



KERRY COUNTY
DEVELOPMENT BOARD
BORD FORBARTHA CHONTAE CHIARRAÍ



Interagency Traveller Strategy

To Improve the Quality of Life of Travellers in Kerry



LIST OF ACRONYMS

CICs	Citizen Information Centres
DES	Department of Education and Science
DOELG	Department of the Environment and Local Government
DSFA	Department of Social and Family Affairs
FLAC	Free Legal Advice Centre
HSE	Health Service Executive
HSCLO	Home School Community Liaison Officer
INTO	Irish National Teachers Organisation
ITT	Institute of Technology, Tralee
KCCC	Kerry County Childcare Committee
KES	Kerry Education Service (VEC)
KLSP	Kerry Local Sports Partnership
KTDP	Kerry Traveller Development Project
KTSG	Kerry Traveller Strategy Group
LDSIP	Local Development Social Inclusion Programme
LEAP	Legal Education for All Project
LES	Local Employment Service
LTACC	Local Traveller Accommodation Consultative Committee
NALA	National Adult Literacy Agency
NCCRI	National Consultative Committee on Racism and Interculturalism
NCSE	National Council for Special Education
NCGC	National Council of Guidance Counsellors
NEWB	National Education Welfare Board
PHC	Primary Health Care
PTL	Partnership Trá Lí
RAS	Rental Accommodation Scheme
SCP	School Completion Programme
STCC	Senior Traveller Training Centre
TCDI	Tralee Community Drugs Initiative
VTS	Visiting Teacher Service

It is with pleasure that I introduce the 'Interagency Traveller Strategy to Improve the Quality of Life of Travellers in Kerry' on behalf of the Kerry County Development Board.

All County Development Boards are required to co-ordinate a Traveller Interagency Group, which will provide measures to promote social inclusion amongst Travellers, with their first action being the production of a strategic plan for approval by the CDB. The Irish Travelling community is still experiencing high levels of disadvantage and social exclusion in Ireland, therefore it is critical that local government, communities and statutory agencies work together to provide services and supports for and with Travellers in-line with national and local needs.

Interagency co-operation is integral both to the development and implementation of an effective strategy as highlighted by the County Development Board and the Irish Government High Level Group on Traveller Issues. I am especially proud of our response to interagency co-operation here and wish to recognise the months of research and discussion that informed the strategy and the commitment of the Travelling community to the process. The Strategy Committee was informed by the recommendations of the Report of the High Level Group on Traveller Issues as well as local consultation and research to identify the five strategic areas of strategic action.

The CDB is confident that the results will lead to a marked improvement in the quality of life of Travellers in County Kerry because all key agencies and communities are committed to their role as a result of the participatory process.

The Strategy's purpose is clear and based on five interconnected areas of strategic impact. The five focused areas are Health, Accommodation, Education, Employment, and Discrimination and Equality. Because a Results Based Planning approach was used each goal has measurable outcomes and outputs which should be achieved as the results of each action. While the strategy itself represents the effectiveness of interagency co-operation, the committed implementation of the strategy will be a measure of the County Development Board's ability to achieve results in improving the quality of life for all residents of County Kerry.

Both nationally and locally there is a need for extensive research and accurate data collection on Travellers lives. This is one of the actions built into the strategy which will require additional resource commitments to build capacity within agencies and the Travelling community to effectively document the current quality of life for Travellers in Kerry. On behalf of the committee, I would like to thank Independent Consultant Chris McNerney for writing the strategy and applying the results based approach to ensure accurate monitoring of the strategy.

The committee involves the following key players: Traveller representatives from Castleisland, Tralee, Killarney and Listowel and staff representing the following agencies: FÁS, HSE, Kerry County Council, Department of Education and Science, Kerry

Education Service, KDYS, Kerry County Childcare Committee, Partnership Trá Lí, Sliabh Luachra, Tralee LES, and An Garda Síochána. I would also like to acknowledge the critical role of the Kerry Travellers Development Project CDP in supporting the traveller representation on the committee as well as Ann O'Dwyer and Sheila Cahill Community and Enterprise Department, Kerry County Council for co-ordinating and supporting the process.

The strategy itself is the result of a learning process but more importantly is the beginning of interagency co-operation and individual agency commitments to specific actions over the next three years.



Mr. Ted Fitzgerald
*Mayor of Kerry 2007,
Chairperson
Kerry County Development Board*

Introducing Results Based Planning (RBP)

The development of this Strategy has been informed by a desire to achieve concrete results that will contribute to an enhancement of the lives of Travellers in Kerry. To do this a Results Based Planning (RBP) approach was adopted. This approach has four main pillars:

1. The definition of strategic impact areas that provide the focus of action.
2. Identification of more specific results in the form of outcomes and outputs.
3. An ability to monitor and assess performance, using indicators and ensuring the availability of information to report on these indicators.
4. Improved accountability through transparency, monitoring and evaluation.

What do we mean by results?

IN TERMS OF RESULTS THERE ARE THREE MAIN TYPES OF RESULTS

Impact, Outcomes and Outputs

Impact involves large scale and downstream improvement in quality of life for Travellers, both as a community and for individuals

Outcomes involve changes in the overall development conditions that the Strategy's actions are seeking to support. Achieving results at this level generally requires the co-operation a number of different partner agencies, including some that have not been directly involved in the design of the strategy.

Outputs on the other hand are tangible products or services that emerge from activities that are often under the control of individual agencies involved for the development of the

strategy, though co-operation with related agencies may also be necessary.

A key issue in the choice of impacts, outcomes and outcomes is the level of ambition of the inter agency group and a realistic assessment of what is possible in a given period of time and given available financial and human resources. Knowledge of the baseline situation is especially important to allow these judgements to be made.

Finally, Results Based Management places a strong emphasis on monitoring and evaluation, principally through reflection on the range of indicators identified during the planning stage.

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STRATEGIC IMPACT AREAS - **HEALTH**



In the preparation of this Strategy the issue of Traveller Health has been seen to be of immense importance. This reflects ongoing concern at national policy making level as to the health status of Travellers. The importance of the health agenda is reflected in the development between 2002 and 2005 of a Traveller Health Strategy. At the launch of this strategy, the then Minister for Health commented that 'For many years and for a variety of reasons, the Traveller population has experienced a level of health, which falls far short of that enjoyed by the general population. For example, we know that Travellers die at a younger age than the population in general'. Within any strategy designed to promote equality for Travellers, clearly health has to play a central role.

However the importance of health goes far beyond the immediate services that are designed to promote physical or mental well being. In reality, the other elements of this strategy, accommodation, education and employment have a direct relationship to health. The reverse is also true. Clearly, good health cannot be enjoyed in the absence of high quality, well serviced and culturally appropriate accommodation. In addition, opportunities to participate in education and/or training activities are undermined if children or adults experience recurring health problems. Employment and income generation suffer too if a person's health is so poor as to prevent them taking employment, if it is available, or if they are forced to miss work due to ill health.

Concerns on Traveller health must also take account the right of Travellers to have appropriate access to healthcare services that take into account their particular needs, culture and way of life. Some recent experiences reported by Travellers in Kerry have highlighted some very positive engagements with the health services, particularly accident and emergency. It is the objective of this strategy that these positive experiences are replicated across the entire range of services provided by the HSE.

One way of doing this is through an increased involvement of Travellers themselves in the delivery of health services. This is considered crucial to bridge the gap between the Traveller community and health service institutions and is facilitated in particular by the training of Travellers in the area of primary health care.

This section of the strategy seeks to address these issues and has identified the achievement of outcomes in a number of strategic areas. These are set out below.

EXPECTED IMPACT 1 HEALTH OF THE TRAVELLER COMMUNITY IMPROVED

OUTCOME 1.1 Equality of access to and participation in health services achieved for and in partnership with Travellers

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
1.1.1. Comprehensive data on service usage/ experience (positive/negative by Travellers generated).	Some qualitative data of Travellers experience of the health service but little quantitative data. Traveller experience in HSE's previously recorded (Jackson & O'Donovan Traveller Health Qualitative Study 2001)	<ul style="list-style-type: none"> Research report with data on service usage completed. Action plan to act on recommendations developed. 	<ul style="list-style-type: none"> Undertake comparative research - A&E, Community Welfare Service, Children's services, including use of ethnic identifiers. Analyse data, especially community participation. Generate recommendations and actions based on this. Ensure linkage with the all Ireland Traveller Health Strategy research soon to be undertaken. 	<ul style="list-style-type: none"> Funding for research Research steering group PHC trainees to do fieldwork Training for PHC trainees in data gathering Research steering group Research steering group 	HSE	Planning for research in 2007 Research to commence in 2008
1.1.2 Information on available health services provided in a culturally appropriate fashion.	No specific information provision strategies in place.	<ul style="list-style-type: none"> At least four training sessions provided for front line staff on information provision. Common standard for information provision agreed and in place. Two user surveys to assess the degree of support provided to information users within the Traveller community in Tralee and Killarney. 	<ul style="list-style-type: none"> Develop appropriate information models, e.g. outreach sessions; support of project/PHC workers in information provision; existing community work provision. Provide higher levels of support, e.g. form filling provided to enable access to information, services, entitlements, etc. Set a common standard for the provision of information on health services. 	<ul style="list-style-type: none"> Training for PHC workers Funding for outreach 	HSE Customer Services to initiate with Community work and in partnership with KTDP	Mid '08 for new PHC workers Training for Front Line staff in 08

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
1.1.3 Intercultural training delivered for all service providers inc. anti racism training, equality proofing	Some training provided in the area of childcare.	<ul style="list-style-type: none"> Two training teams developed. One training / learning curriculum developed. Annual seminar on anti discriminatory practice held. Three training sessions held annually in 2008 and 2009. 	<ul style="list-style-type: none"> Provide training for all front line service providers on information strategies. Develop (a) training team(s) comprising in-house <u>and</u> external trainers/facilitators. Develop training curriculum based on existing good practice Provide training for staff at all levels in the HSE. Link to the activities of the RAPID programme. Hold an annual interagency seminar to look at practical implications; exchange and development of best practice and anti discriminatory practice. 	<p>Training for HSE front line staff.</p> <p>Resources for training the trainers and curriculum development.</p> <p>Resources for training provision.</p> <p>Staff time.</p> <p>Resources and organisation of interagency seminar.</p>	Training champion role between Human Resources and Community Work Departments of the HSE.	
1.1.4 Equality proofing processes adopted by all agencies.	None in place.	<ul style="list-style-type: none"> Equality proofing template agreed and in use by all SIM member agencies by Dec 2007. 	<ul style="list-style-type: none"> Invite equality authority to provide inputs and support for the development of equality proofing processes. Agencies develop and implement equality proofing processes and put in place support mechanisms. 	<p>Equality authority personnel.</p> <p>Time input from agency staff to develop and implement mechanisms.</p>	<p>SIM Policy worker to organise.</p> <p>All agencies to adopt. SIM to monitor</p>	2007
1.1.5 Primary Health Care (PHC) initiative embedded /mainstreamed.	First PHC workers trained. Commencing second course in September '07.	<ul style="list-style-type: none"> Training completed for up to 25 participants by 2011. Up to 5 PHC / project workers employed subject to interview in 2007. 	<ul style="list-style-type: none"> Complete existing and 2007 training cycles. Employ project/PHC workers². 	<p>Training programme resources.</p> <p>Resources to employ PHC workers.</p>	HSE to lead, FÁS and KTDP, DSFA	2007 and ongoing

OUTCOME 1.2

Pre-existing Accommodation Standards met to ensure that at least the Basic Health Needs of the Traveller Community are Guaranteed.

OUTCOME BASELINE

- Standards for accommodation already set
- No standards for environment set
- No data on impact

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
1.2.1 Health impact/health risk studies of accommodation situation undertaken.	<ul style="list-style-type: none"> - No health risk studies carried out - Standards for accommodation already set - No standards for environment set - No data on impact 	<ul style="list-style-type: none"> • Research report on UK and NI situation completed. • Research report on the impact of the built environment completed and incorporated into the review of the county accommodation strategy, including a rural/urban comparison. 	<ul style="list-style-type: none"> • Research best practice of health impact/risk assessment in UK and NI Models. • Undertake research on the impact of built environment and feed into the review of the accommodation strategy. • Carry out study in pilot areas to allow comparison, e.g. rural area and a town. 	<ul style="list-style-type: none"> - Funding for research. - Resources for technical examinations of existing accommodation provision, including independent expertise. 	HSE / Public Health to lead and Kerry Local Authorities in partnership with KTDP.	Commence in 2007
1.2.2 Stronger strategic linkages established between HSE and Kerry Local Authorities on accommodation.	Informal links established	<ul style="list-style-type: none"> • Partnership agreement produced and published. 	Establish a partnership agreement outline agency roles, especially in emergency situations and where any possible conflicts of interest might arise. ³	HSE Community Work to lead and Local Authority staff time.	HSE, LAs, Traveller accommodation committee	2007

³ Within this attention is to be paid to the provision of emergency B&B accommodation as addressed at 2.3.1 below.

OUTCOME 1.3

Community based initiatives supported that work in partnership with the Traveller community

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
1.3.1 Crisis intervention support provided to address emergency health/trauma situations.	No emergency or trauma support or protocols in place (Source: Mental Health Suicide Sub Group THU)	Structure and protocol in place.	<ul style="list-style-type: none"> Set up a structure and protocol, (e.g. how to link quickly to existing services) appropriate to Traveller community. Provide information and training specifically on how to access emergency support (link to outcome one) 	HSE Staff time	HSE (Community Work Dept.) with link to Traveller Health Unit sub group Mental Health Services	2008
1.3.2 Strategy to address Violence against women developed and implemented.	No existing strategy.	Task group in place by May 2008 Strategy developed by Dec 2008.	<ul style="list-style-type: none"> Set up a task group to develop a strategy on violence against women within the Traveller community.⁴ Secure resources to enable a comprehensive consultation and participation process with Traveller women. In the short term provide accessible information, in a culturally appropriate fashion on existing, legal protection measures. 	Funding for research Staff time	HSE (Community Work Dept.) in partnership with KTDP	2008
1.3.3 Substance abuse within the Traveller Community addressed	Some existing research available in Pavee Point. Existing drugs worker in place in the Tralee Community Drugs Initiative (TCDI)	<ul style="list-style-type: none"> Research carried out and published. PHC course providing training on Drug Abuse Information sessions in the community facilitated by the PHC Programme Travellers represented and attending Local Drugs Project Committees in Listowel, Tralee and Killarney. Research carried out into the need for Traveller Drugs Worker. 	<ul style="list-style-type: none"> Existing drugs workers to work with the Traveller community Undertake research on the level of substance abuse within the Traveller Community. Train Project / PHC workers on issues relevant to the identification and treatment of substance abuse to enable more effective information provision. Provide accessible information in a culturally appropriate fashion on the existing services for treating substance abuse. 	<p>Staff time</p> <p>Resources for research</p> <p>Within existing training provision.</p> <p>Resources for information provision.</p>	<p>PTL and KDYS</p> <p>All LDSIP organisations and KDYS</p> <p>HSE</p> <p>HSE and Drugs projects</p>	2009

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
			<ul style="list-style-type: none"> • Provide intercultural / anti racism training for existing service providers • Ensure the presence of Traveller reps on local drugs committees. • Make linkages with the Regional Drugs Task Force. • Explore the option of securing support for a dedicated worker to work on substance abuse within the Traveller community. 	<p>Resources for training</p> <p>Staff time</p> <p>Staff time</p> <p>Staff time</p>	<p>Training Team</p> <p>PTL and KDYS</p> <p>KTSC</p> <p>LDSIP Organisations and KDYS and KTD</p>	2009
1.3.4 Participation by Travellers in mainstream sports increased.	Very low participation of Travellers in sports clubs in Kerry.	<p>KLSP/KDYS strategy for the inclusion of Travellers in sports clubs.</p> <p>The inclusion of Travellers a condition of RAPID Endorsement for Sports Capital Projects.</p> <p>40 young Travellers actively involved in sports clubs by December 2009.</p> <p>Intercultural training provided.</p>	<ul style="list-style-type: none"> • Sports Partnership to work with sporting organisations to secure participation by Travellers. • Youth work projects to seek inclusion of members in mainstream sports activities. • Encourage, support and provide training for adult Travellers to participate as volunteers in sports organisations. • Explore options for the development of culturally specific sports activities, e.g. horse related. • Continue to make participation of Travellers a condition of RAPID endorsement for sports organisations. • Provide intercultural / anti-racism training for sports organisations 	<p>Staff / voluntary time</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p> <p>Resources for training</p>	<p>Sports Partnership; KDYS; RAPID</p> <p>KDYS</p> <p>KLSP</p> <p>Horse Project</p> <p>RAPID AIT</p> <p>KLSP / KTD</p> <p>Training Team</p>	2008
1.3.5 Restrictions on access to GP Services arising from lack of a permanent address tackled.			<ul style="list-style-type: none"> • Establish links for affected families with the Equality Authority • Carry out an audit amongst Traveller families on their access to GP Services as part of the primary care strategy. 	<p>Staff / voluntary time</p>	<p>HSE and KTD</p> <p>Primary Care Team in HSE</p>	<p>2009</p> <p>2008</p>

2

STRATEGIC IMPACT AREA - **ACCOMMODATION**



In identifying the priority areas for action within this Strategy there was common agreement that accommodation is one of the most important issues upon which sustained progress must be made. It is generally agreed that achieving a quality standard of accommodation is key to Travellers realising their life chances and fulfilling their potential. Equally, there can be little doubt about the relationship between accommodation and health, and the fact that living in substandard conditions greatly reduces the life expectancy of the Traveller community. Even in 2007 Travellers can now expect a life expectancy comparable to that of the settled community in the 1950's.

The provision of Traveller accommodation is clearly an area that can generate considerable debate and opposition, particularly from sections of the settled community. It is a key belief of this Strategy that the provision of better serviced accommodation is an important factor in addressing this opposition. The continued provision of well designed and well managed accommodation is one of this Strategy's key aims. In the accommodation arena clearly dialogue is an important factor. Within this dialogue between the local authorities in Kerry and Travellers is crucial. It is recognised that to enable this dialogue to take place a mutual understanding must be fostered as must a recognition of and respect for the distinct cultural and ethnic experience of Travellers in Ireland.

A variety of structures have been identified to enable this dialogue to take place, in line with national guidelines and best practice. These other priorities are further articulated in the accommodation section set out below.

EXPECTED IMPACT 2 Quality and Choice of Accommodation provided for Travellers⁵

OUTCOME 2.1 Increased participation by Travellers in decision making on accommodation provision

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
2.1.1 Accommodation consultation groups established and functioning in Killarney, Listowel, Castleisland, Ballyduff and Tralee and feeding into the LTACC	<p>Successful consultation model operating in the Mitchel's area of Tralee.</p> <p>Existing research available on models of best practice in LTACCs nationwide.</p>	<ul style="list-style-type: none"> Formal structures developed and functioning Guidelines in place and observed. Meaningful participation taking place as displayed in annual participant surveys Terms of reference developed Roles clarified Rules of engagement developed LTACC meeting four times per year at least Traveller reps inputting items on the agenda Progress reports from LTACC to Kerry Traveller Strategy Committee 	<ul style="list-style-type: none"> Set up a reps structure feeding into the LTACC, ensuring widespread representation from Travellers / family groupings in the area. Develop and put in place guidelines for consultation and participation for agreement by all stakeholders Link with existing interagency groups where they are in place at sub county level. Organise at least four LTACC meetings per year 	<p>- Facilitation support - Staff / voluntary time</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p>	<p>Kerry Local Authorities to lead with KTDP</p> <p>LTACC</p> <p>LTACC</p> <p>KCC Housing Department</p>	<p>To commence Autumn 2007</p> <p>Commence in 2007 - conclude in 2008</p> <p>Commence autumn 2007</p> <p>Commence Autumn 2007 - ongoing.</p>
2.1.2 Supports for Traveller participation put in place, e.g. child care and transportation and capacity building.		<ul style="list-style-type: none"> Funding supports in place for participation and training Training provided for Traveller community development workers. 	<ul style="list-style-type: none"> Source funding and put structures in place for capacity building for community activists. 	<p>Training and staff support</p> <p>Capacity building activities</p>	<p>KTDP to explore funding for childcare costs/ provide capacity building</p> <p>KCC to provide funding for transport costs.</p>	<p>Mid 2007</p>

⁵ Discussion on this in the subgroup suggested that the needs of young couples be prioritised but further discussion also emphasised the needs of older Travellers.

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
2.1.3 Support and training provided for agency workers to enable participation at local level.	Has not been reviewed to date.	<ul style="list-style-type: none"> At least 4 training programmes offered to LA and HSE staff. Best practice policy document produced. 	<ul style="list-style-type: none"> Provide training for Traveller community development workers (including full time/ part time and volunteer workers) Provide training for LA's and HSE staff on participatory approaches and best practice on LTACCs. Develop local best practice policy document. 	<p>Training courses / curriculum</p> <p>Training / curriculum development</p> <p>Research Members time Support staff</p>	<p>KTDP</p> <p>Training team</p> <p>LTACC</p>	<p>2007</p> <p>2008</p> <p>Commence 2007</p>
2.1.4 Experience of participation inc. membership, in the LTACC reviewed.		<ul style="list-style-type: none"> Annual review workshop held 	<ul style="list-style-type: none"> Organise annual workshop for LTACC participants to review its operation. Explore options for chairing of the LTACC, e.g. role of external chairs Establish linkages with the National Traveller Accommodation Consultative Committee Undertake group/team development activities with the members, including listening skills, etc. 	<p>Staff time Chairperson role</p> <p>Staff time</p> <p>Staff time</p> <p>Staff time</p>	<p>KCC</p> <p>KCC</p> <p>KCC</p> <p>KCC</p>	<p>September 2007 - December 2007</p>

OUTCOME 2.2

Adequate accommodation provided to meet the needs and cultural requirements of Travellers in Kerry

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
2.2.1 Accommodation provided with access ⁶ to culturally appropriate facilities, e.g. stables; recycling facilities.	Progress in relation to Tralee Community Horse Project	<ul style="list-style-type: none"> Mitchels/Boherbee area regeneration delivered as a model approach. Killarney scheme/Deerpark halting site. 	<ul style="list-style-type: none"> Include access to facilities in planning for all ongoing and future accommodation development, e.g. refurbishment plan for Killarney site. Secure acknowledgement of halting sites as a first choice for accommodation for some families. 	<p>Funding expertise on accommodation needs and staff /voluntary time</p> <p>Funding and expertise</p>	<p>Local Authorities to lead with LTACC</p> <p>KCC LTACC</p>	2007 for Mitchels/Boherbee Community Regeneration Plan. - Ongoing
2.2.2 Halting site(s) provided with quality facilities ⁷ .		<ul style="list-style-type: none"> Statement on quality standards agreed and produced Independent evaluation of accommodation experiences produced. Accurate research on future accommodation needs undertaken. 	<ul style="list-style-type: none"> Implement DOELG standards as to what constitutes quality facilities including review of models of good practice. Carry out an independent evaluation of accommodation experiences. Conduct indepth research of current and projected accommodation needs. Complete a participatory action plan for the provision of halting sites to meet identified needs. 	<p>Membership time Staff support</p> <p>Funding for research</p> <p>Funding for research</p> <p>Membership time Staff support</p>	<p>LTACC</p> <p>LTACC to contract independent researcher</p> <p>LTACC to contract independent researcher</p> <p>LTACC</p>	2008
2.2.3 Potential for group housing for extended family groups explored.		<ul style="list-style-type: none"> Group housing review completed and incorporated into the LA accommodation plan. 	<ul style="list-style-type: none"> Review best practice on group housing options⁸ and include recommendations in revision of the LA Accommodation Plan. 	<p>Funding and expertise</p>	<p>Kerry Local Authorities to lead with LTACC</p>	2008

⁶ Not necessarily in the immediate vicinity of the accommodation

⁷ Facilities to include level ground, water, play areas etc and to include an emphasis on health and safety.

⁸ Inc. consult with ITM accommodation group

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
2.2.4 Evaluated / Revised Kerry County Council Accommodation Plan completed ⁹ .		<ul style="list-style-type: none"> Variety / All ranges of accommodation options available including houses, halting sites and affordable housing. Revised accommodation plan inclusive of all views, including Local Authorities, available and supported by Kerry Local Authorities. 	<ul style="list-style-type: none"> Undertake audit of existing accommodation including halting site. Provide appropriate information sessions to Travellers on various supports, e.g. first time buyers grant, etc. Secure funding for an accommodation advocacy / support worker (dealing with broad welfare issue) secured to work closely with the Traveller Liaison Officer and Agencies¹⁰. Develop partnership agreement between Kerry LA's and KTDP and look at models of how partnership this works in other areas. Ensure broader awareness of the existing functions of the Traveller Liaison worker and develop linkages with KTDP. 	<p>Funding and expertise</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p>	<p>Kerry Local Authorities in consultation with LTACC</p> <p>Housing Liaison Officers with KTDP</p> <p>KTDP to lead with support from KCC and HSE</p> <p>Housing Liaison Officers with KTDP</p> <p>KTDP to lead with support from KCC and HSE</p>	<p>2008</p> <p>October 2007</p> <p>2008</p> <p>2008</p>
2.2.5 Welfare issues addressed, e.g. homelessness: Travellers living on the roadside and emergency support; interagency co-operation to meet special needs;			<ul style="list-style-type: none"> Individual accommodation cases to be taken on by the accommodation advocacy / support worker liaising with KTDP Community Development Workers. 	Funding for new worker, staff / voluntary time	LTACC to lead	2008

⁹ This plan to be based on accurate population figures

¹⁰ Kerry TDP to explore with Kerry County Council / HSE though some experience suggests this may mostly effectively function with independent funding

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
2.2.6 Issues on the provision of transient accommodation addressed	No transient site available in the county. Agreement amongst the Strategy group that there is no objection in principle to the provision of a transient site.	<ul style="list-style-type: none"> Information on licensing requirements provided. Guidelines for event organisers published. Three research reports completed on Traveller experiences of short term festival provision; experience of accessing private caravan facilities and on the needs /demand for transient sites. Cost-Benefit analysis on the provision of a transient sites completed. 	<ul style="list-style-type: none"> Address access to accommodation for summer festivals by making provision of short term transient facilities a condition of event licensing for event organisers. Draw up guidelines on the provision of short term, transient accommodation for event organisers. Research and report the experiences of Travellers attending summer events to the government departments providing funding for festivals and research the experience of Travellers in accessing short term private, caravan park accommodation. Work with private, caravan park operators to address short terms accommodation needs. Carry out independent research on the need / demand for a transient site including a cost benefit analysis of the provision of a transient site(s) for Kerry for family visits / events Place the issue of a transient site as a priority item on the agenda of the LTACC. 	<p>Funding, staff time and expertise</p> <p>Members time Staff support</p> <p>Funding to undertake research</p> <p>Staff time</p> <p>Funding for research</p> <p>Membership time Staff support</p>	<p>Kerry Local Authorities to lead in conjunction with LTACC</p> <p>LTACC</p> <p>KTDP to lead in conjunction with the LTACC</p> <p>Kerry Local Authorities to lead.</p> <p>LTACC to link with the ITT</p> <p>LTACC</p>	2008
2.2.7 Intercultural training provided / attitudinal learning supported.			<ul style="list-style-type: none"> Provide intercultural / social inclusion training for all staff dealing with accommodation issues. 	<p>Staff time Funding for training courses</p>	LTACC to lead with the training team to deliver	2008

OUTCOME 2.3

Access to Secure, Private Rented Accommodation Available

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
2.3.1 Access to Private rented accommodation achieved for Traveller families and support provided.	Low numbers of Travellers in privately rented accommodation; considerable discrimination in this market.	<ul style="list-style-type: none"> Accommodation supports in place. Travellers in Private rented accommodation. 	<ul style="list-style-type: none"> Organise meetings with RAS personnel in Kerry County Council to address homeless issues and to explore innovative, temporary rental options¹¹. 	Staff time	KCC (including RAS Staff) and the Homeless Information Centre	2007
			<ul style="list-style-type: none"> Organise meetings with estate agents to discuss what barriers exist in renting houses to Travellers. 	Staff time	Kerry Local Authorities	2007
			<ul style="list-style-type: none"> Where available support the provision of short term B+B accommodation to Travellers, within their existing locality¹². 	Staff time and resources for B&B Accommodation	Homeless Information Centre	

¹¹ This plan to be based on accurate population figures

¹² Kerry TDP to explore with Kerry County Council / HSE though some experience suggests this may mostly effectively function with independent funding

3

STRATEGIC AREA OF IMPORTANCE - EDUCATION



'While many factors contribute to the poor living conditions and quality of life of the Traveller community, the improvement in the educational status of Travellers has nevertheless the potential to contribute greatly to the transformation of their general situation and prospects in contemporary Ireland.' (Report and Recommendations for a Traveller Education Strategy 2007 p.9)

Education is and always has been viewed by societies across the globe as a passport to liberation, justice and equality. In order for minorities to achieve self determination they must be enabled to take up powerful positions in society. They must have represented within their ranks, solicitors, doctors, bankers politicians, teachers, etc. In order to achieve this they must trust that the education system will meet their needs and that they can achieve these powerful positions by fully engaging in that system.

This has not been the case to date in relation to the Traveller Community. We as agencies must ask ourselves why? We must work in partnership with the Traveller Community to ensure greater participation by, and outcomes for, Travellers in our education system and wider society.

Co. Kerry while still far from satisfactory has fared well in comparison to national trends. We now have a 100% transfer rate of young Travellers to post-primary school. Despite this however only a small percentage are remaining in school to leaving cert level with a handful transferring to third level.

The reasons for these poor outcomes are multifaceted but the attitudes and expectations of providers must be considered to be a significant factor. The Strategy report states that 'Inclusion in the mainstream services will require building the capacity of the mainstream services to deal positively with diversity and not to be predicated on the assumption that all Traveller children and adults have learning difficulties. This will ensure that the mainstream services are accessible, relevant, welcoming, and competent to include Travellers in appropriate ways.' (p.9.Report & Recommendations for a Traveller Education Strategy.)

It is clear from this that our Kerry Strategy will need to raise the expectations of schools and other providers as well as those of Traveller parents. We will need to examine the attitudes and beliefs that have resulted in poor expectations and try to address these. We need to work collaboratively in order to ensure the creation of Traveller role models who have experienced success in, and satisfaction with the education system, and to support Travellers of all ages both male and female to engage in a process of life long learning.

In order to achieve this we have identified a number of strategic areas of importance with specific activities to be undertaken by the various agencies. They are as follows:

EXPECTED IMPACT 3 FULL AND MEANINGFUL PARTICIPATION AND RETENTION IN EDUCATION ACHIEVED AT ALL LEVELS

OUTCOME 3.1 Full access to and participation in all curriculum areas & improved attainment at all levels of education provision

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
<p>3.1.1 Full participation in all areas of the curriculum for all Traveller children.</p> <p>Rec. 7.11 (1) P54 Rec. 7.11 (13) P 60 (Report and Recommendations for a Traveller Education Strategy 2006)</p>			<ul style="list-style-type: none"> Support parents to seek similar information at local level. Organise a public seminar to look at current research on education attainment; issues on the underachievement of Travellers in education; the setting of standards as per the National Traveller Education Strategy and the outcomes of existing research on resources being spent on Traveller education in Kerry. Where Individual Education Plans (IEPs) are in place these should indicate how the curriculum is being fully accessed and supported and should be discussed with parents. Increase awareness of curriculum issues for parents e.g. impact on employability. 	<p>Staff / parent time</p> <p>Funding</p> <p>Staff time</p> <p>Staff time</p>	<p>KTDP with the NCSE</p> <p>VTS to initiate with the KTSG KTDP and KES SIM worker / DES and consultation with Pavee Point</p> <p>Schools, VTS & Parents and NCSE</p> <p>VTS with Career Guidance Teachers and NCGC</p>	<p>Early 2008</p> <p>Commencing 2007</p> <p>2007 and ongoing</p>
<p>3.1.2 Improved attainment for Traveller children in line with national norms</p>	<ul style="list-style-type: none"> DES Guidelines on Traveller education in place DES research on Traveller children attainment INTO Equality & Diversity guidelines? National testing to take place at ages 7, 9, though without ethnic identifiers. 	<ul style="list-style-type: none"> Evidence of national guidelines being implemented in schools. At least 3 training sessions offered annually in 2008 and 2009. Tracking system in place. Procedures to inform parents in place Availability of homework supports. 	<ul style="list-style-type: none"> National guidelines implemented in all schools Provide intercultural training for all staff Tracking system introduced in all schools, with parents permission, to ensure progress is monitored and any concerns identified and addressed swiftly in partnership with parents Inform parents of children's progress Develop Homework policies in schools and provide accessible homework supports where required, e.g. homework clubs 	<p>Funding for training</p> <p>Staff time</p> <p>Staff / parents time</p> <p>Staff time</p> <p>Funding and Staff time</p>	<p>DES through Whole School Evaluation. KTDP & KES to initiate with training team KES & Schools and VTS following approach to all schools by KTSG</p> <p>KES & Schools. Schools. Youth Groups. KDYS; KES and LDSIP</p>	<p>2008</p> <p>2008</p> <p>2008</p> <p>2008 & ongoing 2008</p>

¹³ Currently being undertaken by the Social Inclusive section of the DES

¹⁴ From November 2007 there is a legal obligation on all schools to provide IEPs for all students students with special needs. There is also an appeals procedure for parents who are not happy with IEPs

¹⁵ A copy of this strategy will be forwarded to the National Council of Guidance Counsellors (NCGC)). Note: Rec - Report and Recommendations for a Traveller Education Strategy 2006

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
<p>3.1.3 Increased participation by parents of Traveller children in school life¹⁶</p> <p>Rec 6.8 (8) P44</p>	Low participation of parents in school life	<ul style="list-style-type: none"> • Report available on models of good practice. • Increase participation by Traveller parents in PT meetings and open days. • Increased participation by Traveller parents in transition / transfer programmes. • Parenting courses / family learning programmes available. • Increase in number of Travellers on management committees. • Community Education programmes on representation / participation available 	<ul style="list-style-type: none"> • Research other models of good practice.¹⁷ • Support attendance at PT meetings by STTC trainees. • Include parents in school transition / transfer programmes • Support parents to attend open days / additional visits. • Make information on schools / programmes and on education rights in accessible form. • Make parents aware of legislative requirements, e.g. school attendance in a positive way. • Include Traveller parents in Home School Community Liaison (HSCL) programme and School Completion Programme (SCP). • Enable participation of Traveller parents in a range of appropriate parenting courses and family learning models. • Schools and relevant managerial bodies encouraged to include representation on Boards of management / parents councils by Traveller Parents.¹⁸ • Provide Community Education supports to encourage participation / representation. 	<p>Staff time</p> <p>Staff time</p> <p>Staff time and ongoing funding of programmes.</p> <p>Staff time</p> <p>Staff time</p> <p>Staff time</p> <p>Staff / parents time</p> <p>Resources for courses.</p> <p>Staff and parent time</p> <p>Staff / voluntary time</p>	<p>KES, VTS</p> <p>KES to lead with STTC</p> <p>Schools supported by VTS & Lets Stay / OK Lets Go; LDSIP; KTDP and Killarney Transition and Tracking initiative.</p> <p>VTS</p> <p>VT, KTDP and schools</p> <p>NEWB / VT</p> <p>HSCL Officer to lead with Schools; SCP and the VTS</p> <p>KES Basic Education Unit to lead with Community Centres; VTS and KTDP</p> <p>KTSG to lead with Management Bodies; NPC & KES</p> <p>KES & KTDP</p>	<p>2007</p> <p>2007 and ongoing</p> <p>2007 and ongoing</p> <p>2007</p> <p>2007</p> <p>Ongoing</p> <p>2007 and ongoing</p> <p>2008</p> <p>2008</p> <p>2008</p>

¹⁶ Participants suggested that schools need to support Traveller children in these activities. Parents need to be aware of policies. Awareness of cultural factors also needs to be addressed, including different perceptions of time.

¹⁷ These include Lifestart and Toybox in Northern Ireland and the East Coast; Parents as Teachers in the US; Peer Mentorship Programme in the Czech Republic.

¹⁸ Especially for schools with high Traveller numbers. Note: Rec - Report and Recommendations for a Traveller Education Strategy 2006

OUTCOME 3.2

Retention Rates to Leaving Cert Substantially Increased

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
<p>3.2.1 100% transfer from primary to post-primary maintained</p> <p>Rec 7.11(2) P54</p>	<p>Some students experiences available from participants in Smartzone; students councils; mentoring programmes etc.</p> <p>Existing programmes in place: the 'Lets Stay' programme in Tralee, the 'Transition Camp' in Killarney, 'Links' in Listowel, the 'Traveller Strategy' in Castleisland.</p> <p>'Chalk It Down', a booklet to help students in the Tralee area transfer from primary to post primary school - has been published by PTL and may be reprinted.</p>	<p>Report on Travellers experiences of school compiled on an annual basis.</p> <p>Programme similar to the 'Lets Stay' Network in place in Killarney and Listowel by December 2008.</p> <p>Twenty Travellers doing Leaving Cert Programme in 2009</p>	<ul style="list-style-type: none"> Consult Traveller students on their experience of school as part of an annual review / evaluation. Expand the 'Lets Stay' programme and the 'Transition Camp' in Killarney Research other models of good practice.¹⁹ 	<p>Staff time Evaluation resources</p> <p>Staff time</p>	<p>VTS to initiate with Smartzone and the SCP</p> <p>KDYS to lead with KTDP LINK, Sliabh Luachra.Transition & Tracking Group.</p> <p>SCP to lead with VTS; Lets Stay. HSCL officer.</p>	<p>2007</p> <p>2007</p> <p>2007</p>
<p>3.2.2 Absenteeism and attendance issues quantified and addressed</p> <p>Rec 6.8(3) P 40/41 Rec 7.11(16) P 61</p>	<p>Some information available from the EWO.</p>	<p>VTS provide annual report on absenteeism.</p> <p>Family learning programme set up in Mitchel's area of Tralee by Dec 2008.</p>	<ul style="list-style-type: none"> Schools to follow up on absentee students Positive reward system developed to encourage school attendance. Undertake more detailed work with families to support parental involvement, possibly in conjunction with the Springboard initiative. Encourage the provision of a dedicated Education Welfare Officer for Tralee only and at least two others for the rest of the county. 	<p>Staff time</p> <p>Staff time</p> <p>Staff time</p> <p>Staff / voluntary time</p>	<p>N.E.W.B. Schools. VTS and Gardaí</p> <p>Schools to initiate with NEWB, KES</p> <p>HSE in partnership with KDYS.</p> <p>KES with 'Lets Stay' Network; RAPID and the NEWB</p>	<p>2007 and ongoing</p> <p>2007</p>

¹⁹ These include Lifestart in Northern Ireland and the East Coast; Parents as Teachers in the US; Peer Mentorship Programme in the Czech Republic.

Note: Rec - Report and Recommendations for a Traveller Education Strategy 2006

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
<p>3.2.3 Protocols developed between schools and other education providers, e.g. Youthreach to ensure provision / retention in the most appropriate setting.</p> <p>Rec 7.11 (2).7 P55</p>	Protocols developed in Tralee.	Clear protocols developed in the county and monitored annually by Jan 2009.	<ul style="list-style-type: none"> Develop formalised policies in relation to managed entries and exits and dispersed student model e.g. dual enrolment.²⁰ Provide supports required by parents to support retention in school.²¹ Identify local role models similar to mentoring and tracking initiatives in Ennis. 	<p>Staff time</p> <p>Staff time</p> <p>Staff time</p>	<p>KES and KDYS to lead in conjunction with KTSG; VTS; KDYS; LINK; Transition and Tracking; Sliabh Luachra</p> <p>KES; Schools and VTS</p> <p>KES to lead with KDYS; KCC and STTC</p>	<p>2007</p> <p>2007</p> <p>2008</p>
3.2.4 Programmes to maintain participation in schools developed.	Kerry Local Authorities looking at a 'star pupil' scheme in which a fifth year student can apply for summer work in the LA with a promise to complete leaving cert.	'Star Pupil' Programme developed in KCC by Sept 2007.	<ul style="list-style-type: none"> Provide youth work and after schools support for young boys and girls. Kerry Local Authorities to develop the 'Star Pupil' scheme with a view to developing a pathway towards employment in the LA's for Travellers. Develop co-operation with access programme at third level. 	<p>Staff time and funding</p> <p>Staff time and funding</p> <p>Staff time</p>	<p>KDYS</p> <p>KCC Human Resources Dept.</p> <p>VTS; KTSG and ITT</p>	<p>2007</p>
3.2.5 Mentors in place in second level schools.	Volunteer mentoring programme in place in Mount Hawk with KDYS.	Traveller Mentors trained and in place by 2009.	<ul style="list-style-type: none"> Evaluate the current pilot mentor programme in Mercy Mount Hawk with a view to its extension. Train Travellers to act as mentors. 	<p>Evaluation resources</p> <p>Training resources</p>	<p>KDYS and LDSIP</p> <p>KDYS and LDSIP</p>	<p>2007</p> <p>2008</p>

²⁰ See the Traveller Education Strategy p. 60

²¹ Concern was expressed to ensure that responsibility / power is not taken away from parents and that any actions taken should complement and support empowerment of parents.

Note: Rec - Report and Recommendations for a Traveller Education Strategy 2006

OUTCOME 3.3

Access to and participation in pre school by Traveller children increased

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
<p>3.3.1 Awareness increased among Traveller parents of the value of pre school provision and play. Rec 4.6(2) P25</p> <p>3.3.2 Supports in place to encourage / facilitate increase take up by Traveller parents of pre school provision. Rec 5.14 (3).3 P 33</p>	<p>Language and play programmes provided by KCCC. Learning and Play provided by HSE / KES Parenting courses (refer to RAPID Parenting Network).</p> <p>No information currently available on take up of preschool places.</p>	<p>Parenting and Family Learning Programmes provided by KES as part of BTEI.</p> <p>All eligible Traveller children attending preschool</p> <p>Increased take up of crèche and pre-school places - records kept</p>	<ul style="list-style-type: none"> Parenting programmes developed / revised to include information on benefits of preschool experiences. PHC workers and public health nurses to inform parents of the value of pre school. Make submission to enable transfer of funding initially allocated to St. Anthony's Preschool available to St. Bridget's preschool. Increase awareness of CWO fund for crèche places. Secure access to CWO fund for all pre school Traveller children. 	<p>Staff time</p> <p>Staff Time</p> <p>Staff Time</p> <p>Staff Time</p>	<p>Kerry County Childcare Committee (KCCC) to lead with KES and HSE, including public health nurses.</p> <p>VT, HSE & St. Brigids KCCC</p> <p>HSE to lead with KCCC</p> <p>KCCC to lead with HSE</p>	<p>2008</p> <p>2007</p> <p>2007 and ongoing</p> <p>2008</p>
<p>3.3.3 Intercultural training provided to all childcare workers. Rec 5.14 (4) .1 P33</p>	<p>OMC Diversity and Equality guidelines for childcare providers.</p>	<p>Training provided and attended by childcare workers.</p>	<ul style="list-style-type: none"> Develop training workshops based on OMC guidelines for all child care workers. Explore accreditation options to encourage participation. Liaise with childcare training providers, especially FÁS and KES to ensure that an Diversity and Equality module is included in all FETAC courses. 	<p>Staff time</p>	<p>KCCC to lead with KES</p>	<p>2008</p>
<p>3.3.4 Travellers employed as childcare workers. Rec 5.14 (60) P34</p>	<p>One Traveller currently employed as a childcare worker.</p>	<p>Ten Travellers trained as childcare workers by 2009 (FETAC Level 5 or equivalent)</p>	<ul style="list-style-type: none"> Provide career guidance for interested Travellers. Provide training options through co-operation with education providers. Enable take up of employment opportunities through the provision of mentoring and support as per the Ennis model. 	<p>Staff time</p> <p>Funding for training</p>	<p>KES to lead with KCCC</p>	<p>2009</p>

OUTCOME 3.4

Adult education provision enhanced to ensure meaningful transfer and progression to real employment

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
<p>3.4.1 Travellers trained and working in their local communities as community educators.</p> <p>Rec 7.11(17) P61</p>	Educo is in its 2nd year	<ul style="list-style-type: none"> • Programme similar to Educo in place in Killarney in 2008. • Educo trainees employed in KES on successful completion of the course in 2009. • Feeder programmes commenced in Killarney, Tralee, Castleisland and Listowel. 	<ul style="list-style-type: none"> • Roll out the Educo programme throughout the county. • Explore how the Educo programme could be broadened to include a focus on other areas, e.g. Para legal training; accommodation support, etc. • KES to employ some Educo participants as adult education facilitators. • Explore options for expansion of the Educo programme into Traveller Training Centres. • Develop a Feeder / Preparation programme for Educo or similar initiatives. • Develop evaluation and impact assessment capacity. 	<p>Staff time</p> <p>Staff time</p> <p>Funding to employ facilitators</p> <p>Staff time</p> <p>Staff time Funding</p> <p>Staff time</p>	<p>KES</p> <p>KES</p> <p>KES</p> <p>KES / STTC</p> <p>KES / STTC</p> <p>KES</p>	2008
3.4.2 Literacy levels within the Traveller community increased.	Poor literacy levels among adult Travellers	Literacy targets set and implemented for all Traveller education and training programmes.	<ul style="list-style-type: none"> • Organise and offer specific and culturally appropriate literacy programme for Travellers. • Provide training to enable Travellers to gain employment as Literacy Tutors. 	Staff time	KES to lead with NALA	2009
3.4.3 Education aspects of the programme supported by a dedicated guidance worker.	No dedicated guidance worker in place	<ul style="list-style-type: none"> • Guidance hours in place in 2007 • Travellers developing career plan as part of all adult education. 	<ul style="list-style-type: none"> • Source funding for a KES based, dedicated adult guidance worker to support this three year strategy. 	Staff time	KES	2008

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
<p>3.4.4 Clear progression route developed by Traveller Training Centres²².</p> <p>Rec 8.9(12) P71</p>	Individual training plans are being put in place.	All Trainees will have a clear individual training plan developed by 2007 and ongoing.	<ul style="list-style-type: none"> • Develop and agree individual training plans for each Traveller in STTC²³. • Develop a co-ordinated progression plan • Develop and implement a co-ordination mechanism between education / training providers. • Introduce 'Linked Work' option for Training Centres and Youthreach. • Provide culture specific training programmes to encourage participation by Traveller men, e.g. related to horses • Undertake a participatory review of the operation of the Traveller Training Centres within the process of Inspectorate reviews. • Undertake a survey of current and past participants on a range of adult education programmes. • Undertake a training needs survey to include exact figures as regards adult literacy/illiteracy, achievement of any certification, hobby courses, etc. 	<p>Staff time and training,</p> <p>Staff time</p> <p>Staff time</p> <p>Relevant resources</p> <p>Funding Training programme design</p> <p>Possible funding to supplement mainstream review</p> <p>Staff time and possible additional resources to undertake survey</p>	<p>KES / STTC</p> <p>KES with STTC / FÁS</p> <p>STTC, KDYS and KES</p> <p>KTDP / FÁS</p> <p>STCC, KES and DES</p> <p>STCC and KES</p>	Commence 2007 and ongoing

²² It is suggested that all providers should identify such clear progression routes

²³ As per nationally agreed Quality Assurance

4

STRATEGIC AREA OF IMPORTANCE - **EMPLOYMENT**

Research and studies into the economic activities of Traveller culture have established that there is an emphasis on income generation, rather than wage employment. However, because of increasing legal and infrastructure restrictions, it is proving more and more difficult for Travellers to maintain their involvement in economic activities traditionally associated with the Traveller economy, e.g. recycling, horse trading and waste disposal. Because Travellers have had a traditional preference for self-employment and display entrepreneurial skills, State agencies, we believe, ought to develop programmes to enable them to generate income from self employment in a manner compliant with regulations.

In addition to self employment opportunities, efforts also need to be made to source opportunities for Travellers in mainstream employment, in both the private and public sector. We need to build on the current skills and traditional entrepreneurship of the Traveller community. We need to endeavour to develop these skills in a market-oriented manner and to eliminate the barriers that hold them back from fully participating in the labour market. These barriers include:

- The educational standard which is required for many of the jobs in the workplace places Travellers at a disadvantage in accessing them.
- The lack of role models within the Traveller community who are engaged as employees in the public or private sectors and who have successfully completed the second/third level cycle.

- Travellers are discouraged from seeking mainstream employment by discrimination, hostility and the fear of rejection.
- General vocational training and employment services need to adapt and become more accessible to unemployed Travellers, with a view to facilitating their access to the labour market on an equal footing with anyone else.
- Mediated or supported transition from training into employment.

There are positive developments, which must be acknowledged and further built upon. For instance, Pavee Point, in partnership with the HSE, has helped develop a primary health care project for Travellers. Part of this project has been to train Traveller women to work as health care workers in their own communities. Currently, there are six participants on such a programme in Kerry. At the conclusion of three years of training in June, following interviews, they will hopefully be placed into health related fields. There is a much greater demand for places on the next training programme due to commence in September 2007.

Additionally, Kerry Travellers Development Project employs two Travellers in community development work. It also sponsors an integrated Community Employment Scheme, which currently has six workers from the Traveller community in the county. They are working in areas such as outdoor maintenance, office and community work. Providing quality training and work

experience through schemes such as this, is one practical route to employment opportunities generally and breaking down the barriers to participation in the labour market.

Without doubt important bridges into mainstream employment are also through apprenticeships. There are three young Traveller men currently doing a pre-apprenticeship construction programme in FÁS in the county and one young Traveller woman doing an apprenticeship course in hairdressing.

Surely, the widely acknowledged labour supply issues which affect sectors such as construction, transport, tourism, childcare, health services present further opportunity for broadening employment opportunities for Travellers. Dialogue is needed at local level with employer bodies to identify options for achievable progress. A similar dialogue is needed with Chambers of Commerce and other local stakeholders to identify opportunities at local level. Local authorities and other State employers of manual workers should also be encouraged to pursue the possibility of employing Travellers and engage FÁS in relation to appropriate training programmes in manual skills.

The issue of employment for Travellers in the county is an absolute priority in the life of this Strategy. What follows is an outline of the way forward proposed by all its participants from statutory, voluntary and community sectors as well as members of the Traveller community.

EXPECTED IMPACT 4 NUMBERS OF TRAVELLERS IN EMPLOYMENT INCREASED

OUTCOME 4.1 Discrimination and racism towards the Traveller community within the mainstream labour market addressed

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
4.1.1 Inequalities faced by the Traveller community in accessing the mainstream labour market identified.	No data on Traveller experiences of inequality in the labour market. High unemployment amongst Travellers	<ul style="list-style-type: none"> Existing secondary data gathered and log created. One seminar held and linkages established with Equality Authority. 	<ul style="list-style-type: none"> Compile existing documentation produced by Pavee Point and others. Log Travellers' experiences in accessing jobs within the mainstream employment. Organise a seminar to discuss findings and identify implications for relevant agencies. Provide linkages to equality authority on employment equality issues, possibly via CICs, Kerry Travellers, etc. 	<p>Pavee Point Funding</p> <p>Resources and organisation</p> <p>Equality Authority personnel</p>	<p>KTDP CE Supervisor New Traveller Employment Worker - KTDP/LDSIP</p> <p>KTDP Traveller Economy Worker</p>	<p>2007 / 2008</p> <p>2008</p>
4.1.2 Inter-cultural training organised for statutory and community sectors as employer.	Lack of culturally appropriate interventions to ensure the inclusion of Travellers in the workplace.	<ul style="list-style-type: none"> Awareness raised of Traveller culture and specific related needs. Employers in statutory and community sectors adhering to employment equality legislation. 	<ul style="list-style-type: none"> Provide training for statutory and community sector employers on employment equality issues. Secure backing of the Trade Unions. Expand KTSG to include Trade Unions and employer / business organisations. 	Resources for Training provision	<p>KTDP Traveller Economy worker</p> <p>KCDB</p>	2008

OUTCOME 4.2

Travellers' employability enhanced

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
4.2.1 Mechanisms explored and put in place to encourage employers to proactively employ Travellers.	<p>Lack of understanding by employers of the Traveller culture.</p> <p>Very low level of employment of Travellers in the mainstream labour market.</p> <p>Lack of culturally appropriate training opportunities for Travellers</p>	<ul style="list-style-type: none"> Ten Travellers employed in local statutory and community sectors, depending on capacity by 2009. Incentives provided for employers to employ Travellers, e.g. through bursaries. Improved numbers of Travellers employed in the mainstream labour market. 	<ul style="list-style-type: none"> Statutory agencies, i.e. HSE, FÁS, KES, Depts. of Education and Social Welfare and community and voluntary sectors to engage with the strategy and employ Travellers full time or part time or on work placement. Kerry Local Authorities to put a Traveller employment programme in place by the end of 2008. Put in place a Traveller Employment Task Force to include relevant state agencies, KTDP; the LDSIP partnerships and LES²⁴. Provide incentives to encourage employers to employ Travellers 	<p>Staff time and Funding to employ workers.</p> <p>Staff time and funding to employ workers</p> <p>Staff time</p> <p>Funding / supports for incentives</p>	<p>All relevant state agencies New Traveller Employment Worker - KTDP/LDSIP</p> <p>Kerry Local Authorities</p> <p>FÁS; LES and KTDP</p> <p>FÁS to lead with DSFA</p>	<p>2007 / 2008</p> <p>2008</p> <p>2007</p>
4.2.2 Career guidance towards employment and mentoring support for Travellers in employment provided.	<p>Little or no support for Travellers already in mainstream employment.</p>	<ul style="list-style-type: none"> Adapted model of employment support available. All Travellers in employment targeted for employment support. 	<ul style="list-style-type: none"> LES to increase awareness of its role and services LES/ FÁS / KES to undertake consultation on the provision of appropriate courses. Develop an understanding of existing models such as supported employment for people with disabilities and identify necessary adaptations. Seek funding to support career guidance supports and for career tracking. 	<p>Staff time and resources</p> <p>Staff time</p> <p>Staff time</p> <p>Staff time</p>	<p>New Traveller Employment Worker - KTDP/LDSIP, LES</p> <p>FÁS to lead a task group including LES and KES</p> <p>FÁS</p> <p>KES</p>	<p>2008</p> <p>2007</p> <p>2009</p> <p>2008</p>

²⁴ As per the FÁS implementation strategy in the FÁS Strategic Plan 2006 - 2009 p67

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
4.2.3 Travellers participating in a range of apprenticeship programmes ²⁵ .	One Traveller currently participating in a FÁS Hairdressing Course.	<ul style="list-style-type: none"> At least four pre apprenticeship places provided in FÁS centres. Ten Travellers in apprenticeships in Kerry with various employers. Four traveller apprentices taken on by local authorities each year. 	<ul style="list-style-type: none"> Provide pre-apprenticeship course in the FÁS Community Training Centre for four Travellers annually. Provide incentives²⁶ for employers to take on Travellers in a range of apprenticeship opportunities Provide relevant learning supports for those in apprenticeships. Expand the apprenticeship programme to include culturally relevant areas. State agencies to recruit/offer apprenticeships to four Travellers per year, supported by other agencies such as FÁS and the LES. 	<p>Staff time</p> <p>Staff time</p> <p>Staff time</p> <p>Staff time</p> <p>Staff time Resources</p>	FÁS in conjunction with the Traveller Employment Task Force; the New Traveller Economy Worker; KTDP; LDSIP partnerships; LES and Kerry County Council	2008

²⁵ See page 2 of FÁS three year strategic plan

²⁶ For example, payment for the first six months to a would be sponsor

OUTCOME 4.3

Enterprise and self-employment opportunities created for Travellers

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
4.3.1 Barriers to self-employment and the development of the Traveller economy identified and recommendations for policy change developed.	<p>Poor provision of enterprise facilities.</p> <p>Lack of recognition of the importance of home and workspace being close to one another.</p> <p>Limited engagement in the formal economy.</p>	<p>Barriers to self-employment documented.</p> <p>Policy Paper developed.</p>	<ul style="list-style-type: none"> Traveller specific Start Your Own Business course organised by LDSIP enterprise officers. Research and develop a policy paper in relation to the Traveller economy using existing models of good practice and based on this identify the options to address the inequalities / barriers experienced by Travellers in self-employment identified. Strengthen links with current enterprise development units. 	<p>Staff time and funding</p> <p>Staff time</p>	<p>KTDP Traveller Economy worker in conjunction with Traveller Employment Task Force. LDSIP.</p>	2008
4.3.2 Traveller economy programme developed	No Traveller economy strategy	<ul style="list-style-type: none"> Traveller Economy Group established Application to Traveller Interagency Committee for funding for Traveller Economy Project by Apr 2007 Traveller Economy Programme commenced by November 2007 	<ul style="list-style-type: none"> Establish Traveller economy group Identify self employment opportunities. Secure funding for a Traveller economy worker. Seek to expand Tralee Horse Project county wide. 	<p>Staff time</p> <p>Funding</p> <p>Funding</p> <p>Staff / voluntary time</p>	<p>LDSIP to lead with KCC; Kerry Enterprise Board; KTDP; and LES</p> <p>Traveller Economy Worker</p> <p>KTDP CE Supervisor and KCDB , LDSIP</p> <p>Tralee Horse Project</p>	2007

5

STRATEGIC AREA OF IMPORTANCE - **DISCRIMINATION & EQUALITY**



Discrimination is an ongoing and everyday reality for most Travellers. Whether it be overt discrimination or discrimination in its more subtle manifestations there are few Travellers who will not recount experiences that have left them demoralised and discouraged as a result of their experience in commercial premises, with state agencies, in the education sector; in social settings or in attempting to access the private rented sector in accommodation.

The causes of prejudice and discrimination are multiple and multi faceted and this Strategy can address itself only to a limited number of areas. It seeks to do so in two ways. On one hand it aims to support Travellers in the pursuit and realisation of the basic rights that are accorded to all Irish citizens. This will involve increased access to knowledge of rights and to the means with which they can be protected.

On the other hand, the Strategy seeks to contribute to raising understanding and awareness of Traveller culture and addressing the need to embrace an intercultural approach to the provision of services.

As mentioned previously, the interconnectedness of actions on discrimination with those on health; accommodation; education and employment must be emphasised. None of these areas exists in isolation and as such the relationships between the different components of the Strategy are an important part of its functioning.

EXPECTED IMPACT 5 EQUALITY ACHIEVED IN ALL AREAS OF LIFE FOR TRAVELLERS

OUTCOME 5.1 Access to public and commercial facilities and equality of treatment provided

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
5.1.1 Increased access to legal services		Number of hours built up in the Community Time Bank Administration mechanism in place	<ul style="list-style-type: none"> Establish a community time bank to encourage legal professionals to provide some free services. Approach the Kerry Law Society to participate as a partner in this initiative Provide access to free legal advice through the Free Legal Advice Centre and through the CICs. 	<p>Staff / voluntary time Professional hours</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p>	<p>KTDP to lead</p> <p>KTDP</p> <p>KTDP to lead with FLACs and CICs</p>	2008
5.1.2 Knowledge of rights under equality legislation for Travellers and service providers		Heightened awareness of Traveller experiences amongst business community communicated biannually at chamber meetings.	<ul style="list-style-type: none"> Establish partnerships with Chambers of Commerce to increase knowledge amongst the business community of equality issues. Develop and maintain a log of discrimination in access to public / commercial services. Provide intercultural and anti racism training Develop agreements on reasonable dress codes and on ID requirements. Provide feedback on models / examples of good practice on access. 	<p>Staff / voluntary time Equality Authority Input</p> <p>Training on maintaining the log Staff / voluntary time</p> <p>Staff / voluntary time</p> <p>Staff / voluntary time</p>	<p>SIM Committee to lead with KTDP; Vintners Federation; Chambers of Commerce; Kerry LA's LES employer liaison officer</p> <p>KTDP</p> <p>KTDP to initiate training team to deliver</p> <p>SIM to lead in conjunction with KTDP</p> <p>KTDP</p>	<p>Commence in 2007</p> <p>2008</p> <p>2008</p>
5.1.3 Capacity to address discrimination issues increased.	Limited existing capacity to support equality / anti discrimination measures.	Worker in place	<ul style="list-style-type: none"> Secure access to funding for an equality worker to enable this strategy's activities to be supported and monitored. 	Funding	KTDP	

OUTCOME 5.2

Discrimination against Travellers in the Legal System (Judicial, Gardaí, etc.) Addressed

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
5.2.1 Intercultural training provided and codes of practice developed.	Some inter-cultural training during initial Garda training Ongoing in-service training provided General code of practice and mission statement in place.	Traveller reps on Joint Policing Committees.	• Include Traveller representatives in ongoing training workshops.	Staff / voluntary time	Gardaí	2007
			• Ensure presence of Traveller reps on the Joint Policing Committees.	Staff / voluntary time	Gardaí	2007
			• Identify what systems are in place for training / in service for members of the judiciary.	Staff / voluntary time	KTDP	2008
5.2.2 Log of discrimination cases developed (NCCRI model) and analysed.	National research being undertaken, albeit with limited input from Kerry.	Log of discrimination cases developed by 2008.	• Develop a framework to operate a log of discrimination.	Staff / voluntary time NCCRI input	KTDP	2008
			• Ensure that the logged experiences are made available to the Equality Authority.	Staff / voluntary time	KTDP	2008
			• Research the experience of Traveller - Garda relations in Kerry.	Funding for research	LDSIP companies	2008

OUTCOME 5.3

Travellers professionally represented in the legal system

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
5.3.1 Travellers trained to provide information / supports to enable Travellers to access their rights.	Travellers from Kerry participating in the LEAP programme.	Ten Travellers trained as Information Providers by 2009.	<ul style="list-style-type: none"> • Ensure Traveller participation in training as CIC information providers. • Identify mechanism to train Travellers as Para legal workers, e.g. through extension of the Educo model. • Organise rights workshops to be carried out by LEAP Trainee. 	Staff / voluntary time Staff time Possible additional funding Trainee time Funding for workshops	KTDP with CICs KES KTDP	2008 2007 2009
5.3.2 Travellers facilitated to participate in the Garda reserve.	No Travellers currently on Garda Reserve in Kerry	Three Travellers on Garda Reserve by 2009.	<ul style="list-style-type: none"> • Provide information and active encouragement for Travellers to become members of the Garda Reserve. 	Staff time	Community Gardai	2007
5.3.3 Support provided to enable Travellers to train as legal professionals.	No Traveller legal professionals in Kerry	2 Travellers	<ul style="list-style-type: none"> • Encourage legal practitioners to provide work experience for Travellers interested in legal careers. • Support Travellers to access funding to pursue 3rd level legal training. 	Staff time Staff time	KES to lead with KDYS and LES KTDP	2007 2008

OUTCOME 5.4

Discrimination in the Education System

INTENDED OUTPUTS	OUTPUT BASELINE	OUTPUT INDICATOR	INDICATIVE ACTIVITIES	INPUTS	WHO	WHEN
5.4.1 Restrictions on participation by Traveller children in the education system identified and eliminated.	Some anecdotal evidence of Traveller children not getting access to all curriculum areas.	Traveller children reporting (through the annual evaluation of their experience in school) that they have full access to the curriculum.	<ul style="list-style-type: none"> Ensure provision of accurate information on S. 29 of the Education Act and on the Equal Status Act for parents. 	Staff time	Visiting Teacher service in conjunction with KTDP	2007
			<ul style="list-style-type: none"> Establish a high level task group of agencies and Traveller organisation to look at the interrelated needs of nomadic families re education; health; accommodation, etc. 	Staff / voluntary time	Visiting Teacher service in conjunction with KTDP	2007
			<ul style="list-style-type: none"> Explore the context of the Cork Traveller Visibility Group Equality for Women Project. 	Staff / voluntary time	Visiting Teacher service in conjunction with KTDP	2007
5.4.2 Community education programmes for Travellers and political parties organised to enable communication and increased political awareness	Voter Education Strategy organised in Mitchel's area in advance of the 2007 General Election.	Annual meetings between KTDP and elected public representatives (local and national).	<ul style="list-style-type: none"> Organise regular meetings between Travellers and public representatives to discuss issues of local and national interest. 	Staff / voluntary time Politicians participation	KTDP	Commence in 2007 and ongoing
			<ul style="list-style-type: none"> Run the KES voter education courses for Travellers in a culturally appropriate fashion. 	Staff time / resources	KES	2007

Implementation, Monitoring and Evaluation



This strategy has been developed by an inter agency group comprising both state and community organisations. As part of this process the inter agency group has identified which organisations will play a role in the achievement of particular results, either as a lead organisation or in a supporting role. With the active and enthusiastic engagement of these organisations it is anticipated that this strategy can generate a range of positive results leading to an improvement in the quality of life of Travellers in Kerry.

As part of this it is considered essential that each organisation commit itself to incorporating the elements of this Strategy into their own strategic planning processes and to do so in an open and transparent fashion that will facilitate later monitoring and evaluation. To this end each agency will be asked within six months to produce the first of three, annual operational statements, outlining its plans to address the areas under its responsibility and providing greater detail on how it proposes to do so.

In addition, to contribute to more effective implementation, each participating organisation has been asked to nominate one senior member of management who will assume oversight responsibility for the Strategy's implementation within their own organisation.

Oversight of implementation of the Strategy will be the responsibility of the County Development Board via the Social Inclusion Measures (SIM) committee. The Director of Community and Enterprise and the SIM policy worker will play a key role in this process.

To facilitate regular monitoring of the Strategy each participating organisation has been asked produce a six monthly report to the Kerry Traveller Strategy Group, outlining the steps it has taken and the progress that has been made towards achieving the desired results. In particular, progress towards reaching the planned indicators will be reported on. On receipt of these reports a composite summary will be prepared and subsequently presented to the SIM and the County Development Board.

Taking this as a foundation, an annual interagency seminar will be held to review the progress of the Strategy. As well as looking at the practical implications of the work undertaken, participating organisations will have an opportunity to exchange experiences and examples of best practice.

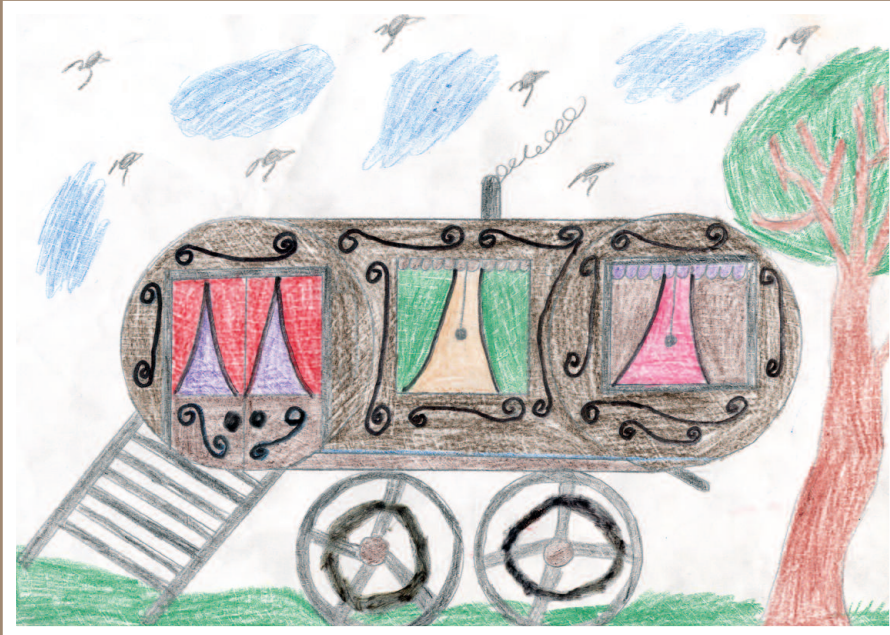
Finally, an external end of term evaluation of progress in achieving outcomes / outputs will be commissioned, to commence at least three months before the end of the Strategy. This will form part of a re-planning process.

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Winners of the 'Travelling Times' Competition



Winner: **Martin O'Brien, Age 14**
Deich Le Chéile Youth Project, KDYS, Island Centre, Castleisland



Runner Up: **Nora McCarthy, Age 7**
Moyderwell Mercy, Moyderwell, Tralee

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