



PAVEE POINT

Pavee Point

Strategic Plan 2024-2027

Pavee Point is a national non-governmental organisation comprised of Travellers, Roma and members of the majority population working in partnership at national, regional, local and international levels. Over the past thirty years Pavee Point has an established track record in innovative and ground-breaking work using a collective community development approach to addressing Traveller issues and promoting Traveller rights.

Vision

Travellers & Roma are fully respected as minority ethnic groups who are proud and confident in their cultural identity and exercising their human rights.

Mission

Pavee Point's mission is to contribute to improvement in the quality of life, living circumstances, status and participation of Travellers & Roma through working innovatively for social justice, greater solidarity, development, equality and human rights.

Context

Pavee Point is a national non-governmental organisation comprised of Travellers, Roma and members of the majority population working in partnership at national, regional, local and international levels. For almost 40 years Pavee Point has established a track record in innovative and ground-breaking work using a collective community development approach to addressing Traveller issues and promoting Traveller rights. Since its establishment Pavee Point has worked in solidarity with Roma at the international level and our work with Roma at a national level was further developed and reinforced since the late 1990s when there was an increase in migration of Roma to Ireland. This resulted in the organisation officially changing its name to Pavee Point Traveller and Roma Centre in 2012.

The strategic planning process which led to this plan involved members of the management committee, staff, and the board, building on the Strategic Planning process in 2017. The Strategic Plan is developed in a new political and economic environment, particularly, following the impacts of the COVID 19 pandemic which exposed the deep-seated inequalities experienced by Travellers and Roma in Ireland. Other concerning developments are also impacting both Travellers and Roma, such as the ongoing housing and homeless crisis in Ireland, and the outbreak of war in Ukraine in 2022 which has resulted in a new population of Ukrainian Roma seeking refuge in Ireland, as well as a rise in hate speech, anti-immigrant sentiment and the activities of the far right in Ireland.

The inequality experienced by Travellers and Roma persists and shows in health, accommodation, education, employment, social protection, violence against women, drug and alcohol issues, and inclusion in decision making. This socio-economic and political context shapes the direction and approach of the Strategic Plan. The plan is presented at a time of change, challenge and opportunity for Traveller and Roma organisations with the welcome publication of the National Traveller Health Action Plan (NTHAP), and the National Action Plan Against Racism (NAPAR), as well as the development of the next iteration of the National Traveller and Roma Inclusion Strategy (NTRIS) and the Traveller and Roma Education Strategy both currently underway. It is important that these policies result are implemented fully, with clear timelines, allocated funding, and monitoring frameworks in order to result in real outcomes for Travellers and Roma on the ground.

Irish Travellers

Irish Travellers are a vibrant, strong, minority ethnic group, indigenous to the island of Ireland, maintaining a shared history, language, traditions, and culture. Traveller ethnicity was only formally acknowledged by the state in March 2017 when, in a statement to the Dáil, the then Taoiseach Enda Kenny declared that 'Our Traveller Community is an integral part of our society for over a millennium, with their own distinct identity – a people within our people' However, since this recognition, Travellers continue to be one of the most marginalised and disadvantaged groups in Ireland, experiencing structural and systematic racism, discrimination and active prejudice and racism.

IRISH TRAVELLERS - FACT & FIGURES

- The number of Irish Travellers identified in Census 2022 increased by 6% to 32,949¹.
- 33% of Travellers are enrolled in upper secondary education in comparison with over 90% of the State population in the same age band².
- 39% of Travellers, in comparison to 6% of the general population, meet the European definition of homelessness³
- Life expectancy for Traveller men is 15.1 years and for Traveller women 11.5 years less than men/women in the general population⁴.
- Suicide rate among Travellers is 6 times higher than the general population, accounting for approximately 11% of all Traveller deaths⁵.
- 80% of Travellers are unemployed in comparison to an overall national figure of 7%⁶.

¹ Central Statistics Office, Census of Population 2022 - Summary Results

² Central Statistics Office, Census 2016, Profile 8 - Irish Travellers Ethnicity and Religion. Tables E8014 and E8023.

³ Pavee Point, The Traveller Community and Homelessness, 2021. European Typology of Homelessness and housing exclusion-ETHOS) - this includes the large number of Travellers who experience 'hidden homelessness' in overcrowded living conditions

⁴ Kelleher et al., All Ireland Traveller Health Study, 2010

⁵ Kelleher et al., All Ireland Traveller Health Study, 2010

⁶ Central Statistics Office, Census 2016 Profile 8 - Irish Travellers, Ethnicity and Religion, 2016

Roma

According to the latest Census figures⁷, there are an estimated 16,049 Roma living in Ireland, many who are second and third generation living in the country. However, although we saw some increased funding for workers and projects working with Roma following the COVID 19 pandemic, the Roma infrastructure remains in its infancy.

The first and only national needs assessment of Roma in Ireland, funded by government, was published by Pavee Point in 2018⁸. The findings are stark and unveil high levels of poverty, deprivation, precarious living conditions, discrimination, and racism. Since then, Pavee Point has continued to document the experiences of Roma, with qualitative studies, delving deeper into Roma experiences of employment, and Roma women's experiences of maternal healthcare⁹.

ROMA – FINDINGS FROM THE ROMA NEEDS ASSESSMENT

- Only 16.1% of Roma report that they are in employment and 48.1% of respondents were not successful in applying for social protection.
- Roma face discrimination in accessing accommodation; severe overcrowding; poor and dangerous accommodation conditions; and lack of access to social housing and rent supplement - almost half (45.7%) have been homeless at some stage.
- Nearly half of respondents reported that they do not have access to medical cards and GP care and 51.3% of respondents reported more than 14 days of the previous month when their mental health was not good.
- In 50% of households with children, respondents reported that they do not always have enough food.

⁷ Central Statistics Office, Census of Population 2022 - Summary Results

⁸ Curran et al (2018) Roma in Ireland - A National Needs Assessment, Department of Justice and Equality and Pavee Point Traveller and Roma Centre

⁹ Pavee Point (2023) Roma in Ireland: Access to Fair and Decent Work, Pavee Point (2023) Le Romneango Sfato. Roma women's voices: experiences of maternal health Services in Ireland

Values and Guiding Principles

The values that inform our work focus on the causes and symptoms of poverty, racism and exclusion and are based on principles of equality, human rights, social justice, participation, empowerment and collective decision making in a structured and co-ordinated way.

We believe a community development approach and its associated principles provide an appropriate and effective way of working with Travellers and Roma. It means working with, rather than for Travellers and Roma. It supports empowerment, participation and collective action and gives priority to prevention and early intervention.

1. COMMUNITY EMPOWERMENT

Community empowerment involves increasing knowledge, skills and the confidence of Travellers and Roma to lead their communities to be resilient, organised, and influential in building an inclusive and inter-cultural society.

2. PARTICIPATION

Participation is rooted in the self-identification of needs and interests by Travellers and Roma themselves and is central to their ability to continue to influence outcomes from policies, programmes and services.

3. COLLECTIVE ACTION

Collective action focuses on potential benefits and outcomes for Traveller and Roma communities - not just individuals - in the pursuit of a just and equal society.

4. HUMAN RIGHTS AND EQUALITY

Human rights and equality are core to enabling Travellers and Roma to live with dignity and reach their full potential in society. We believe that Traveller and Roma rights should be respected, protected and fulfilled.

An equality perspective is about the achievement of substantive equality for Traveller and Roma communities in Irish society which means that Travellers and Roma of all ages, gender, sexual orientation, gender identity, ability, religion and civil status can enjoy equality of opportunity, access, participation and outcome. Gender equality is a key priority for Pavee Point.

5. SOCIAL AND CLIMATE JUSTICE

A just and sustainable society involves promoting environmental, climate, social, cultural and economic policies and practices which value diversity and inter-culturalism, challenge injustice, poverty, discrimination and social exclusion.

Single factor explanations of the situation of Travellers and Roma are simplistic, inaccurate and ineffective. Ethnic discrimination is often intertwined with discrimination on other grounds such as gender and socio-economic status. The problems experienced by Travellers and Roma are multiple and complex and require a holistic, intersectional approach.

Strategic Goals and Objectives

The following four goals with associated objectives were identified for the three year period of this Strategic Plan (2024-2027).

1. To promote Traveller and Roma cultural identity and ethnicity.
2. To support direct Traveller and Roma participation and empowerment.
3. To address current issues and inequalities for Travellers and Roma.
4. To strengthen Pavee Point as an organisation.

GOAL NO 1:

To promote Traveller and Roma cultural identity and ethnicity.

To promote respect for Traveller & Roma culture and identity both within their communities and in the wider society.

STRATEGIC OBJECTIVES TO ACHIEVE THE GOAL:

- 1.1. To celebrate Traveller and Roma ethnicity through a re-focus on culture, heritage and human rights.
- 1.2. Awareness of diversity and promote understanding, solidarity and engagement amongst the diverse groups within the Traveller and Roma communities.

EXPECTED OUTCOMES:

- 1.1. The establishment, promotion and support of initiatives to demonstrate specific culture and traditions of Traveller and Roma heritage in all its diversity.
- 1.2. Deeper understanding of the role and contribution of Travellers and Roma in Irish society.

GOAL NO 2:

To support direct Traveller and Roma participation and empowerment.

To facilitate and empower Travellers and Roma to play key roles in their communities, in Pavee Point and in other Traveller and Roma Organisations and in the wider society.

STRATEGIC OBJECTIVES TO ACHIEVE THE GOAL:

- 2.1. To reinforce visible Traveller and/or Roma active participation in all Pavee Point public engagements.
- 2.2. To develop and implement educational and community measures to enhance Traveller and Roma confidence and competence as community representatives, leaders and workers.
- 2.3. To facilitate dialogue and build solidarity within Traveller and Roma communities and organisations on issues that affect their day to day lives and relationships with each other and the wider society.

EXPECTED OUTCOMES:

- 2.1. Successful engagement of Traveller and Roma participants in all Pavee Point activities.
- 2.2. Greater solidarity and respect for diversity within the Traveller and Roma communities; between Traveller (& Roma) organisations, in wider Irish society and with NGOs.

GOAL NO 3:

To address current issues and inequalities for Travellers and Roma.

To focus on the key policy challenges of discrimination, health, education, accommodation, employment and economic activity in a coordinated, inclusive and collective way to advance the human rights of Travellers and Roma.

STRATEGIC OBJECTIVES TO ACHIEVE THE GOAL:

- 3.1. To contribute to the development monitoring and implementation of policy, with a particular focus on the State's responsibility, in the areas of health, education and accommodation as they apply to Traveller and Roma community.
- 3.2. To advocate and campaign for the realisation of Traveller and Roma rights in health, education and accommodation.
- 3.3. To promote equality and address discrimination against Travellers and Roma.

EXPECTED OUTCOMES:

- 3.1. Development and implementation of key policies with dedicated resources for Travellers and Roma, including the next iteration of the National Traveller and Roma Inclusion Strategy, and the Traveller and Roma Education Strategy.
- 3.2. Enhanced impact of policy and practice in addressing Traveller health inequalities, particularly the full implementation of the National Traveller Health Action Plan.
- 3.3. Enhanced collaboration with other stakeholders to progress the protection of Traveller and Roma rights, including women's rights, LGBTQI rights, and other relevant issues as they relate to the strategic objectives.
- 3.4. Increased awareness amongst Travellers and Roma communities of equality and human rights, and enhanced delivery of appropriate responses by public sector bodies.

GOAL NO 4:

To strengthen Pavee Point as an Organisation.

To ensure relevance and sustainability of the Organisation in order to fulfil our vision and mission.

STRATEGIC OBJECTIVES TO ACHIEVE THE GOAL:

- 4.1. Ongoing review of governance and HR systems and structures to ensure compliance with legislation and obligations while maintaining alignment with Pavee Point's mission and values.
- 4.2. To ensure operational structures, procedures and roles are meeting the needs of the Organisation and the people working here including enhanced communications strategies.

- 4.3. To provide the necessary supports and development for staff which promote autonomy within a clear and transparent decision-making and reporting structure.
- 4.4. Reinforce the visibility, awareness of and work of Pavee Point through enhanced communications overall and each programme.

EXPECTED OUTCOMES:

- 4.1. Compliance with all legal, financial and reporting requirements.
Staff will be clear on their roles, responsibilities and support structures.
- 4.2. Existing levels of funding are maintained and new sources identified in line with the strategic aims and objectives.
- 4.3. The profile of the Organisation is strengthened in line with the strategic direction and priority issues.

Implementation Plan

To implement our strategic objectives each year an annual organisation plan will be developed which will be informed by the individual programme plans as follows:

PROGRAMME PLANS:

Each Pavee Point programme will set out an annual work plan that illustrates how it will achieve the strategic goals and objectives, taking into account the need to include:

- their team contribution to progressing those strategic objectives within the overall frame of their contractual obligations to various funders;
- how each team will add value to the overall Organisation.

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

- a.** A collective community-work approach which embeds and reflects a human rights analysis and a climate justice perspective;
- b.** Support for women's equality;
- c.** Promote solidarity and cooperation between and with Traveller & Roma organisations.

The programme work plans agreed under each of the objectives are the frame for Pavee Point's work and are a direct reflection of its mission.

Flexibility in responding to emerging issues is necessary. Emerging opportunities are accommodated, when justified, and in the light of a clear decision making process to avoid work overload and/or drifting away from the main strategic direction of the plan.

Expected outcomes are provided as a framework both for overall organisational planning and for the annual plans of each of the programmes/teams, around which funders' priorities are woven.

ORGANISATION PLAN:

Annual organisation work plans which integrate the overall goals with the priorities in programme plans will be developed for each year of the three year strategic plan.

Resourcing: Finance, People and Governance

During the life of the Plan, funding will be sought for:

- a.** core strategic priorities including those not resourced in recent years;
- b.** work toward diversification in resources, including non-project related finance, in order to create conditions for meeting overall goals and objectives.

An enhanced support strategy for staff will be put in place to facilitate their optimum engagement with meeting agreed objectives, continued excellence in meeting individual programme and organisational objectives, and to progress staff development with particular focus on Traveller and Roma staff.

Pavee Point will continue to ensure that it both complies with governance requirements and enhances supports for its governance structures.

An iterative process of PLAN-DO-REVIEW will be adopted to ensure momentum and effective implementation throughout the life of the 3 Year Plan.

Organisational Priorities 2024

1. Finalisation of NTRIS and the Ed Strategy and progression of implementation of DSGBV, NTHAP DRUGS and other key policy developments.
2. Reinforcement of work with other orgs including through the coalition.
3. Reinforcement on day to day operations, capacity to respond immediately and staff development support and management.
4. Undertaking of a substantial organisation future proofing to include all board staff and associates as well as others we work with.