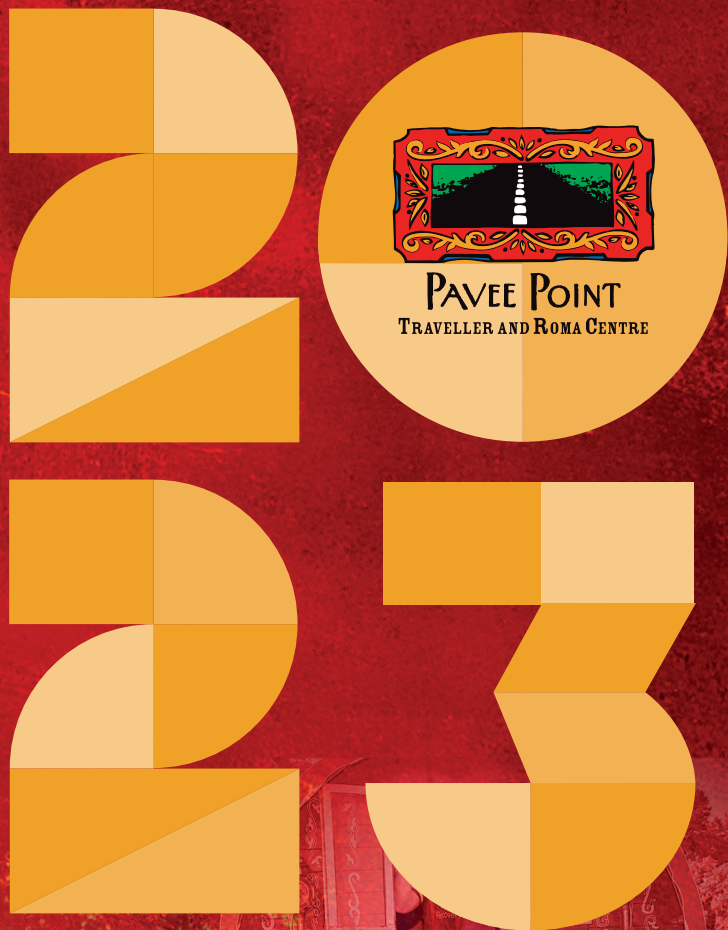


# Annual Report

and Financial Statements



PAVEE POINT  
TRAVELLER AND ROMA CENTRE





Pavee Point Traveller and Roma Centre  
is a national non-governmental  
organisation comprising Travellers,  
Roma and members of the  
majority population working  
in partnership at local, regional,  
national and international levels.



**PAVEE POINT**  
TRAVELLER AND ROMA CENTRE



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# Chairperson's Foreword



This annual report demonstrates the nature and also the extent of the work undertaken with such courage and commitment by all staff during the year across numerous areas; gender equality, health, education, anti-racism, and addiction, to name a few. It speaks to progress made, while also highlighting the gaps between laws, agendas, policies and programmes and their implementation. Pavee Point will continue to work on bridging these gaps and naming issues including discrimination and racism for what they are, while seeking partners to address them with full Traveller and Roma involvement in 2024.

Holding government to their commitments is no easy feat and requires dedicated leadership and work. I was delighted to welcome Lynsey Kavanagh to the position of Co-Director in 2023. Both Lynsey and Martin have worked tirelessly to bring the organisation forward during the last year.

I take this opportunity to further acknowledge and commend all staff at Pavee Point for their commitment to our strategic goals. Their work, beyond the call of duty, to realise Roma and Traveller rights and play a role in creating collective ways forward for all Travellers and Roma, is rightly recognised both at home and abroad.

I also wish to extend thanks on all our behalf to our funders. Your support for Pavee Point is appreciated and we look forward to your continued commitment.

2023 brought many new horizons to Pavee Point. As the year began people could not but in particular remember Ronnie Fay, our Co-Director, who passed away in 2022 having devoted her life to progressing Traveller and Roma rights from when she qualified as a community worker in the early 1980s. We also remembered Nurul Amin, who also passed away in the previous year. Nurul did so much to progress our work in a wide variety of ways and led on data and research. In remembering them we remember our past colleagues and friends who also contributed so much to what we do and how we do it.

Finally, thanks to my fellow directors on our Pavee Point board. Your important contributions and generosity with your time are much appreciated and very helpful in reviewing, reflecting and rethinking, as well as ensuring compliance with all our requirements.



**Anastasia Crickley**  
Chairperson





# Co-Director's Introduction



2023 saw huge steps made to further progress the rights of Travellers and Roma in Ireland. I was honoured to take up the role of Co-Director in February and have been working alongside Martin Collins to lead the organisation. Although there has been much change, and some challenges, the organisation has continued to deepen the scope and impact of its work in Ireland and beyond.

The policy landscape for Travellers and Roma continued to change and grow throughout the year. Pavee Point welcomed the establishment of the National Traveller Health Implementation Group which has been tasked with overseeing implementation and monitoring of the National Traveller Health Action Plan. We also saw the publication of the National Action Plan Against Racism, which commits to eliminating racism in all its forms.

Consultations for the successor National Traveller and Roma Inclusion Strategy took place throughout the year, resulting in important discussions and input from Travellers, Roma, Traveller organisations and groups working with Roma. We look forward to welcoming the next Strategy, ensuring its rapid implementation, and continuing to push for adequate resourcing and robust monitoring to ensure that there are positive outcomes on the ground for Travellers and Roma across Ireland.

Another key focus of the year was on Traveller and Roma Education, in the lead up to the publication of the first National Traveller and Roma Education Strategy, which will aim to ensure equity of access, opportunity and outcomes, as well as meaningful participation across the continuum of education for all Travellers and Roma. The formation of the Strategy was also a focus of Pavee Point's second annual Education Roundtable which was held in November.

In 2022, Pavee Point was successful in its lobbying for the inclusion of Roma ethnicity in the Census for the first time. The results of the Census were published this year and provided some valuable data about Roma in Ireland. The data also endorses the veracity of the findings from the All Ireland Traveller Health Study (AITHS, 2010); with Traveller outcomes disproportionately poorer across all of the social determinants of health.

The organisation continued our important work on Roma rights. In January, Pavee Point took part in a special International Holocaust Remembrance Day event to remember victims of the Holocaust along with other affected communities. We published an important report on the experiences of Roma maternal health in Ireland, 'Romneango Sfato/Roma Women's Voices', which highlights the health inequalities experienced by Roma women in Ireland.



We also continued to engage internationally with human rights bodies to advance Traveller and Roma human rights, including participating in the review of Ireland under the UN Convention on the Rights of the Child. Martin Collins, Co-Director, spoke at the OSCE's Warsaw Human Dimension Conference highlighting the need for the State sector to engage effectively on issues impacting on minorities and move from policy making to policy implementation.

Ireland was hit by riots ignited by the far-right that took place in Dublin in November 2023. These events shook us and further committed us to work to counter growing racism stirred up by far-right agitators and irresponsible social media platforms. Racism in all its forms must be eliminated. It is crucial that the rights of all minority groups, including Travellers and Roma, are respected, protected and fulfilled.

I want to acknowledge the work and commitment of Pavee Point colleagues throughout the year, especially in the aftermath of the loss of two of our dear colleagues, Co-Director Ronnie Fay, and Nurul Amin, in 2022. Staff at Pavee Point have continued to demonstrate their commitment to affect positive change for Travellers and Roma, to forge strategic partnerships with the State, Traveller organisations, groups working with Roma and wider civil society. Furthermore, none of the work Pavee Point does would be possible without our board. I would like to thank them for their strategic oversight of the organisation and governance guidance. I must also thank our funders for supporting our important work. Finally, I would like to thank our Chairperson, Anastasia Crickley, for her unwavering leadership and wealth of expertise which supports the organisation and primes it to adapt to emerging needs and trends.



**Lynsey Kavanagh**  
**Co-Director**





# About Us



**Pavee Point Traveller and Roma Centre is a national non-governmental organisation comprising Travellers, Roma and members of the majority population working in partnership at local, regional, national and international levels.**

**Since 1985, almost forty years ago, Pavee Point has established a track record in innovative and ground-breaking work using a collective community development approach to address Traveller and Roma issues and promote Traveller and Roma human rights.**

## **OUR VISION**

Travellers and Roma are fully recognised and respected as minority ethnic groups who are proud and confident in their cultural identity and exercising their human 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 through working innovatively for social justice, greater solidarity, development, equality and human rights.





# Values and Guiding Principles

The values that inform our work focus on the causes and symptoms of poverty, racism and exclusion and are based on principles of equality, human rights, social justice, participation, empowerment and collective decision making in a structured and co-ordinated way.

We believe a community development approach and its associated principles provide an appropriate and effective way of working with Travellers and Roma. It means working with, rather than for, Travellers and Roma. It supports empowerment, participation and collective action and gives priority to prevention and early intervention.

## **1. COMMUNITY EMPOWERMENT**

Community empowerment involves increasing knowledge, skills and the confidence of Travellers and Roma to lead their communities to be resilient, organised, and influential in building an inclusive and inter-cultural society.

## **2. PARTICIPATION**

Participation is rooted in the self-identification of needs and interests by Travellers and Roma themselves and is central to their ability to continue to influence outcomes from policies, programmes and services.

## **3. COLLECTIVE ACTION**

Collective action focuses on potential benefits and outcomes for Traveller and Roma communities, not just individuals, in the pursuit of a just and equal society.

## **4. HUMAN RIGHTS AND EQUALITY**

Human rights and equality are core to enabling Travellers and Roma to live with dignity and reach their full potential in society. We believe that Traveller and Roma rights should be respected, protected and fulfilled. An equality perspective looks to the achievement of substantive equality for Traveller and Roma communities in Irish society so that Travellers and Roma of all ages, gender, sexual orientation, gender identity, ability, religion and civil status can enjoy equality of opportunity, access, participation and outcome. Gender equality is a key priority for Pavee Point.

## **5. SOCIAL JUSTICE, SUSTAINABLE DEVELOPMENT AND INTERSECTIONALITY**

A just and sustainable society involves promoting environmental, social, cultural and economic policies and practices which value diversity and inter-culturalism, challenge injustice, poverty, discrimination and social exclusion. Single factor explanations of the situation of Travellers and Roma are simplistic, inaccurate and ineffective. Ethnic discrimination is often intertwined with discrimination on other grounds such as gender and socio-economic status. The problems experienced by Travellers and Roma are multiple and complex and require a holistic, intersectional approach.



# Strategic Goals

The following four goals are outlined in Pavee Point's Strategic Plan (2019-2023) and guide all work undertaken by the organisation in each of its programmes:



## Pavee Point Programmes:

The following four goals are outlined in Pavee Point's Strategic Plan (2024-2027) and guide all work undertaken by the organisation in each of its programmes:







## Woman's W

W



# Promoting Traveller and Roma Cultural Identity and Ethnicity

**In 2023, Pavee Point continued to work to further develop better knowledge and understanding of Traveller and Roma culture and identity, and to support Traveller and Roma engagement and visibility in arts, culture and heritage.**

The organisation was delighted to receive funding from the Arts Council to support this aim. Activities and initiatives organised throughout the year included Culture Night, Traveller Pride Week, the launch of a Traveller cookbook 'Pavee Peck', a workshop on Cant language, a short film 'Our Voices Our Lives - Traveller and Roma Women Share their Stories', and events to remember the Porajmos, the forgotten Roma Genocide during the Nazi Era.

A number of exhibitions were held during the year with the specific objective to directly engage with Travellers, Roma and wider Irish society. Our work on Traveller heritage continued this year and we will continue to work to promote and celebrate Traveller and Roma culture and heritage.

Music Genre  
Programme  
The Ireland  
Local Music



## PAVEE POINT WELCOMES PARTNERSHIP WITH THE ARTS COUNCIL TO PROMOTE TRAVELLER INCLUSION AND VISIBILITY IN THE ARTS

In 2023, Pavee Point welcomed funding from the The Arts Council in a partnership initiative to increase Traveller inclusion, visibility and participation in the arts in Ireland, and to support and promote the cultural contribution of Travellers and Traveller organisations in Irish society.

This partnership acknowledges the significant and distinct contribution Travellers and Traveller organisations make to arts and culture in Ireland. It also recognises that Travellers experience multiple barriers to engagement and participation in the arts. As part of this three-year funding, Pavee Point's priority is to ensure that policies have a focus on Traveller inclusion by creating conditions for Traveller participation and for supporting traditions, living culture and evolving identities. Pavee Point also supports targeted measures for Traveller artists and other art professionals.

Pavee Point welcomes the commitment among arts and cultural institutions to include Travellers and we acknowledge the value of working in partnership in shaping and implementing the Arts Council's strategy and plans.

### CULTURE NIGHT 2023

Pavee Point was delighted to continue its annual tradition of marking Culture Night, by holding an event celebrating the diversity and richness of Traveller and Roma Cultures. The event included music from PJ Mongan and Francis Ward, who travelled with Music Generation Galway City. There was also an open mic for people from all over to sing their traditional songs, stands on tin smithing, camps, flower making, wagons and videos on Traveller and Roma women, and the history of both communities. Our exhibition was funded by the European Union.



**Top L-R:** Maggie McDonnell, Molly Collins, Bridgie Collins. **Middle Left:** Annie Mongan and Pavee Point PHC workers. **Middle Right L-R:** Alexandra Paszkowska and Vanessa Paszkowska. **Bottom Left L-R:** Musicians Francis Ward, PJ Mongan, Davie Keenan and Annie Mongan. **Bottom Right L-R:** Francis Ward and PJ Mongan. **Photos:** Bryan Meade.



## ‘PAVEE PECK’ TRAVELLER COOKBOOK LAUNCHED FOR HEALTHY EATING

As part of our ongoing work to address Traveller health inequalities and to promote Traveller visibility, heritage and culture, Pavee Point, through its PHCTP, worked in partnership with the City of Dublin Education and Training Board, the Health Service Executive (HSE), St Margaret’s Traveller Community Association and TravAct to develop a Traveller-specific cookbook. Using a community development approach, the cookbook was developed by seventeen Traveller Community Health Workers and showcases Traveller cooking, including healthy meals that were prepared without electricity often while living on the side of the road. The cookbook has received significant positive feedback and has been disseminated both nationally and abroad. The project was funded by the Adult Literacy for Life (ALL) Collaboration and Innovation Fund.



*Women who contributed to Pavee Peck Cookbook*

## TRAVELLER PRIDE WEEK 2023

Traveller Pride Week continues to be a significant celebration for Pavee Point alongside other national and local Traveller organisations. It celebrates and promotes Travellers’ unique contribution to Irish society while at the same time, challenging anti-Traveller racism and discrimination through national and local events. The week commenced with a Traveller Arts Festival launch event. Piper Paddy Keenan kicked off the event; there was poetry and singing from Travellers from all over Ireland. Traveller Pride Week is funded by the Department of Children, Equality, Disability, Integration and Youth.



**Left:** MC for the evening Michael Collins with Michael Power of Involve. **Middle:** The great piper Paddy Keenan kicked off the event. **Right Top:** Selina O’Leary wowed the crowd with traditional and more modern tunes. **Right Middle:** Davy Collins reads his poetry. **Right Bottom:** An up and coming singer Susan Marie Wilde.



## TRAVELLER POETRY, DRAMA AND MUSIC AT IMMA OUTDOORS

The 'Traveller Voices' event held at IMMA was a showcase of the wealth of talent in the Traveller Community, and was made up of acting, words, music and stories. The event featured an excerpt from the play 'Ireland Shed a Tear' written by Traveller actor and writer Michael Collins. This play was written to commemorate the first anniversary of the Carrickmines fire tragedy in 2015, which claimed the lives of ten members of the Connors and Gilbert families.

Music was performed by Niamh Dunne of 'Beoga' fame and poetry read by Dr Rosaleen McDonagh, playwright, poet, performer, columnist, author and member of AosDána. James Collins also demonstrated his tinsmithing skills, remembering the days when tinsmiths were an essential part of country life.



*The 'Traveller Voices' event held at IMMA was a showcase of the wealth of talent in the Traveller Community, and was made up of acting, words, music and stories.*

## TRAVELLER AND ROMA WOMEN'S VOICES ON INTERNATIONAL TRAVELLER AND ROMA DAY 2023

To celebrate International Traveller and Roma Day 2023 and further progress our longstanding work on gender equality, Pavee Point produced the short film 'Our Voices Our Lives - Traveller and Roma Women Share their Stories'. In this film, Traveller and Roma highlight issues of intersectionality and of direct experiences as women and girls experiencing racism, sexism, discrimination and other forms of oppression. They share their hopes for equality and, in particular, gender equality.



*Still from 'Our Voices, Our Lives'*



## WORKSHOP ON CANT DURING HERITAGE WEEK

To celebrate Heritage Week in August, Pavee Point hosted a workshop on Cant language. The workshop was facilitated by Oein DeBhairduin and was well attended. This was a great chance for Travellers, Roma and non-Travellers/Roma to find out more about a language that is still very much part of Traveller culture and identity today.



Oein DeBhairduin

## ROMA REMEMBERED AT HOLOCAUST MEMORIAL EVENT

Holocaust Education Ireland organised its annual event on January 29th to mark International Holocaust Remembrance Day and remember all victims of the Nazi Holocaust, including the 6 million Jews, and 500,000 Roma brutally killed during this time. This commemoration serves as a stark reminder of the dangers of racism and discrimination and allows people to reflect on the past and learn lessons that are still relevant today.

Monika Paszkowska, Roma Programme, Pavee Point, gave a moving performance, singing a song created by a group of Roma during the Holocaust called 'Duda hacio!' (The Burning Barn) in English. 'Duda hacio!' was created by a group of Polish Roma who were captured by the Nazis to warn other Roma in the area of the threat. Vanessa Paszkowska and Bianca Tanase, also from the Roma Programme, participated in the candle lighting ceremony – lighting candles for all Roma victims of the Holocaust, along with representatives honouring Jewish, LGBTI+, minority ethnic groups, and people with disabilities, who were all victims of Nazi atrocities.





## REMEMBERING THE ROMA GENOCIDE DURING THE NAZI ERA

Pavee Point also continued to commemorate the atrocities of the Roma Genocide, often referred to as the *Porajmos* (devouring), as part of our ongoing work to create space for the Roma community to remember and recall, and for Irish society to become more aware of these events.



**L-R:** Martin Collins, Carol Baxter, DCEDIY, Lynn Jackson, HEI, Bianca Tanase, Vanessa Paszkowska, Kate Fitzgerald, Jenny Liston, Rudolf Simonic.

To mark European Holocaust Memorial Day for Sinti and Roma on 2nd August, the organisation, in collaboration with An Post, organised a special viewing of the tapestry 'el holocausto' at the historic GPO building on O'Connell Street, Dublin 1, with a short ceremony featuring testimonies of Roma survivors. The 'el holocausto' tapestry is a memorial to all those murdered in the Holocaust, including the half a million Roma who were murdered. It is an artistic protest against impunity for genocide and all forms of racism.

**Speaking on 2nd August, Rudolf Simonic, Roma Community Worker, Pavee Point, said:**

**“The Holocaust marked a deep trauma in the Roma community and has impacted us deeply through the generations. We mark this date after years of struggle for recognition as victims and survivors of the Holocaust.”**



# Supporting Direct Traveller and Roma Participation and Empowerment

**Pavee Point continued with its strategic goal to support direct Traveller and Roma participation and empowerment.**

This was reflected in the active participation of Travellers and Roma, Traveller organisations and groups working with Roma. This included participation in an education and training roundtable, celebrating recovery from addiction, and Men's Health day. Moreover, through these initiatives, Pavee Point fortified its partnerships and solidarity with other community organisations.





## FROM ACCESS TO OUTCOMES: SPOTLIGHT ON TRAVELLER AND ROMA EDUCATION

In November 2023, Pavee Point hosted our second annual roundtable on education and training. It was attended by those working in education from early years right up to third level and further education, Traveller organisations from all over Ireland, and representatives from Government departments. The focus was on open discussion and sharing views about the issues and experiences Travellers and Roma are having at all levels in education.

Discussions were useful to prepare for upcoming consultations on the long-awaited Traveller and Roma Education Strategy at the Department of Education. The roundtable was supported by Rethink Ireland, SOLAS, Pavee Point Education Programme and the Department of Children, Equality, Disability, Integration and Youth.



**Top Left:** Rudolf Simonic, Roma Community Development Worker. **Top Right:** Workshop on Further, Higher and Lifelong Education. **Middle Left:** Workshop on Early Years Education. **Middle Right:** Workshop on Primary and Post Primary. **Bottom Left:** Hughie Collins, Education Worker, speaks about his experiences in education. **Bottom Right L-R:** Stephanie McDermott, Education Coordinator, with Tracey Reilly, Education Worker, Anastasia Crickley, Chairperson, and Senator Eileen Flynn who spoke at the event.



## CELEBRATING PAVEE RECOVERY FROM ADDICTION



**Top Left:** John Connors. **Top Right:** Travellers celebrating recovery. **Bottom Left:** Dean Duggan and John Connors. **Bottom Right:** John Paul Collins introduces singer/songwriter Trish Reilly.

As part of their ongoing work with Travellers in recovery from addiction, the Drug Alcohol Addiction programme at Pavee Point held a 'Pavee Celebration of Recovery' event, where Travellers in recovery from addiction gave powerful testimonies of their experiences. Travellers talked about how the stigma and lack of knowledge about addiction in the Traveller community have to be addressed, so recovery can be possible.

## TRAVELLER DRUG ADVISORY BOARD

The Traveller Drug Advisory board is a group of Travellers with lived experience of addiction. The group was established in 2023 in partnership with UISCE and met regularly in Pavee Point throughout the year. The aim of the group is to ensure the voice of Travellers who use or have used drugs is heard and break down the stigma of addiction within the community. They also participated in the Citizens Assembly on Drugs Use, spoke to members of the assembly, gave in-person inputs to the assembly, developed a video submission and fed it into our written submission. The group has also supported several Pavee Point activities including the Drug Network, focus groups throughout the year, and our celebration of recovery.



## TRAVELLER AND ROMA MEN'S HEALTH DAY 2023

In June 2023, we held our annual Traveller and Roma Men's Health Day – an initiative of the Eastern Region Traveller Health Unit, co-ordinated by Pavee Point on behalf of the HSE. The purpose of Traveller and Roma Men's Health Day is to create a space where Traveller and Roma men can come together to take collective action to benefit their health. The day consists of a soccer tournament, but also incorporates health checks from the Marie Keating Foundation, Samaritans, D17 Act Drug and Alcohol Service, HSE Health and Wellbeing and Public Health Nurses. These checks resulted in 59 tests for diabetes and 115 men receiving a mini heart check.

*“ Men's health day is about creating a space where Traveller and Roma men can get together and take positive action in relation to health.*

*Playing sport is obviously of benefit but we also organise health checks where the men can get blood pressure and diabetes checks and find out about heart health and cancer screening.”*

**– Michael Collins, Traveller Men's Health Worker, Eastern Region, Traveller Health Unit.**



**Top Left:**  
The highs –  
Celebrating with  
the winning  
team – Raja.

**Top Right:**  
People were  
also moved to  
music on the day.

**Right:**  
Golf Ireland  
got a great  
reception at  
our event.

Photos by  
Tommy Clancy





“Roma men can feel excluded from a lot of services and associations so today is an important day to meet other men, get active, get health checks and get information and contacts.”

– Tica Muntean, Community Development Worker with the Roma Programme at Pavee Point.



**Top Left:** The HSE team took part in the football tournament for the first time. Playing here against Sligo Traveller Support Group. Photo Tommy Clancy. **Top Right:** Runners up the Mighty Men Mayo Team who lost on penalties. **Bottom Left:** Learning about alcohol units with the Marie Keating Foundation. **Bottom Right:** The Finglas Addiction Support Team. Photos by Tommy Clancy

## WORLD SUICIDE PREVENTION DAY TRAVELLER EVENT

Pavee Point, in collaboration with TravAct, Exchange House and Tallaght Travellers Community Development Project, organised a 50k cycle event on the Waterford Greenway. Approximately 50 Traveller men took part to raise awareness on suicide prevention for World Suicide Prevention Day. There was a focus this year on addiction issues and the event was supported by FAST Finglas and the Drugs Task Force.

This cycle provided a chance for Traveller men to come together, meet other Traveller men and link in with local drug service providers. The group stopped at a Grotto near the Greenway to light a candle and have a minute's silence to remember Travellers who have died by suicide. The event was supported by the HSE, FAST Finglas and the Drugs Task Force.





*Suicide Prevention Cycle*

**“ We know addiction is on the rise in the Traveller community and this impacts people’s mental health. This cycle provides a great chance for Traveller men to meet new people and make new friends.”**

**– John Collins, Men’s Health Worker, Pavee Point.**

## **WORKSHOP ON INTERNATIONAL HUMAN RIGHTS INSTRUMENTS**

Pavee Point continues to lead a consortium of Traveller organisations that engages with International Human Rights Mechanisms to progress Traveller and Roma rights. As part of this work, Pavee Point hosted a workshop for Traveller organisations and groups working with Roma on effective engagement with the UN and the Council of Europe. This workshop allowed a space for people with direct experience of engagement at this level to provide practical insights and advice. The workshop covered a number of UN conventions and the Universal Periodic Review, as well as Council of Europe instruments such as the Framework Convention on National Minorities, European Commission on Racism and Intolerance and the Council of Europe.

## **WORKSHOPS FOR WOMEN ON POLITICAL ENGAGEMENT**

Pavee Point worked in collaboration with the National Traveller Women’s Forum to develop a series of workshops for Traveller and Roma women on political and community engagement.

The workshops looked at issues such as:

- Using your voice and confidence-building with Orlaith Carmody
- Getting involved in decision-making
- Leadership in community development



# Addressing current Issues and Inequalities for Travellers and Roma

One of the main goals of the organisation is to tackle the current issues and inequalities facing Travellers and Roma.

This section explores the work Pavee Point's programmes do to address and tackle the key issues affecting the communities through policies, publications, services and research.



*Bernard Gloster, CEO of the Health Service Executive, was welcomed to Pavee Point by Missie Collins.*



# Health

## MEETING WITH HSE CEO, BERNARD GLOSTER

In April, Pavee Point hosted a visit from the new Chief Executive Officer of the Health Service Executive – Bernard Gloster. It was a great opportunity to brief Mr. Gloster on our work and discuss ways to address current challenges. Mr. Gloster has a long track record in social inclusion and a strong interest in Traveller health inequalities. Mr. Gloster spoke to our workers in a variety of areas such as health, education, addiction and domestic and gender-based violence.

Mr. Gloster commented that it was heartening to see the work by Pavee Point and other Traveller organisations but also harrowing to see the inequalities that still remain for Travellers and Roma.



*Mr. Gloster recognised that mental health is a major issue for Travellers and especially young Travellers and spoke with Geraldine McDonnell and Pa Reilly from our Mental Health Programme.*

## NATIONAL TRAVELLER HEALTH IMPLEMENTATION GROUP (NTHIG)

Following the launch of the National Traveller Health Action Plan in 2022, Pavee Point lobbied to ensure that an implementation group was appointed to oversee the monitoring and implementation of the Plan. In 2023, following our meeting with the HSE CEO, the National Traveller Health Implementation Group was formally established and chaired by Martina Queally, Chief Officer, HSE Community Healthcare East.

## DEVELOPING THE EASTERN REGION HEALTH ACTION PLAN (ER THAP)

A key achievement in 2023 was the development of our regional National Traveller Health Action Plan (NTHAP) implementation plan. The Eastern Region National Traveller Health Action Plan Implementation Plan (ER THAP) was developed to support implementation of the NTHAP at regional level. Following a strong consultation process with the HSE and the ten Traveller projects in the region, it was developed by the Eastern Region Traveller Health Unit (ER THU) which works across three CHOs (6, 7 and 9), Community Healthcare East, Dublin South, Kildare and West Wicklow Community Healthcare and Community Healthcare Dublin City North. The consultation process identified priority areas to further enhance and support Primary Health Care for Traveller Projects (PHCTPs) to strategically address existing and urgent issues regarding health and accommodation; better understanding of drug misuse and childhood health in the region; in addition to training and professional development of PHCTPs. A key issue for this plan is to support pay parity, workforce planning, and terms and conditions for PHCTPs.



## NATIONAL SCREENING SERVICE

In 2023 Pavee Point's Health programme continued its two-year engagement with the Primary Health Care for Travellers Project (PHCTP) and the National Screening Service (NSS), with the focus turning to Bowel Screening and Cervical Check, beginning with a workshop for the PHCTP with colleagues from the NSS. This session centred on cancer prevention and the process of registering and taking part in Cervical Check. Using data from the PHCTP database, Traveller women between 25 - 65 years of age were identified in Finglas and Blanchardstown to support them to register for their appointment.

### **The key outcomes of this project with NSS so far have been:**

- Improved awareness of cancer prevention and screening among Traveller Community Health Workers.
- Targeted registration of more than 100 Travellers for Bowel Screening, Breast Check and Cervical Check.
- Barriers to accessing screening identified and shared with NSS:
  - Lack of awareness
  - Fear
  - Embarrassment
  - No postal delivery
  - Social determinants (for example, poor living conditions, comorbidities, and so on)
- Feedback on National Cancer Control Programme (NCCP)'s cancer prevention materials.

## COMBATting DIS- AND MIS- INFORMATION AND SUPPORTING INFORMED DECISION-MAKING

A key priority for Primary Health Care for Travellers Projects (PHCTP) across Ireland has always been to support Travellers to make informed decisions about their families health, including immunisation. As part of this work, Pavee Point Traveller and Roma Centre, Donegal Travellers Project, HSE National Social Inclusion Office, HSE National Immunisation Office and HSE Public Health have developed new resources on the MMR vaccine and measles including videos and posters.

## PAVEE MOTHERS: RESEARCH ON PAVEE MOTHERING DURING COVID-19

After the COVID-19 pandemic, the Pavee Mothers Programme wanted to explore Traveller women's experiences of pregnancy during the pandemic and the years that immediately followed (2020-2022). The research, which is due to launch in 2024, will explore the experiences of Traveller women who were pregnant or gave birth during the pandemic, as well as Traveller women's engagement with mainstream maternity services during the COVID-19 pandemic and the factors that mediated Traveller women's experiences of pregnancy during this time period.



# Roma Community Development

## NEW HSE RESOURCE FOR ROMA MOTHERS IN CONJUNCTION WITH PAVEE POINT

The launch of 'Roma Daja – supporting Roma women during and after pregnancy', a resource published by HSE Social Inclusion, took place in April 2023.

*“Pavee Mothers ([www.paveemothers.ie](http://www.paveemothers.ie)) served as a useful model for providing maternal health information to Roma mothers in a culturally appropriate way.”*

**– Gabi Muntean, Roma Community Development Worker.**

'Roma Daja' is a free booklet and online resource, with advice for Roma women for each stage of pregnancy to the first few weeks after birth. It is available in Romanian, Czech and Slovak.



**Top Left:** Jenny Liston, Roma Programme Coordinator, and Bianca Tanase, Roma Health Worker, at the launch of 'Roma Daja' at the Lighthouse Cinema



## NEW REPORT ON ROMA MATERNAL HEALTH TO MARK EU ROMA WEEK 2023

To mark EU Roma Week in April 2023, Pavee Point launched a new report on Roma maternal health, 'Romneango Sfato/Roma Women's Voices', which highlights the health inequalities experienced by Roma women in Ireland. Roma women expressed difficulties accessing information and appointments.

Roma women who did not speak English were mostly relying on family members translating or Google Translate when receiving healthcare. This was particularly difficult when there were health concerns or a medical emergency as women were afraid and did not understand what was happening. This resulted in unmet medical needs, and under-utilisation of services.

*“ We spoke to 12 Roma women living in the Eastern region of the country, who were originally from Romania, Poland, and Slovakia.*

*All had given birth in Ireland. Interviews were held by Roma women community workers, and this was important so women could feel more comfortable talking about their experiences. ”*

**said Bianca Tanase, Roma Health Worker, Pavee Point.**





## ROMA IN IRELAND: ACCESS TO FAIR AND DECENT WORK

In February, Pavee Point launched a report, 'Roma in Ireland: Access to Fair and Decent Work'. The first-time research was led by Pavee Point Traveller and Roma Centre, in partnership with Maynooth University, and carried out by Roma peer researchers. It underlines the need to develop, and implement, initiatives to address racism and discrimination faced by the Roma community, whether in accessing services, on the street, or in employment. The research makes a number of policy recommendations on targeted support for Roma and recommendations for the workplace. The report was a collaborative project, where Roma peer researchers learned new skills and were involved in all aspects of the research.

The findings were presented at Maynooth University Social Inclusion Week, and at the Irish Human Rights and Equality Commission (IHREC) Worker and Employer Advisory Committee on Traveller and Roma Employment Initiatives.

*“This is the first time that research of this kind has taken place and it really shines a light on the problems facing Roma in the workplace. We hope these experiences can be considered in the promised Traveller and Roma Employment and Training Plan committed to in the Programme for Government”*

**Rudolf Simonic, Roma Employment Worker, Pavee Point.**



**Top Left:** A full house for the launch. **Top Right:** Dr Ciara Bradley, Maynooth University, presents the research findings. **Bottom L-R:** Alexandra Paszkowska, Dr Ciara Bradley, Monika Paszkowska, Miroslav Nistor, Maria Simonikova, Alice Holubova, Rudolf Simonic, Ladislav Koki, Jan Polyk, Roscommon, Aladar Lakatos, Kildare, Jana Kokyova, Vanessa Paszkowska, Pavee Point; Mary Hennessy, Co Kildare Leader Partnership and Jitka Lakatasova. Front (LtoR) Jenny Liston, Pavee Point; Patrick Monahan, Co Kildare Leader Partnership and Nicola Fogerty, Sicap Manager, Co Kildare Leader Partnership.



## **PRESENTATION ON MINORITY ETHNIC GROUPS AND MENTAL HEALTH TO THE OIRECHTAS SUB-COMMITTEE ON MENTAL HEALTH**

Pavee Point, along with Mental Health Reform, Cairde and Akidwa, presented on the topic of ethnic minorities and mental health to the Sub-Committee on Mental Health.

Pavee Point highlighted the mental health crisis within the Traveller community, as recognised by the Oireachtas Joint Committee on the Future of Mental Health Care, and advocated that Traveller and Roma mental health must be prioritised within the Department of Health and the HSE. Pavee Point made key recommendations for action, such as:

- Providing sustainable and ring fenced funding for Traveller and Roma Mental Health
- Implementation of ethnic equality monitoring, including a standardised ethnic identifier (consistent with national census) across all routine data administrative systems in mental health services to monitor equality of access, participation and outcomes to suicide prevention and mental health services for Travellers, Roma and other priority groups.
- Ensure that evidence-based and culturally-appropriate resources and supports are prioritised for the Traveller community due to the level of the mental health crisis.





# Violence Against Women Programme

## RESPONDING TO DOMESTIC, SEXUAL AND GENDER-BASED VIOLENCE IN TRAVELLER COMMUNITY

The Domestic, Sexual and Gender-based Violence (DSGBV) programme delivered its 'Responding to Domestic and Sexual Violence (DSGBV) in the Traveller Community' training to 30 Traveller Community Health Care Workers, across several Traveller organisations. The training covered forms of DSGBV, causes and impacts; legislation, protections and services and supports; gender equality; and the HSE Policy of 3 R's - Recognise, Respond and Refer. The training continues to be updated to reflect new legislation and measures in the area of DSGBV and emerging issues and responses for the Traveller community.

## VIOLENCE AGAINST TRAVELLER WOMEN TRAINING

The DSGBV Programme delivered its 'Violence against Traveller Women Training' throughout 2023 to 30 staff across a number of sectors including Túsla Child and Family Agency, An Garda Síochána, family resources and local domestic violence services. The training explored:

- the human rights situation for Traveller women which creates particular barriers to information, safety and protection from domestic violence
- the particular experiences for professionals in supporting and working with Traveller women
- potential solutions and good practice considerations for addressing some of their experiences.

The training is adapted to the needs of each group to ensure for meaningful and relevant engagement and is updated in line with evaluations received from professionals.

## 16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE

To mark the 16 days of Action, the Programme organised an event targeted at Traveller and Roma women and girls around relationships and abuse, with a particular focus on new and emerging forms of abuse and violence. Local service providers such as Sonas DV service, Saoirse DV service, Aoibhneas DV service, Women's Aid's 'Too into You' Project and Dublin Rape Crisis Centre's 'We Consent' Project were invited to the event and held information stands for women in the Eastern Region to engage with and network. 35 women attended the event.

In addition to the event, an online webinar was organised by the Programme in collaboration with Tusla Child and Family Agency on the role of child protection social workers, mandatory reporting and signs of safety targeted at the Traveller Community and Traveller Organisations. 16 participants from Traveller organisations across the country attended. They also collaborated with the Men's Development Network and supported their White Ribbon Ireland Campaign for the 16 days, as well as developing two short videos featuring a Traveller man and a Roma man speaking out against gender-based violence and male violence against women.

Support was provided to six Traveller organisations to undertake awareness raising activities in their local areas of Galway, Donegal/North Leitrim, Cork, Wicklow, Carlow and Dublin during the 16 days of Action.



## ETHNIC EQUALITY MONITORING IN DSGBV SERVICES

Progress remains slow regarding the inclusion of a universal ethnic identifier in relevant DSGBV services and administrative systems. Pavee Point is represented on the Working Group of the National Equality Data Strategy and we look forward to how the Data Strategy and National Strategy on DSGBV will coincide with one another. Concerns on the lack of ethnic and gender disaggregated data were highlighted during our meeting with Minister McEntee and support on ethnic equality monitoring was offered in the context of the forthcoming Strategy.

## Education

### MINISTER FOR EDUCATION AND MINISTER FOR FURTHER AND HIGHER EDUCATION VISIT PAVEE POINT



**Top Left:** Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris TD, visits Pavee Point Traveller and Roma Centre. **Bottom Left:** Minister Harris hears from Travellers and Roma. **Right L-R:** Karen Fenlon, Pavee Point, Rudolf Simonic, Pavee Point, Anastasia Crickley, Chair, Pavee Point, Gabi Mutean, Pavee Point, Bianca Tanase, Pavee Point, Minister Simon Harris, TD, Martina Queally, HSE, Michael Collins, Pavee Point, Martin Collins, Pavee Point, Ann McDonnell, Pavee Point, Pa Reilly, Pavee Point, John Collins, Pavee Point.

In July, Pavee Point welcomed the Minister for Education, Norma Foley to brief her on our work and also to outline our hopes for the National Traveller and Roma Education Strategy, which is underway, as promised in the current Programme for Government. That same month, we also welcomed Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris, TD, who re-committed to addressing Traveller and Roma education disadvantage. The barriers that Travellers and Roma face in education due to racism and discrimination is a key issue for both communities. On his visit, Minister Harris listened to the experiences of Travellers and Roma who left school early and returned to Further and Higher Education. Travellers and Roma spoke of a lack of support in schools and experiences of discrimination that led them to leave formal education at an early age.

## **NATIONAL TRAVELLER AND ROMA EDUCATION STRATEGY (TRES)**

Pavee Point is a member of the Advisory Group for the National Traveller and Roma Education Strategy, which is a commitment in the Programme for Government, and will coordinate the associated consultation which takes place early in 2024. We have contributed to the discussion and development of the associated children's consultation. Our very successful Education and Training Roundtable was attended by the lead Department of Education and skilled officials involved. We hope the report on the roundtable will help generate discussion and point to possible directions for the Strategy. In particular, we are concerned with objectives which can lead to parity of access, participation and outcomes for Travellers and Roma throughout the education system, visibility throughout at all levels and in all roles, and measures to secure an end to discrimination. As with other policies and strategies, we are working on the basis that in addition to targeted measures mainstream measures also need Traveller and Roma targets.



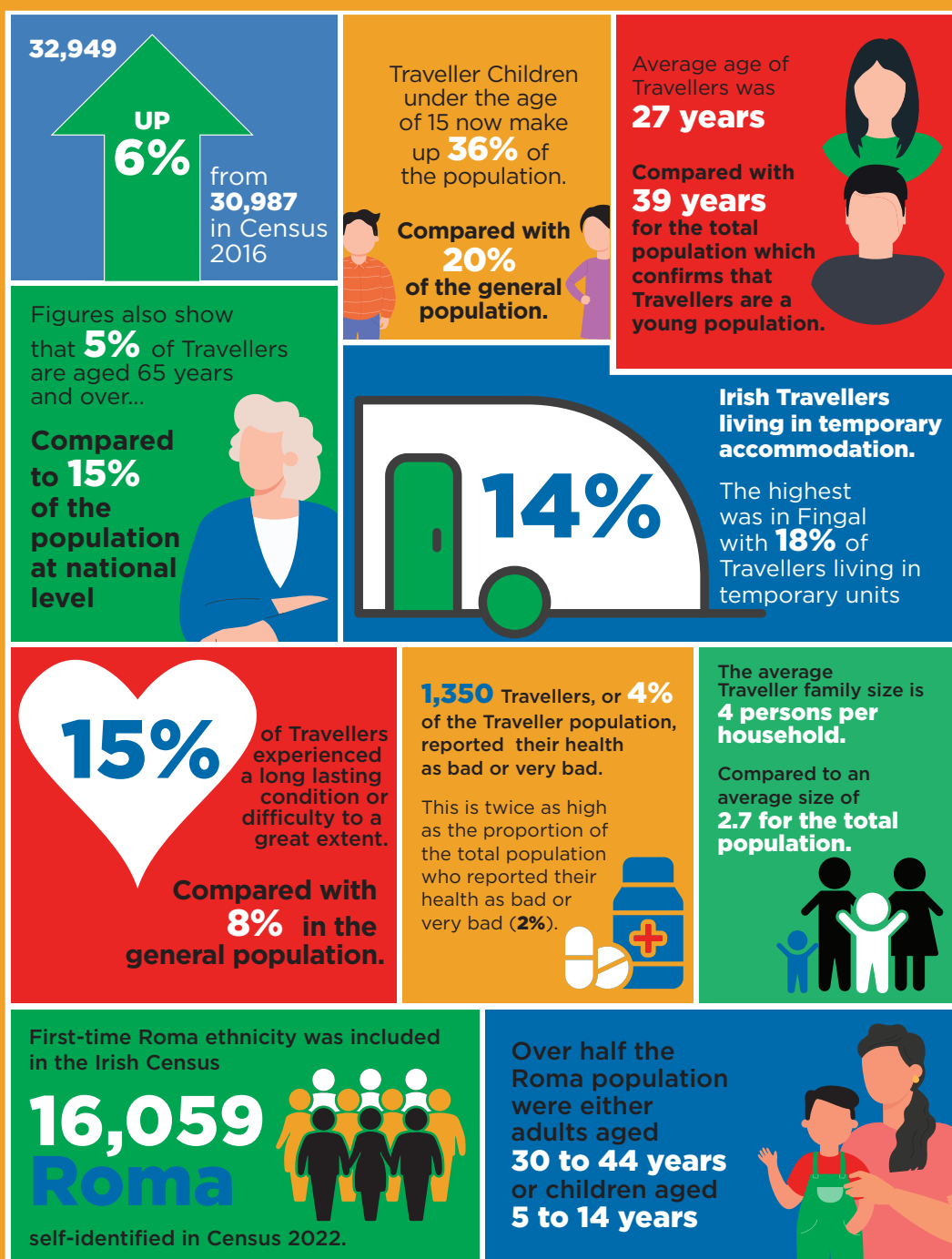


“ The Roma response to Census 2022 was very positive. This reflects well on the work done by Pavee Point to successfully lobby to get our ethnicity included in the national census and the work by all groups working with Roma, through the National Roma Network, to support Roma on the ground to self-identify. ”

– Gabi Muntean, Roma Community Development Worker, Pavee Point.

## CENSUS 2022 FIGURES RELEASED:

Pavee Point continued our longstanding partnership with the Central Statistics Office for Census 2022 and as a result, we were successful in ensuring that Roma ethnicity was included for the first time. New figures from the Census were released in October 2023 and showed:









# Policy

Policy work is key to the work of Pavee Point as an organisation and crucial in tackling Traveller and Roma inequalities as well as identifying evidenced based solutions to address these challenges. In 2023, the organisation contributed to and supported the development of significant policy developments relating to Travellers and Roma.

## **NATIONAL TRAVELLER AND ROMA INCLUSION STRATEGY (NTRIS) II**

Pavee Point hosted two of the six consultations for the successor strategy, NTRIS II, and has continued to prioritise a focus on implementation with resourcing, timelines and targets, as well ongoing participation by Traveller and Roma organisations in monitoring progress, reflecting our concern from the outset to ensure that the previous NTRIS is built on rather than repeated. Pavee Point currently is represented on the NTRIS consultations advisory group who will review their report. We look forward to the rapid conclusion to the consultation process and publication of the successor strategy in 2024.

## **NATIONAL ACTION PLAN AGAINST RACISM (NAPAR) 2023 – 2027**

Launched in March 2023, NAPAR is a commitment to eliminating racism in all its forms in Ireland. Pavee Point welcomed the clear inclusion of Travellers in all provisions and recommendations in the Plan.

The Plan acknowledges racism as systemic in Ireland and that this requires responses within the structures and institutions of the state. The Plan focuses on key areas such as equality data, health inequalities, and anti-racism training in education. The publication of the National Action Plan Against Racism follows the establishment of an Anti-Racism Committee by the Department of Children, Equality, Disability, Integration and Youth to look at the issue in 2020.

This plan is being launched at a very pertinent time for Travellers and Roma and for other minorities – especially given the rise in hate speech, anti-immigrant sentiment and the activities of the far right. It is important that Traveller organisations are involved in the plan’s monitoring and implementation structures going forward.

## **SUBMISSION TO CITIZENS’ ASSEMBLY ON DRUG USE**

As part of our work to highlight the current challenges and emerging issues for Traveller and Roma in relation to drug use, Pavee Point submitted a report to the Citizens’ Assembly.

It makes recommendations such as fully implementing the National Traveller Health Action Plan, prioritising and mainstreaming Traveller and Roma health inequalities, providing a health-led response to addiction, ensuring a proactive community-based policing response to drug dealing, providing anti-racism training and implementing ethnic equality monitoring. Our written submission was developed through consultations with the National Traveller Drug Network, Traveller Primary Health Care workers, and members of the Traveller Drug Advisory Board with lived experience.



*Thomas McCarthy, Drugs and Alcohol Programme Coordinator, John Collins, Men’s Health Worker*

After a meeting with the secretariat of the Assembly, an agreement was reached that Pavee Point would identify two Travellers to give inputs on the assembly panels—one to represent the community and another to share the experiences of families.

## **THIRD NATIONAL STRATEGY ON DOMESTIC, SEXUAL AND GENDER-BASED VIOLENCE (NSDSGBV)**

Since the publication of the Third NSDSGBV, the Violence Against Women Programme has continued its engagement with the Strategy and the Department of Justice through attending and participating in the DSGBV workshop on the DSGBV agency, monitoring committee meetings and meetings of the Victim’s Forum and associated Victims of Crime



sub-group. Despite our engagement, we regret that progress in relation to actions naming Traveller and Roma women has been slow, with a number of actions not progressed until the establishment of the DSGBV Agency in 2024. In October, the VAW programme met with Minister McEntee to highlight our work and raise issues and concerns regarding implementation of the Strategy and establishment of the DSGBV Agency.

## **NATIONAL TRAVELLER AND ROMA INCLUSION STRATEGY (NTRIS) AND NATIONAL STRATEGY FOR WOMEN AND GIRLS (NSWG)**

Following the review of the equality strategies (NTRIS, NSWG and MIG) we welcomed the consultation process for the next iteration of NTRIS and participated by highlighting the experiences of Traveller and Roma women in the context of social inclusion and, more specifically, domestic and sexual violence. To date, no further details have been released regarding the consultation process for the next iteration of the NSWG, however we look forward to engaging in this process and ensuring direct Traveller and Roma participation in the consultation process.

## **PAVEE POINT'S WORK WITH UKRAINIAN ROMA**

Pavee Point has been following the situation for Ukrainian Roma refugees across Europe since the beginning of the Russian invasion of Ukraine through our connections with European and International NGOs and Human Rights bodies. Since March 2022, we became aware of Ukrainian Roma families seeking refuge in Ireland and since then we have linked with Ukrainian Roma families, State agencies and all relevant stakeholders where needed.

Our work has included:

- Direct advocacy and lobbying work. Highlighting our human rights concerns for Roma and other ethnic minorities at this time of crisis in Europe both nationally and internationally, including raising the issue with the Taoiseach and the Minister for Foreign Affairs. We also met with Minister McEntee and Department of Justice staff to highlight the issues facing Roma in the Ukraine response
- Linking with the Department of Justice, Immigration, HSE, the Department of Children, Equality, Disability, Integration and Youth and relevant NGOs
- Providing information sessions for those working with Ukrainian Roma in Ireland, including the Red Cross, IOM and Helping Irish Hosts
- Operating a phonenumber for Ukrainian Roma, available Monday, Wednesday, Friday 9am-5pm since October 2022. Offering support and advice on key issues such as: accessing Temporary Protection; experiences of racism and discrimination; accommodation, health, and social welfare queries
- Visiting Ukrainian Roma refugees once they are settled in their accommodation and linking with local Roma supports



In 2023, the phonenumber provided support to 79 Roma families (356 people). This included 39 families who were refused Temporary Protection. Some of these cases were referred to the Irish Human Rights and Equality Commission (IHREC) for legal assistance. In 22 of these cases, the issue was resolved, and Temporary Protection was granted. We also supported 32 families with accommodation issues, including evictions. Pavee Point raised issues and worked in collaboration with the relevant Departments, Red Cross, and Doras to find solutions.

Pavee Point provided anti-racism information sessions to key stakeholders in the Ukraine response, including Helping Irish Hosts, Red Cross and IOM. We also provided anti-racism information sessions to over 100 Department of Justice immigration staff, over 60 DCEDIY, HSE and South Dublin County Volunteer Centre, and Security staff at Citywest over 2 weeks.







# International Work

Throughout 2023, Pavee Point continued its policy work internationally. In January, Pavee Point attended the State's oral hearing at the United Nations Convention on the Rights of the Child (UNCRC) in Geneva where Members of the UN Committee raised questions and concerns in relation to Traveller and Roma children during Ireland's two day review under the Convention.

This was the fourth time Ireland has been reviewed by the UNCRC on its record on children's rights. Concerns were raised by Committee members regarding a variety of important areas such as education, health and accommodation.

The Committee's Concluding Observations were published in February with the Committee urging Ireland to strengthen measures to eliminate discrimination against Traveller, Roma and other minority children and to ensure their access to adequate accommodation/housing, healthcare, education and a decent standard of living. We look forward to working with the State in order to progress these important observations.



## SPEAKING UP FOR TRAVELLER AND ROMA AT UN REVIEW



**Left:** Bridget Winters, Gabi Muntean, Anastasia Crickley, Geraldine McDonnell, Mary Brigid Collins, Bridgie Nevin and Doireann Crosson at the UN offices in Geneva to advocate on the UN Convention on the Rights of the Child. **Right Top:** Pavee Point reps along with other civil society organisations at the Irish Mission to the UN in Geneva. **Middle:** Mary Brigid Collins with Gabi Muntean and the Irish Mission to the UN in Geneva. **Bottom Right:** Geraldine McDonnell, Mental Health Programme, at the UN in Geneva.

## CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

In September, Pavee Point, in coalition with eight other Traveller organisations, submitted a list of issues to the UN Secretariat for Ireland's CEDAW review. The submission highlights key human rights issues affecting Traveller and Roma women in Ireland such as persistent social exclusion, racism and discrimination. This submission will be followed by an alternative report in 2024.

## EU ROMA WEEK PROMOTES CIVIL SOCIETY ENGAGEMENT



**Left:** Session at European Parliament. **Right:** Pavee Point Traveller and Roma Centre Co-Director, Lynsey Kavanagh, addresses the European Parliament during EU Roma Week.



In April 2023, Pavee Point attended the European Commission in Brussels to talk about the role of civil society reporting in pushing forward policy in relation to Travellers and Roma. Pavee Point is part of a Roma Civil Monitor project with 90 NGOs across Europe, working to monitor the implementation of National Traveller and Roma Strategies. The Roma Civil Monitor facilitates NGOs to assess national inclusion strategies, assists with capacity building and builds solidarity between NGOs at a European level.

## ANTI-RACISM IN THE EUROPEAN UNION

Lynsey Kavanagh, Co-Director, represented Pavee Point at the 'Anti- Racism in the European Union,' a conference in Barcelona organised by the Spanish Presidency of the Council of the European Union and the European Commission. She highlighted the importance of disaggregated data on the basis of ethnicity, our work to date on promoting voluntary self-identification amongst Travellers and Roma and how we have supported the capacity of the State to implement ethnic identifiers in datasets.

Martin Collins, Co-Director, represented Pavee Point at the 16th European Platform for Roma Inclusion in Madrid organised by the Spanish Presidency of the Council of the European Union and the European Commission. Discussions centred around accommodation and achieving desegregated accommodation for Roma, Travellers, Gypsies and Sinti.

Anastasia Crickley, Chairperson of Pavee Point, spoke at the UN Minorities Forum calling for an end to discrimination against minorities and in particular Travellers and Roma. She also called for the Irish Government to commit to action to protect against rising anti-Roma racism.



**Left:** Pavee Point Traveller and Roma Centre Co-Director, Martin Collins, at the 16th European Platform for Roma Inclusion in Madrid. **Right:** Pavee Point Traveller and Roma Centre Chairperson, Anastasia Crickley, at the 16th UN Forum on Minority Issues.

# Strengthening Pavee Point as an Organisation

## PAVEE POINT RESEARCH ADVISORY GROUP

In 2023, Pavee Point's Research Advisory Group continued to meet four times per year to review proposed research projects where the support of, or engagement with Pavee Point Traveller and Roma Centre is requested, before they commence, to assess the alignment with the mission, values and principles of Pavee Point and the implications, ethical and otherwise, of these.

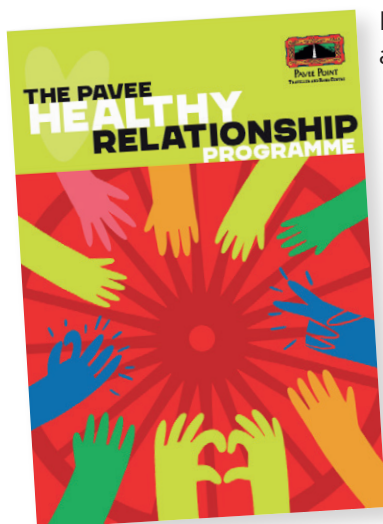




## PAVEE POINT ORGANISATIONAL DAYS

In 2023, Pavee Point continued to prioritise cross-programme working and a whole-of-organisation approach to its work through our biannual organisational days for all staff. The days provide the space for all staff to reflect on key achievements and outlined plans and priorities for the year. It also provides the space to ensure that organisational strategic goals and priorities are at the core of all programmes in line with our Strategic Plan.

## COMMUNICATIONS, CULTURE AND HERITAGE



Information and Communications is a critical part of Pavee Point's work and the programme worked to ensure Traveller and Roma participation in the organisation's communications.

The bulk of the work consisted of supporting Pavee Point programmes as well as publicising main events such as Traveller and Roma Men's Health Day, Culture Night, Heritage Week and Traveller and Roma Day on 8th April.

There was also an emphasis on getting back to in-person events in 2023 and our monthly information sessions for the public were re-established. Pavee Point also continued to respond to information requests via email, telephone and social media messaging.

There was a focus on cultural events in our communications work with an event to celebrate Traveller culture and identity as part of IMMA Outdoors, a Traveller curator project with IMMA SPICE Project and the inclusion of Traveller tin-smithing in arguably the biggest cultural event of the year – the Andy Warhol Three Times Out exhibition at the Hugh Lane Gallery, Dublin.



We were also thrilled to receive a Heritage Council grant to begin work on surveying and cataloguing the Pavee Point collection of photos, documents and other elements that record Traveller history and traditions and activism since the 1980s.

Through our media work we responded to some of the main human rights events of the year such as the Russian invasion of Ukraine, the war in Gaza and the riots in Dublin in November which took place close to our centre. We also highlighted Pavee Point's support for a variety of

anti-racism events and marches in response to some of the actions of the Far Right in solidarity with migrants and other minority ethnic groups. Pavee Point worked with Comisiún na Meán in developing Online Safety Codes and its Gender, Diversity and Inclusion Strategy.

In 2023, a high number of information and communications resources were developed and distributed. Work on the development of the new Pavée Point website also began.

There was a steady increase in Pavée Point's social media following across Facebook, Twitter and Instagram.



## TRAVELLER AND ROMA NETWORKS

Pavée Point convenes and co-ordinates a number of Traveller and Roma networks and participates in others both regionally, nationally and internationally. These are important contact points for sharing information, networking, developing analysis and approaches and co-ordination and in discussing emerging issues.

- **The National Traveller Partnership**
- **National Traveller Health Network**
- **National Roma Network**
- **National Traveller Mental Health Network**
- **National Traveller Drugs Network**
- **Minceirs Whiden – Traveller Only Forum**
- **National Traveller Women's Forum**
- **National Action Group for Traveller and Roma LGBT+ rights**
- **Traveller Pride Steering Committee**
- **Tallaght Traveller Development Group Board**
- **Travellers in Prison Initiative Steering Committee (TPI)**
- **DAISH Steering Committee, Bray Travellers Development Organisation**
- **Eastern Regional Traveller Health Network**
- **European Roma Grassroots Organisations Network**
- **European Roma Rights Centre Network**
- **Roma Civil Monitor**



## COMMUNITY AND CIVIL SOCIETY ORGANISATIONS

Pavee Point also participates in and contributes a number of community and civil society sector organisations:

- **Children's Rights Alliance**
- **Community Platform**
- **Dublin North West Area Partnership**
- **FLAC Free Legal Advice Centres**
- **Healthy Ireland Network**
- **Irish National Organisation of the Unemployed**
- **INAR Ireland (Irish Network Against Racism)**
- **Irish Observatory on Violence Against Women**
- **Men's Development Network**
- **Men's Health Forum of Ireland**
- **National Adult Literacy Association**
- **National Women's Council of Ireland**
- **Ireland Vaccine Alliance**
- **Community Work Ireland**
- **The International Movement Against All Forms of Discrimination and Racism**
- **FRA Fundamental Rights Platform**
- **Coalition Against Hate Crime**
- **Sustainable Development Goals 2030 Coalition**
- **External Advisor for the Royal College of Surgeons in Ireland Race Equality Forum**
- **Far Right Observatory**

## GOVERNANCE AND COMPLIANCE

Pavee Point is registered with the Charities Regulator and complies with Section 848A of the Taxes Consolidation Act. During 2023 a number of organisational policies and procedures were updated. Pavee Point is fully compliant with SORP, and continues to ensure that all current legislation as required by the Charities Regulator is in place. Pavee Point also completed all required lobbying returns via [www.lobbying.ie](http://www.lobbying.ie). The Board of Directors has overall responsibility for the organisation and its compliance with strategic objectives and reporting arrangements. Each Pavee Point Programme is required to provide annual reports to funders and to comply with strict funding criteria including service level agreements and steering committees representative of funders and external expertise where appropriate.

# Report on the Audit of the Financial Statements

**FOR THE YEAR ENDED 31 DECEMBER 2023**

**DUBLIN TRAVELLERS EDUCATION AND DEVELOPMENT GROUP**

**COMPANY LIMITED BY GUARANTEE**

**REPORT AND FINANCIAL STATEMENTS**

Company Number: 105690  
Registered Charity Number: 20032258  
CHY Number: CHY 11609

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF  
DUBLIN TRAVELLERS EDUCATION AND DEVELOPMENT GROUP  
COMPANY LIMITED BY GUARANTEE**

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**Report on the audit of the financial statements**

***Opinion***

We have audited the financial statements of Dublin Travellers Education and Development Group Company Limited By Guarantee for the year ended 31 December 2023, which comprise the Statement of Financial Activities, Balance Sheet, the Statement of Cash Flows and the notes to the financial statements including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland as modified by the Statement of Recommended Practice, Accounting and Reporting by Charities, effective 1 January 2019.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2023, and of its surplus for the year then ended; and
- have been properly prepared in accordance with FRS 102 *The Financial Reporting Standard applicable in the UK and the Republic of Ireland*, as applied in accordance with the provisions of the Companies Act 2014, having regard to the Charities SORP; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

***Basis for opinion***

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standards for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

***Conclusions relating to going concern***

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

## INDEPENDENT AUDITOR'S REPORT - continued

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### ***Other information***

The directors are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our Auditors Report thereon. Our opinion of the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance or conclusion thereon.

In connection with our audit of the financial statements our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of the other information, we are required to report that fact. We have nothing to report in this regard.

### ***Opinions on other matters prescribed by the Companies Act 2014***

Based solely on the work undertaken on the course of our audit, we report that:

- in our opinion, the information given in the Directors Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- in our opinion, the Directors Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations we consider necessary for the purpose of our audit. In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited. The financial statements are in agreement with the accounting records.

### ***Matters on which we are required to report by exception***

Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors Report. The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

### ***Respective responsibilities***

#### **Responsibilities of Directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting unless management either intends to liquidate the company or to cease operation, or has no realistic alternative but to do so.



## INDEPENDENT AUDITOR'S REPORT - continued

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### **Auditors responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurances about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA's (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of user taken on the basis of these financial statements.

A further description of our responsibilities for the audit of financial statements is located on the IAASA's website at [http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b2389013-1cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf). This description forms part of our auditors report.

### ***The purpose of our audit work and to whom we owe our responsibilities***

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's 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 members as a body, for our audit work, for this report, or for the opinions we have formed.



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FRANCIS KEANE

*for and on behalf of*

**KCA**

CHARTERED ACCOUNTANTS

STATUTORY AUDITORS

18 June 2024

18A Redleaf Business Park  
Turvey Avenue  
Donabate  
Co. Dublin

DUBLIN TRAVELLERS EDUCATION AND DEVELOPMENT GROUP  
COMPANY LIMITED BY GUARANTEE

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2023

|                                      |      | Restricted<br>Funds | Unrestricted<br>Funds | Total<br>Funds   | Total<br>Funds   |
|--------------------------------------|------|---------------------|-----------------------|------------------|------------------|
|                                      |      | 2023                | 2023                  | 2023             | 2022             |
|                                      | Note | €                   | €                     | €                | €                |
| <b>Income</b>                        |      |                     |                       |                  |                  |
| Donations and Gifts                  | 4    | -                   | 4,294                 | 4,294            | 7,587            |
| Charitable Activities                | 4    | 2,757,342           | 29,893                | 2,787,235        | 2,487,836        |
| Other trading activities             | 4    | -                   | 477                   | 477              | 327              |
| Other income                         | 4    | -                   | -                     | -                | -                |
| <b>Total Income Resources</b>        |      | <b>2,757,342</b>    | <b>34,664</b>         | <b>2,792,006</b> | <b>2,495,750</b> |
| <b>Expenditure</b>                   |      |                     |                       |                  |                  |
| Charitable Activities                | 5    | 2,479,817           | 11,322                | 2,491,139        | 2,178,999        |
| <b>Total Expenditure</b>             |      | <b>2,479,817</b>    | <b>11,322</b>         | <b>2,491,139</b> | <b>2,178,999</b> |
| <b>Net income</b>                    |      | <b>277,525</b>      | <b>23,342</b>         | <b>300,867</b>   | <b>316,751</b>   |
| <b>Transfer between funds</b>        |      | <b>(11,697)</b>     | <b>11,697</b>         | <b>-</b>         | <b>-</b>         |
| <b>Net Movements in Funds</b>        |      | <b>265,828</b>      | <b>35,039</b>         | <b>300,867</b>   | <b>316,751</b>   |
| <b>Reconciliation of funds</b>       |      |                     |                       |                  |                  |
| Total funds brought forward          |      | 549,885             | 571,129               | 1,121,014        | 804,263          |
| <b>Fund balances carried forward</b> |      | <b>815,713</b>      | <b>606,168</b>        | <b>1,421,881</b> | <b>1,121,014</b> |



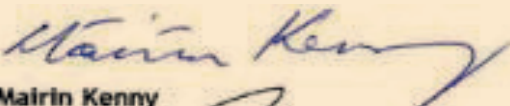
DUBLIN TRAVELLERS EDUCATION AND DEVELOPMENT GROUP  
COMPANY LIMITED BY GUARANTEE

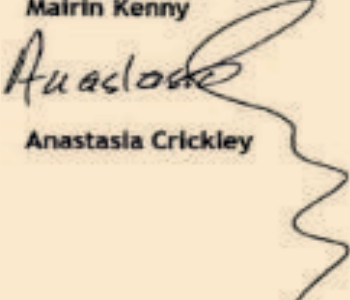
BALANCE SHEET

AS AT 31 DECEMBER 2023

|  | Note | 2023<br>€               | 2022<br>€               |
|--|------|-------------------------|-------------------------|
| <b><u>ASSETS EMPLOYED:</u></b>                         |      |                         |                         |
| <b>FIXED ASSETS</b>                                    |      |                         |                         |
| Tangible fixed assets                                  | 9    | <u>88,843</u>           | <u>59,545</u>           |
|  |      | <u>88,843</u>           | <u>59,545</u>           |
| <b>CURRENT ASSETS</b>                                  |      |                         |                         |
| Debtors  | 10   | 45,144                  | 48,591                  |
| Bank   | 11   | <u>1,792,839</u>        | <u>1,651,962</u>        |
|  |      | <u>1,837,983</u>        | <u>1,700,553</u>        |
| <b>CREDITORS</b> (amounts falling due within one year) | 12   | <u>(504,945)</u>        | <u>(639,084)</u>        |
| <b>NET CURRENT ASSETS</b>                              |      | <u>1,333,038</u>        | <u>1,061,469</u>        |
| <b>TOTAL NET ASSETS</b>                                |      | <u><u>1,421,881</u></u> | <u><u>1,121,014</u></u> |
| <b><u>FINANCED BY:</u></b>                             |      |                         |                         |
| <b>RETAINED SURPLUS</b>                                |      | 1,421,881               | 1,121,014               |
|  |      | <u><u>1,421,881</u></u> | <u><u>1,121,014</u></u> |

Directors

  
Mairin Kenny

  
Anastasia Crickley

Date: 18 June 2024

**DUBLIN TRAVELLERS EDUCATION AND DEVELOPMENT GROUP  
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF CASH FLOWS**

**FOR THE YEAR ENDED 31 DECEMBER 2023**

|   | 2023<br>€            | 2022<br>€            |
|---|----------------------|----------------------|
| <b>Cash flows from operating activities</b>               |                      |                      |
| Surplus for the financial year                            | 300,867              | 316,751              |
| <b>Adjustments for:</b>                                   |                      |                      |
| Depreciation  | 19,254               | 13,340               |
| (Profit) on disposal of fixed assets                      | (22,319)             | -                    |
| Movement in debtors                                       | 3,447                | 39,427               |
| Movement in creditors                                     | (134,139)            | 299,634              |
| <b>Net cash generated from operating activities</b>       | <u>167,110</u>       | <u>669,152</u>       |
| <b>Cash flows from investing activities</b>               |                      |                      |
| Purchase of tangible assets                               | (59,733)             | (24,881)             |
| Proceeds from disposal of fixed assets                    | 33,500               | -                    |
| <b>Net cash outflow from investing activities</b>         | <u>(26,233)</u>      | <u>(24,881)</u>      |
| <b>Change in cash and cash equivalent</b>                 | <u>140,877</u>       | <u>644,271</u>       |
| <br>Cash and cash equivalent at the beginning of the year | <br><u>1,651,962</u> | <br><u>1,007,691</u> |
| Cash and cash equivalent at the end of the year           | <u>1,792,839</u>     | <u>1,651,962</u>     |
|   | <u>140,877</u>       | <u>644,271</u>       |





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