

2009 -
2011

Evaluation of TRIF Project at Friends, Families and Travellers



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This evaluation is a peer review of the TRIF project at Friends, Families and Travellers (FFT) between 2009-2011. The overall objective of this report is to define and reflect upon the project's "key learning". During the project FFT either met or exceeded the project's targets, as seen in the quarterly monitoring reports. Targets will therefore be discussed within the context of key learning, rather than of themselves, and placed within the wider context of the projects overall vision.

This evaluation has been arranged into the three project strands, rather than according to the milestones and workplans submitted to TRIF, or the Theme structure (A-F). This reflects the process of translating grant proposals into a vision and plan that an organisation can work with on the ground, in reality and according to the actual needs of the organisation's clients.

The Three Strands:

1. **Capacity Building**

Capacity Building work took part in the South West, South East and East of England regions. FFT worked with grassroots groups in these regions to strengthen their voice and to build up their ability to be more sustainable as organisations. The project mapped so called "deserts" where there was no representation for Gypsy Traveller communities, and worked to establish Gypsy Traveller forums. The creation of forums often involved working with local authorities to broker positive relationships with the Gypsy Traveller communities

2. **Civic Participation**

Civic Participation strand was a two tier process. At the basic level, civic participation promoted electoral registration by visiting Gypsy Traveller sites and signing up the Travelling community to vote. The second tier was a more strategic approach: working with the local authorities in the South East to become proactive in developing innovative schemes and mechanisms for engagement with Gypsy Traveller communities.

3. **Conflict Resolution**

Conflict Resolution aimed to raise awareness of mediation and its potential for resolving conflict between Gypsies and Travellers and the settled communities. This included working with existing mediation services and helping them to develop culturally appropriate models of delivery, which could then be widely disseminated. The project explored and developed mechanisms by which conflict resolution could be achieved within the Gypsy Traveller communities, particularly addressing the issues of Domestic Violence and Violence Against Women (VAW). FFT aimed to build relations with key agencies that have a part to play in achieving conflict resolution including local mediation services, community safety partnerships, central and local government, police forces, local community and faith groups, Gypsy Traveller organisations and others.

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Project Timetable

Although under the TRIF grant, the 2009-2010 year was split for reporting purposes into 4 distinct project Quarters, the project was not running from Quarter One to Quarter Two/Three due to a delay in the funds being released and the Work Plan being approved. As such the financial year 2009-2010 shall only be examined in terms of Quarters Three to Four, although it should be added that targets set during 2009-2010 were achieved, thanks to the hard work of the existing part-time staff who extended their hours to work on the TRIF project.

“Well the only barrier really was the late start. It was because it was so late in the day before we could start recruitment it meant all our timescales were skewed”.

Telephone interview (22 February 2010), Chris Whitwell

This experience was not unique to FFT within the TRIF funding process:

“Most grant recipients did not start their projects until funding was secured and this meant that most projects did not start until mid-autumn 2009. Despite the late start, most grant recipients were able to reschedule their project work during Year 1 and deliver activities which are having a positive effect at this early stage”.

“Tackling Race Equalities Fund interim evaluation report” (2010) Zoe Khor and Barbra Carlisle. P.4

The project year 2010-2011 had no problems with the project timetable, and targets were achieved in a timely manner.

Capacity Building

2009-2010

The overriding theme of Quarter Three was the recruitment process, following the acceptance of the workplan. Four of the five new posts were filled by members of the Gypsy Traveller communities which is in line with the organisation's values as a grassroots organisation that reflects the community it serves. This reflects the experiences of the TRIF recipients, as organisations focused on equality issues internally and redressed the balance of BAME staff and trainers (“Tackling Race Equalities Fund interim evaluation report” (2010) Zoe Khor and Barbra Carlisle. P. 18).

“..our worker, for example, in the South West is a Romany Gypsy, the one in the East of England is an Irish Traveller”.

Telephone interview (22 February 2010), Chris Whitwell

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The new members of staff were from the East of England and the South-West and were previously very active in Gypsy Traveller advocacy and campaigns, and have built up trust within Gypsy Traveller communities. This has enabled FFT to access these networks and contacts which has allowed targets to be quickly met in the final part of 2009-2010.

FFT has experience in managing members of staff long distance, and therefore made it a priority to ensure that staff members in the East of England and South West were adequately supported. Partner organisations from the SE and SW gave support: Devon Racial Equality Council and Traveller Space Cornwall in the SW and with the Ormiston Trust and MENTER (a TRIF organisation) in EE. The outreach staff already had good working relationships with partner organisations which ensured a successful working relationship.

“... the people on the ground in the regions really are colleagues of our outreach workers in the regions and so are there to support them if there's any issues that crop up where they need just a bit of colleague support. We're also working with them to try to establish a sort of South West Team, if I can call it that, and an East of England Team, so that all the different organisations within those regions are sort of seen to be working together towards the same objective.”

Telephone interview (22 February 2010), Chris Whitwell

This reflects the experience of other TRIF organisations:

“Some of the grant recipients have used the TRIF funding to expand the geographical reach of their work to new areas across England”.

“Tackling Race Equalities Fund interim evaluation report” (2010) Zoe Khor and Barbra Carlisle. P.16

Creating an effective support system for new members of staff in new regions also created effective partnership working between FFT and TRIF and non TRIF organisations:

“I think one of the good unexpected outcomes is probably that it's strengthened cross-organisation team working within both the South-West and the East of England.”

Telephone interview (22 February 2010), Chris Whitwell

This has been an observed result of TRIF funding:

“TRIF funding has encouraged new partnerships and collaborative activities between the TRIF funded organisations and non- TRIF funded organisations”

“Tackling Race Equalities Fund interim evaluation report” (2010) Zoe Khor and Barbra Carlisle. P.16

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FFT staff, using their experience and networks in their areas, identified and connected with 20 groups within the three Regions. From that initial list, 16 organisations were identified needing support and advice to sustainably build their capacity.

A toolkit for FFT's work with local grassroots organisations was started in 2009-2010 (published May 2010). Members of FFT's staff liaised with members of the Travelling community to ensure that the toolkit would serve their needs and answered any questions they had about forming organisations and moving forward.

"So where we're supporting existing or nascent groups I think what we're really looking to do is to equip them with the basic skills to function as a group. So it might be helping them draw up model constitutions or how to go about doing some fundraising, or it might even be something as simple as equipping them to deliver awareness raising training to other mainstream organisations and to be able to do a power point presentation to those organisations and to prepare an invoice afterwards for their fee."

Telephone interview (22 February 2010), Chris Whitwell

The toolkit was designed so that FFT staff members could select relevant sections that apply to the group's needs, and disseminate accordingly. The toolkit was made available as a PDF on the website and as a paper document. Sections included:

- What are Residents groups and why are they useful?
- Government Policies
- Recognised resident's associations
- Setting up a group
- Running a group
- How to apply for funding
- How to handle finances/ bookkeeping
- Guide to setting up a community website and email

- Documents and Policies:
 - Constitution
 - Code of Conduct
 - Equal Opportunities
 - Child Protection
 - Volunteer Policy
 - Complaints procedure



2010-2011

Although the 16 organisations that were identified in 2009-2010, these groups have waxed and waned in terms of the support they required. Some groups have become less active, and not

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required assistance, and some required more. The 12 groups FFT worked extensively with in 2010-2011 were;

The Powerscroft Road, Western Zoyland, Frome, Dale Farm, Smithy Fen and Fairbridge Way site residents groups, the South East Gypsy and Traveller Association, the Boaters group, the Sussex and Wokingham community land trust groups, the Gypsy Council and the Big Fat Gypsy Fair group.

The level of support that grassroots groups require varied considerably, so support was tailored to the needs of the specific group. Groups received training on planning issues, site developments, equalities and discrimination issues, understanding how councils and councillors work, and gaining the confidence to speak at public meetings.

Case Study: The Somerset Romany Gypsy Advisory Group

The advisory group attended sessions that would skill group members to be cultural awareness trainers. The group designed the content of what they would like to see delivered in Gypsy and Traveller Cultural Awareness training. Group members are now confident and competent to deliver cultural awareness training to statutory and voluntary sector organisations that might ask for it. Two members of the Somerset Group have also completed the Citizens Advice Bureau advisor training, which was one day a week over ten weeks.

Members of the Somerset Group have also asked for further training which FFT has sourced. Training includes a 3 day Equalities course to be a Community Champion; a Human Rights training day; and Gypsy and Traveller law training course.

FFT increased the reach of its Grassroots program by becoming active at regional events. It became clear that more members of the Gypsy Traveller community could be reached in a short space of time, with minimal resources. For example, more than a thousand people attended the Gypsy Fair on 12 and 13 June 2010, at Milton Country Park in Cambridge. In November, FFT supported the relaunch of The Gypsy Council at an event which debated the impact of 'The Big Society' on Gypsies and Travellers, with break off training workshops on issues such as planning.

FFT has been able to use the new website to enhance their work with grassroots organisations. For example, FFT has been working with the Boaters community. This work has led to Boaters community pages, links and campaigns being included in www.gypsy-traveller.org.



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FFT organised a training seminar on 13 January 2011 in the South East about Community Land Trusts (CLTs) and self-building Gypsy sites, which 62 people attended. The attendees were half Travellers and half local authority officers. Speakers included Bristol City Council talking about their site self-build scheme, and The Homes and Communities Agency and Wessex Home Improvement Loans talking about finance available. This seminar will be replicated in the Eastern region, and also three times in the South West region.

KEY LEARNING

1. It is vital to remain flexible and creative to fully support grassroots organisations. Training that is delivered must be tailor-made to the needs of the group. The toolkit became a large document due to the range of topics that it needed to be covered.
2. Grassroots organisations need different levels of support and different times. Some organisations need one visit and the delivery of support materials, while others need on-going contact and staff support.
3. Not all groups shared the vision of regional networking or wanted to be part of a wider support network that would build the capacity of Gypsy Travellers.

FORUMS:

2009-2010

The primary stages of the project focused on establishing which areas were “deserts” of representation. These “deserts” were identified as: Hampshire, Kent and West Sussex in the SE, Somerset and Wiltshire in the SW, and Cambridgeshire in the EE. Initial approaches to relevant bodies to establish forums were met with enthusiasm and positivity.

2010-2011

The establishment of forums has been a clear success in the TRIF project. FFT has successfully brokered the establishment of seven forums with members of the Travelling community and local authorities. Forums have been established in Kent, Hampshire, West Sussex, Taunton and Deane, Sedgemoor, Norfolk and South Somerset. FFT has supported Traveller groups to participate effectively in these forums. Only one forum – Norfolk has decided that they did not wish to continue to work with the local authority, although the Travellers expressed a desire to meet as a group and may become an informal grassroots group. It is hoped that they may be ready to invite the local authority to become involved at a later date.

KEY LEARNING

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1. The success of forums is the brokering of a meeting between the Travelling community and the local authorities, often in the form of the Gypsy Traveller Liaison Officers. There are cases however when this relationship has become so damaged over time, that trust between the two parties has been destroyed.

“...the only interface between the Gypsy Traveller communities and the local authority is a very narrow one via a Gypsy Liaison Officer. Whereas you and I if we want to talk to the local council we can go into the council at any point can't we? If we've got an issue about rubbish collection we talk to the rubbish collection people, if it's something about planning then we'd go and talk to the planners so, you know, we can talk to any part of the council probably partly because we know our way about the system, but also because we're offered those quite wide range of possible contact. Whereas a Gypsy Traveller everything tends to be channelled through a Gypsy Liaison Officer.

Telephone interview (22 February 2010), Chris Whitwell

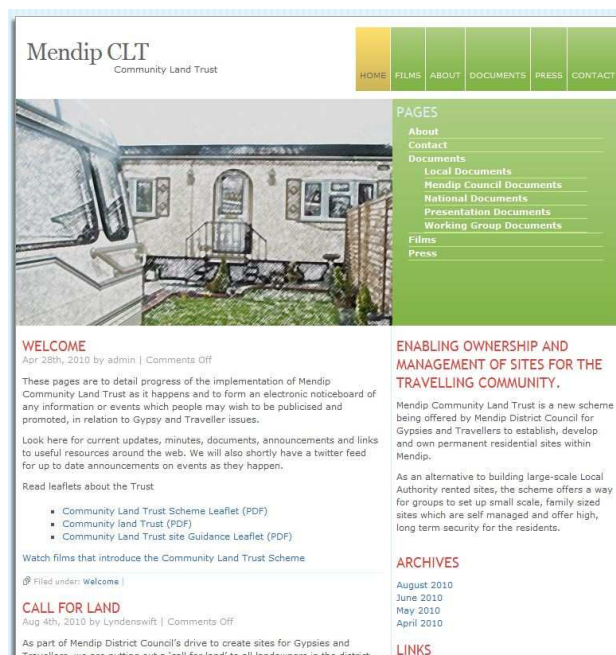
There may be further work in this area to mediate between the Gypsy Traveller communities and local authorities, so that positive consultation, discussion and collaboration can take place.

IT PROJECT:

2009-2010

The South West IT project was changed at an early stage. The South West work was combined with the rebuilding and improvement of FFT's website. It was seen that this technique would be more effective and efficient in producing the same potential outcomes in a more manageable way. The new plan for a website was scheduled for March 2010, and was planned to incorporating an

interactive section to allow networking between isolated individuals and groups within the SW Region, using appropriate imagery, video and podcast tools.

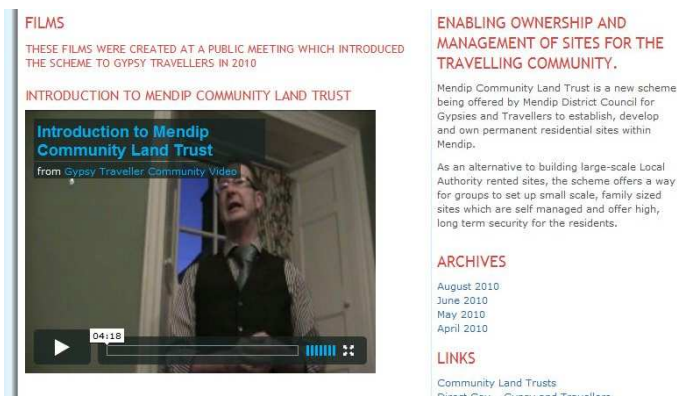


2010-2011

In 2010 it became clear that there was a defined need in the South West to support an innovative project by Mendip District Council to establish Community Land Trusts (CLT) as an answer to lack of site provision. FFT worked with Mendip DC, Robert Barton Trust and SW Gypsies and Travellers to support the

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CLT project. FFT developed a website for the project at www.mendip-clt.org.uk.



The second meeting of the CLT was filmed, edited and uploaded to the website, so that those in the South West who couldn't attend the physical meeting could see what had happened. The film also was edited to create a guide to CLT issues.

The Mendip website was designed so that stakeholders, Working Group members and members of the Gypsy Traveller communities could share materials, ask questions, and discuss the project as a whole. Unfortunately, by autumn 2010, after the general election, it became clear that there was not the political will to continue the project within Mendip District Council. The project has since been mothballed.

The main FFT website at www.gypsy-traveller.org was redesigned to increase the amount of information and advice regarding Gypsies and Travellers, which would take the pressure from FFTs front-line staff. This reflects the findings of the Tackling Race Equalities interim evaluation report, which found:

“Most grant recipients have used their TRIF funding, in part, to scale up their internal capacity byenhancing their infrastructure systems (such as their IT systems and websites)”

“Tackling Race Equalities Fund interim evaluation report” (2010) Zoe Khor and Barbra Carlisle. P.16

The website was delayed in its launch, as a crucial part of the project was the involvement and consultation with office members, to ensure that the website matched their needs to increase FFT's internal capacity. Many members of the FFT staff specialise in outreach work and have part time contracts, which makes their availability for consultation minimal.

The website was primarily redesigned to address the needs of the Travelling community. Information was re-organised into sections entitled: Your Family, Your Rights, Where you Live, Your Work. There are also sections about FFT and the work of the organisation. This work reflects the experiences and work of other TRIF recipients:

“TRIF funding has allowed the funded organisations to enhance their influence within communities, for example....developing new website and blog”

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*"Tackling Race Equalities Fund interim evaluation report" (2010) Zoe Khor and Barbra Carlisle.
P.16*

The website was originally intended to have more video and audio content, to make it accessible to the Gypsy and Traveller communities. It was seen that this material would be generated by the new regional outreach staff, as they had the networks and experience to ensure enough material was filmed. However it soon became clear that the regional staff did not have the time available to be involved in video projects. The website has been able to host some video content from other organisations, on such topics as health, health access and Gypsy fairs. This can be seen on the website's sidebar: see screen shot to right.

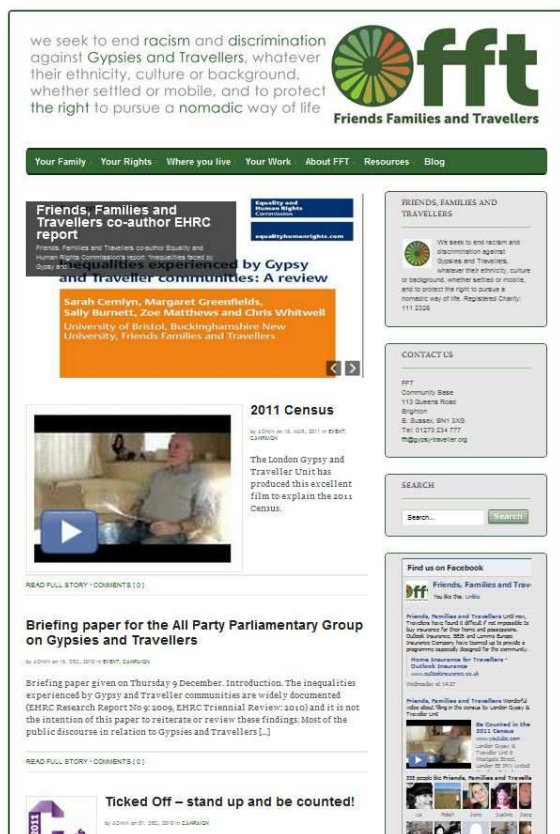


The website has also been able to utilise social media to increase the reach and influence of FFT within the Travelling community. FFT now has a Facebook page, which has 530 people (March 2011) following the updates. This has enabled new stories to quickly disseminate amongst supporters (see screen shot to the left). The website also has a new blog, which Gypsy and Traveller issues are discussed.

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The website has an interactive map of Gypsy Traveller services throughout England. Clients and supporters can find service providers based on location or service type. The location of the service is shown on a Google map. The aim of the map is to make Gypsy Traveller services more accessible to the Travelling Community, whilst also taking the pressure off the office to deal with such enquiries. See screenshot to right.

we seek to end racism and discrimination against Gypsies and Travellers, whatever their ethnicity, culture or background, whether settled or mobile, and to protect the right to pursue a nomadic way of life



Launched in summer 2010, the new FFT website has over 1,000 hits per day. The screenshot to the left shows the new homepage, with latest news of the 2011 census.

KEY LEARNING

1. Working in partnership with local authorities leaves voluntary sector organisations vulnerable to changes of political views. The TRIF project ran over the 2010 General Election period, and a change of political party resulted in the end of the Mendip DC project.
2. The TRIF project invested in the updating of office infrastructure in the form of the website. Staff time to contribute to non-core activities, such as the website is compromised by the nature of their outreach work. Additional time may need to be built into future projects if FFT staff are to be successfully consulted on, and included in, changes to IT.

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3. The success of using Facebook as shown the advantages in adopting appropriate technologies to successfully interactive with FFT's clients and supporters.

Civic Participation

2009-2010

In respect of the civic participation work it became clear that the first priority should be to promote electoral registration. FFT's Community Engagement Worker, Henry Chapman greatly exceeded the targets of the work-plan by visiting over 12 sites within the South East, engaging with nearly 100 site residents and securing the electoral registration of over 50 people from the Gypsy Traveller communities (2009-2010).

At this stage of the project, Henry was not able to identify appropriate volunteers from the community to participate in citizen's panels and focus groups, thus in 2009 it was seen that a change in direction for the project must be sought to achieve the aims of community engagement.

"I think that's been more challenging than I'd hoped it would be"

Telephone interview (22 February 2010), Chris Whitwell

FFT therefore identified local authorities with whom partnership work could result in the establishment of innovative mechanisms for civic participation. Drawing on the experience of initiatives such as 'Operation Black Vote' and the Magistrates Shadowing scheme, such mechanisms could include shadowing and mentoring schemes and involving local politicians in visits to Traveller sites to talk about local democracy and local policies.

"...for me success would look like a point where there is proper representations of Gypsies and Travellers within all walks of our community..."

Telephone interview (22 February 2010), Chris Whitwell

FFT made contact with agencies and networks to help in this process, including the SE Regional Empowerment Partnership, the Local Government Information Unit and the Government Office of the South East.

".....(civic engagement) is the most challenging, but potentially the one with the greatest rewards at the end of it because there's a chance of really doing something valuable that will encourage other local authorities to be much more proactive about the way that they seek to engage."

Telephone interview (22 February 2010), Chris Whitwell

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2010-2011

By the end of the project, the Community Engagement Worker had visited a total of 41 sites across the South East to promote electoral registration and secured 400 additional names on the electoral register. FFT outreach workers in the South West and the East of England also included the promotion of electoral registration within their work and secured around 100 additional registrations.

FFT aimed to create partnership arrangements with Wokingham Borough Council, Horsham District Council, Portsmouth Council, Oxfordshire County Council and Brighton & Hove Council in 2010-2011. Working in partnership with public sector was seen as the most effective way of reaching the project's targets. The Tackling Race Equalities Fund interim evaluation report reflects this:

"Preliminary evidence suggests that partnership working has helped public service development and that access to services and service delivery are more effectively and efficiently tailored to particular communities' needs".

"Tackling Race Equalities Fund interim evaluation report" (2010) Zoe Khor and Barbra Carlisle. P.18

FFT were disappointed that Brighton & Hove Council, Portsmouth Council and Oxfordshire County Council had decided, at a later stage in the project, not to create a formal partnership with FFT. Primary contact with these councils had been encouraging.

"..it's proving fairly challenging to get local authorities to want to bite".

Telephone interview (22 February 2010), Chris Whitwell

FFT did become part of the Brighton and Hove City Inclusion Partnership and its Sub-Group which looks specifically at the engagement of Gypsies and Travellers. Through the partnership FFT staff took the opportunity to discuss the delivery of appropriate cultural awareness training to members of the Partnership. A tailor made training package was booked for summer 2011.

In early 2010-2011 FFT shifted focus of the civic participation work to Horsham District Council and Wokingham Borough Council.

"we have been encouraged by the very positive way that Horsham DC has embraced the project and we are beginning to put together some exciting initiatives with Horsham DC representatives".

Quarter One Evaluation 2010-2011

FFT formed a working group with Horsham District Council made up of Councillors, officers, four volunteers from the Travelling community and our Community Engagement Worker. The working

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group met three times during the project and during this time FFT delivered cultural awareness training to 25 participants. The working group has drawn up a detailed action plan with a range of initiatives aimed at engaging Gypsies and Travellers within local democratic processes. These initiatives include setting up a work shadowing experience for a young local Gypsy with a Councillor. FFT expects that the Working Group will continue beyond the life of the TRIF project and are seeking continuation funding from a charitable trust to sustain this work.

KEY LEARNING

1. Working in the uncharted territory of Gypsy Traveller Civic Participation, it was essential for FFT to be willing to bridge the gap between agreed work plans, targets, and the reality of working with the Gypsy Traveller community. Members of staff must remain flexible and creative to be able to deliver targets that genuinely address the needs of the communities that they work with.

"I think there's an extent of having to be fairly creative and flexible about seeing what works and then going for it"

Telephone interview (22 February 2010), Chris Whitwell

2. Partnership working with local authorities can only occur if there is the political will at a high level, to make it happen.

"we've got the prospect of political changes {the 2010 General Election} which could well prove to be negative for Gypsies and Travellers so, I don't want to get drawn in to talking politics but that's a real consideration for us".

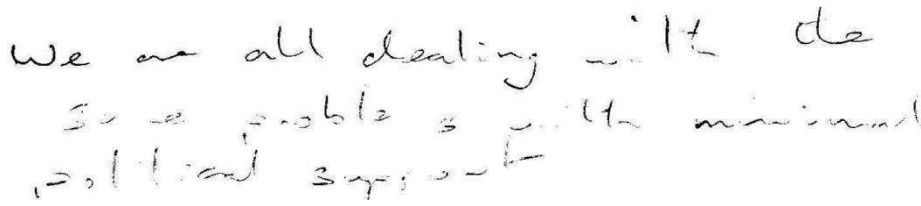
Telephone interview (22 February 2010), Chris Whitwell

3. Lack of political will also affects the work of those participants in training workshops. Reviewing the feedback forms, it is clear that some participants are frustrated that they cannot work on equalities issues regarding Gypsies and Travellers.

Lack of political will is disappointing. You get the feedback gypsies are being side-lined in this City.

Thank you

Council Officers at training held on 23.11.10



We are all dealing with the same problems with minimal political support

("We are all dealing with the same problems with minimal political support").

Council Officers at training held on 20.10.10

Training and Capacity

2009-2010

The Training and Capacity Building Manager was recruited, contact was made with mediation services, stakeholders and conflict resolution agencies in all three Regions, and initial meetings with the agencies to discuss joint working were set up. Staff members felt that they were receiving a positive response to the approaches that they were making, so plans were made to begin awareness training sessions. This reflects the experiences of other TRIF recipients:

"Other TRIF recipients have formed partnerships with frontline service delivery partners, and used their expertise to build awareness around race inequality, address gaps in services and build the capacity of their partners"

"Tackling Race Equalities Fund interim evaluation report" (2010) Zoe Khor and Barbra Carlisle. P.16

The Steering Group for Domestic Violence was also set up and first meeting held in December 2009 with representatives from the Gypsy Traveller communities, the Metropolitan Police, Women's Aid and Solace (specialist Irish Traveller DV service).

2010-2011

Formal cultural awareness training sessions were delivered to Mediation services in the South East which aimed to develop culturally sensitive mechanisms to tackle conflicts between travelling and settled communities. Training was delivered to Croydon Mediation, Kent Mediators (an umbrella group), Hastings and Rother Mediation and Southampton Mediation.

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The Training and Capacity team saw that there was a need for follow up work with those Mediation services that offered outreach to local Gypsies and Travellers, such as Kent, Hastings & Rother and Brighton & Hove. The Feedback below shows the need and desire for further training.

What would you like to learn more about?

How we can actively help both travelling and non-travelling communities in our role as mediators

Hastings and Rother Mediation Feedback 10.05.10

Feedback from previous sessions was also used to tailor material to participants needs and to draw out key learning points.

Networking and the sharing of information and Good Practice has been seriously affected by the collapse of the national body 'Mediation UK'. FFT found it disappointing that the successful and ground breaking work of conflict resolution with mediation services and the Gypsy Traveller communities could not easily be shared with other mediation organisations through the UK.

Cultural awareness training sessions were also offered to local authorities as part of the TRIF project. This was seen as a strategic decision, as local authorities need to understand Gypsy and Traveller culture and lifestyles. When this understanding has been reached, it is possible to make the connections between mediation, conflict resolution and the Travelling community. Local authorities oversee and fund Mediation services, so it is vital that they understand the issues.

Training sessions were also given to Brighton and Hove City Council Community Safety team, Arun Community Safety Partnership, and Kent police.

"It was appropriately challenging without leaving the 'audience' feeling powerless. I believe it was an ideal introduction for the Aurn Community Cohesion Group to issues that we will need to take on board in the coming year"

Hilary Spencer. Chief Executive, CVS Arun

What did you gain from this Seminar?

*Massive increase in knowledge and understanding.
Much more aware of issues faced by the GFT community.*

Council Officers at training on 20.10.10

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The uptake of FFT's training sessions, which were designed to create an alternative income stream, was affected by the recession. The economic situation and cuts in public expenditure meant that local authorities and other public agencies had their training budgets slashed, often quite precipitately. FFT received notification from the Environment Agency and the IdEA that due to cuts and policy directives regarding working with external agencies, they would not be commissioning training in the foreseeable future.

The income from training was part of FFT's strategy to use the TRIF funding to create a more sustainable future.

"There's an element of what we do that we're seeking to develop into what you might call social enterprise. We deliver training and we're hoping to build up our training arm so that we can make that self-sustainable so that the income from training will pay for the cost of it".

Telephone interview (22 February 2010), Chris Whitwell

This reflects the findings of the Tackling Race Equalities interim evaluation report:

"For some grant recipients, the TRIF programme has provided an opportunity to review their business models and think about the sustainability of their organisation".

"Tackling Race Equalities Fund interim evaluation report" (2010) Zoe Khor and Barbra Carlisle. P.18

The drop in demand for training, which FFT had budgeted to contribute to the overall expenditure on the project, caused a shortfall in the overall project budget. FFT had forecast a 14k income from training, but the figure was actually closer to £4k. As a result FFT had to reduce their expenditure budgets so as not to incur a greater budget deficit than the £10k contributory funding that had been planned to put into the project from the outset.

The Tackling Race Equalities Fund interim report (2010) shows that FFT was not alone in experiencing uncertainty in developing income streams that rely on the public and voluntary sectors:

"Uncertainty around the economic and political climate also impacted on recipients' work in this area and continues to be a worry for many".

"Tackling Race Equalities Fund interim evaluation report" (2010) Zoe Khor and Barbra Carlisle. P.19

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FFT even found concern amongst participants in cultural awareness training sessions:

5. What other feedback can you give us?

Further engagement of councillors,
concern of future plans & action.
Due to cuts in LA's - Budgets -

Council officers at training on 20.10.10

FFT continues to build upon their training programmes to create income streams for the organisation. A new on-line training package is being developed, which has been designed to give basic cultural awareness training to those who are unable to attend live training events. It is hoped that on-line training programmes will allow FFT to reach more people, over a larger geographic spread. There are future plans to develop more specific training packages, tailor made for various professions, such as GPs and health centres. It is hoped that a more convenient training package, that offers value, will be appealing to agencies and organisations that require training on a reduced budget.

KEY LEARNING

1. FFT found that at certain times of year, booking training sessions was futile. During July and August 2010 FFT found that many organisations did not wish to book training sessions. After the summer, sessions were booked for Eastleigh Borough Council and Gosport, Fareham and Havant Borough Councils. In future, training schedules and project plans will incorporate a "quiet" period during July and August.
2. FFT has planned for the long term sustainability of the organisation by developing new income streams. However changes in the economic and political climate have limited the ability for FFT to sell its services, as local authorities and other organisations now have limited training budgets. It is hoped that the development of an on-line training programme will create a more cost effective training opportunity.

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DOMESTIC VIOLENCE (DV) AND VIOLENCE AGAINST WOMEN (VAW)

The DV and VAW work led by Sarah Mann is ground breaking as it is an area of work that has not previously been undertaken in the UK, even though it is a serious and under-reported issue within the Gypsy Traveller communities. As a result of this work, agencies working with women who have experienced violence will be better equipped to provide more accessible and culturally appropriate services.

A steering group meeting was held on 23 July 2010 in London. Members of the group consider that successful working partnerships have been established between group members. For example Solas Anois and Women's Aid have reviewed core standards, while FFT and Solas Anois have developed child protection/DV information for the Gypsy Traveller communities. The Steering Group have identified that information sharing was key, but that time and resource constraints made physically meetings difficult. A virtual network has been suggested.

Steering Group members and a wider network of local community groups and individuals took part in a series of consultation seminars to form a Strategy on violence against Black and Minority Ethnic Women and Girls.

FFT have delivered cultural awareness training to the local domestic violence agency RISE. RISE deals with DV cases that occur within the local Travelling community. In return, RISE has delivered DV training to FFT outreach workers, thus building internal capacity. RISE is keen to develop a good practice model to be rolled out nationally. Rise and FFT are now working in partnership on a pilot project to publicise 'dealing with domestic violence' services to Gypsy Traveller community and have produced materials to distribute. This partnership has, in turn, been fed into the Steering Group as a model of good practice.

FFT are looking to continue the DV and VAW work locally and feed these issues up to the national level. FFT has been working with Solis to promote the DV agenda. FFT and Solis were invited to speak at the Association of Charity Funders, which lead to further funding for DV Capacity Building work in the South East.

KEY LEARNING

1. Difficulties in the steering group meetings, means that online meetings and shared online spaces should be researched, so that key learning and Good Practice can continued to be shared amongst the group.

Sustainability

There is however, an aspect of the project which has not been discussed, yet its influence and themes run throughout the project; that is the nature of grant funding and the work with Gypsy Travellers. The TRIF fund's vision is to help already successful third sector organisations expand their race equality related working goals and promote good working relationships within the BAME third sector. The funding for TRIF was for two project years; however working with Gypsy Travellers is a long term challenge:

"...the timescale when you're working with communities starting from such a low base of expectation and engagement is a very long one.... It's a very long and very resource intensive process to bring about the changes that we need and year just isn't long enough. There's too much of a danger that we'll just raise peoples' hopes and expectations and then won't be able to continue that support. That's the danger. I mean we're pleased to be doing the work and we'll try and make it work successfully but it needed to be a longer time".

Telephone interview (22 February 2010), Chris Whitwell

Therefore there is a question as to whether short term funding such as TRIF can lead to a sustainable future for Gypsy and Travellers.

"...there is a danger at the end of March 2011 that all we've have done is raised a lot of expectations that we can't continue to sustain".

Telephone interview (22 February 2010), Chris Whitwell

Agencies that work with Gypsy Travellers need sustainable long term funding to enable the community to have genuine representation and equality within society in Britain today.