

COUNTY CAVAN
TRAVELLER INTERAGENCY
GROUP STRATEGY

2023
2025





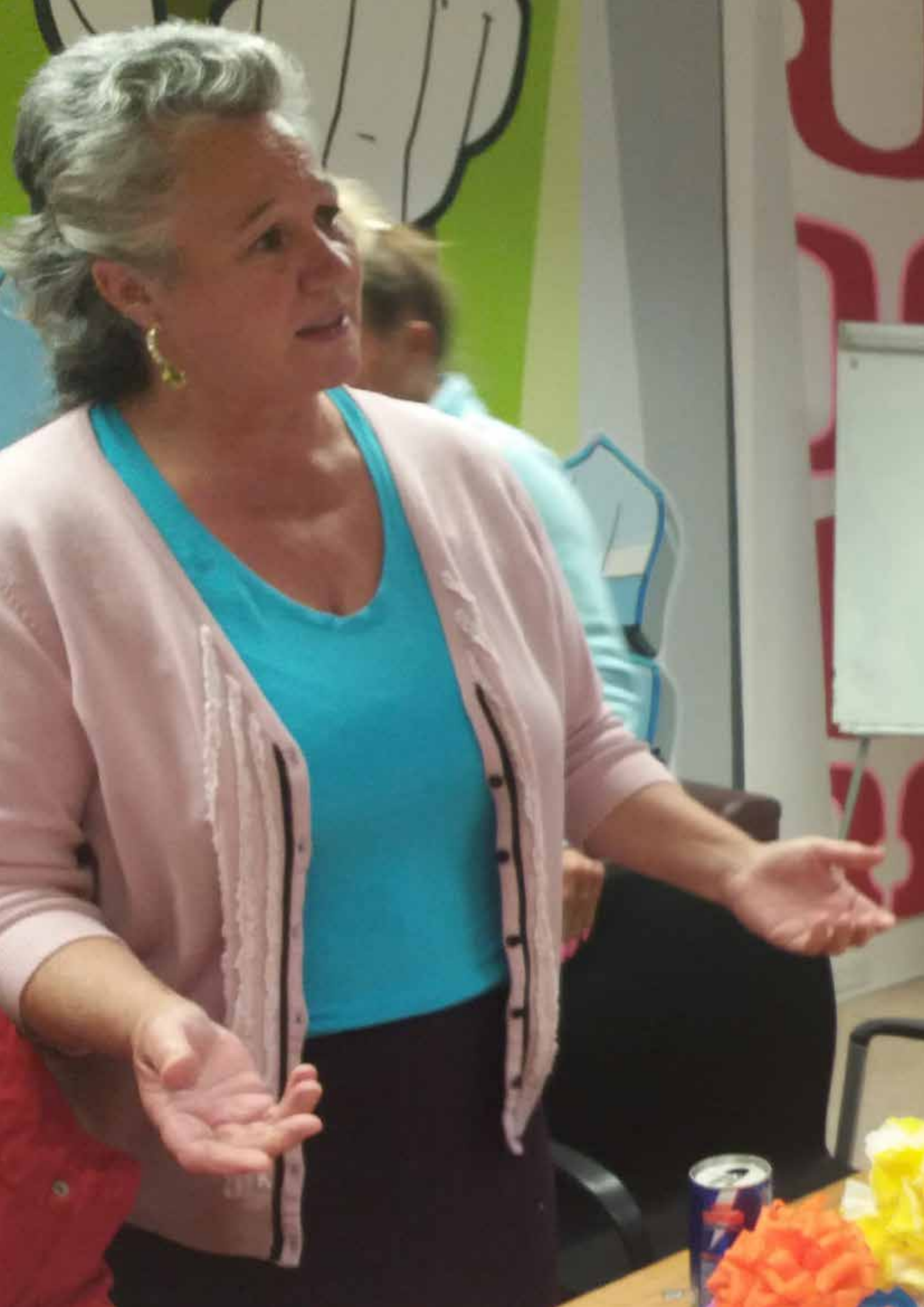
**Comhairle Contae
an Chabháin**
Cavan
County Council

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Department of Community & Enterprise
Cavan County Council
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Message from the Chief Executive of Cavan County Council

The National Traveller Roma Inclusion Strategy 2017-2021 provides the core national context for the work of the Traveller Interagency Group (TIG). The TIG has a valuable contribution to make in the implementation of this national policy strategy. We are fortunate to have a strong Traveller Interagency Group (TIG) in this county which Cavan County Council co-ordinates and supports.

The Irish Human Rights and Equality Commission Act 2014 requires public bodies to have regard to the need to combat discrimination, promote equality and protect human rights in all their function. The statutory duty includes a specific focus on the Traveller community.

The vision of the current Cavan Local Economic and Community Plan is that local agencies of the state would work together to address the needs of the county and its people to address social inclusion issues and the TIG is an excellent example of this. In recent years there has been great work carried out in this interagency space both on the research piece 'An Inclusive Cavan: Needs Assessment Young Travellers (10 to 24 Years) in Cavan' and now with the development of this 'County Cavan Traveller Interagency Group Strategy'.

The development of this Strategy gave key service providers and members of the Traveller Community in Cavan the opportunity to voice their experience, the challenges they encounter but also to outline the opportunities which exist for collaborative working and the achievement of progressive actions during the lifetime of

the Strategy. This Strategy sets out a clear plan for Cavan Traveller Interagency Group and its subgroups to further enhance and strengthen collaboration between Cavan County Council, Cavan Traveller Movement, local communities, statutory and non-statutory agencies and organisations to aid the delivery of actions to achieve successful outcomes for Travellers in County Cavan and to make links regionally and nationally in relation to these.

Cavan County Council provides funding to Cavan Traveller Movement to employ a community development worker. Cavan Traveller Movement has a great track record in supporting the community in innovative ways and have initiated and delivered many excellent projects including Traveller Women's Groups, Cavan Traveller Men's Sheds and a Youth Engagement Group.

The combination of expertise within Cavan Traveller Movement and a working interagency process are key to the achievements to date. This strategy lays the foundations for further significant progress.

Cavan County Council would like to acknowledge and sincerely thank all those

who invested significant time, energy and effort in the creation of this strategy.

In particular thanks to Niall Crowley, Values Lab for his expertise, facilitation skills and guidance and to the Acting Chairperson of County Cavan Traveller Interagency Group Chrissie O’Sullivan from Cavan Traveller Movement for her dedication and enthusiasm for this project.

Special thanks to the Traveller representatives on the Traveller Interagency Group whose participation has been crucial to the development of this strategy.

Cavan Traveller Interagency Group and its subgroups is made up of many agencies, organisations and individual members who all played an important part in the consultation process by attending many facilitated sessions and sharing their knowledge and experience for the benefit of the group.

The development of this strategy was part funded by grant aid from The Department of Children, Equality, Disability, Integration and Youth and their support for this project is most appreciated.



Mr Tommy Ryan
Chief Executive
Cavan County Council

1. Foreword



I was pleased to be asked to write this foreword for the County Cavan Traveller Interagency Group (TIG) strategy. I trust in the role of the TIG and believe it is an initiative that can deliver for Travellers. The TIG can make a real change in the outcomes from service provision to Travellers at local level. It can support agencies in their roll out of projects to engage with Travellers in a meaningful way. There is energy in having been able to be part of this new development in the work of the TIG, but there is real satisfaction for me at seeing something so worthwhile and so full of potential coming together.

This strategy sets out the context in which the TIG operates, and seeks to be relevant to and seize the opportunities in. Sometimes that context changes without input from us. The strategy provides us with clear values, captured in our values statement, and an ambitious mission for an inclusive Cavan, to guide us through any such change in the implementation of our priorities. Having a strategy will keep us focused and help us see the bigger picture when things get tough. It will serve to remind us of our goals and to give the leadership for us to deliver on these.

This strategy sets the standard for what we all want for Travellers in Cavan, the standard of engagement, the standard of consultation, the standard of provision, and the standard of outcomes we all seek to live up to. It places Travellers centre-stage in defining and shaping their future. It mobilises key service providers to include Travellers in a manner that respects cultural difference and ensures no room for discrimination.

The TIG, in implementing this strategy, is creating new opportunities that will bring about real and sustainable change for the Traveller community, pursuing new ways of working together that allow us to grow and be ambitious in our thinking, and bringing new opportunities through innovative projects that force us all to think outside the box and collaboration between agencies is fundamental to the success of any TIG strategy, and buy in from the start is essential.

We have been fortunate on the TIG with the commitment, creativity and determination the various agencies and organisations have brought to this process. Cavan County Council is to be commended for their push to include all stakeholders in the development of this strategy and to create the conditions for its successful implementation.

The development of this strategy is the first step in delivering a new and innovative ways of working with Travellers. I look forward to the next steps that we have now set out for ourselves.

Chrissie O'Sullivan, Acting Chair County Cavan Traveller Interagency Group



2. Introduction

The establishment of Traveller Interagency Groups, from 2006, was driven by a concern to advance inter-agency strategy for effective service provision, and to promote effective consultation with Travellers, in order to achieve successful outcomes for Travellers.

This strategy for the County Cavan Traveller Interagency Group takes up this challenge. The strategy was commissioned by Cavan County Traveller Interagency Group led by Cavan County Council and funded by The Department of Children, Equality, Disability, Integration and Youth.

This strategy serves as a source of ideas and initiative to: enable the Traveller Interagency Group to build on positive developments that have been achieved in responding to the needs of Travellers; advance new outcomes for Travellers; and enable leadership for the change necessary for this. In this, it reflects an ambition of the Traveller Interagency Group to engage in shared action as well as sharing of information.

The strategy will strengthen the relationships and collaboration between the agencies and organisations represented, supporting members to work together on core issues and to make links regionally and nationally in relation to these.

Accurate up-to-date data on Travellers is limited nationally and locally. Currently:

- Census 2016 established that there were 475 individuals (246 male and 229 female) identifying as members of the Traveller community in County Cavan, 0.63% of the population of County Cavan, slightly lower than the Traveller share of the national population at 0.7%. The age breakdown suggests that 56.8% of Travellers in Cavan are under the age of 25 years, compared to 34.6% for the population of County Cavan as a whole.
- The local authority annual count carried out in November, 2018 indicated that there were 144 traveller households (490 persons) in the County.
- The CHO 1 Traveller Health Strategic Plan 2018-2022 estimated that there are up to 900 Travellers in the county.

It is envisaged that more up-to-date data will be forthcoming in the near future with the reiteration of these sources.

3. Context

The National Traveller Roma Inclusion Strategy 2017-2021 provides the core national context for the work of the Traveller Interagency Group. It establishes objectives and actions across ten different policy areas. The strategy includes a specific focus on cultural identity, which focus was subsequently reinforced with the State's formal recognition of Travellers as an ethnic group.

The Traveller Interagency Group has a valuable contribution to make in the implementation of this national policy strategy. While implementation has been challenging, there have been positive developments under NTRIS, which offer potential for learning and replication. The current NTRIS is drawing to a close and work on its successor is beginning. It will be important that Traveller Interagency Groups have a key place and role within its successor with supports to make their full contribution.

The Irish Human Rights and Equality Commission Act 2014 injects a new imperative for equality and human rights in the work of public bodies at national and local levels. It requires public bodies to have regard to the need to combat discrimination, promote equality and protect human rights in all their functions.

The statutory duty includes a specific focus on the Traveller community. Implementation of this statutory duty has been slow, but there is evidence of increased impetus in its implementation. The Traveller Interagency Group has a valuable contribution to make in enabling a Traveller focus in its implementation and in reaping the gains from the processes involved. This strategy has been developed in compliance with this statutory duty.

The local context for the Traveller Interagency Group includes a local development infrastructure that offers importance access for resources, opportunities, and outcomes for Travellers. This includes the:

- Local Community Development Committee with a remit in planning, coordinating, and monitoring local development and community development programmes and funding in the area, including the SICAP;
- Local Economic and Community Plan which has been implemented with a new Local Economic and Community Plan to be prepared; and
- Cavan County Local Development (CCLD), the local development company.

The local context includes a growing level of organisation and ambition within the Traveller community, with the presence and work of Cavan Traveller Movement.

There is, further, the Traveller Primary Health Care Project, a peer-led initiative to support Traveller access to healthcare, addressing both Travellers and healthcare service providers in order to improve health outcomes for Travellers. This is managed by Extern and funded by the HSE.

The PEACE PLUS programme should be source of supports for initiatives to benefit Travellers, with potential to secure resources through this programme.

This strategy has been prepared in the context of the COVID-19 pandemic and the requirements in managing the pandemic. This has given a sharp focus to the inequalities experienced by the Traveller community, and has had a particularly detrimental impact on the Traveller community in areas such as participation in education. However, initiatives taken in response to the COVID-19 pandemic could provide a source of learning and new ideas for future action on improving the situation and experience of Travellers including in particular in the area of health.

The research published by Cavan County Local Development and assisted by Cavan Traveller Movement: 'An Inclusive Cavan: Needs Assessment Young Travellers (10 to 24 Years) in Cavan' has informed the preparation of this strategy.

4. Values Statement

The strategy is framed by the values that motivate the County Cavan Traveller Interagency Group:

EQUALITY

DIALOGUE

COLLABORATION

CREATIVITY

EQUALITY is about Travellers participating and achieving at the same level as the general population; visibility for and celebration of diversity including cultural diversity; and fairness and the elimination of discrimination.

Statement of Priority: The Traveller Interagency Group strives to ensure Travellers have opportunities and a level playing field, and can achieve improved outcomes with additional supports and positive action as needed.

Statement of Process: The Traveller Interagency Group works in a manner that sets and supports standards for the design and delivery of services for Travellers.

DIALOGUE is about two-way exchanges that are meaningful, non-judgemental, and honest and truthful, and that have an impact on identifying barriers and finding improvements in services for Travellers.

Statement of Priority: The Traveller Interagency Group strives to ensure service providers are engaged with Travellers and Traveller organisations in shaping priorities and programmes.

Statement of Process: The Traveller Interagency Group works in a manner that models this ideal of dialogue, and that promotes this model in other settings.

COLLABORATION is about working together for shared goals, pooling resources behind shared objectives, and aligning the goals of individual organisations, while respecting individual mandates and resource levels.

Statement of Priority: The Traveller Interagency Group strives to ensure organisations work together to achieve scale in action for shared objectives, and to extract and share learning about effective strategies and approaches.

Statement of Process: The Traveller Interagency Group works in a manner that enables organisations to work together to develop shared approaches to key issues.

CREATIVITY is about opening up new opportunities and new ways of doing things that would be bespoke to Cavan, and enables peer learning, learning from diverse opinions, and learning from good practice elsewhere.

Statement of Priority: The Traveller Interagency Group strives to ensure new ideas are generated and new programmes are developed to improve the situation and experience of Travellers.

Statement of Process: The Traveller Interagency Group works in a manner that finds, learns from and applies models of good practice, and that enables risks to be taken, and new initiatives and approaches to be tested.

5. Assessment of Equality and Human Rights Issues

The public sector equality and human rights duty (Duty) requires public bodies to have regard to the need to eliminate discrimination, promote equality, and protect human rights across all their functions. The first step in implementing the Duty is to undertake an assessment of equality and human rights issues relevant to their functions.

The functions of the County Cavan Traveller Interagency Group are to:

- **Collaborate**, in seeking and sharing resources to act jointly and develop new initiatives.
- **Coordinate**, in sharing information about plans and initiatives of member agencies, and enabling new initiatives based on shared knowledge and peer support.
- **Establish standards**, in service provision for the Traveller community, creating, supporting, and keeping such shared standards under review.

The focus for the work of the Traveller Interagency Group is the Traveller community and the diversity within this community. The following equality and human rights issues are identified as relevant to the work of the Traveller Interagency Group, relating to the situation, experience, and identity of the Traveller community.

Situation: encompasses social and economic status and access to resources. Relevant equality and human rights issues for Travellers are:

- Educational disadvantage and early school leaving
- Unemployment and low income
- Health inequalities and poor health status
- Inadequate accommodation provision and poor living conditions
- Difficulties in relationships and interactions with the criminal justice system
- Inadequate level of services available

Experience: encompasses relationships with public institutions, and the wider society. Relevant equality and human rights issues for Travellers are:

- Prejudice and stereotyping
- Discrimination
- Harassment, hate speech and hate crime
- Lack of support to report and address issues of prejudice, discrimination, and harassment
- Limited influence of the Traveller voice
- Barriers in accessing services, including lack of support for access
- Segregation in services for lack of access to mainstream services
- Particular challenges for Traveller women and girls, disabled Travellers, and LGBT Travellers

Identity: needs emergent from how groups give expression to and live out their identity. Relevant equality and human rights issues for Travellers are:

- Lack of recognition for Traveller culture, and failure to respond to the practical implications of cultural difference
- Limited awareness of cultural difference and understanding of its practical implications for service provision
- Limited opportunity to explore their changing culture and give expression to this culture
- Lack of spaces, resources, and opportunities for Travellers to meet and organise
- Invisibility of Travellers and Traveller culture, in particular in the school curriculum, public spaces, and cultural activities, and due to lack of ethnic identifier
- Hidden identity with self-identification blocked by fears of prejudice, discrimination, or rejection

6. Mission

The ambition of the County Cavan Traveller Interagency Group is to enable:

- An inclusive Cavan where Travellers enjoy a sense of belonging;
- Support for and a valuing of Traveller culture and identity; and
- Standards in and quality of service provision that is appropriate and accessible to the Traveller community.



Launch of the Traveller Youth Needs Assessment in January 2020

7. Objectives and Strands of Action

In pursuing this mission, County Cavan Traveller Interagency Group works to ensure:

- Travellers have opportunities and can achieve improved outcomes;
- Service providers engage effectively with Travellers and Traveller organisations, in their planning and programme development;
- Agencies coordinate and work together, and extract and share learning about effective strategies and approaches; and
- New ideas are generated, new programmes are implemented, and models of good practice are applied.

7.1 Ensure Travellers have opportunities and can achieve improved outcomes

The strands of action that will be pursued and implemented over this period at **Traveller Interagency Group** level are:

1. Develop, agree and support the implementation of a standard for an appropriate response to Traveller culture and ethnic identity in the design, planning, and delivery of key services. This will be based on and draw from the good practice framework developed for the 'An Inclusive Cavan: Needs Assessment Young Travellers (10 to 24 Years) in Cavan' report.
2. Design, or adapt existing models, and provide shared training initiatives for agency staff to: enable understanding of Traveller ethnicity and culture; develop skills in responding appropriately to cultural difference; and build capacity to implement the standard developed.
3. Identify and track the commitments made in the current National Traveller and Roma Inclusion Strategy that are and could be implemented in County Cavan, and take or support action to address any gaps or challenges noted in the implementation of these commitments.
4. Track national policy strategies for commitments that would enable further action on achieving outcomes for Travellers and support their implementation in Cavan.

5. Develop an approach to data collection that enables Traveller participation in and outcomes from key services to be tracked and analysed, using the work done by Pobal and the local development companies in this regard.

The strands of action that will be pursued and implemented over this period at subgroup level are:

A. Health Subgroup

Track and address access issues in relation to health services, dealing with barriers, and securing Traveller engagement in health services, including:

- Exploring issues for Traveller access, from the perspective of Travellers;
- Assessing and responding to issues that emerge with any move to online service provision;
- Developing targeted messaging initiatives; and
- Promoting welcoming practices among service providers

The subgroup will track the organisational change in the HSE to avail of opportunities that arise or manage any challenges that present, on foot of planned changes.

The HSE CHO 1 Traveller Health Plan provides a central context for the work of the health subgroup.

B. Education Subgroup

Support and enable implementation of the Yellow Flag Programme: in schools that would apply for and take action to secure a Yellow Flag; and in schools that have already been awarded a Yellow Flag, enabling learning and a ripple effect from these schools.

Develop, secure funding for, and support a long-term initiative designed for Cavan based on the STAR initiative, in particular through the PEACE PLUS programme. This initiative would be peer-led, and its design would draw from the research published by the Department of Education, involving schools from the four NTRIS pilot sites.

Strengthen Traveller access to afterschool services and to adult education and family learning services, identify and address barriers to their access, and stimulate and support new opportunities for and approaches to such services as needed.

C. Employment Subgroup

Devise and implement initiatives to enable the emergence of Traveller role models in mainstream employment and to identify and support employer role models in employing Travellers.

These initiatives would draw from the research findings of:

- Travellers in the Mainstream Labour Market commissioned by the St. Stephens Green Trust;
- An Inclusive Cavan: Needs Assessment Young Travellers (10 to 24 Years) in Cavan; and
- Feasibility study undertaken by Monaghan Integrated Development on developing a specific employment programme tailored for Travellers.

7.2 Ensure service providers engage effectively with Travellers and Traveller organisations, in their planning and programme development

The strands of action that will be pursued and implemented over this period at **Traveller Interagency Group** level are:

1. Create spaces and opportunities for discussion and mutual learning involving young Travellers and agencies on the Traveller Interagency Group, about: effectively engaging with young Travellers; understanding and responding to their needs; and enabling outcomes for them.
2. Ensure a strong and effective Traveller community infrastructure and voice, underpinned by community development principles, through enabling and supporting the work of Cavan Traveller Movement in developing and expanding this community infrastructure.
3. Enable an engagement between Traveller organisations and Travellers and agencies from the criminal justice system, expanding membership of the Traveller Interagency Group or forming a subgroup if useful in assisting such a process.
4. Enable engagement with employer and business associations to support and enable dialogue on Traveller employment issues, expanding membership of the Traveller Interagency Group or involving them on the employment subgroup if useful in assisting such a process.

The strands of action, that will be pursued and implemented over this period at subgroup level, are:

A. Health Subgroup

Further develop, strengthen, and communicate about:

- models for co-production, partnership, and engagement in the provision of health services to Travellers; and
- models for peer-led approaches and peer support in health service provision to Travellers, including the Traveller Primary Health Care Project managed by Extern and funded by the HSE.

B. Education Subgroup

Create spaces for discussion of Traveller issues in education among a wide range of stakeholders and providers, that involve Travellers and that address standards, expectations, and rights.

Stimulate and guide individual education institutions to engage in dialogue with Travellers involved in their provision.

Identify models for, and support and strengthen a voice for younger Travellers in relation to education and within education establishments.

C. Employment Subgroup

Build and create opportunities for dialogue:

- within the Traveller community on employment issues;
- between employers and Travellers on employment barriers and opportunities; and
- between employers on championing employment of Travellers.

7.3 Ensure agencies coordinate and work together, and extract and share learning about effective strategies and approaches

The strands of action that will be pursued and implemented over this period at **Traveller Interagency Group** level are:

1. Enable an overview of initiative and resources targeting or including Travellers, by sharing information, and ensure coordination to maximise the impact of such initiatives and resources.
2. Enable and inform inter-agency peer support on creating the conditions for and implementing the public sector equality and human rights duty as it pertains to Travellers, including developing a template of the equality and human rights issues faced by Travellers that would be addressed in implementing the Duty, and tracking progress in this regard.
3. Identify new opportunities in public planning, policy or service programming that could name and benefit the Traveller community, and assess how this might best be realised. New organisational plans and initiatives identified as in the offing that could include a Traveller focus are: CMETB youthwork plan, the CYPSC three-year plan, Tusla's commissioning plan, the First 5 Strategy of the Cavan County Childcare Committee, social prescribing through the Family Resource Centres, and Slaintecare developments.
4. Identify, track and strengthen a Traveller focus in the current Local Economic and Community Plan structures and initiatives that could drive progress for members of the Traveller community, and ensure a Traveller focus in the next iteration of the plan.

The strands of action that will be pursued and implemented over this period at subgroup level are:

A. Health Subgroup

Sustain relationships and links across agencies, and other committees, to design and implement integrated ways of working and coordinating that are systemic in addressing health issues and responding to the social determinants of these issues.

B. Education Subgroup

Enable linking between other arenas that are working on the issue of education that subgroup participants are involved in, to engage Travellers in these arenas and to inform a Traveller focus in these arenas.

C. Employment Subgroup

Develop collaboration with and among individual employers that are employing Travellers, and with employer associations.

7.4 Ensure new ideas are generated, new programmes are implemented, and models of good practice are applied

The strands of action that will be pursued and implemented over this period at **Traveller Interagency Group** level are:

1. Identify and link with appropriate national agencies to support the work of the Traveller Interagency Group, including through communication on good practice models and relevant learning from initiatives taken elsewhere.
2. Identify, enable, and pursue new responses to digital inequalities faced by the Traveller community, with particular regard to ensuring new barriers do not emerge with the increase in online services and initiatives.
3. Establish, communicate and apply learning from challenges faced and good practices developed in responding to the COVID-19 pandemic as it affected the Traveller community.

The strands of action that will be pursued and implemented over this period at subgroup level are:

A. Health Subgroup

Build on and sustain innovation in health service responses to the COVID 19 pandemic: establish the learning from these; explore the experience of these with Travellers; and identify the innovations that need to be sustained and built on.

B. Education Subgroup

Support innovation in communication and getting messages out to the Traveller community from service providers.

Explore and implement innovation in supporting Travellers to deliberate on and celebrate their own culture and identity.

C. Employment Subgroup

Develop and implement tailored approaches to secure Traveller participation in:

- the new DSP Work Placement Experience Programme; and
- social enterprise opportunities, based on their tradition of self-employment, under the social enterprise strategy and unit of Cavan County Local Development.

Develop and implement new approaches to secure Traveller participation on labour market schemes. This action would be based on progressing the recommendations made in research undertaken by Monaghan Integrated Development on activation of Travellers into CE, TUS, and the Rural Social Scheme.

Design and implement systems to tailor labour market schemes to enable outcomes for Travellers and explore the potential for identified staff members in relevant agencies to act as reference points on Traveller issues.

8. Operations

Planning

An annual workplan to progress implementation of this strategy will be developed and agreed at the start of each year.

This workplan will include an identification of flagship projects to be implemented in that year. These flagship projects will be tracked during the year to ensure they make an impact and to enable learning from their implementation.

In its planning, the Traveller Interagency Group will build on existing good practice identified through its ongoing work.

An annual seminar will be hosted by the Traveller Interagency Group on a topic related to its workplan, as a means of engaging with expertise on the topic in order to build on existing good practice, and as a means of enabling dialogue between agencies, Travellers, and Cavan Traveller Movement on progressing the theme.

Structure

The Traveller Interagency Group will meet every two months to:

- progress the implementation of the actions under this Strategy designated for implementation at Traveller Interagency Group level;
- ensure information sharing and coordination of initiatives and resources targeting or including the Traveller community in the County;
- enable shared learning and understanding from the work done;
- link and further enable the work of the subgroups; and
- strengthen shared perspectives and share information.

Theme-based and task-based subgroups will be formed to:

- progress opportunities for collective approaches and collaborative initiatives in key fields, pooling knowledge, skills, and resources in such initiatives;

- enable mutual support and sharing of information, perspectives, and good practices; and
- offer opportunity for participants to discuss and reflect on new ideas and their realisation in practice, and on shared challenges and effective responses to these.

Currently there are subgroups operating on: health, education, and employment.

The Traveller Interagency Group will identify a chairperson at its first meeting on adopting this strategy, canvassing for names prior to this, including exploring the possibility for an independent chairperson.

The secretariat for the Traveller Interagency Group is provided by Cavan County Council.

Linkages

The Traveller Interagency Group will ensure effective linkages and exchanges with the Local Traveller Accommodation Consultative Committee to underpin inter-agency cooperation in relation to accommodation provision and related issues.

The Traveller Interagency Group will engage with other inter-agency fora, including the Cavan Children and Young People's Services Committee to progress implementation of this strategy and to support a focus on Travellers in these other fora. The link with the Children and Young People's Services Committee will build on foundations established through its collaboration with the Cavan Traveller Movement in a national pilot initiative for Parent+.

Resources

The Traveller Interagency Group will mobilise the resources necessary for the implementation of this strategy through:

- the work of the social inclusion unit of Cavan County Council in identifying and securing new sources of funding as they come available, locally and nationally;
- the pooling of resources by agencies to support initiatives to be implemented on a cooperative basis; and
- the deployment of agency resources for actions that are relevant to their remit.

Monitoring & Evaluation

Indicators to track the work of the Traveller Interagency Group will be:

- Number of flagship projects identified and implemented by the Traveller Interagency Group each year.
- Number of actions taken to strengthen and expand the Traveller community infrastructure through the Cavan Traveller Movement.
- Number of local plans and strategies enabled to include an effective focus on Travellers.
- Number of instances for the learning from good practice during the COVID-19 pandemic being applied by agencies.

One meeting each year of the Traveller Interagency Group will be dedicated to reflecting on and assessing the:

- progress made in implementing the workplan for that year;
- alignment of the work done with the values benchmarks - the statement of priority for each value;
- impact on equality and human rights issues set out in the assessment; and
- level and nature of participation on the Traveller Interagency Group and the alignment of work processes with the values benchmarks - the statement of process for each value.

The deliberation at this annual meeting will inform the preparation of the workplan for the coming year.

An external evaluation will be commissioned in the final year of this Strategy.

Appendix 1: Strands of Action Tables

Traveller Inter-Agency Group Level

Strands of Action
1. Ensure Travellers have opportunities and can achieve improved outcomes
1.1 Develop, agree and support implementation of a standard for an appropriate response to Traveller culture and ethnic identity in the design, planning, and delivery of key services.
1.2 Design, or adapt existing models, and provide shared training initiatives for agency staff to: enable understanding of Traveller ethnicity and culture; develop skills in responding appropriately to cultural difference; and build capacity to implement the standard developed.
1.3 Identify and track commitments made in the current National Traveller and Roma Inclusion Strategy that are and could be implemented in County Cavan, and take or support action to address any gaps or challenges noted in the implementation of these commitments.
1.4 Track national policy strategies for commitments that would enable further action on achieving outcomes for Travellers, and support their implementation in Cavan.
1.5 Develop an approach to data collection that enables Traveller participation in and outcomes from key services to be tracked and analysed.
2. Ensure service providers engage effectively with Travellers and Traveller organisations, in their planning and programme development
2.1 Create spaces and opportunities for discussion and mutual learning involving young Travellers and agencies on the Traveller Interagency Group.
2.2 Ensure a strong and effective Traveller community infrastructure and voice, underpinned by community development principles, through enabling and supporting the work of Cavan Traveller Movement in expanding and supporting this community infrastructure.
2.3 Enable an engagement between Traveller organisations and Travellers and agencies from within the criminal justice system.

2.4	Enable engagement with employer and business associations to support and enable dialogue on Traveller employment issues.
3.	Ensure agencies coordinate and work together, and extract and share learning about effective strategies and approaches
3.1	Enable an overview of initiative and resources targeting or including Travellers by sharing information, and ensure coordination to maximise their impact.
3.2	Enable and inform inter-agency peer support on creating the conditions for and implementing the public sector equality and human rights duty as it pertains to Travellers, including developing a template of the equality and human rights issues faced by Travellers that would be addressed in implementing the Duty, and tracking progress in this regard.
3.3	Identify new opportunities in public planning, policy or service programming that could name and benefit the Traveller community, and assess how this might best be realised.
3.4	Identify, track and strengthen a Traveller focus in the current Local Economic and Community Plan structures and initiatives that could drive progress for members of the Traveller community, and ensure a Traveller focus in the next iteration of the plan.
4.	Ensure new ideas are generated, new programmes are implemented, and models of good practice are applied.
4.1	Identify and link with appropriate national agencies to support the work, including through communication on good practice models and relevant learning from initiatives taken elsewhere.
4.2	Identify, enable, and pursue new responses to digital inequalities faced by the Traveller community, with particular regard to ensuring new barriers do not emerge with the increase in online services and initiatives.
4.3	Establish, communicate and apply the learning from the challenges faced and the good practices developed in responding to the COVID-19 pandemic as it affected the Traveller community.

A. Health Subgroup

Strands of Action
1. Ensure Travellers have opportunities and can achieve improved outcomes
Track and address access issues: exploring issues for Traveller access from the perspective of Travellers; assessing and responding to issues that emerge with any move to online service provision; developing targeted messaging initiatives; and promoting welcoming practices among service providers
Track the organisational change in the HSE to avail of opportunities that arise or manage any challenges that present.
2. Ensure service providers engage effectively with Travellers and Traveller organisations, in their planning and programme development
Further develop, strengthen, and communicate about: models for co-production, partnership, and engagement in the provision of health services to Travellers; and models for peer-led approaches and peer support in health service provision to Travellers.
3. Ensure agencies coordinate and work together, and extract and share learning about effective strategies and approaches
Sustain relationships and links across agencies, and other committees, to design and implement integrated ways of working and coordinating that are systemic in addressing health issues and responding to the social determinants of these issues.
4. Ensure new ideas are generated, new programmes are implemented, and models of good practice are applied.
Build on and sustain the innovation in the health service responses to the COVID 19 pandemic, establishing the learning from these, exploring the experience of these with Travellers, and identifying the innovations that need to be sustained and built on.

B. Education Subgroup

Strands of Action
1. Ensure Travellers have opportunities and can achieve improved outcomes
Support and enable implementation of the Yellow Flag Programme in schools.
Develop, secure funding for, and support a long-term initiative designed for Cavan based on the STAR initiative, in particular through the PEACE PLUS programme.
Strengthen Traveller access to afterschool services and to adult education and family learning services.
2. Ensure service providers engage effectively with Travellers and Traveller organisations, in their planning and programme development
Create spaces for discussion of Traveller issues in education among a wide range of stakeholders and providers, that involve Travellers, and address standards, expectations, and rights.
Stimulate and guide individual education institutions to engage in dialogue with Travellers involved in their provision.
Identify models for, and support and strengthen a voice for younger Travellers in relation to education and within education establishments.
3. Ensure agencies coordinate and work together, and extract and share learning about effective strategies and approaches
Enable linking between other arenas that are working on the issue of education that subgroup participants are involved in, to engage Travellers in these arenas and to inform a Traveller focus in these arenas.
4. Ensure new ideas are generated, new programmes are implemented, and models of good practice are applied.

Support innovation in communication and getting messages out to the Traveller community from service providers.

Explore and implement innovation in supporting Travellers to deliberate on and celebrate their own culture and identity.

C. Employment Subgroup

Strands of Action
1. Ensure Travellers have opportunities and can achieve improved outcomes
Devise and implement initiatives to enable the emergence of Traveller role models in mainstream employment and to identify and support employer role models in employing Travellers.
2. Ensure service providers engage effectively with Travellers and Traveller organisations, in their planning and programme development
Build and create opportunities for dialogue: within the Traveller community on employment issues; between employers and Travellers on employment barriers and opportunities; and between employers on championing employment of Travellers.
3. Ensure agencies coordinate and work together, and extract and share learning about effective strategies and approaches
Develop collaboration with and among individual employers that are employing Travellers, and with employer associations.
4. Ensure new ideas are generated, new programmes are implemented, and models of good practice are applied.
Develop and implement tailored approaches to secure Traveller participation in: the new DSP Work Placement Experience Programme; and social enterprise opportunities under the social enterprise strategy and unit of Cavan County Local Development.
Develop and implement new approaches to secure Traveller participation on labour market schemes, progressing recommendations made in research undertaken by Monaghan Integrated Development on activation of Travellers into CE, TUS, and the Rural Social Scheme.
Design and implement systems to tailor labour market schemes to enable outcomes for Travellers, and explore the potential for identified staff members in relevant agencies to act as reference points on Traveller issues.

Appendix 2: Bibliography

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Author

Niall Crowley is an independent equality and human rights expert. He works at both a European level and a national level.

His work in Ireland has had a particular focus on supporting implementation of the public sector equality and human rights duty, as well as a wide range of initiatives concerned with equality for and human rights of Travellers.

He is co-founder of Values Lab which has pioneered values-led approaches to equality and human rights.

Formerly, he was chief executive officer of the Equality Authority for ten years from its establishment in 1999.





Member Agencies of County Cavan Traveller Interagency Group

- An Garda Síochána
- Cavan and Monaghan Education and Training Board
- Cavan County Childcare Committee
- Cavan County Local Development
- Cavan School Completion Programme
- Cavan Traveller Movement
- Citizens Information Services
- CYPSC Cavan
- Department of Social Protection
- Extern Cavan Traveller Primary Health Care
- Focus Family Resource Centre
- Housing Department, Cavan County Council
- North East Regional Drugs Taskforce
- Social Inclusion Unit, Cavan County Council
- HSE
- Teach Oscail Family Resource Centre
- TUSLA





Comhairle Contae an Chabháin
Cavan County Council

Cavan County Council
Courthouse
Farnham Street
Cavan
H12 R6V2

Tel: 049 4378300

www.cavancoco.ie