



Llywodraeth Cymru
Welsh Government

Enabling Gypsies, Roma and Travellers

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Julie James
Leader of the House and Chief Whip

Gypsies, Roma and Travellers are amongst the most marginalised groups in our society. We know these groups often experience discrimination, inequality and a lack of opportunities. We want to ensure that members of these communities are supported to fulfil their potential and make a full contribution to Welsh society.

We also know that these communities are full of individuals with experience and skills which are useful to Wales and their inclusion will enhance our society as a whole. In some parts of Wales, Romani Gypsies or Irish Travellers form the largest ethnic minority group. Contrary to some perceptions,

they are generally well-integrated into local life, though they often still experience inequality in important areas of their lives. In other areas, more recent migration from other European Union Member States has led to an increased Roma community. They are welcome in Wales and it is our challenge to ensure we achieve community cohesion and equality of opportunity for all.

I am proud of the progress which has been made in Wales since the publication of the UK's first strategy to improve outcomes for Gypsies and Travellers – *Travelling to a Better Future* – which remains the UK's only dedicated strategy seeking to improve outcomes for Gypsies, Roma and Travellers. However, there is still a very long way to go to ensure that people from these communities can access opportunities and services on an equal basis with everyone else, free of discrimination. This plan seeks to maintain our momentum towards challenging inequalities wherever we find them.

The *Enabling Gypsies, Roma and Travellers* plan focuses mainly on devolved issues which the Welsh Government can influence. The plan outlines the breadth of work which the Welsh Government is undertaking to ensure inequalities experienced by these communities are reduced, access to opportunities increased, and relations between these communities and wider society improved.

It is important to clearly state that this plan relates to several communities with distinct cultures and different challenges. This includes Romani Gypsies, Irish Travellers, migrant Roma, and New Travellers, amongst others. The plan seeks to make clear where particular actions only relate to specific groups. However, all these communities are linked by the history of discrimination and hate crime they have faced, inequalities experienced, and the need for advice and advocacy. We value the cultural differences between these groups and we want to promote their diversity.

The plan includes many cross-Government actions but we will particularly prioritise key issues which have been highlighted during the consultation. These include ensuring that we:

- » continue to focus on ensuring sufficient culturally-appropriate Gypsy and Traveller residential and transit sites are created in Wales
- » challenge engrained health and education outcomes which prevent these communities from fulfilling their potential
- » support Gypsies, Roma and Travellers to access the labour market

- » provide advice and advocacy to Gypsies, Roma and Travellers who are encountering discrimination or hate crime
- » improve information sharing, including in relation to rights and entitlements
- » foster good relations between Gypsy, Roma and Traveller communities and wider society.

Since we published *Travelling to a Better Future* in 2011, we have driven forward a greater focus on Gypsy and Traveller site provision. This reflects an understanding that many of the other issues experienced by Gypsy and Traveller communities arise from, or are exacerbated by, the lack of access to appropriate accommodation. We have legislated to give residents of existing sites security of tenure and to ensure local authorities develop sites where there is a need. There is more to be done, both to create additional new sites and to ensure that all existing ones are fully fit for purpose. We will continue to push this policy forward in the coming years.

We also need to ensure we are responsive to significant changes which will affect these communities, such as Brexit and the UK Government's Welfare Reform agenda. Whilst it is impossible to be specific about the full impact of these issues at the time of publication, we will monitor the likely effects and seek to ameliorate them where possible within the Welsh Government's powers.

I would like to thank everyone who responded to the *Enabling Gypsies, Roma and Travellers* consultation, particularly the community members themselves who told us about the challenges they face, as well as community support organisations, public authorities and other bodies and individuals.

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

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.

Enabling Gypsies, Roma and Travellers replaces the Welsh Government's *Travelling to a Better Future Framework*, which was originally published in 2011. Significant progress has been made since the Framework was published, particularly in relation to accommodation provision. The Housing (Wales) Act 2014 placed 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 60 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.

In this plan we frequently refer to 'Gypsies, Roma and Travellers'. These terms relate to different ethnic or cultural groups, including Romani Gypsies, Irish Travellers, migrant Roma and New Travellers, amongst others. Some actions in the plan may only relate to specific groups and we have tried to carefully distinguish this in the wording of the action. Romani Gypsies, Irish Travellers and migrant Roma are ethnic groups under the Equality Act 2010. Other groups, such as New Travellers, may be considered to be cultural groups.

Each of the actions in the Welsh Government's *Enabling Gypsies, Roma and Travellers* plan aligns to the themes and priorities of *Prosperity for All: the National Strategy for Wales* and, in turn the goals of the *Well-being of Future Generations (Wales) Act*. The actions are also closely linked to our *Strategic Equality Plan 2016-20*.

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.

This plan has been developed through the close **involvement** of Gypsies, Roma and Travellers themselves, organisations which support them, and a range of key public bodies whose work directly impacts on the ability for individuals from these communities to reach their full potential in Wales.

The Welsh Government firmly believes that the **integration** of communities is a two-way process. This approach is key to ensuring we support the best possible outcomes for individuals and communities. We want to ensure that Gypsies, Roma and Travellers are enabled to participate in all aspects of Welsh society and this is likely to involve public authorities adapting processes to ensure that they are inclusive of everyone.

In developing these actions we have sought to **prevent** the most harmful problems experienced by Gypsies, Roma and Travellers in Wales. These include homelessness, mental health conditions, poor accommodation and the risk of destitution. We have already made some encouraging progress in some of these areas but there is much work still to be done to improve outcomes.

This plan seeks to set Welsh Government policy direction relating to these communities until the end of this Assembly term. Therefore, it forms an important part of a **long-term** aim for a fairer and more equal Wales.

Although this plan focuses mainly on actions for the Welsh Government, the inclusion of these communities in society will also rely on the support of other organisations and individuals in Wales. We will seek to work **collaboratively** with other relevant organisations as we seek to implement this plan.

Gypsies, Roma and Travellers often experience similar issues in Wales but they are drawn from many different cultures and countries of origin. The Welsh Government promotes a **person-centred approach** which ensures that individuals are supported to achieve integration, regardless of their background or circumstances. This should prevent 'one-size-fits-all' approaches which can leave some communities behind.

The name of this plan seeks to embody the person-centred approach by recognising that Gypsies, Roma and Travellers often already have experience or skills which can be utilised to support Welsh society but they may need minor changes to enable them to participate effectively.

Being Gypsy, Roma or Traveller is usually an important part of someone's identity but it is crucial to recognise that it forms only one aspect of an individual. Some individuals are likely to experience multiple, or intersectional, disadvantages as a result of the compound effect of discrimination on the basis of race and disability, gender, or sexuality (for example). It is possible that an individual experiences discrimination on the basis of each of these aspects of their identity simultaneously, leading to substantial barriers to fulfilling their potential. The Welsh Government will use plans such as this, the Strategic Equality Plan, our Equality and Inclusion Funding Programme and other measures to try to identify and address this intersectional disadvantage where it occurs.

Gypsies, Roma and Travellers face considerable challenges across the UK but much of the evidence which would help us to ensure we best target support is not yet collected. As a result, creating measurable actions is very difficult. Therefore, we will seek to improve data collection relating to the outcomes experienced these communities, including raising the confidence of community members about the reasons why Government departments may seek this data.

This plan represents an important step towards making a more equal and cohesive Wales. However, we will need the support and engagement of key stakeholders, such as the UK Government, Welsh local authorities, Gypsy, Roma and Traveller support organisations, Welsh communities and community members themselves to ensure that this plan leads to positive change. We will continue to work with these partners to make this a reality.

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 – ongoing. » 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 2018-19. 	<p>Welsh Government – Equality and Prosperity Division</p>	<p>Prosperity for All Objectives (PfA Obj.) 6</p> <p>Strategic Equality Plan Objectives (SEP Obj.) 1</p>
<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 late 2018. 	<p>Welsh Government – Equality and Prosperity Division Estates Division</p>	<p>PfA Obj. 6 SEP Obj.1</p>

Actions	Organisation	Link to Objectives
<p>3. Improve the standard of existing local authority sites, in line with Welsh 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 (on-going). » Ensure guidance is fit-for-purpose by reviewing existing guidance by 2020. » Convene 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. » Work with local authorities and others to ensure the Supporting People programme supports Gypsies, Roma and Travellers to maintain their accommodation (on-going). 	<p>Welsh Government – Equality and Prosperity Division Estates Division</p>	<p>PfA Obj. 6 SEP Obj. 7</p>

Actions	Organisation	Link to Objectives
<p>4. Review awareness and accessibility of Residential Property Tribunals and better support resolution of disputes on Welsh 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 2018-19. » Review access to Residential Property Tribunals to be undertaken 2018. » Provide a mediation service for Gypsies and Traveller communities in relation to on site disputes with Local Authorities during 2018-19. (to be reviewed following first year) » Promote the service to all related organisations working with the Gypsy and Traveller community across Wales. 	<p>Welsh Government – Equality and Prosperity Division Residential Property Tribunal Service</p>	<p>PfA Obj. 6 SEP Obj. 2</p>

Actions	Organisation	Link to Objectives
<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 2018 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>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>Welsh Government – Planning Directorate Local Planning Authorities</p>	<p>PfA Obj. 11 SEP Obj. 1</p>

Actions	Organisation	Link to Objectives
<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 Manager contracted to deliver the new Welsh Government Warm Homes Programme from May 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 (2018) when Local Authorities are invited to submit bids for Arbed funding to the Scheme Manager. » Ensure resource efficiency measures are considered eligible for funding under the Sites Capital Grant (on-going). 	<p>Welsh Government – People & Environment Division Equality & Prosperity Division</p>	<p>PfA Obj. 3; 5 SEP Obj. 7</p>

Actions	Organisation	Link to Objectives
<p>7. 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 and ensure it is fully operational during 2018, to provide the evidence base for subsequent rounds of Gypsy and Traveller Accommodation Assessments to establish locations to complete transit site network. » 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 Local Authorities</p>	<p>PfA Obj. 10; 11 SEP Obj.1</p>
<p>8. 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 2018-19. » Review the Welsh Government’s ‘Managing Unauthorised Camping’ guidance during 2018-19 to ensure it is fit-for-purpose. 	<p>Welsh Government – Equality and Prosperity Division Local Authorities Police Forces</p>	<p>PfA Obj. 5; 10 SEP Obj. 6</p>

Actions	Organisation	Link to Objectives
<p>9. Promote financial inclusion for Gypsy and Traveller communities to reduce or mitigate the impacts of poverty and improve living conditions for those on low incomes.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Monitor the effect of recent welfare reforms, including the benefit cap and expansion of the Universal Credit 'full' service during 2018 to identify barriers for Gypsies, Roma and Travellers. » In line with the Financial Inclusion Strategy and Delivery Plan which promotes access to all, 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>Welsh Government – Equality & Prosperity Division Communities Division</p>	<p>PfA Obj. 1; 9 SEP Obj. 2; 7</p>

Actions	Organisation	Link to Objectives
<p>10. Support survivors of violence against women, domestic abuse and sexual violence (VAWDASV).</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Undertake a scoping exercise during 2018-19 to ascertain the key difficulties faced by Gypsy, Roma and Traveller individuals who have experienced VAWDASV and the actions which the Welsh Government could take to ensure such individuals receive appropriate support. » Develop a sustainable model for the provision of funding to specialist VAWDASV services to ensure reliable support for all victims and survivors, including Gypsy, Roma and Traveller individuals. This work will take place as part of wider work to regionalise funding for VAWDASV service provision by 2020. » Ensure the needs of Gypsy, Roma and Traveller individuals are considered within the national VAWDASV communications framework by March 2019. » Encourage engagement with Gypsy, Roma and Traveller survivors of VAWDASV via the development of National Survivor Engagement Mechanisms before 2020. » Roll out VAWDASV 'Ask and Act' training to front-line professionals across Wales by 2020. This training will include information on difficulties faced by BME communities, including Gypsy, Roma and Traveller individuals. » Provide advice and support through the 24 hour, 365 days a year Live Fear Free Helpline, which incorporates 'Language Line' support – ongoing. 	<p>Welsh Government – Equality and Prosperity Division VAWDASV stakeholders</p>	<p>PfA Obj.5; 10 SEP Obj. 4</p>

Actions	Organisation	Link to Objectives
<p>11. Work towards preventing Gypsies Roma and Travellers becoming human trafficking or modern slavery victims.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Continue to deliver training across Wales with the aim of improving awareness of modern slavery, including those working with Gypsies Roma and Travellers. » Target and deliver specific training to Welsh First Responder organisations. » Work with businesses across Wales to highlight the impact of slavery in the employment supply chain. (all on-going actions). 	<p>Welsh Government – Community Safety Division</p>	<p>PfA Obj. 5; 10 SEP Obj. 4</p>
<p>12. 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 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>Welsh Government – HR Expert Services Division</p>	<p>PfA Obj. 8 SEP Obj. 3; 8</p>

Actions	Organisation	Link to Objectives
<p>13. Support the employability of Gypsies Roma and Travellers.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Ensure the principles of equality and fairness are central to the delivery of the Employability Plan (Published in March 2018), which will include consideration of the needs of all protected groups when developing and delivering our programmes to support access to employment (on-going). » Ensure Welsh Government funded employability schemes offer their services to Gypsies, Roma and Travellers and capture data to identify those eligible from within this community (on-going). 	<p>Welsh Government – Employability and EU Funding Division</p>	<p>PfA – Priority Area – Skills & Employability SEP Obj. 3; 6; 7</p>

Actions	Organisation	Link to Objectives
<p>14. Work with Business Wales to support Gypsies Roma and Travellers to establish their own businesses (ongoing to 2020).</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Provide face-to-face workshops and the Business Wales helpline to ensure Gypsies Roma and Travellers have access to business advice, information and links to investment opportunities, including through the provision of translation services (if required) through the Participation Fund. » Consider the specific needs of Gypsies Roma and Travellers in the development of the new Community Based Entrepreneurship Scheme in 2018. » Encourage existing Gypsy Roma and Traveller entrepreneurs to act as mentors for new-start Gypsy Roma Traveller businesses. » Work with third sector partners to ensure Business Wales services are promoted effectively to Gypsy Roma and Traveller communities. » Ensure Gypsy Roma and Traveller women, in particular, are encouraged to consider entrepreneurship opportunities. 	<p>Welsh Government Business Wales</p>	<p>PfA Obj. 1 SEP Obj. 3; 7</p>

Actions	Organisation	Link to Objectives
<p>1. Ensure Gypsy and Traveller Health Needs Assessments are conducted and results fed into service planning.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Monitor Local Health Board completion of Health Needs Assessments and results fed into service planning by March 2019. 	<p>Welsh Government – Mental Health & Vulnerable Groups Division</p> <p>Public Health Division</p> <p>LHBs & Trusts</p>	<p>PfA. 5</p> <p>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>LHBs 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 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 embed the Census 2011 ethnicity categories (Gypsy and Irish Traveller) into local operational systems from 2018/19. 	<p>Welsh Government – Mental Health & Vulnerable Groups Division</p> <p>NHS Wales Informatics Service</p> <p>LHBs & Trusts</p>	<p>PfA Obj. 4</p> <p>SEP Obj. 1</p>

Actions	Organisation	Link to Objectives
<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 December 2018. 	<p>Welsh Government – Public Health Division</p>	<p>PfA Obj. 4 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). » 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 LHBs & Trusts</p>	<p>PfA Obj. 5 PfA – Early Years SEP Obj. 1; 2; 6</p>

Actions	Organisation	Link to Objectives
<p>6. Support Gypsy Roma and Traveller Communities to participate in sport and physical activity.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Work with Sport Wales Black, Asian and Minority Ethnic Inclusion project to ensure Gypsy Roma and Traveller participation (ongoing). 	<p>Welsh Government – ESNR Tourism, Heritage and Sport and Sports Wales</p>	<p>PFA Obj. 5 SEP Obj. 1; 6</p>
<p>7. Ensure Gypsies Roma and Travellers are considered in the development of a loneliness and isolation strategy.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Take account of the specific needs of Gypsies, Roma and Travellers to ensure they are able to benefit from development of the new loneliness and isolation strategy. 	<p>Welsh Government – HSS Social Services & Integration</p>	<p>PfA Obj. 5 SEP Obj. 1</p>

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"> » Implement revised Gypsy, Roma and Traveller ethnicity categories through the Pupil Level Annual School Census during 2018. 	<p>Welsh Government – Support for Learners Division</p>	<p>PfA Obj. 10 SEP Obj. 3</p>
<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 by re-advertising the resources at the beginning of each school year in September, commencing September 2018. 	<p>Welsh Government – Support for Learners Division</p>	<p>PfA Obj. 7 SEP Obj. 3</p>

Actions	Organisation	Link to Objectives
<p>3. Estyn to carry out a thematic 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> <p>» The report is expected to be published before the end of 2018.</p>	<p>Estyn</p>	<p>PfA Obj. 7 SEP Obj. 3</p>
<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> <p>Welsh Government will:</p> <p>» Use our existing mechanisms, including our engagement with the Association of Directors of Education in Wales (ADEW) and regional education consortia.</p> <p>» Ensure 'Good Practice' sharing is included as a standing agenda item at the termly local authority led Gypsy Traveller Education Forum.</p> <p>» Work with Local Authorities to support the continued development of a sustainable model of funding, from April 2020.</p>	<p>Welsh Government – Education Support for Learners/ Business Planning & Governance ADEW</p>	<p>PfA Obj. 7 SEP Obj. 3</p>

Actions	Organisation	Link to Objectives
<p>5. Tackle bullying in schools against Gypsy Roma and Traveller children.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Publish revised anti-bullying guidance <i>Respecting Others</i> in 2019, which supports the needs of Gypsy, Roma and Traveller children. » Work with education practitioners, relevant services, children and young people to ensure the revised guidance has the maximum impact possible. 	<p>Welsh Government – Support for Learners</p>	<p>PFA Obj. 5 SEP Obj. 4</p>
<p>6. Explore ways to raise awareness of the Foundation Phase nursery entitlement with Gypsy, Roma and Traveller families.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Consider the communication needs of Gypsy Roma and Traveller parents as part of the Foundation Phase nursery (FPN) parent campaign by March 2019. » Consider how communication between local authorities, FPN providers and Gypsy Roma and Traveller parents might be improved – ongoing until 2020. 	<p>Welsh Government – Curriculum Division Local authorities and their regional consortia</p>	<p>PfA Obj. 7 SEP Obj. 7 PfA – Priority Area – Early Years</p>

Actions	Organisation	Link to Objectives
<p>7. Promote Essential Skills for Gypsies Roma and Travellers to improve 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 during 2018-19 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 and showcase best practice to help others to develop processes to support the engagement of Gypsy Roma and Traveller communities. » 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 others to access learning opportunities. » Continue to support the delivery of adult learning in line with the revised Adult Learning in Wales policy published in 2017. » Work with Digital Communities Wales during 2018 to provide support to organisations which can help digitally excluded people improve their lives by developing their basic digital skills. 	<p>Welsh Government – FE & Apprenticeships Division Communities Division</p>	<p>PfA Obj. 8; 9 SEP Obj. 3 PfA – Priority Area – Skills and Employability</p>

Actions	Organisation	Link to Objectives
<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 – (on-going). 	<p>Welsh Government – Curriculum, Assessment and Pedagogy Division</p>	<p>PfA Obj. 7 SEP Obj. 1; 6</p>
<p>9. Promote awareness of apprenticeship opportunities with Gypsies Roma and Travellers to enable increased employment and learning opportunities.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Work with the equality champion, hosted by the National Training Federation for Wales, to improve access to apprenticeships (post extended until 2021). » Develop greater understanding across the Work Based Learning provider network of the barriers that face Gypsies Roma and Travellers through the NTFW Equality Champion’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; 9 SEP Obj. 3</p>

Actions	Organisation	Link to Objectives
<p>10. Ensure Gypsies, Roma and Travellers are made aware of and are able to access support services provided through the Families First programme (on-going programme).</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Work with local authorities delivering Families First to highlight the importance of engaging with these families to assess their need for support in ways which are culturally appropriate, as set out in the revised Families First guidance. Local Authorities report on their programme delivery on an annual basis. 	<p>Welsh Government – Children and Families Division</p>	<p>PfA Obj. 7 SEP Obj. 7 PfA – Priority Area – Early Years</p>
<p>11. Support engagement by Gypsies, Roma and Travellers in Flying Start programmes to give children the best start in life (on-going programme).</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Work with local authorities delivering Flying Start to highlight the importance of engaging with these families to assess their need for support in ways which are culturally appropriate. Local Authorities report on their programme delivery on an annual basis. » 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. 	<p>Welsh Government – Children and Families Division</p>	<p>PfA Obj. 7 SEP Obj. 7 PfA – Priority Area – Early Years</p>

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"> » Continue to fund the work of the Community Cohesion Coordinators. » Monitor community tension as site developments are proposed. » Write to local Elected Members annually, 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>PfA Obj. 10 SEP Obj. 6</p>
<p>2. Gypsies, Roma and Travellers will be supported to understand and 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 (run by Victim Support) and Travelling Ahead Advocacy and Advice Service until March 2020. » Ensure Travelling Ahead continues to operate as a Hate Crime third party reporting centre. » Engage with the Hate Crime Criminal justice Board to address issues affecting Gypsies Roma and Travellers. 	<p>Welsh Government – Equality and Prosperity Division</p>	<p>PfA Obj. 10 SEP Obj. 4</p>

Actions	Organisation	Link to Objectives
<p>3. 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 2018. » 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 Travelling Ahead</p>	<p>PfA Obj. 10 SEP Obj. 6</p>
<p>4. 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 2018-19 to help community members to understand the purpose of official data collections and their importance. 	<p>Welsh Government – Equality and Prosperity Division</p>	<p>PfA Obj. 10 SEP Obj. 1</p>

Actions	Organisation	Link to Objectives
<p>5. 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 between 2017-20. » 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. 	<p>Welsh Government – Equality & Prosperity Division</p>	<p>PfA Obj. 10 SEP Obj. 1; 2; 6</p>

Actions	Organisation	Link to Objectives
<p>6. Encourage the development of Gypsy, Roma and Traveller community reference groups 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 these groups during 2018. » Commit to consulting the group/s whenever possible on policy proposals which are expected to directly affect these communities as relevant – ongoing. » Research the effectiveness of Gypsy, Roma and Traveller peer advocates to support better information sharing within communities. 	<p>Welsh Government – Equality & Prosperity Division</p>	<p>PfA Obj. 10 SEP Obj. 1; 2; 6</p>
<p>7. 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 2018-19. 	<p>Welsh Government – Enabling People Division WLGA All Wales Heads of Children’s Services</p>	<p>PfA Obj. 5 SEP Obj. 1; 4; 6 PfA – Priority Area – Social Care</p>

Actions	Organisation	Link to Objectives
<p>8. 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 2018-19. 	<p>Welsh Government – Enabling People Division National Fostering Framework Strategic Steering Group All Wales Heads of Children’s Service</p>	<p>PfA Obj. 7; 10 SEP Obj. 1; 5; 6</p>
<p>9. Endeavour to provide equal access to broadband services across Wales.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Assess the availability of broadband at all of the Gypsy and Traveller sites in Wales and explore solutions to connect those sites that currently do not have access to fast and reliable broadband during 2018-19. 	<p>Welsh Government & broadband services</p>	<p>PFA Obj.11 SEP Obj. 2</p>

Actions	Organisation	Link to Objectives
<p>10. 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 2018-19 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. » Ensure the Gypsy Roma and Traveller Community are considered in the six key priority areas of the 'Framework to support positive change for those at risk of offending in Wales (for duration of Framework up until 2022). 	<p>Welsh Government – Equality and Prosperity Division</p>	<p>PfA Obj. 10 SEP Obj. 1; 6</p>
<p>11. Ensure EU Citizens, including Roma and Irish-born Travellers, are supported to understand their rights and obligations in relation to the UK Government's EU Withdrawal arrangements.</p> <p>Welsh Government will:</p> <ul style="list-style-type: none"> » Monitor and seek to influence the UK Government's arrangements for promoting the 'Settled Status' system and supporting more marginalised individuals to apply before and during the Transition period (late 2018 – 2021). » Explore ways to ensure information about the process can be disseminated to these communities. 	<p>Welsh Government – Equality and Prosperity Division</p>	<p>PfA Obj. 10 SEP Obj. 1; 2; 6</p>