

# OUR VISION FOR CHANGE

## STRATEGIC PLAN 2019 - 2022





PHOTOGRAPH BY MATTY DOWNES

# FOREWORD

**AS WE MARK 25 YEARS SINCE OUR ORGANISATION'S INCEPTION, WE HAVE TAKEN THIS OPPORTUNITY TO REFLECT ON WHAT WE HAVE ACHIEVED ALREADY AND THE CHANGE WE WANT TO SEE IN THE FUTURE.**

This could not have come at a more important time - in response to the recent Women and Equalities Committee Inquiry, the government recognised that on almost every measure, Gypsy, Roma and Traveller communities are significantly worse off than the general population.

Gypsy, Roma and Traveller communities are estimated to have life expectancies of between ten and 25 years shorter than the general population, are more likely than any other ethnic group to have no place to live and despite the fact that police officers consider hate crime to be the most common issue Gypsies, Roma and Travellers report to them, less than 15% of hate incidents are reported to police.

In light of these burning injustices, we have developed this ambitious and detailed 'Vision for Change' which we believe can turn the tide and help us to achieve our organisation's goal of ending racism, discrimination and inequalities faced by Gypsy, Roma and Traveller communities.

In order to be effective in our mission, we have taken the decision to refine our organisation's work over the coming years to four key areas which include accommodation, health, education and discrimination. The heart of our work will continue to be a practical advocacy and legal support service to all Gypsy, Roma and Traveller communities across the UK, pushing to get a fair deal and protect the nomadic way of life.

We are proud allies to Gypsy, Roma and Traveller communities and we are proud to lead a team of dedicated staff and volunteers from all parts of the travelling and settled communities. During the next three years and onwards we will have a strong focus on ensuring that Gypsy, Roma and Traveller people are heard by politicians, policy makers and the wider public and on empowering Gypsies and Travellers in our work and in our organisation.

We will not be able to achieve our vision without your support and ask that as you read this document that you consider what your role can be in achieving real change.

**SARAH MANN**  
Director

**NEIL ANSELL**  
Chair

# OUR VALUES

## WE BELIEVE THAT:

- To address the inequalities faced by Gypsy, Roma and Traveller communities then Gypsy, Roma and Traveller people must be at the heart of all of our work.
- The inequalities faced by Gypsy, Roma and Traveller communities are rooted in historic oppression and structural racism and must be understood and addressed in this context.
- There is much to celebrate within Gypsy, Roma and Traveller communities, including cultural traditions, historical events, community values and individuals' achievements.
- We have a role to play in upholding and protecting human rights and equalities, because we are stronger when we work together and show solidarity with other minority groups.
- All services provided to wider society should be accessible to and inclusive of members of Gypsy, Roma and Traveller communities.

## THEREFORE, WE COMMIT TO ALWAYS:

- 1 Support members of Gypsy, Roma and Traveller communities to have an active and influential role in all aspects and at all levels of our work.
- 2 Ensure that when we are given a platform to speak about Gypsy, Roma and Traveller equality, Gypsy, Roma and Traveller people are given a meaningful chance to speak.
- 3 Recognise and share the unique and diverse histories of Gypsy, Roma and Traveller communities, in order to challenge oppression and structural racism in modern day.
- 4 Celebrate the remarkable and immense contributions Gypsy, Roma and Traveller individuals and communities bring to wider society.
- 5 Show solidarity with other groups experiencing marginalisation or discrimination.
- 6 Share our knowledge and understanding of inclusive service provision with other organisations and to challenge organisations when and where barriers do exist.

# OUR VISION FOR CHANGE

## ACCOMMODATION

**WE BELIEVE THAT EVERYONE HAS THE RIGHT TO SAFE AND ADEQUATE LIVING CONDITIONS AND THAT THE GOVERNMENT HAS A DUTY TO FACILITATE THE NOMADIC WAY OF LIFE.**

## HEALTH AND WELLBEING

**WE BELIEVE THAT EVERYONE SHOULD RECEIVE THE SUPPORT, CARE AND TREATMENT THEY NEED, WITH THE COMPASSION, RESPECT AND DIGNITY THEY DESERVE.**

## EDUCATION

**WE BELIEVE THAT EVERY CHILD AND YOUNG PERSON HAS A RIGHT TO LEARN IN A SAFE ENVIRONMENT THAT IS FREE FROM BULLYING AND THAT IS AFFIRMING TOWARDS THEIR CULTURE AND WAY OF LIFE.**

## DISCRIMINATION

**WE BELIEVE THAT EVERYONE HAS A RESPONSIBILITY TO STAND UP AGAINST HATE, PREJUDICE AND NEGATIVE STEREOTYPES AND THAT THE GOVERNMENT HAS A DUTY TO PREVENT AND PUNISH DISCRIMINATION AND HATE CRIME.**

**IN THE NEXT SECTION, WE WILL SET OUT OUR AIMS, HOW WE WILL ACHIEVE THEM AND OUR MEASURES FOR SUCCESS.**



**WE WON'T  
STOP UNTIL WE  
HAVE ACHIEVED  
OUR VISION.**



Friends Families and Travellers

PHOTOGRAPH BY JONATHAN SYER

# ACCOMMODATION

**WE BELIEVE THAT EVERYONE HAS THE RIGHT TO SAFE AND ADEQUATE LIVING CONDITIONS AND THAT THE GOVERNMENT HAS A DUTY TO FACILITATE THE NOMADIC WAY OF LIFE.**

## OUR AIMS

**1** Address the Gypsy and Traveller accommodation crisis and challenge the criminalisation of nomadism.

**2** Increase understanding and support for Gypsy and Traveller accommodation needs within Government, statutory services and wider society.

**3** Improve the fairness of the planning system – both in policy and practice.

**4** Support victims of domestic violence and their children to find a safe place to live.

## WHAT WE WILL DO

Address accommodation issues with the Ministry of Housing, Communities and Local Government (MHCLG), via our membership of the stakeholder group for Gypsies, Roma and Travellers and our secretariat to the APPG regarding:

- the Government review of unauthorised encampments.
- the proposed national Government strategy.

Provide advocacy interventions to support individuals on the roadside and in poor accommodation.

Promote good practice and solutions to address accommodations needs with MHCLG, through the APPG, at key conferences and through our capacity building training.

Raise the human rights implications of the accommodation crisis for Gypsies and Travellers with international human rights treaty bodies and inform and support Parliamentarians in the APPG.

Conduct research to expose unfair treatment of Gypsies and Travellers in the planning system.

Support individuals to access secure accommodation, justice and healthcare.

Promote inclusive policy making.

## SUCCESS MEASURES

Mitigation of harmful effects of the unauthorised encampment and unauthorised development review.

Nomadic people are able to stop and travel safely.

Improved living conditions for individuals who access our advocacy service.

Support the creation and delivery of a national government strategy which systematically and effectively addresses accommodation issues faced by Gypsies and Travellers.

International Human Rights Committees address the accommodation crisis affecting Gypsies and Travellers in their recommendations to UK Government.

An evidence base provided to inform and influence planning for accommodation provision.

Victims of domestic violence able to live free from harm and receive support with recovery.



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# HEALTH AND WELLBEING

WE BELIEVE THAT EVERYONE SHOULD RECEIVE THE SUPPORT, CARE AND TREATMENT THEY NEED, WITH THE COMPASSION, RESPECT AND DIGNITY THEY DESERVE.

## OUR AIMS

**1** Address the wider social determinants of health (SDoH) which put Gypsy, Roma and Traveller communities at high risk of poor physical and mental health.

**2** Equip people with the information they need to make healthy choices.

**3** Challenge discriminatory policies or practices which disadvantage members of Gypsy, Roma and Traveller communities in accessing the health and social care services they need.

**4** Improve consideration of the lives and experiences of Gypsy, Roma and Traveller communities in the planning and commissioning of health and social care services.

**5** Develop and identify evidence-based interventions (EBI) to address health inequalities in Gypsy, Roma and Traveller communities.

## WHAT WE WILL DO

Develop an evidence base on health impacts of SDoH.

Increase consideration of health impacts in unauthorised encampments campaigns.

Advocacy interventions to support individuals to address issues across the SDoH.

Ensure public health messages are accessible and relevant.

Support people to take up public health interventions.

Address issues with:

- registration at GPs and Dentists
- invisibility in JSNAs, JHWBSs and SPPs
- accessing health and care when travelling
- barriers for people with low literacy, digital excluded or unable to accept post.

Support patients to have their voices heard in national policy making.

Proactive case-finding to identify unique issues.

Improve data collection.

Build evidence of what works in tackling health inequalities through our local work and work with academics, VCSE orgs and CCGs.

## SUCCESS MEASURES

Improved living conditions reduce risk of poor health.

Tackling inequalities in SDoH in all government strategies.

Improved health and wellbeing in individuals who access our advocacy service.

Improved health literacy.

Decreased risk of poor health.

Improved health behaviours.

Everyone able to access the support, care and treatment they need.

HWBs and CCGs commission targeted services to address health inequalities.

Nomadic people receive treatment and care equal to the settled population.

Improved consideration of Gypsy, Roma and Traveller communities in planning and commissioning of health and social care.

Increased understanding and uptake of EBI to address health inequalities faced by Gypsy, Roma and Traveller communities.



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# EDUCATION

WE BELIEVE THAT EVERY CHILD AND YOUNG PERSON HAS A RIGHT TO LEARN IN A SAFE ENVIRONMENT THAT IS FREE FROM BULLYING AND THAT IS AFFIRMING TOWARDS THEIR CULTURE AND WAY OF LIFE.

OUR AIMS	WHAT WE WILL DO	SUCCESS MEASURES
<b>1</b> Challenge bullying which prevents Gypsies, Roma and Travellers feeling safe in education.	<p>Develop audit tool to support schools in tackling bullying of Gypsies, Roma and Travellers.</p> <p>Embed issues faced by Gypsies, Roma and Travellers in anti-bullying movement.</p> <p>Support individuals and families in bullying and discrimination cases.</p>	<p>Increased number of schools creating safe environment for Gypsy and Traveller students.</p> <p>Gypsy, Roma and Traveller children and young people feel safer in school.</p>
<b>2</b> Promote a curriculum inclusive of Gypsy, Roma and Traveller histories and cultures.	<p>Create and promote online resources on Gypsy, Roma and Traveller histories and cultures for schools.</p> <p>Deliver Crystal's Vardo workshops and performances in schools and other venues.</p>	<p>Increased understanding and acceptance of Gypsies, Roma and Travellers.</p> <p>Gypsy, Roma and Traveller children feel included and welcome in school.</p>
<b>3</b> Promote inclusive policy making and practice in education.	<p>Address education issues with the MHCLG and the Department of Education, via our membership of their stakeholder group for Gypsies, Roma and Travellers and our secretariat to the APPG.</p>	<p>A funded national government strategy which addresses low attainment, high levels of exclusions, forced and elective off-rolling and secondary school dropout amongst Gypsy, Roma and Traveller pupils through dedicated funding for Gypsy, Roma and Traveller pupils, in-service teacher training and support for parental engagement.</p>
<b>4</b> Increase understanding and support for targeted catch up education for Gypsy, Roma and Traveller people of all ages who have missed years in education.	<p>Develop and share learning on practical interventions, including RSPH training, Home Club, Sussex one to one support and learning workshops and through the Sussex Learning Network.</p>	<p>Increased provision of targeted catch up education for Gypsy, Roma and Traveller people.</p>



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Friends Families and Travellers

PHOTOGRAPH BY MARY TURNER

# DISCRIMINATION

WE BELIEVE THAT EVERYONE HAS A RESPONSIBILITY TO STAND UP AGAINST HATE, PREJUDICE AND NEGATIVE STEREOTYPES AND THAT THE GOVERNMENT HAS A DUTY TO PREVENT AND PUNISH DISCRIMINATION AND HATE CRIME.

## OUR AIMS

**1** Support people who have experienced discrimination or hate crime to access justice.

**2** Change hearts and minds so fewer people hold prejudicial views on Gypsies, Roma and Travellers.

## WHAT WE WILL DO

Advocacy interventions to support individuals who have experienced discrimination.

Support reporting of hate crime and discrimination.

Challenge hate in the media by sharing positive stories and condemning racism.

Challenge hate and prejudice among public figures.

Encourage Gypsy, Roma and Traveller allies to stand up and speak out.

Improve social connections between travelling and settled communities (schools, churches, adult education, events and sports clubs).

Work with media, regulators, writers and film professionals to improve authenticity and diversity of Gypsy and Traveller representations in the press, in the media and in film.

Support education on Gypsy, Roma and Traveller cultures and histories.

## SUCCESS MEASURES

Increased use of the law to tackle discrimination.

Hate crime victims are able to cope and recover

Increase in data available on hate crime and discrimination.

Improved public perception of Gypsy, Roma and Traveller communities using EHRC social barometer as benchmark.

Visible public leadership on Gypsy, Roma and Traveller inclusion.

Specific measures on anti-Gypsyism in national Hate Crime Action Plan.

Decrease of discrimination and hate crime.

Improved realistic portrayals in the media of Gypsy, Roma and Traveller communities.

Improved understanding of Gypsy, Roma and Traveller cultures and histories.

# OUR AIMS

## ACCOMMODATION

- 1 ADDRESS THE GYPSY AND TRAVELLER ACCOMMODATION CRISIS AND CHALLENGE THE CRIMINALISATION OF NOMADISM
- 2 INCREASE UNDERSTANDING AND SUPPORT FOR GYPSY AND TRAVELLER ACCOMMODATION NEEDS WITHIN GOVERNMENT, STATUTORY SERVICES AND WIDER SOCIETY
- 3 IMPROVE THE FAIRNESS OF THE PLANNING SYSTEM – BOTH IN POLICY AND PRACTICE
- 4 SUPPORT VICTIMS OF DOMESTIC VIOLENCE AND THEIR CHILDREN TO FIND A SAFE PLACE TO LIVE

## HEALTH AND WELLBEING

- 1 ADDRESS THE WIDER SOCIAL DETERMINANTS OF HEALTH WHICH PUT GYPSY, ROMA AND TRAVELLER COMMUNITIES AT HIGH RISK OF POOR PHYSICAL AND MENTAL HEALTH
- 2 EQUIP PEOPLE WITH THE INFORMATION THEY NEED TO MAKE HEALTHY CHOICES
- 3 CHALLENGE DISCRIMINATORY POLICIES OR PRACTICES WHICH DISADVANTAGE MEMBERS OF GYPSY, ROMA AND TRAVELLER COMMUNITIES IN ACCESSING THE HEALTH AND SOCIAL CARE SERVICES THEY NEED
- 4 IMPROVE CONSIDERATION OF THE LIVES AND EXPERIENCES OF GYPSY, ROMA AND TRAVELLER COMMUNITIES IN THE PLANNING AND COMMISSIONING OF HEALTH AND SOCIAL CARE SERVICES
- 5 DEVELOP AND IDENTIFY EVIDENCE-BASED INTERVENTIONS TO ADDRESS HEALTH INEQUALITIES IN GYPSY, ROMA AND TRAVELLER COMMUNITIES

## EDUCATION

- 1 CHALLENGE BULLYING WHICH PREVENTS GYPSIES, ROMA AND TRAVELLERS FEELING SAFE IN EDUCATION.
- 2 CREATE AND PROMOTE ONLINE RESOURCES ON GYPSY, ROMA AND TRAVELLER HISTORIES AND CULTURES FOR SCHOOLS.
- 3 PROMOTE INCLUSIVE POLICY MAKING AND PRACTICE IN EDUCATION
- 4 INCREASE UNDERSTANDING AND SUPPORT FOR TARGETED CATCH UP EDUCATION FOR GYPSY, ROMA AND TRAVELLER PEOPLE OF ALL AGES WHO HAVE MISSED YEARS IN EDUCATION

### ABBREVIATIONS AND ACRONYMS

<b>APPG</b> All Party Parliamentary Group for Gypsies, Travellers and Roma	<b>EHRC</b> European Human Rights Commission	<b>JSNA</b> Joint Strategic Needs Assessment	<b>SDOH</b> Social Determinants of Health
<b>CCG</b> Clinical Commissioning Group	<b>HWB</b> Health and Wellbeing Board	<b>MHCLG</b> Ministry of Housing, Communities and Local Government	<b>SPP</b> Suicide Prevention Plan
<b>EBI</b> Evidence Based Intervention	<b>JHWB</b> Joint Health and Wellbeing Strategy	<b>RSPH</b> Royal Society of Public Health	<b>VCSE</b> Voluntary, Community and Social Enterprise

## DISCRIMINATION

- 1 SUPPORT PEOPLE WHO HAVE EXPERIENCED DISCRIMINATION OR HATE CRIME TO ACCESS JUSTICE
- 2 CHANGE HEARTS AND MINDS SO FEWER PEOPLE HOLD PREJUDICIAL VIEWS ON GYPSIES, ROMA AND TRAVELLERS

We work to end racism and discrimination  
against all Gypsies, Travellers and Roma,  
and to protect the right to pursue a  
nomadic way of life.

## CONTACT DETAILS

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