

# ANNUAL REPORT

Pavee Point Report of the Year 2012

# 2012



PAVEE POINT  
TRAVELLER AND ROMA CENTRE



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## Directors Foreword

### Annual Report of Pavee Point Traveller and Roma Centre for 2012

We are delighted to present the Annual Report of Pavee Point Traveller and Roma Centre for 2012. In this report, we have outlined a synopsis of the work undertaken by Pavee Point in 2012 to bring real change to the Traveller and Roma communities in Ireland. In the context of developing our new strategic plan we have formally incorporated Roma into the title of our organization, although we have worked directly with Roma in Ireland since 1998. In 2012 we managed to secure Trust funding for a Traveller Education Advocacy Initiative which means we now have a dedicated education team working to promote and address Traveller and Roma inclusion in education.

In 2012 we continued to operate in a very challenging environment with fewer resources and on-going cuts to the Traveller and community sector infrastructure; as well as cuts to a range of public services which Travellers and Roma try to access. The impact of these cumulative cuts is having a very negative impact on the quality of life and human rights of the Traveller and Roma communities in Ireland. Going through this report, it is easy to see the strain that numerous cuts have caused. In 2013, Pavee Point is hoping to commission research that will document and analyse these cuts.

We were particularly proud of the Traveller Pride Week events. The Celebration of Recovery from Alcohol at Croke Park reached out to more than 250 Travellers and settled people from across a range of sectors. Traveller Pride Week also saw the launch of a summary of key findings from the All Ireland Traveller Health Study, which brought broadcaster Vincent Browne to Pavee Point to chair a discussion on the topic. Alas we still await government action on the development of an action plan to address these findings which document high rates of morbidity, low life expectancy and high rates of mortality among Travellers. On a positive note the AITHS reflected the positive impact of the work of the Traveller Primary Health Care Projects evidenced by greater take up by Travellers of health screening and immunisation services. We were also very proud that the first Traveller, Pat McDonagh, qualified from the Royal College of Surgeons and reiterate our call for more positive action measures to provide Travellers with education, training and employment opportunities.

2012 also saw the Olympics brush with Ireland and Pavee Point was very proud of John Collins, who was selected to carry the Olympic Torch through Dublin. This was an amazing event, drawing attention to the Traveller sportspeople who have represented Ireland so well on the international stage. Travellers, alongside Irish people, were very proud of the silver medal John Joe Nevin brought home from London.

2012 witnessed the further development of the direct work with the Roma community in Ireland. We have worked in partnership with the HSE on a series of seminars to draw attention to a range of policy issues which are hindering Roma in accessing services and impinging on their human rights. We also continue to work at UN, European and national levels to highlight the situation of the Traveller and Roma communities here and to work towards the development of a progressive national integration strategy for Travellers and Roma. Our international work in 2012 included meeting with the OSCE Special Representative and Coordinator for Combatting Trafficking in Human Beings, UN Special Rapporteur on Health, the European Commission Against Racism and Intolerance as well as engaging with other Council of Europe and UN Treaty Bodies. Pavee Point was also represented at the OSCE Human Implementation Meeting on the Empowerment of Roma, Sinti and Traveller women as well as engaging directly with Roma networks and NGOs from throughout Europe where we continually raise the issue, and recommend, that Ireland formally recognise Travellers as a minority ethnic group.

We are particularly grateful for the support that we receive both nationally and internationally to facilitate our work. The financial support, expertise and commitment we receive enables us to continue operating. We take this opportunity to thank our Board members, staff, programme participants and volunteers for their hard work and commitment in 2012.

Ronnie Fay & Martin Collins  
Co-Directors

# Strategic Plan Summary

## Vision of Pavee Point

In Irish society Travellers are recognised and respected as a minority ethnic group: where Travellers and Roma enjoy substantive equality and are proud and confident in exercising their full rights.

## Our Mission

Pavee Point's mission is to contribute to improvement in the quality of life, living circumstances, status and participation of Travellers and Roma in Irish society through working innovatively for social justice, greater solidarity, development, equality and human rights.

## About Us

Pavee Point is a national Traveller and Roma organisation whose staff and participants are Travellers, Roma and members of the majority population who work together in partnership to address Traveller and Roma social and economic exclusion.

**The work of Pavee Point is based on two key premises:**

- Real improvement in Traveller and Roma living circumstances and social situations requires the active involvement of Travellers and Roma.
- Non-Travellers have a responsibility to address the various processes, which serve to exclude Travellers and Roma from participating as equals in society.

Pavee Point work at the local, regional, national and international levels to achieve this. Our work is multi-faceted and works across a number of themes. The organisation seeks to develop understanding and responses to a wide range of issues facing Travellers and Roma through programmes covering:

- Community development and empowerment
- Youth work
- Health
- Children and families
- Education
- Substance misuse
- Violence against women
- Culture and heritage
- Local and economic development
- Supporting good practice within mainstream services

## Strategic Plan Summary continued

We achieve our objectives through a multitude of means including:

- Direct work with Travellers and Roma and the organisations that work with them
- Piloting and disseminating innovative approaches to the work
- Networking and supporting individuals and organisations working with Travellers and Roma and other marginalized groups
- Formulating and making submissions to influence policy
- Commissioning or undertaking of research, its publication and dissemination
- Provision of training

**Strategic Goal 1 Identity:** Achieve recognition, of Travellers and Roma as minority ethnic groups, whose culture is respected, celebrated and supported by Travellers and Roma themselves and in the wider society. To support better relations between these respective communities and the wider society.

OBJECTIVES:

1. To support Travellers and Roma to understand, exercise and celebrate their culture, identity and human rights and promote greater Traveller and Roma visibility across society.
2. To promote solidarity and respect for diversity within the Traveller and Roma communities including promotion of Traveller and Roma women's rights.
3. To promote greater understanding and learning of the realities and dynamics of discrimination and racism against Travellers and Roma within these communities and the wider society.

**Strategic Goal 2 Empowerment:** Working from a community development approach to identify issues and needs within the Traveller and Roma Communities and to empower Travellers and Roma to play an active role in addressing these within their communities and the wider society.

OBJECTIVES:

1. Through research and participative community development approaches, to increase the understanding of the issues facing Travellers and Roma and to promote and support best practice responses to these issues.
2. To pilot and run innovative programmes on identified issues supporting Travellers and Roma to take active roles in these projects.
3. To increase confidence and leadership within the Traveller and Roma Communities.
4. To empower Traveller and Roma women's active involvement in their own communities and the wider society.
5. To support increased Traveller and Roma representation in Traveller Organisations and the wider political, economic, social and Cultural Spheres of Irish Society.

## Strategic Plan Summary continued

**Strategic Goal 3** To support the development, implementation and monitoring of policies and initiatives that respect Traveller and Roma cultural identity and contribute to positive outcomes using both mainstreaming and targeted approaches.

**Policy:**

OBJECTIVES:

1. To produce a body of evidence to inform policy development that is inclusive of Travellers and Roma.
2. To develop and support the emergence of new programmes and initiatives, and support existing programmes to respond to Travellers' and Roma needs.
3. To promote the use of an ethnic identifier across all statutory and social services.
4. To represent and promote Traveller and Roma interests at regional and national fora and promote Traveller and Roma participation in policy and decision-making.
5. To advocate for the policy changes which will support greater Traveller and Roma inclusion.

**Strategic Goal 4** Promote continuous quality improvement and attainment of quality standards with Traveller organisations.

**Quality:**

Objectives:

1. To promote excellence in Community Development in all organisations working with Travellers and Roma.
2. To further develop Pavee Point as a centre of expertise on Traveller and Roma issues and interventions within Ireland and internationally.
3. To develop internal continual quality improvement systems to support good practice in all areas of our work.



## 2012 Highlights

- 2012 represented a busy year for Pavee Point, which even in the context of broad funding reductions nonetheless saw some great highlights. It also presented a number of big opportunities for Pavee Point to celebrate strong Traveller involvement in national events.
- In 2012, in the context of the launch of our new strategic plan, we changed our name from Pavee Point Travellers Centre to Pavee Point Traveller and Roma Centre. This move enables us to engage more actively with the Roma population in Ireland, which suffers much of the same discrimination and persecution as the Traveller community. This more accurately reflects the actual work of the organisation and our on-going commitment to work for Traveller and Roma Human rights in an integrated manner on a local, national and international level.
- Pavee Point was delighted to celebrate the selection of John Collins as one of the Olympic Torch Bearers when during its visit to Ireland on June 6th. John Collins is a keen Gaelic footballer and a Traveller representative on the Anti Racism committee of the Gaelic Athletic Association. Everyone at Pavee Point was proud to see John carry the torch for his community.
- June 2012 saw the establishment of a new Education Unit in Pavee Point. Education has always been a core problem for Travellers given the high levels of discrimination. With the number of Travellers in education rising, the programme will work to sustain and increase education supports for all Travellers. 2012 also saw the first Traveller doctor graduate from the Royal College of Surgeons in Ireland.
- The 2nd of August 2012 saw Pavee Point hold a memorial event in commemoration of the Roma who suffered during the Nazi era. The event was hosted to mark the date in 1944 when 3000 Roma and Sinti were exterminated at Auschwitz- Birkenau. It is estimated that as many as 500,000 Roma and Sinti were murdered in the Holocaust.
- In celebration of Traveller Pride Week in June 2012, Pavee Point launched two 'Our Geels' leaflets. Vincent Browne hosted a discussion in support of the initiative. Expanding on this theme, Traveller Pride Week also saw us hosting a conference in Croke Park, entitled 'Celebration of Recovery,' focused on the struggles of addiction and the recovery process.
- On June 30th, 2012, Pavee Point was the recipient of the Jim Kemmy Thirst for Justice Award. The members of Labour Youth in presenting the award highlighted the "tireless work" done by Pavee Point to promote and protect the rights of Irish Travellers.



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## Local Community Development Programme

**Context and Aims** The overall aims of Pavee Point LCD Programme are to promote Traveller and Roma inclusion in the work of the LDCP, to coordinate and support the development of the National Traveller Partners and to represent Traveller and Roma issues at national and international levels and make submissions to appropriate policy making forums. The programme seeks to create the conditions for the increased access and involvement of Travellers and Roma in a range of community and statutory services, to increase awareness, knowledge and uptake of services by Travellers and Roma and to increase access to formal and informal educational, recreational and cultural activities and resources by Travellers and Roma. As well as this, the programme supports Traveller work readiness and Employer Traveller readiness. Contextually, the programme aims to achieve its goals by developing transparent and effective mechanisms to increase dialogue between Traveller and Roma communities and policy makers.

### Main Activities

- Training for Statutory Agencies** Training was delivered to the Department of Social Protection; an Garda Síochána; HSE; Equality Authority and Pobal. We also worked with Irish Human Rights Commission on human rights training for civil and public services to ensure a Traveller focus in this work. Training was also provided to Focus Ireland; a range of Traveller organisations as well as to individual Travellers and Roma. Pavee Point have organised a series of events relating to racism against Roma in order to raise awareness of the discrimination they face. These have been open to and well attended by service providers that we have built up contact with.
- Holocaust Memorial** Pavee Point commemorated Roma Holocaust / Porrajamos remembrance day in August. The event was well attended by Roma and included attendees such as a representative of the Jewish Community of Ireland, representatives of the Holocaust Education Trust of Ireland, Deputy Finian McGrath, Deputy Joe Costello and a representative for Deputy Boyd-Barrett. Event consisted of speakers, short video and minutes silence in commemoration of those who suffered during the Holocaust.
- NTP** The NTP is funded to deliver the LCDP programme to the Traveller Community in Ireland. In 2012, the context for our work was precarious and uncertain. There was a lot of debate surrounding new structures of alignment and mergers. The NTP made a submission on these issues and highlighted the need for an autonomous community development sector and the benefits this has given to Travellers. The NTP has also endured a 9% cut in funding which presents a significant challenge in ensuring that frontline services were retained. We also adopted a Terms of Reference for the NTP Board of Directors and Operational Committee, as well as adopting our Memorandum and Articles of Association.
- Statistical Analysis** We worked with the Central Statistics Office to support the analysis of the Census 2011 data and to access relevant cross tabulations. We disseminated the results of Census 2011 (published 2012) to Travellers and Traveller organisations and provided a summary of headline figures as well as speaking in both national and local media channels about the findings.
- Ethnic Identifier** Work on the role and use of Ethnic Identifiers continued and training was provided to a range of sectors including Traveller and migrant organisations, hospitals, schools, youth services and HSE. A paper on the use of the Ethnic Identifier in Drugs services was written in collaboration with Health Research Board and is being peer reviewed and should be published soon. We supported the piloting of ethnic Identifier in Temple Street hospitals and got it included as a Key Performance Indicator in the HSE regional plan and are working to get it included in Dept of Education school administrative systems.
- Roma Recruitment** A community development worker with Roma was recruited with funding sourced through HSE social inclusion office. The Habitual Residence Condition continues to act as a block for many Roma in accessing services, including health services, and this is an on-going concern and potentially a public health risk. A series of seminars were held; on HRC and maternal care and access to education.

## Local Community Development Programme continued

**Child Protection and Roma Communities** In November 2012 in conjunction with the HSE we developed and published a report on 'Roma Communities in Ireland and Child Protection Considerations' based on a seminar we had organized in 2011. This report analyses current policies, procedures and provision of services as they relate to Roma and child protection. The report provides guidance for policy-makers and service providers in working with Roma and names action points to reduce the incidence of indirect discrimination. This has been disseminated widely among service providers and LCDP.

### Achievements

**Children's Rights Referendum** Pavee Point undertook a range of actions to support a YES vote in the referendum. This included producing a video promoting YES vote, which went viral. We also circulated a series of e-bulletins with information and training tools delivered to Traveller organisations. .

**Traveller Education Advocacy Initiative** A Traveller Education Advocacy Initiative proposal was developed, written up and submitted for funding to Trust funds early in 2012. The proposal was successful and approval for funding for an education team for 3 years was made available to Pavee Point from an international Trust Fund in Spring 2012. Job descriptions were then drawn up; positions advertised and an interview board set up which recruited one full time education coordinator alongside one full time and two part-time Traveller education workers in Pavee Point in summer 2012. This is a very welcome and timely development given the huge cuts that had occurred to Traveller education services in November Budget 2011. It provides Pavee Point with the dedicated staff resources to address Traveller education needs and to work with the Department of Education and other education and training providers to develop initiatives to address early school leaving, lack of educational outcomes and to support progression initiatives with Travellers. This work was developed and is now overseen through our LCDP staff.

### Challenges

Pavee Point believes that there has been a dramatic disinvestment by the state in the Traveller community since 2008. The high level of funding withdrawal has become evident to the organisation which causes significant concern for the community development approach we operate. In 2013, Pavee Point will commission research to examine the impact austerity measures have had on the Traveller community.

## International Human Rights

### Visit of the OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings

Pavee Point representatives met with Maria Grazia Giammarinaro, the OSCE Special Representative and Co-ordinator for Combating Trafficking in Human Beings. Representatives highlighted the impact of the Habitual Residence Condition and the requirement for work permits for many Roma in Ireland as key issues that leave Roma in vulnerable positions.

### Visit of European Human Rights Bodies

Pavee Point met with representatives of the European Commission Against Racism and Intolerance and the Committee on the Framework Convention for the Protection of National Minorities.

Roma have largely being ignored in previous reports and we hope that reports of both committees will pay significant attention to issues facing Roma. In addition to this, Ireland submitted the 'National Traveller Roma Integration Strategy' to the European Commission in January 2012 and the European Commission conducted its first Assessment of National Roma Strategies in May 2012.

### OSCE Human Implementation Meeting on the Empowerment of Roma, Sinti and Traveller women

The Human Dimension Implementation Meeting (HDIM), Europe's largest annual human rights and democracy conference, is organised every year by the Organisation for Security and Cooperation (OSCE) and took place in September 2012. The session was chaired by Andrzej Mirga, the OSCE contact point for Roma and Sinti issues. It was also addressed by Rita Izsák, the UN Independent Expert on minority issues. It was also attended by State and civil society delegations.

Pavee Point specifically recommended that Ireland formally recognise Travellers as a minority ethnic group. Full recommendations were presented and submitted in 'Pavee Point Statement – Human Dimension Implementation Meeting 2012'. These included:

- Develop Roma integration strategies that will have a meaningful impact on Traveller and Roma womens' lives.
- Invest in and conduct an equality and poverty impact assessment of the habitual residence condition, taking into account factors of ethnicity and gender.
- Ensure austerity measures do not impact disproportionately on Traveller and Roma women. Ensure that human rights principles underpin budget decisions and to ensure that the most vulnerable to not bear the brunt of austerity measures.
- Ensure that disaggregated data, according to gender and ethnicity, is collected across all administrative systems and used to inform policy development. Such data collection must be undertaken in line with human rights principles.
- Acknowledge and support the role of Traveller and Roma organisations working to promote womens' empowerment, by ring-fencing funding to support such initiatives.
- Provide spaces for Traveller and Roma women to actively engage in policy and decision-making in relation to policies that impact on their lives.

### James Mc Donagh speaks at the UN Day of the Eradication of Poverty

Wednesday 17 October was the UN Day for the Eradication of Poverty. To mark this day people gathered at the famine memorial along the quays. James McDonagh addressed the crowd and talked about the racism that Travellers and Roma face today in Ireland. He said that this cannot be separated from the poverty that many Travellers and Roma face. He noted that many Roma live in extreme poverty in Ireland with a lack of access to employment and social protection. He also highlighted that Traveller men live 15 years less than settled men and the suicide rate for Travellers is 6 times that national average. He called on the Government to ensure this next budget is human rights proofed as the previous budgets have impacted disproportionately on marginalised groups. His clear message was that poverty and racism need to stop.

## International Human Rights continued

**Joint Committee on European Union Affairs** Pavee Point represented before the Joint Committee relating to the 'National Traveller Roma Integration Strategy', which was submitted to the European Commission in January 2012. The national strategy neglected to highlight goals or objectives and instead reiterated and summarised strategies already in place. Pavee Point sought to have the Committee facilitate research into the Roma community and requested that the Strategy be discussed at parliamentary level in the Houses of the Oireachtas. The European Commission conducted its first Assessment of National Roma Strategies in May 2012 and found Ireland's submission lacking.

## Health Programme

**Context and Aims** Pavee Point has always emphasised a process that values empowerment, partnership and advocacy when designing and implementing health care interventions. This allows the partners to highlight inequalities and negotiate solutions with their relevant partners. Community participation and inter-sectoral collaboration are key requisites for the success of a Health programme. Considering the Social Determinants of Health of Travellers and the complexity of Traveller health issues, a concerted effort needs to be made. This means involving the statutory, community and NGO sectors and work in partnership with them. We also seek to combine local action with national resourcing, and direct work with research and policy formulation. Keeping this in mind, Pavee Point took a multipronged approach to deal with Traveller health issues. This approach entails working at all the following levels:

- Local
- Regional
- National
- International

## Main Activities

### Local Work

**The Primary Health Care for Travellers Project** The Primary Health Care for Travellers Project plays a key role in the delivery of services to Travellers. The Project is a joint partnership between the Health Service Executive and Pavee Point which employs Traveller Community Health Workers. This model of Primary Health Care for Travellers requires the use of a Community Development approach, engagement with health service providers, and effective Traveller participation to address the specific and collective needs of the Traveller Community.

**Community Health Information Sessions: Respiratory Health** The 'Our Geels' All Ireland Traveller Health Study 2010 highlights Respiratory disease accounted for 13% of all Traveller deaths in 2008 and the 4th leading cause of death in the Traveller population. Following discussions between Community Health Workers and the Asthma Society it was agreed to set up a Nurse's clinic and education morning on Lung Health in Finglas. Outcomes of this event include increased awareness about respiratory health, positive services user experiences across the local Traveller community and the shared achievement of The Asthma Nurse and CHWs.

**Community Health Information Sessions: Cancer Awareness and Smoking** Cancer is a leading cause of death in the Traveller population and accounted for 19% of mortality in the AITHS. To promote Cancer Awareness the PHCTP coordinated a day with the Maire Keating 'Think Pink month' campaign. The Maire Keating mobile information unit spent a day on site in Finglas at CHWs gave out information and talked to people in the hall about cancer awareness leaflets and registration forms for Breast and Cervical Check were also made available. The mobile unit provided a one to one space with the nurse to talk privately about any concerns about cancer. The Traveller Men's Health Worker also attended the event and encouraged men to get involved.

Pavee Point PHCTP and the Marie Keating Foundation also hosted a Woman's Wellness morning to promote breast health and awareness during breast cancer awareness month. Sixty Traveller women attended the event from Blanchardstown and Finglas. The project continues to work in partnership with the Maire Keating Foundation to develop culturally appropriate initiatives and campaigns designed with Travellers for Travellers.

**Older Travellers** A more recent area of work for the project is with older Travellers and ensuring that they are included in all relevant services. In order to enhance the work of the CHWs and empower them to do this work CHWs were involved in a Get Vocal and Ageing with Confidence Course. Both course



## Health Programme continued

were run in St Helena's Family Resource Centre, Finglas and the learning is being used in the development of an Older persons group in Finglas and Blanchardstown.

**Men's Health** Healthy Heart Day: Blood Pressure checks with Irish Heart Foundation

On October 22nd a Healthy Heart Day was held with the mobile unit from the Irish Heart Foundation, the Traveller Men's Health Worker and CHWs. Two consultation areas were available in the mobile unit and two cardiac nurses gave blood pressure checks and 10 min consultations. In total 62 people used the unit. More men (40) than women (22) used the service and altogether one third (20) were referred to their GP by the cardiac nurses.

**Cholesterol & Diabetes Checks** Following on from this and in partnership with the Irish Heart Foundation the health team organized a Cholesterol and Diabetes Check Clinic. Protocols were identified for selecting participants and the men's health worker and CHWs successfully identified 22 men and two women. Some of those who were tested were sent for referrals, two were given assistance in appropriate medication taking. Four attended their own GPs within two weeks and this was confirmed in fieldwork. Two more discussed issues with the GPs. All of these referrals were confirmed as part of the debriefing between the coordinator and the Irish Heart Foundation.

**Mental Health and Wellbeing Health and Wellness week** The health team is represented on the Finglas Suicide Network and the Finglas Wellness group. There are representatives on these groups from Dublin City Council, Finglas Youth Resource Centre, Mental Health Ireland, School Liaison Teachers and the HSE. The group organised a Finglas Positive Wellness Week which ran from 17th September to 21st September a variety of events were organised including two Traveller specific events – A Tai Chi workshop and a workshop called "Change the Way you think" this workshop concentrated on positive thinking and the stress that negative thinking can cause. Both workshops were very well attended.

### Regional Work

Two main areas of our regional work are resourcing and convening the Eastern Regional Traveller Health Network (ERTHN) and providing technical support to the Traveller Health Unit (THU)

**Eastern Regional Traveller Health Network (ERTHN)** ERTHN is a regional network of Travellers and Traveller organisations and other Non-Government Organisations (NGOS) working with Travellers, who are committed to addressing health inequalities experienced by Travellers. We use a Community Development approach to improve and promote Travellers health in the Dublin, Wicklow and Kildare areas covered by the THU in the Eastern Region. During 2012 eight meetings were held; these meetings provided a space for PHCTPs to discuss issues, share information and we were able to update PHCTP coordinators on any relevant health issues.

**Traveller Health Unit** Our regional work involves linking and working closely with regional health networks and also working with the Traveller Health Unit (THU) in the Eastern region. Our regional role extends to other areas as well when there is a request for us to give technical support to the region or in the form of training.

**Mental Health sub group Traveller Health Unit** Pavee Point continues to convene the THU mental health subgroup. A template for the recording of incidences of bullying of Travellers in schools was developed and disseminated to the Primary Health Care for Traveller Projects (PHCTPs) in the Eastern region. Information from this template and anecdotal information received from the Community Health Workers in the projects highlighted the need for an information leaflet for parents on what they should do if their child was being bullied. A leaflet is to be developed and published in 2013.

**Youth Mental Health** A full time member of staff leads out on our youth mental health programme. As a direct youth worker and a member of local and national mental health committees he is in daily contact with the issues affecting the young people we work with and aware of the local and national services

## Health Programme continued

and movements. He is in a key position to bring Travellers' issues to the table and to meet the needs of the young Travellers on the ground.

**Headstrong's Youth Advisory Panel** Two young Traveller men have been supported by to participate on Headstrong's Youth Advisory Panel (YAP) over 2012. They have attended 6 national YAP meetings. Some of the initiatives they were involved in were:-

- Attending a residential training weekend as part of their participation.
- Presenting to the board of Headstrong on what it means to be part of YAP.
- Organising for Headstrong to come and speak about mental health in their respective youth reach centre's.
- They act as peer educators in their community co facilitating mental health sessions with Pavee Point Youth Programme staff.

**Mental Health Module** The Traveller Men's Health Worker completed 6 sessions with CHWs on Mental Health. Topics covered in the module include significant findings about mental health in the AITHS, Suicide, positive activities and exercises to educate and promote mental health and wellbeing and how to recognise a person with depression. Ethnicity and Discrimination were also discussed and the impact of the Social Determinants of Health on mental health conditions. The learning from this module is being used in 2013 to develop a positive wellness module which can be rolled out regionally and nationally.

**Bereavement Training** During 2012 the health team started phase one of an initiative in relation to bereavement support. The aim of the initiative is to establish an innovative model of culturally appropriate bereavement support/bereavement counselling group to contribute to reducing cause and effect of suicide within the Traveller Community. Two CHWS participated in a bereavement support training course which was organised by the Finglas Suicide Network. The training provided the CHWs the opportunity to network with relevant agencies which maybe of support to the initiative and the learning will be used in the development of the project.

### National Work

Our national role entails working with the key national players including the statutory bodies, community and NGO sectors. We resource the National Traveller Health Network (NTHN), a network for coordinators of all PHCTPs nationally. Meetings are held five times a year on a specific theme.

**National Traveller Health Network** There were 5 NTHN meetings in the year, covering wide ranging areas like discussing the social determinants of Traveller health, disseminating the CSO 2011 results, sharing the summarized version of the key results from the All Ireland Traveller Health Study, 2010, impact of Social Welfare policy changes on Travellers, money and budgetary management, national key performance indicators for Travellers, health impact assessment, mental health and Traveller Policy Framework. During these meetings, regular updates were given from some of the national and regional committees/sub-committees including the Traveller Health Advisory Forum and their two sub-committees (Primary Care & the Chronic Conditions), National Traveller Health Advisory Committee, National Traveller Monitoring and Advisory Committee, the Traveller Health Unit. Apart from the input Traveller PHC made in the network meetings, INOU, Community & Voluntary Pillar and Traveller MABS made presentations at various network meetings.

**Support to other PHCTPs** Pavee Point health team continue to provide technical support to PHCTPs around the country. This support is provided by attending steering group meetings of projects, and providing advice and support through the Eastern Regional Traveller Health Network and the National Traveller Health Network.

## Health Programme continued

**Training** During the year the health team continued to deliver training to a broad section of statutory bodies, community and NGO sector as well as students. In 2012, the Health Programme delivered training to Focus Ireland, Ossory Youth Service and the Traveller Health Unit.

**Our Geels Launch** The health team launched a leaflet and a booklet on the key summary findings of the Our Geels - All Ireland Traveller Health Study. The booklet and leaflet were designed to simplify some of the main findings of the study to help the Traveller organisations to impart the findings to other individuals and sectors. The launch was attended by many from the community, voluntary and statutory sectors.

### International Work

The international fora play a key role in putting pressure on Irish government to implement policies that are favourable to Travellers and have the potential to reduce the existing health disparity between the Travellers and the settled community in Ireland. Pavee Point's work at this level is limited to making submissions, attending meetings/conferences and presenting at various international conferences and seminars.

**Global Conference of the American Statistical Association** Representatives from the health team made a presentation on the work of the PHCTP and AITHS to a Conference in New Orleans USA in October. The theme of the conference was Methodologies and Hard to Reach Groups. Pavee Point and UCD were invited as key speakers. Missie Collins (CHW) delivered a presentation on the 'Our Geels' study and in the plenary session discussed the context and perspective of the Traveller Community, the engagement of Travellers through all stages of the research and the impact of the study on the lives of Travellers.

## Achievements

- Onsite community health sessions on Heart Health, Cancer Awareness, Mental Health and Lung Health
- Work on Men's Health Involvement of Traveller men in the health team and work of the Programme
- Presenting at Global Conference of the American Statistical Association

## Challenges

**Funding** The programme works in the context of cut backs to services and supports, austerity measures and introduction of amenity charges. Tackling Traveller health issues with limited resources to address the Social Determinants of Traveller health is a constant challenge that must be worked with every day.

**Traveller Men** Involving Traveller men in our programme has been challenging, but rewarding when initiatives are successfully completed.

## The Education Advocacy Initiative

**Context and Aims** There has been a significant improvement in the number of Travellers participating in and completing full time education in the past 15 years. However, there remain stark inequalities between Traveller students and the general population in relation to education. According to the 2011 Census, on average Irish Travellers cease their full time education 4.7 years earlier than the general population with 55% of Travellers completing their education by the age 15. Following the economic downturn in 2008 there has been a steady disinvestment in Traveller specific education supports. In budget 2011 spending on Traveller specific education supports was cut by a dramatic 86.6%. This resulted in the withdrawal of resource teachers for Travellers, the withdrawal of the 42 visiting teachers for Travellers, a decrease in the capitation grant for Traveller students, the phasing out of Senior Traveller Training centres and the withdrawal of the Traveller school transport system

In light of these drastic cutbacks and their emerging impact on Traveller students, in 2012 Pavee Point successfully secured funding for a three year Education Advocacy Initiative. The education programme commenced in July 2012.

The Education programme aims to work in partnership with education providers and stakeholders to promote Traveller inclusion in the education system and combat Traveller exclusion by working with the Traveller community and local Traveller groups.

### Main Activities

**Developing relationships with education stakeholders** As this was a new programme, the team focused on establishing relationships with education stakeholders, organisations and local Traveller groups for the first six months. This included meetings with The National Education Welfare Board, the coordinator of the Higher Education Access Route, the Irish National Teachers Organisation and the Traveller Education Strategy Advisory Consultative Forum (TESACF).

**Focus Groups** In order to better inform the work of education team a number of focus groups/ meetings were organised with Travellers and Traveller groups from around the country. Key issues which emerged from both the focus groups and meetings included:

- Discriminatory behaviour on the part of teachers and education professionals manifesting through shortened school days, restricted subject choices for Travellers, excessive discipline and a lack of awareness of Traveller culture
- The challenge of early marriage and remaining in education
- Peer pressure to leave school early - particularly among boys
- Insufficient parental support

**Education Advisory Committee** The programme established an Education Advisory Committee to inform and advise on the work of the programme over the course of the three years. The committee is comprised of representatives from the INTO, ASTI, NEWB, Barnardos TESO, The Centre for Educational Disadvantage (St. Patrick's College) and the Oireachtas Sub Committee on Education. It is intended that the advisory committee will meet four times.

**Seminar on Roma and Education** In collaboration with the Roma project the Education team organised a seminar exploring the Roma community and education in Ireland. The seminar looked at:

- Roma perspectives on accessing education
- The challenges faced by education stakeholders in ensuring the inclusion of Roma and;
- Models of good practice which have been introduced in other European countries.

## The Education Advocacy Initiative continued

The seminar included presentations from Gaby Munteanu (Roma Community Worker) & Christian Muresanu (Young Roma man) Mairin Kenny (Traveller Education expert and Board member) and Richie Walsh (St. Marks Senior School, Tallaght) & Janet Colgan (NEWB).

**Back to Education** Through our position on the Traveller Education Advisory Consultative Forum (TEACF) the education team have submitted a document to the Social Inclusion Unit outlining the disproportionate impact of the new Back to Education Initiative guidelines on Travellers participating in training and education programmes.

**Ethnic Identifier** The education team continue to push for an appropriate ethnic identifier through our position on the TESACF. Best practice in this area stresses the importance of self-identification, a universal question within a human rights framework, where everyone is asked to identify the group to which they belong, not just minorities.

The current situation where only Travellers are asked to identify is wholly unacceptable and only serves to make young Travellers feel further singled out. Pavee Point intends to further lobby to have this question reframed in line with international best practice. The introduction of an appropriate ethnic identifier at primary and post primary level will be the key lobbying objective for the programme for 2013/2014.

## Drug and Alcohol Programme

**Context and Aims** In the late 1990s, Traveller women working on health issues were aware that drug use was having an impact on their community, accompanied by all the social problems often associated with addiction. Pavee Point identified the development of a response to drug use within the Traveller community and promoting Traveller inclusion in these responses, as a pressing need nationally.

To this end, we began to facilitate an analysis of this issue, with the aim of developing responses to the needs of Travellers and the Traveller community in relation to the increase in drug use. The initial step was to gather information and seek funding. In 1999, Pavee Point submitted a funding application to the National Drug Strategy Team and secured funding to operate the drugs programme.

Following significant research into the experience of Travellers using drugs that was undertaken by the programme in 2010, a work plan was developed to address the numerous issues highlighted in this report.

The central focus of the drugs programme is the promotion of Traveller inclusion in national, regional and local responses being developed to address substance misuse and to support Traveller organisations in tackling this issue within their own community. The specific aims are:

- To strengthen Travellers participation in responding to substance misuse issues
- To continue to develop and support a Traveller analysis of substance misuse issues
- To ensure Traveller inclusion in all relevant drug policy and research
- To develop, design and deliver a range of training modules and materials as appropriate for work with Traveller groups and service providers

## Main Activities

**Traveller Peer Support Worker** A Traveller Peer Support Worker with a national remit was trained under the Programme in 2012. This work was done with the aim of encouraging more Travellers into rehabilitation services.

**National Training Programme** The Drugs team rolled out specifically developed training workshops on promoting Traveller access to addiction services, Good Practice Training: Pavee Pathways Guidelines, to over 19 services, including 60 front line drug and alcohol workers in the Munster area, and 30 front line staff in the South Eastern Region. We also trained workers in 8 Traveller organisations and a number of other drug services and local and regional drugs task forces.

**Traveller Inclusion, Participation and Representation** The Drugs team hosted two national Traveller Drug Network seminars that addressed a number of themes pertaining to substance misuse within the Traveller community, including domestic violence and substance misuse, supporting Travellers in prison, community detoxification and implementing the Pavee Pathways guidelines. These were attended by over 70 organisations.

The network provides an opportunity for Traveller organisations to make connections with drug & alcohol support services, so the issues of substance mis-use can be addressed in a collaborative way. Each TDN meeting consists of a presentation from a guest speaker, and then opportunity for discussions and workshops. In addition, the Drugs team provided supports to local and regional drugs task forces, including assisting the North East Rural Drug Task Force to develop a local strategic plan, which includes the needs of Travellers.

**Quality Standards** Ensuring the highest possible standard of service delivery is the aim of the quality standards framework currently being rolled out around the country for drug and alcohol services. The HSE has identified QuADS as the agreed framework. Through a partnership approach with the Progression Routes Initiative, three of the seven Traveller organisations with a drugs remit, the DAISH Project, Wicklow Travellers and the Traveller Visibility Group, are in the process of becoming

## Drug and Alcohol Programme continued

**National Framework of Qualifications** QuADS compliant. The Drugs Programme assisted each of these organisations to ensure their policies reflect the specific needs of Travellers in addition.

### Achievements

- The Traveller Peer Support Programme was extremely successful with Traveller attendance in Coolmine increasing from 1 (within the last several years) to 6 over the year.
- In partnership with Coolmine, the G.A.A. and the ASAP Programme, the Pavee Point Drugs Programme organized Ireland's first Celebration of Recovery Conference in Croke Park, attended by over 370 people and was, by all accounts, a huge success.
- Developed an online DVD resource, 'Tour of Coolmine', to assist in dispelling fears and misconceptions that may prevent Travellers from accessing treatment.  
([http://www.drugs.ie/multimedia/video/travellers\\_accessing\\_a\\_drug\\_rehabilitation\\_service\\_from\\_a\\_travellers\\_perspective](http://www.drugs.ie/multimedia/video/travellers_accessing_a_drug_rehabilitation_service_from_a_travellers_perspective))

### Challenges

**Steroid Misuse** The use of steroids among Traveller youth and Melanotan by Travellers, in general, and the lack of knowledge about safer injecting practice associated with this. Drug-related intimidation also remains a significant challenge.

**Funding** Running a cost effective programme to a very high standard is something that we have managed to do over the past number of years; however, with programme costs now cut back to the minimum, and our annual grant only just covering staff costs, maintaining this standard is becoming more challenging. The effective and timely completion of our core work, in addition to addressing the emerging issues outlined, could be drastically curtailed should the programme sustain a further cut to our funding.

## Roma Programme

**Context and Aims** Pavee Point's Roma programme was set up to work directly with the Roma population and to advocate for them at a national and international level. In the arena of international policy, it is not uncommon to see policy directed at multiple nomadic groups at once. These policy changes often affect Gypsies, Roma, Sinti and Travellers. The programme aims to make real improvements in the lives of Roma in Ireland, given their status as one of the hardest to reach groups in society.

### Main Activities

**Candle-lit Vigil in Memory of Marioara Rostas** In January 2012, Pavee Point held a candle-lit vigil in memory of Marioara Rostas. Pavee Point expressed deepest condolences to her family and the wider Roma community at this time. Marioara Rostas was a young Roma woman who was abducted and murdered in Ireland in 2011. This tragic situation highlighted concerns about risks faced by members of Roma communities and in particular Roma women, in Ireland. Roma women remain at risk of exclusion and violence as Roma, as migrants and as women. A short video clip from the vigil can be found at <http://www.youtube.com/watch?v=69p5F9c05q4>

**Roma Communities in Ireland: Maternal and Child Health Seminar** In February 2012 we organised a seminar, in conjunction with the HSE, focused on Roma communities in Ireland and maternal and child health. The seminar was attended by a range of participants from the HSE, maternity hospitals, Roma communities and wider civil society. Speakers were Monika Makulova and Gabi Muntean (Community Development Worker, Pavee Point), Dr. Patricia Kennedy (Senior Lecturer in Social Policy, UCD) and Fiona Hanrahan (Assistant Director of Midwifery/Nursing, Rotunda Hospital). Discussions at this seminar uncovered serious issues affecting members of Roma communities in their ability to access maternal health services. Practitioners expressed an urgent need for resources and supports to guide their work with members of Roma communities.

### Part of ongoing campaign on HRC

**The Impact of the Habitual Residence Condition on Travellers and Roma in Ireland** In March 2012, as part of the European Week Against Racism, Pavee Point held a seminar on the impact of the habitual residence condition on Travellers and Roma in Ireland. This was chaired by Dr. Maurice Manning (Chair of the Irish Human Rights Commission). Speakers included Stanislav Daniel (OSCE), Mary Brigid Collins, Monika Makulova and Siobhan Curran (Pavee Point), Tanya Ward (CRA), Saoirse Brady (FLAC), Margaret Burns and Jean Plummer (Department of Social Protection). Speakers and attendees noted major concerns with the disproportionate impact of the habitual residence condition on Travellers and Roma in Ireland.

**Launch of the report "Roma and Child Protection Considerations"** This report by Pavee Point and the Health Service Executive (HSE) was launched by Diane Nurse (HSE Social Inclusion Manager). The report highlights serious child protection issues arising for Roma in Ireland. In particular, the impact of the habitual residence condition was noted as a cause of poverty for Roma children. The report notes that social workers had to consider taking children into care, just to access basic services. The launch of this report was covered on a range of radio stations, including the general news bulletin, Drivetime, Global Village and local radio shows. It was also covered by the Irish Examiner.

**"A People Uncounted – The Untold Story of the Roma"** As part of Traveller Pride Week, we screened this hard hitting documentary in the Lighthouse cinema. This was organised in collaboration with Amnesty Ireland and the Irish Network Against Racism. The screening was followed by a panel discussion chaired by Anastasia Crickley (CERD) and with panellists Martin Collins, Gabi Muntean (Pavee Point), Eniko Vincze (Working Group of Civil Society Organisations, Romania) and Catherine Lynch (ENAR).

**Roma Holocaust / Porrajamos Remembrance Day** On 2nd August we commemorated Roma Holocaust/Porrajamos remembrance day in Pavee Point. The event was well attended by Roma and included attendees such as a representative of the Jewish Community of Ireland, representatives of the Holocaust Education Trust of Ireland and elected representatives. The event ended with a minutes silence in commemoration of those who suffered during the Holocaust.



## Roma Programme continued

<b>GP Service for Roma in Tallaght</b>	A new GP service was set up in Tallaght to facilitate the Roma community and to provide better access to healthcare. The Safetynet GP service will provide healthcare for Roma without a medical card. Many Roma currently lack access to social welfare services and medical cards. In the past, many would present at Emergency departments late in their illnesses and then not complete treatment because of the fear of incurring cost. We are hopeful that this service will be extended in 2013.
<b>Work Permit Policy Change</b>	Pavee Point was delighted this year to welcome the change of policy for Bulgarian and Romanian nationals in Ireland relating to work permits. Prior to July 2012, nationals from Bulgaria and Romania, despite these countries acceding to the European Union, were required to get work permits. The change in policy will make it easier for Romanian and Bulgarian nationals to find and maintain work as European Union migrant workers.
<b>Special Rapporteur on Health</b>	As members of the women's human rights alliance we attended meetings with the Special Rapporteur on health. This provided a good opportunity to raise Traveller and Roma health issues and also the challenges to the sector and promoting participative processes in this context.

## Achievements

- The 'Roma and Child Protection Considerations' report demonstrated definitively the need to engage with and provide adequate services for the Roma as a struggling and isolated community in Ireland. Enumerating the realities of social deprivation for the community was a particular achievement in 2012.
- The Habitual Residence Condition seminar gave Pavee Point an opportunity to outline to service providers the real difficulties members of the Roma population face on a daily basis with Ireland's social protection system.

## Challenges

<b>Funding</b>	The work of the Roma programme takes place under consistent budget tightening and fewer international funding opportunities.
<b>Data Gathering</b>	It is extremely difficult to gather data on the Roma as an ethnic group because national systems focus on nationality as opposed to ethnicity. This means that the programme constantly faces a sparseness of data. In 2012, the launch of the Roma and Child Protection Considerations Report gave rise to more data collection and we hope to make further efforts in data collection in the future.

## Youth Work

**Context and Aims** Pavee Point Traveller and Roma Youth Work programme was one of the first established Traveller specific youth services in Ireland. The overall aim of the programme is to enhance the lives of young people in the Traveller community. It is over 20 years old and has historically worked in North Dublin, focusing on the Finglas and Coolock areas. In 2012, a core objective was the provision of youth work through the Critical Social Education model. The focus of this approach of youth work is to engage in consciousness raising with young people around their lived experiences with the aim to challenge the inequalities they experience. This has been achieved through adopting an approach of working with young people as partners, and the youth worker as problem-poser and facilitator. This allows the young people to analyse their experiences while providing the conditions for the participants to collectively engage in an empowering process of challenging the inequalities they encounter.

The programme also aims to develop and deliver quality training for youth work projects, enabling wider engagement with the Traveller and Roma communities. The programme aims to develop policy while engaging in networking and advocating for young Travellers in every possible way.

There is a strong youth contingent in the Traveller population. According to the All Ireland Traveller Health Study (2010) there are approximately 36,224 Travellers in the south of Ireland, 42 % of which are under 15 years of age. Furthermore, 63% of Traveller population is under 25 compared with only 35% of the general public. In 2012, unemployment in Ireland hit a high of 15.1%. For Travellers, unemployment was at 84.3%. Given the large population of young Travellers, this reality is devastating.

## Main Activities

- Youth Work Provision** The programme engaged with both Finglas Youth Resource Centre and Sphere 17 in Coolock, as well as using the community hall in Avila Park, Finglas to carry out fun drop-ins as well as workshops. The educational workshops have focused on topics like Leadership Training and Drug Awareness. In addition to these, 14 young women attended a six week Relationship and Sexual health course.
- Reel Youth** This is a not-for-profit, media empowerment program supporting youth, adults and organisations to create and distribute engaging films about the issues they care about most. A mixture of young Travellers boys and girls ages between 12 – 17 years took part in a themed film around 'Rights'. The young people developed their film around the right of a person to marry the person of their choice.
- Barnardos Group** This group, targeted at young Traveller girls under 15 years old is primarily about giving them a safe space to come together. The group has a task based focus and the participants engage in the planning process, allowing them to decide the direction the group will take. The group was supported by a member of Barnardos and of the youth programme from Pavee Point.
- Traveller Participation** The programme supports young Travellers who represent in national mainstream events such as Comhairle na nÓg, Dail na nÓg and on student councils. This exposure and representation allows young Travellers to engage with other young people about issues that affect their lives while also providing an open arena to discuss Traveller issues.
- Culturally Appropriate Education Programmes** The programme aims to engage in culturally appropriate educational programmes. We have gone some way this year to contribute in this area by the ongoing process of developing a relationship and sexual health toolkit in conjunction with the Primary Healthcare Programme and the input of external personnel. It is the desire next year to be in a position to roll out the training, which will promote the understanding of Traveller ethnicity and gender equality and the needs of young Travellers in the context of this toolkit in mainstream youth organisations, specialist support services and relevant mainstream service providers.

- Internal Child Protection Policy** The Youth Work Programme worked on the development of an internal Child Protection Policy, which is a requirement of the National Quality Standard Framework of youth work for projects to have an in-house policy. The policy is at development stage and will be completed and adopted in 2013.
- Internal Resource Development** The programme engages in continuous supervision, review sessions and work analysis, enabling the programme to improve and fill gaps where they emerge.

### Achievements

- In October four young Travellers accompanied by members of the young work programme took part in a Youth in Action training initiative in Cyprus as part of their Presidency of the EU. The Youth in Action programme was titled 'European Children Against Poverty' and was attended by twenty young people in total from Croatia, Cyprus, the Netherlands, Portugal and Ireland. The two day programme coincided with a European conference called 'Investing in Children', and allowed for young people to explore who they are, what they feel about poverty, what actions they would implement if they were in charge of their country and what they wished for themselves. The young people's input into this collaborative learning experience was then compiled and developed into a one off magazine [http://issuu.com/ono-ono/docs/speakup\\_magazine](http://issuu.com/ono-ono/docs/speakup_magazine). This learning opportunity allowed the participants to engage with other cultures and customs while sharing Traveller identity and culture with others.
- Over the course of 12 weeks, two groups of young Traveller men came together to learn the skills needed to build a bicycle from scratch. This was mechanical based learning which allowed for the development of strong interpersonal skills, such as decision making; problem solving; negotiation; listening; communication; and assertiveness.

### Challenges

- Funding** In the context of significant funding cuts across the board, engaging with young Travellers for the first time and maintaining that engagement is a significant challenge given facility cuts and funding decreases. It will be a priority of the programme to seek appropriate facilities to carry out further work in 2013.
- Catchment** In the context of funding cuts, reaching out to the entire community within our catchment area is difficult. A needs assessment of young Travellers in the catchment areas of Finglas and Coolock is planned for 2013. This will allow the programme to carry out valuable work and engage in outreach to promote the programme to those who are not already engaged.

## Violence Against Women

**Context and Aims** Pavee Point's Violence against Women (VAW) Programme was established in 1998. Funded by the HSE, the Programme aims to reduce gender based violence in the Traveller and Roma communities and increase access to services and supports by working with Traveller organisations, policy makers and service providers. In 2012, the Programme received funding from Cosc for awareness raising activities, including capacity building of local Traveller groups and organisations, enabling them to address the issues at community level.

The Programme provides training and guidelines for best practice in working with Traveller and Roma women, and is available for direct information and support to specialist domestic and sexual violence services and family support programmes. The Programme also works to ensure that the needs and issues of Traveller and Roma women are included in policy and service development through our continued participation in national and regional committees on gender based violence.

### Main Activities 2012

**Domestic Violence Orders and the Legal Process** The VAW Programme produced an accessible guide to barring and safety orders targeted at Travellers. We also organised a dedicated seminar, which was attended by Traveller organisations, services, Gardai, the Courts and Probation services. Together these addressed Traveller and Roma women's experiences of specific barriers to accessing legal protection and services; increased awareness and access to services and supports; and aimed to build Travellers' trust in services, supports and the Courts Services.

**Comprehending and Responding to Violence Against Women** A five session programme intended to develop the understanding of domestic and sexual violence, causes and effects; awareness of services, supports and legal protections; and develop the capacity of Traveller Community Health Workers and Drug and Youth Workers to provide an appropriate and effective response to the issues at a local community level. 45 Traveller Community Health Workers participated in this training. Eight Traveller Community Health Workers also attended training for Trainers workshops.

**Engaging with Traveller Men** The programme conducted research on engaging Traveller men on the issues of domestic and sexual violence. Core to this work was examining community based approaches to working specifically with minority ethnic men on gender based violence in order to achieve engagement and both attitudinal and behavioural change. A five session education workshop targeted at younger Traveller men was delivered in Pavee Point. A dedicated ebulletin highlighting the need to engage with Traveller men was also disseminated to local Traveller organisations and projects to raise awareness of key strategies, research and approaches.

**Intensive workshop on the '3 R' Approach** The result of collaboration with Women's Aid, the Recognise, Respond and Refer training was attended by 28 Traveller Community Health Workers and Coordinators from Traveller organisations. The workshop explored safe approaches for Traveller workers in responding to gender based violence, and identified key organisational needs in terms of policies and supports. The workshop was delivered in collaboration with the Courts Services and provided key information on domestic violence orders and the legal process.

**Best Practice Development** The programme held a dedicated training seminar on good practice when working with Traveller and Roma women, which was attended by 13 representatives. This seminar provided background information, facts and issues for Traveller and Roma communities, and explored barriers experienced by Traveller and Roma women affected by domestic and sexual abuse and key recommendations on policy and practice.

**Crossover Workshop - Drugs and Violence Against Women** Held a workshop as part of Traveller Drug Network Meeting addressing domestic and sexual violence and substance abuse. This was attended by 55 members of Traveller organisations and drug and alcohol support services.

## Violence Against Women continued

<b>Contributions to Service Providers</b>	Produced key considerations for service providers on safety planning and sexual violence when working with Travellers and Roma.
<b>Information Sharing</b>	Produced five e-bulletins on relevant events, training and best practice, which were disseminated to all Traveller organisations and Primary Health Care Projects.
<b>General Awareness Raising</b>	Training workshop was delivered and attended by 22 Traveller workers from two local Traveller organisations.

## Achievements

- The Programme has received very positive feedback regarding the production and dissemination of a Barring and Safety Order leaflet and poster. The accessibility and usefulness of the leaflet and poster was noted, particularly for people with low literacy levels.
- The education workshop for Traveller men was a particular highlight and identified a community demand which led to requests for further training.
- Developed the Programme's knowledge and capacity to understand and address the issue of prostitution affecting members of Traveller and Roma communities and trafficking of Roma for sexual exploitation in Ireland.

## Challenges

<b>Funding</b>	The VAW Programme continued its work in the context of funding cuts to domestic, sexual and gender based violence services, Traveller organisations, and gender equality framework. For Traveller and Roma women who experience additional barriers to services and supports due to discrimination based on gender and ethnicity, cuts have a heightened negative impact. It has been difficult to engage in the promotion of gender equality within Traveller and Roma organisations and communities given overall cuts to gender equality framework.
<b>Ethnic Identifier</b>	The lack of an ethnic identifier in data collection for gender based violence services, research and official statistics is a significant challenge. This acts as an obstacle for a comprehensive and reliable analysis of the needs and barriers experienced by Roma and Travellers, and complicated efforts to monitor the effectiveness of policy and practice for members of Traveller and Roma communities.

## Community Employment Scheme

Pavee Point has sponsored a Community Employment Scheme since 1995. These projects have provided useful and meaningful work experience for Travellers. Our Community Employment scheme is designed to implement a realistic work programme, with specific work in areas such as youth work; training and education; health; community development; Roma; housekeeping and maintenance; and the information service.

Our work programme enables each individual to develop new skills and gain a better understanding of issues. CE participants also develop greater confidence and self-esteem. Individual development and capacity building is the most important aspect of the scheme as it enables participants to progress on to further training, higher education or employment. CE can provide a bridge for Travellers for whom education was a negative experience and whose confidence may be too low to engage in mainstream training. Each individual participant is encouraged and supported to progress onto a course or seek employment related to their ability and interests. This is done by monitoring training and job opportunities, developing personal contacts, CV preparation and linking in with relevant organisations and agencies.

The skills participants develop during their time in Pavee Point contribute not only to individual progress but also help participants to return to education or secure employment. Many of the skills developed in CE are necessary requirements for working in a community development organisation.

Having commenced our 2011-2012 project, we had a total of fifteen Travellers and Roma employed on our CE scheme. These participants have engaged in and completed subjects from the Leaving and Junior Certificates. They have also partaken in FETAC level 5 courses in youth work; social studies; gas welding; health and social care; computers and literacy; and print journalism. They have also engaged in media training, presentation skills and group skills to name a few. Eight young Traveller men also took part in The Irish Family Planning Association's 'Speak Easy' programme focusing on relationships, sex education and sexuality. Not only were they the first Traveller group to complete it but they were the first all male group to complete it in Ireland.

## Organisational Development

In 2012, Pavee Point employed X staff. The organisation also supported a number of Community Employment Scheme participants who contributed to the work of the organisation.

<b>2012 Staff</b>	Nurul Amin	Siobhan Curran
	Joe Cahill	Maria Daly
	Biddy Collins	Brigid Dinnegan
	Brigid Collins	Lee Elizabeth Davis
	Brigy Collins	Oonagh Fay
	Ciaran Collins	Ronnie Fay
	Helen Lena Collins	Brigid Grennan
	Hughie Collins	Sylvia Hand
	John Bulls Collins	Hilary Harmon
	John Paul Collins	Bernadette Joyce
	Kelly Collins	Fran Keyes
	Lisa Collins	Cathy Lawrence
	Martin Collins	Monica Makulova
	Martin Dartin Collins	Michelle Mallon
	Mary (Biddys) Collins	Lizzie McDonagh
	Mary Brigie Collins	Maggie McDonnell
	Michael Qs Collins	Johnny McDonagh
	Mickey Collins	Lisa McDonagh
	Missie Collins	Kathleen McDonnell
	Molly Collins	Gabi Munteanu
	Nellie Collins	Sheila Reilly
	Patrick Collins	Kathleen Sherlock
	Tessa Collins	

<b>Staff departures in 2012</b>	Ben Archibald
	Siobhan Cafferty
	Rosaleen McDonagh
	Sara Russell





# APPENDICES

Pavee Point Annual Report 2012

# 2012



PAVEE POINT  
TRAVELLER AND ROMA CENTRE

## APPENDIX 1 Representations, Submissions and Publications

Below is a selected list of the representations, submissions and publications created by Pavee Point in the year 2012.

<b>Publications</b>	'Barring and Safety Orders' leaflet and poster
	.....
	'Key considerations for service providers on safety planning and sexual violence when working with Travellers and Roma'
	.....
	'Pavees Travelling through the Generations'
	.....
	'The use of ethnic identifiers in routine surveillance data: Travellers accessing addiction services in Ireland,' Journal of Ethnicity in Substance Abuse
	.....
<b>Representations</b>	National Traveller Health Advisory Committee, National Traveller Health Advisory Forum, National Traveller Suicide Awareness Project Steering Group.
	.....
	Turn Off the Red Light Submission Launch
	.....
	National Steering Committee on Violence Against Women
	.....
	Cosc Eastern Regional Advisory Committee
	.....
	Cosc Public Awareness Steering Committee
	.....
	Irish Observatory on Violence Against Women
	.....
	National Women's Council of Ireland
	.....
	DAISH Project Steering Group (Bray Travellers Community Development Group)
	.....
	NERTDF (NE Regional Drugs Task Force) Traveller Drug & Alcohol Forum – Strategic Planning Group
	.....
	NICDTF (North Inner City Drugs Task Force) Treatment & Rehabilitation Group
	.....
	Clondalkin Community Development Group Steering Group
	.....
	Citywide Policy Development Group
	.....
<b>Submissions</b>	Ireland's Fourth Periodic Report under the International Convention for Civil and Political Rights
	.....
	Submission to HIQA Draft National Standards for the Protection and Welfare of Children
	.....
	Submission to ECDC toolkit on how to improve vaccination uptake in Europe
	.....
	Submission to the Committee on Review of Legislation on Prostitution
	.....
	Submission on the empowerment of Roma and Traveller women to the Human Dimension Implementation Meeting of the OSCE
	.....
	Pre-budget Submission 2012
	.....
	Submission to Putting People First Inter-departmental Group
	.....
	Submission to OECD on Local Development
	.....

## APPENDIX 1 Representations, Submissions and Publications continued

Submission on Heads of Bill of Irish Human Rights and Equality Commission

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Submission to UN Special Rapporteur on Health

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Submission to the Committee on Review of Legislation on Prostitution

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Pavee Pathways, National Drugs Conference of Ireland

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MWRDTF (Mid West Regional Drugs Task Force) Benzodiazepine Conference

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Tallaght Local Drugs Task Force and South Dublin County Council Conference

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Strabane cross border initiative input on drugs and alcohol

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The OSCE special representative on Trafficking and Forced Labour

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The Committee for the Framework Convention on the Protection of National Minorities

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The European Commission against Racial Intolerance

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The Council of Europe Commissioner on Human Rights

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UN Special Rapporteur on Human Rights Defenders

---

UN Special Rapporteur on Health

---

GRETA – Monitoring body on trafficking with the Council of Europe

---

WHO EU Region 'Compendium of Best Practices for Increasing Uptake of Vaccination'

---

Guidelines and Standards for National Standards for Residential Centres for People with Disabilities by HIQA

---

An Bord Altranais Consultation Meetings on the Nurses and Midwives Act 2011

---

Focus Group: 'Code of Professional Conduct and Ethics, and System for Assuring Professional Competence of Registrants'

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Submission to the EU Fundamental Rights Agency on Human Rights

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Traveller Children in the Children's Rights Alliance Annual Report Card 2013

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## APPENDIX 2 Directors' Report and Financial Statements for the year ended 31 December 2012

The directors present their annual report and audited financial statements for the year ended 31st December 2012.

**Principal activity and business review** The principal activity of the company consists of facilitating the Travellers in developing awareness, confidence and skills necessary to realise their potential and campaigning for Travellers rights.

The Directors are satisfied with the results for the year.

**Results and dividends** The (Deficit)/Surplus for the year amounted to (€285,768) - 2011 €228,152.

**Principal Risks and Uncertainties** There has been no significant change in the activities of the company during the year. The company continues to operate in the business activities as stated above.

**Directors** In accordance with the Articles of Association, the directors are not required to retire by rotation and remain in office.

**Post Balance Sheet Events** There have been no significant events affecting the company since the year end.

**Directors and their Interests** The Directors who served during the year and their interests in the company are as stated below:

	ORDINARY SHARES	
	2012	2011
.....		
Anastasia Crickley	-	-
.....		
Mairin Kenny	-	-
.....		

There was no change in the shareholding between 31st December 2012 and the date of signing the financial statements.

**Books of Account** The Directors acknowledge their responsibilities under Section 202 of the Companies Act 1990 to keep proper books and records for the Company. To this end, we employ a full-time book-keeper. Our books and records are kept at our registered office.

**Auditors** The auditors, BKRM, have indicated their willingness to continue in office in accordance with the provisions of Section 160(2) of the Companies Act, 1963.

This report was approved by the Board on XXXXXXXX and signed on its behalf by

\_\_\_\_\_  
Anastasia Crickley  
Director

\_\_\_\_\_  
Mairin Kenny  
Director

## Statement of Directors' responsibilities for the shareholders' financial statements

**General Responsibilities** Company law requires the directors to prepare financial statements for each financial period which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period.

In preparing those financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure the financial statements comply with the Companies Acts 1963 to 2012 and all Regulations to be construed as one with those Acts. They are responsible for ensuring that the company otherwise complies with the provisions of those Acts relating to financial statements in so far as they are applicable to the company. They have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the company and hence to prevent and detect fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware, and
- they have taken all the steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

On behalf of the board:

\_\_\_\_\_  
Anastasia Crickley  
Director

\_\_\_\_\_  
Mairin Kenny  
Director

Date

Date

## APPENDIX 2 Directors' Report and Financial Statements for the year ended 31 December 2012

### Independent auditors' report to the shareholders of Dublin Travellers Education & Development Group Limited

We have audited the financial statements of Dublin Travellers Education & Development Group Limited for the year ended 31 December 2012 which comprise the income and expenditure account, the balance sheet and the related notes. These financial statements have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets and the accounting policies set out therein.

This report is made solely to the company's members, as a body, in accordance with Section 193 of the Companies Act, 1990. Our audit work has been undertaken so that we might state to the company's shareholders those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's shareholders as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of directors and auditors** As described in the statement of directors' responsibilities the company's directors are responsible for the preparation of the financial statements in accordance with applicable law and Irish Accounting Standards.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and Auditing Standards promulgated by the Auditing Practices Board in Ireland and the United Kingdom.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1963 to 2012. We also report to you whether in our opinion: proper books of account have been kept by the company; whether, at the balance sheet date, there exists a financial situation requiring the convening of an Extraordinary General Meeting of the company; and whether the information given in the Directors' Report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the company's balance sheet and its income and expenditure account are in agreement with the books of account.

We report to the shareholders if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not given and, where practicable, include such information in our report.

We read the directors' report and consider the implications for our report if we become aware of any apparent misstatements within it.

**Basis of audit opinion** We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

We carried out our review of the directors' compliance statements in accordance with guidelines issued by the Auditing Practices Board.

## APPENDIX 2 Directors' Report and Financial Statements for the year ended 31 December 2012

**Opinion** In our opinion the financial statements give a true and fair view of the state of the company's affairs as at 31 December 2012 and of its surplus for the year then ended and have been properly prepared in accordance with the Companies Act 1963 to 2012.

We have obtained all the information and explanations that we consider necessary for the purposes of our audit. In our opinion, proper books of account have been kept by the company. The financial statements are in agreement with the books of account.

In our opinion the information given in the directors' report is consistent with the financial statements. The net assets of the company, as stated in the balance sheet, are not less than half of the amount of its called up share capital and, in our opinion, on that basis there did not exist at 31st December 2012 a financial situation which under Section 40 (1) of the Companies (Amendment) Act, 1983, may require the convening of an extraordinary general meeting of the company.

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Declan FitzGerald  
for and behalf of  
BKRM  
Registered Auditors & Business Consultants  
81/82 North Strand Road  
Dublin 3

Date: \_\_\_\_\_

APPENDIX 2 Directors' Report and Financial Statements  
for the year ended 31 December 2012

Income & Expenditure Account

	2012 €	2011 €	
For the year ended 31st December 2012	Income	1,345,930	1,869,901
	Administrative expenses	(1,631,698)	(1,641,749)
	<b>(Deficit) / Surplus for the year</b>	<b>(285,768)</b>	<b>228,152</b>
	Surplus brought forward	493,372	265,220
	<b>Surplus carried forward</b>	<b>207,604</b>	<b>493,372</b>

There are no recognised gains or losses other than the surplus/(deficit) for the above two financial years.

On behalf of the board:

\_\_\_\_\_  
Anastasia Crickley  
Director

\_\_\_\_\_  
Mairin Kenny  
Director

Date

Date



APPENDIX 2 Directors' Report and Financial Statements  
for the year ended 31 December 2012

## Balance Sheet

	2012 €	2011 €
<b>For the year ended 31st December 2012</b>		
<b>Fixed Assets</b>		
Tangible assets	10,540	14,053
<b>Current Assets</b>		
Debtors	19,685	19,685
Cash at bank and in hand	729,653	1,007,737
	<b>759,878</b>	<b>1,041,475</b>
<b>Creditors</b>		
Amounts falling due within one year	(552,270)	(548,099)
Net Current Liabilities	207,608	493,376
<b>Capital and Reserves</b>		
Called up share capital	3	3
Income and expenditure account	207,605	493,373
Members' Funds	207,608	493,376

On behalf of the board:

\_\_\_\_\_  
Anastasia Crickley  
Director

\_\_\_\_\_  
Mairin Kenny  
Director

Date

Date



PAVEE POINT

TRAVELLER AND ROMA CENTRE

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