

Section B

Summary and recommendations on previous Strategy 2005 - 2009

1 DETAILED REVIEW AND RECOMMENDATIONS

The review of the previous strategy, 2005 – 2009, involved an examination of the achievements of and the difficulties faced by the four IGs (Employment and Enterprise, Accommodation, Health and Well-being, Education) in terms of delivering the actions for which they were responsible. This review categorized actions as ‘complete’, ‘on-going’ or ‘blockages identified’ (see Appendix 1). In the case of the latter two categories, wherever it was recommended that actions ‘to be continued’ it was on the basis that they were strategically important in terms of achieving the overall aims of cultural integrity, self-governance, quality of life and cohesive service delivery.

2 Employment and Enterprise

2.1 Introduction

Employment as well as an enterprising culture is central to the generation of the many public goods and services that enrich modern living. They are equally important in providing individuals and families with the private goods and services that they may require from time to time. In addition, work and employment have their own intrinsic psychological and social value in creating a sense of achievement and a sense of power in shaping one’s life and that of one’s community. The previous strategy focused on fostering an enterprising culture, a pro-employment outlook and a number of employment opportunities by means of implementing 17 actions.

2.2 Detailed Review and Recommendations

The Work and Employment Implementation Group was responsible for 17 actions of which 13 were completed, 2 were on-going, and blockages were identified in the case of another 2.

2.3 Actions Completed (13):

After “establishing the feasibility of setting up a Clare Traveller Enterprise Agency” (4.4.7), “a traveller enterprise company was set up with an employment Officer and Assistant (who is a traveller)” (4.4.1), (4.4.2), (4.4.3). As a result “open employment market opportunities were sought for members of the Traveller community “(4.4.4) who were also assisted to “register as sole and street traders” (4.4.5) and were “provided with work placements” (4.4.6) and were “mentored in work-related training programmes” (4.2.4). In addition, “members of the traveller community, with an interest in open market and active labour market employment” (4.5.1) and local “vacancies and opportunities” were identified (4.5.3). In support of this a “profile of travellers skills” was prepared (4.5.2) and “applicant’s interview and CV preparations” (4.5.4) were supported. Where potential enterprise applicants were identified by any of the various agencies involved in the Strategy they were transferred to the Traveller Enterprise Officer (4.5.5). Consequently, it is recommended that these actions be deemed **completed**.

2.4 Actions that are on-going (2):

A feasibility study has been completed as part of “developing the business of breeding, training and shoeing horses” (1.1.1). This highlighted the requirement of training in equine and land management as a pre-requisite to developing a business in these areas. It is recommended to build on the momentum of the ‘Shannon Horse project’ and that the action to be continued after re-wording. The action to “develop, agree and pilot models of culturally sensitive employment contracts” (1.1.3) has been written up and is available to employers. However, it has not been piloted and in the absence of having a statutory basis and in light of

the current economic climate, there is little opportunity to test this contract with employers. It is recommended that this action would not be carried forward.

2.5 Actions where blockages were identified (2):

In terms of “developing work experience opportunities” (4.5.6) resistance from employers is still a problem and the lack of an employer’s grant means there is no incentive. In addition, the incomes that members of the traveller community can command are generally inadequate to meet the needs of their above-average household size. In light of these constraining factors, it is recommended that this specific action be **continued**, but with a specific focus on creating financial incentives for young travellers to take up work placements. In relation to “building on current skills in a market-oriented manner” (1.1.2), the funds for such a programme could not be secured. However, since this action may be pursued more appropriately within a training/education initiative, it is recommended that this action **be developed** within the Education Implementation Group.

3 Accommodation

3.1 Introduction

Accommodation is one of many elements that enhance people's quality of life by contributing to: the quality of family life; the sense of belonging and community; the formal and informal practices that underpin good neighbourliness; the shelter from which people can comfortably move and to which they can securely return. In these ways accommodation provides for and underpins a sense of neighbourhood and local identity. Collectively, accommodation and its surroundings offer opportunities for taking pleasure and pride in its beauty, development and maintenance. It also offers opportunities for people to actively shape both their relationships and their environment.

3.2 Detailed Review and Recommendations

The Accommodation Implementation Group was responsible for 23 actions, of which 7 were completed, 1 was on-going and blockages were identified in the case of another 15.

3.3 Actions completed (7):

As a result of "rentable land adjacent to traveller accommodation being identified" **(2.3.9)**, an agreement to rent was entered into. In addition, "leadership and advocacy training was provided to the traveller community" **(2.3.10)** and "newly accommodated traveller families were visited on a regular basis for the first six months and more occasionally thereafter" **(3.5.2)** and "programmes to strengthen travellers' financial management skills were implemented" **(3.5.3)** and "Garda Liaison officers were designated with responsibility, inter aliae, for specific traveller group housing schemes" **(3.8.2)**. However, efforts to "appoint a dedicated social worker" **(3.8.3)** were not feasible and instead "two Traveller Liaison Officers were appointed in Clare County Council to implement a 'visiting programme'". Finally, "a breakdown of the cost of Traveller Accommodation was provided" **(3.8.4)**. Consequently, it is recommended that all of these actions be deemed **completed**.

3.4 Action that are on-going (1):

The action to “develop criteria for making barrier keys available to the resident travellers” (2.3.4) was successfully piloted and it is recommended it be continued in combination with 2.3.5 below.

3.5 Actions where blockages were identified (15):

The action to “develop criteria for the use of caretaker units” (2.3.1), ran in conjunction with “using caretakers units for purposes other than caretaking” (2.3.2) but were of limited interest to travellers. It is recommended that they not be continued and so “evaluating the pilot of using caretakers units” (2.3.3) is no longer relevant. In relation to “making keys to barriers on two sites available to the traveller community” (2.3.5), progress was delayed as there was a lack of on-site consensus among travellers as to how they would be responsible for implementing the action. However, because of the empowering impact of such collective decision-making and discipline, it is recommended that this action be continued in combination with 2.3.4 above. In relation to “evaluating the piloting of access to keys to the barriers” (2.3.6) there has been inadequate progress to justify an evaluation and we recommend that this action is no longer relevant. In relation to “each traveller Group Housing Scheme appointing its own liaison person as a contact for all service delivery agencies” (2.3.7) the necessary expertise within the group scheme was not identified. It is recommended that this action not be carried over. In relation to “entrusting on-site caretaking to the relevant traveller families where they are in agreement” (2.3.8), the relevant traveller families felt that this caretaking should be a paid post. In addition the Lead agency experienced staff constraints and was unable to provide the requisite support. As a result of both factors the action could not be progressed. Since these circumstances are not likely to change over the period of the current strategy, it is recommended that this action not be carried over. In relation “to providing a programme to travellers to get the best out of living in their home” (3.5.1) the lead agency recognised it did not have the expertise to implement this action. An alternative lead, with the relevant expertise, was not identified. Because this objective is central to deriving a quality of life from all forms of permanent accommodation, it is recommended that it be reworded and continued

in a slightly different form. In relation to “identifying potential arts projects with travellers where accommodation was being planned” (3.6.1) and “applying for the ‘Per Cent Scheme’ as appropriate” (3.6.2), neither were proceeded with as they would ‘reduce the overall capital expenditure on the projects’. It is recommended that these two actions not be carried over. In relation to “informing the Traveller community of the Voluntary Housing Programme” (3.7.1) and “establishing the level of interest in progressing this” (3.7.2), there was a misunderstanding that the ‘Traveller Forum’ would proactively undertake these actions. Similarly, the action to “support the potential of voluntary housing through the Traveller Forum” (3.7.3), was also dependent on the Traveller Forum. In the absence of such a forum, it is recommended that these actions not be carried over. The action to “establish if overcrowding existed in current accommodation” (3.8.1) was not initiated as it was not identified as an issue. However, data from Census 2006, indicates that 50% (261) of the traveller community, constituting almost 30% (31) of all households, live in households of 7+ persons (Table 3). Consequently, it is recommended that a new action be developed to “establish whether accommodation is inappropriately sized or designed (too small, too large, unsuitable for special needs, etc) and if so, that policies and initiatives for appropriate accommodation be developed”. Similarly, in relation to providing accommodation that is “a good match between need and supply, between need and design, with an option for alterations (to reflect changed needs) and an option for purchase” (3.8.5) the implied policy changes require the approval of the LTACC. Consequently, it is recommended that these two actions be referred to the LTACC.

4 Health and Well-Being

4.1 Introduction

Physical and mental health, as well as general well-being, are key components to a good quality of life and to a willingness to participate and collaborate with others. A large number of factors impinge on individual and family health and well-being such as: genetics; cultural and social identity; quality of family life and friendships; quality of social and physical environments, including accommodation. People and communities who experience poor health and poor well-being are less likely; to aspire to better life conditions; to engage with others; to value relationships, activities and occasions for their own sake rather than their usefulness. Consequently, it is highly significant that, when compared with the general population, the Traveller community scores poorly across a number of indicators of health and well-being. For example, in comparison to the settled population, their average life expectancy is 10-12 years lower, their rates of both infant mortality and stillbirths are double and their rates of throat, ear and chest infections are much higher.

4.2 Detailed Review and Recommendations

The **Health** Implementation Group was responsible for 12 actions, of which 6 were completed, 3 were on-going and blockages were identified in the case of a further 3.

4.3 Actions completed (6):.

The action to quantify “the number of frontline public health service staff attending the HSE Mid-West ‘Cultural Diversity’ training” **(1.3.1)** was **completed** and was further developed within the “Strategy for Co-ordinating Services to the Immigrant Community in County Clare 2009-2012”¹. The “audit on existing activities available to young Traveller boys and girls” **(3.4.1)** was **completed** and

¹ Hereafter called Clare Immigrant Strategy. **Contact:** Community Development Manager (HSE), Riverhouse, Gort Rd. Ennis Co. Clare.

“the identification of current gaps in provision” **(3.4.2)** was also **completed**. Action **(3.4.3)** aimed to “increase the participation of young members of the Traveller Community in social and sporting activities” and was **completed** principally through actions of the Education IG, particularly by means of the Homework Club. It was intended to “provide more literacy-friendly signage in the HSE Mid-West hospitals” **(3.2.1)**. This action has been taken up within the Clare Immigrant Strategy and it is recommended that this action be deemed **completed**. Action **(3.2.2)** set out to “provide information on medical cards in a user friendly way”. According to the Clare Traveller Health Needs Assessment, 100% of respondents reported that they had no difficulty in using the medical card. Consequently, this action appears to be redundant and it is recommended that it be deemed **completed**.

4.4 Actions that are on-going (3):

Action **(3.2.3)** set out to “train and inform frontline staff so that, where relevant, they can refer Travellers to the agencies dealing with substance misuse, violence and psychological distress”. As this action involved intensive staff training with a number of agencies, it is unlikely to proceed over the lifetime of the new Strategy. Consequently it is recommended that it **not be continued**. Action **(3.3.1)** set out to “design and implement a long-term programme of healthy lifestyles for men, women and children in the areas of culture, social health, fitness and nutrition”. As this action is central to the work of the Health Implementation Group it is recommended that it be re-worded and **continued**. Action **(5.1.2)** set out to “annually provide the information necessary to monitor the implementation in Co. Clare of the ‘HSE Mid West Traveller Strategy’”. As this is an essential monitoring tool it is recommended that it **be continued** within the **Monitoring** process.

4.5 Actions where blockages were identified (3):

Action **(2.2.1)** set out to “develop an overall structure to ensure the development of policy initiatives, relating to bereavement, hospital stay and attendance at A & E, GP’s and Pharmacists and that these be brought to the relevant fora”. While this action was wide-ranging, it was very significant in terms of service delivery.

Consequently, it is recommended that this action be **continued** but that its scope be narrowed and that it be linked to Action **(1.3.4)**, (“a member of staff, who has undertaken the HSE Mid-West ‘Cultural Diversity’ training would be available in A & E to talk with members of the Traveller Community”). Action **(1.3.5)** aimed to “provide training in cultural diversity for GP’s and pharmacists in County Clare”. As GP’s and Pharmacists were independent practitioners and had not signed up to the Strategy, this action experienced insurmountable blockages. Consequently it is recommended that it **not be continued**.

5 Education

5.1 Introduction

Lifelong informal and formal learning processes enable individuals and communities to both generate and access culturally-valued relationships, interactions, goods and services. The balance between informal and formal learning and between peer-led and mentor-led learning is one marker of cultural difference. In the predominant settled culture, great value is placed on individualism, female participation in the workforce and the early formal socialisation of children. These values are justified (rationalised) on the basis that they provide opportunities for all to succeed socio-economically on the basis of individual merit. However, unlike most other ethnic cultures, neither individualism, workforce participation nor early schooling are highly valued in traveller culture where, in addition, the family continues to be important, female employment prospects are poor and larger families provide their own environment for socialisation.

5.2 Detailed Review and Recommendations

The Education Implementation group was responsible for 30 actions, 16 of which have been completed, 3 are on-going and in the case of 11 blockages were identified.

5.3 Actions Completed (16)

“A pilot module of intercultural work involving the Traveller Community in its design and delivery” (1.2.1) and (1.2.2) was **completed** in Scoil Chríost Rí and “the regional office of the Department of Education and Science was informed” (1.2.3) of the outcomes. Consequently, these actions are deemed **completed**. Action (4.2.1) envisaged “the appointment of an additional part-time youth worker” and was **completed**. While “a steering committee was established to examine the feasibility of setting up a dedicated childcare service to support training at St Joseph’s Traveller Training Centre” (4.7.1), the feasibility itself (4.7.2) was not undertaken as other crèches offered competitive services.

Consequently, it is recommended that these action are **completed**. “The promotion of opportunities for childcare services for the Traveller community across the county” (4.7.3) was undertaken by means of a special DVD that highlighted the benefits of early childhood care and parents’ involvement with children’s education. Consequently it is recommended that these actions be deemed **completed**. In order “to establish the acceptable duration of training at St Joseph’s traveller Training Centre” (4.8.1), the Department of Education & Science’s guidelines were consulted and it was established that learners can train for 3 years if completing the Leaving Certificate or equivalent. In addition, it was established that “the criteria for VTOS and Youthreach models” could not be adapted locally (4.8.2) since it was necessary to adhere to National Guidelines. The practice of “St Joseph’s Training Centre obtaining prior approval from VEC” (4.8.3) is now established for all Programmes and “quality assurance systems (standardised measurement, assessment and evaluation approaches) are in place for all providers of FETAC” (4.8.4) and “the School Completion Programme has been broadened to include other schools where members of the Traveller Community are in attendance” (4.9.2). Consequently, these actions are deemed **completed**. In relation to “the peer-led mentoring programmes to support continued participation of members of the Traveller Community in School” (4.9.3) and ensuring “the continued funding and support for the Homework Club” (4.11.1) as well as “targeting traveller children who are not in any programme” (4.11.2 and 4.11.3), the parent support programme has 16 additional parents, including 13 men compared to 9 women in 2005 and the number of children involved in the Homework Club increased from 6 (2005) to 28. Consequently, these actions are deemed **completed**.

5.4 Actions that are on-going (3):

The feasibility of “increasing the number and duration of the training interventions of local development agencies such as family resource centres” (4.10.2), was tested (4.10.1) in Shannon and Ennistymon but there was poor participation and uptake, due in some measure to the absence of a training allowance. Consequently, it is recommended that this action **not be continued**. In relation to “developing a transferable model of good practice in addressing the training

needs of the Traveller Community by calling on the experience of St Joseph's Training Centre" (4.10.3), initial meetings were poorly attended and it is consequently recommended that this action **not be continued**.

5.5 Actions where blockages were identified (11):

While it was envisaged that "all Statutory, Community, and Voluntary agencies would adopt a policy of supporting staff attendance at Anti-Racism training" (1.3.2), and that "all frontline staff of Statutory, Community and Voluntary agencies, who deal with the Traveller Community, would undertake Anti-Racism training" (1.3.3), no lead agency was identified. While an agency did in fact offer anti-racism training, it was poorly attended, as a 'policy of attendance' by the relevant staff was not in place in the various agencies. It is recommended that action 1.3.2 be implemented prior to implementing action 1.3.3 and that a lead for both be identified and that these actions **be continued**. While it was intended "to appoint a trainee youth worker, who was a Traveller" (4.2.2), there was no mainstream funding for this post and it was not clear that a professionally qualified 'Youth Worker', who was a traveller, could be identified. However, because of the social significance of the work and the fact that it can be linked to "appointing a youth and community mentor to address the needs of young traveller adults who were outside the mainstream educational system" (4.6.1) it is recommended that these actions be **continued** in a reworded form as "appoint a trainee Youth Worker, who is a Traveller and appoint a suitable mentor to work with her/him". In relation to "increasing referral to and uptake of current services" (4.6.2), the effective delivery of a range of other actions was necessary in the areas of education, enterprise, health etc. Consequently it is recommended that it **not be continued**. In relation to 'training and supporting members of the Traveller Community to participate on the Steering Committee of the School Completion Programme' (4.9.1) it proved difficult to identify interested parents. Consequently, it is recommended that this action **not be continued**. It was intended to "draw from the experience of integration in Carlow and Roscrea with a view to developing a model for pre-school care and education for Traveller Children' (4.3.1) and to 'enlist the support of National Education Officer for Travellers, Social Inclusion and the Regional Office, DES' (4.3.2) with a view to

'beginning the process of integrating the pre-school for Travellers' (4.3.3.). However, the Ennis Traveller pre-school closed and consequently these actions are deemed no longer relevant and it is recommended that they **not be continued**. The action to "affiliate youth programmes with Clare Youth Services" (4.2.3.) was misread as a general action rather than one referring to 'Traveller Youth programmes'. Since this is a mechanism that ensures best practice, it is recommended that the reworded action "to appoint a trainee Youth Worker, who is a Traveller and appoint a suitable mentor to work with her/him" would entail contact with Clare Youth Services in developing his/her work programme. It was hoped to align the Strategy's 'education actions with the Department of Education's Traveller Education Strategy' (4.1.2) but this National Strategy has not been developed to-date. Consequently it is proposed **not to continue** this action

Appendices Implementation"

6.1 "Appendix 1 Actions by Stage of

Strategic Aim	Complete	On-going	Blockage Identified	Number of Actions
1	(1.2.1), (1.2.2), (1.2.3), (1.3.1),	(1.1.1), (1.1.3)	(1.1.2) (1.3.2) (1.3.3)(1.3.4), (1.3.5)	
Sub Total 1	4	2	5	11
2	(2.3.9) (2.3.10)	(2.1.1), (2.1.2), (2.1.3), (2.1.4), (2.1.5), (2.3.4)	(2.2.1),(2.3.1), (2.3.2), (2.3.3), (2.3.5), (2.3.6), (2.3.7), (2.3.8)	
Sub Total 2	2	6	8	16
3	(3.2.1), (3.2.2), (3.4.1), (3.4.2), (3.4.3), (3.5.2) (3.5.3), (3.8.2), (3.8.3), (3.8.4)	(3.1.1), (3.2.3), (3.3.1)	(3.5.1), (3.6.1), (3.6.2), (3.7.1), (3.7.2), (3.7.3) (3.8.1) (3.8.5)	
Sub Total 3	10	3	8	21
4	(4.2.1),(4.2.4), (4.4.1), (4.4.2), (4.4.3), (4.4.4), (4.4.5),(4.4.6), (4.4.7), (4.7.1), (4.7.2) (4.7.3), (4.9.2), (4.8.1), (4.8.2), (4.8.3),(4.8.4),(4.9.3), (4.5.1), (4.5.2), (4.5.3), (4.5.4),(4.5.5), (4.11.1),(4.11.2),(4.11.3)	(4.1.1), (4.10.1), (4.10.2), (4.10.3)	(4.1.2),(4.2.3), (4.2.2) (4.3.1), (4.3.2),(4.3.3), (4.6.1) (4.6.2) , (4.5.6), (4.9.1)	
Sub Total 4	26	4	10	40
5		(5.1.1), (5.1.2)		
Sub Total 5	0	2	0	2
Overall Total	42	17	31	90

6.2 Appendix 2 List of Actions Strategy 2005-2009

1 Strengthen the Culture of the Traveller Community

1.1 Develop culturally appropriate enterprises and enterprise training.

1.1.1 Develop the business of Breeding, Training and shoeing horses.

Lead Agency: Members of the Traveller Community.

1.1.2 Implement enterprises and employment training that builds on current skills (e.g. tin-smithing, coppercraft) and which develops them in a market-oriented manner

Lead Agency: St Joseph's Senior Traveller Training Centre

1.1.3 Develop, agree and pilot models of culturally sensitive employment contracts.

Lead Agency: County Enterprise Board and Traveller Forum

1.2 Promote the Culture of the Traveller Community in Schools.

1.2.1 Develop a module on Traveller Culture to coincide with the delivery of NCCA Guidelines on Intercultural Education.

Lead Agency: Department of Education and Science (Mid-West Region)

1.2.2 Involve the Traveller Community in the design and delivery of the module.

Lead Agency: Department of Education and Science (Mid-West Region)

1.2.3 Inform the Regional Office, DES.

Lead Agency: Department of Education and Science (Mid-West Region)

1.3 Increase the Awareness and Understanding of Traveller Culture.

1.3.1 Quantify the number and identify the role of frontline public health service staff attending the HSE Mid-West 'Cultural Diversity' training.

Lead Agency: HSE Mid-West

1.3.2 All statutory, Community and Voluntary agencies will adopt a POLICY of supporting staff attendance at Anti-Racism training.

Lead Agency: All Agencies

1.3.3 All front line staff of Statutory, Community and Voluntary agencies who deal with Traveller Community will undertake Anti-Racism training.

Lead Agency: All Agencies

1.3.4 A member of staff, who has undertaken the HSE Mid-West 'Cultural Diversity' training, will be available in A&E to talk with members of the Traveller Community.

Lead Agency: HSE Mid-West

1.3.5 Provide training in cultural diversity for GPs and pharmacists working on Co. Clare.

Lead Agency: Lead Awaited

2 Strengthen the self-governance capacity of the Traveller Community

2.1 Develop a Traveller Forum.

2.1.1 Co-ordinate the Traveller Community at county level.

Lead Agency: Ennis CDP

2.1.2 Provide training and support for effective internal communications

Lead Agency: Ennis CDP

2.1.3 Train and support the Traveller Community to engage in effective consultation.

Lead Agency: Ennis CDP

2.1.4 Train and support representatives of the Traveller Community.

Lead Agency: Ennis CDP

2.1.5 Train and support the Traveller Community to identify and bring forward policy initiatives and lobby for change.

Lead Agency: Ennis CDP

2.2 Develop a mechanism and process among the Traveller Community to advance policy initiatives.

2.2.1 Develop an overall structure to ensure policy initiatives, including bereavement, hospital stay, attendance at A & E, GP's and pharmacists, can be brought to the relevant fora.

Lead agency: Traveller Forum, Community & Enterprise

2.3 Enhance the capacity of the Traveller Community to manage and govern their own accommodation units and estates

2.3.1 Develop criteria/rules for using caretaker units by Travellers on a pilot basis.

Lead Agency: Clare County Council & Members of the Traveller Community

2.3.2 Pilot the use of caretakers units for purposes other than caretaking on 2 sites.

Lead Agency: Clare County Council & Members of the Traveller Community.

2.3.3 Evaluate the pilot and make amendments to the draft criteria.

Lead Agency: Clare County Council & Members of the Traveller Community.

2.3.4 Develop criteria/rules to make barrier keys available to the Traveller Community.

Lead Agency: Clare County Council & Members of the Traveller Community.

2.3.5 Pilot the availability of keys to barriers on 2 sites.

Lead Agency: Clare County Council & Members of the Traveller Community.

2.3.6 Evaluate the pilot and make amendments to the draft criteria.

Lead Agency: Clare County Council & Members of the Traveller Community.

2.3.7 Each Accommodation unit or estate to appoint its own liaison person as a contact for all service delivery agencies.

Lead Agency: Members of the Traveller Community

2.3.8 Where families are in agreement, caretaking on sites to be entrusted to them

Lead Agency: Clare County Council & Members of the Traveller Community.

2.3.9 Establish mechanisms to identify rentable land adjacent to Traveller accommodation

Lead Agency: Members of the Traveller Community

2.3.10 Provide leadership and advocacy training to the Traveller Community

Lead Agency: Department Social and Family Affairs.

3 Enhance the Quality of Life of the Traveller Community

3.1 Develop and implement a consultation mechanism and mediation process.

3.1.1 Develop and implement a consultation mechanism and mediation process to minimise incompatibility of residents and improve communication with agencies.

Lead Agency: Traveller Forum, Community and Enterprise (Clare County Council)

3.2 Provide Information in a user-friendly manner.

3.2.1 Provide more literacy friendly signage in the HSE Mid-West hospitals.

Lead Agency: HSE Mid-West and Clarecare.

3.2.2 Provide information on medical cards in a Traveller friendly way to all families.

Lead Agency: HSE Mid West and Clarecare

3.2.3 Train and inform frontline staff so that, where relevant, they can refer Travellers to the agencies dealing with substance misuse, violence and psychological distress.

Lead Agency: Department of Social & Family Affairs.

3.3 Implement a long-term programme of lifestyle choices.

3.3.1 Design and Implement a long-term programme of healthy lifestyles for men, women and children in areas of culture, social, health, fitness and nutrition.

Lead Agency: HSE Mid West.

3.4 Develop a Traveller Youth Strategy

3.4.1 Audit Existing activities available to young Traveller boys and girls

Lead Agency: HSE Mid West.

3.4.2 Identify current gaps.

Lead Agency: HSE Mid West.

3.4.3 Increase the participation of young members of the Traveller Community in social and sporting activities.

Lead Agency: HSE Mid West.

3.5 Support Travellers to make the best use of their accommodation.

3.5.1 Provide a programme for Travellers to get the best out of living in their home.

Lead Agency: Clare County Council.

3.5.2 Visit newly accommodated Traveller Families on a regular basis for the first six months and more occasionally thereafter.

Lead Agency: Clare County Council.

3.5.3 Provide a specific course for newly accommodated Travellers and others to support them to financially manage their situation.

Lead Agency: Money Advice & Budgeting Service

3.6 Deliver 'Per Cent for Arts Scheme' in accommodation units and Group Housing.

3.6.1 Identify potential arts projects with Travellers where accommodation is provided.

Lead Agency: Clare Arts Officer

3.6.2 Apply for the Per Cent Scheme

Lead Agency: Clare County Council.

3.7 Encourage the establishment of Voluntary Traveller Housing Groups.

3.7.1 Inform the Traveller Community of the Voluntary Housing Programme.

Lead Agency: Clare County Council

3.7.2 Establish the level of interest in progressing the Voluntary Housing option.

Lead Agency: Clare County Council.

3.7.3 Support the potential of Voluntary Housing through the Traveller Forum.

Lead Agency: Clare County Council.

3.8 Identify accommodation factors and supports that would impact positively on the quality of life.

3.8.1 Establish if over crowding exists in current housing accommodation and if so build larger houses in new schemes.

Lead Agency: Clare County Council & Members of the Traveller Community

3.8.2 Appoint a liaison Garda to each accommodation unit who will visit and introduce themselves and inform Travellers of services and programmes that Gardai support and introduce initiatives that the Gardai and Travellers may develop.

Lead Agency: Gardai.

3.8.3 Appoint a dedicated social worker to work with the Traveller Community.

Lead Agency: Clare County Council

3.8.4 Provide a breakdown of the cost of Traveller accommodation between land acquisition, services/utilities, construction and other associated costs.

Lead Agency: Clare County Council.

3.8.5 Identify obstacles to: optimising the match between need for and supply of Accommodation; to transferring to appropriate accommodation size (including special needs and downsizing for older people); to making on-site changes e.g. building extensions, making alterations, painting accommodation; to purchasing own home e.g. on a halting site; to making halting sites more visually attractive; to developing meeting and leisure facilities on site.

Lead Agency: Members of the Traveller Community and Clare County Council.

4 Identify and address Gaps in Current Provision of public services

4.1 Identify gaps in current provision and ensure consistency with relevant National Strategies.

4.1.1 Undertake an Audit of current supports for Traveller men, women and children.

Lead Agency: St. Joseph's STTC, Community and Enterprise

4.1.2 Reconcile all education actions with the forthcoming Traveller Education Strategy, of the Department of Education and Science.

Lead Agency: Regional Officer, DES and Visiting Teacher Service, DES

4.2 Increase the involvement of young members of the Traveller Community in Youth reach.

4.2.1 Employ a Youth Worker.

Lead Agency: National Association Traveller Training Centre & St Joseph's STTC.

4.2.2 Appoint a Trainee Youth Worker (Traveller).

Lead Agency: National Association Traveller Training Centre & St Joseph's STTC.

4.2.3 Affiliate Youth programmes with Clare Youth Service.

Lead Agency: Clare Youth Service.

4.2.4 Involve the Traveller Enterprise officer to support and mentor members of the Traveller Community who are engaged in work related training programmes.

Lead Agency: FAS.

4.3 Develop an integrated model for pre-school care and education for Traveller Children.

4.3.1 Draw from the experience of integration in Carlow and Roscrea.

Lead Agency: Regional Office, DES and Visiting Teacher Service, DES

4.3.2 Enlist the support of National Education Officer for Travellers, Social Inclusion and the Regional Office Dept. Education and Science

Lead Agency: Regional Office, DES and Visiting Teacher Service, DES 4.3.3

To begin the process of integrating the Pre-school for Travellers

Lead Agency: Regional Office, DES and Visiting Teacher Service, DES

4.4 Develop Income, Employment and Enterprise opportunities for Travellers.

4.4.1 Employ an Enterprise Development Officer

Lead Agency: FÁS

4.4.2 Employ an Assistant Enterprise Development Officer from the Traveller Community

Lead Agency: FÁS

4.4.3 Provide a countywide support and liaison service for Travellers and Employers that will identify employment opportunities, prepare CVs, support employers and travellers in working together, provide on-going support and mentoring to employees, organise on the job skills training or off-site job-related training

Lead Agency: FÁS

4.4.4 Seek open market employment opportunities and formalise employment contracts.

Lead Agency: FÁS

4.4.5 Assist Travellers in registering as sole traders, street traders and in acquiring the necessary licences and permits.

Lead Agency: FÁS

4.4.6 Arrange Work Placements

Lead Agency: FÁS

4.4.7 Establish the feasibility of setting up a Clare Traveller Enterprise Agency

Lead Agency: FÁS

4.5 Assist Travellers participation in job search, work experience and active labour market programmes.

4.5.1 Identify members of the Traveller Community interested in open market employment and Active Labour Market Employment (eg Community Employment etc.)

Lead Agency: Local Development Agencies

4.5.2 Prepare and centrally collate a profile of Travellers' skills

Lead Agency: Local Development Agencies

4.5.3 Identify local vacancies and opportunities

Lead Agency: Local Development Agencies

4.5.4 Support applicants' interview and CV preparations.

Lead Agency: Local Development Agencies

4.5.5 Transfer successful applicants to the Clare Traveller Enterprise Office for support.

Lead Agency: Local Development Agencies

4.5.6 Develop Work Experience Opportunities

Lead Agency: Local Development Agencies

4.6 Address the needs of young Traveller adults who are outside mainstream education.

4.6.1 Appoint a youth and community mentor

Lead Agency: VEC

4.6.2 Increase referrals to and uptake of current services

Lead Agency: VEC

4.7 Provide for the childcare needs of Education and Training participants.

4.7.1 Establish a Steering Committee to examine the feasibility of a dedicated Childcare Service to support the training at St. Joseph's

Lead Agency: St Joseph's STTC

4.7.2 Undertake a feasibility study and make an application for equal opportunity childcare programme funding.

Lead Agency: St Joseph's STTC

4.7.3 Investigate other opportunities for Childcare Services for Travellers in the county

Lead Agency: Clare Childcare Committee

4.8 Develop and implement training programmes of appropriate duration.

4.8.1 Determine criteria for establishing the duration of training

Lead Agency: St Joseph's STTC

4.8.2 Adopt relevant criteria from VTOS and Youthreach models

Lead Agency: St Joseph's STTC

4.8.3 Obtain approval from the VEC for the training identified.

Lead Agency: VEC

4.8.4 Standardise measurements, assessments and evaluation approaches.

Lead Agency: St Joseph's STTC

4.9 Increase school retention rates

4.9.1 Train and support members of the Traveller Community to participate on the Steering Committee of the School Completion Programme.

Lead Agency: Completion Programme, Ennis Community College, Críost Rí

4.9.2 Broaden the School Completion programme to include other schools where members of the Traveller Community are in attendance.

Lead Agency: Completion Programme, Ennis Community College, Críost Rí

4.9.3 Develop peer led mentoring programmes to support continued participation of members of the Traveller Community in school.

Lead Agency: Completion Programme, Ennis Community College, Críost Rí

4.10 Extend training opportunities to all Traveller Communities in the County

4.10.1 Conduct an audit of training needs of adult Travellers in Shannon & Ennistymon.

Lead Agency: VEC

4.10.2 Increase the number and duration of training interventions of local development agencies (LDAs) in Shannon and Ennistymon and strengthen their linkages with any new interventions developed.

Lead Agency: VEC

4.10.3 Develop a transferable model of good practice in addressing the training needs of the Traveller Community including drawing on the experience of St. Joseph's STTC.

Lead Agency: VEC

4.11 Strengthen the "After Schools Programme" and "Homework Club"

4.11.1 Ensure continued funding for Homework Club.

Lead Agency: Ennis CDP & Ennis West Partners

4.11.2 Target children not in any other programme.

Lead Agency: Ennis CDP & Ennis West Partners

4.11.3 Promote the “After School Programme” and “Homework Club”

Lead Agency: Ennis CDP & Ennis West Partners

5 Co-ordinate and Monitor the delivery of the Strategy

5.1 Establish a bi-annual forum for service providers’ staff who have

Regular contact with the Traveller Community.

5.1.1 All agencies delivering services to the Traveller Community will mandate their staff, who have direct contact with the Traveller Community, to meet twice yearly to:

Ensure effective delivery of the Strategy (identify targets achieved, blockages encountered, emerging duplication, gaps in provision)

Where necessary, and in consultation with the Traveller Forum, amend the actions plans of the following 6 months.

Lead Agency: Community & Enterprise Section

5.1.2 Annually provide the information necessary to monitor the implementation of the HSE Mid-West Traveller Strategy for County Clare.

Lead Agency: HSE Mid-West.