

the Traveller
Movement

Reaching Out

Final Evaluation Report

Wholesale, rapid change is neither necessary nor possible. Culture, by definition, takes time to root.
Building momentum for cultural change | McKinsey



September 2024

About the Traveller Movement

The Traveller Movement is a registered UK charity promoting inclusion and community engagement with to Romani (Gypsy), Roma and Irish Travellers. The Traveller Movement seeks to empower and support Romani (Gypsy), Roma and Irish Traveller communities to advocate for the full implementation of their human rights.

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Acknowledgements

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We also extend a sincere thank you to our Youth Advisory Group, the Youth Influencers, and everyone who participated in this project over the past two years. Your contributions, too numerous to name individually, have made a significant difference. Thank you for your dedication and hard work.



Executive Summary

Our 'Roads to Success' research, funded by the Youth Futures Foundation (YFF), shed light on the challenges young Romani (Gypsy), Roma, and Irish and Scottish Traveller youth face in accessing education, training, and employment. Building on this success, we secured continuation funding for the 'Reaching Out' project, aimed at reducing the number of NEET (Not in Education, Employment, or Training) youth from these communities.

I joined The Traveller Movement as an intern shortly after we received this funding. I later became the Youth Engagement and Development Officer, fully immersing myself in the 'Reaching Out' project.

I'm delighted to report that the project has been highly successful. One of our standout achievements is securing 25 apprenticeships for Romani (Gypsy), Roma, and Irish and Scottish Traveller youth with Network Rail, with an approximate investment of £1.5 million in upskilling these young people. This significant investment benefits not only the participants but also serves as an inspiration to their peers.

Another major achievement is the establishment of our Youth Advisory Group (YAG). This group consists of young professionals, students, and graduates from Romani (Gypsy), Roma, and Irish and Scottish Traveller backgrounds. Their lived experiences have been invaluable in shaping our project, embodying the principle of "nothing about us, without us."

YAG members have actively participated in and helped organize our Connected Communities events and Annual Conferences. They've also engaged in other initiatives, such as our trip to the Royal Courts of Justice and our Youth Influencer Programme, which helped one member secure employment.

This project has highlighted the need for coordinated efforts and a national strategy that includes Romani (Gypsy), Roma, and Irish and Scottish Traveller youth. Despite significant austerity over the past decade, some youth and community services have achieved remarkable results with limited resources. Their resilience and dedication are commendable.

With the recent change in administration, we hope for genuine opportunities for young Romani (Gypsy), Roma, and Irish and Scottish Travellers to be consulted and for their futures to be valued and invested in. Our recommendations, detailed on pages 8-11, emphasise the need for increased support to meet the demand and enthusiasm of our youth.

We advocate for multi-year, strategic investment and the collaboration of key youth and community services with central and local government. Our recommendations include:

- Strengthening sector links and sharing best practices
- Hosting multiple community events and consultations
- Developing an information-sharing hub and resources
- Enhancing the capacity of local authorities and other stakeholders to engage with Romani (Gypsy), Roma, and Irish and Scottish Traveller communities

By implementing these strategies, we can ensure that the needs and aspirations of Romani (Gypsy), Roma, and Irish and Scottish Traveller youth are addressed, paving the way for a more inclusive and empowered future. It's crucial for the sector to come together, recognizing the need for real capacity building and investment. With collaborative efforts, we can support these youth in accessing the opportunities they deserve.



Charlie Doherty

Chair of the Youth Advisory Group and Traveller Movement Youth Officer

Findings

Policy Seminars

- > **Accelerated Legislation Progress:** The Skills and Post-16 Education Act received Royal Assent much sooner than anticipated, necessitating a shift in the project's strategy from legislative influence to policy education through webinars.
- > **Barriers in Education and Criminal Justice:** The webinars highlighted significant barriers faced by Romani (Gypsy), Roma, and Irish Traveller youth in education and the criminal justice system, including high exclusion rates and over representation in the criminal justice system.
- > **Need for Comprehensive Youth Strategies:** The webinar discussions underscored the necessity for comprehensive strategies to address these barriers, emphasizing the "school to prison pipeline" and the need for inclusive skills development programs.
- > **Importance of Cross-Sector Collaboration:** The webinars and additional events highlighted the importance of collaboration across sectors, including local and national government, educational institutions, and voluntary organisations, to support Romani (Gypsy), Roma, and Irish Traveller youth.

Influencing national strategies with evidence from our research

- > **Impact of Political Instability:** The Reaching Out initiative was significantly impacted by political instability, particularly during Summer 2022. Frequent changes in ministers and inconsistent policy development hindered progress. The turnover within the Department for Education and other departments created an environment of uncertainty, making it challenging to engage with ministers and influence policy.
- > **Effective Targeting of Parliamentarians:** The initial impact mapping exercise identified key parliamentarians for lobbying and campaigning. The creation of a detailed database of MPs and peers allowed the Reaching Out initiative to strategically direct its efforts, resulting in increased engagement and one-on-one briefings with influential MPs.
- > **Successful Collaboration with Key Government Stakeholders:** Reaching Out effectively collaborated with various key stakeholders, including Robert Halfon MP and Cat Smith MP, to influence policy changes. These collaborations led to the inclusion of specific recommendations from the Roads to Success report in government guidance and the addressing of issues pertinent to Romani (Gypsy), Roma and Irish Traveller communities.
- > **Broad Dissemination of Research Findings:** The Roads to Success report was widely disseminated to MPs, children's services leaders in key project areas, and youth organisations. This extensive distribution, including promotion on social media, ensured that the findings and recommendations reached a broad audience, raising awareness and influencing policy discussions.

Strengthening sector links and sharing best practices

- > **Broad Sector Engagement:** Reaching Out successfully engaged 232 individuals from 135 organisations in one-to-one meetings, across various sectors, including Local Authorities, NHS, DWP, Third Sector, Education, Private Sector, Romani (Gypsy), Roma and Irish Traveller organisations, Youth Sector, Political Representatives, and Museums and Galleries.
- > **Local Authority and DWP Involvement:** Local Authorities (18.5%) and DWP (25%) were most heavily involved in one-to-one conversations, demonstrating strong engagement from these sectors.
- > **Youth and Third Sector Engagement:** The Youth Sector (16%) and Third Sector (19%) showed notable participation in one-to-one conversations, highlighting the importance of these sectors in supporting Romani (Gypsy), Roma and Irish Traveller youth.
- > **Limited Romani (Gypsy), Roma and Irish Traveller Organisation Engagement:** Engagement in one-to-one conversations with Romani (Gypsy), Roma and Irish Traveller organisations was relatively low (4%), pointing to potential challenges in capacity, staffing, and organisational stability.

- > **Challenges in Romani (Gypsy), Roma and Irish Traveller Sector Engagement:** Examples from the project illustrate difficulties in engaging Romani (Gypsy), Roma and Irish Traveller organisations due to staffing issues, bereavements, and changes in personnel, leading to a more insular approach that limits sectoral and cross-sectoral collaboration.
- > **Effective Collaboration:** Significant collaborations were established with the National Youth Agency (NYA) and Open Doors Education and Training (ODET), leading to the implementation of tailored CPD training modules and fostering cohesive inter-organisational and cross-organisational relationships.
- > **Promotion of Key Resources:** The consistent promotion of the R2S research, BESTIE Toolkit, and NYA online CPD resources in stakeholder conversations provided a strong foundation for evidence-based discussions and informed decision-making, enhancing the understanding of Romani (Gypsy), Roma and Irish Traveller youth engagement practices.
- > **CPD Training Structure:** The CPD training, developed by National Youth Agency in the collaboration with the Traveller Movement and ODET, underwent significant enhancements, evolving from two standalone units to nine modular chapters. This restructure improved accessibility and learner engagement, making the training more manageable and less intimidating.
- > **Broad Sector Continued Professional Development:** The CPD training attracted participants from diverse sectors, including Youth Organisations, NGOs, Local Authorities, Academies and Universities, Environmental Sector, Creative Arts, Traveller Organisations, NHS, Funding Bodies, and Health Services. This wide-ranging involvement underscores the recognized importance of cultural competence when working with Romani (Gypsy), Roma and Irish Traveller communities.
- > **Enrolment and Completion Rates:** Between April 2023 and June 2024, 315 individuals enrolled in the National Youth Agency CPD training, with 136 completing the training, resulting in a completion rate of 43%. This indicates substantial engagement and interest across various sectors.
- > **Accreditation and Extended Reach:** The development of a Level 4 Accredited Award by the NYA added formal recognition to the training, enhancing its credibility. Collaboration with the Greater London Authority (GLA) facilitated further dissemination, potentially reaching approximately 25,000 young people through around 60 initiatives. Integration into the GLA Mentoring Quality Framework extended the resources' impact further.

Hosting multiple community events and consultations

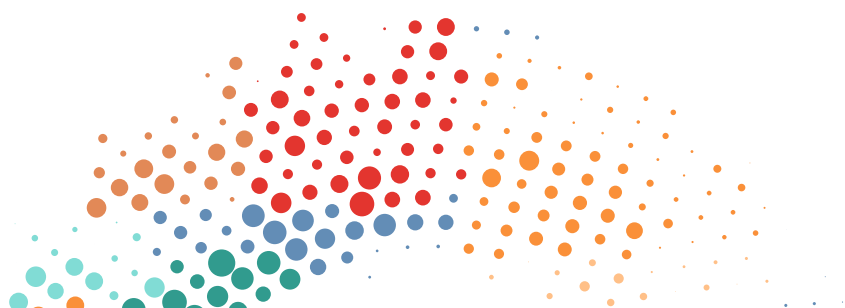
- > **Diverse Event Formats:** Six Connected Community events were organized in different locations with varied formats (live and online), aiming to bring stakeholders together to network, share experiences, and develop pathways into education, employment, and training for Romani (Gypsy), Roma and Irish Traveller young people.
- > **Diverse Event Participation:** A total of 305 participants attended the Connected Community events, with Local Authorities being the most represented sector (35%), followed by the Third Sector (14%) and the Education sector (12.5%).
- > **Active Youth Co-Design:** The events were collaboratively planned and delivered with significant involvement from the Traveller Movement Youth Advisory Group (TM YAG) and young people themselves, embodying the principle of “nothing about us, without us.”
- > **Active Youth Participation:** Romani (Gypsy), Roma and Irish Traveller youth representation across all Connected Community events was notable, with 32 participants (10.5%).
- > **Sectoral and Organisational Pledges:** Participants were encouraged to pledge actions to address challenges and develop pathways into education, employment, and training for Romani (Gypsy), Roma and Irish Traveller communities. Across the first four events were this happened, a total of 45 pledges were made. These pledges predominantly focused on sectoral change (49%) and organisational change (35.5%).



- > **Completion and Feedback on Pledges:** Of the 45 pledges made, 11 (24%) were fully met, 10 (22%) were partly met, 4 (9%) were unmet, and 20 (44%) received no feedback. Sectoral change faced the highest rate of unmet pledges. Partnership pledges, although few, proved effective in achieving strategic changes.
- > **Barriers to Implementation of Pledges:** Key barriers included funding issues (17%), the need for more time (12.5%), alternative priorities (12.5%), and the departure of pledges from their positions (12.5%). Other challenges were related to accessing Romani (Gypsy), Roma and Irish Traveller young people and role models, transient families, poor school attendance, distance to provision, caring duties, and existing casual employment among Romani (Gypsy), Roma and Irish Traveller youth.
- > **Low Attendance at Some Connected Community Events:** Despite extensive advertising and invitations to key stakeholders, some Connected Community events were poorly attended, highlighting a gap between expressed challenges in engaging Romani (Gypsy), Roma and Irish Traveller young people and actual commitment to participate in engagement opportunities.
- > **Inclusion of Decision-Makers:** A key success factor was the inclusion of influential decision-makers. In Salford, attendees included council members and heads of key services, while Liverpool had the Director of the Combined Authorities RACE strategy and heads of youth services. This ensured that the discussions had the potential to lead to actionable outcomes.
- > **Strategic Regional Impact:** The presence of an on-the-ground community member knowledgeable about the challenges and connected to senior stakeholders was crucial. This facilitated effective change and notable outcomes in the North-West region, particularly in Greater Manchester and the Liverpool City Region.
- > **Network of Allies and Champions:** An informal network of allies and champions emerged, amplifying Romani (Gypsy), Roma and Irish Traveller voices and fostering discussions on youth work strategies. Key individuals like Adrian Bates from Greater Manchester Equality Alliance and others played significant roles in this network.
- > **Emerging Youth Work Strategies:** Potential youth work strategies are developing in Greater Manchester and the Northwest. This includes the progress of a Youth Workers forum for Romani (Gypsy), Roma and Irish Traveller youth workers, indicating growing institutional support for Romani (Gypsy), Roma and Irish Traveller issues.
- > **Increased Visibility of Romani (Gypsy), Roma and Irish Traveller Issues:** Romani (Gypsy), Roma and Irish Traveller issues are now on the agenda in Greater Manchester Public Health and Combined Authority task and finish groups, showcasing increased awareness and commitment to addressing these challenges.

Developing and Information Sharing Hub and Resources

- > **Increased Youth Engagement and Participation:** The Youth Advisory Group (YAG) has effectively boosted youth engagement and participation in the Traveller Movement's initiatives, fostering a more inclusive and active community.
- > **Valuable Resource for Opportunities:** The Open Roads Opportunities (ORO) Newsletter has established itself as a crucial tool for disseminating educational and professional opportunities to the Romani (Gypsy), Roma and Irish Traveller community, significantly aiding their access to vital resources.
- > **Enhanced Advisory Input:** The blend of lived experience and academic expertise within the YAG has significantly improved the quality and relevance of the advisory input, leading to more informed and effective decision-making.



Enhancing the capacity of local authorities and other stakeholders to engage with Romani (Gypsy), Roma and Irish Traveller communities.

- > **Comprehensive Toolkit Development:** The Traveller Movement's BESTIE Toolkit, based on the "Roads to Success" research project, provides a comprehensive resource for enhancing understanding and effective practice in working with Romani (Gypsy), Roma and Irish Traveller (Romani (Gypsy), Roma and Irish Traveller) young people. It encapsulates key concepts such as youth-centered approaches, community-led programs, and interagency collaboration.
- > **Wide Dissemination and Promotion:** The Bestie Toolkit has been widely disseminated and promoted through the Reaching Out initiative. It has reached various stakeholders, including youth networks, Members of Parliament, and attendees of the Connecting Communities events, ensuring broad implementation and impact.
- > **Cultural Competence Training:** Cultural competence training has been a cornerstone of the Reaching Out initiative. Training sessions for the Department of Work and Pensions, Camden Youth Foundation, and Central Bedfordshire Local Authority have significantly enhanced the capacity of local authorities and other stakeholders to engage effectively with Romani (Gypsy), Roma and Irish Traveller communities.

Future Training Opportunities

- > **Engagement with Network Rail:** The ongoing discussions with Network Rail have led to a commitment to ringfence 25 apprenticeship places for Romani (Gypsy), Roma and Irish Traveller young people. This initiative represents a significant investment, providing substantial opportunities for Romani (Gypsy), Roma and Irish Traveller youth to advance in various professional fields.



Recommendations

Policy seminars

- > **Develop Inclusive Policies:** Implement inclusive policies at local and regional levels to address barriers in education and employment for Romani (Gypsy), Roma, and Irish Traveller youth.
- > **Enhance Skills Development Programs:** Create flexible apprenticeships and training programs that accommodate the unique needs of these communities, focusing on combating stereotypes and increasing representation.
- > **Promote Cross-Sector Collaboration:** Encourage collaboration between government bodies, educational institutions, and voluntary organisations to develop comprehensive support systems for Romani (Gypsy), Roma, and Irish Traveller youth.
- > **Address the School to Prison Pipeline:** Develop strategies to reduce school exclusions and prevent the criminalization of Romani (Gypsy), Roma, and Irish Traveller youth, ensuring a supportive educational environment.

Influencing national strategies with evidence from our research

- > **Establish Robust Engagement Strategies** To mitigate the effects of political instability, it is crucial to establish robust and adaptable engagement strategies. This includes maintaining strong relationships with civil servants and key stakeholders who remain constant despite political changes, ensuring continuity in policy advocacy efforts
- > **Expand Collaborative Efforts:** Expand collaborative efforts with a broader range of MPs and stakeholders. Foster relationships with newly appointed Labour Government ministers and department officials to ensure continuous advocacy for the inclusion of Romani (Gypsy), Roma and Irish Traveller needs in policy design.
- > **Enhance Dissemination Channels:** Enhance and diversify dissemination channels to ensure maximum reach and impact. Utilize various platforms, including academic journals, conferences, and partnerships with other organisations, to further promote research findings and recommendations. Consider feedback mechanisms to gauge the effectiveness of dissemination efforts and adapt strategies accordingly.

Strengthening sector links and sharing best practices

- > **Enhance Support for Romani (Gypsy), Roma and Irish Traveller Organisations:** Address capacity-building needs within Romani (Gypsy), Roma and Irish Traveller organisations by providing targeted support, resources, and training to help stabilize staffing and improve engagement capabilities.
- > **Strengthen Follow-up Mechanisms:** Develop a structured follow-up process to maintain momentum and build on initial engagements with organisations, ensuring sustained involvement and collaboration.
- > **Promote Success Stories:** Encourage Romani (Gypsy), Roma and Irish Traveller organisations to share their successes and best practices by providing platforms and incentives for them to promote their work, thereby fostering a culture of openness and collaboration.
- > **Increase Private Sector Involvement:** Actively seek to engage the private sector (currently only 7%) by highlighting the mutual benefits of supporting Romani (Gypsy), Roma and Irish Traveller youth through corporate social responsibility initiatives.
- > **Facilitate Cross-Sectoral Dialogues:** Continue to organize and support events like the Connected Community events that bring together diverse stakeholders to share experiences, challenges, and solutions in engaging with Romani (Gypsy), Roma and Irish Traveller youth.
- > **Expand Educational Sector Participation:** Increase efforts to engage educational providers (currently only 3%) by demonstrating the importance of their role in creating pathways to education, employment, and training for Romani (Gypsy), Roma and Irish Traveller youth.



- > **Enhance Accessibility and Engagement:** Continue to *collaborate with National Youth Agency* to refine the modular structure of the CPD training to ensure it remains accessible and engaging for a diverse range of professionals. Consider additional feedback from participants to make further improvements.
- > **Leverage Accreditation for Wider Adoption:** Promote the Level 4 Accredited Award more aggressively across various sectors to encourage broader adoption. Highlight the benefits of formal *accreditation* recognition to attract more participants.
- > **Expand Partnerships and Collaborations:** Seek additional partnerships with other regional and national bodies to further disseminate CPD resources. Focus on sectors that showed lower engagement, such as the private sector, to widen the impact.
- > **Measure Long-term Impact of CPD:** *Collaborate with National Youth Agency* to establish metrics to evaluate the long-term impact of the CPD training on participants' work with Romani (Gypsy), Roma and Irish Traveller young people. Collect data on changes in practices, improved outcomes for Romani (Gypsy), Roma and Irish Traveller youth, and increased cultural competence among professionals.

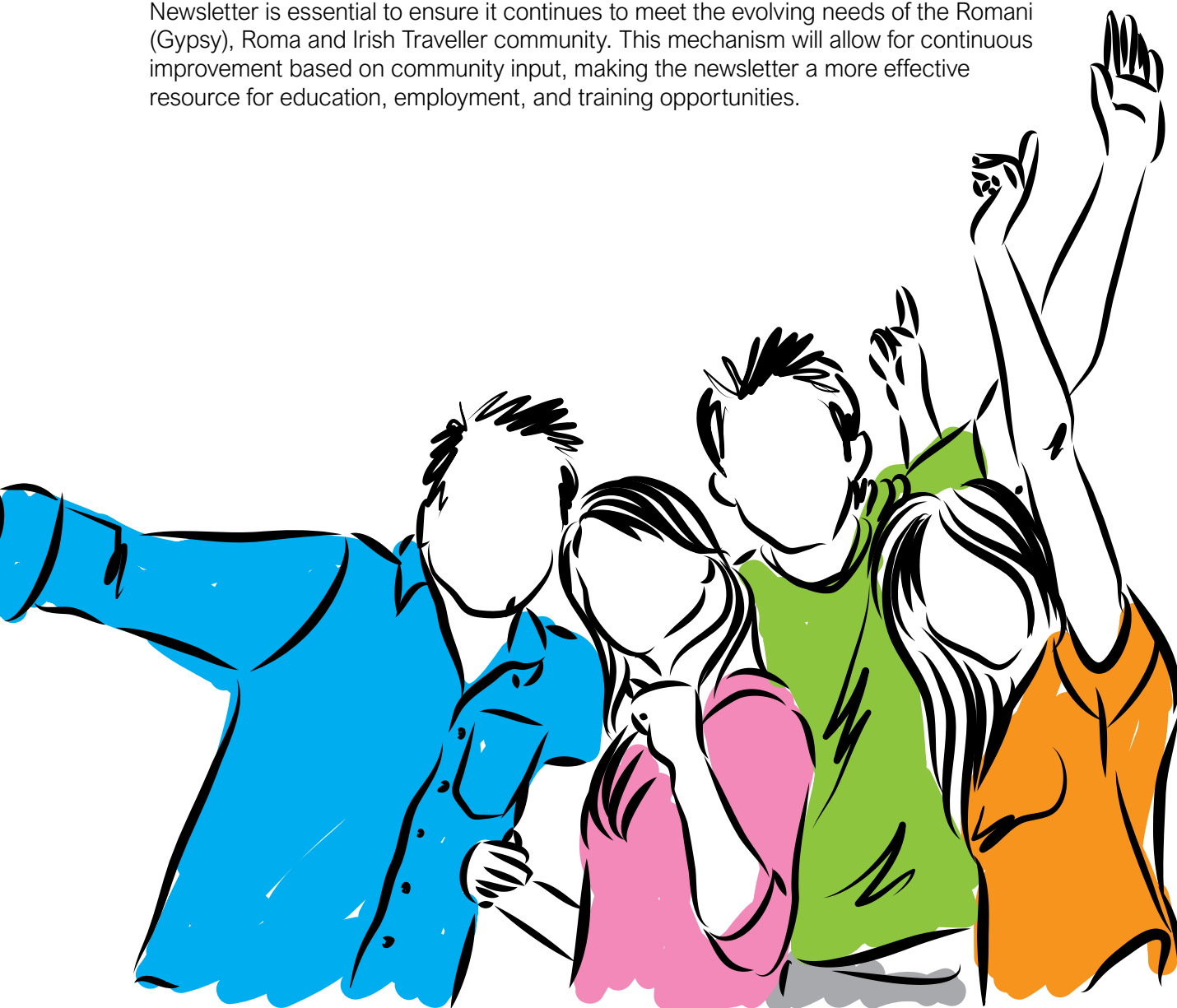
Hosting multiple community events and consultations

- > **Enhance Follow-up Mechanisms:** Implement robust follow-up mechanisms to ensure continuous engagement and support for pledges, including periodic check-ins and progress tracking.
- > **Address Funding Challenges:** Identify and secure funding opportunities to support the implementation of pledges. Consider establishing a dedicated fund or grant program managed within the Romani (Gypsy), Roma and Irish Traveller sector to assist stakeholders in overcoming financial barriers. Use the Edge Fund model of funding as a mechanism to bring about systemic change.
- > **Increase Outreach to Underrepresented Sectors:** Develop targeted outreach strategies to increase participation from Romani (Gypsy), Roma and Irish Traveller organisations, the private sector, and the independent youth sector.
- > **Strengthen Local Authority Engagement:** Continue to target Local Authorities for partnership, given their significant representation and influence in driving sectoral and organisational changes.
- > **Leverage Successful Partnerships:** Showcase successful partnership models and their outcomes to encourage more collaborative pledges and actions.
- > **Utilize Social Media for Engagement:** Develop and execute a social media campaign to showcase successful pledges and actions, enhancing visibility and accountability.
- > **Sustain and Expand Engagement:** Continue to target and engage decision-makers and influential stakeholders in future events. Ensure that there is a sustained focus on including those who can drive policy and strategic changes.
- > **Support Emerging Strategies:** Provide support for the development of youth work strategies and the Youth Workers forum for Romani (Gypsy), Roma and Irish Traveller youth workers. Ensure these initiatives receive the necessary funding and institutional backing to succeed.
- > **Enhance Visibility and Advocacy:** Increase efforts to place Romani (Gypsy), Roma and Irish Traveller issues on the agenda of relevant public health and governmental bodies. Use case studies and success stories to highlight the importance of addressing these challenges.
- > **Monitor and Evaluate Progress:** Establish mechanisms to monitor and evaluate the impact of these engagements and initiatives. Track progress over the next 12 months to assess the effectiveness of strategies and make necessary adjustments.
- > **Promote Relational Approaches:** Emphasize the importance of relationship-building in driving change. Encourage stakeholders to maintain and strengthen their connections with Romani (Gypsy), Roma and Irish Traveller communities and their allies.



Developing and Information Sharing Hub and Resources

- > **Obtain Dedicated Funding for YAG Expansion and Sustainability:** To ensure the Youth Advisory Group's (YAG) continued growth and impact, securing dedicated funding is crucial. This financial support will enable the group to expand its membership, enhance its activities, and sustain its operations over the long term.
- > **Integrate YAG Members into the Traveller Movement's Advisory Board:** Incorporating YAG members into the Traveller Movement's Advisory Board will provide significant professional development opportunities for these young leaders. Additionally, this integration will enhance the board's decision-making processes by incorporating the unique perspectives and experiences of Romani (Gypsy), Roma and Irish Traveller youth.
- > **Implement a Structured Feedback Mechanism for the ORO Newsletter:** Establishing a formal feedback mechanism for the Open Roads Opportunities (ORO) Newsletter is essential to ensure it continues to meet the evolving needs of the Romani (Gypsy), Roma and Irish Traveller community. This mechanism will allow for continuous improvement based on community input, making the newsletter a more effective resource for education, employment, and training opportunities.



Enhancing the capacity of local authorities and other stakeholders to engage with Romani (Gypsy), Roma and Irish Traveller communities

- > **Secure dedicated funding for cultural competence training:** To sustain and expand the impact of cultural competence training, it is essential to secure dedicated funding. This will enable the continuation and enhancement of training programs for local authorities and other stakeholders, ensuring ongoing education and awareness about the challenges and histories of Romani (Gypsy), Roma and Irish Traveller communities.
- > **Develop formal partnerships with organisations:** Establish formal partnerships with organisations like Network Rail and other potential employers to create apprenticeship and employment pathways for Romani (Gypsy), Roma and Irish Traveller youth. Moving forward, it is crucial to advance discussions with Network Rail to finalize and implement a dedicated apprenticeship pathway for Romani (Gypsy), Roma and Irish Traveller youth. This initiative will provide substantial opportunities for career advancement in diverse fields such as engineering, finance, business, and IT.
- > **Implement a structured feedback mechanism:** Introduce a structured feedback mechanism for all training sessions and community events. This will help to continually assess and improve the content and delivery of training, ensuring it meets the evolving needs of the Romani (Gypsy), Roma and Irish Traveller community and the stakeholders involved.
- > **Expand geographic reach of training programs:** While the core project areas have been Kent, Essex, London, Liverpool, and Manchester, the initiative should aim to extend training programs and Connected Communities events to other regions. This will increase the reach and impact of the initiative, engaging more local authorities and stakeholders across the UK.
- > **Expand Toolkit Adoption:** Encourage more organisations across statutory, voluntary, private, and independent sectors to adopt and implement the Bestie Toolkit. This can be achieved through continued promotion and targeted outreach to relevant stakeholders.
- > **Secure Sustainable Funding:** Advocate for sustainable, long-term funding approaches to support comprehensive programs for Romani (Gypsy), Roma and Irish Traveller young people. Emphasize the importance of consistent funding to avoid setting young people up for failure and perpetuating inequality.

Future Training Opportunities

- > **Monitor and Evaluate Apprenticeship Outcomes:** Implement a robust monitoring and evaluation framework to assess the outcomes of the apprenticeship program with Network Rail. This will ensure the initiative's success and provide valuable insights for future training and employment programs for Romani (Gypsy), Roma and Irish Traveller youth, employment and career development for Romani (Gypsy), Roma and Irish Traveller youth.



Welcome to Reaching Out

Introduction

This evaluation report examines the continuation and expansion of the Traveller Movement's (TM) Reaching Out initiative aimed at reducing the number of Romani (Gypsy), Roma, and Irish Traveller (Romani (Gypsy), Roma and Irish Traveller) young people not in education, employment, or training (NEET). The project builds upon the YFF-funded research program, leveraging our findings from the "Roads to Success" (R2S) study to scale up our efforts and develop robust, evidence-based solutions.

Purpose and need for Reaching Out

The overarching goal of this initiative is to implement effective mechanisms to decrease the NEET rates among Romani (Gypsy), Roma and Irish Traveller youth. This project is crucial as it addresses the significant gap in access to local services and support systems for Romani (Gypsy), Roma and Irish Traveller communities. By fostering targeted policy advocacy and creating strong collaborative networks, we aim to influence national strategies and local practices that support the inclusion and progression of Romani (Gypsy), Roma and Irish Traveller young people.

Strategic approach and activities

Our approach is rooted in an evidence-based framework, underpinned by principles of equality, human rights, and social justice. Key activities include:

- > Recruiting and inducting staff to support the initiative.
- > Forming a coalition of partners to share best practices and lobby for targeted provisions.
- > Developing and executing a comprehensive campaign strategy.
- > Producing policy insights, briefing papers, and position papers.
- > Establishing a Romani (Gypsy), Roma and Irish Traveller youth support network.
- > Creating a dedicated microsite and media resource hub for Romani (Gypsy), Roma and Irish Traveller young people.
- > Hosting roundtable discussions and community events.

Alignment with YFF objectives

This proposal aligns with the YFF's strategic pillars by addressing structural inequalities and promoting empowerment and participation among Romani (Gypsy), Roma and Irish Traveller young communities. Our community-driven approach ensures that the voices of Romani (Gypsy), Roma and Irish Traveller young people shape our strategies and actions, fostering a co-produced and inclusive framework.

Expected outputs and impact

The expected outcomes include:

- > Policy seminars
- > Influencing national strategies with evidence from our research.
- > Strengthening sector links and sharing best practices.
- > Hosting multiple community events and consultations.
- > Developing an information-sharing hub and resource centre.
- > Enhancing the capacity of local authorities and other stakeholders to engage with Romani (Gypsy), Roma and Irish Traveller communities.
- > Improving life chances for Romani (Gypsy), Roma and Irish Traveller young people through better education and employment pathways

Policy seminars

Background to the Policy Webinar Series

Following the introduction of the Skills and Post-16 Education Act, the 'Reaching Out' project initially aimed to form a steering group of experts and stakeholders to influence the passage of the legislation through Parliament. We anticipated the Bill's progression in the latter half of 2022. However, it returned to Parliament sooner than expected and received Royal Assent on April 28, 2022, shortly after our project began.

In response to this development, we shifted our focus to hosting a series of policy webinars throughout the project's duration. These webinars aimed to address economic inclusion for young Romani (Gypsy), Roma, and Irish Traveller people. They provided a platform for attendees to hear directly from individuals with lived experiences and sector professionals about the barriers to education, training, and employment faced by these communities. Although we planned to deliver six webinars, external political challenges and internal staffing constraints resulted in the successful delivery of three.

Webinar Events

The aim of the webinar series was to showcase examples of good practice for other organisations to emulate, emphasizing an individualistic approach that considers the unique needs and circumstances of everyone. The webinars brought together a diverse range of stakeholders from employment, local government, and education sectors to demonstrate their leadership in providing pro-Romani (Gypsy), Roma, and Irish Traveller skills and employment programs. In addition to building on the national policy recommendations outlined in the RTS report, the webinars explored policy changes that could be implemented at local and regional levels without requiring central government intervention.



28th June 2023: Formal Education and Schooling Webinar

The first webinar, held on June 28, 2023, via Zoom, addressed the negative experiences and lifelong impacts of the school system on Romani (Gypsy), Roma, and Irish Traveller youth, identified as key issues in the 'Roads to Success' (RTS) needs analysis. This session brought together youth sector practitioners and policymakers to discuss barriers from formal education to youth services. The webinar had 36 participants.

6th December 2023: Criminal Justice and Rehabilitation Webinar

The second webinar, held on December 6, 2023, focused on the challenges faced by young Romani (Gypsy), Roma, and Irish Travellers in the criminal justice system. Drawing insights from RTS and the 'Overlooked and Overrepresented' report, it highlighted the need for a comprehensive youth strategy to address their over representation in the criminal justice system. The discussion also explored the "school to prison pipeline," emphasizing the link between school exclusions and future criminal involvement. This session saw 101 participants, primarily from local and national government bodies and voluntary organisations.

14th February 2024: Leading the Way in Inclusive Skills Development

The third webinar, held on February 14, 2024, focused on the barriers faced by NEET Romani (Gypsy), Roma, and Irish Traveller youth in accessing training and functional skills courses. It aimed to identify best practices for engaging these young people in skills training and creating inclusive pathways to employment or education. The panel discussed combating stereotypes, the importance of representation, and the need for flexible apprenticeships and training programs. This webinar had 35 participants, mainly from local and national government bodies.

Additional Events

Disrupting the School to Prison Pipeline Launch

On November 30, 2022, The Traveller Movement (TM) hosted a panel event at the Houses of Parliament to launch our report on 'Disrupting the School to Prison Pipeline.' This event highlighted the high exclusion rates and over representation of Romani (Gypsy), Roma, and Irish Traveller children in the criminal justice system. Attendees included representatives from local and national government, private law firms, education charities, and other supporting organisations.

Reimagining Futures Launch

On October 24, 2023, TM hosted a panel event at the Houses of Parliament to launch our 'Reimagining Futures' report, commissioned by the Youth Futures Foundation. This event provided policymakers with insights into the educational journeys of Romani (Gypsy), Roma, and Irish Traveller youth and highlighted the barriers they face. It showcased alternative education models, such as those from our sister organisation, Open Doors Education and Training (ODET). The event was attended by 35 policymakers and youth organisation representatives.

YFF Roundtable – Labour Party Conference

The Traveller Movement's Policy Manager spoke at the Youth Futures Foundation's roundtable during the Labour Party Conference in 2023, titled 'Unlocking our Future Workforce: Tackling Structural Racial Inequality.' This discussion offered a platform to highlight the barriers to an inclusive workforce experienced by Romani (Gypsy), Roma, and Irish Traveller youth.



Influencing national strategies with evidence from our research

The Reaching Out policy team employed a comprehensive strategy to influence national policies, leveraging evidence from the Roads to Success (R2S) research. Amid political uncertainty, the team adopted a broad approach, engaging with ministers, peers, and select committee groups. Additionally, they promoted the research, its findings, and recommendations across their own networks and social media platforms.

Background to the Policy Approach

The Reaching Out initiative was delivered during a period of significant governmental upheaval. Frequent changes in ministers and a lack of consistent policy development within the government hindered progress. The political turmoil of Summer 2022, coupled with substantial ministerial turnover within the Department for Education (DfE) and other departments, created an environment of uncertainty. This instability affected the clarity of government plans regarding key legislation, such as the Schools Bill and the post-legislative scrutiny and consultation related to the Skills and Post-16 Education Act. As a result, engaging with ministers proved to be considerably challenging, given the frequent changes to ministerial teams across all departments.

Approaching Members of Parliament and Peers

An initial impact mapping exercise of Parliamentarians was conducted to identify key targets for lobbying and campaigning. A detailed database of Members of Parliament (MPs) and peers was created, assessing their interest in the policy area and their influence in Parliament, including factors such as proximity to Government and select committee memberships. This database served as the primary source for directing the initiative's campaigning efforts in Westminster, ensuring maximum impact.

As part of the influencing strategy, oral question briefings with recommended interventions were circulated to all MPs for each round of questions from Levelling Up and Communities, Education, Department for Culture Media and Sport (DCMS), Business Energy and Industry Strategy, and Women and Equalities. This significantly increased the initiative's engagement with MPs and led to a series of one-on-one briefings with both backbench and ministerial MPs, including shadow schools minister Stephen Morgan MP.

The policy team strategically engaged with the Department for Education, civil servants, and Robert Halfon MP (Minister for Skills, Apprenticeships, and Higher Education), leveraging a strong working relationship during his tenure as Chair of the Education Select Committee. On 5th January 2023, Robert Halfon confirmed that careers guidance would be made available in primary schools, a specific recommendation from the Roads to Success report. Additionally, the Department for Education's statutory guidance on careers guidance has now been amended to explicitly recognize young people from Romani (Gypsy), Roma, and Traveller backgrounds as groups that may require additional or targeted support. His office informed the Traveller Movement (TM) that the evidence provided by the charity for an inquiry on educational challenges for children from Romani (Gypsy), Roma and Irish Traveller (Romani (Gypsy), Roma and Irish Traveller) backgrounds was "instrumental to the Committee's inquiry." Additionally, TM's papers and briefings were noted as being essential in shaping the questioning by members during accountability hearings with the Department for Education (DfE) and other associated bodies.



Reaching Out collaborated with Cat Smith (MP) to table several questions to the Department for Digital, Culture, Media and Sport (DCMS) on youth provision and funding. This individualized approach continued with other MPs as part of a fact-finding process to identify key themes for policy insight briefings. For instance, in July 2023, an introductory briefing on “Poverty and Mental Health in Romani (Gypsy), Roma and Irish Traveller Communities” was distributed to MPs, accompanied by a series of suggested parliamentary questions. Additionally, the initiative produced a specific topical briefing on [Labour and Skills Shortages](#), which was circulated to all MPs ahead of a Westminster Hall debate and subsequently re-circulated prior to a debate on apprenticeships.

This targeted engagement strategy not only facilitated the dissemination of critical information but also helped secure specific policy changes and increased awareness of the unique challenges faced by Romani (Gypsy), Roma and Irish Traveller communities among policymakers.

Focussing on Select Committees and other key government stakeholders

Reaching Out identified a wide range of select committee inquiries in both the House of Commons and House of Lords as channels through which the R2S findings and recommendations could be disseminated more broadly and tied to a wider range of policy discussions. These inquiries included:

- > [A Creative Future](#)
- > [UK Labour Supply](#)
- > [People and Skills in STEM](#)
- > [Plan for Jobs and Employment Support](#)

In conjunction with our long-standing working relationship with Baroness Whitaker, the Reaching Out initiative engaged with Department for Education Minister, Baroness Barran, regarding the Government’s plans for ‘high-quality careers education.’ This engagement was facilitated through the DfE Education Stakeholder Group.

To promote the recommendations of the Roads to Success report and to raise awareness of the need for the meaningful inclusion of Romani (Gypsy), Roma and Irish Traveller needs and experiences in policy design, Reaching Out organized a series of meetings with key organisations, including National Careers Week, the Careers and Enterprise Companies, the National Careers Service, and UCAS. The APPG on Youth Employment specifically requested evidence submissions from the Reaching Out initiative for its inquiry, “Place-Based Approaches to Tackling Youth Unemployment.” We provided evidence that drew on policy outputs, positions, and best practices developed or identified through the Reaching Out initiative.

Similarly, the newly formed APPG on Children in Custody engaged our policy team to review its draft terms of reference and provide evidence submissions for its inquiry, “Achieving the Rights of Children in Custody.” Reaching Out contributed evidence based on the charity’s broader work on criminal justice, alongside relevant policy outputs, positions, and best practices identified through the Reaching Out initiative.

To ensure the broadest possible dissemination of the Roads to Success report, the policy team circulated it to all Members of Parliament, all Children’s Services Leaders in the identified project areas (London, Kent/Essex, Manchester/Liverpool), and all youth organisations listed in the Traveller Movement’s database. Additionally, the report was widely shared on the Traveller Movement’s social media platforms.

Strengthening sector links and sharing best practices

In this section, we look at the critical work of strengthening inter and cross sector links and sharing best practices among organisations. We detail engagements with various organisations and the robust networks established across the sector. We examine the collaborative efforts with National Youth Agency (NYA), Open Doors Education and Training (ODET) and the implementation of tailored training modules, underscoring the importance of cohesive inter-organisational and cross-organisational relationships and the dissemination of effective practices to drive collective progress.

Organisational conversations

The project conducted one-to-one online meetings with a total of 232 individuals from 135 different organisations. These interactions served multiple purposes: firstly, to present the background and findings of the “Roads to Success” research; secondly, to discuss current engagement practices with Romani (Gypsy), Roma and Irish Traveller young people, identifying existing barriers and exploring potential solutions. Additionally, the BESTIE Toolkit was shared as an exemplar of effective engagement with Romani (Gypsy), Roma and Irish Traveller youth, providing a model for successful practice. The meetings also facilitated the exchange of local and regional contacts among organisations, fostering a network of support for those working with or aiming to engage with Romani (Gypsy), Roma and Irish Traveller young people.

Figure 1: Table indicating the numbers of organisations and individuals met during the Reaching Out Programme

| | No. of Organisations / Departments | No. of Individuals |
|--|------------------------------------|--------------------|
| Local Authority ¹ | 26 | 43 |
| NHS | 6 | 7 |
| DWP ² | 4 | 59 |
| Third Sector | 39 | 44 |
| Education ³ | 4 | 7 |
| Private Sector | 10 | 16 |
| Romani (Gypsy), Roma and Irish Traveller organisations | 6 | 9 |
| Youth Sector | 34 | 38 |
| Political representatives ⁴ | 5 | 8 |
| Museums and Galleries | 1 | 1 |
| TOTAL | 135 | 232 |

To initiate engagement with organisations, we generally employed a top-down approach by first contacting the CEO or Director of an organisation or relevant department. In some instances, this approach resulted in direct meetings with these senior officials. However, more frequently, we were referred to a head of department or service, or directly to an individual responsible for working with Romani (Gypsy), Roma and Irish Traveller young people, youth more broadly, partnerships or ethnic-minority communities within the organisation.

1 Across the 5 Regional areas of Essex CC, Kent CC, Liverpool CA, Manchester CA and London these figures include different Boroughs though also include different departments within the same regional area – for example In Kent CC we met people from Education, Site Management, Partnerships and Youth. Each of these is recorded as different department.

2 We met DWP officers from London and Essex, Kent, Manchester and Liverpool DWP

3 We met 1 school and 3 Universities

4 We met 3 Labour MPs, 2 Labour Councillors, 1 Green London Assembly member, 1 Green Borough Councillor and 1 Conservative County Councillor



While the meetings primarily focused on sharing best practices and exchanging local and regional contacts, they also aimed to spark dialogue within and between organisations. These initial sparks were further fanned through various methods, including follow-up meetings with colleagues, training sessions, and collaboration with senior Local Authority officials. This collaboration was instrumental in organising the regional Connecting Community events, using the steering group format to ensure comprehensive engagement and coordination.

Reaching Out achieved significant success in engaging with and collaborating across various sectors, including Local Authorities (18.5% of individuals met), the Third Sector (19% of individuals met), the Youth Sector (16% of individuals met), and the DWP (25% of individuals met). However, the initiative was less successful in engaging with the Romani (Gypsy), Roma and Irish Traveller Sector (4% of individuals met), education providers (3% of individuals met), and the private sector (7% of individuals met).

To understand these trends, it is important to note that building on the R2S recommendations, there was a particular focus throughout the Reaching Out program on connecting with Local Authorities, Youth Organisations, and Romani (Gypsy), Roma and Irish Traveller Organisations. The aim was to foster partnerships for change by bringing these disparate sectors together.

The limited success in engaging with Romani (Gypsy), Roma and Irish Traveller organisations may be attributable to several factors, as illustrated by examples from the Reaching Out program. One organisation was approached repeatedly over three months to discuss their work with Romani (Gypsy), Roma and Irish Traveller young people and explore potential connections with Youth Organisations across the capital. Despite numerous attempts, a meeting was only secured after persistent effort, during which it was clearly articulated that the organisation lacked the capacity for wider involvement or partnerships at that time. Their challenges included staffing concerns, primarily due to a largely Traveller-led team that had experienced multiple bereavements, alongside a vacant community management post they had been unable to fill.

Another regional organisation in London was invited to speak at one of the Connected Community events to showcase their work with Romani (Gypsy), Roma and Irish Traveller young people. They initially declined the speaking role, citing reasons largely related to changing personnel within the organisation, as they had recently appointed two new youth workers. Although they attended the event and subsequently expressed regret for not participating as speakers, recognizing the value of promoting their work, it is **noteworthy that both the newly appointed youth worker and youth manager have since left the organisation after being employed for less than six months.**

These examples suggest that some Romani (Gypsy), Roma and Irish Traveller organisations may adopt a more insular approach, limiting their engagement within and across sectors and their willingness to promote their activities. This reluctance potentially restricts the opportunities available to the young people these Romani (Gypsy), Roma and Irish Traveller organisations serve.



Case Story: Organisational Conversations

Case Story 1: Enhancing Inclusion with the Department for Work and Pensions (DWP)

In our initial approach to the Director of the Communications Office at the Department for Work and Pensions (DWP), we were referred to Kamal Patel, the Partnerships Manager for London and Essex. During our first meeting with Kamal, it was evident that there was a strong alignment between his inclusion agenda and the goals of the Reaching Out programme.

Following this meeting, several key actions were agreed upon. Kamal shared contact details for his counterparts in Kent, Manchester, and Liverpool, and TM agreed to deliver a lunchtime training session to DWP officers in the London and Essex areas.

A follow-up two-hour training session was organized, involving 53 DWP officers from the London and Essex regions. This online session covered cultural competence topics, highlighting the similarities and differences among Romani (Gypsy), Roma, and Irish Traveller communities. It also provided background on the Roads to Success Report and recommendations, introduced the BESTIE Toolkit, and discussed the Reaching Out aim to develop pathways into education, employment, and training. The session was interactive, featuring Q&A segments where participants could discuss challenges and potential solutions. For example, one question addressed how to make DWP Job Centres more welcoming for Romani (Gypsy), Roma and Irish Traveller people. Suggestions included providing information in Romanesque, Shelta, or Gammon languages and displaying the Roma flag alongside other community flags to signal that the centres are Romani (Gypsy), Roma and Irish Traveller-friendly.

Throughout the Reaching Out programme, Kamal and his colleagues have been integral, facilitating introductions within and outside DWP, promoting and attending Connecting Community events, and offering specific advice to Romani (Gypsy), Roma and Irish Traveller organisations on individual complex DWP benefit applications.



Case Story: Organisational Conversations

Case Story 2: Enhancing Education for Romani (Gypsy), Roma and Irish Traveller Communities in Kent

We initiated contact with David Adams, the Interim Director of Education at Kent County Council (KCC). During our initial meeting, David included colleagues who worked in schools and directly with Romani (Gypsy), Roma, and Irish Traveller families. As we discussed the “Roads to Success” recommendations, it became clear that ongoing efforts in the region could potentially fulfill some of these recommendations. Specifically, we identified opportunities for primary schools to partner with secondary schools or other youth provision organisations to offer introductory career guidance and education to Romani Gypsy, Roma, and Irish or Scottish Traveller pupils at the primary level.

Emma Jenkins, Manager of Kent’s Children’s University, attended the meeting and was already involved in delivering this type of provision in a few primary schools. David Adams committed a budget of £12,000 to allow Emma to expand this program to an additional three primary schools with significant Romani (Gypsy), Roma and Irish Traveller populations, tailoring it to their specific needs.

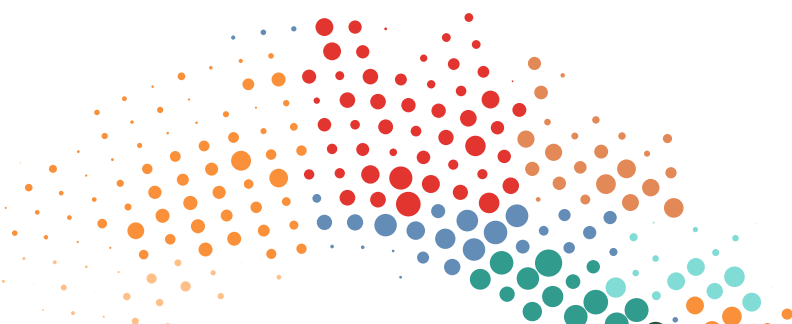
David also agreed to join the steering group for the Kent Connected Communities Event and facilitated introductions to other colleagues within The Education People (Kent’s education provider) and the Kent Site Management Service.

Over the next six months, Emma successfully implemented and evaluated her program in three primary schools, providing introductory career guidance and education. This work has now been mainstreamed and continues to be offered. Senior officers from The Education People, KCC Site Management Service, Kent’s Children’s University, and Kent County Councillor David Beaney participated in the steering group for the Kent Connected Communities Event. The event, which targeted schools and colleges, was highly successful, attracting 98 attendees.

Notably, during the initial meeting, a key question was how to effectively reach Romani (Gypsy), Roma and Irish Traveller young people. Through contact with the Head of the Kent Site Management Service, Natalie Liddiard, we have been able to signpost many third sector and health organisations to her, facilitating improved education and life outcomes for children, young people, and adults on sites in Kent.

Promoting Key Resources in Stakeholder Conversations

In all stakeholder conversations, we consistently promoted the R2S research and recommendations, the BESTIE Toolkit, and the online NYA/ODET continued professional development resources. The R2S research provided a contextual foundation, highlighting challenges and potential solutions. The BESTIE Toolkit offered practical methods for engaging with Romani (Gypsy), Roma and Irish Traveller youth and showcased national examples of good practice. The NYA/ODET resources served as an online platform for those working with Romani (Gypsy), Roma and Irish Traveller young people, enhancing their cultural competence and understanding. This approach facilitated evidence-based discussions and informed decision-making.



National Youth Agency CPD Training, Structure, Engagement and Impact

The Reaching Out initiative's continued professional development (CPD) training, spearheaded by the Traveller Movement (TM) in collaboration with the NYA and ODET, aimed to enhance the cultural competence and professional skills of individuals working with Romani (Gypsy), Roma and Irish Traveller young people. This section evaluates the structure, engagement, and impact of the CPD units.

Course Structure and Delivery

The CPD training units were designed to address a lack of understanding amongst some professionals to understand the specific needs of Romani (Gypsy), Roma and Irish Traveller communities. They were initially developed in consultation with young people engaging in the ODET programme, incorporating their voiceovers. Originally developed as two standalone units, they have undergone significant enhancements to improve accessibility and learner engagement. The resources were initially made up of two chapters though then divided into nine chapters, providing a more sequential and manageable learning experience. This nine-unit modular structure reduces the initial intimidation of comprehensive training and ensures systematic progression through the content.

Engagement and Analytics

The available statistics indicate substantial engagement. The courses have seen enrolment and completion across diverse sectors, highlighting the broad appeal and necessity of such training. Participants in the training units come from a variety of sectors, including:

- > Youth Organisations
- > Non-Governmental Organisations (NGOs)
- > Local Authorities (LAs)
- > Academies and Universities
- > Regional Youth Work Units
- > Environmental Sector
- > Creative Arts
- > Traveller Organisations
- > National Health Service (NHS)
- > Funding Bodies
- > Health Services

Case Story: CPD Involvement

Case Story 3: Targeted Local Authority Engagement

Local authority teams from areas that have faced media scrutiny over issues involving secondary schools and female students from Traveller and other racialized communities have notably completed the CPD courses. This targeted engagement highlights the course's relevance and effectiveness in addressing specific community needs and enhancing local service delivery.

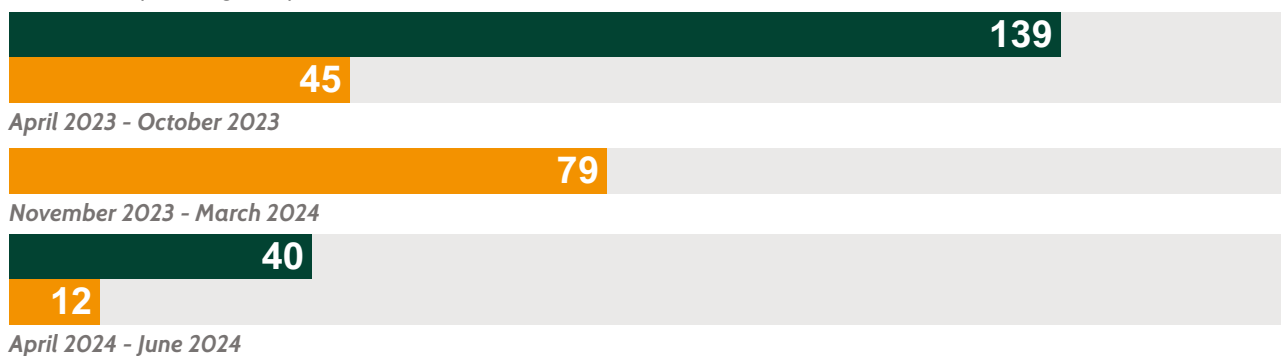
This diversity of stakeholder involvement underscores the widespread recognition of the importance of cultural competence when working with Romani (Gypsy), Roma and Irish Traveller communities. Between April 2023 and June 2024, a total of 315 individuals enrolled on the Continued Professional Development training. Of these, 136 individuals completed the training in its entirety, resulting in a completion rate of 43%.



Figure 2:

Graph indicating Enrolment and Completion of the National Youth Agency, Romani (Gypsy), Roma and Irish Traveller Continued Professional Development Training April 2023 - January 2024

■ Started (in progress) ■ Completed



Extending the CPD Programme

The development of a Level 4 Accredited Award by the National Youth Agency (NYA) is a significant milestone. This accreditation provides formal recognition of the training, enhancing its credibility and encouraging its adoption across various sectors. It is now the responsibility of training providers to liaise with awarding bodies regarding delivery.

Connecting the NYA with the Greater London Authority (GLA) facilitated the further dissemination of CPD resources. These resources were shared among GLA-supported projects, potentially reaching approximately 25,000 young people through around 100 initiatives.

The GLA's extended Mentoring Support Programme aims to integrate these resources, promoting cultural competence among over 300 participating organisations. Additionally, the inclusion of these resources in the GLA Mentoring Quality Framework, which has been downloaded by over 200 youth sector professionals, further amplifies their reach and impact.

The CPD component of the Reaching Out initiative has successfully engaged a wide range of professionals and sectors, enhancing their capacity to support Romani (Gypsy), Roma and Irish Traveller young people. The transition to a more accessible modular structure and the launch of an accredited award underscores the initiative's commitment to continuous improvement and broader impact. Ongoing collaborations and targeted engagements, particularly with local authorities and GLA-supported projects, highlight the strategic importance of this training in promoting cultural competence and effective service delivery for Romani (Gypsy), Roma and Irish Traveller communities.



Hosting multiple community events and consultations

Background to the Connected Community events

Reaching Out hosted six Connected Community events, each with a multifaceted purpose. These events aimed to bring stakeholders together to network, share their experiences and challenges in engaging with Romani (Gypsy), Roma and Irish Traveller young people, and develop a deeper understanding of these communities. Additionally, participants were encouraged to plan and agree on actions to develop pathways into education, employment, and training. Attendees had the opportunity to hear directly from young role models about their lived experiences in education, employment, and training, as well as from organisations recognized as national examples of good practice in engaging with Romani (Gypsy), Roma and Irish Traveller youth. The events also provided a platform to understand the background of the Reaching Out initiative, specifically the “Roads to Success” report, and to learn about its recommendations. In some instances, participants were invited to pledge their commitment to implementing these recommendations.

These events were planned, organized, and delivered in collaboration with young people. The Traveller Movement Youth Advisory Group played a central role in determining the format and purpose of the events and fully hosted each one.

The events were organized in partnership with local or regional stakeholders, forming a Connected Communities steering group. This approach fostered local and regional ownership, enhancing buy-in and commitment to the Reaching Out aims. Given the lack of engagement from Local Authorities identified in the Road to Success report, these bodies were specifically targeted for partnership, along with the DWP and youth organisations.

Each of the Connected Community events was designed with a slightly different format, allowing us to identify and learn from the most effective approaches. The six events were held in Salford (live), London (live), Kent (live), Liverpool (live), Essex (online), and Essex (live).

Salford event

The Salford Event was held at a Youth Centre located near an Irish Traveller site. A steering group was established, comprising members from a Manchester-based youth organisation, the DWP, the Traveller Movement Youth Advisory Group (TM YAG), and the Reaching Out team. In line with the R2S recommendation that the UK and devolved Governments should consider developing explicit Youth Engagement/Youth Work strategies, which specifically take into account the need of minority groups, the event primarily targeted Local Authority officers and members with a strong history of working with Romani (Gypsy), Roma and Irish Traveller communities. The objective was to support the development of a localized youth plan for Salford to meet the R2S recommendations while ensuring accessibility for young people and adults from the nearby Traveller site. The event was attended by 29 individuals, including young people from the adjacent site, and resulted in 10 agreed pledges.

London event

The London Event was held at the Mayor’s City Hall, in the London Living Room space. A steering group was convened, comprising representatives from the London Mayor’s Office Partnership and Youth heads of service, the DWP, the Traveller Movement Youth Advisory Group (TM YAG), and the Reaching Out team. In alignment with the R2S recommendation that Gypsy Roma and Traveller sector organisations should collaborate more closely with Youth Work organisations to identify specific funding opportunities; the event targeted a wide range of stakeholders across London. These included youth and Romani (Gypsy), Roma and Irish Traveller organisations, Borough officers and members, third-sector organisations, public bodies, and the private sector, with a focus on networking and partnership building. The event was attended by 77 people and resulted in 12 agreed pledges.



Kent event

The Kent Event was held at Maidstone Town Hall. A steering group was formed, comprising Local Authority heads of service for Education, Schools, Site Management, Employability and Skills, and members, along with the Head of Children's University, TM YAG, and the Reaching Out team. In alignment with the "Roads to Success" recommendation that headteachers, teachers, and school staff should develop more comprehensive strategies for meaningful engagement with Romani (Gypsy), Roma and Irish Traveller parents - taking into account cultural norms, values, and structural barriers - the primary audience for this event was Kent schools. The event was attended by 98 individuals, and resulted in 11 agreed pledges.

Liverpool event

The Liverpool Event was held at Liverpool Hope University. A steering group was formed, comprising representatives from Sports Youth organisations, the DWP, TM YAG, and the Reaching Out team. Similarly to the Salford Event and in line with the R2S recommendation that the UK and devolved governments should consider developing explicit Youth Engagement/Youth Work strategies that specifically address the needs of minority groups, the steering group targeted promotion to commissioning and senior youth and education local authority representatives. The aim was to galvanise a senior local approach that helped produce a regional Merseyside Combined Authority strategic youth approach. The event was attended by 35 individuals and resulted in 12 agreed pledges.

Essex online event

This online event was shorter in format than the other Connected Community events and was held as an afternoon session. A steering group was formed, comprising senior representatives from Essex County Council Employment and Skills, the Gypsy and Traveller Unit, the NHS, Anglia Ruskin University, TM YAG, and the Reaching Out team. In addressing the "Roads to Success" recommendation that the UK and devolved governments should introduce schemes to develop self-employment skills and place self-employment training and education on par with traditional employment training and education, the event targeted further education (FE), higher education (HE), and self-employment. Unlike the other sessions, this event focused on providing suggestions rather than requiring attendees to pledge actions. The online event was attended by 31 participants.

Essex event – The Big Conversation

The final Connecting Communities event took place at the Essex Record Office. A steering group was established, comprising the Essex County Council Head of the Traveller Unit, the TM YAG, and the Reaching Out team. This event invited all participants from the previous five events, as well as Directors of Education and Directors of Children and Young People services from each London Borough and across the other four Combined Authority and County Council areas. The event showcased young people's voices, replicable models, and exemplary youth engagement practices from across the UK. It was attended by 35 participants.



Participation across Connected Community Events

Across all Connected Communities events, a total of 305 participants attended. Local Authorities were the most represented sector, with 107 participants (35%) in attendance, aligning well with the Reaching Out objective to enhance local authorities' capacity to engage with Romani (Gypsy), Roma and Irish Traveller communities. The Education sector, with 38 participants (12.5%), and the Third sector, with 43 participants (14%), were also well represented.

Emphasizing the principle of “nothing about us, without us,” there was significant representation of Romani (Gypsy), Roma and Irish Traveller youth across all events, totalling 32 participants (10.5%).

However, the participation of Romani (Gypsy), Roma and Irish Traveller organisations was less successful, with only 7 participants (2%), and the Private sector had even lower representation, with 4 participants (1%). Additionally, the independent Youth Sector was underrepresented with 13 organisations (4%), although many Local Authority Youth services did attend, which were included in the Local Authority numbers.

Some Connected Community events were relatively poorly attended despite extensive advertising on social media and across the Traveller Movement networks, and invitations to key stakeholders including Directors of Children and Young People Services, Directors of Education, and a wide range of local and regional stakeholders. This low attendance was disappointing, given the high-quality speaker line-ups and significant involvement of Romani (Gypsy), Roma and Irish Traveller young people. This highlights a contradiction: although many organisations express challenges in engaging with Romani (Gypsy), Roma and Irish Traveller young people, there is a lack of commitment to attend events that could facilitate such engagement.

Figure 3: Table indicating attendance at the Connected Community events by sector

| | Salford | London | Kent | Liverpool | Essex (Online) | Essex – The Big Conversation |
|--|-----------|-----------|-----------|-----------|----------------|------------------------------|
| Local Authorities | 10 | 13 | 40 | 18 | 18 | 8 |
| Public Service – inc. DWP and NHS | 2 | 4 | 13 | 5 | 2 | 4 |
| Third Sector | 4 | 20 | 10 | 3 | 3 | 3 |
| Private Sector | | 3 | | | | 1 |
| Romani (Gypsy), Roma and Irish Traveller Organisation | | 3 | | | | 4 |
| Education – inc. schools, colleges and universities | 2 | 8 | 22 | 1 | 2 | 3 |
| Romani (Gypsy), Roma and Irish Traveller Young People | 5 | 9 | 8 | 2 | 2 | 6 |
| Youth orgs. | 2 | 5 | 1 | 2 | 1 | 2 |
| Funder | 1 | 5 | | | | 1 |
| Other – inc. TM Staff, Romani (Gypsy), Roma and Irish Traveller adults | 3 | 7 | 4 | 4 | 3 | 3 |
| TOTAL | 29 | 77 | 98 | 35 | 31 | 35 |



Case Story: Connected Community Event

Case Story 4: Enhancing Engagement with schools for Romani (Gypsy), Roma and Irish Traveller Communities

The Kent Connected Community (CC) event was primarily targeted at schools and aligned with the R2S recommendation for headteachers, teachers, and school staff to develop more comprehensive strategies for engaging Romani (Gypsy), Roma and Irish Traveller (Romani (Gypsy), Roma and Irish Traveller) parents, considering cultural norms, values, and structural barriers.

Event Overview

Attendance: The event was the most well-attended of all the Connected Community events, with 98 participants.

Pledges: It was highly successful in terms of pledges, with 6 out of 11 (54.5%) pledges being partly or fully met.

Significant Changes Resulting from Pledges include:

- > **Webpage Development:** A webpage to support the Romani (Gypsy), Roma and Irish Traveller communities has been added to the County Council careers information site. This site is used by 80% of young people in Kent in Year 10 and 11 and is the primary site for young people to apply to post-16 education.
- > **Increased Engagement:** Contacts with Kent's Traveller site managers have been established, facilitating engagement with those on KCC-owned Traveller sites.
- > **Data Collection:** The County Council has initiated processes to collect more data on ethnicity through mass updates and increased awareness among individual professionals.
- > **Inclusion in School Conversations:** Post-event, conversations with schools now include Romani (Gypsy), Roma and Irish Traveller communities when discussing disadvantaged groups, with the Engagement team becoming more aware of the needs of Romani (Gypsy), Roma and Irish Traveller students.
- > **Community Input:** Collaboration with Romani (Gypsy), Roma and Irish Traveller communities accessing services has begun to improve training, with regular visits to a local Traveller site for feedback and input.

Success Factors

The success of the event can be attributed to significant buy-in and ownership from various stakeholders. The event was co-produced and delivered by Heads of Local Authority departments alongside TM YAG and the Reaching Out team. Additionally, the support of a Romani (Gypsy) Local Authority County Council member was crucial in advancing this initiative.

Stakeholder Feedback

Feedback from steering group stakeholders highlights the event's success. One officer remarked, "It was the first time an event like this had been held within the county, raising the profile of the issue of NEETs in the Romani (Gypsy), Roma and Irish Traveller community. It connected people from across the county with similar issues and raised the profile of the issue with the Skills & Employability Service, the Careers Enterprise Company, and briefly with KCC members."

This case story demonstrates the effectiveness of collaborative efforts and targeted strategies in addressing the unique challenges faced by the Romani (Gypsy), Roma and Irish Traveller community in Kent.

Pledges: encouraging partnership and action

To foster partnership working and drive actionable responses to the challenges of developing pathways into education, employment, and training, the first four Connected Community Events encouraged participants to pledge actions to undertake individually or in partnership following the events. See Appendix A for breakdown of pledges made, with feedback on these.

Across the first four Connected Community Events, a total of 45 pledges were made. Of these, 4 (9%) were intended to be delivered in partnership, while the remaining pledges were individual commitments. In total, 50 participants pledged to take action. Among these participants, 23 (46%) were from the Local Authority sector, 11 (22%) were from the Third sector, and 5 (10%) were from the Public sector.

Figure 4: Table indicating the number of participants pledging by sector

| | Salford | London | Kent | Liverpool |
|---|---------|--------|------|-----------|
| Education | 1 | | 3 | |
| Local Authority | 4 | 3 | 8 | 8 |
| Third Sector | 3 | 4 | 2 | 2 |
| Public Sector | 1 | | 3 | 1 |
| Youth | 1 | 1 | | |
| Romani (Gypsy), Roma and Irish Traveller Organisation | | 2 | | |
| Funder | | 1 | | 1 |
| Sports Organisation | | 1 | | |

A review of the 45 pledges made reveals that they predominantly comprised sectoral change (22 pledges, 49%) and organisational change (16 pledges, 35.5%).

Sectoral Change

Sectoral change refers to the transformations that occur within a specific sector or industry as a whole. This type of change involves shifts in policies, practices, standards, or approaches that affect the entire sector. Sectoral change often results from collective efforts by multiple organisations within the sector, influenced by external factors such as legislation, technological advancements, or shifts in societal needs and expectations. In the context of the Reaching Out initiative, sectoral change might involve the education sector adopting new strategies for engaging Romani (Gypsy), Roma and Irish Traveller young people or the employment sector developing inclusive self-employment training schemes.

Organisational Change

Organisational change refers to the modifications and improvements that take place within an individual organisation. This includes changes in the organisation's structure, culture, policies, practices, or procedures. Organisational change aims to enhance the effectiveness, efficiency, and responsiveness of the organisation to better meet its goals and address the needs of its stakeholders. Within the Reaching Out initiative, organisational change could involve a local authority implementing new engagement strategies for Romani (Gypsy), Roma and Irish Traveller communities, a third sector organisation adopting the BESTIE Toolkit for better service delivery, or a public sector entity enhancing its cultural competence training programs for staff.

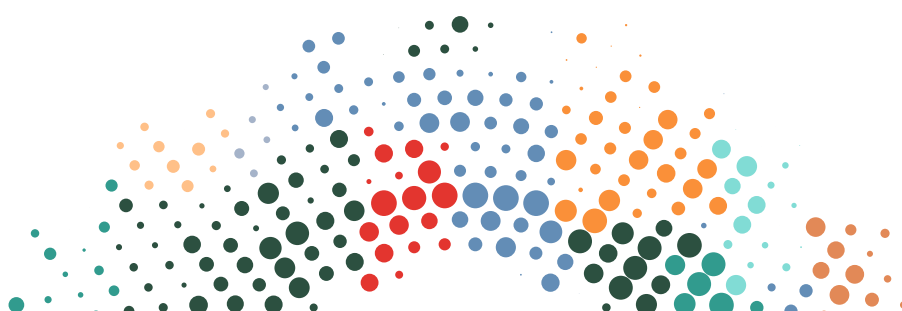


Figure 5: Table indicating the types of pledges given at the Connected Community events

| | Salford | London | Kent | Liverpool |
|----------------|---------|--------|------|-----------|
| Individual | | | 1 | |
| Organisational | 6 | 5 | 3 | 2 |
| Sectoral | 3 | 7 | 4 | 8 |
| Strategic | 1 | | 3 | 2 |

Pledges were followed up periodically following the Connected Community events to understand how they had worked towards meeting their commitments. Of the 45 pledges, 4 (10%) were unmet, 10 (22%) were partly met, 11 (24%) were fully met and 20 (44%) received no feedback.

The high degree of pledges not providing feedback hinders the ability to assess the impact of this element of the Reaching Out initiative robustly. Without feedback, it is challenging to determine whether the pledges are leading to meaningful change and outcomes. A notable challenge in the program was the lack of a social media campaign. Specifically, for the Salford and London events, it was communicated that the program would follow up with a social media campaign showcasing delivered pledges. However, this did not materialize due to a long-vacant position in the Traveller Movement and the limited skills and availability of the existing staff.

Figure 6: Table indicating numbers of pledges that were partly or fully met, not met or did not feedback

| | Salford | London | Kent | Liverpool |
|-------------|---------|--------|------|-----------|
| Not met | 1 | 3 | | |
| Partly met | 5 | | 3 | 2 |
| Fully met | 2 | 3 | 3 | 3 |
| No feedback | 2 | 6 | 5 | 7 |

Given the limitations in receiving feedback, we can analyse the pledges that have been reported. Out of the 11 pledges that were fully met, three (27%) were related to organisational change, six (55%) were related to sectoral change, and two (18%) were related to strategic development. Interestingly, despite the low overall number of partnership pledges—only four out of 45—two of the fully met pledges involved partnerships, both of which led to strategic changes. The breakdown of the fully met pledges by sector reveals that four (36%) were delivered by local authorities, three (27%) by the third sector, one (9%) by the youth sector, and one (9%) by a Romani (Gypsy), Roma and Irish Traveller organisation.

For the ten pledges that were partly met, four (40%) were for organisational change, three (30%) were for sectoral change, and three (30%) were aimed at strategic change. The sectors responsible for these partly met pledges included three (30%) from local authorities, two (20%) from the third sector, and one each (10%) from funders, youth services, the education sector, and the public sector. Additionally, one (10%) of the pledges was made in partnership between schools and the local authority.

Out of the four pledges that were not met, all were aimed at sectoral change. These pledges were distributed among two (50%) from the third sector, one (25%) from a Romani (Gypsy), Roma and Irish Traveller organisation, and one (25%) from a local authority.

This analysis highlights that while sectoral change was a common focus, it also faced the highest rate of unmet pledges. The data underscores the effectiveness of partnerships in achieving strategic change, despite their overall low occurrence. It also demonstrates the commitment of local authorities and third sector organisations in partially or fully meeting their pledges, reflecting their dedication to driving both organisational and sectoral changes. In understanding barriers to not fully meeting the pledges.



Feedback from participants who did not meet or only partially met their pledges provides insight into some of the barriers and challenges they faced. Notably, several participants reported multiple barriers. Funding emerged as a significant issue, with 4 out of 24 reports (17%) citing it as a challenge they could not overcome. In follow-up conversations, it became apparent that while the funding needed was not always substantial, its absence still curtailed progress. For instance, a stakeholder from Kent LA reported only partially meeting their pledge due to funding challenges:

“The issue has been that having raised the issue and had member engagement, we did not build on the momentum since then. We had hoped to build a school network, but this has not yet happened as we couldn’t find the funding. We are going to look at including setting up a post-16 transition (careers) Romani (Gypsy), Roma and Irish Traveller network into the priorities of the Careers Enterprise Company in Kent in the next academic year, which could solve the funding issue. The ideal will be to build a model that the schools then own and continue.”

Further analysis reveals other significant barriers to fully meeting commitments. Three reports (12.5%) indicated that more time was needed, while another three (12.5%) cited alternative priorities. This suggests that fulfilling the pledges was not necessarily a priority for some participants, and their initial enthusiasm and commitment may have waned. Additionally, three reports (12.5%) indicated that the challenge was due to the pledgee having left their post.

This feedback highlights the complexity of implementing pledged actions and underscores the need for sustained support and prioritization to overcome these barriers.

Figure 7: Table indicating the barriers to fully completing pledges by number of participants reporting this

| Barrier | No of participants |
|---|--------------------|
| Need more time | 3 |
| Alternative priorities | 3 |
| Transient families | 1 |
| Poor school attendance | 1 |
| Distance to provision | 1 |
| YP involved in caring duties | 1 |
| YP in existing casual paid employment | 1 |
| Funding | 4 |
| Access to Romani (Gypsy), Roma and Irish Traveller young people | 2 |
| Access to Romani (Gypsy), Roma and Irish Traveller role models | 2 |
| Pledgee retired or left post | 3 |
| Require additional support from professionals | 1 |
| Engage decision makers | 1 |



Case Story: Connected Community Event

Case Story 5: Embedding change through key decision makers

The Salford and Liverpool Connected Community events aimed to address the Roads to Success recommendation that the UK and devolved governments should develop explicit Youth Engagement/Youth Work strategies to address the needs of minority groups. The Salford event, attended by 29 participants, focused on the Romani (Gypsy), Roma and Irish Traveller people and Youth sectors, while the Liverpool event, with 35 attendees, targeted commissioners and Directors of Children and Young People's services.

A common feature of both events was the inclusion of decision-makers. In Salford, the attendees included two council members, the Head of the Salford Youth Service, and the Head of the Gypsy and Traveller service. In Liverpool, the Director of the Combined Authorities RACE strategy and Heads of Youth services from the Merseyside Combined Authority were present. The presence of these decision-makers ensured that actions could be taken forward post-event.

Success in the North-West region has been bolstered by having an on-the-ground community member well-informed about the challenges and connected to senior stakeholders, driving change effectively. These efforts have led to notable outcomes, as reported by Sally Carr, Trustee of the National Youth Agency and an champion for Romani (Gypsy), Roma and Irish Traveller communities in the North West.

Sally Carr highlighted significant changes: 'key decision-makers and influencers have been engaged, and discussions are underway in Greater Manchester and the Liverpool City Regions. An informal network of allies and champions, including Adrian Bates (Greater Manchester Equality Alliance), Tim Rumley (Salford Youth Service) and Alison Navarro (Liverpool CA RACE), have emerged to amplify Romani (Gypsy), Roma and Irish Traveller voices. There are potential youth work strategies emerging in Greater Manchester and the Northwest, with the development of a Youth Workers forum for Romani (Gypsy), Roma and Irish Traveller youth workers in progress. Romani (Gypsy), Roma and Irish Traveller issues are now on the agenda in Greater Manchester Public Health and Combined Authority task and finish groups. The success is attributed to building and maintaining relationships with relevant people, supported by champions and allies. Progress is being made, and more noticeable results are expected over the next 12 months.

Connected Communities has facilitated crucial strategic links between Romani (Gypsy), Roma and Irish Traveller communities, their allies and champions, and key decision-makers, leading to the integration of Romani (Gypsy), Roma and Irish Traveller challenges and needs into the strategic frameworks of the Greater Manchester and Liverpool Combined Authorities.



Developing an information-sharing hub and resource centre

The Reaching Out initiative has emphasized the importance of developing robust information-sharing mechanisms to support and engage Romani (Gypsy), Roma and Irish Traveller communities. Central to this effort has been the establishment of the Youth Advisory Group (YAG) and the creation of the Open Roads Opportunities (ORO) Newsletter. These platforms have not only facilitated the dissemination of vital information but have also provided avenues for youth engagement and empowerment.

Youth Advisory Group (YAG)

The Youth Advisory Group was established in June 2023 with five members and has since expanded to ten. Membership growth has largely been driven by word-of-mouth referrals and recommendations from existing members and project coordinators. The group comprises a mix of university graduates and students, providing a diverse range of experiences and perspectives.

Purpose and Aim of the Youth Advisor Role

The purpose of the Youth Advisor role is to leverage the personal experiences of Romani (Gypsy), Roma and Irish Traveller youth in employment and training to inform the Traveller Movement's youth employment project. This role is part of the Youth Futures Foundation funded 'Reaching Out' project, which aims to create more and better employment and training opportunities for young Romani (Gypsy), Roma and Irish Traveller people in the UK.

The overarching aims for the Youth Advisors are to:

- > Attend 5-10 online and offline meetings
- > Attend two 'Connected Communities' meetings in their geographical area (London, Kent/Essex, or Liverpool/Manchester)
- > Advise on the barriers and opportunities young Romani (Gypsy), Roma and Irish Traveller people face in the employment and training markets.
- > Receive compensation of £12 per hour for their work.

Activities and Achievements

The YAG has been instrumental in co-creating and hosting Connected Community events, providing a platform for learning and engagement. In addition, the group has participated in several key activities:

Youth Influencer Programme: Five YAG members—Charlie, Jimmy, Jack, Joeboy, and Meena—along with Laura Collins, received training in social media content creation from Rural Media. They created content for the Traveller Movement, enhancing their digital engagement skills.

Educational Visit to the Royal Courts of Justice: In February, YAG members participated in a visit to the Royal Courts of Justice, engaging in a tour, a Q&A session with a royal court judge, and a mock trial.

Annual Conferences: YAG members played significant roles in planning, hosting, speaking, facilitating breakout rooms, and delivering keynote speeches at annual conferences.

Purpose and Vision

The primary purpose of the YAG is to advise the Traveller Movement on various projects, ensuring that the voices and perspectives of Romani (Gypsy), Roma and Irish Traveller youth are represented. The group combines lived experiences with academic expertise, providing a holistic approach to addressing community challenges. The recent advisory role in creating the Youth Political Manifesto highlights the group's growing influence.



Growth and Future Directions

While the YAG has proven valuable, there is potential for further development. Key considerations include securing funding, expanding membership, and increasing involvement in broader organisational activities. Integrating YAG members into the Advisory Board could enhance professional development and ensure sustained engagement.

An innovative model to consider is the Black Young Professionals (BYP) Network, which through their AI-powered platform 'Javelin', connects Black professionals to personalized career opportunities, such as jobs, mentorship, events, and content based on their career goals. Adopting a similar approach for the Romani (Gypsy), Roma and Irish Traveller community could significantly enhance career development and networking opportunities for young Romani (Gypsy), Roma and Irish Traveller individuals.

External Engagement

YAG members actively participate in external groups, such as the Future Voices Group for the Youth Futures Foundation, broadening their influence and networking opportunities.

Specific Achievements

Several YAG members have achieved notable successes:

- > 2 members completed university and became interns for the Traveller Movement.
- > 1 member secured employment, leveraging experience from the Youth Influencer Programme.
- > 1 member transitioned from intern to Youth Engagement Development Officer and will attend university.
- > 1 member obtained a new position within the council, furthering her professional development.

Open Roads Opportunities (ORO) Newsletter

The ORO Newsletter is designed to showcase education, employment, and training opportunities for Romani (Gypsy), Roma and Irish Traveller community members. Initially intended to be part of the Traveller Movement's Youth Page, it evolved into a newsletter for more dynamic and timely updates. The newsletter is curated by a team from the YAG, and aims to provide practical advice and highlight available opportunities.

In conclusion, the Youth Advisory Group and the Open Roads Opportunities Newsletter have played pivotal roles in enhancing engagement and resource sharing within the Romani (Gypsy), Roma and Irish Traveller communities. Continued support and strategic development will ensure these initiatives remain impactful and sustainable.



TM Conference (2023) – Young People Led Workshops

We have a youth employment / mental health workshop that brought together Romani (Gypsy), Roma and Irish Traveller people & organisations, youth and mental health organisations and policy makers to discuss what can be done to tackle youth unemployment and mental ill health within young Romani (Gypsy), Roma and Irish Traveller people.

The workshop collectively agreed 3 recommendations, which closely mirror the findings of Roads to Success, and will be incorporated into TM's implementation plan for the project:

That public bodies, youth services, and Romani (Gypsy), Roma and Irish Traveller sector organisations should prioritise partnership models to better integrate service provision and disseminate best practice

That local authorities, youth services, and other organisations should internally review their own Romani (Gypsy), Roma and Irish Traveller engagement and provision; with a view to identifying avenues for improvement

That local authorities, youth services and education providers should explore alternative education models which better accord for the specific needs of young people, including the provision of mentoring, mental health provision, and employment support

TM intern and youth advisor Charlie was announced as a YFF/BYC youth ambassador. Charlie has been interviewed for a profile in TM's newsletter after his first 6 months in the role, which can be found [here](#).



Enhancing the capacity of local authorities and other stakeholders to engage with Romani (Gypsy), Roma and Irish Traveller communities

The Bestie Toolkit, developed by the Traveller Movement and based on the “Roads to Success” research project, aims to enhance understanding and support effective practice for those working with ethnic Romani (Gypsy), Roma and Irish Traveller young people. Targeting organisations across statutory, voluntary, private, and independent sectors, the toolkit encapsulates key concepts for effective engagement, emphasizing youth-centered approaches, community-led programs, and interagency collaboration. It also advocates for sustainable funding and a mixed model of youth work to promote human rights and social justice. This comprehensive guide features eight exemplary models of good practice from across the UK, providing valuable examples for organisations to adopt. Promoted widely through the Reaching Out initiative, the toolkit has been disseminated to various stakeholders, including Members of Parliament, and highlighted in several events to ensure broad implementation and impact.

Cultural competence training has been a cornerstone of the Reaching Out initiative. All stakeholder interactions incorporated elements of cultural competence training, along with raising awareness of the challenges and potential solutions for Romani (Gypsy), Roma and Irish Traveller communities. Apart from the final event in Essex, all Connected Community events included components on the historical backgrounds, similarities, and differences among Romani (Gypsy), Roma and Irish Traveller communities. Additionally, the Reaching Out initiative conducted bespoke training sessions for the Department of Work and Pensions (DWP), Camden Youth Foundation, and Central Bedfordshire Local Authority.

These training sessions were designed to be interactive, incorporating question-and-answer segments to foster dialogue rather than adopting a purely didactic approach.

BESTIE Toolkit

The Bestie Toolkit aims to enhance understanding and support effective practice for those working with ethnic Romani (Gypsy), Roma and Irish Traveller young people. Developed by the Traveller Movement and based on the “Roads to Success” research project, this toolkit targets all statutory, voluntary, private, and independent sector organisations and their staff providing services and support to these communities.

The acronym BESTIE encapsulates key concepts for effective engagement with Romani (Gypsy), Roma, and Irish Traveller young people:

Be young people-led: Ensure that young people are at the center of everything you do. Maintain a youth-centered approach, even when funding and organisational culture may attempt to shift your focus.

Effective Provision: Provide personal development opportunities that help young people realize their aspirations and potential in education, training, and employment.



Stay community-led: Programs benefit from cultural capital when professionals from the communities they serve are employed.

They are NOT all the same: Understanding the diversity within and among these communities is crucial. Recognize the importance of interagency collaboration and the conscious and unconscious biases faced by Gypsy, Traveller, and Roma young people.

Interagency working: Collaboration across statutory, voluntary, community, and private sectors creates more opportunities for young people.

Enough funding: Ensure comprehensive, long-term, sustainable programs to support these young people in realizing their aspirations and improving their life outcomes. Short-term funding approaches are problematic and often set young people up for failure, perpetuating inequality and injustice.

The toolkit recommends blending the Advocacy Model with the Empowerment Model of youth work. This mixed approach promotes human rights and social justice while equipping young people with the skills, experiences, and competencies to thrive both individually and collectively.

The toolkit features eight exemplary models of good practice from across the UK, offering valuable examples for organisations to adopt and build upon. Throughout the Reaching Out initiative, the toolkit was actively promoted in all stakeholder interactions. It has been disseminated to our youth networks, contacts, and subscribers of TM's newsletter, Spotlight. Additionally, TM has distributed the toolkit to all Members of Parliament, urging them to share the resource with frontline services in their constituencies. The toolkit was also highlighted and promoted to attendees at the Connecting Communities events.

Department of Work and Pensions

A 2-hour online session was conducted with 53 DWP officers, including those working in Job Centres, as family support officers, partnership officers, and in outreach roles. The session provided an overview of the Roads to Success research and its recommendations, including cultural competence elements that discussed the historical background of Romani (Gypsy), Roma, and Irish Traveller communities. The session was well-received and marked the beginning of a productive relationship with DWP throughout the initiative.

Central Bedfordshire Information, Advice, and Guidance Network

A 3-hour online session was held with 15 IAG advisers from the Local Authority and the Third Sector. The training included a background on the Roads to Success research and its recommendations, along with cultural competence training focused on the historical background of Romani (Gypsy), Roma, and Irish Traveller communities. Despite being outside the core project areas (Kent, Essex, London, Liverpool, and Manchester), two attendees from this training also participated in the Connected Communities event, demonstrating extended engagement.

Camden Youth Foundation

A 3-hour online session was conducted with 13 youth work organisations from across the UK. The session covered the Roads to Success research and its recommendations, incorporating cultural competence training on the historical background of Romani (Gypsy), Roma, and Irish Traveller communities. This session was organized at the request of a Youth Advisory Group member from the Camden Foundation, as part of her pledge at the London Connected Community event to strengthen relationships with the Traveller Movement and raise awareness among her youth work members about the challenges faced by Romani (Gypsy), Roma and Irish Traveller communities. These training efforts have significantly contributed to enhancing the capacity of local authorities and other stakeholders to engage effectively with Romani (Gypsy), Roma and Irish Traveller communities, fostering a more inclusive and informed approach.

Improving life chances for Romani (Gypsy), Roma and Irish Traveller young people through better education and employment pathways

Future Training Opportunities

The Reaching Out team has been in ongoing discussions with Network Rail for over a year, aiming to develop a bespoke training program for Romani (Gypsy), Roma and Irish Traveller young people that would lead to their employment with Network Rail or support their self-employment. Although this tailored program has not yet materialized, in July 2024, Network Rail committed to ringfencing 25 apprenticeship places for Romani (Gypsy), Roma, and Irish Traveller young people. These three-year apprenticeships, available to young men and women aged 18 and older, will provide on-the-job training alongside a Level 3 qualification. With a paid salary exceeding £20,000 per annum per apprentice, this initiative represents a significant investment worth over £1,500,000, offering potential employment following the apprenticeship period. At the time of writing, the Reaching Out initiative is actively engaging with Romani (Gypsy), Roma and Irish Traveller youth to take advantage of these opportunities, with a planned start in November.

Reviewing Reaching Out



Strength

- > The power of young peoples lived experience – the most compelling narratives for change
- > On the ground community professional in-situ that is sufficiently connected to other senior decision makers to drive systemic change.
- > Engagement with Local Authorities, DWP and Youth Sector



Weakness

- > Engaging with Romani (Gypsy), Roma and Irish Traveller organisations; and the Private Sector
- > Social Media Strategy – poor follow up after CC Events
- > Marketing Strategy – as evidenced by poor attendance at some events



Opportunity

- > Further develop the Youth Advisory Group
- > Support and help grow the strategic partnerships that have been formed in Merseyside and Manchester
- > Deliver a national Youth Manifesto, piloted in the North
- > TM manage a strategic pot of funding that is targeted at systematic change



Threat

- > Stakeholder pledges are not delivered
- > The spark isn't ignited and those partnerships and collaborations that have been formed begin to fade.

Salford

INDIVIDUAL ORGANISATION EDUCATION

PLEDGE

1. Create a traveller community group to inform about services admission.
2. Provide more training and advice around working with travellers.
3. Increase awareness in a respectful and understanding environment.

FEEDBACK

1. We have not been able to complete any of our pledges as of date. We had a refurb here at which ran over schedule, so we have not long re opened.
2. We do have an alternative provision school in and we do have girls from the traveller community attend. Following the event, we have re-trained and working in a focussed way and have seen a massive increase in behaviours and learning in a positive way.
3. We will be starting to work on our pledge in the upcoming months.

PLEDGE TYPE ORGANISATIONAL

PLEDGE MET? PARTLY MET

WERE NOT MET – REASON? TIME COMMITMENT ALTERNATIVE PRIORITIES

INDIVIDUAL ORGANISATION LOCAL AUTHORITY

PLEDGE

1. To support high schools to look after and support KS3 Romani (Gypsy), Roma and Irish Traveller pupils at risk of EHE.
2. Promote and plan closer working with Romani (Gypsy), Roma and Irish Traveller NEET young people by connecting them with services and tangible offers linked to financial support.
3. To feedback to my team learnings from today to discuss.
4. CPD Training to post-16 providers and support services.

FEEDBACK

1. Following the Connected Communities event I liaised with our local Connexions service who tracks and support all NEET young people in Salford and they informed me of the existing activity that takes place within the Romani (Gypsy), Roma and Irish Traveller community. Much of this is based around liaising with other professionals to try and link into the group, through this we share information on local training and employment support provision.
2. Summary of existing specific activities:
 - a. Joint home visits from EMTAS and EHE.
 - b. Stand at the Travellers open day - usually in June or July at Duchy Caravan Park.
 - c. Promoting NEET Engagement and Summer programmes, and supporting YP to attend from traveller community (We had a yp attend the Global Make-Up programme at Langworthy Cornerstone – she was also offered a progression on to the CSIN programme.
 - d. Promoting funding for Our Pass and ID (from NEET Engagement Fund).
 - e. Referrals form Tara for direct support, some good case studies of this working well and young people progressing into further training.
3. Elective Home Educated – 2022/23 – we are working with 8 EHE yr 11s who are from the Romani (Gypsy), Roma and Irish Traveller community and in settled accommodation. There is good liaison between EHE, EMTAS and Connexions to ensure support related to NEET prevention and reduction is in place.

PLEDGE TYPE SECTOR

PLEDGE MET? PARTLY MET

WERE NOT MET – REASON? Key issues

1. Some YP may have not attended education regularly since primary school so may have no quals or low level of maths/English, which prevents them from accessing some training but also confidence to access provision.
 2. By definition there is a transient nature – families do come and go from the caravan park, also families may be working away from their more permanent home for large chunks of the year.
 3. Parents worried about their children attending provision in another area of Salford – prefer it to be very close by or easy for YP to be dropped off at.
 4. Young men starting casual employment quite young so not seeing the benefit of unpaid training even though they would get a qualification.
 5. Young women caring for younger siblings or starting families of their own, so not having a career.
-

INDIVIDUAL ORGANISATION LOCAL AUTHORITY

PLEDGE

1. Raise awareness of Romani (Gypsy), Roma and Irish Traveller community amongst Salford City Council services that support schools.

FEEDBACK

1. All newly appointed colleagues in my teams are now asked to complete the Romani (Gypsy), Roma and Irish Traveller me-learning module as part of their induction. As a specific example: we have formed a brand-new team of SEND leaders, all 6 colleagues in this new team have completed the training and have had an introductory session with Traveller Education Team.

PLEDGE TYPE ORGANISATIONAL

PLEDGE MET? FULLY MET



**INDIVIDUAL
ORGANISATION
THIRD SECTOR**

PLEDGE

1. To explore opportunities to employ traveller people and develop volunteering opportunities.

FEEDBACK

1. To update on our pledge. We are taking the following actions:
 - a. We regularly run employability sessions with travellers engaged in our service.
 - b. We have one long term volunteer from the travelling community and are actively encouraging more involvement in our volunteering roles from the travelling community.
 - c. We are exploring funding for some new paid roles which will be advertised within traveller specific places.
 - d. We are in talks to have our traveller awareness training delivered by someone from the travelling community.

PLEDGE TYPE
ORGANISATIONAL

PLEDGE MET?
PARTLY MET

WERE NOT MET – REASON?
FUNDING

**INDIVIDUAL
ORGANISATION
LOCAL AUTHORITY**

PLEDGE

1. To continue to support the empowerment of our Romani (Gypsy), Roma and Irish Traveller communities.

PLEDGE TYPE
STRATEGIC

PLEDGE MET?
NO FEEDBACK

**INDIVIDUAL
ORGANISATION
PUBLIC SECTOR**

PLEDGE

1. To build greater awareness of the Romani (Gypsy), Roma and Irish Traveller communities within the Greater Manchester.
2. To continue to work across partnerships.

FEEDBACK

1. Met with our Diversity and Inclusion colleague in relation to raising awareness of Romani (Gypsy), Roma and Irish Traveller to staff and she mentioned having an article in our EDI newsletter. Will approach the YP from the CC Event to help with this.
2. I've also seen the launch of the Romani (Gypsy), Roma and Irish Traveller safe space for Women and the focus on the Romani (Gypsy), Roma and Irish Traveller community in prisons, again something I would like to highlight across GM.
3. I'm also in the process of arranging a Youth Event with our Managers, Manchester City Council and other providers and this is also an opportunity to promote Romani (Gypsy), Roma and Irish Traveller Youth.

PLEDGE TYPE
ORGANISATIONAL

PLEDGE MET?
PARTLY MET

WERE NOT MET – REASON?
ACCESS TO Romani (Gypsy), Roma and Irish Traveller YP
NEED MORE TIME

**INDIVIDUAL
ORGANISATION
YOUTH**

PLEDGE

1. Continue to develop our commitment to EDI.
2. Develop current CPD partnerships.
3. Respect/Employ Romani (Gypsy), Roma and Irish Traveller young people.

FEEDBACK

1. I've taken some of the learning from the NYA CPD training and the workshop/launch I attended in Salford into my other face to face training. I've recently written a course that includes information on various barriers and disadvantages faced by particular groups. I was able to quote from a copy of the Traveller Times on barriers to mainstream education.

PLEDGE TYPE
ORGANISATIONAL

PLEDGE MET?
PARTLY MET

**INDIVIDUAL
ORGANISATION
THIRD SECTOR**

PLEDGE

1. Connect Commonwealth/British Champions into an ambassador role with organisation. Link to social media and promote Apprenticeships opportunities for employers and young people.

FEEDBACK

1. Have identified Sportsman and Irish Traveller Business Owner. Intention to run Social Media campaign as part of Romani (Gypsy), Roma and Irish TravellerHM headed to encourage young Gypsy Roma and Traveller people into Apprenticeships. Looking to coordinate activity with TM around SM campaign.

PLEDGE TYPE
SECTOR

PLEDGE MET?
NOT MET

WERE NOT MET – REASON?

1. Main challenges I would say are getting connected into the Romani (Gypsy), Roma and Irish Traveller communities and partners who are working with Romani (Gypsy), Roma and Irish Traveller communities.
-

**PARTNERSHIP
ORGANISATION
LOCAL AUTHORITY**

PLEDGE

1. Consult with Romani (Gypsy), Roma and Irish Traveller community young people about their interests and needs to support them into education, employment or training.
2. Raise awareness of Romani (Gypsy), Roma and Irish Traveller community across a range of council teams.
3. Ensure Romani (Gypsy), Roma and Irish Traveller community issues remain on the agenda for our organisation and Romani (Gypsy), Roma and Irish Traveller voices are heard.
4. Help link work and skills team
5. Provide more training - lack of understanding with issues such as sex ed.

PLEDGE TYPE
SECTOR

PLEDGE MET?
NO FEEDBACK

London

INDIVIDUAL

ORGANISATION

Romani (Gypsy), Roma and Irish Traveller ORGANISATION

PLEDGE

1. Speak with schools about teachers being provided with training on the different cultures and music within the Roma, Gypsy and Traveller communities. So, they have a basic knowledge and can understand their student and support them fully.

FEEDBACK

1. Regarding our pledge and representing as well as supporting our Roma communities in education, health and employment we have been consecutively successfully working on, creating partnerships, creating pathways into employment and providing a lot of support to individuals and families.
2. We have worked with the Bradford education board on a 12 months project working across 10 schools with 32 Roma families supporting them with any aspects of their life's circumstances that is preventing their children attending school and providing much needed resources, tools, information and cultural awareness training to education staff. We also created a link for schools with useful information, please see link below:
3. The link for the Romani (Gypsy), Roma and Irish Traveller resources after the project are saved on here: [Education Access Team | Bradford Schools Online](#) Warning, it's a massive file to download.
4. Our Roma Support Worker Service has been commissioned by Bradford Children and Families Trust. This is supporting Roma families on legal plans with many aspects to bring the right care for the children, however the common theme is lack of attendance in school/college, unemployment and health. Through this service we work with the social worker including all professionals involved such as health professionals and

school. As an organisation we try our upmost during the support plan/capacity to better the family's quality of life, better the education chances and upskill the parents, create links etc to vet them into employment. There have been many successful stories but also many unsuccessful stories with many children being taking into care.

5. We have been working on many partnerships and have been approached by many other local VCS organisations to collaborate. Organisation such as Race and Equality, Network, Cellar Trust, VCS Alliance Well-being Network, Manningham Housing, CNET, HAF programme and other initiatives where we have successfully scouted/prepared Roma candidates who got employed/involved in initiatives/projects / programmes etc. Many of these initiatives are still ongoing and partnerships are growing as well as our relationships across sector.
6. We have a new upcoming pathway to employment for mental health work.
7. We recently started working with Barnardo's on research into Grooming and Exploitation within the Roma community which we named "" ROMANO HANGOS TE CERINEL "" Roma Voices for Change. It's coming to an end now and we just had the dissemination event it's been a great journey and one of the most upheld projects within Barnardo's with so much eyes on us including some awards. Barnardo's has been great as they listened to us and the community. Together we scouted for them 2 Roma members who became the researchers and together with Barnardo's they interviewed 10s of Roma young and adult community members as well as professionals from schools, organisations, health, children social care, police etc. Ita a great piece of work and I hope to bring more information to you when we in London and or share via email once the full report comes out.

8. This sums up some of the work, we are grateful for our team as they're all from the Romani background speaking several languages and Roma dialects therefore, we are fortunate to have a great team and do amazing work for our community.

PLEDGE TYPE

SECTOR

PLEDGE MET?

FULLY MET

INDIVIDUAL

ORGANISATION

LOCAL AUTHORITY

PLEDGE

1. Call out to teams / colleagues for who is working with our Gypsy, Roma and Traveller communities - identify main contact in Gypsy, Roma and Traveller community – share opportunities, apprenticeships, work experience etc.

PLEDGE TYPE

ORGANISATIONAL

PLEDGE MET?

NO FEEDBACK

INDIVIDUAL

ORGANISATION

THIRD SECTOR

PLEDGE

1. More representation of Gypsy, Roma and Traveller in the charity.
2. Training on cultural introduction on Gypsy, Roma and Traveller community.

PLEDGE TYPE

ORGANISATIONAL

PLEDGE MET?

NO FEEDBACK



INDIVIDUAL ORGANISATION
ROMANI (GYPSY), ROMA AND IRISH TRAVELLER ORGANISATION

PLEDGE

1. Setting up system of advocacy when the relationship breaks down around offending.

FEEDBACK

1. Unfortunately, it no longer works and therefore over the past 6 months we put our youth programme on hold whilst we have done a thorough review and underwent a recruitment process. However, I am pleased to let you know we have a new person in role.
2. I know there was a meeting with the various professionals and my understanding is that the aim was to employ a group of young people aged 18-25 to be 'Youth Ambassador' was looking at reaching out to schools and offering training, however, unfortunately I don't have anything further to add.

PLEDGE TYPE
SECTOR

PLEDGE MET?
NOT MET

WERE NOT MET – REASON?
PLEDGE LEFT POST

INDIVIDUAL ORGANISATION
THIRD SECTOR

PLEDGE

1. Looking into ensuring BAME funding includes Gypsy, Roma and Traveller people.

FEEDBACK

1. The short answer is yes, we do ask if people are Travellers, Roma or Gypsy. The longer answer is we don't do it super consistently across all of our work and this is something we focus on going forwards.

PLEDGE TYPE
ORGANISATIONAL

PLEDGE MET?
FULLY MET

INDIVIDUAL ORGANISATION
LOCAL AUTHORITY

PLEDGE

1. Steering Group within and across Councils.
2. Interface for Gypsy, Roma and Traveller for services and activities.

FEEDBACK

1. Unfortunately, shortly after the Connected Communities Event I changed my role in the council; therefore, I'm no longer working with the Romani (Gypsy), Roma and Irish Traveller community. The funding ran out and I had to move. As a result of my 6 months role, I wrote a JSNA for the Romani (Gypsy), Roma and Irish Traveller and the Community Development Team took the recommendations on board. To my knowledge we haven't developed a separate interface tailored for the Romani (Gypsy), Roma and Irish Traveller yet, but we do have an easy-read interface and service description which we use for refugees (who have similar communication barriers) therefore we integrated the Romani (Gypsy), Roma and Irish Traveller community into it.
2. Regarding the Steering Group, similarly we had to join the Surrey Group, rather than creating a separate one.

PLEDGE TYPE
SECTOR

PLEDGE MET?
NOT MET

WERE NOT MET – REASON?

1. I guess the biggest barrier is a lack of funding and short-term contracts for social workers in the charities and for officers in the councils - makes it difficult to plan long term, monitor and adjust the services as well as we would like to. I know - nothing new!

INDIVIDUAL ORGANISATION
FUNDER

PLEDGE

1. More youth participation.
2. Training for staff advocating for young people
3. Involving young people from Gypsy, Roma and Traveller background talking with other young people from the communities.

PLEDGE TYPE
ORGANISATIONAL

PLEDGE MET?
NO FEEDBACK

INDIVIDUAL ORGANISATION
LOCAL AUTHORITY

PLEDGE

1. Develop partnerships and networks with Gypsy, Roma and Traveller organisations and have a better rapport with the community.
2. Encourage management to align with the ONS best practice for ethnic monitoring with the implementation of an 1S+1 ethnicity self-identification framework (i.e. Making sure there is a box for Roma, Gypsy and Traveller on application forms for jobs).

PLEDGE TYPE
SECTOR

PLEDGE MET?
NO FEEDBACK

INDIVIDUAL ORGANISATION
THIRD SECTOR

PLEDGE

1. Raise awareness within the team about the Gypsy, Roma and Traveller communities to ensure our mentoring programmes are inclusive.

PLEDGE TYPE
ORGANISATIONAL

PLEDGE MET?
NO FEEDBACK



**INDIVIDUAL
ORGANISATION
THIRD SECTOR**

PLEDGE

1. To find local Gypsy, Roma and Traveller groups within our geographical areas to offer our NVQ Level 3 qualification which support people from lived experience to give advice and guidance as role models.
2. Hopefully employing people with this background as role models.

FEEDBACK

1. We have had a pause on our Peer Training due to funding.
2. Our greatest barrier in getting folks to apply and utilise the skills offered in the learning to advise NVQ has been promoting and recruiting people from a traveller background.
3. It would be great to relook at this once we regain funding for the NVQ level 3, we would like to discuss whether there are option of joint working/ funding in which we would be able to achieve the pledge.
4. Further Feedback: Speaking to our prison teams, they have mentioned that people from the traveller community signed up and completed qualifications, we haven't collated the data, plus not sure if we collate this data.

PLEDGE TYPE
SECTOR

PLEDGE MET?
NOT MET

WERE NOT MET – REASON?
FUNDING, ACCESS TO Romani (Gypsy), Roma and Irish Traveller PARTICIPANTS

**INDIVIDUAL
ORGANISATION
YOUTH**

PLEDGE

1. Build a relationship with the Traveller Movement.
2. Advocate for Gypsy, Roma and Traveller young people to be part of the ambassador programme to our CEO.
3. Share the resources, report and toolkits talked about at today's event with YCF network and members.
4. Advocate on collecting data on Gypsy, Traveller and Roma young people.
5. Encourage our CEO to meet with the local council to find out more about the Gypsy, Roma and Traveller communities in Camden.
6. Reach out and build a better relationship with the Irish Centre in Camden.

FEEDBACK

1. Joined TM YAG.
2. We haven't launched this programme or begun recruitment yet. However, we will ensure our YA cohort are a diverse group from Camden.
3. Approached TM to deliver Training to our member Youth organisations.
4. Shared Toolkit and R2S across our members of 200 youth organisations through email.
5. Spoke with CEO about data collection We have updated our evaluation & monitoring form to include Romani (Gypsy), Roma and Irish Traveller ethnicity options for young people.
6. Approached and met with Camden Irish Centre.

PLEDGE TYPE
SECTOR

PLEDGE MET?
FULLY MET

**INDIVIDUAL
ORGANISATION
SPORTS ORGANISATION**

PLEDGE

1. Reach out to Local Gypsy, Roma and Traveller organisations in South London.
2. Connect the Traveller communities to HR to deliver training.

PLEDGE TYPE
SECTOR

PLEDGE MET?
NO FEEDBACK



PARTNERSHIP

ORGANISATION

SCHOOL / LOCAL AUTHORITY

PLEDGE

1. Awareness of young people's development training to staff so they can help encourage engagement.
2. Re-engagement programme. Building trust through outreach – on sites and in the community. Research who is out there to support. Slowly phase into education.
3. Data Collection. Intersectional approach. Be aware of each person's background – record diversity as well as Traveller background when being helped/ supported.
4. During speaking to schools include Romani (Gypsy), Roma and Irish Traveller community when discussing disadvantaged groups.

FEEDBACK

1. A webpage to support the Romani (Gypsy), Roma and Irish Traveller community has been added to our careers information site. This site is used by 80% of young people in Kent in year 10 and 11 and is the primary site for young people to make applications to post 16 education.
2. Following the Connected Communities Event we now have contacts with Kents Traveller site managers who can support our engagement with those on KCC owned traveller sites. Finding contacts for district owned and private sites has been difficult.
3. As a county Council we have started on processes to ensure more data on ethnicity is collected through mass updates as well as through awareness of individual professionals.
4. During speaking to schools include Romani (Gypsy), Roma and Irish Traveller community when discussing disadvantaged groups – Our Engagement team have been made more aware of the needs of Romani (Gypsy), Roma and Irish Traveller in school discussions.

PLEDGE TYPE

STRATEGIC

PLEDGE MET?

FULLY MET

INDIVIDUAL

ORGANISATION

LOCAL AUTHORITY

PLEDGE

1. We will look at our website to see if it can offer more support to Romani (Gypsy), Roma and Irish Traveller young people.
2. Skills and Employability service will aim to work closer with schools and Romani (Gypsy), Roma and Irish Traveller communities and look to include the voices of young people.

FEEDBACK

1. I am not getting any further forward at the minute, there are a couple avenues I am looking at only for a small amount of money, but the problem at the minute is the council is making huge cut backs and very little is getting approved.
2. Skills and Employability service will aim to work closer with schools and Romani (Gypsy), Roma and Irish Traveller communities and look to include the voices of young people. We had hoped to get some funding from KCC to look at how we could set up a network of schools working the Romani (Gypsy), Roma and Irish Traveller students, this hasn't worked out, but we are looking at getting it written into the local Careers Enterprise Company priorities for 2024/25. It may happen, no promises, but we haven't forgotten about it.
3. The website has been completed, which also features in the videos. We are looking into getting it translated into Roma. Here is the link <https://www.kentprospectus.co.uk/information/young-people-and-parents/gypsy-roma-traveller-community-hub>

PLEDGE TYPE

STRATEGIC

PLEDGE MET?

PARTLY MET

WERE NOT MET – REASON?

FUNDING

INDIVIDUAL

ORGANISATION

LOCAL AUTHORITY

PLEDGE

1. Finding innovative ways of communicating with families who are unable to read letters.

PLEDGE TYPE

ORGANISATIONAL

PLEDGE MET?

NO FEEDBACK

INDIVIDUAL

ORGANISATION

LOCAL AUTHORITY

PLEDGE

1. Add Romani (Gypsy), Roma and Irish Traveller stats if not declared and if parents agree to Education data.

PLEDGE TYPE

ORGANISATIONAL

PLEDGE MET?

NO FEEDBACK

INDIVIDUAL

ORGANISATION

THIRD SECTOR

PLEDGE

1. Better identification of Romani (Gypsy), Roma and Irish Traveller (Check ONS System).
2. Mentors (Romani (Gypsy), Roma and Irish Traveller).
3. Promotion of LGBTQ+ Service (Young people).
4. Raise awareness of suicide.
5. Use Instagram to reach out.

PLEDGE TYPE

ORGANISATIONAL

PLEDGE MET?

NO FEEDBACK

INDIVIDUAL

ORGANISATION

LOCAL AUTHORITY

PLEDGE

1. Work harder to ask questions and understand the culture of the Roma young people / support.

PLEDGE TYPE

INDIVIDUAL

PLEDGE MET?

NO FEEDBACK



PARTNERSHIP**ORGANISATION**

LOCAL AUTHORITY/ PUBLIC SERVICE / SCHOOL

PLEDGE

1. Feedback to the team what is learner in the session.
2. Training for managers.
3. Outreach – Go to sites, promote activities, reduce isolation – walk byes. Provide resources to members on sites.
4. Provide schools with resources.
5. Working with schools and children missing from education to help with transition across schools.

FEEDBACK

1. We have fed back at one of our senior meetings, to our SLT what we learnt, what contacts we made, and where we plan to take the information further.
2. Us Senior Youth Workers are working together to bring together multi agency training programme for being able to better engage with Romani (Gypsy), Roma and Irish Traveller communities to share across the council.
3. We have a traveller site nearby to one of our youth centres, and we have been regularly attending there, talking with the group, encouraging their attendance at our sessions, and offering to put activities on for them at their site.
4. We have completed and encouraged attendance at training for schools and SLT members in regards to community days, cultural awareness days specifically including Romani (Gypsy), Roma and Irish Traveller communities as their own separate entities, so a day around Gypsies, a day around Romas and a day around Travellers. To bring this in to their PSHE sessions and RE sessions as well.
5. We are still working on this, as we have little capacity to impact the attendance of young people at schools, we have asked the site we attend what would help get their young people in to schools, or settled in a school and fed this back.

PLEDGE TYPE

STRATEGIC

PLEDGE MET?

FULLY MET

WERE NOT MET – REASON?

1. Final Feedback: I would say the only issues we have faced, is getting it off the ground as a service, due to staff sickness, other projects that have ended up having to take priority, and the fact that we want to make sure the training we are providing is correct by speaking to communities from Romani (Gypsy), Roma and Irish Traveller. However, when we attend the sites, sometimes, they can be quite open and want to talk to us, other times, they feel they have to justify how they have made the area better (as if they think we are checking up on them) and sometimes they won't talk to us, if they haven't met us, or the people we normally talk to aren't there. So getting them to actually talk through our training to ensure that its accurate and we want to run for other agencies / departments of the council, has been tough.

INDIVIDUAL**ORGANISATION**

LOCAL AUTHORITY

PLEDGE

1. To encourage all agencies to be EDI aware for all communities.

FEEDBACK

1. We have been working together as a team, working on a training programme to deliver to the rest of our agency, and our council teams.
2. We have been working with some of the Romani (Gypsy), Roma and Irish Traveller communities that access our services and asking them to have an input on how this training can be improved.
3. We also regularly visit a Traveller Site in our location and discuss with them to get views and inputs from them.

PLEDGE TYPE

SECTOR

PLEDGE MET?

FULLY MET

INDIVIDUAL**ORGANISATION**

THIRD SECTOR

PLEDGE

1. Support with essential job skills such as filling out forms and funding applications.

FEEDBACK

1. Regarding my pledge, I have mainly been able to carry on working with the group of travellers from last year. However, it was a large group of around 50 people. I have managed to apply for some funding to reduce health inequalities, made applications for the children's education, and helped them find good solicitors. Through my work as a councillor, I have been pushing hard for them to have a permanent site in Medway, as well as lobbying the council to adopt the GTAA.
2. I haven't been able to just yet support those not working in education or work, but I will endeavour to do this. There are 20 children under the age of 10, so there's a lot of potential. It has been a challenge with some of the older people, to get them to think of work, as they are quite reliant on the family business.
3. I have just started working with the settled Roma community in Medway and have arranged initially to run English classes, as many find this their biggest barrier.

PLEDGE TYPE

SECTOR

PLEDGE MET?

PARTLY MET

WERE NOT MET – REASON?

SUPPORT FROM PROFESSIONALS



PARTNERSHIP ORGANISATION
LOCAL AUTHORITY/ PUBLIC SERVICE/ SCHOOL

PLEDGE

1. Raising Romani (Gypsy), Roma and Irish Traveller History Month where I work.
2. Raising Romani (Gypsy), Roma and Irish Traveller History Month in schools.
3. Lobby towards including Romani (Gypsy), Roma and Irish Traveller History Month in the schools curriculum.

FEEDBACK

1. I have followed up for you and our District events lead and there are no current plans to promote or celebrate Romani (Gypsy), Roma and Irish Traveller History. The supporting Families team members who attended events did, however feedback to their team colleagues and local offices and are very interested in any future events.
2. I have used your slides to run a training amongst the Pastoral team at our school one afternoon - and I was able to include a section on how each member of staff searches to find students in their classes and year groups that have identified as Romani (Gypsy), Roma and Irish Traveller.
3. We also have an equalities group that meet once per half term (every 6 weeks) and they have now included a section on Romani (Gypsy), Roma and Irish Traveller community.

PLEDGE TYPE
SECTOR

PLEDGE MET?
PARTLY MET

Liverpool

PARTNERSHIP ORGANISATION
THIRD SECTOR

PLEDGE

1. Ensure all activity and work with the Traveller community has a focus on a wider social benefit for the community.
2. Helping the individual improves the community.
3. Investigate the Romani (Gypsy), Roma and Irish TravellerSB pledge within schools in Manchester if we know Traveller families are based there.

PLEDGE TYPE
SECTOR

PLEDGE MET?
NO FEEDBACK

INDIVIDUAL ORGANISATION
LOCAL AUTHORITY

PLEDGE

1. Share my learning from the Reach Out event with members of the Directorate Management Team (Children's Services) which includes the Director for Education.
2. Pledge to ensure that the Youth consultation commissioned by LCC, delivered by the National Youth Association, specifically reaches out to Romani (Gypsy), Roma and Irish Traveller stakeholders and YP.
3. Child Centred City engagement offers reach out to children and YP in Romani (Gypsy), Roma and Irish Traveller communities to ensure the young people are positively engaged in the CFC agenda and their voices heard.
4. Ensure re-commissioning youth provision includes alignment with ONS best practice for Ethnic Monitoring re Youth Provision organisations.

PLEDGE TYPE
SECTOR

PLEDGE MET?
NO FEEDBACK

INDIVIDUAL ORGANISATION
LOCAL AUTHORITY

PLEDGE

1. Become involved in a forum to provide health and parenting support for the Romani (Gypsy), Roma and Irish TravellerSB communities in Liverpool.

PLEDGE TYPE
SECTOR

PLEDGE MET?
NO FEEDBACK

INDIVIDUAL ORGANISATION
LOCAL AUTHORITY

PLEDGE

1. Bring together the key people from Liverpool City Council and community organisations to start to discuss how we can be explicit in our support for Romani (Gypsy), Roma and Irish Traveller young people.

FEEDBACK

1. We have set up a community of practice within the various teams and workforce links to ensure that we are keeping the conversations alive across different sectors, this is internal for staff currently, but takes on board information from lived experiences in the community.
2. We are actively progressing with the schools signing up to the education pledge, and are working with our adult services teams to sign up as well – which has a direct link into education and employment.

PLEDGE TYPE
SECTOR

PLEDGE MET?
FULLY MET



**INDIVIDUAL
ORGANISATION
LOCAL AUTHORITY
PLEDGE**

1. My role as Gypsy and Traveller Liaison Officer for Liverpool City Council, having been in the role since September 2023, has been to focus on the authority owned Traveller site. I now want to focus on collaboration with colleagues in all directories in forming a working party to bring expertise and skills together to support the Romani (Gypsy), Roma and Irish TravellerSB communities.

FEEDBACK

1. Attended first Combined Authority cross-directorate meeting in April 2024.

**PLEDGE TYPE
SECTOR**

**PLEDGE MET?
FULLY MET**

**INDIVIDUAL
ORGANISATION
LOCAL AUTHORITY
PLEDGE**

1. Help convene a forum of interested parties to discuss what action to be taken forward.
2. Talk with key decision makers/ leaders across the Liverpool City Region about a strategic response to Romani (Gypsy), Roma and Irish Traveller inequality.

FEEDBACK

1. Convened in collaboration with TM, Liverpool Irish Community Care and Directorates across the Combined Authority a working group that will meet three to four times per year.
2. To follow up further with Key Strategic / Decision maker colleagues to establish a similar working group .

**PLEDGE TYPE
STRATEGIC**

**PLEDGE MET?
PARTLY MET**

**INDIVIDUAL
ORGANISATION
PUBLIC SECTOR
PLEDGE**

1. Advocate for GTRSB groups within Halton (and wider) and work with partners to ensure voices are heard and acknowledged.

**PLEDGE TYPE
SECTOR**

**PLEDGE MET?
NO FEEDBACK**

**INDIVIDUAL
ORGANISATION
FUNDER
PLEDGE**

1. Look at how organisations enable self-identification for young people accessing services.
2. Explore how we use or position to start conversations about Romani (Gypsy), Roma and Irish Traveller young people in youth services and offers in the north-west.

FEEDBACK

1. We have started to do this internally looking at our own data systems.
2. Again, this has been a conversation internally and with board members about how this can be developed and progressed. We have several networks which bring together communities of practice around youth work and will look to feed this theme into these across the year.

**PLEDGE TYPE
STRATEGIC**

**PLEDGE MET?
PARTLY MET**

**WERE NOT MET – REASON?
ALTERNATIVE PRIORITIES**

**INDIVIDUAL
ORGANISATION
LOCAL AUTHORITY
PLEDGE**

1. Educate and improve understanding for Social Workers to support Romani (Gypsy), Roma and Irish Traveller families and communities. Look at LCC organisational strategy and how it works.

**PLEDGE TYPE
ORGANISATIONAL
PLEDGE MET?
NO FEEDBACK**

**INDIVIDUAL
ORGANISATION
THIRD SECTOR
PLEDGE**

1. Make connections and develop partnerships from today which will make key opportunities and bring our communities' voices and experiences into new spaces. Develop strategies and come to new tables and support/youth.

FEEDBACK

1. Attended first Combined Authority cross-directorate meeting in April 2024.

**PLEDGE TYPE
SECTOR**

**PLEDGE MET?
FULLY MET**

**INDIVIDUAL
ORGANISATION
LOCAL AUTHORITY
PLEDGE**

1. Discuss interventions/figures /numbers with regards to designated 'safe' workers in the local community comprehensive with the highest number of Roma young people in the city (Liverpool).

**PLEDGE TYPE
ORGANISATIONAL**

**PLEDGE MET?
NO FEEDBACK**

**INDIVIDUAL
ORGANISATION
LOCAL AUTHORITY
PLEDGE**

1. Share what I have learnt from today with the Commissioning Manager. Ask if we do have data collection of the number of GTRSB so that we know who is living in our area to enable us to consider services that will support the families.

**PLEDGE TYPE
SECTOR**

**PLEDGE MET?
NO FEEDBACK**



**The Traveller Movement would like to say a heartfelt
THANK YOU to our funders for their support.**

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