

The background of the entire page is a photograph of a person with long brown hair in a ponytail, wearing a dark green jacket, holding a large cardboard sign with both hands. The sign has the words 'WE NEED A CHANGE' written in large, bold, black, hand-painted capital letters. The person is seen from behind, and the background is a blurred outdoor setting with other people and buildings.

**WE NEED  
A CHANGE**

# **Strategic Plan 2021-2026**

The Traveller Movement is a national civil society organisation comprised of ethnic Romany Gypsies, Irish Travellers, Roma and members of the majority population working in partnership locally, regionally and nationally. Established in 1999, the Traveller Movement has an award winning track record in innovative and ground-breaking work using a collective community assets based approach for addressing ethnic Romany Gypsy, Irish Traveller and Roma inequality, exclusion and discrimination and promoting their rights.

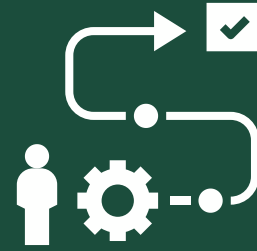
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## Our Vision

A world where ethnic Gypsy, Roma and Traveller (GRT) people are fully recognised and respected as minority ethnic groups; are proud and confident in their cultural identity; and are able to reach their full potential.



## Our Mission

To contribute and create opportunities to aid systemic change that leads to an improved quality of life for all GRT people.

Amplify the voice of GRT people through self-determining processes and their proactive participation in influencing and shaping policy and practice.







## Context

The Traveller Movement (TM) is a national civil society organisation comprised of GRT people and non – GRT people working in partnership locally, regionally and nationally. Established in 1999, the TM has an award winning track record in innovative and ground-breaking work using a collective community development approach for addressing GRT inequality, exclusion and discrimination and promoting their rights.

Since its establishment, the TM has developed an expertise in tackling local issues whilst shaping national policies. It has become a recognised bridge between the GRT sector, service providers and policy makers, stimulating debate and promoting forward-looking strategies to advance equality, civic engagement, inclusion and community cohesion. The TM encourages GRT individuals, sector, key stakeholders and service providers to use it as a channel

to collect and disseminate information on legislative policies and their impact on GRT people.

The TM strives to identify and facilitate opportunities, harness skills and empower GRT people to directly advocate and address the extreme social deprivation and discrimination many experience daily by campaigning for a new policy framework for addressing exclusion and discrimination.

The strategic planning process which led to this plan involved members of the management committee, TM Advisory Board, volunteers and staff, and was carried out over a period with workshop support from an external consultancy [1].

An external survey was distributed to wider stakeholders in April 2021 to help obtain a truly 360 degree review of the organisation.

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[1] Sheila McKechnie Foundation (Feb, 2021), workshops to review and strengthen TM Business Plan.

The Strategic Plan is developed in a new political and economic environment following more than a decade of austerity, and then the global Covid 19 pandemic.

With further marginalisation, many inequalities continue to be experienced disproportionately by GRT people. In healthcare, accommodation, the justice system, education, employment, violence against women, and inclusion in decision making, GRT life outcomes remain consistently lower than for others [2].

The spread of Covid-19 has resulted in fear, uncertainty, and anxiety across the globe – and with this an increase in hate speech and discrimination. GRT people face widespread prejudice and race hate [3] [4]. However, Government data on hate crimes are not disaggregated sufficiently and not

all Police Forces record the ethnicity of victims in line with the Census categories, making the extent of anti-Gypsyism practically invisible.

The TM undertakes its work against a backdrop of severe prejudice and misinformation regarding the GRT people. This is perpetuated by the mainstream media, resulting in public misperceptions at all levels of society. Even amongst some MPs, The TM continuously encounters views which portray prejudice and misunderstanding. In a recent Zoom meeting with Jewish leaders, our Home Office Minister, Ms Patel said she was determined



[2] Alston, P. (NOV, 2018), United Nations Special Rapporteur on extreme poverty and human rights  
<https://core.ac.uk/download/pdf/229312719.pdf>

[3] EHRC (2018) 'Developing a national barometer of prejudice and discrimination in Britain':  
[www.equalityhumanrights.com/sites/default/files/national-barometer-of-prejudice-and-discrimination-in-britain.pdf](http://www.equalityhumanrights.com/sites/default/files/national-barometer-of-prejudice-and-discrimination-in-britain.pdf)

[4] Greenfields, M and Rogers, C. (Dec, 2020), : "As regular as rain" A pilot research project into the psychological effects of hate crime on Gypsy, Traveller and Roma (GTR) communities  
[http://bucks.ac.uk/\\_data/assets/pdf\\_file/0028/54649/Rain-Report.pdf](http://bucks.ac.uk/_data/assets/pdf_file/0028/54649/Rain-Report.pdf)

to stamp out the

“**criminality that takes place and that has happened through Traveller communities and unauthorised encampments [5]**”

Moreover, recent developments within the UK political landscape are a real cause of concern to the wider civil society organisations in advancing the rights and entitlements of the GRT communities. The current Conservative Government have no progressive policies for inclusion and are hostile to stakeholder engagement. The introduction of the Police, Crime, Sentencing and Courts Bill (PCSCB) clause 4 will have a detrimental impact on nomadic Gypsies and Travellers. It will push Gypsies and Travellers further into the criminal justice system, merely for existing nomadically. It will put communities who have been widely recognised as being amongst the most marginalised and disadvantaged groups at further risk and compound the inequalities experienced.

The Covid 19 pandemic has also had a disproportionate impact on the jobs market for many people particularly the under-25s. This has really impacted the GRT economy. Many young people were already in the -not in education, employment or training (NEET)

category and over represented within the criminal justice system. Data emerging from the Race Disparity Audit in 2017 highlighted the employment and training disparities that prevailed for young people from ethnic minority backgrounds. While some specific government policies like Kickstart have been put in place they are failing to be inclusive or engaging of GTR young people. Since the onset of the pandemic research has indicated that 61% of young people under the age of 25 are now categorised as NEET. This is very concerning and we suspect that the numbers may indeed be higher for GRT young people putting them at further poverty and closer to the criminal justice system.

The pandemic has forced The Traveller Movement like so many other charities to find alternative ways of delivering our funded services. We have been creative and dynamic and developed new programmes to address changing and compounding needs, we have quad our reach, and successfully increased much needed funds and the staff team.

Covid 19 has presented many challenges for us as a small team but equally brought to the fore the need for a full review of all our services and structure and highlighted some gaps in the organisation skills set that need to be addressed in this changing environment.

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[5] Merrick, R (25 Sept, 2020), Independent, 'Priti Patel accused of inciting racial hatred after branding Travellers 'criminal and violent'





# Romany Gypsies and Irish Travellers

## **Pavees, Minceir (Irish Travellers) and Romany Gypsies**

are an indigenous minority ethnic group, documented as being part of Irish and British society for centuries. They are categorised as an ethnic minority groups under the Race Relations Act, 1976 (amended 2000); the Human Rights Act 1998; and the Equality Act 2010.

### **Romany Gypsies**

have been in Britain since at least 1515 after migrating from continental Europe during the Roma migration from India. The term Gypsy comes from “Egyptian” which is what the settled population perceived them to be because of their dark complexion. In reality, linguistic analysis of the Romani language proves that Romany Gypsies, like the European Roma, originally came from Northern India, probably around the 12th century. French Manush Gypsies have a similar origin and culture to Romany Gypsies.

Traditionally **Pavee and Minceir** people **are** a nomadic group of people that originate from Ireland and have a separate identity, heritage and culture to the Irish community in general. Their presence can be traced back to 12th century Ireland, with migrations to Great Britain in the early 19th century.

Both Romany Gypsies and Irish Travellers have a very distinctive way of life, values, culture and traditions, which manifest themselves in Traveller ‘nomadism’, the centrality of the extended family, their own language and the entrepreneurial nature of their economy.

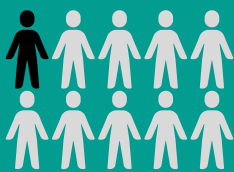




# Romany Gypsy and Irish Traveller - Fact & Figures

## Roma

are a relatively newer group to the UK. The first Roma from EU countries, particularly from the Czech Republic, Poland, Romania and Slovakia came to the UK in the 1990s seeking asylum to escape persecution. Since the enlargement of the EU in 2004 and 2007, many more have moved legally to the UK to find work, equal opportunities and a good education for their children and to escape racism and discrimination. They have established significant communities in the north of England, East Midlands, Kent and north and east London.



Over one in ten (**13%**) GB adults think that pubs and restaurants in the UK should refuse Gypsies/ Travellers because they are a Gypsy/Traveller [6]



Only four in ten (**41%**) GB parents would be happy for their child having a “playdate” at the home of a child who is a Gypsy/ Traveller [7]

[6] You Gov Poll commissioned by Traveller Movement (Oct, 2017), <https://travellermovement.org.uk/news-news/49-new->

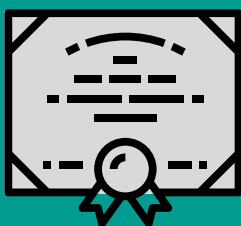
[7] Ibid



**44%** of the British public report having a negative opinion about Gypsies, Roma and Travellers [8]



More than **10,000** Gypsies and Travellers have no place to stop as a result of a chronic national shortage of sites [9]



**60%** of Gypsies and Travellers have no formal qualifications [10]



Number of people in the UK indicating as Gypsy or Irish Traveller in Census 2011, was almost **63,000** [11]. This is probably a gross underestimation and estimates for the UK from other sources vary between **82,000 to 300,000** [12]



In 2018, **19%** of pupils from Irish Traveller backgrounds and **13%** from Gypsy and Roma backgrounds attained GCSEs in English and Maths at grade 4/C or above, compared to **64%** of pupils nationally [13]

[8] EHRC (2018) 'Developing a national barometer of prejudice and discrimination in Britain': [www.equalityhumanrights.com/sites/default/files/national-barometer-of-prejudice-and-discrimination-in-britain.pdf](http://www.equalityhumanrights.com/sites/default/files/national-barometer-of-prejudice-and-discrimination-in-britain.pdf)

[9] MHCLG (2019) 'Traveller caravan count: January 2019': [www.gov.uk/government/statistics/traveller-caravan-count-january-2019](http://www.gov.uk/government/statistics/traveller-caravan-count-january-2019)

[10] Office for National Statistics (2011) [www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/articles/whatdoesthe2011censustellusaboutthecharacteristicsofgypsiesoririshtravellersinenglandandwales/2014-01-21](http://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/articles/whatdoesthe2011censustellusaboutthecharacteristicsofgypsiesoririshtravellersinenglandandwales/2014-01-21)

[11] Ibid.

[12] Traveller Movement (Aug, 2013) Gypsy and Traveller population in England and the 2011 Census <https://pad.basingstoke.gov.uk/documents/4753/01/07/37/01073789.PDF>

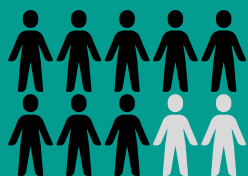
[13] Cromarty, H. (May, 2019); Gypsies and Traveller. HoC Briefing Paper No. 08083



Estimates suggest that approximately **225,000** Roma live in the United Kingdom, which amounts to **0.36%** of the entire population [14]



Throughout 10 different European countries, **48%** of respondents expressed holding negative opinions regarding the Roma community [15]



**8 out of 10** Roma in Europe live in households at risk of poverty which results in severe material deprivation and ill health [16]



Roma are less likely to complete upper-secondary education than non Roma: for instance, only **1 in 10** Roma has completed it in France, Greece or Romania [17].



In **50%** of households with children, respondents reported that they do not always have enough food [18]

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[14] European Commission. (2018). Roma integration in the United Kingdom. <https://cps.ceu.edu/sites/cps.ceu.edu/files/attachment/basicpage/3034/rcm-civil-society-monitoring-report-2-uk-2018-eprint-fin-2.pdf>

[15] Pew Research Centre, (Jul, 2016), Europeans Fear Wave of Refugees Will Mean More Terrorism, Fewer Jobs <https://www.pewresearch.org/global/2016/07/11/europeans-fear-wave-of-refugees-will-mean-more-terrorism-fewer-jobs/>

[16] Amnesty International (Apr, 2013), Human rights Here Roma rights now: a wake-up call to the European union <https://www.amnesty.org/download/Documents/12000/eur010022013en.pdf>

[17] Ibid

[18] Pavee Point (2016), Roma Needs Assessment in Ireland. The Assessment is a mixed methods study. Roma peer researchers conducted quantitative interviews with 108 respondents and gained basic information for a further 501 household members. In addition, eight focus groups were held across Ireland, involving Roma, representatives from a wide range of civil society organisations and statutory agencies. 30 in-depth interviews were conducted with policy-makers, practitioners, service providers and civil society representatives working with Roma.





Overcrowding was identified as a major concern by service providers and **24%** of Roma respondents live in households of 8 or more people [19]



**81.1%** of respondents report experiencing racism and verbal abuse in public spaces with women being identified as particularly vulnerable [20]



Between 2015 and 2019, there was a **69%** increase in the number of Gypsy/Roma children living in foster care. This is compared to a **12.5%** increase for the total 'in care' population [21]

[19] Ibid

[20] Ibid

[21] Law for Life, (2020) Using the law to reduce disadvantage in the child protection process for Roma families and other marginalised groups





## Our Values and Guiding Principles

The values that underpin our work, address structural inequality, the root causes and symptoms of poverty, racism and exclusion. They are based on the guiding principles of equality, human rights, social power and justice, positive action, participation, empowerment, shared and collective decision making in a structured and coordinated way.

We believe an assets based community development approach (ABCD) and its associated principles provide an appropriate and effective way of working with GRT people. It supports empowerment,

participation and shared collective action and gives priority to an early action approach and intervention.

We believe that people must play a critical role in influencing how we think and act. Community participation, valuing lived experiences, community internships, leadership, employment, peer lead research and co-production is woven into every aspect of our work, shaping our strategy, our communications, our investments, our partnerships and how we gather and share evidence.

### **We believe that discrimination is wrong**

*#OperationReportHate is a campaign aimed at raising awareness among ethnic Gypsy, Traveller and Roma people about hate crimes and the need to report them*

## We are opposed to racism in all its forms

*The #Cut It Out campaign is a joint initiative between the Traveller Movement and Cassin aimed at tackling hate speech and inflammatory rhetoric in politics against ethnic minority or religious groups*

## We value and promote diversity

*The Traveller Movement in partnership with the Zahid Mubarek Trust and other organisations launched 'A Record of Our Own 2020'. The campaign recorded the experiences of prisoners, prison leavers and their families from Black, Asian and minority ethnic (BAME) backgrounds, including Gypsy, Roma and Traveller people, during Covid-19. Importantly, the campaign amplified 'unheard voices' to inform the decision-making process by the Ministry of Justice and Her Majesty's Prison and Probation Service.*

## We believe in equality of access to services and in equality under the law

*TM launched #StandUpAndBeCounted to ensure that Gypsies, Roma and Travellers feel empowered to complete the census and tick the box for their ethnicity so that they can receive more tailored support and services.*

## We value and promote self-determination, believing that individuals have the right to make choices about issues affecting them

*The Travelling2Equality campaign is an initiative of the Women's Empowerment Network. Gypsy, Roma and Traveller women have for too long been overlooked or ignored in provision. To advance gender equality GRT women must have access to education, services and to the labour market.*



## We endorse the Declaration of Human Rights

*Our Equality & Social Justice Unit is a free advice, advocacy and support service for Gypsy, Roma and Traveller individuals, communities and the people who represent them. We focus on preventing people from going to court by encouraging and supporting them to take action early*

## We value the Gypsy, Traveller and Roma identities and cultures

*TM have been active participants in Gypsy Roma and Traveller History month since its inception in 2008. GRTM was established to raise awareness of the stories and experiences of GTR people and their contributions to society, and to offset negative stereotyping and prejudices*

## We work in partnership with ethnic Romany Gypsy, Irish Traveller and Roma people

*As part of rolling Internship programme, TM commits to the support and development of GRT young people. It seeks to increase the professional skills and competences of individual GRT towards securing paid professional employment and/ or improved educational attainment through the provision of fully supported internships, based at the charity's workplace*



# Our Strategic Priorities

The following five inter-connected priorities with associated objectives were identified for the five year period of this Strategic Plan (2021-2026).

1. To secure access to justice, rights and entitlements
2. To lead research, policy development and public affairs
3. To campaign and influence
4. To support economic inclusion
5. To strengthen the Traveller Movement as a leading GRT led organisation

Flexibility in responding to emerging issues is necessary. Over the course of implementation of this Strategic Plan there may be a requirement to review and revise it to ensure that the actions remain relevant, focused and measurable.

Our response to the Covid 19 pandemic has demonstrated the TM ability to adapt and react quickly to changing circumstances. Staff have had to rapidly adjust to new ways of working, delivering and managing services.

We detail the objectives that will help us to meet our priorities - the how, and the outcomes and impact our work will have.

## Priority 1:

### TO SECURE ACCESS TO JUSTICE, RIGHTS AND ENTITLEMENTS

#### How:

1. Create a network of qualified and professional GRT community leaders and co-design training and support to enable them to be effective self-advocates in the sphere of politics and social justice
2. Work with local authorities and statutory agencies, providing consultancy and training on public sector equalities duties with respect to GRT people.
3. Collaborate and strengthen strategic partnership working with other Civil Society Organisations to advance rights and entitlements with the aim of preventing costly legal cases.
4. Provide access to free legal advice to people facing discrimination or hate crime
5. Collaboratively progress test cases around incidents of GRT experiences of hate crime and discrimination, challenging public policy.
6. Proactively work on specific priority areas identified by the GRT community and backed by research: domestic violence, sexual abuse, empowerment of women and girls (Women's Empowerment Network), LGBT rights, mental health.
7. Work collaboratively, where appropriate, with organisations representing other marginalised and excluded communities to address inequalities
8. Produce key multi-media resources creating knowledge and learning for GRT people to self-advocate and know their rights and entitlements.



## Outcomes:

GRT people are supported, informed and confident about participating in local, regional and national meetings and forums

GRT community leaders and champions are supported and equipped to promote and facilitate their own political and social justice agenda

Agencies have a better understanding of GRT culture and heritage, their needs, and their public sector equalities duties (PSED) to include and deliver services to their local GRT communities.

Discrimination and bad practice is publicly challenged and policy is influenced

Health and wellbeing of GRT people is addressed and access to entitlements and resources improved

## Priority 2:

### **TO LEAD RESEARCH, POLICY DEVELOPMENT AND PUBLIC AFFAIRS**

#### How:

1. Continue to add to and utilise the extensive authoritative evidence and research base relating to criminal justice, health and wellbeing, education, economic inclusion, social care, gender equality, Democracy, citizenship, voters rights and media regulations
2. Maintain an awareness of gaps in evidence, or of emerging needs and initiate, commission and collate research accordingly
3. Create strategic alliances with key stakeholders, research bodies and potential funders to collaborate on or support research which can influence policy
4. Map domestic abuse within the GRT community nationally
5. Establish a Research and Editing Committee and ensure that all research is co-designed within peer lead principles
6. Build the capacity of GRT people to conduct research, analyse findings and produce reports. Recruit young participants for training as part of the Citizen Led Engagement Program
7. Publicise research findings utilising a wide range of social media platforms: website, hard copies, newsletter, blogs, innovative drama and film

#### Outcomes:

**Strong evidence base to inform organisational priorities and targeted work programme**

**Research findings disseminated to wide range of decision makers, influencers and the wider public**

**Increased ability to challenge or influence policy and bring about change**

**GRT people skilled and empowered personally and politically**

**Gender inequality within the GRT communities is highlighted and options for positive action disseminated**

## Priority 3:

### TO CAMPAIGN AND INFLUENCE

#### How:

1. Monitor Government websites to identify relevant policies and emerging legislation and act to ensure that they take account of GRT exclusion and reflect community needs
2. Monitor press coverage of GRT stories and respond as appropriate, challenging media stereotypes and negative portrayals of GRT people
3. Actively promote positive media stories relating to GRT people to challenge and change the narrative.
4. Provide a platform for community involvement through Forums and Annual Conference.
5. Make submissions and respond to consultations.
6. Work closely with communities across the UK and Europe, the Advisory Group, putting those with lived experiences at the heart of campaigns
7. Work collaboratively with GRT people and partner agencies to challenge injustice and discrimination through targeted campaigns
8. Re-launch Operation Traveller Vote in the event of a General Election
9. Launch a National Hate Crime Awareness Week

#### Outcomes:

**GRT people have improved pathways to making their voice and their concerns heard**

**Public awareness is raised about discrimination and hate crime against GRT community**

**Public understanding of GRT culture and heritage is promoted**

**Policy and legislation is challenged or influenced**



## Priority 4:

### TO SUPPORT ECONOMIC INCLUSION

#### How:

1. Develop a peer lead National Education, Training and Youth Engagement Strategy for GRT young people, including an Action Plan
2. Ensure that the particular inequalities experienced by GRT women and girls is included and addressed
3. Create strategic relationships with key service providers and agencies with a view to brokering positive action programmes and targeted support
4. Work with educational establishments and families to promote positive relationships
5. Undertake advocacy and casework to support access to education and challenge inequalities
6. Provide and facilitate access to training for GRT people that will participate in legitimate employment
7. Provide or enable GRT people/youth to access vocational training and apprenticeships in relevant trades

#### Outcomes:

Improved access to education and training for GRT youth

Improved options for GRT women and girls

Education and training providers have a better understanding of the experience and needs of GRT youth and of their duty to respond

Improved pathways and opportunities to training, relevant qualifications and employment.

## Priority 5:

### TO STRENGTHEN THE TRAVELLER MOVEMENT AS A LEADING GRT LED ORGANISATION

#### How:

1. Update Governance and HR systems and structures to ensure compliance with legislation while maintaining alignment with the Traveller Movements missions and values
2. Comply with all legal, financial and reporting requirements
3. Review the staffing structure to ensure that skills and personnel match delivery needs, and introduce a new pay and grading framework
4. Review operating procedures and systems to ensure they meet organisational and staff needs and are cost effective
5. Deliver training and development support to staff, with a particular focus on GRT staff, to promote autonomy within a clear decision making and reporting structure
6. Introduce a digital and communications strategy
7. Oversee monitoring systems that ensure targets are met and quality is maintained
8. Identify and implement a new Quality Mark
9. Maintain a strong and representative Board of Trustees and Advisory Group
10. Formalise the Funding Strategy to maintain and extend resources: work towards developing unrestricted income, core cost recovery, diversification of resources, and paid user participation
11. Map and review existing relationships with external agencies, funders, partners, purchasers of services etc to ensure continuing alignment with strategic objectives and identify and act on any notable gaps

## Outcomes:

A sustainable yet flexible organisation

Compliant with all reporting requirements

Workforce meets the requirements of the organisation for the period of the plan

Staff are clear about individual roles and responsibilities and operate at optimum level

The profile of the organisation is strengthened in line with the strategic direction and priority issues



# Implementation

To ensure delivery of our strategic objectives each year an annual organisation plan will be developed by Team Managers detailing how we will deliver the objectives. They are the frame for the TMs work and are a direct reflection of its mission. Expected outcomes will act as an indicator for overall organisational planning and around which funders' priorities are woven.

The following criteria are built into the design, development and implementation of annual plans:

- A collective community assets based approach which embeds and reflects a human rights analysis
- Collaborates and mainstreams the work programmes with wider sector actors
- Promotes solidarity and cooperation between and with Romany Gypsy, Irish Traveller and Roma organisation





# Resourcing, Finance, People and Governance

The Traveller Movement will build on its previous success in securing funding as detailed in the objectives, with the aim of maintaining services, acquiring unrestricted income and responding to new areas of growth and innovative ways of working.

Staff are a key asset, and structures are in place to support their development. We have grown as an organisation rapidly over the past 12 months (2020-2021) and while new work programmes, funding and staff were taken on during this period the work of the organisation has grown considerably. We recognise the urgent need for a restructure and more senior management support to consolidate our development as an innovative and leading GRT social change agency.

Our staff team have certainly risen to the challenge of working within the restrictions of the Covid 19 pandemic and continue to do so every day. When safe to do so, staff away days will be arranged to show appreciation and consolidate team bonding. An enhanced employee scheme will be offered to ensure wellbeing needs are met.

TM will continue to ensure that it both complies with governance requirements and enhances support for its governance structures.



# Review Process

An iterative process of PLAN-DO-REVIEW will be adopted to ensure momentum and effective implementation throughout the life of the 5 Year Plan.

The Board of Trustees and Advisory Group will monitor and assess progress on the implementation of the Strategy and Action Plan. The Chief Executive will prepare an annual report on the implementation of the Strategic Plan.

An additional key element of evaluating progress on the implementation and delivery of actions in the Strategic Plan will be through direct feedback from user groups.





## Working together

If you would like to work with The Traveller Movement to transform outcomes for Gypsy Roma Traveller communities, please get in touch with us:

Email: [partnerships@travellermovement.org.uk](mailto:partnerships@travellermovement.org.uk)  
[www.travellermovement.org.uk](http://www.travellermovement.org.uk)

