



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth

National Traveller and Roma Inclusion Strategy II

2024-2028

Action Plan 2024-2026

(Incorporates actions for the period 2024-2026
and indicative actions for the period 2027-2028)

Prepared by the Department of Children,
Equality, Disability, Integration and Youth

gov.ie



Contents

Theme 1: Combatting Racism and Discrimination	6
Theme 2: Children and Young People	18
Theme 3: Gender Equality	28
Theme 4: Health and Wellbeing	34
Theme 5: Employment and Enterprise	44
Theme 6: Accommodation	58

Theme 7: Education	66
Theme 8: Culture, Heritage and Identity	84
Theme 9: Participation, Empowerment, Cooperation and Accountability	96
List of Abbreviations	112



Bagail sik

Participation

© Image courtesy of David Speirs



Theme 1: Combatting Racism and Discrimination

Theme 1: Combatting Racism and Discrimination

Strategic Outcome: The right of Travellers and Roma in Ireland to live their lives free of racism and discrimination is realised. A positive culture of respect for, and protection of, the cultural identity of Travellers and Roma is fostered and facilitated in the delivery of all public services.

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Through implementation of the National Action Plan Against Racism (NAPAR) and other initiatives, deliver a significant improvement to the mechanisms in place for combatting racism and discrimination faced by the Traveller and Roma communities.	<ol style="list-style-type: none"> The Special Rapporteur on Racial Equality and Racism under the National Action Plan Against Racism will report on the progress being made towards achieving the objectives of the Action Plan insofar as the Traveller and Roma communities are concerned. 	Report presented annually to the Minister for Children, Equality, Disability, Integration and Youth and to the NTRIS II Steering Committee.	DCEDIY (Anti-Racism Unit) LEAD



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
Plan and deliver public services in a context of cultural competence, with due regard to Traveller and Roma cultural identity and taking account of the requirements of the Public Sector Equality and Human Rights Duty (the 'Public Sector Duty').	<p>2. Ensure that all Departments/ Agencies providing public services to Travellers and Roma, and all organisations that are funded by the State to provide such services, deliver and ensure take up of cultural awareness training for all staff who engage with families and individuals from the Traveller and Roma communities, including children and young people. The public services concerned include the following:</p> <ul style="list-style-type: none"> • Health • Education • Employment and enterprise supports • Justice system • Community supports • Youth services • Accommodation 	<ul style="list-style-type: none"> • All relevant Departments/ Agencies/funded organisations to provide cultural awareness training (and refresher courses) on a regular basis and be able to report on same for the purposes of detailing compliance with the Public Sector Duty. NTRIS annual report to include updates. • New staff members provided with cultural awareness training within 3 months of commencing employment. • DCEDIY to agree with Traveller and Roma organisations an agreed standard for cultural awareness training in respect of both communities (Q3 2025). 	<p>All public service organisations</p> <p>DCEDIY LEAD</p> <p>Traveller and Roma organisations</p>

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
	<p>3. Traveller and Roma organisations should engage with a public body, whether national or local, if they are concerned that that body is failing to perform its functions in accordance with the requirements of the Public Sector Equality and Human Rights Duty. If not satisfied with the response received, the Traveller and Roma organisations can lodge a submission, providing evidence of such failure, under section 42(5) of the Irish Human Rights and Equality Commission Act, 2014.</p>	If they so wish, Traveller and Roma organisations may present periodic reports to the NTRIS II Steering Committee on the implementation of this action	Traveller and Roma organisations LEAD
	<p>4. Review the implementation of the Public Sector Equality and Human Rights Duty, with reference to its overall impact, including for the Traveller and Roma communities, and draw up recommendations.</p>	Submission of completed review report (Q4 2025).	DCEDIY (Equality and Gender Equality Unit) LEAD



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>5. Departments, Agencies and NGOs to consider the introduction of a 'joined up' reporting system for the reporting needed in compliance with the Public Sector Equality and Human Rights Duty (where applicable), insofar as the human rights and equality needs of Travellers and Roma are concerned, and that required under the present strategy; such a reporting system would help to make transparent how the issue of intersectionality was being addressed at the level of the individual organisation.</p>	DCEDIY to develop a template for reporting, which would be made available to all Departments/ Agencies/NGOs. (Q2 2025)	<p>DCEDIY (Traveller and Roma Policy) LEAD</p>
	<p>6. Take effective measures to address hate speech and hate crime, and ensure an adequate implementation and enforcement process for all forms of hate crime and hate speech experienced by Travellers and Roma.</p>	In the absence of specific legislation, AGS has implemented bespoke methodology for classification and recording of hate crimes and hate related incidents, training for which has been rolled out across the entire organisation. ¹	<p>DoJ and AGS LEADS Probation Service</p>

¹ The Criminal Justice (Incitement to Violence or Hatred and Hate Offences) Bill 2022, designed to address hate crime and hate speech, is currently before the Oireachtas.

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
<p>Strengthen knowledge of, and effective access to, the equality remedies that are available to the Traveller and Roma communities.</p>	<p>7. An information campaign will be implemented in partnership with the Traveller and Roma national organisations to address:</p> <ul style="list-style-type: none"> rights in the area of discrimination and inequality; and the right to complain, and the avenues of complaint available; with the aim of increasing the number of Travellers and Roma who report or file a complaint. 	<ul style="list-style-type: none"> Campaign to be delivered by Q4 2026. Traveller and Roma Research Advisory Committee [Action 79] to advise on measuring impact of campaign (Q4 2026) Increase the number of Travellers and Roma who are aware of at least one Irish equality body (baseline 49%) (Action Plan 2). 	<p>DCEDIY (Traveller and Roma Policy) LEAD NTRIS Research Advisory Committee AGS WRC</p>
	<p>8. Undertake a review of the adequacy of existing supports for the provision of legal advice to Travellers and Roma, the review to include recommendations for improvement, including in relation to cases involving alleged discrimination against claimants of the Housing Assistant Payment (HAP).</p>	<ul style="list-style-type: none"> Review of the Civil Legal Aid Scheme to be completed by Q4 2024, Government response by Q2 2025. DCEDIY review report to be finalised by Q4 2025. Response to review recommendations in 2026, and actioned as appropriate (Action Plan 2). 	<p>DoJ (1st bullet point) LEAD DCEDIY (Traveller and Roma Policy) LEAD</p>



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
	<p>9. Ensure that the Workplace Relations Commission (WRC) has adequate staff and financial resources to adjudicate complaints in relation to discrimination.</p>	<p>The WRC will report, at least annually, on the overall number of adjudicators and the overall staffing and budgets.</p>	<p>DETE LEAD WRC</p>
<p>Address the extremely low levels of trust in, and satisfaction with, An Garda Síochána and the justice system generally on the part of Travellers and Roma, and the consequences that can flow from this in the absence of an alternative system of conflict resolution, including interfamily violence and feuding, both of which inflict very damaging consequences on the community.</p>	<p>10. Develop specific rehabilitative and diversion interventions for Travellers and Roma in the light of the over-representation of Travellers in the criminal justice system. These will include further development of measures within the youth justice system to support diversion of Travellers from prosecution, and supports for Traveller women and men within the prison system.</p>	<p>Implementation of Key Action 2.9.6 of the Youth Justice Strategy 2021-2027 ensuring that Garda Youth Diversion Projects reach relevant young people in the Traveller and Roma communities (Q4 2027).</p>	<p>DoJ LEAD AGS, Probation Service, Youth Justice Governance and Strategy Group Traveller Justice Initiative (TJI)</p>

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
	<p>11. Develop and implement a successor to the <i>An Garda Síochána Equality, Diversity & Inclusion Strategy Statement & Action Plan 2020-2021</i>, to include a specific focus on the Traveller and Roma communities.</p>	<p>New EDI Strategy Statement & Action Plan finalised (Q4 2025).</p>	<p>AGS LEAD</p>



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
	<p>12. DCEDIY, in collaboration with the relevant national Traveller organisations and other relevant Departments/Agencies, will support the further development of counselling and mediation services and capacities available to Travellers and Roma, including through a much enhanced role for local Traveller and Roma organisations.</p>	<ul style="list-style-type: none"> Review report and recommendations of Traveller Interfamily Conflict organised by the Traveller Counselling Service, the Traveller Mediation Service and Exchange House Ireland in Dublin Castle on 16 April 2024 (Q1 2025). Prioritise increased funding for Traveller mediation and counselling initiatives, subject to the annual estimates process. Continue to utilise the Garda Traveller Action Group to promote community policing initiatives to improve relationships between Travellers and the Gardaí Support a campaign to effect attitudinal change within the Traveller community. Further actions in (Action Plan 2). 	<p>DCEDIY (Traveller and Roma Policy) LEAD</p> <p>D/Health, HSE, AGS, Probation Service, DRCD, other relevant Departments, local authorities, National Traveller organisations (inc. Traveller Counselling Service, Traveller Mediation Service and Exchange House), Local Traveller organisations</p>

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
<p>Address the high levels of representation of Travellers in all levels of the penal system.</p>	<p>13. Take steps to improve the engagement in education programmes, work training and/or library services of Travellers and Roma in the prison system and in the Oberstown Children Detention Campus.</p>	<ul style="list-style-type: none"> IPS to improve cross-referencing the ethnic identifier with their prisoner education and work training management systems (Q4 2025), enabling future targets to be set. Baseline data from both systems to be made available (Q4 2024). 	<p>IPS LEAD</p> <p>DCEDIY (CDSU) re. Oberstown Traveller Justice Initiative (TJI)</p>
	<p>14. Introduce a more effective complaints system to address complaints concerning racism experienced by Travellers and Roma within the prison system.</p>	<p>Reformed complaints system introduced (Q4 2025).</p>	<p>IPS LEAD</p>
	<p>15. Strengthen and develop the various initiatives aimed at supporting Travellers and Roma in the prison system and the Probation Service, and take steps to respond adequately to the specific needs of Traveller and Roma women in prison.</p>	<p>IPS will continue to work closely with the Traveller Justice Initiative, and with Traveller and Roma representative organisations, on relevant initiatives and report on progress.</p>	<p>IPS LEAD</p> <p>DoJ</p> <p>Probation Service</p>



Related Initiatives

Theme 7: Education

Actions under Strategic Objective: Combat and prevent racism and discrimination against Travellers and Roma within schools and the education system generally and ensure there is a welcoming environment with a positive culture of respect for and protection of Traveller and Roma cultural identities.

Theme 8: Culture, Heritage and Identity

Action 61: Propose specific initiatives, in consultation with national Traveller and Roma organisations:

- to celebrate the 10th anniversary of the official recognition of Traveller ethnicity on 1st March 2027, through initiatives such as proposal for inclusion in the Stamp Programme of An Post; the commissioning of a TV series on Traveller history, heritage and culture; and other similar initiatives; and
- to understand better the wider population's knowledge and appreciation of Traveller and Roma culture and heritage; and
- to recognise the equal status that both the Traveller and Roma communities hold today within the diversity of Irish society.

Action 62: Address the negative stereotyping of Travellers and Roma, in all their diversity, in the reporting of issues across all media formats; promote and support media understanding of the nature and impact of media representation of minority ethnic groups; and deal effectively with the dissemination of hate speech.

Related Initiatives

Theme 9: Participation, Empowerment, Cooperation and Accountability

Action 68: DCEDIY, supported by DRCD and other relevant Departments and Agencies, to commission a study on the Traveller Interagency Groups (TIGs) that still exist to assess their efficacy and determine whether the TIGs are a model that should be given renewed focus and impetus or whether other more recent structures (e.g. Public Participation Networks, Local Development Companies, Local Community Development Committees) could fulfil a similar role.

Action 69: DCEDIY, supported by DRCD, DoJ and AGS, to liaise with existing Roma organisations and the National Roma Network to assess the advocacy and local representation needs of Roma communities at local level and to support the extension, as appropriate, of the network of existing organisations.

Action 71: Reforms to be made to NTRIS II quarterly reporting arrangements to require all responsible Departments/Agencies/NGOs to publish on their websites the NTRIS II quarterly updates on the actions assigned to them. The NTRIS II Steering Committee will adopt a more strategic approach than under the previous strategy, focusing its regular meetings on progress under those key thematic areas it considers most deserving of review, the drafting of the annual report, addressing intersectionality and the development of the new Action Plan/successor Strategy.

Action 78: Review the current systems of data collection across all state-funded organisations, processes and systems relevant to the Traveller and Roma communities to identify any gaps that exist; consider further publication of disaggregated data; and consider ways to improve the quality of data collected, including through communication and information, informed by the upcoming National Equality Data Strategy.



Theme 2: Children and Young People

Theme 2: Children and Young People

Strategic Outcome: Traveller and Roma children and young people live in a society in which they feel safe, their potential is supported, their voices are heard, and equality of opportunity is promoted.

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
<p>Traveller and Roma children and young people participate in the development of policy, legislation, research and services which impact on them.</p>	<p>16. Participation structures are inclusive, accessible and safe for Traveller and Roma children and young people, including those who need additional supports to engage and participate.</p>	<ul style="list-style-type: none"> Engage with local and national Traveller and Roma organisations and groups to build connections with Comhairle na nÓg youth councils operating in each Local Authority area. Hold an annual participative event bringing young Travellers and Comhairle members together. 	<p>DCEDIY (Participation Unit) – (First 2 bullet points) LEAD</p>



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> Engage with relevant stakeholders in the Traveller community, including children and young people, on the design and delivery of training and awareness on child rights by Q2, 2025. Take positive steps to facilitate Traveller and Roma representation in Young Ireland Governance Structures and on the Youth Communications Panel for Young Ireland by Q2, 2025. 	DCEDIY (Child Rights Unit) LEAD
	17. Build Traveller and Roma children and young people trust and engagement with Tusla Services and promote awareness, access, and participation in Tusla services for the Traveller and Roma communities.	Evaluation of the Tusla National Working Group for Traveller children and young people completed by Q3 2025.	Tusla LEAD DCEDIY Traveller and Roma organisations

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> Plan a national programme of work for regional and local implementation to promote awareness, access, and participation in Tusla services informed by consultations with the Traveller community in 2024 and 2025. Traveller children and young people are participating in regional consultations to promote awareness, access and participation in Tusla services. The Traveller Youth Advisory Group will co-present a yearly report to the National Working Group and all relevant structures within Tusla. Build on the learning and evaluation of the National Working Group programme of work to develop a programme of work for Roma children and young people with representation from Roma community on the National Working Group by Q4 2025. 	



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Children and young people from the Traveller and Roma communities live in a safe and secure environment.	18. Support the development of a sustainable national home visiting service through Tusla, which will include a focus on programmes that can, where necessary, adapt their approach to meet identified needs and positively engage with the Traveller community.	Report on the number of additional home visiting programmes including those focused on Traveller communities created through the development of a national home visiting service.	DCEDIY (Child Rights Policy) LEAD
	19. Encourage and support Traveller and Roma families to become foster carers and enhance the capacity to provide culturally appropriate placements for Traveller and Roma Children.	<ul style="list-style-type: none"> Build on learning and evaluation of the Traveller and Roma Foster Care Project. Ensure that the Traveller and Roma communities are actively engaged in fostering initiatives, and service planning relating to their communities. Continue to actively engage Traveller and Roma communities to increase the number of Traveller and Roma foster carers available to provide a culturally appropriate foster care placement for children from the Traveller and Roma communities. 	Tusla LEAD DCEDIY

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	20. Appropriate provision of information to empower Traveller and Roma families about available parenting resources and supports.	<ul style="list-style-type: none"> 11 new Family Link Workers are recruited for the Tusla Traveller Support Programme to offer culturally sensitive parenting programmes for Traveller parents. This programme was initially piloted using What Works funding and will now be mainstreamed in Tusla (2024-2025). Pilot exercise of Mapping all Tusla Parenting Support Services, with a view to these services being accessible to all parents and practitioners in a searchable geospatial map (Q4 2024). Review and report on the use of Meitheal (the TUSLA-led National Practice Model for early identification of need and practical help provision) by Traveller and Roma families on an annual basis and in compliance with data protection. 	DCEDIY (Parenting Unit) and Tusla LEADS



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Traveller and Roma children and young people have the opportunity to participate in youth work programmes and access youth services that meet their needs.	21. Youth work organisations and Education and Training Boards will work to ensure that youth services are actively inclusive of members of the Traveller and Roma communities, including through implementing the Supporting Travellers Advance through Universal Services (STATUS) Toolkit within their organisation. CYPSC will ensure the active participation of Travellers and Roma in their representative structures.	<ul style="list-style-type: none"> Establish the number of Traveller and Roma young people participating in DCEDIY-funded services (Q1 2026). Establish the number of youth work organisations implementing the STATUS Toolkit (Q1, 2026). Increase the number of youth work organisations implementing the STATUS Toolkit (Action Plan 2). All CYPSC will report on the number of Traveller and Roma organisations engaged in any of their structures and sub-groups annually. 	<p>DCEDIY (Youth Affairs) LEAD</p> <p>DCEDIY (Parenting Unit) LEAD</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	22. Carry out a comprehensive mapping exercise of supports provided by the Department of Children, Equality, Disability, Integration and Youth for Traveller and Roma children, and address any issues arising.	<ul style="list-style-type: none"> Identify all projects currently being undertaken under the remit of DCEDIY to support Traveller and Roma children (Q2 2025). Examine outputs and evaluations of such projects to identify the impacts they have had for the lives of Traveller and Roma children (Q4 2025). Identify barriers for communities in accessing services and supports they need (Q1 2026). Identify mechanisms to increase impact of any future projects focussing on Traveller and Roma children by Q2 2026. 	<p>DCEDIY (Traveller and Roma Policy) LEAD</p> <p>Tusla</p>



Related Initiatives

Theme 1: Combatting Racism and Discrimination

Actions 2: Ensure that all Departments/Agencies providing services to Travellers and Roma, and all organisations that are funded by the State to provide such services, deliver and ensure take up of cultural awareness training for all staff who engage with families and individuals from the Traveller and Roma communities, including children and young people. The public services concerned include the following:

- Health
- Education
- Employment and enterprise supports
- Justice system
- Community supports
- Youth services
- Accommodation

Theme 7: Education

All Strategic Objectives and Actions.

Related Initiatives

Theme 8: Culture, Heritage and Identity

Action 66: Develop initiatives to engage with the Traveller and Roma communities to encourage the participation of adults and children from both communities in sport and physical activity with particular focus on local actions to be delivered through Local Sports Partnerships (LSPs).

Theme 9: Participation, Empowerment, Cooperation and Accountability

KPI under Action 77: Create greater awareness about, and increase take up of, the Tusla NTRIS Employment Support Scheme, which offers Traveller and Roma applicants employment with Tusla in social care or social work upon successful graduation.

Action 78: Review the current systems of data collection across all state-funded organisations, processes and systems relevant to the Traveller and Roma communities to identify any gaps that exist; consider further publication of disaggregated data; and consider ways to improve the quality of data collected, including through communication and information, informed by the upcoming National Equality Data Strategy.

Theme 3: Gender Equality



Theme 3: Gender Equality

Strategic Outcome: Traveller and Roma women and girls feel empowered and enjoy equal opportunities, rights and conditions in all spheres of life, both public and private.

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Foster the participation of Traveller and Roma women in political and public life, including decision-making, and in leadership positions.	23. Support Traveller and Roma women community engagement - including in leadership positions, political participation and participation in elections - and implement training programmes for members of political parties and civil society organisations.	<ul style="list-style-type: none"> DCEDIY to consult with national Traveller and Roma organisations, consider relevant actions under other equality strategies and report to NTRIS by Q2, 2025. Explore the introduction of minimum proportional quotas for Traveller and Roma women (in political parties and civil society organisations) by end 2025. 	DCEDIY (Traveller and Roma Policy) LEAD Traveller and Roma organisations



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Address and combat gender-based violence against Traveller and Roma women and girls	24. Raise awareness around Domestic, Sexual Gender Based Violence (DSGBV) within the Traveller and Roma communities and facilitate greater access to DSGBV support services for Traveller and Roma women and girls.	<ul style="list-style-type: none"> Work with National Traveller and Roma organisations on the evaluation and development of DSGBV Awareness Raising Campaigns and augmentation of campaign messaging. Consider the specific needs of Traveller and Roma women and girls in the formulation of the National DSGBV Services Development Plan (to include mapping existing service activity, data collection, funding and capacity building); and in the development of a strategic plan for the development of safe accommodation for people experiencing domestic violence. 	Cuan LEAD

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	25. Address the needs of Traveller and Roma women experiencing violence to enable them to access supports, including women's refuges.	<ul style="list-style-type: none"> Consider the specific needs of Traveller and Roma women and girls in the formulation of the National DSGBV Services Development Plan (to include mapping existing service activity, data collection, funding and capacity building); and in the development of a strategic plan for the development of safe accommodation for people experiencing domestic violence. Engage with the DSGBV research community to understand the intersectional needs and barriers faced by Traveller and Roma women and girls. 	Cuan LEAD



Related Initiatives

including related actions under the Strategic Objective, “Promote and support Traveller and Roma women’s and girls’ access to education, employment and accommodation.”

Theme 1: Combatting Racism and Discrimination

Actions 2: Ensure that all Departments/Agencies providing services to Travellers and Roma, and all organisations that are funded by the State to provide such services, deliver and ensure take up of cultural awareness training for all staff who engage with families and individuals from the Traveller and Roma communities, including children and young people. The public services concerned include the following:

- Health
- Education
- Employment and enterprise supports
- Justice system
- Community supports
- Youth services
- Accommodation

Actions 15: Strengthen and develop the various initiatives aimed at supporting Travellers and Roma in the prison system and the Probation Service, and take steps to respond adequately to the specific needs of Traveller and Roma women in prison.

Theme 4: Health and Wellbeing

Action 28: Review learnings, and build upon pilot programme focused on supporting the health needs of Traveller Women at risk of homelessness, in line with the Women’s Health Action Plan.

Related Initiatives

including related actions under the Strategic Objective, “Promote and support Traveller and Roma women’s and girls’ access to education, employment and accommodation.”

Theme 6: Accommodation

Action 44: Address experiences of homelessness and overcrowded accommodation affecting Traveller and Roma families, taking account of the special needs of large Traveller and Roma families which exceed the limits of existing local authority standard provision, and those of Traveller and Roma women moving away from violent domestic situations. Improve data collection in relation to homelessness among the Traveller and Roma populations.

Theme 9: Participation, Empowerment, Cooperation and Accountability

Action 75: Traveller and Roma national organisations to work with the political parties to increase the number of people from a Traveller and Roma background, including Traveller and Roma women, who put themselves forward for election as local councillors, Senators or TDs.

KPI under Action 77: Create greater awareness about, and increase take up of, the Tusla NTRIS Employment Support Scheme, which offers Traveller and Roma applicants employment with Tusla in social care or social work upon successful graduation.

Action 78: Review the current systems of data collection across all state-funded organisations, processes and systems relevant to the Traveller and Roma communities to identify any gaps that exist; consider further publication of disaggregated data; and consider ways to improve the quality of data collected, including through communication and information, informed by the upcoming National Equality Data Strategy.

Theme 4: Health and Wellbeing



Theme 4: Health and Wellbeing

Strategic Outcome: Travellers and Roma experience the highest attainable standard of health, mental health and wellbeing.

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Address the social determinants of Traveller and Roma health through a comprehensive public health response that provides tailored and affirmative measures to promote health and reduce inequalities, and that effectively implements the <i>National Traveller Health Action Plan</i> .	26. In collaboration with the Sláintecare Healthy Communities Programme, develop a 2-year funding programme to improve the long-term health and wellbeing of Travellers living in the community areas covered by this programme. ²	<ul style="list-style-type: none"> Develop a 2-year funding programme of €710,000 for local projects in conjunction with Sláintecare Healthy Communities Programme by Q3, 2025. Traveller participation to the Sláintecare Healthy Communities Programme is increased through the programme by ensuring they are partners in the call proposals. The implementation of the projects will be closely studied using an action research approach, which will enable the development of a model/s that can be scaled up and mainstreamed (Action Plan 2). 	<p>DoH LEAD HSE</p>

² <https://www.hse.ie/eng/about/who/healthwellbeing/slaintecare-healthy-communities/03-shc-sm-p6-.pdf>



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>27. Evaluate the impact of the Primary Healthcare for Traveller Projects (PHCTPs) to inform monitoring and need for future developments.</p>	<ul style="list-style-type: none"> Develop a framework to review the PHCTPs in partnership with Traveller organisations and consider the role and impact of the PHCTPs on an ongoing basis to inform monitoring and need for future developments (Q4 2024). Publish results of first review Q3 2025. 	<p>HSE LEAD DoH</p>
	<p>28. Review learnings, and build upon pilot programme focused on supporting the health needs of Traveller Women at risk of homelessness, in line with the Women's Health Action Plan.</p>	<ul style="list-style-type: none"> Practical implementation guide to support the development of a national model to support Traveller women at risk of homelessness by Q4 2026. Guidance on overcoming the various challenges of rolling out culturally appropriate supports across the health and accommodation systems by Q4 2026. 	<p>DoH LEAD HSE NGOs</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>29. Develop a Roma Health Action Plan, incorporating mental health actions, as appropriate, and drawing any relevant lessons from Roma health pilot advocacy projects currently underway.</p>	<ul style="list-style-type: none"> Map and assess current provision of Roma health advocacy projects and areas with high concentration of Roma families and incorporate findings of evaluation report of relevant Roma health pilot advocacy projects by Q4 2025. Consultations on Roma Health Action Plan completed by Q4 2025. Roma Health Action Plan launched by Q4 2026. 	<p>DoH LEAD HSE NGOs</p>
<p>Improve Traveller and Roma mental health and wellbeing, and combat mental health-related stigma. Improve awareness of mental health difficulties and improve access to services.</p>	<p>30. Deliver a National Traveller Mental Health Implementation Plan across the continuum of mental health services and mental health promotion.</p>	<ul style="list-style-type: none"> Convene regular meetings of the HSE National Traveller Mental Health Working Group, including representatives of Traveller organisations (Q4 2026). 	<p>HSE LEAD DoH NGOs</p>



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> Over the duration of the Strategy, provide additional dedicated funding, subject to the annual Estimates process, to bring about improvements in the delivery of measures to support Traveller mental health, and suicide prevention, with a focus on children and young people (Q4 2024). Implement actions to improve access to, and engagement with, mental health services, and promote positive mental health and wellbeing for Travellers and Roma (Q4 2026). 	

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> Inclusion of targeted measures to advance positive mental health in the Traveller and Roma Communities as priority groups in the next Implementation Plan (2025-2027) for Sharing the Vision by Q1 2025; and Inclusion of targeted measures to address suicide and self-harm in the Traveller and Roma communities in the renewed Connecting for Life and/or any successor strategy within the lifespan of the NTRIS II. 	



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>31. Establish collaborative wrap-around supports for Travellers when suicide occurs within their community, and develop targeted, co-produced education and training to reduce suicide in the Traveller community.</p>	<ul style="list-style-type: none"> Development of enhanced processes to provide culturally appropriate and accessible post-intervention supports for Travellers when suicide occurs in their community, with input from Travellers and Traveller representative organisations (Q4 2026). Ensure that HSE-led Community Responses to Suicide, where they impact Travellers, are culturally appropriate (in line with the Offaly Traveller Movement guidance) (Q4 2026) Development of Traveller-specific suicide prevention training and education which is co-produced with Travellers (Q2 2025). 	<p>HSE LEAD DoH NGOs</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> Monitor for suicide clusters through the development and implementation of a national surveillance system for deaths by probable suicide among Travellers. Ensure appropriate links are made with other jurisdictions, where a cluster crosses borders (Q1 2025). 	
	<p>32. Identify common definitions and strength based indicators around Traveller wellbeing and mental wellness that are based on community vision, measuring quality and performance.</p>	<p>Establish a baseline against which to measure the effectiveness of initiatives to reduce Traveller suicide and self-harm presentations to EDs, through existing data and/or new research as necessary (Q4 2026).</p>	<p>HSE LEAD (NOSP) DoH</p>

Related Initiatives

including related actions under the Strategic Objective, “Promote and support Traveller and Roma women’s and girls’ access to education, employment and accommodation.”

Theme 1: Combatting Racism and Discrimination

Actions 2: Ensure that all Departments/Agencies providing services to Travellers and Roma, and all organisations that are funded by the State to provide such services, deliver and ensure take up of cultural awareness training for all staff who engage with families and individuals from the Traveller and Roma communities, including children and young people. The public services concerned include the following:

- Health
- Education
- Employment and enterprise supports
- Justice system
- Community supports
- Youth services
- Accommodation

Theme 9: Participation, Empowerment, Cooperation and Accountability

Action 78: Review the current systems of data collection across all state-funded organisations, processes and systems relevant to the Traveller and Roma communities to identify any gaps that exist; consider further publication of disaggregated data; and consider ways to improve the quality of data collected, including through communication and information, informed by the upcoming National Equality Data Strategy.





Theme 5: Employment and Enterprise

Theme 5: Employment and Enterprise

Strategic Outcome: Travellers and Roma have equal access to quality and sustainable employment. Entrepreneurship and self-employment opportunities for Travellers and Roma are supported. There is a positive and inclusive workplace culture where diversity is valued and every individual is treated with respect and dignity.

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Adopt a strategic approach to addressing Traveller and Roma unemployment in the context of prevailing strong labour market conditions.	33. Develop and implement a Traveller and Roma Training, Employment and Enterprise Plan to support, and build upon, the delivery of the strategic outcome and objectives of NTRIS II in the area of employment and enterprise.	<ul style="list-style-type: none"> Development of Traveller and Roma Training, Employment and Enterprise Plan (Q4 2026). Commencement of Plan implementation (Action Plan 2). 	<p>All Departments involved in the enterprise and employment area (DCEDIY, DSP, DETE, DPENDR, DRCD, DFHERIS).</p> <p>Traveller and Roma organisations (consulted through the NTRIS Employment Sub-Committee).</p>
Increase the number of Travellers and Roma in employment in the public sector.	34. With the support of Traveller and Roma organisations, promote the provision and uptake by Travellers and Roma of internships, work placement, work experience, apprenticeship and employment opportunities within the public sector.	<ul style="list-style-type: none"> Expansion of the Civil Service Traveller and Roma Internship Programme, incorporating lessons from the pilot programme and exploring pathways to permanent employment (Q3 2024–Q4 2025). 	<p>DoJ LEAD (on next round of programme – first bullet point)</p> <p>DCEDIY DPENDR PAS Traveller and Roma organisations</p>



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> Maximise the potential of external partnerships to support long-term internship programme delivery (Q3 2024 – Q4 2025) In line with the <i>Better Public Service Transformation Strategy 2030</i> and commitments to ensure the public service workforce reflects the diversity of Irish society, develop a public service internship programme for Travellers and Roma (Q2 2025). 	<p>DCEDIY and DPENDR LEADS (second bullet point)</p> <p>PAS</p> <p>Traveller and Roma organisations</p> <p>DCEDIY supported by DPENDR will LEAD in establishing the arrangements for the public service internship programme (including pathways into employment), and for promoting and delivering public service employer engagement in the programme through the framework of the <i>Better Public Service Transformation Strategy 2030</i> and the Public Service Leadership Board.</p> <p>All Departments and State Agencies</p> <p>Traveller and Roma organisations</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> Launch a pilot to increase the number of Travellers and Roma availing of the Work Placement Experience Programme (WPEP) in public sector organisations by Q1, 2026. Establish data baseline for the number of Travellers and Roma in permanent employment in the Civil Service in 2025. 	<p>DSP LEAD</p> <p>DPENDR and PAS LEADS</p>



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Increase the number of Travellers and Roma in employment in the private sector.	<p>35. To inform future employment actions, prepare a report on:</p> <p>(i) a comprehensive 'mapping exercise' on the provision of targeted employment supports for Travellers and Roma on a national and regional basis, to incorporate employment supports offered by relevant charitable, philanthropic and employer corporate social responsibility trusts, and</p> <p>(ii) the development of improved labour market statistics on Traveller and Roma employment in conjunction with the CSO.</p>	<ul style="list-style-type: none"> Mapping of service provision – number and types of schemes, geographic location, expenditure, and including an examination of the take up of the various employment supports by Traveller and Roma women – completed by Q3, 2025. Availability of labour market statistics broken down by Traveller and Roma ethnicity by Q1, 2025. Engagement with employer and trade union representative groups on employment for marginalised groups, including Travellers and Roma, through social dialogue such as the Labour-Employer Economic Forum. 	<p>DSP LEAD (2 first bullet points)</p> <p>CSO</p> <p>DETE LEAD (last bullet point)</p> <p>D/Taoiseach DSP CSO</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>36. Take steps to increase the number of Travellers and Roma availing of mainstream and targeted employment supports.</p>	<ul style="list-style-type: none"> Data on number of Travellers and Roma on the Live Register and in receipt of unemployment benefits, participating on employment support programmes, and in employment, available by Q1, 2025. Ability to report on employment and progression outcomes for members of the Traveller and Roma communities who participate in State employment supports by Q4 2025. Increase 2023 baseline by Q4, 2027. (Action Plan 2). Employment rate for Travellers increased by 50%, from 18% (CSO, 2022) to 27% by Census 2027. (Action Plan 2). 	<p>DSP and CSO LEADS</p> <p>NTRIS Employment Sub-Committee DCEDIY DRCD (SICAP data collection)</p>



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> Employment rate for Traveller women, in particular, increased by 50%, from 16% (CSO, 2022) to 24% by Census 2027. (Action Plan 2). Increase the number of Travellers and Roma availing of the Work Placement Experience Programme (WPEP) in private sector employments to 1% of WPEP participants on the scheme by Q1, 2026. 	

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>37. Extend the Special Initiative for Travellers (SIT) and implement reforms to address the recommendations set out in the Special Initiative for Travellers (SIT) Support Work Report (2022).</p>	<ul style="list-style-type: none"> Through an appropriate process of public procurement, DCEDIY will appoint a SIT Coordinator and double the number of SIT locations from 7 to 14 (the choice of locations to be informed by the local Traveller and Roma populations) (Q4, 2025). SIT Standard Operating Procedures and measurement tools to support the SIT Job coaches, in place by Q1, 2025 SIT service to include members of the Roma community by Q2, 2025 Improve the coordination and referral processes with other State services provided through DSP, DRCD (SICAP, LDCs) etc. Increase the number of Travellers and Roma engaging with SITs (active participants) to 400 (50% increase) by Q4 2026. 	<p>DCEDIY (Traveller and Roma Policy) LEAD DRCD (SICAP data collection) DSP</p>



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Support self-employment, entrepreneurship and social enterprise opportunities.	38. Through SICAP and otherwise, provide information to Travellers and Roma on relevant courses on business start-up. The SICAP Programme Implementers will inform Travellers and Roma of the opportunities for self-employment and the new Enterprise Start Up grant that is available to assist an individual to set up a business.	<ul style="list-style-type: none"> Increase the proportion of Travellers and Roma on the SICAP caseload to 5% and 2%, respectively (from the 2021 baseline of 3% and 1%, respectively). Local Enterprise Offices (LEOs) will establish a baseline of engagement with the Traveller and Roma communities across their programmes and schemes (Q2 2025). Once a baseline has been established, targets for LEO engagement with Travellers and Roma will to be established and progress monitored against same. LEOs will increase outreach efforts with Travellers and Roma in conjunction with relevant representative/advocacy groups. 	<p>DRCD LEAD (1st bullet)</p> <p>DETE LEAD (2nd - 5th bullets) LEOs</p> <p>Traveller and Roma organisations (4th bullet)</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> DETE to work with LEOs on implementing the recommendations of the OECD report <i>'Recent developments in entrepreneurship training: Implications for inclusive entrepreneurship in Ireland'</i>.³ Recommendations implemented by Q4, 2025. 	
	39. Expand the Community Services Programme (CSP) with a particular focus on areas with a large number of Travellers and support social enterprises and community/voluntary organisations that focus on the circular economy and that are either Traveller-led or ones that will primarily employ members of the Traveller community.	<ul style="list-style-type: none"> Provide support to 8 Traveller-led organisations to develop their circular economy proposals to business plan stage in 2024 and 2025. Increase the number of Traveller-led social enterprise supported by the Community Services Programme (CSP). (Action Plan 2). 	DRCD LEAD

³ https://www.oecd.org/cfe/smes/OECD2022_Entrepreneurship_training_for_inclusive_entrepreneurship_IRE.pdf



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Address barriers to accessing the labour market and entrepreneurship opportunities, with specific reference to financial exclusion.	40. Work with National Traveller MABS and the national Traveller and Roma organisations to engage with key stakeholders and financial service providers with the objective of increasing both access to, and use of, various banking, payment and credit initiatives amongst Travellers and Roma.	Finalise report on relevant discussions by Q4 2025.	DCEDIY (Traveller and Roma Policy) LEAD Traveller and Roma organisations National Traveller MABS

Related Initiatives

including related actions under the Strategic Objective, “Build a positive and inclusive workplace culture.”

Theme 1: Combatting Racism and Discrimination

Actions 2: Ensure that all Departments/Agencies providing services to Travellers and Roma, and all organisations that are funded by the State to provide such services, deliver and ensure take up of cultural awareness training for all staff who engage with families and individuals from the Traveller and Roma communities, including children and young people. The public services concerned include the following:

- Health
- Education
- Employment and enterprise supports
- Justice system
- Community supports
- Youth services
- Accommodation

Actions 9: Ensure that the Workplace Relations Commission (WRC) has adequate staff and financial resources to adjudicate complaints in relation to discrimination.



Related Initiatives

including related actions under the Strategic Objective, “Build a positive and inclusive workplace culture.”

Theme 7: Education

Action 51: With the support of the Traveller and Roma organisations, continue work towards increasing the number of individuals from a Traveller and Roma background who enrol in training or further education leading to professional qualification as teachers, teaching assistants, and early years educators, and who subsequently take up such employment.

Action 59: The Traveller Apprenticeship Incentivisation Programme (TAIP), which is supported by the Dormant Accounts Fund allocated by the Department of Rural and Community Development, should be evaluated with particular focus on its level of uptake, the number of participants who progress to permanent employment, and the degree of engagement by employers, with particular reference to public sector employers.

Theme 8: Culture, Heritage and Identity

Action 65: Improve access and funding opportunities for artists, designers and craftspeople from the Traveller and Roma communities and so promote positive self-identity, cultural continuity, contribution to contemporary arts and culture as well as the preservation of knowledge of traditional Traveller and Roma crafts and skills.

Related Initiatives

including related actions under the Strategic Objective, “Build a positive and inclusive workplace culture.”

Theme 9: Participation, Empowerment, Cooperation and Accountability

Action 77: DCEDIY, in collaboration with all other relevant Departments and Agencies, to prepare a report on the potential for assigning designated posts for the employment of Travellers and Roma under permanent or temporary work contracts within national and local administration, particularly for services/research relevant to Travellers and Roma and having regards to the requirements of the Public Sector Equality and Human Rights Duty.

Action 78: Review the current systems of data collection across all state-funded organisations, processes and systems relevant to the Traveller and Roma communities to identify any gaps that exist; consider further publication of disaggregated data; and consider ways to improve the quality of data collected, including through communication and information, informed by the upcoming National Equality Data Strategy.

Theme 6: Accommodation



Theme 6: Accommodation

Strategic Outcome: Improve the quality and quantity of Traveller-specific accommodation and continue delivery under *Housing for All* with the overall objective that every citizen in the State should have access to good quality homes through a steady supply of housing in the right locations, with economic, social and environmental sustainability built into the system.

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
Adequate provision of Traveller-specific accommodation for Travellers and delivery of accommodation under <i>Housing for All</i>.	41. Provision of Traveller-specific accommodation in accordance with the Housing (Traveller Accommodation) Act 1998.	Ensure that the capital budget allocated for Traveller specific accommodation is spent in each of the years from 2024 to 2028.	DHLGH LEAD Local authorities NTACC
	42. Review the pilot caravan home loan scheme provided by local authorities, and implement recommended improvements.	<ul style="list-style-type: none"> Evaluation of pilot caravan loan scheme completed by Q4, 2024. Number of Travellers accessing the caravan loan scheme per annum. 	DHLGH LEAD Local authorities



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	43. Improve the effectiveness of the arrangements for providing accommodation for members of the Traveller community in line with the Report of the Expert Group on Traveller Accommodation (2019). ⁴	Publish regular updates on progress made under the Expert Review Report. ⁵	DHLGH LEAD Local authorities
Address Traveller and Roma homelessness, and support access to accommodation services.	44. Address experiences of homelessness and overcrowded accommodation affecting Traveller and Roma families, taking account of the special needs of large Traveller and Roma families which exceed the limits of existing local authority standard provision, and those of Traveller and Roma women moving away from violent domestic situations. Improve data collection in relation to homelessness among the Traveller and Roma populations.	<ul style="list-style-type: none"> Ethnicity data on homelessness included in DHLGH quarterly reports by Q4, 2024, with relevant staff provided with appropriate training and explanatory material in a range of languages to explain to clients the need for data on ethnicity. Increase the provision of social houses for large families to meet demand, as required. 	DHLGH LEAD

⁴ <https://www.housingagency.ie/publications/traveller-accommodation-expert-review-2019>

⁵ <https://www.gov.ie/en/publication/37910-traveller-accommodation-expert-review-programme-board-update/>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	45. Assist Travellers and Roma in accessing information related to social housing supports and homeless services.	<ul style="list-style-type: none"> Provision of information and interpretation for Roma accessing homeless and housing services, in place by Q4, 2025. Translate 'Easy to Read Guide to Filling in the Social Housing Support Application Form' in a range of different languages. Subject to enactment of the Housing (Miscellaneous Provisions) Bill 2024, issue guidance and related material by end Q4 2024. 	DHLGH LEAD Housing Agency Local authorities



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>46. Review the findings of recent HSE-led pilot projects to improve the health outcomes of Roma living in insecure and/or unsuitable housing conditions (see Action 29) and share with local authorities the lessons that are most relevant to local authority housing provision and homelessness services relating to the Roma community.</p>	<ul style="list-style-type: none"> Review pilot project report findings (Q4 2024). Determine the findings which could be shared with local authorities with a view to addressing Roma homelessness (Q2 2025). Organise a seminar through the Local Government Management Agency (LGMA) to disseminate the findings of the pilot projects that are relevant to local authority housing and homelessness services (Q2 2025). 	<p>DHLGH LEAD Local authorities LGMA</p>

Related Initiatives

Theme 1: Combatting Racism and Discrimination

Actions 2: Ensure that all Departments/Agencies providing services to Travellers and Roma, and all organisations that are funded by the State to provide such services, deliver and ensure take up of cultural awareness training for all staff who engage with families and individuals from the Traveller and Roma communities, including children and young people. The public services concerned include the following:

- Health
- Education
- Employment and enterprise supports
- Justice system
- Community supports
- Youth services
- Accommodation

Actions 8: Undertake a review of the adequacy of existing supports for the provision of legal advice to Travellers and Roma, the review to include recommendations for improvement, including in relation to cases involving alleged discrimination against claimants of the Housing Assistant Payment (HAP).

Theme 4: Health and Wellbeing

Action 28: Review learnings, and build upon pilot programme focused on supporting the health needs of Traveller Women at risk of homelessness, in line with the Women's Health Action Plan.



Related Initiatives

Theme 9: Participation, Empowerment, Cooperation and Accountability

Action 78: Review the current systems of data collection across all state-funded organisations, processes and systems relevant to the Traveller and Roma communities to identify any gaps that exist; consider further publication of disaggregated data; and consider ways to improve the quality of data collected, including through communication and information, informed by the upcoming National Equality Data Strategy.





Theme 7: Education

Theme 7: Education

Strategic Outcome: Ensure equity of access, opportunity and outcomes, as well as meaningful participation, across the continuum of education for all Travellers and Roma, including those with additional educational needs, in an inclusive system where they feel respected and supported to fulfil their potential, and where they, and their cultures and ethnic identities, are visible and valued.

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
<p>Through implementation of the Traveller and Roma Education Strategy, Equal Start and other initiatives:</p> <ul style="list-style-type: none"> • meet the specific learning needs of Traveller and Roma children and young people more effectively; • improve retention, progression and outcomes in education; and • continue to build and strengthen the relationship between the education system and Traveller and Roma families and communities. 	<p>47. Develop, publish and implement the Traveller and Roma Education Strategy (TRES) to support equity of access, opportunity and outcome in the education system for people from both communities, address the barriers that impact on these, include measures to ensure meaningful participation and to support an inclusive system where Travellers and Roma feel respected and included, giving special care to the management of key transition points.</p>	<ul style="list-style-type: none"> • Develop the TRES and implementation plan by July 2024. • Actions in course of implementation by end 2024. • DoE will provide reports on progress on implementation of TRES to NTRIS oversight group. 	<p>DoE LEAD</p>



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> Over the lifetime of NTRIS II, and subsequently, incremental increases in the number of Traveller and Roma young people completing the Junior Cycle examination and the Leaving Certificate examination to reflect completion rates in the general population, taking as a baseline 2016 cohort statistics: 72% retention of Traveller pupils to Junior Cycle examination; 97.6% overall population; 31.4% retention of Traveller pupils to Leaving Certificate examination; 91.7% overall population. 	

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>48. Develop, publish and implement the Equal Start model to achieve equity of access and opportunity to participate, with a prepared transition to primary education, for very young Traveller and Roma children in early learning and care (ELC) provision.</p>	<ul style="list-style-type: none"> Publish the Equal Start implementation plan by September 2024. Commencement of phased implementation from September 2024. Incremental increases in participation in the ECCE pre-school programme for Traveller and Roma children (est. 74% and 64.7%, respectively) to reflect participation of the general population (est. 96%). 	<p>DCEDIY (Early Years) LEAD</p>



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> Appointment of six Family Link Workers to support the full roll out of the Traveller Parenting Support Programme to all 17 Tusla areas, with new responsibilities on Family Link Workers to engage with Traveller parents of children aged 1-5 years, supporting them to attend and participate in early learning and childcare, avail of the ECCE programme and where applicable applying for the NCS. Appoint Early Years Specialists (Traveller & Roma advisory) to work in Better Start Quality Support Service. 	DCEDIY (Early Years) LEAD (2 last bullet points)

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
Combat and prevent racism and discrimination against Travellers and Roma within schools and the education system generally, and ensure there is a welcoming environment with a positive culture of respect for and protection of Traveller and Roma cultural identities.	<p>50. Targeted measures to support inclusion and diversity to be included in TRES action plan, including in relation to:</p> <ul style="list-style-type: none"> Intercultural guidance for schools (and ELC settings) Materials supportive of the inclusion of Traveller history and culture in the curriculum or educational setting School inspections Training for new and existing educators and leaders in education The use of reduced timetables The operation of subject exemptions The application of policies on disability. 	<ul style="list-style-type: none"> Issue the Diversity, Equality and Inclusion Charter and Guidelines for Early Childhood Care and Education (Q4 2024) Ensure that all ELC providers sign up to and implement the (revised) Diversity, Equality and Inclusion Charter and Guidelines for Early Childhood Care and Education as part of participation in Equal Start. Deliver training on the new guidelines to teachers, managers and staff in all schools and for all ELC providers participating in Equal Start (Q1 2025). 	DoE and DCEDIY (Early Years) LEADS



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>51. With the support of the Traveller and Roma organisations, continue work towards increasing the number of individuals from a Traveller and Roma background who enrol in training or further education leading to professional qualification as teachers, teaching assistants, and early years educators, and who subsequently take up such employment.</p>	<p>No. of Traveller and Roma entrants to courses for each of these roles, disaggregated by ethnicity and gender (subject to the data being available). (In 2023, there were 25 enrolments in early childhood education and care and SNA courses at levels 5&6 by learners from the Traveller and Roma communities (baseline). Figures not currently available for new entrants to teacher training from both communities.)</p>	<p>DFHERIS LEAD Traveller and Roma organisations (both national and local)</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>52. Under TRES, introduce additional measures to those set out in the <i>Cineáltas: Action Plan on Bullying</i> to prevent racism and discrimination in schools against Traveller and Roma children and young people:</p> <ul style="list-style-type: none"> examine existing structures outside of Ireland that provide services in the area of intercultural education, such as advice, guidance and focused support for schools, and for families and children and young people from diverse backgrounds, including ethnic minority backgrounds; identify and examine how good practice and learnings from programmes and initiatives outside of the education system can be harnessed to support greater inclusion of all cultures and ethnicities, including Travellers and Roma. 	<ul style="list-style-type: none"> If the Steering Committee considers it necessary, these actions, or similar, to be listed in Action Plan 2 with specific KPIs/target dates given for each (Q4 2025). Conduct specific oversight checks in whole school inspections on the implementation of the anti bullying procedures (Q1 2023Q4 2027). Record and follow up on all instances of non-compliance with the anti-bullying procedures until the matter is resolved and full compliance is achieved. 	<p>DoE LEAD</p>



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
Work to improve the supports, services and information provision available for Traveller and Roma students interested in accessing Higher Education, Further Education and Training and Apprenticeships, address the obstacles that exist, and increase participation rates.	53. Building on the Programme for Access to Higher Education (PATH) Strand 5 Supporting Traveller and Roma Students in Higher Education, encourage HEIs to develop community-based partnerships with the Traveller community and build community partnerships with the Roma community and Roma organisations who would have a role in the provision of information and working through, in consultation with young people from both communities, the often daunting challenge of pursuing an application to higher level education.	DFHERIS to report on engagement with HEIs on the formation of community based partnerships by end 2025.	DFHERIS LEAD Local Traveller and Roma organisations HEIs

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
	54. Completion of the evaluation of PATH 1-3 programmes and consideration of role of these programmes in supporting and encouraging Travellers and Roma to take up higher education opportunities.	<ul style="list-style-type: none"> • PATH 1-3 evaluation report to be completed by end 2024. • DFHERIS to report on recommendations and associated actions (Q4 2025). • New entrants to higher education from the Traveller community (broken down by gender, subject to data being available) to increase from 36 currently to 150 per annum by 2028, as per NAP targets. 	DFHERIS LEAD
	55. Request the University sector to consider carrying out further research into Traveller history and culture, and to consider the possibility of establishing a dedicated Traveller Studies Centre or Department in one of the universities.	Explore the options with the Universities and report to the NTRIS II Steering Committee by Q1 2026.	DFHERIS LEAD



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>56. In Further Education and Training (FET), partnership agreements should be developed between the ETBs and local Traveller and Roma organisations, as called for in <i>Future FET: Transforming Learning (2020–2024)</i>.⁶ Solas and the ETBs should provide greater information on the FET courses in which Travellers and Roma are participating to inform implementation of the partnership agreements and to allow for:</p> <ul style="list-style-type: none"> • better approaches to addressing the barriers to participation that exist for both communities; • a review to be undertaken of the factors underpinning the poorer education outcomes achieved compared with the wider population; 	<ul style="list-style-type: none"> • Partnership agreements to be put in place by all ETBs with relevant local Traveller and Roma organisations by end 2025. • Each ETB to report on implementation of actions under their local partnership agreements by Q2 2026. • Solas to report on reforms needed under FET national programmes and supports by end 2026. • Increase the % participation of Traveller and Roma students in FET, as part of the overall approach to increasing retention of Traveller and Roma students in education. 	<p>ETBs LEAD Local Traveller and Roma organisations Solas DFHERIS</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<ul style="list-style-type: none"> • better targeting of supports to Traveller and Roma students; and • reforms to be proposed to national programmes and supports as are considered necessary. 	<ul style="list-style-type: none"> • Improved education outcomes for Traveller and Roma students in FET and FE (approaching those of wider population). Baseline: successful completion rate 2023: 87.2% (85.8% in 2022), compared with 92% for wider population). 	
	<p>57. Specifically, in relation to Roma, targeted interventions to be undertaken under the Adult Literacy for Life Strategy (July 2021) to offer language and literacy training for Roma parents, recognising that formal language classes are often not accessible to Roma adults.</p>	<p>Culturally appropriate language and literacy training for Roma parents to be put in place by all ETBs by Q2 2025.</p>	<p>ETBs LEAD Solas</p>

⁶ https://www.solas.ie/f/70398/x/64d0718c9e/solas_fet_strategy_web.pdf (2020, p.47).



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>58. Address the needs of the large number of young Travellers who return to education through the Youthreach programme, providing supports to overcome barriers such as low levels of literacy and numeracy skills. Through the partnerships between the ETBs and local Traveller organisations, take steps to build culturally appropriate pathways to further education or employment.</p>	<ul style="list-style-type: none"> • Increase in numbers of Travellers who return to education through the Youthreach programme. • Undertake research on numbers, locations and reasons for Travellers and Roma accessing Youthreach, including with due reference to previous school experiences and participation (2024/25). 	<p>ETBs LEAD</p> <p>Solas</p> <p>Community Training Centres</p> <p>Local Traveller organisations</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>59. The Traveller Apprenticeship Incentivisation Programme (TAIP), which is supported by the Dormant Accounts Fund allocated by the Department of Rural and Community Development, should be evaluated with particular focus on its level of uptake, the number of participants who progress to permanent employment, and the degree of engagement by employers, with particular reference to public sector employers.</p>	<ul style="list-style-type: none"> • Report on evaluation of TAIP completed by end 2025. • Support increased Traveller and Roma participation in apprenticeship through the continued work of the National Apprenticeship Alliance Access and Inclusion Subcommittee. 	<p>DFHERIS LEAD</p> <p>Solas</p> <p>Irish Traveller Movement</p>

Related Initiatives

Theme 1: Combatting Racism and Discrimination

Actions 2: Ensure that all Departments/Agencies providing services to Travellers and Roma, and all organisations that are funded by the State to provide such services, deliver and ensure take up of cultural awareness training for all staff who engage with families and individuals from the Traveller and Roma communities, including children and young people. The public services concerned include the following:

- Health
- Education
- Employment and enterprise supports
- Justice system
- Community supports
- Youth services
- Accommodation

Theme 9: Participation, Empowerment, Cooperation and Accountability

Action 78: Review the current systems of data collection across all state-funded organisations, processes and systems relevant to the Traveller and Roma communities to identify any gaps that exist; consider further publication of disaggregated data; and consider ways to improve the quality of data collected, including through communication and information, informed by the upcoming National Equality Data Strategy.





Theme 8:

Culture, Heritage and Identity

Theme 8: Culture, Heritage and Identity

Strategic Outcome: An Ireland in which:

- Traveller and Roma culture, heritage and identities are valued and respected, in furtherance of the State recognition of Travellers as a distinct ethnic group and in compliance with Ireland's international commitments towards both Travellers and Roma;
- Travellers and Roma are supported to preserve and promote their cultural heritage, thereby facilitating inter-generational learning, cultural continuity and positive self-identity;
- the Traveller and Roma contribution to contemporary arts and culture is supported and valued; and,
- through learning about 'the other' and through recognition of mutual interdependence within the diversity of today's Irish society, there is much improved inter-community understanding between the Traveller and Roma communities and the wider population.

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
Ensure ongoing, sustainable and visible support for, and promotion of, Traveller and Roma culture, heritage and traditions, with a key focus on intergenerational initiatives, cultural continuity and combatting stereotyping and misinformation about Travellers and Roma in the wider community.	60. Develop a Traveller Heritage Strategy in collaboration and partnership with national and local Traveller organisations.	Traveller Heritage Strategy to be finalised and launched by end Q4 2024.	The Heritage Council LEAD Traveller organisations DHLGH DCEDIY



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>61. Propose specific initiatives, in consultation with national Traveller and Roma organisations:</p> <ul style="list-style-type: none"> to celebrate the 10th anniversary of the official recognition of Traveller ethnicity on 1st March 2027, through initiatives such as proposal for inclusion in the Stamp Programme of An Post; the commissioning of a TV series on Traveller history, heritage and culture; and other similar initiatives; and to understand better the wider population's knowledge and appreciation of Traveller and Roma culture and heritage; and to recognise the equal status that both the Traveller and Roma communities hold today within the diversity of Irish society. 	<p>Baseline: 2023 DCEDIY <i>Survey on People in Ireland's attitude towards diversity</i> reported 53% of the settled community is comfortable living next door to a member of the Traveller or Roma communities.</p> <ul style="list-style-type: none"> DCEDIY to present proposals on specific initiatives to NTRIS II Steering Committee by Q3 2025. Following Steering Committee consideration, and submission to the Minister and the Government, as appropriate, DCEDIY to commence work on specific initiatives by Q1 2026. 	<p>DCEDIY (Traveller and Roma Policy) LEAD National Traveller and Roma organisations DECC</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>62. Address the negative stereotyping of Travellers and Roma, in all their diversity, in the reporting of issues across all media formats; promote and support media understanding of the nature and impact of media representation of minority ethnic groups; and deal effectively with the dissemination of hate speech.</p>	<ul style="list-style-type: none"> Coimisiún na Meán (CnM) will provide guidance to the audio and audiovisual sector on the promotion of an inclusive society, where groups including members of the Traveller and Roma community are treated with fairness and dignity, as well as guidance on fighting stereotypes, hate speech and denigration. CnM will continue to support and facilitate the Equality and Diversity strategies and initiatives of the sector through media development initiatives. CnM will develop a set of Gender Equality, Diversity and Inclusion Standards for the sector, which will support the inclusion and representation of members of the Traveller and Roma communities. 	<p>Coimisiún na Meán LEAD DTCAGSM DoJ</p>



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> CnM will revise the Code of Programme Standards and extend it to Video on Demand providers. (Principle 5 of the Code of Programme Standards states that programme material shall not stigmatise, support or condone discrimination or incite hatred against persons or groups on the basis of race, nationality, ethnicity or membership of the Traveller community, among other groups.) 	

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> CnM will publish an Online Safety Code that will require video sharing platform services providers under Irish jurisdiction to take appropriate measures to protect the general public from programmes, user generated videos and audiovisual commercial communications containing incitement to violence or hatred directed against a group of persons or a member of a group based on any of the grounds referred to in Article 21 of the European Charter of Fundamental Human Rights. 	



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> CnM will review its media codes for radio and television; as part of this, CnM will invite the views of the public and other stakeholders on the current provisions that provide protection in programming and advertising for persons and groups in society that may be subject to discrimination or incitement to hatred or violence. 	
	<p>63. To recognise the wider cultural interlinkages Travellers have with Traveller communities in Northern Ireland and Britain, and that Roma have with the wider European Roma community, facilitate international exchange aimed at deepening cultural understanding and building the capacity of Irish Traveller and Roma organisations to represent, and to advocate on behalf of, their communities.</p>	Two international exchanges organised in each of the four years of the strategy.	<p>DCEDIY (Traveller and Roma Policy) LEAD National Traveller and Roma organisations</p>

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
	<p>64. Continue to support the annual national and local Traveller Pride Week, International Roma Day (8th April) and European Roma Genocide Memorial Day (2nd August) and consider, with the input of the national Traveller and Roma organisations, how events held on those dates can better engage with the wider population.</p>	<ul style="list-style-type: none"> National event organised in respect of the 80th anniversary of the Roma Genocide Memorial Day on 2 August, 2024. Traveller Pride week and International Roma Day is celebrated each year. 	<p>DCEDIY (Traveller and Roma Policy) LEAD National Traveller and Roma organisations</p>



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
To assist the active participation of the Traveller and Roma communities in cultural, artistic, and sporting activity.	65. Improve access and funding opportunities for artists, designers and craftspeople from the Traveller and Roma communities and so promote positive self-identity, cultural continuity, contribution to contemporary arts and culture as well as the preservation of knowledge of traditional Traveller and Roma crafts and skills.	<p>Baseline: <i>'Equality Data & Arts Council Awards - Report on disability, ethnicity and gender in individual awards for 2022'</i> (August 2023) – Travellers accounted for 0.3% of all applicants while they represent 0.6% of the population, per Census 2022.</p> <ul style="list-style-type: none"> • % of Traveller applicants to increase to 0.6% • The Design and Crafts Council of Ireland will consult with its clients and members on whether there is a wish amongst Traveller and Roma designers and craftspeople to form a guild to examine opportunities that would be of benefit to the Traveller and Roma communities. 	<p>DTCAGSM LEAD Arts Council National Traveller and Roma organisations</p> <p>Design and Crafts Council of Ireland LEAD DETE</p>

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
	66. Develop initiatives to engage with the Traveller and Roma communities to encourage the participation of adults and children from both communities in sport and physical activity with particular focus on local actions to be delivered through Local Sports Partnerships (LSPs).	<ul style="list-style-type: none"> • Increase the no. of LSP initiatives specifically focusing on the Traveller and Roma communities from 3 initiatives to 10 initiatives. • Conduct specific research on barriers to participation in sport by the Traveller and Roma communities. • Continue to monitor public perceptions of inclusion in sport of members of the Irish Traveller and Roma communities. 	<p>Sport Ireland LEAD Local Sports Partnerships DTCAGSM</p>

Related Initiatives

Theme 1: Combatting Racism and Discrimination

Actions 2: Ensure that all Departments/Agencies providing services to Travellers and Roma, and all organisations that are funded by the State to provide such services, deliver and ensure take up of cultural awareness training for all staff who engage with families and individuals from the Traveller and Roma communities, including children and young people. The public services concerned include the following:

- Health
- Education
- Employment and enterprise supports
- Justice system
- Community supports
- Youth services
- Accommodation

Actions 6: Take effective measures to address hate speech and hate crime, and ensure an adequate implementation and enforcement process for all forms of hate crime and hate speech experienced by Travellers and Roma.

Theme 9: Participation, Empowerment, Cooperation and Accountability

Action 78: Review the current systems of data collection across all state-funded organisations, processes and systems relevant to the Traveller and Roma communities to identify any gaps that exist; consider further publication of disaggregated data; and consider ways to improve the quality of data collected, including through communication and information, informed by the upcoming National Equality Data Strategy.





Theme 9: Participation, Empowerment, Cooperation and Accountability

Theme 9: Participation, Empowerment, Cooperation and Accountability

Strategic Outcome: Promote participation by Travellers and Roma within electoral processes and through local community, regional and national structures. Strengthen the ability of both communities to influence the development of policy and the delivery of local services and to monitor the progress and impact of initiatives that address the issues that are relevant to them, including under this Strategy.

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
Ensure that Travellers are adequately represented at local level through structures that are appropriately supported and resourced, and can have their voice heard in the delivery of local services.	67. National Traveller organisations, supported by DCEDIY, DRCD, DoH, and other relevant Departments to carry out an audit of local representative structures with the aim of identifying gaps in local structures, by local authority area, and making recommendations in relation to same.	<ul style="list-style-type: none"> Report on audit presented to NTRIS II Steering Committee (Q4 2025). DCEDIY and DRCD to consider the recommendations made and, in the case of local authority areas where no local representative structures exist and where the need for same has been verified (by reference, for example, to size of Traveller population), provide additional supports, as appropriate, through an efficient and effective funding model. 	National Traveller organisations LEAD DCEDIY DRCD DoH Other relevant Departments Local Community Development Committees Public Participation Networks Local Development Companies Local authorities



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> DRCD to report on upcoming research on barriers to involvement in PPNs to understand better how PPNs currently engage with diversity (including in respect of the Traveller and Roma communities where relevant), and make recommendations in this regard (Q4 2025). DRCD to provide training to all Local Community Development Committees on inclusive community engagement and ensure that Travellers and Roma are included in the development of new Local Economic and Community Plans and in all future local planning and decision making (Q4 2025). 	

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
	<p>68. DCEDIY, supported by DRCD and other relevant Departments and Agencies, to commission a study on the Traveller Interagency Groups (TIGs) that still exist to assess their efficacy and determine whether the TIGs are a model that should be given renewed focus and impetus or whether other more recent structures (e.g. Public Participation Networks, Local Development Companies, Local Community Development Committees) could fulfil a similar role.</p>	TIGs study to be completed by end 2025.	<p>DCEDIY (Traveller and Roma Policy) LEAD DRCD Other relevant Departments and Agencies</p>
<p>With specific focus on areas where significant Roma populations exist, support the development of a network of dedicated Roma-led organisations with competence to represent, and advocate on behalf of, local Roma communities.</p>	<p>69. DCEDIY, supported by DRCD, DoJ and AGS, to liaise with existing Roma organisations and the National Roma Network to assess the advocacy and local representation needs of Roma communities at local level and to support the extension, as appropriate, of the network of existing organisations.</p>	<ul style="list-style-type: none"> Complete the consultation with Roma organisations by end 2024; Take steps to support the extension of the network of Roma organisations by end 2025. 	<p>DCEDIY (Traveller and Roma Policy) LEAD DRCD DoJ AGS National Roma Network Roma organisations</p>



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
Ensure that Travellers and Roma are adequately represented on the overseeing structures for NTRIS II, providing them with the opportunity to monitor and interrogate processes of implementation of the strategy and related action plans and to seek modifications in delivery as they consider appropriate.	70. DCEDIY to review structure, functions, processes and membership of the NTRIS II Steering Committee and its Sub-committees and ensure adequate representation for Traveller and Roma national organisations.	Review to be completed by end Q4 2024, with relevant changes implemented.	DCEDIY (Traveller and Roma Policy) LEAD

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
Deliver enhanced accountability and rigour in monitoring the implementation of NTRIS II, primarily through greater transparency in the reporting of progress, and ensure an adequate response to intersectional discrimination and inequality, reflecting the diversity that exists within the Traveller and Roma communities.	71. Reforms to be made to the NTRIS II quarterly reporting arrangements to require all responsible Departments/ Agencies/NGOs to publish on their websites the NTRIS II quarterly updates on the actions assigned to them. The NTRIS II Steering Committee will adopt a more strategic approach than under the previous strategy, focusing its regular meetings on progress under those key thematic areas it considers most deserving of review, the drafting of the annual report, addressing intersectionality and the development of the new Action Plan/successor Strategy.	<ul style="list-style-type: none"> • Updates to be published within a month of their due date. • New Steering Committee terms of reference and operational arrangements circulated and agreed (Q4 2024). 	All responsible Departments / Agencies / NGOs LEAD DCEDIY to monitor compliance NTRIS II Steering Committee



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>72. The NTRIS II Steering Committee will participate, as appropriate, in high-level initiatives that cross the different national equality strategies and are designed to deliver an intersectional approach to addressing intersectional discrimination and inequality having regard to, for example, gender, race, sexual orientation, gender identity, disability and other aspects of identity that overlap and create a unique experience of discrimination for an individual or group.</p>	<ul style="list-style-type: none"> Propose high-level initiatives aimed at delivering an intersectional approach, for example periodic interaction between all national equality strategy steering committees (Q4 2024). Steering Committee to report on progress in first NTRIS II annual report (Q4 2025). 	<p>DCEDIY LEAD (Units that lead on the different equality strategies) NTRIS II Steering Committee</p>
	<p>73. Annual Reports on implementation of NTRIS II to be presented to the Minister for Children, Equality, Disability, Integration and Youth; the Cabinet Committee on Social Affairs and Public Services; and the Oireachtas Committee on Children, Equality, Disability, Integration and Youth.</p>	<p>Annual Reports to be published by end Q1 of the following year.</p>	<p>NTRIS II Steering Committee LEAD DCEDIY</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>74. A new National Traveller and Roma Forum (NTRF) to be established by the national Traveller and Roma organisations, which will comprise of representatives of national and local Traveller and Roma organisations. The NTRF, to be convened annually, will have a mandate to question NTRIS II Steering Committee representatives regarding the annual reports and progress in NTRIS II implementation, as well as to feed into development of new action plan and future strategy.</p>	<ul style="list-style-type: none"> The National Traveller and Roma Forum (NTRF) to be established by end Q3 2024. NTRF to be invited to meet with NTRIS II Steering Committee representatives within one month of publication of the Annual Report. NTRF to publish opinion on content of Action Plan 2 by Q4 2025, and on replacement strategy to NTRIS II by Q4 2027. 	<p>National Traveller organisations LEAD NTRF</p>
<p>Increase the engagement of Travellers and Roma in the democratic process and their participation in national and local administration, particularly in the fields of equality and inclusion, research, and so on.</p>	<p>75. Traveller and Roma national organisations to work with the political parties to increase the number of people from a Traveller and Roma background, including Traveller and Roma women, who put themselves forward for election as local councillors, Senators or TDs.</p>	<p>% increase in Travellers and Roma, including Traveller and Roma women, who hold electoral office and report annually on same.</p>	<p>Traveller and Roma organisations LEAD Political parties</p>



Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
	<p>76. Provision of Traveller and Roma - specific engagement with, and in, the democratic process, in line with the Electoral Reform Act 2022.</p>	<ul style="list-style-type: none"> An Coimisiún Toghchain (ACT) will consult with Traveller and Roma Organisations in preparation for the Active Participation and Education 2023-2027 Strategy by Q4, 2024 ACT, with various stakeholders will examine how best to provide access to and educational resources (including video material) for members of the Traveller and Roma communities, as part of implementation of the Education and Active Participation Strategy. ACT will provide guidance for the development of Traveller and Roma specific education and information campaigns (including video material) as part of implementation of the Education and Active Participation Strategy. 	<p>An Coimisiún Toghchain (ACT) LEAD National Traveller and Roma organisations</p>

Strategic Objectives	Actions	KPIs / Deliverables /Timeframes	Responsible Department, Agency or NGO
		<ul style="list-style-type: none"> ACT will pilot further education programmes including Traveller and Roma specific content as part of implementation of the Education and Active Participation Strategy. Traveller and Roma organisations to report on voter registration and numbers going forward for election at various dates over the period of the Strategy. 	



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>77. DCEDIY, in collaboration with all other relevant Departments and Agencies, to prepare a report on the potential for assigning designated posts for the employment of Travellers and Roma under permanent or temporary work contracts within national and local administration, particularly for services/research relevant to Travellers and Roma and having regards to the requirements of the Public Sector Equality and Human Rights Duty.</p>	<ul style="list-style-type: none"> Report presented to NTRIS II Steering Committee (Q4 2025) Recommendations to be addressed in Action Plan 2. Create greater awareness about, and increase take up of, the Tusla NTRIS Employment Support Scheme, which offers Traveller and Roma applicants employment with Tusla in social care or social work upon successful graduation. 	<p>DCEDIY (Traveller and Roma Policy) LEAD</p> <p>Relevant Departments and Agencies NTRIS Employment Sub-committee</p> <p>Tusla –lead (last bullet point)</p>

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
<p>Review systems of data collection and available research across all state-funded organisations, processes and systems relevant to the Traveller and Roma communities:</p> <p>(i) to ensure compliance with the requirements of the Public Sector Equality and Human Rights Duty (where it applies);</p> <p>(ii) to support the monitoring and evaluation of actions under NTRIS II and of services delivered to the Traveller and Roma communities; and</p> <p>for any gaps identified, propose ways to improve the quality of data collected, the variety of disaggregated data published, or new research, consistent with the upcoming National Equality Data Strategy.</p>	<p>78. Review the current systems of data collection across all state-funded organisations, processes and systems relevant to the Traveller and Roma communities to identify any gaps that exist; consider further publication of disaggregated data; and consider ways to improve the quality of data collected, including through communication and information, informed by the upcoming National Equality Data Strategy.</p>	<ul style="list-style-type: none"> Departments/Agencies to review relevant data collection systems, including those of funded organisations, and consider modifications needed. (Q2 2025) Information to be collated and included in annual report on NTRIS. (Q4 2025) Departments/Agencies to draw on guidance in relation to the categorisation and use of ethnic identifiers as developed under the upcoming National Equality Data Strategy (Q4 2025). 	<p>DCEDIY (Traveller and Roma Policy) LEAD</p> <p>All Departments and Agencies. All organisations delivering a public service</p>



Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>79. Establish a Traveller and Roma Research Advisory Committee to consider the availability of existing research relevant to the issues addressed under this Strategy, to advise on the new research initiatives on which it is consulted, and to propose the commissioning of new research as it considers appropriate.</p>	<ul style="list-style-type: none"> Establish Research Advisory Committee (Q4 2024) Conduct audit of available research on Traveller and Roma issues, including ongoing research initiatives or those in development (Q2 2025) Research Advisory Committee to recommend to the NTRIS II Steering Committee new research to be conducted relevant to the objectives of NTRIS II. Consider commissioning a new Traveller Community National survey on behaviour and attitudes, similar to the survey prepared for the National Data Steering Group and the Community Foundation for Ireland in 2017 (O'Mahony, J).⁷ 	<p>DCEDIY (TRP, REU) LEAD</p> <p>DoE</p> <p>DoJ</p> <p>DoH</p> <p>DFHERIS</p> <p>DRCD</p> <p>HSE</p> <p>Tusla</p> <p>National Traveller and Roma organisations</p> <p>Research Advisory Committee</p>

⁷ O'Mahony, J. (2017). Behaviour and Attitudes: Traveller Community National Survey. Prepared for the National Data Steering Group and the Community Foundation for Ireland.

Strategic Objectives	Actions	KPIs / Deliverables / Timeframes	Responsible Department, Agency or NGO
	<p>80. Conduct a programme of research, developed in conjunction with the Research Advisory Committee, to consider the manner in which, when considering initiatives and supports made available by the State, Traveller and Roma cultural norms and preferences interact with national and EU policies and strategies, with reference to, for example:</p> <ul style="list-style-type: none"> segregated vs. mainstream approach, including in relation to education, youth services, employment support, and so on. early marriage and age for having children; implications of the different groupings within the Roma community.⁸ 	<ul style="list-style-type: none"> Agreement of research programme (Q4 2024 to Q1 2025) Research commissioned (Q2 2025) Research reports submitted (Q2 2026) 	<p>DCEDIY (Traveller and Roma Policy, Research & Evaluation Unit) LEAD</p> <p>Research Advisory Committee</p>

⁸ The term "Roma and Travellers" is used at the Council of Europe to encompass the wide diversity of the groups covered by the work of the Council of Europe in this field: on the one hand a) Roma, Sinti/Manush, Calé, Kaale, Romanichals, Boyash/Rudari; b) Balkan Egyptians (Egyptians and Ashkali); c) Eastern groups (Dom, Lom and Abdal); and, on the other hand, groups such as Travellers, Yenish, and the populations designated under the administrative term "Gens du voyage", as well as persons who identify themselves as Gypsies. The present is an explanatory footnote, not a definition of Roma and/or Travellers. (Council of Europe – link)

Related Initiatives

Theme 1: Combatting Racism and Discrimination

Actions 2: Ensure that all Departments/Agencies providing services to Travellers and Roma, and all organisations that are funded by the State to provide such services, deliver and ensure take up of cultural awareness training for all staff who engage with families and individuals from the Traveller and Roma communities, including children and young people. The public services concerned include the following:

- Health
- Education
- Employment and enterprise supports
- Justice system
- Community supports
- Youth services
- Accommodation

Actions 5: Departments, Agencies and NGOs to consider the introduction of a 'joined up' reporting system for the reporting needed in compliance with the Public Sector Equality and Human Rights Duty (where applicable), insofar as the human rights and equality needs of Travellers and Roma are concerned, and that required under the present Strategy; such a reporting system would help to make transparent how the issue of intersectionality was being addressed at the level of the individual organisation.

Theme 5: Employment and Enterprise

Action 40 Work with National Traveller MABS and the national Traveller and Roma organisations to engage with key stakeholders and financial service providers with the objective of increasing both access to, and use of, various banking, payment and credit initiatives amongst Travellers and Roma.





List of Abbreviations

AGS	An Garda Síochána
AITHS	All Ireland Traveller Health Study
CPD	Continuing professional development
CSO	Central Statistics Office
DAFM	Department of Agriculture, Food and the Marine
DCEDIY	Department of Children, Equality, Disability, Integration and Youth
DETE	Department of Enterprise, Trade and Employment
DFA	Department of Foreign Affairs
DFHERIS	Department of Further & Higher Education, Research, Innovation & Science
DHLGH	Department of Housing, Local Government and Heritage
DoE	Department of Education
DoH	Department of Health
DoJ	Department of Justice
DPENDR	Department of Public Expenditure, National Development Plan and Reform
DRCDD	Department of Rural and Community Development
DSGBV	Domestic, Sexual and Gender-Based Violence

DSP	Department of Social Protection
DTCAGSM	Department of Tourism, Culture, Arts, Gaeltacht, Sport and Media
DTransport	Department of Transport
EDI	Equality, diversity and inclusion
ESRI	Economic and Social Research Institute
ETB	Education and Training Board.
FCNM	Framework Convention for the Protection of National Minorities
FLAC	Free Legal Advice Centres
FRA	European Union Agency for Fundamental Rights
HSE	Health Service Executive
IBEC	Irish Business and Employers Confederation
ICESCR	International Covenant on Economic, Social and Cultural Rights
IHREC	Irish Human Rights and Equality Commission
IPA	Institute of Public Administration
IPS	Irish Prison Service
ITAJ	Irish Travellers Access to Justice

KPI	Key Performance Indicator
LCDCs	Local Community Development Committees
NAPAR	National Action Plan Against Racism
NCCA	National Council for Curriculum and Assessment
NGO	Non-governmental Organisation
NSAI	National Standards Authority of Ireland
NSWG	National Strategy for Women and Girls
NTHAP	National Traveller Health Action Plan
NTRIS	National Traveller and Roma Inclusion Strategy
OCO	Office of the Ombudsman for Children
RNA	Roma Needs Assessment
PAS	Public Appointments Service
PSD	Public Sector Duty
WRC	Workplace Relations Commission

Prepared by the Department of Children,
Equality, Disability, Integration and Youth, 2024

gov.ie