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Llywodraeth Cymru
Welsh Government

Welsh Government
Consultation Document

Enabling Gypsies, Roma and Travellers

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Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
This document is also available in Welsh.

Overview The purpose of this consultation is to seek views on proposals which are intended to develop and improve access to help, advice and services for the Gypsy Roma and Traveller Communities across Wales. Enabling Gypsies, Roma and Travellers aims to tackle inequalities and poverty experienced by Communities, generating equality of opportunity and supporting them to more easily and readily access resources and mainstream services.

How to respond This is a written, electronic consultation. Questions are summarised in a Consultation response form at Annex A. Please use this questionnaire to provide your feedback. Responses can be emailed or posted using the contact details provided.

Further information and related documents **Large print, Braille and alternative language versions of this document are available on request.**

The draft document can be accessed on the Welsh Government website at:

<https://consultations.gov.wales/consultations/enabling-gypsies-roma-and-travellers>

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Introduction

Equality and Human Rights are central to the work of the Welsh Government and our vision for Wales. We believe in fair treatment of every person, especially those who are most marginalised by social systems that prevent people from meeting their basic needs. We work to ensure a fairer future and to achieve equitable access to services and human needs and support opportunities to thrive.

Human rights are embedded in all of the actions of the Welsh Government. We work closely with the UK Government and other devolved administrations to ensure we fulfil our international obligations and comply with the seven United Nations Conventions signed and ratified by the UK.

Prosperity for All – the national strategy is a cross-government strategy to help us and our partners to better focus the energy and resources of the whole public sector. Prosperity is not just about material wealth – it is about every one of us having a good quality of life, and living in strong, safe communities. The national strategy sets the aims of this government, and provides clarity for our partners about the changes we want to make in Wales and how we want government and delivery partners to be part of a new approach. This will involve a radically different way of working for us and our partners. Although government is complex, our objective is simple – to help and support everyone to live healthy, prosperous and rewarding lives . We have created a number of documents which set out the action Welsh Government and our partners are taking in relation to a range of equality issues, in support of people with particular protected characteristics. Our activity in these areas can support the four key themes of Prosperity for all – the national strategy, and the associated twelve well-being objectives of Government. The actions are also closely linked to our Strategic Equality Plan 2016-20, and can help us contribute to the seven national shared well-being goals for Wales established by the Well-being of Future Generations Act. .

The five ways of working set out in the Well-Being of Future Generations Act underpin our approach to tackling inequality and ensuring a fairer Wales. We are working alongside, and listening to the voices of, those who have the lived experience of inequality and disadvantage and doing things with them rather than to them and for them. That includes involving the people who will be affected by our plans in every stage of their development. This is an important example of how we are implementing the Act.

Background

When 'Travelling to a Better Future': A Gypsy and Traveller Framework for Action and Delivery Plan was published in September 2011, it represented an opportunity to develop a new relationship between Gypsies and Travellers and the 'settled' community. It also offered a chance for local and national governments to engage more effectively with these communities to improve equality of opportunity for all.

Travelling to a Better Future was the first Gypsy and Traveller inclusion strategy in the UK and significant progress has been made towards improving outcomes for these communities but there is much more which is yet to be achieved. Since 2011, we have made significant strides towards improving the availability of culturally-appropriate accommodation, which is integral to ensuring equality of opportunity for these communities.

The Housing (Wales) Act 2014 places duties upon local authorities to ensure that sufficient sites are provided, whilst the Welsh Government's Sites Capital Grant will invest in Council sites. New guidance on Designing and Managing Sites was developed in 2015 to improve

standards and the implementation of the Mobile Homes (Wales) Act 2013 provided residents with security of tenure. Following a 17 year period where no local authority sites were provided, the Welsh Government has invested in 53 new pitches on sites since 2014. In addition to improvements to accommodation, we have made progress towards improving educational attainment and working with health boards to understand the health needs of their local community. Nevertheless, educational attendance and attainment rates remain

lower than for other groups, health outcomes are poorer, unemployment is higher than for the general population and discrimination still regularly occurs. Further work is necessary to ensure we maintain progress towards equality for these groups.

Since *Travelling to a Better Future* was published we have also consulted on the need for support for the migrant Roma community. As a result of that consultation, we now also need to consider the needs of migrant Roma in developing our policies. Though each of these communities is very different, they often experience similar difficulties in accessing public services and experience similar poor outcomes. The inclusion of Roma will ensure that this community is not left behind but does not imply that each community should be engaged in the same way. Language, cultural and geographic differences will often mean that the support required by each community will vary.

Enabling Gypsies, Roma and Travellers, builds upon work undertaken since 2011 in the areas of accommodation, education, health and community participation. It also introduces additional commitments relating to employment and training, as well as building bridges with social services and criminal justice agencies. The 8 aims within the draft document are linked to the Welsh Government's Well-being of Future Generations objectives and Strategic Equality Plan.

During the consultation period, we intend to work with all partners to identify any changes they would like to see which can be included within the proposals. We will engage widely with Gypsy, Roma and Traveller communities and other organisations to ensure the proposals are fit-for-purpose.

ENABLING GYPSIES, ROMA AND TRAVELLERS

Aim 1		
Improve the social inclusion of Gypsies Roma and Travellers through reducing social tension and barriers to participation in services		
Actions	Organisation	Link to Objectives
<p>1. Regional Community Cohesion Coordinators will be funded to provide cohesion support around proposed and approved Gypsy and Traveller sites.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Fund the Cohesion Coordinators until at least March 2018 (review of funding in summer 2019); - Monitor community tension as site developments are proposed; - Write to local Elected Members in July 2017 to remind them of Local Authority duties under the Housing (Wales) Act 2014 and the Equality Act 2010; - Support better awareness of these communities through information and training for local Elected Members, where appropriate. 	<p>Welsh Government - Equality and Prosperity Division</p>	<p>Prosperity for All objective (PfA Obj.) 10</p> <p>Strategic Equality Plan objective (SEP obj.) 6</p>
<p>2. Gypsies, Roma and Travellers will be supported to report Hate Crime through Welsh Government funded 'All Wales Hate Crime Support Service' and 'Travelling Ahead Advocacy and Advice Service'.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Fund the All-Wales Hate Crime Support Service and Travelling Ahead Advocacy and Advice Service until March 2020; - Ensure Travelling Ahead will be established as Hate Crime third party reporting centre by summer 2017; - Ensure Travelling Ahead undertake 10 community-led hate crime awareness sessions to be held by March 2018. 	<p>Welsh Government - Equality and Prosperity Division</p>	<p>PfA Obj. 10</p> <p>SEP Obj. 4</p>

<p>3. Support better communication between Gypsies, Roma and Travellers (including children and young people) and service providers or decision makers.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Develop 'Consulting with communities' guidance to be published in 2018; - Research the effectiveness of Gypsy, Roma and Traveller peer advocates to support better information sharing within communities. 	<p>Welsh Government - Equality and Prosperity Division</p>	<p>PfA Obj. 10</p> <p>SEP Obj. 12</p>
<p>4. Foster good relations between Gypsies, Roma and Travellers and wider society.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Work with the media to promote more balanced reporting of Gypsies, Roma and Travellers ; - Ensure the Travelling Ahead service will work with community members to train community members to become media spokespeople during 2017/18; - Ensure the Travelling Ahead service will develop activities and communication between Gypsy, Roma and Traveller communities and the wider community between 2018-2020. 	<p>Welsh Government - Equality and Prosperity Division</p> <p>Travelling Ahead</p>	<p>PfA Obj. 10</p> <p>SEP Obj. 6</p>
<p>5. Ensure Gypsies, Roma and Travellers are made aware of and are able to access support services provided through the Families First programme.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Work with organisations who are engaged with these families to ensure support can be provided where it is needed and in ways which are culturally appropriate. This issue will now form part of agenda at bi annual account management meetings with Local Authorities. 	<p>Welsh Government - Children and Families Division</p>	<p>PfA Obj. 7</p> <p>SEP Obj. 7</p> <p>Prosperity for All – Priority Area – Early Years</p>

Aim 2

Ensure Gypsies and Travellers can access culturally-appropriate and good quality accommodation

Actions	Organisation	Link to Objectives
<p>1. Ensure sufficient pitches are provided to meet the identified needs across Wales.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none">- Scrutinise Gypsy and Traveller Accommodation Assessments to ensure they are robust;- Monitor local authorities on an annual basis to ensure sufficient pitches are provided;- Ensure the process for assessing need within ‘Undertaking Gypsy and Traveller Accommodation Assessments’ guidance is continually improved. Guidance to be reviewed in 2018.	Welsh Government – Equality and Prosperity Division	Prosperity for All objective (PfA Obj.) 6 Strategic Equality Plan objective (SEP obj.) 1
<p>2. Provide sufficient Sites Capital Grant funding to ensure local authorities are able to create the required number of authorised Gypsy and Traveller pitches in their area.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none">- Annually review local authority funding needs and availability of Sites Capital Grant - £26.4m available until 2021;- Include consideration of Gypsy and Traveller sites when drafting guidance for identifying and disposing of surplus Welsh Government assets. Guidance to be published summer 2017.	Welsh Government – Equality and Prosperity Division Estates Division	PfA Obj. 6 SEP Obj. 1
<p>3. Improve the standard of existing local authority sites, in line with Welsh</p>	Welsh	PfA Obj. 6

<p>Government Designing and Managing Gypsy and Traveller Sites guidance.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Continue to consider bids for refurbishment of existing sites to meet Designing Sites guidance; - Ensure guidance is fit-for-purpose by reviewing existing guidance by 2020; - Convene at least two meetings per year of the All-Wales Gypsy and Traveller Accommodation Forum to promote the sharing of good practice in site design and management. 	<p>Government – Equality and Prosperity Division</p> <p>Estates Division</p>	<p>SEP Obj. 7</p>
<p>4. Review awareness and accessibility of Residential Property Tribunals for residents of Local Authority Gypsy and Traveller sites.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Commission the Travelling Ahead Advocacy & Advice service to raise awareness of the Residential Property Tribunal system during 2017; - Review access to Residential Property Tribunals to be undertaken 2018. 	<p>Welsh Government – Equality and Prosperity Division</p> <p>Residential Property Tribunal Service</p>	<p>PfA Obj. 6</p> <p>SEP Obj. 2</p>
<p>5. Monitor the effectiveness of the planning system in enabling appropriate site provision.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Publish a new Gypsy, Traveller and Showpeople Planning Circular in 2017 to ensure local planning authorities have updated guidance relating to the provision of sites; - Continue to monitor Local Development Plan (LDP) preparation and reviews to ensure Gypsy and Traveller site provision and policy formulation are made in accordance with national planning policy and guidance and the requirements of the local authority Gypsy and Traveller Accommodation Assessment (GTAA). 	<p>Welsh Government – Planning Directorate</p> <p>Local Planning Authorities</p>	<p>PfA Obj. 11</p> <p>SEP Obj. 1</p>

<p>Local planning authorities should:</p> <ul style="list-style-type: none"> - Monitor Gypsy and Traveller site provision through the planning process as part of their LDP Annual Monitoring Report (AMR). The monitoring framework should be in accordance with local authority requirements for sites, as identified in their respective GTAAs. 		
<p>6. Eligible Gypsies and Travellers living on authorised sites will be able to access energy efficiency advice and support through the Welsh Government.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Ensure that scheme managers contracted to deliver the new Welsh Government <i>Warm Homes Programme</i> from 1 April 2018 work with relevant organisations to promote the Warm Homes schemes to the Gypsy and Traveller Community and report on take up; - Explore the potential for a pilot Arbed project in the autumn (2017) when Local Authorities are invited to submit bids for Arbed funding; - Ensure resource efficiency measures are considered eligible for funding under the Sites Capital Grant. 	<p>Welsh Government – People & Environment Division</p> <p>Equality & Prosperity Division</p>	<p>PfA Obj. 3; 5</p> <p>SEP Obj. 7</p>

Aim 3

Reduce the incidence and impact of unauthorised encampments and homelessness.

Actions	Organisation	Link to objectives
<p>1. Ensure Local Authorities are supported to develop a network of Transit sites across Wales to facilitate the nomadic Gypsy and Traveller way of life.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none">- Fund the first Welsh transit sites in North and South Wales by 2020;- Maintain the new Caravan Count System to provide the evidence base for subsequent rounds of Gypsy and Traveller Accommodation Assessments to establish locations to complete transit site network.	<p>Welsh Government - Equality and Prosperity Division</p> <p>Local Authorities</p>	<p>Prosperity for All objective (PfA Obj.) 10; 11</p> <p>Strategic Equality Plan objective (SEP obj.) 1</p>
<p>2. Support consistent, humane and effective resolution of unauthorised camping which respects the rights of Gypsies and Travellers and the wider community.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none">- Promote the adoption of local or regional Managing Unauthorised Camping protocols across Wales and review progress towards adoption of protocols during 2017;- Review the Welsh Government's 'Managing Unauthorised Camping' guidance during 2017/18 to ensure it is fit-for-purpose.	<p>Welsh Government - Equality and Prosperity Division</p> <p>Local Authorities</p> <p>Police Forces</p>	<p>PfA Obj. 5; 10</p> <p>SEP Obj. 6</p>

<p>3. Implement the new Caravan Count System to ensure unauthorised encampments and developments are recorded and understood.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Ensure the new system is fully operational during 2017; - Continue to monitor the system to ensure local authorities are implementing it correctly; - Publish biannual data releases to support policy development and public understanding of encampments. 	<p>Welsh Government - Equality and Prosperity Division</p> <p>Local Authorities</p>	<p>PfA Obj. 6</p>
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Aim 4

Narrow the gap in educational outcomes for Gypsies, Roma Travellers and the wider population.

Actions	Organisation	Link to objectives
<p>1. Improve the confidence of Gypsy, Roma and Traveller pupils and parents to self-ascribe their ethnicity at school to ensure performance can be better understood and learning supported.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none">- Review Gypsy Roma and Traveller ethnicity categories under the Pupil-Level Annual School Census during 2017.	Welsh Government - Support for Learners Division	Prosperity for All objective (PfA Obj.) 10 Strategic Equality Plan objective (SEP obj.) 3
<p>2. Ensure Gypsies Roma and Travellers have their culture reflected in the school environment.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none">- Encourage use of the 'Travelling Together' curriculum resource; the 'Travelling Ahead: Good Practice in Education Peer Research Project'; the 'Promoting Equality' toolkit and other Welsh Government and externally produced resources in Welsh schools.	Welsh Government - Support for Learners Division	PfA Obj. 7 SEP Obj. 3
<p>3. Estyn to carry out a short review in 2018-19 which will focus on progress since its 2011 report on Gypsy and Traveller education and consider the impact of the current education services and support on the educational outcomes of these learners.</p>	Estyn	PfA Obj. 7 SEP Obj. 3
<p>4. Support and challenge Local Authorities and regional education consortia on actions they are taking directly, and through support to schools, to improve educational outcomes for all learners.</p>	Welsh Government - Education Business	PfA Obj. 7 SEP Obj. 3

<p>Welsh Government will:</p> <ul style="list-style-type: none"> - Use our existing mechanisms, including our review and challenge programme and our engagement with the Association of Directors of Education in Wales (ADEW) and regional education consortia; - Work with ADEW to ensure 'Good Practice' sharing is included as a standing agenda item of discussion from 2017 at the Gypsy Traveller Education Forum. 	<p>Planning & Governance</p> <p>ADEW</p>	
<p>5. Explore ways to raise take-up rates of the Foundation Phase early education entitlement by Gypsy, Roma and Traveller families.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Consider how communication between local authorities and Gypsy Roma and Traveller parents might be improved. A review of nursery provision will be undertaken during 2017. 	<p>Welsh Government - Curriculum, Assessment and Pedagogy</p> <p>Local authorities and their regional consortia</p>	<p>PfA Obj. 7</p> <p>SEP Obj. 7</p> <p>Prosperity for All – Priority Area – Early Years</p>
<p>6. Support engagement by Gypsies, Roma and Travellers in Flying Start programmes to give children the best start in life.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Work with organisations who are engaged with these families to ensure support can be provided on sites within eligible Flying Start areas and in ways which are culturally appropriate. - Ensure local authorities are aware that Flying Start Outreach funding can be used to target the children of specific communities of interest found in their local authority, even if this is outside the Flying Start areas. This includes Gypsy Roma and Traveller communities. These issues will now form part of the agenda at biannual account management meetings with Local Authorities. 	<p>Welsh Government - Curriculum Implementation</p>	<p>PfA Obj. 7</p> <p>SEP Obj. 7</p> <p>Prosperity for All – Priority Area – Early Years</p>
<p>7. Promote Essential Skills for Gypsies Roma and Travellers to improve</p>	<p>Welsh</p>	<p>PfA Obj. 8; 9</p>

<p>employability prospects, social cohesion and school attainment levels for children (Essential Skills, ESOL and Digital Literacy remain the key priorities for adult learning provision in Wales).</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Work with the Learning & Work Institute to develop good practice guidance for schools and Adult Learning Providers on how to engage with Gypsies Roma and Travellers in order to improve their access to learning opportunities by March 2018; - Continue to promote good news stories of successful learners from Gypsy Roma and Traveller communities through building on success of past winners of Inspire Adult Learning Awards to help inspire others to access learning opportunities; - Work with the Learning & Work Institute and providers to showcase best practice to help others to develop processes to support the engagement of Gypsy Roma and Traveller communities during 2017-18; - Develop a revised policy for Adult Learning in Wales, for publication in summer 2017; - Work with Digital Communities Wales during 2017/18 to provide support to organisations which can help digitally excluded people improve their lives by developing their basic digital skills. 	<p>Government - FE & Apprenticeships Division</p> <p>Communities Division</p>	<p>SEP Obj. 3</p> <p>Prosperity for All – Priority Area – Skills and Employability</p>
<p>8. Ensure Gypsies, Roma and Travellers are consulted as part of developing and realising the new curriculum.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Work with partners to engage these communities to ensure opportunities to meet the needs of diverse groups, including Gypsy, Roma and Traveller pupils, are identified when developing and realising the curriculum. 	<p>Welsh Government - Curriculum, Assessment and Pedagogy Division</p>	<p>PfA Obj. 7</p> <p>SEP Obj. 1; 6</p>

Aim 5

Narrow the gap in health outcomes for Gypsies, Roma Travellers and the wider population.

Actions	Organisation	Link to objectives
<p>1. Ensure Gypsy and Traveller Health Needs Assessments are conducted by the end of December 2017 and results fed into service planning by March 2018.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none">- Monitor Local Health Board completion of Health Needs Assessments completion and submission to Public Health Wales and the Welsh Government during 2017.	<p>Welsh Government – Mental Health & Vulnerable Groups Division</p> <p>Local Health Boards and Trusts</p>	<p>Prosperity for All objective (PfA Obj.) 5</p> <p>Strategic Equality Plan objective (SEP obj.) 1</p>
<p>2. Health practitioners to be trained on equality and cultural awareness to ensure barriers to healthcare for Gypsies Roma and Travellers are reduced.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none">- Monitor numbers of health practitioners who have undertaken training on an annual basis from 2018/2019.	<p>Welsh Government – Mental Health & Vulnerable Groups Division</p> <p>Local Health Boards and Trusts</p> <p>NHS Centre for Equality and Human Rights</p>	<p>PfA Obj. 4</p> <p>SEP Obj. 1; 6</p>
<p>3. Develop a system to ensure central reporting of Gypsy Roma and Traveller health</p>	<p>Welsh</p>	<p>PfA Obj. 4</p>

<p>outcomes to better understand inequalities and target support.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Work with the NHS Informatics Service and Local Health Boards to introduce the Census 2011 ethnicity categories (Gypsy and Irish Traveller) into local operational systems by June 2018; 	<p>Government - Mental Health & Vulnerable Groups Division</p> <p>NHS Wales Informatics Service</p> <p>Local Health Boards and Trusts</p>	<p>SEP Obj. 1</p>
<p>4. Establish mechanisms to promote sharing of good practice for the improved health outcomes of Gypsy, Roma and Traveller communities.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Work with Health Boards and Public Health Wales to ensure access to a range of readily available health promotion materials by June 2018. - 	<p>Welsh Government - Mental Health & Vulnerable Groups Division</p>	<p>PfA Obj. 4</p> <p>SEP Obj. 1</p>
<p>5. Ensure Gypsy, Roma and Traveller communities benefit from the Healthy Child Wales Programme (HCWP) to create the conditions for every child to have the best start in life.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Work with Health Boards to ensure they fully implement the Health Child Wales Programme (HCWP) by 1st October 2018; - Monitor the level and take up of the programme at a population level. - Analyse quarterly data on implementation at Local Health Board level and monitor via stakeholder group. 	<p>Welsh Government – Major Health Conditions Division</p> <p>Local Health Boards and Trusts</p>	<p>PfA Obj. 5</p> <p>Prosperity for All – Priority Area – Early Years</p>

Aim 6

Enable Gypsies, Roma and Travellers to understand their rights and participate more effectively in local and national decision-making.

Actions	Organisation	Link to objectives
<p>1. Promote increased confidence of Gypsy, Roma and Traveller community members to ascribe their ethnicity on official data collections to ensure needs can be properly understood and addressed.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none">- Develop a community based information campaign during 2018 to help community members to understand the purpose of official data collections and their importance.	Welsh Government - Equality and Prosperity Division	Prosperity for All objective (PfA Obj.) 10 Strategic Equality Plan objective (SEP obj.) 1
<p>2. Ensure the provision of high quality, accessible advice, information and advocacy services to enable Gypsies, Roma and Travellers to exercise their rights and make informed choices.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none">- Commission the Travelling Ahead service, via Welsh Government Equality and Inclusion programme funding, to provide advocacy and advice for Gypsy, Roma and Traveller communities.- Promote awareness of rights for Gypsies, Roma and Travellers, including knowledge of Human Rights, Children's Rights and Prosperity for All: Gypsies, Roma and Travellers. Knowledge of rights will be communicated to Gypsy, Roma and Traveller communities via the Travelling Ahead service between 2017 and 2020.	Welsh Government – Equality & Prosperity Division	PfA Obj. 10 SEP Obj. 1; 2; 6

<p>3. Encourage the development of a Gypsy, Roma and Traveller community reference group to ensure the needs, rights and contributions of these communities are put at the heart of the design and delivery of policies and services.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Commission the Travelling Ahead Advocacy and Advice service to establish this group from the end of 2017; - Commit to consulting the group whenever possible on policy proposals which are expected to directly affect these communities. 	<p>Welsh Government – Equality & Prosperity Division</p>	<p>PfA Obj. 10</p> <p>SEP Obj. 1; 2; 6</p>
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Aim 7

Ensure equal access to the labour market for Gypsies, Roma and Travellers

Actions	Organisation	Link to objectives
<p>1. Ensure Gypsies, Roma and Travellers are able to access Welsh Government employment schemes such as ‘Communities4Work’, PaCE and ‘Jobs Growth Wales’, to improve prosperity for all.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Publicise details of the various Welsh Government funded employment schemes to community members during 2017/18; - Ensure Parents Childcare and Employment (PaCE) programme and Communities for Work promote their services directly to Gypsy, Roma and Travelling communities and capture information on a regular basis to identify positive examples of how the programmes have been able to support those eligible from within this community; - Monitor how Communities for Work supports Gypsies, Roma and Travellers into employment by amending the enrolment form to reflect the 2011 census and monitor this through quarterly progress reports. 	<p>Welsh Government – Communities Division</p> <p>Employability and EU Funding Division</p>	<p>Prosperity for All objective (PfA Obj.) 1</p> <p>Strategic Equality Plan objective (SEP obj.) 3</p> <p>Prosperity for All – Priority Area – Skills and Employability</p>
<p>2. Ensure new ‘Employability Delivery plan’ considers the specific needs of Gypsies, Roma and Travellers to help community members into work and sustain jobs.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Publish the Employability Delivery Plan during Autumn (2017); - Commit to consulting the Gypsy, Roma and Traveller community reference group on policy proposals which are expected to directly affect these communities 	<p>Welsh Government – Employability and EU Funding Division</p>	<p>PfA Obj. 1</p> <p>SEP Obj. 1; 3</p>
<p>3. Promote financial inclusion for Gypsy and Traveller communities to reduce poverty, mitigate the impacts of poverty and improve living conditions for those on low incomes. In particular, consider the support required for individuals accessing</p>	<p>Welsh Government - Equality &</p>	<p>PfA Obj. 1; 9</p> <p>SEP Obj. 2; 7</p>

<p>the UK Government’s expansion of Universal Credit (UC) ‘full’ service across Wales between April 2017 and July 2018.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Monitor the expansion of the ‘full’ service during 2017/18 and identify barriers for Gypsies, Roma and Travellers; - Raise awareness of the Financial Inclusion Strategy and Delivery Plan to ensure these communities are able to benefit from Credit Unions, the Discretionary Assistance Fund, debt advice and money guidance and other services during 2018; - Work with local authority site managers through the All-Wales Gypsy and Traveller Accommodation Forum to ensure knowledge of barriers and solutions is shared. 	<p>Prosperity Division</p> <p>Communities Division</p>	
<p>4. Promote awareness of apprenticeship opportunities with Gypsy, Roma and Traveller communities to enable increased employment and learning opportunities.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Appoint an equality champion to support this action, hosted by the National Training Federation for Wales. The post is time limited until May 2018; - Work with providers and Gypsies, Roma and Travellers to improve access to apprenticeships - by May 2018; - Develop greater understanding across the Work Based Learning provider network of the barriers that face Gypsy, Roma and Traveller communities through the Welsh Government’s Equality and Diversity Group meetings and create opportunities for partnership working; - Raise awareness of the Apprenticeship programme within Gypsy, Roma and Traveller groups by engaging with the Romani Cultural and Arts Company (RCAC) community champions, the Travelling Ahead service and other community support organisations. 	<p>Welsh Government - Further Education and Apprenticeships Division</p>	<p>PfA Obj. 1; 8</p> <p>SEP Obj. 3; 5</p>
<p>5. Promote the Welsh Government as a place for Gypsies, Roma or Travellers to work. The Welsh Government’s Strategic Equality Plan objective for 2016-20 sets the</p>	<p>Welsh Government -</p>	<p>PfA Obj. 8</p>

<p>organisation the aim of being an exemplar of diversity and inclusion by 2020.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - improve the current placement and outreach programme to broaden the appeal of the Welsh Government as an employer, demonstrating fairness, openness and transparency to allow as many people as possible the chance to apply; - ensure the outreach programme includes engagement with Gypsy, Roma and Traveller community support organisations to ensure these communities have the opportunity to apply. 	<p>HR Expert Services Division</p>	<p>SEP Obj. 3; 8</p>
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Aim 8

Build bridges and understanding between Gypsies, Roma and Travellers and criminal justice and social care agencies

Actions	Organisation	Link to objectives
<p>1. Explore ways in which the relationship between social services departments and Gypsy Roma and Traveller communities can be improved to ensure the needs and rights of these communities are understood.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Explore ways to improve this relationship through discussion with social services partners and seek to consult the Gypsy, Roma and Traveller community reference group during 2017-18. 	<p>Welsh Government – Enabling People Division</p> <p>WLGA</p> <p>All Wales Heads of Children’s Services</p>	<p>Prosperity for All objective (PfA Obj.) 5</p> <p>Strategic Equality Plan objective (SEP obj.) 1; 4; 6</p> <p>Prosperity for All – Priority Area – Social Care</p>
<p>2. Support the recruitment of a wider pool of foster carers with Gypsy, Roma and Traveller backgrounds to ensure vulnerable children from these communities are able to maintain their cultural way of life.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Work with the National Fostering framework Strategic Steering Group to explore ways in which a pool of foster carers can be developed from Gypsy, Roma and Traveller backgrounds – during 2017-18. - Consult Gypsy, Roma and Traveller communities to understand their views about how this could be achieved - during 2017-18. 	<p>Welsh Government – Enabling People Division</p> <p>National Fostering Framework Strategic Steering Group</p> <p>All Wales Heads of Children’s Services</p>	<p>PfA Obj. 7; 10</p> <p>SEP Obj. 1; 5; 6</p>

<p>3. Ensure criminal justice agencies have increased awareness of Gypsy, Roma and Traveller culture and needs.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> - Engage with Gypsy and Traveller Community members in criminal justice settings across Wales during 2017 to identify any cultural issues experienced within those settings and with other related stakeholders; - Engage with stakeholders whose work impacts upon the criminal justice system to identify suitable interventions and potential resolutions to alleviate identified issues. 	<p>Welsh Government - Equality and Prosperity Division</p>	<p>PfA Obj. 10 SEP Obj. 1; 6</p>
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CONSULTATION RESPONSE QUESTIONNAIRE

Prosperity for All: Gypsies, Roma and Travellers

We want to know your views on the proposals in the draft 'Enabling Gypsies, Roma and Travellers'.

Please submit your comments by 21 December 2017

If you have any queries on this consultation, please email:

EqualityandProsperityMailbox@gov.wales

Data Protection

Any response you send us will be seen in full by Welsh Government staff dealing with the issues which this consultation is about. It may also be seen by other Welsh Government staff to help them plan future consultations.

The Welsh Government intends to publish a summary of the responses to this document. We may also publish responses in full. Normally, the name and address (or part of the address) of the person or organisation who sent the response are published with the response. This helps to show that the consultation was carried out properly. If you do not want your name or address published, please tick the box below. We will then blank them out.

Names or addresses we blank out might still get published later, though we do not think this would happen very often. The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 allow the public to ask to see information held by many public bodies, including the Welsh Government. This includes information which has not been published. However, the law also allows us to withhold information in some circumstances. If anyone asks to see information we have withheld, we will have to decide whether to release it or not. If someone has asked for their name and address not to be published, that is an important fact we would take into account. However, there might sometimes be important reasons why we would have to reveal someone's name and address, even though they have asked for them not to be published. We would get in touch with the person and ask their views before we finally decided to reveal the information.

Confidentiality

Responses to consultations may be made public on the internet or in a report.

If you do not want your name and address to be shown on any documents we produce please indicate here

If you do not want your response to be shown in any document we produce

please indicate here

CONSULTATION RESPONSE FORM

Enabling Gypsies, Roma and Travellers		
Date		
Name		
Organisation		
Address		
E-mail address		
Telephone		
Type <i>(please select one from the following)</i>	Businesses	<input type="checkbox"/>
	Local Authority	<input type="checkbox"/>
	Local Health Board	<input type="checkbox"/>
	Police Authority	<input type="checkbox"/>
	Professional Bodies	<input type="checkbox"/>
	Voluntary sector (community groups, volunteers, self help groups, co-operatives, enterprises, religious, not for profit organisations)	<input type="checkbox"/>
	Individual respondent	<input type="checkbox"/>
	Other (other groups not listed above)	<input type="checkbox"/>

Q1	Do you agree with the actions within ‘Enabling Gypsies, Roma and Travellers’? Please explain the reasons for your answer in the further comments box provided.	X
	Agree	
	Mostly agree	
	Disagree	
Further comments		

Q2	Our aim is that everyone will have the opportunity to reach their full potential and lead a healthy, prosperous and fulfilling life, enabling them to participate fully in their communities and contribute to the future economic success of Wales. How can we better achieve this for Gypsies, Roma and Travellers?

Q3

We want everyone to live in a home that meets their needs and supports a healthy, successful and prosperous life. How can we better achieve this for Gypsies, Roma and Travellers?

Q4

We want Wales to have a high quality and sustainable social care sector, with preventative and integrated services in the community, supporting people to lead independent lives. How can we better achieve this for Gypsies, Roma and Travellers?

Q5

We want to ensure that mental health problems are not a barrier to achieving potential in all areas of life. How can we better achieve this for Gypsies, Roma and Travellers?

Q6	Every person should be equipped with the skills they need to get a job and the opportunity to develop new skills through their working life. How can we better achieve this for Gypsies, Roma and Travellers?

Q7	The Welsh Government wants to ensure that as many Gypsies, Roma and Travellers as possible are made aware of the proposals within ‘Enabling Gypsies, Roma and Travellers’ and are able to understand it. In your view, what is the best way to communicate the published document to members of these communities and are different communication methods required for each community?	X
	Social media	
	Email	
	Telephone	
	Websites	
	Through voluntary organisations	
	Mail	
Please specify which social media/websites		

Q8	Can you identify any additional effects of this document (positive or adverse) on the Welsh Language, Equality or Children’s Rights? To assist
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with this you will need to refer to the Equality and Child Rights impact assessments which accompany this questionnaire.

Please explain your view and any suggestions for how the document could be revised so that positive effects could be increased and negative effects mitigated?

Further comments

Q9

We have asked a number of specific questions. If you have any related issues which we have not specifically addressed, please use this space to report them

Further comments

How to respond

Please submit your comments by 21 December 2017, in any of the following ways:

Email	Post
<p>Please complete the consultation response form and send it to : EqualityandProsperityMailbox@gov.wales</p> <p>[Please include Consultation response 'Enabling Gypsies, Roma and Travellers' in the subject line]</p>	<p>Please complete the consultation form and send it to:</p> <p>Enabling Gypsies, Roma and Travellers Consultation Equality Team Equality and Prosperity Division Welsh Government Merthyr Tydfil Office Rhydycar Merthyr Tydfil CF48 1UZ</p>

Additional information
<p>If you have any queries about this consultation, please Email: EqualityandProsperityMailbox@gov.wales</p>