GALWAY CITY AND COUNTY TRAVELLER INTERAGENCY GROUP

FRAMEWORK FOR RESPONDING TO TRAVELLER ETHNICITY

Introduction

The Galway City and County Traveller Interagency Group developed this Framework as part of a common strategy across our member organisations to take account of Traveller ethnicity in planning, policy development, service provision, and programme development.

This Framework acknowledges Travellers as a distinct ethnic group in Irish society and respects their history as an indigenous Irish group.

Traveller ethnicity encompasses the distinct culture and ethnic identity of the Traveller community. Culture and identity are central to the wellbeing and flourishing of all communities, including the Traveller community. Cultural difference has practical implications that need to be addressed in the planning, design and delivery of services, if they are to be effective for the Traveller community.

Values Frame

The values of dignity, diversity, inclusion and participation are shared by the member organisations of the Traveller Interagency Group and serve to motivate and shape our approach to recognising, acknowledging, and making necessary adjustments for Traveller ethnicity.

Dignity is about respecting and valuing people and their individual human worth.

Diversity is about acknowledging and planning for the particular identity, situation and experience of specific groups in society.

Inclusion is about securing outcomes for people that reflect their individual choices, and outcomes for groups that are on a par with the wider society, through a mixture of targeted and general services.

Participation is about people having a say in decisions that impact on them and having a capacity to do so effectively.

Values-Led Response to Traveller Ethnicity

The value of dignity, as defined with its focus on respecting and valuing people and their individual human worth, motivates us to take the following steps in responding to Traveller ethnicity:

- Communicate and implement organisational equality policies that set a standard of equality, respect and equal treatment for services users and employees, including Travellers, which include an effective and accessible complaints system to resolve any issues of discrimination or harassment that may arise.
- Provide ongoing training to staff to deepen their capacity to fully implement the standards set in our organisational equality policies.
- Provide ongoing training to staff to develop their understanding of cultural difference and issues of racism, and their capacity to respond to the practical implications of cultural difference in their work.

The value of diversity, as defined with a focus on acknowledging and planning for the particular identity, situation and experience of specific groups, motivates us to take the following steps in responding to Traveller ethnicity:

- Implement procedures to identify, and secure a response to, barriers and specific needs, related to their culture and identity, that arise for Travellers in accessing services or seeking employment.
- Take action to support Travellers to have and to make informed choices as service-users or employees
- Where appropriate, collect disaggregated data on the basis of ethnicity on the take-up by, experiences of, and outcomes for Travellers from services and in employment, and apply this data to improve opportunities and outcomes for Travellers.
- Acknowledge and celebrate cultural diversity in society and within our organisations, by taking or supporting initiatives at relevant moments, such as Traveller Pride Week.

The value of inclusion, as defined with its focus securing outcomes for people and groups on a par with the wider society, through targeted and general services, motivates us to take the following steps in responding to Traveller ethnicity:

- Undertake periodic cross-organisational assessments of needs that are specific to the Traveller community, to inform planning, service design, policy development and programme development.
- Implement the Public Sector Equality and Human Rights Duty, undertaking an equality and human rights impact assessment as part of our planning, service design, policy development, and programme development.
- Implement targeted service provision, where needed, to meet specific needs of the Traveller community.
- Implement positive action measures to achieve greater diversity, including Travellers, among service users in general service provision.
- Implement positive action measures, in work experience, recruitment and employment, to achieve staff diversity, including Travellers

- Implement outreach and communication initiatives that are effective in engaging with the Traveller community and ensuring they are informed of services, programmes and employment opportunities.
- Keep progress on local implementation of the National Traveller and Roma Inclusion Strategy, and of other national strategies that target Travellers, under review and strengthen this local implementation as required.

The value of participation, as defined with its focus on people having a say on decisions that impact on them, motivates us to take the following steps in responding to Traveller ethnicity:

- Have systems and processes in place that provide opportunities for Travellers to share their views and be heard, including accessible information, outreach activities and liaison worker roles.
- Consult with Travellers and Traveller organisations on plans, services, policies and programmes of relevance to them.
- Have structures in place that include for and provide for a meaningful engagement with Traveller organisations in decision-making, based on partnership.

Enabling Implementation

The Traveller Interagency Group will support implementation of this Framework by:

- promoting and communicating this Framework – stimulating a wider range of organisations to sign up to its commitments;
- developing and providing staff training on implementing this Framework;
- building peer support among our member organisations in implementing this Framework;
- disseminating relevant available resources to support implementation of this Framework;
- developing joint initiatives to promote and progress implementation of this Framework;
- supporting an intersectional approach to implementing this Framework, that takes account of diversity within the Traveller community, and
- supporting local drivers for implementing the Framework in public bodies that operate from a national level.



Galway City and County Traveller Interagency Group Member Organisations

Ollscoil Teicneolaíochta an Atlantaigh
Atlantic Technological University

Comhairle Cathrach na Gaillimhe
Galway City Council

Ollscoil na Gaillimhe
University of Galway

gretb
Bord Oideachais agus Oiliúna na Gaillimhe agus Ros Comáin
Galway and Roscommon Education and Training Board

Bru Bhríde
Family Resource Centre

Comhairle Chontae na Gaillimhe
Galway County Council

Forbairt Tuaithe na Gaillimhe
Galway Rural Development

Galway City Partnership
Comhpháirtíocht Chathair na Gaillimhe
a tide for change
an taoide ag casadh

Galway Traveller Movement

CYPSC
Children & Young People's Services Committees

Galway City Community Network
Líonra Pobail Chathair Na Gaillimhe

HSE

Comhpháirtíocht Sábháilteachta Pobail Áitiúil Chontae na Gaillimhe
Galway County Local Community Safety Partnership

Comhpháirtíocht Sábháilteachta Pobail Áitiúil Chathair na Gaillimhe
Galway City Local Community Safety Partnership

An Roinn Coimirce Sóisialaí
Department of Social Protection

Líonra Rannpháirtíochta Pobail Chontae na Gaillimhe
Public Participation Network Galway County