of young Travellers in centres of detention and take action to address the findings.
- Progress and implement the Traveller-specific guidelines for pre-sentencing reports for the judiciary, currently being developed by the probation service.
- Extend the peer-led support initiative, currently operating in five prisons, to all prisons.
- Review and adapt mainstream supports and services for those in prison and exiting prison to make them culturally appropriate, and provide culturally appropriate, targeted supports for Travellers in prison and exiting prison including specific supports to ensure Traveller women's access to their children while in detention.
- Develop and implement a mental health strategy for Travellers in prison.
- Identify, develop and fund post-release options for Travellers.
- Develop and implement a Prison Service policy to drive a zero tolerance approach to racism and the use of racist language in the prison system.
- Action by the Prison Service and Probation Service, to work with the Traveller Justice Initiative to analyse the data collected (through their use of an ethnic identifier) to develop and implement an evidence-based practice that would improve outcomes for Travellers in the criminal justice system and their families.

3.6.5 Substance Misuse

Actions addressing Travellers:

- Ensure an appropriate targeting and mainstreaming of Travellers in the implementation of the National Drugs Strategy.
- Ensure that services and initiatives to address issues of drug and alcohol misuse are culturally appropriate and anti-racist, including an end to policies of containment in areas of poverty, and a presence for Travellers and for Roma on Drug and Alcohol Task Forces.
- Establish a network of regional Traveller peer support workers through Traveller organisations and/or primary healthcare projects to support service users in accessing addiction rehabilitation services this action.
- Ensure a collective inter-agency approach to address the issue of substance misuse within the Traveller community, from prevention to rehabilitation.
- Ensure adequate and swift action to address: criminal grooming of Traveller children; and drug dealers from the settled community moving into Traveller sites.

3.7 Intersectionality

Diversity within the Traveller community is identified across: Traveller women, Traveller men, disabled Travellers, LGBTQI+ Travellers, Young Travellers, Older Travellers, and dual heritage families. It was noted that within these intersections there were further intersectional identities.

Diversity within the Roma community is identified across: Roma women, Roma men, disabled Roma, LGBTQI+ Roma, young Roma, older Roma, Roma of diverse religions, and Roma of diverse nationalities.

Actions addressing the full breadth of this intersectionality:

- Build awareness and understanding of intersectionality and the specific needs that result for particular groups within the Traveller community and within the Roma community. Undertake research to identify, understand and better respond to the situation, experience, and specific needs of these particular groups within the Traveller community and within the Roma community.
- Enable and empower the voice of these groups within the Traveller community and within the Roma community, ensure and support the creation of spaces and processes for this diversity of voices to be articulated and heard, such as the National Action Group for LGBTI+ Traveller and Roma Rights, and ensure this voice is heard and responded to in a meaningful manner.
- Support and resource the National Action Group for LGBTI+ Traveller and Roma Rights, and support and resource other similar groups to emerge across the full diversity within the Traveller community and within the Roma community.

- Establish standards for responding to the issues that face each of these groups in a manner that addresses the particular needs of their intersectional identities and their experience of multiple discrimination
- Develop and ensure implementation of a standard for NTRIS initiatives targeted on Travellers and targeted on Roma, to adequately and appropriately respond to the diversity within the Traveller community and the Roma community.
- Identify and respond to the specific needs of this diversity of Travellers and of Roma, under each of the objectives of the successor NTRIS, acknowledging the double discrimination they experience, and responding to their specific needs.
- Ensure relevant national equality strategies addressing the needs of different groups (women, disabled people, LGBTQI+ people, older people and young people) and issues of relevance (racism, and domestic and sexual gender-based violence) include commitments and actions that adequately and appropriately address the needs of Travellers and Roma within these groups. Establish an alignment, coordination, and points of connection, between these other national equality strategies and the successor NTRIS, including convening a roundtable of the relevant officials across the various departments responsible for these strategies, to secure implementation of the actions that address the needs of Travellers and of Roma from within these groups and to ensure a standard of recognition of cultural diversity and anti-racism in implementing these national equality strategies. Track and report on outcomes for Travellers and Roma under these national strategies. Actions aimed at driving/ supporting/ monitoring relevant actions to be included in the successor NTRIS.
- Enable and adequately resource Traveller organisations and Roma organisations to: develop their staff capacity to include and link with this diversity of groups; engage with these groups in their community; address issues of diversity within their community and the exclusion, stereotypes, taboos and stigma that can be associated with this diversity; create safe spaces for engagement with and responding to the specific needs of these groups; provide training to others on these issues; and link with organisations representative of these groups. Fund Traveller organisations and Roma organisations to employ resource workers to engage with and respond to the needs of this diversity of groups.
- Stimulate and support a connective dialogue between Travellers organisations and Roma organisations, and organisations representative of women, disabled people, LGBTQI+ people, young people, and older people. Promote and support partnership and collaboration between these organisations.
- Ensure and support cultural competence and anti-racism policies, capacities and practice, in services: targeted at women, in particular DSGBV services; targeted at disabled people; targeted at LGBTQI+ people; targeted at older people; and targeted at young people, in particular mainstream youth services. Secure the establishment and monitoring of standards in this regard.

- Ensure ethnic data is disaggregated across this diversity within the Traveller community and within the Roma community.
- Amend the equality legislation to enable cases of intersectional discrimination to be addressed.

Actions addressing the specific needs of Traveller women:

- Sustain and adequately resource community-based response to DSGBV within the Traveller community, along with culturally appropriate supports for Traveller women to leave situations of domestic violence. Develop, implement and monitor targeted and mainstream actions for Traveller and Roma women under the Domestic, Sexual and Gender-Based Violence Strategy.
- Sustain and adequately resource Traveller organisations in organising, representing, and responding to the needs of Traveller women.
- Advance the participation of Traveller women in politics, including through ethnic strands within gender quotas.
- Resource Traveller peer support workers for Traveller women in prison.
- Provision of adequate and appropriate support to Traveller women in contexts of marital breakdown.
- Address the high levels of expectations of Traveller women in relation to homemaking.

Actions addressing the specific needs of disabled Travellers:

- Ensure that disabled Travellers have access to the services they need and that these services are designed and delivered in a culturally appropriate manner.
- Ensure that data and research on disabled people includes a focus on disabled Travellers.

Actions addressing the specific needs of LGBTQI+ Travellers:

- Ensure provision and availability of culturally appropriate supports for LGBTQI+ Travellers, including culturally appropriate emergency response protocols.
- Create safe spaces for LGBTQI+ Travellers and provide supports and materials to enable and empower LGBTQI+ Travellers in coming out.

Actions addressing the specific needs of older Travellers:

- Ensure adequacy and appropriateness of health and social care supports made available to older Travellers.
- Ensure and support the adequacy of pensions available to Travellers. Ensure and support the adequacy of pension packages available to Traveller employees in Traveller organisations.
- Create opportunities for Traveller employment in the provision of home help and other services to older Travellers.

Actions addressing the specific needs of young Travellers:

- Create opportunities for intergenerational activities and exchanges within the Traveller community.
- Enable young Travellers take an ownership of their culture and identity.
- Ensure and support a Traveller presence on all Comhairle na nÓg at local authority level.

Actions addressing the specific needs of Roma women:

- Develop, invest in and support initiatives within the Roma community, designed by and provided by the Roma community, with a focus on: healthy relationships training to address issues around domestic violence; a Roma women empowerment project to advance Roma women leaders and role models; and addressing gender roles within the community.
- Develop, implement and monitor targeted and mainstream actions for Traveller and Roma women under the Domestic, Sexual and Gender-Based Violence Strategy.
- Address the childcare needs of Roma to enable women's access to the labour market.
- Address the needs of women leaving their relationships, such that HRC requirements are not re-applied to their detriment, where their status has been based on the status of their partner.
- Develop, support and secure responses from mainstream services to DSGBV within the Roma community, that are culturally competent, address language barriers, have an understanding of the Roma community and their history, and include for targeted resource workers.
- Ensure access for women to social welfare payments, without additional bureaucracy, on foot of marital separation.
- Take steps to empower Roma girls in their career choices and in progressing these choices.

Actions addressing the specific needs of LGBTQI+ Roma:

- Develop, invest in and support initiatives within the Roma community, designed by and provided by the Roma community, with a focus on: addressing stereotypes, stigma and taboos around LGBTQI+ identities.

Actions addressing the specific needs of older Roma:

- Develop and provide supports and services for older dependents joining their Roma families from abroad.

Actions addressing the specific needs of young Roma:

- Promote and support integrated youth services that include and respond to the needs of Roma young people.

4. Strategy Implementation

An immediate action in relation to the further development of the successor NTRIS, raised at each of the NTRIS consultations, was for local Traveller and Roma organisations to be given sight of the first draft of the NTRIS and to be consulted in further developing and agreeing the final strategy draft. The strategy development processes would need to be slowed down to allow for such consultation.

It was emphasised that this would need to be accompanied by transparency about the connection between the outcomes from the bilateral process with government departments/agencies and the outcome from the Traveller and Roma consultations.

Traveller and Roma stakeholders should, further, be consulted on the prioritisation of actions for inclusion in the successor NTRIS and on the finalisation of the strategy.

Such actions were noted as imperative for Traveller and Roma buy-in and ownership of, the successor NTRIS.

The following recommendations were identified, by participants attending the local consultations, as essential in supporting and enabling the effective implementation of the successor NTRIS. The recommendations relate to the three distinct phases of: strategy development, strategy implementation, and strategy monitoring.

4.1 Strategy development

- The successor NTRIS should contain fewer, more strategic actions, that are specific in identifying outcomes sought for Travellers and/or Roma in key areas.
- Each action must be accompanied by clear targets, progress milestones and measurable KPIs, and should be properly costed.
- Robust data, disaggregated by ethnicity, gender, age, disability and geographical location is essential to effective monitoring of the implementation of the NTRIS.
- Traveller organisations tasked with supporting and leading on the implementation of actions need to be assured of adequate funding for the period of the NTRIS.
- A named position in the relevant department/agency should be identified for leading the implementation of each action and reporting on progress to the NTRIS steering group.
- Buy-in from action leads should be secured at the design stage, affording this process sufficient time, including to: troubleshoot in regard to possible barriers to implementing specific actions (and how these can be addressed) and identifying enablers to implementation (and how these can be leveraged).
- Core principles (as set out in the values framework) should serve as important 'rules of engagement' for Action leads and their organisations.

- The composition of the NTRIS steering group needs to be reviewed to strengthen it as a driver for the implementation of the Strategy, including: a review of the composition of the steering group and the basis on which membership is decided; civil service and public service members need to be of sufficient seniority to make decisions; clear terms-of-reference are required for the steering group, steering group members, and NTRIS subcommittees; and gaps in statutory sector members should be addressed, for example, the Department of Enterprise, Trade and Employment need to be represented.
- The first two-year implementation plan should be developed as the strategy is being designed, not at the point of the publication of the Strategy, and the final NTRIS draft should be as close to an implementation plan as possible.
- Delivery-level coalitions of interest need to be identified and resourced at an early point, to drive and inform implementation of the successor NTRIS. Interagency cooperation at the delivery level will be critical in this.
- Roma should have parity of esteem in regard to the strategy content and its implementation and monitoring. The strategy design should include symbols and imagery of cultural relevance to both communities.
- The NTRIS needs to be developed as a whole-of-government strategy, with cabinet approval.
- In regard to pilot initiatives, all geographical regions need to be treated equally in deciding where pilots should be delivered.
- Strategy actions should be drafted in language of commitment: “will” rather than “could” or “should”.

4.2 Strategy implementation

- NTRIS steering group meetings: members need to receive agendas and updates in a timely manner in advance of meetings, with action leads reporting on progress in a timely manner in advance of steering group meetings; meetings need to be in-person; and the number of NTRIS steering group meeting should be increased.
- Processes developed at steering group level should ensure the identification, dissemination, and take-up of good practice, and consistency of provision across different local areas.
- The NTRIS Roma subcommittee needs to be reconstituted as an important vehicle for Roma voices to emerge in overseeing and informing the implementation of the NTRIS.
- A NTRIS young people’s sub-committee should be established with young Travellers and young Roma represented.
- Local level consultation, collaboration and initiative to drive and inform implementation of the strategy should be maximised, sustained and enabled in an ongoing manner.

- The NTRIS team in DCEDIY need to be sufficiently staffed and team members should have the NTRIS as their sole brief.
- National Traveller representative organisations should provide transparency in regard to progress on NTRIS implementation from their involvement at national level.
- Traveller community input and feedback should be sought, in an ongoing manner, in regard to strategy implementation and monitoring.
- An all-island approach needs to be considered in regard to NTRIS implementation, given Travellers and Roma living and working/using services in border counties.

4.3 Strategy monitoring

- The current 'traffic light' monitoring framework is not working and a new approach to strategy monitoring and implementation is required involving both a national and local focus:
 - a high-level national oversight (through the NTRIS steering group and with attendance from action leads with sufficient seniority to make decisions); and
 - local/regional structures to monitor and drive implementation at local level.
- There is a need for greater accountability (from action leads) in regard to reporting on progress. Agency/departmental buy-in regarding allocated actions; clear targets, milestones and KPIs; robust reporting requirements; and a good implementation plan, will assist with such accountability. Action leads should report their progress on actions in a context of their broader obligations under the Public Sector Equality and Human Rights Duty. The application of sanctions to lead agencies for delivery failure may need to be considered.
- EU-level guidelines in regard to the 2020-2030 Framework should be used to monitor progress as well as the EU requirement for an annual progress report.
- Oireachtas committee oversight (across the relevant NTRIS thematic areas) should be considered in regard to monitoring implementation.
- A mid-way review of the NTRIS implementation should be undertaken by an independent expert.
- Annual reports for each year of the strategy should be undertaken by an independent rapporteur.
- A strategy of awareness raising and communication processes (accessible to Roma in regard to language) should be pursued with the Traveller community and Roma community about NTRIS and in regard to implementation progress. A bi-annual conference should be hosted with stakeholders, to share and exchange on implementation progress and extract learning from this. A NTRIS website could be considered.
- Responsibility for the NTRIS should be moved to the remit of the Department of an Taoiseach.

5. Strategy Alignment

There are a number of national strategies targeting Travellers and Roma that are: in place, the National Traveller Health Action Plan; in train, the Traveller and Roma Education Strategy; and committed to by government, the Traveller and Roma Employment and Enterprise Strategy and the Traveller Mental Health Strategy. The importance of an alignment across these strategies and between these strategies and the NTRIS, was identified.

In addition, proposals to develop additional targeted strategies were put forward by participants at the consultation process: a Traveller culture and heritage strategy, a Roma housing and homelessness strategy, a strategy to address Traveller homelessness, and a Roma health action plan.

Action to achieve strategy alignment:

- Ensure that the development and implementation of these strategies is based on the same values statement identified for NTRIS, makes use of the same assessment of equality and human rights issues used in implementing the Public Sector Equality and Human Rights Duty, have ring-fenced funding, involve participative processes, and include adequate monitoring and accountabilities.
- Establish and monitor standards for the development and implementation of strategies, specifically in relation to:
 - addressing cultural diversity and issues of racism adequately, appropriately and consistently;
 - intervention strategies, including for: a dual approach of targeting and mainstreaming and achieving the balance and links between each of these; the design and delivery of targeted initiatives; and the role and conditions for Traveller and Roma peer-support workers.
- Establish and sustain coordinated response across key government departments in the implementation of these strategies, with effective cross-departmental linkages.
- Establish and resource mechanisms to ensure a consistent response to implementation of these strategies across the local level, including structures and processes at local level to effectively drive implementation.
- Ensure a fluidity within the successor NTRIS to take account of the development of these strategies and integrate a focus on these strategies within the ongoing work of the successor NTRIS structures.

Appendix One: Sources for the Assess Step

The following source documents were reviewed to inform the assessment of equality and human rights issues facing Travellers and facing Roma

- Central Statistics Office (2017). [Census 2016, Profile 8: Irish Travellers, Ethnicity and Religion](#).
- Department of Children, Equality, Disability, Integration, and Youth (2023) [Survey on Attitudes Towards the Equality Grounds](#). IPSOS
- Department of Children, Equality, Disability, Integration, and Youth (April 2020) Statistical Spotlight #4: Young Travellers in Ireland (with some data on Roma). Government of Ireland
- European Commission, DG Justice and Consumers (2022) Civil society monitoring report: Lessons learnt from implementation of the National Traveller and Roma Inclusion Strategy 2017-2021, and recommendations for the post-2022 strategy. Prepared by Pavee Point Traveller and Roma Centre.
- European Commission, DG Justice and Consumers (2018) Civil society monitoring report on implementation of the national Roma integration strategy in Ireland: assessing progress in four key policy areas of the strategy. Prepared by Pavee Point Traveller and Roma Centre
- EU Fundamental Rights Agency (2020). [Roma and Travellers in Six Countries](#).
- Irish Human Rights and Equality Commission (October 2019). [Ireland and the Convention on Racial Discrimination, Submission](#) to the United Nations Committee on Racial Discrimination on Ireland's Combined Fifth to Ninth Periodic Report, Irish Human Rights and Equality Commission.
- Joint Committee on key Issues Affecting the Traveller Community (Nov. 2021) Key Issues Affecting the Traveller community: Final Report of the Joint Committee on key Issues Affecting the Traveller Community. Houses of the Oireachtas.
- Joyce, S., O'Reilly, O., O'Brien, M., Joyce, D., Schweppe, J., and Haynes, A. (2022) Irish Travellers' Access to Justice. European Centre for the Study of Hate: University of Limerick.
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- National Traveller Mental Health Network Strategic Plan 2019 -2021.
- O'Mahony, J. (2017). [Behaviour and Attitudes: Traveller Community National Survey](#). Prepared for the National Data Steering Group and the Community Foundation for Ireland.
- Pavee Point (2023) [Roma in Ireland: Access to Fair and Decent Work](#). Pavee Point and NUI Maynooth.
- Pavee Point and Department of Justice and Equality (2018). [Roma in Ireland: A national needs assessment](#).
- Quinlan, M., (2021) [Out of the Shadows: Traveller and Roma Education](#), Voices from the Community. Department of Education.
- Sartori S. (2022), [Unveiling Inequalities - Experiences of LGBTI+ Traveller and Roma](#), National Action Group for LGBTI+ Traveller and Roma Rights.
- Traveller Counselling Service, Exchange House, & Traveller Mediation Service (2019) [Inter-family Violence and its Impact on Traveller Mental Health](#).
- Watson D., Kenny O., & McGinnity F. (2017). [A Social Portrait of Travellers in Ireland](#), ESRI.