

FINAL



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Co. Sligo Inter-Agency Traveller Strategy Group

Strategic Plan 2007-2012



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Chapter 1 - Background and Introduction

Sligo County Development Board was requested by the Government in mid-2006 to initiate a process of developing a strategic plan to enhance inter-agency co-operation in the delivery of service and supports to the Traveller Community (Circular LG12/06). Consequently, an Inter-Agency Traveller Strategy Group (ITSG) was established by the County Development Board in July 2006 to develop an *'Integrated Traveller Strategy'* for the County (see Appendix 1 for Membership List).

The overall aim of the ITSG group stated:

'To devise an integrated plan for the delivery of services at a local level that will result in greater participation by Travellers in mainstream society with better outcomes for Travellers in Co. Sligo. The plan will address health, education/training, employment/income, accommodation, youth issues, childcare, culture, community development and relationship with the Garda Síochána'.

The ITSG remit included:

- 1. Agree a series of outcomes in consultation with Travellers in relation to improving participation in mainstream society and their quality of life in the county.*
- 2. Agree strategic actions, timeframes, resources, lead and support agencies that will address these by March 2007.*
- 3. Establish sub-groups on specific themes, as appropriate.*
- 4. Critically review data and information collated by sub-groups and recommendations arising.*
- 5. Ensure that all strategic actions included in the action plan are agreed at a senior level in all participating organizations.*
- 6. Report to Sligo County Development Board and the Dept. of Justice, Equality and Law Reform Higher Level Group.*
- 7. Make recommendations in relation to the co-ordination of services to agencies both locally and nationally.*
- 8. Ensure the action plan is aligned with local and national policies including the Traveller Accommodation Plan, Traveller Health Strategy and Traveller Education Strategy.*
- 9. Ensure a co-ordination and monitoring structure is established.*
- 10. Ensure appropriate consultation is conducted with members of the Traveller Community in relation to the plan.*

In the context of the above specific working groups were established on the following themes: Accommodation, Health, Education, Training and Employment, Childcare and Youth (see Appendix 2 for Terms of Reference).

Two important pieces of research were undertaken to inform the drafting of the proposed Strategic Plan and are briefly summarized here:

1. Baseline Data Project 2006

A 'Baseline Data Project 2006' was undertaken and administered by Traveller participants on the Primary Health Care Project to ascertain the true demographics of Travellers living in Co. Sligo and to develop a pen-picture of the quality of life (or lack) among the Traveller population. The research, based on questionnaire and selective interviews, identified 104 Families with 448 members resident in Co. Sligo (see Appendix 3 for full statistical breakdown). This report provided valuable data to assist the work of the Interagency Group.

Comments made by Travellers during the course of the research provide valuable insights:

- a) **After School Supports** - Approximately 30% of the Sligo population are currently engaged in Educational activities in Primary or Secondary School. Whilst it is the experience of Sligo Traveller Support Group Ltd, through its education contacts with the Traveller Groups (Primary Health Care Pre-development and Back to Education Initiatives) that poor levels of Literacy skills exist, it may be reasonable to assume that without intervention this may also be evident in the some of the school going population who may not be getting support in the home (due to parents not being able to avail of the educational system in their time). If the birth rate is maintained an increase in school going children will be in evidence (estimated 38%) raising the requirement for specific interventions.

- b) **Accommodation and Future Housing Needs** - It should be the absolute right of all citizens to enjoy safe and secure accommodation that meets their physiological needs. Travellers should, where caravans are the preferred accommodation, have the benefits of affordable amenities to afford dignity, safety and comfort. Where a house is the chosen mode of accommodation the house should, where it is the responsibility of the Landlord, be maintained in a manner that contributes to the health, safety and general well being of the tenant. In dealing with Agencies, Travellers should always be afforded the rights to dignity, compassion, confidentiality and honesty.

54% of the Sligo population is represented by people of eighteen years and under of which 15% are aged thirteen to eighteen. Assuming that 18% (at the minimum legal age) marry an immediate implication is raised for housing over the next five years; becoming increasingly acute as the next band (i.e. representing 19%) come of marriageable age and remain in the area. Currently there are 25 males and 29 females over the age of 17 remaining unmarried.

- c) **Childcare** - Whilst a number of educational initiatives in partnership with the State are ongoing or are planned for the future, cognisance needs to be made of the need for Childcare provision that is both of a high standard and affordable. For example, if another Pre-development Course were to be provided, it would be reasonable to assume that a group of 15 to 20 women may participate. In order to facilitate participation on an equal basis a facility capable of catering for upwards of ten pre school children would need to be made available. In order to support Travellers in taking up employment opportunities Childcare facilities would need to be established that are appropriate to the needs of Travellers. Travellers would need to have confidence that such a facility was safe and sensitive and offered a high standard of care.
- d) **Employment** - Consideration needs to be given to exploring specific job creation that offers Travellers an opportunity to enter the labour market. This will assist in encouraging people to participate equally and will do much to encourage younger Travellers to participate in educational activities. Such an initiative will require careful planning both in terms of the posts that can be created which would be appropriate and how both the job and the worker could be sustained. Employers will also need to be supported and encouraged to positively evaluate applications from the Traveller sector. There is also an opportunity to promote entrepreneurial developments within the Traveller community which could be supported within existing framework provisions.
- e) **Health** - All Travellers should be treated in a dignified, compassionate and confidential manner and should always be included in decisions regarding their or their dependents health care. They should be informed in a culturally appropriate manner ensuring the language and terminology used is fully understood.

- f) **Social Exclusion** - Travellers generally feel excluded from society. As an example, they quote instances of been refused service in pubs and similar establishments, difficulty in getting room hire for family events and they are followed by security personnel in shops.

In summary, the above comments and the research data present a picture of the difficulties and barriers faced by Travellers, as well as identifying trends that have and will assist the Inter-Agency Traveller Strategy Group to plan culturally appropriate interventions that will benefit the quality of life of Travellers.

2. Audit of Services

An 'Audit of Services 2007' undertaken by the Office of Community, Enterprise and Arts (Sligo County Council) has mapped in detail the current levels of service provision provided by both statutory and voluntary agencies (See Appendix 5 for Audit Questionnaire). What now follows is a list of 'issues' grouped under 3 categories that will be addressed within the Strategic Plan:

- A) Strategic Measures;
- B) Cultural Measures and
- C) Specific Sectoral Considerations

A) Strategic Measures

- Collation, mapping and analysis of existing services provision
- Better communication between agencies and the development of a common ethos/ All funded projects should work in partnership
- Improved consultation with Travellers
- Measures to improve integration of Travellers in mainstream services
- Developing Traveller & Equality Proofing mechanisms for new policies or programmes
- Support lobby for an ethnic identifier to track the impact of programmes
- Develop review systems where service take up despite best effort remains disappointing
- Develop theme based interagency projects with regard to value for money
- Promote agreed integrated approaches
- Develop managerial and reporting procedures for Traveller specific Programmes in light of increased pressures
- Identify and name agencies with responsibility for specific issues
- Increased representation of Travellers on Boards of management etc.

- Staffing and funding to promote integration
- Travellers to lead in calling for support and in assuring commitment to initiatives

B) Cultural Measures

- Recognise Travellers as an ethnic Group
- Develop confidence amongst agencies and Travellers through familiarisation and contact
- Recognise the impact of prejudice and discrimination
- Treat Travellers as equal citizens
- Equality and Diversity training for all staff in all statutory and non-statutory organisations
- Appropriate consultation with Traveller families

C) Specific Sectoral Considerations

- Housing allocations and refusals
- Site and accommodation maintenance
- Anti-social behaviour
- Supporting the All-Ireland Traveller Health Study
- Mainstream adult education with a focus on integration
- Develop progression routes to employment and third level
- Appropriate education/ training interventions
- More supports at post primary level and work with parents to encourage young people stay in school. Transfer to post primary.
- Increased participation of children at preschool level in existing provision.
- Creation of additional early years and school age childcare places.
- More school aged childcare.
- Accessing services to support families encourage their children to stay in school.
- Health awareness, training and employment.

Invaluable data has been placed at the disposal of the Inter-Agency Traveller Strategy Group that met monthly since July 2006 and, more frequently in Working Groups, while devising draft plans. As part of these meetings the group members pooled information, explored more effective ways of co-ordinating services in the context of current and emerging needs, and sought to name the values and principles that would inform the implementation of the future strategy. Equality and diversity in the context of developing a ‘Whole Organisation

Approach' to *Interculturalism* was explored as a value and an objective of the strategy and is further outlined in Chapter 2.

The remainder of the Traveller Strategy Document is divided into a number of Chapters:

3. Strategic Action Plans
4. Monitoring Structure
5. Appendices.

Chapter 2 Values and Principles

The Inter-Agency Traveller Group welcomes the direction being proposed and encouraged by the High Level Group in calling for:

1. A co-ordinated approach to the delivery of services and supports to Travellers;
2. Effective consultation between Travellers, Traveller Organisations and statutory bodies to support the development of inter-agency co-operation and to facilitate improved communication, including conflict resolution, at national, regional and local level;
3. Ensuring the law enforcement is included as part of the proposed integrated approach¹.

Relationships between statutory and voluntary agencies working with and on behalf of Travellers in Co. Sligo have developed further as a result of participation on the Inter-Agency Traveller Group. Understanding has grown in relation to the need to pro-actively combat racism and to develop a more inclusive, intercultural society in Ireland based on a commitment to inclusion by design, not as an add-on or afterthought, and based on policies that promote interaction, equality and opportunity, understanding and respect².

For the Inter-Agency Traveller Group *Interculturalism* is based on positive actions that promotes diversity and participation among people - based on the recognition of rights and responsibilities. Working together at Inter-Agency level lends itself towards developing official recognition and acceptance of equality and diversity of all cultures within Irish society based on mutual respect, acceptance and understanding.

Values and Principles that underpin this evolving and active definition of *Interculturalism* among the Inter-Agency Traveller Strategy Group include:

- Equality – respecting the dignity and rights of others in ways that are fair and just.
- Consultation – creating opportunities to listen to Travellers so that their views can influence and impact on policy development and service delivery.
- Consensus Building – working hard to achieve agreement between service planners and service users, while also committing to find ways of managing disagreements.
- Commitment – working hard at individual and organisational levels to improve the quality of life of the local Traveller community.

¹ High Level Group Report (March 2006:58).

² National Action Plan Against Racism (2005-2008: 27).

- Accountability – targeting human and financial resources in a co-ordinated way that is linked to individual and collective responsibilities among the relevant statutory and voluntary agencies within Co. Sligo.
- Trust – supporting each other as members of the Inter-Agency Traveller Strategy Group who offer each other honest feedback and challenge based on developing clear communication channels within and mandates from respective agencies.
- Capacity Building – recognising on-going development needs of members and undertaking appropriate training to improve overall effectiveness.

In seeking therefore to practice these values the Inter-Agency Traveller Group has sought to clarify who its key stakeholders as part of the process of constructing the Strategy Plan:

	Stakeholders	Expectations
1.	Higher Level Group and Dept. of Justice, Equality and Law Reform	Progress on Equality, Social Inclusion, Health, Accommodation, Education and Training, Economic and Accountability Agendas.
2.	Traveller Community and Traveller Organisations	Acknowledgement of ethnicity and culture through consultation and participation in decision-making processes based on health, social and economic gains.
3.	Sligo County Development Board and Elected Representatives	The effective co-ordination, implementation and evaluation of the approved Co. Sligo Inter-Agency Traveller Strategy.
4.	State Agencies: FAS, Local Authorities, Partnership Companies, Childcare Committee, DES, VEC, DSFA, Garda, HSE, Probation Service and Judiciary.	Guidance in policy and practice linked to collaborative and targeted actions with funding accountability.
5.	Community and Voluntary Groups	The development and maintenance of a partnership approach that financially supports community actions.

Each agency, whether statutory or voluntary, is recognised as having a significant interest and role in the work of the Inter-Agency Traveller Strategy Group and therefore, recognises that all staff groupings within respective organisations must:

- ✓ Participate in *Interculturalism Training*, while at the same time,
- ✓ Ensure that policies and procedures are equality proofed in adopting a ‘Whole Organisation Approach’³.

It follows that all services, whether current or new, should be ‘equality based’ incorporating the needs of all members of society, including Travellers. The development of an ‘*Equality Charter or Framework*’ within each agency would heighten awareness and understanding of the intricacies of intercultural issues in general and, Traveller culture, in particular⁴.

Challenging questions will arise regarding the quality of on-going consultation with Travellers and their inclusion in decision-making structures of respective agencies; consultation and participation go hand-in-hand⁵. Similarly, the themes addressed in this Strategic Plan are interlinked and co-dependent in the same way that Travellers living conditions and health cannot be addressed as separate realities. And in like fashion, the value placed by Travellers on educational opportunities will be a significant determinant of their future life prospects in terms of literacy, training, employment and financial independence.

Successful implementation will require leadership and participation from all peers, colleagues and management across the agencies, on a continuous basis, as resources are targeted to the Traveller Community during the lifetime of this strategy.

³ See “Guidelines for Developing a ‘Whole Organisation Approach’ to Address Racism and to Support Interculturalism” (NCCRI 2003).

⁴ Informed by Equality Legislation and the 9 potential grounds of discrimination.

⁵ See Appendix 4.6 for overview of levels and range of consultations that operate at the moment among those agencies who participated in the Audit of Services.

Chapter 3 – Strategy Action Plans

The following themes are analysed under a number of headings. The themes are:

- Accommodation
- Health
- Education
- Training and Employment
- Childcare and Youth

Detailed templates for each theme are presented in subsequent pages within this Chapter.

Thematic Area (1): Accommodation

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
1.1	On-going Implementation of Traveller Accommodation Programme.	To assist the Sligo Local Authorities in the implementation and review of the Traveller Accommodation Programme 2005- 2008 and subsequent programmes.	Travellers and Traveller families seeking accommodation suitable to their needs and also, providers of accommodation	Sligo Local Authorities	STSG, SLPC and SSS.	2007-2012	Traveller Specific Accommodation Budget and also, Sligo Local Authorities revenue budgets.	On-going implementation and review of TAP progress in consultation with all parties.
1.2.	Developing Tenancy Supports.	To establish an Inter-Agency Tenancy Support Programme to assist Travellers to maintain and sustain tenancies ⁶ .	Travellers accessing and already in accommodation	Sligo Local Authorities	STSG, SLPC and SSS.	2007 and on- going basis.	Sligo Local Authorities.	More effective communication and better relations between Sligo Local Authorities, the Traveller Community and STSG.

⁶ Programmes to include both pre and post tenancy supports (i.e. Acceptance / Refusal of Offers; Rent Arrears; Family Disputes; Home and Environs; Budget and Maintenance; Anti-Social Behaviour; Issues of Racism and Discrimination).

Thematic Area (1): Accommodation (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
1.3a.	Improving Living Conditions on Halting Sites.	To establish an Inter-Agency Working Group to improve the living conditions on all Halting Sites ⁷ .	Resident Families and Local Authority Workers servicing sites.	Sligo Local Authorities	STSG, SLPC and SSS.	2007	Access of funding through various strands. - Leader - LDSIP - Childcare - Local Authorities and - RAPID	Effective consultation forum for improved communication between all parties, including the resolution of contentious issues.
1.3b.	Access to Services on Halting Sites.	Explore and evaluate the current use of Community Facilities and Rooms on Halting Sites ⁸ .	Resident Families	Sligo Local Authorities	STSG, SLPC and other relevant agencies.	2007 on-going.	Access of funding through various strands: • Leader • LDSIP • Childcare • Local Authority etc.	Improved use of Halting Site Facilities (e.g. pre-school and school age childcare provision; training progs; visiting speakers; Traveller/Agency consultation(s), etc.).

⁷ Working Group to meet quarterly (or more frequently if need arises) with a focus on: Activity Progs; Maintenance; Anti-Social Behaviour; Littering and Dumping; Refurbishment; Provision of Playground Facilities for Children and the Provision of Caravans in exceptional cases. To collaborate in devising a project that focuses on travellers interests in horses.

⁸ To explore the relevance and practicality of making programmes and opportunities availability on-site (e.g. Driver Theory Test, Childcare and locating Pre-School Mobile Bus, Homework Support Clubs, Training and Development Workshops and Organic Projects, etc.).

Thematic Area (1): Accommodation (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
1.4.	Incorporate the needs of Traveller Children into the Play & Rec. Plan.	Consultation with Traveller communities in relation to play and recreational needs and facilities.	Traveller Communities on Halting Sites. Existing sites and future developments	Play and Recreation Dev. Officer Sligo County Council.	Sligo Local Authorities, STSG SLPC, SCCC SSRP and Sligo Family Support	6 months	Sligo County Council, Community & Enterprise Dept – Play & Recreation Officer.	Improved play and recreational facilities regarding safety and Traveller culture.

Thematic Area (2): Health.

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
2.1.	Below Average Health status of Travellers and low uptake of services.	Work with health professionals / health service providers in promoting better health outcomes.	Traveller Community	Primary Health Care Workers, DPHN and STSG.	HSE	2007 – 2012.	Primary Health Care Workers' salaries €176,404 p.a. ⁹ ; Programme Costs €20,000 p.a. and DPHN staff time.	Improvement in health outcomes and uptake of services by the Traveller community.
2.2.	Culturally appropriate service provision / accessing service.	Ensure that Intercultural Training is provided for HSE staff.	HSE Staff	HSE and STSG.		2007 on-going.	€2,000 p.a.	Increased awareness and knowledge of Traveller culture among HSE staff.
2.3.	Lack of Information Resources available in Culturally appropriate format.	Ensure that information is provided and disseminated in a culturally appropriate manner.	Traveller community	PHCP, HSE Staff and STSG.	All agencies providing health services to Travellers.	2007 on-going.	Existing.	Culturally appropriate information available and accessible to all Travellers.

⁹Amounts to 6 'Whole Time Equivalents'.

Thematic Area (2): Health (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
2.4.	Employment of Primary Health Care Graduates.	Employ Primary Health Care Workers within the Traveller Community with continuous review of the Primary Health Care Programme.	Traveller Community	STSG	FAS, HSE, VEC, SLPC and other potential employers	2007 – 2008: (Pobal funded) 2008 – 2012: (Employment at local level by state agencies and other potential employers)	Salaries and programme costs. Primary Health Care Workers' salaries €176,404 p.a. ¹⁰ ; Programme Costs €20,000 p.a. and DPHN staff time.	More employment opportunities for Travellers. Improved health status of Traveller community based on continuous review of PHCP.
2.5.	Awareness Raising for Service Providers in relation to Primary Health Care Workers.	Embed work of Primary Health Care Programme in all HSE Operational Programmes.	HSE / Health Service Managers and Providers.	HSE and STSG.	PHCP Team PHCP 'Bridging Programme'.	2008 and on-going	Existing	Increased liaison between PHCP and HSE Service Providers.
2.6.	Links to HSE Family Support Services.	Establish links with Family Support Services.	Travellers and those working within the Traveller community.	HSE and STSG.	PHCP.	2007 and on-going.	Existing.	Increased access by Traveller Families to existing support networks.

¹⁰Amounts to 6 'Whole Time Equivalents'.

Thematic Area (2): Health (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
2.7.	Traveller Children at risk of developing Galactosaemia¹¹.	Develop and provide culturally appropriate information in relation to neonatal screening.	Traveller Women of child-bearing age.	PHCP and HSE – DPHN.	Maternity Services, Sligo General Hospital.	2008 and on-going.	Information Dissemination Costs: €1,000 (approx.).	Raised awareness among Traveller Women and Service Providers in relation to metabolic disorders.
2.8.	Adults and Children - Special Needs in relation to Accommodation.	Establish links with accommodation providers in relation to 'Special Needs'.	Traveller Families.	STSG and SLPC.	Local Authorities and HSE.	2008 – 2012.	Existing.	Links established, improved protocols / work practices, services and facilities.
2.9a.	Health Promotion / Education and Health.	Promote health and fitness among the Traveller Community.	Traveller Community.	STSG and SLP.	Community Health Workers HSE / Sports Partnership.	2007 and on-going.	Approx. €2,500 p.a. programme costs – to be reviewed annually.	Increased awareness of health concerns in the Traveller community.

¹¹ Preventative measures such as metabolic screening can reduce 1:700 new born Traveller Children develop Galactosaemia - compared with 1:40,000 in the overall population.

Thematic Area (2): Health (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
2.9b.	Health Promotion / Education and Health.	Deliver 'Healthy Heart' Information Sessions.	Traveller Community.	HSE.	Irish Heart Foundation, STSG and SLPC.	2008 – 2010.	€500 p.a.	Raised awareness in relation to a healthy living.
2.9c.	Lack of information in relation to Cancer.	Provide information on Cancer and Risk Reduction.	Traveller Community.	STSG, HSE and PHCP.	Agencies that provide information on cancer.	2008 – 2012.	Existing and €1,000 childcare costs.	Raised awareness among the Traveller Community.
2.10a.	Lack of Health Profile of Male Travellers.	Undertake Needs Analysis of Men's Health to inform future strategic actions.	Male Travellers aged 14 and over.	STSG	SLPC / Sports Partnership	2008 and on-going.	PHCP, DPHN, SLPC and HSE: €1,000 printing costs.	More informed strategic planning in relation to Traveller Men's Health.
2.10b.	Engaging Traveller Men in Health Awareness.	Develop and deliver 'Health and Fitness Programmes' ¹² .	Male Travellers aged 14 and over.	STSG and SLPC.	HSE and Sports Partnership.	2007 and on-going.	Approx. €2,500 p.a. programme costs – to be reviewed annually.	More self-directed and preventative management of health issues by Traveller men.

¹² To involve male participants in a range of activities where-in health issues, relevant information and health screening can be facilitated in a 'non-health context' (e.g. football, boxing, horse and wagon project, etc.).

Thematic Area (2): Health (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
2.11a.	Women's Health Screening.	Increase awareness and uptake of Breast and Cervical Screening Clinic/Service.	Female Travellers aged 16 and over.	HSE – DPHN.	STSG and PHCP.	2008 and on-going.	DPHN and Primary Health Care Workers.	Increased uptake of screening services leading to early detection and management of health difficulties.
2.11b.	Lack of information on Family Planning for Traveller Women.	Explore possibilities in relation to the provision of family planning services and maximisation of services already available.	Traveller Women.	Primary Health Care Workers and DPHN.	STSG, HSE and SLPC.	2008	Information dissemination €1,000.	Increased choice and uptake of Family Planning Services by Traveller Women.

Thematic Area (2): Health (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
2.12	Drugs and Alcohol – Awareness and Education.	Provide drug and alcohol education and awareness training to the Primary Health Care Project Team to enable them to act as community educators.	Traveller Primary Health Care Project Team.	HSE Addiction Services.	Regional Drug Task Force, Sligo County Drug Task Force, Travellers Primary Health Care Project Team, HSE Addiction Services and Sligo Gardai Drugs Unit	September – Dec. '07 and ongoing	Funding provided by RDTF and HSE Addiction Services staff resource.	Enhanced access by Travelling Community to Drugs and Alcohol information and services.
2.13.	Lack of interaction with existing Mental Health Services (including Counselling Services).	Establish and deliver an education and awareness programme ¹³ .	All Travellers.	HSE Mental Health Initiative Co-ordinator, PHCP and STSG Management.	HSE Mental Health Services, Family Visitor Service, SLPC and Counselling Agencies.	2008 and on-going.	€10,000 in addition to existing resources.	Raised awareness and interaction with Mental Health Services.

¹³ Use to be made of drama and /or other creative techniques to promote awareness of mental health issues.

Thematic Area (2): Health (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
2.14.	Risk of Suicide – lack of awareness.	Promote participation by Travellers in the A.S.I.S.T. Training Programme.	Traveller Community.	HSE Mental Health Initiative Co-ordinator.	STSG, PHC, Workers and SLPC.	2008 and on-going.	Existing.	Raised awareness and positive actions among Traveller Community.
2.15a.	Domestic Violence – appropriateness of statutory and voluntary agencies’ current responses.	Implement inter-agency protocols on appropriate response to domestic violence in the Traveller community ¹⁴ .	Agencies and sectors who deal with issue of domestic violence	STSG	HSE, Garda and NGOs.	2007 – 2012.	Existing.	The well-being of victims and children are prioritised in relation to domestic violence within the Traveller community.
2.15b.	Domestic Violence – awareness raising within the Traveller Community.	Provide information and awareness raising sessions to men and women in the Traveller Community.	Traveller men and women.	STSG and Service Providers.	SLPC.	2008 – 2010.	€500 p.a.	Raised awareness within the Traveller Community in relation to anger management and self-protection.

¹⁴ This will involve consultation with HSE Social Work Dept; PHNs, CWOs, Garda, NGOs frontline service providers and STSG.

Thematic Area (3): Education, Training and Employment.

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
3.1.	Increased Co-ordination and Inter-Agency Communication about Traveller educational needs at all levels.	The formation of a VEC Sub-committee on Traveller Education.	Traveller male and female of all ages.	VEC	FAS, DES, Primary and Post-Primary Schools, VTST, EWO, SCP, SLPC HYSL, Traveller Support Groups, SCCC, I.T. Sligo, HSE and DSFA	Autumn 2007 and on going	VEC	Targeted educational needs of Traveller Groups being met more effectively.
3.2.	Lack of take-up of Community Pre-School Provision.	Identify and evaluate 'Pilot Integration Schemes'	Parents and Pre-School Children.	STSG and SCCC.	Public Pre-School Providers, SLPC and other relevant groups.	Commencing Autumn 2007.	STSG and SCCC	32 New places for 3 – 5yr olds.

Thematic Area (3): Education, Training and Employment (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
3.3a.	Low Educational Achievement at Primary and Secondary School Levels.	To establish working group to research the participation and attainment levels.	Traveller primary & post primary students; Parents, Teachers / Educators.	STSG and SLPC.	DES RTTs, VEC and SLPC, HYL.	Sept '07 – '09.	€1,000.	Clear recommendations and baseline data that will inform future strategic actions.
3.3b.	Improved Transfer to and Retention in Post-Primary School to Senior Cycle.	Develop suitable retention schemes and progression routes linked to relevant support and guidance ¹⁵ .	All Traveller Children.	DES.	Primary – Post Primary Schools, VTST, EWO, School Completion Programme, Home Youth School Liaison, STSG, VEC, SSS, Higher Education linkages.	Sept '07	DES	Inclusion and enrolments and increased progression of Travellers through all educational levels and/or employment.

¹⁵ Based on consultation with Traveller Parents and Educational Providers the target is 100% retention to Junior Cert and 50% retention to complete Senior Cycle in preparation for participation in Further / Higher Education and/or Employment.

Thematic Area (3): Education, Training and Employment (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
3.4a.	Increasing take-up of existing After-Schools Provision in Sligo Town and County.	Matching children with suitable after school provision. ¹⁶	Traveller children who do not participate in After Schools Homework Clubs.	STSG, SLPC, HYL and SCCC.	All after school providers in Sligo Town where there are clusters of Traveller families VTS/ 8 RTT.	Begins 2008.	Costs relating to Part-time Manager and 1 Community Health Worker.	Increased involvement and improved integration with After-School/homework clubs by Traveller children.
3.4b.	Lack of After School Facilities in Carraroe Area and Glenview Park.	Establish After Schools Project at Carraroe and Glenview.	Primary School Children (Traveller and non Traveller)	STSG /SLPC	HSE? SCCC? SCP? Sligo Local Authorities, Y.L.O.	Begins 2008	Costs related to P/T Manager and 2 After Schools Staff (P/T).	30 new After-Schools places for primary and secondary.
3.5.	Traveller Teenagers at risk of Early School Leaving.	Undertake consultation and research project.	Traveller Fe/male Teenagers.	SLPC and DES, SCP,	STSG, VEC and NGOs, DSFA	June 2007-2008	SLPC	Devising of informed strategies to address the issue.

¹⁶ Feasibility of introducing quota system for Traveller Children within existing / new provision and training Traveller Childcare Workers may need to be researched and piloted.

Thematic Area (3): Education, Training and Employment (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
3.6a.	Improved Literacy Levels.	Train Travellers Literacy Advocates and Tutors to provide Family Literacy Courses.	Adult Travellers and Traveller Parents.	VEC.	SLPC and Traveller Support Groups.	2008 - 2012	Increased VEC Adult Literacy Budget.	Travellers gain qualifications as Literacy Tutors leading to improved Literacy and Numeracy Skills throughout the Traveller Community.
3.6b.	Special Educational Needs among Traveller Minority Groups.	Develop and support innovative community education initiatives to emerging issues.	Minority Groups within the Traveller Community	VEC.	Traveller Support Groups.	2007 - 2012	Increased VEC Community Education Budget.	Addressing specific minorities educational needs and improved educational opportunities within the Traveller Community.

Thematic Area (3): Education, Training and Employment (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
3.7.	Bridging links between Youthreach and FAS Apprenticeship Programmes¹⁷.	Provide information and understanding of entry requirements and provide the pre apprenticeship training.	Travellers	VEC & FAS	DES, SLPC and STSG.	2008 - 2012	Guidance Service to liaise between Youth reach and FAS.	Improved progression and employment opportunities.
3.8.	Travellers Expectations and Participation in Further Education /Training	Develop promotional materials (as well as portable version), suitable progression routes facilities and mentoring/support services. ¹⁸	Young / Adult Travellers, Education and Training Providers.	VEC & FAS	Traveller Support Groups, SLPC, FAS, DSFA and Sligo Education Centre.	2008 - 2012	Expansion of VEC adult and further education services. ¹⁹	Increased take-up of further education and employment opportunities.
3.9.	Entry to Employment.	Design employer-targeted training/educational programme.	Public and Private Employers, Trainers, Travellers.	SLPC and STSG.	VEC, FAS, IBEC, HSE, DSFA and Local Authorities	Autumn 2007 and on-going.	SLPC	Increased participation rates into direct employment.

¹⁷ Need to explore establishment of Pre-Apprenticeship Training Courses and reviewing the access conditions for current and future Apprenticeship Progs (i.e. prior to participation in mainstream training courses) - linked to local employers and possibly, economic activities that Travellers are involved with or have the potential to develop as entrepreneur in their own right.

¹⁸ Based on needs assessment leading to increased targeting of Travellers through SAGE, FAS and DSFA

¹⁹ To facilitate expansion of Adult Guidance Service including VTOS, BTEI and all Community Education Programmes linked to the possibility of employing a Further Education Minority Groups Support Worker (VEC).

Thematic Area (4): Childcare.

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
4.1.	Early Childhood Care and Education in supporting the social and cognitive development of Traveller Children.	On-going needs identification of Traveller Families (0 – 5 yrs.) to ensure Community Services support the allocation of places to Traveller Children.	Traveller Families and Community Childcare Providers.	STSG, SCCC and PHC Team.	SLPC, HSE, SCCC, Preschool Inspection Team and Lifestart.	June 07 and on-going. <u>Targets for Early childhood care attendance:</u> Sep 07 (15) children; Sep 08 (23) children; Sep 09 (32) children.	STSG Mgmt. Committee, Lifestart, SCCC Staff support and Service Providers.	Support for parents as primary educators of the child in building positive and continuous linkages with Service Providers. Improved readiness for Primary School.
4.2.	Expanding School Aged Childcare Services.	Ensure development of further school aged childcare services ²⁰ .	Traveller Parents & Children.	STSG	SCCC, SLPC, DES, RTT's, Preschool Inspection Team SCP, SCP and SSS	Sep 07 Junior infants availing of programmes – school age childcare programme Sep 08 - 12 34 (7-8 yrs); 32 (9-10 yrs); 25 (11-12 yrs.); 22 (13 – 14 yrs)	STSG Mgmt. Committee, SCCC Staff support, DES, SLPC and Service Providers. New service development based on needs.	Expanded access will improve school attendance, retention and children's satisfaction and attainment levels.

²⁰ This action needs to be informed by an assessment of existing provision of services to Travellers, alongside the encouragement and involvement of parents, where possible, in providing homework support to their children.

Thematic Area (4): Childcare (contd.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
4.3	Training and Employment of Traveller Community members in Childcare Sector²¹.	Establish and support Travellers to undertake and complete relevant Childcare training and development.	Traveller Community.	STSG and Service Providers.	SCCC, SLPC, HSE, VEC and FAS.	2007 - 2012	STSG Mgt. Training and Support Costs	Increased employment within Traveller Community and greater supply of trained childcare workers within the sector.
4.4.	Provision of Pre-School Childcare Services to Traveller Communities in Ballyfree, Cloonamahon and Glenview Park²².	Develop appropriate mobile Pre-School Service for designated Halting Sites.	Families and Children (3-5 yrs).	STSG SLPC	SCCC, HSE, Sligo Local Authorities and other relevant groups	April '07 – Sept. '08.	OMC and HSE.	Addressing early childhood needs in preparation for further involvement in education system.

²¹ Will need to be supported by Childcare Providers in making placements and work experience available to trainees / students.

²² Compliments Action 3.4b in Education, Training and Employment.

Thematic Area (5): Youth

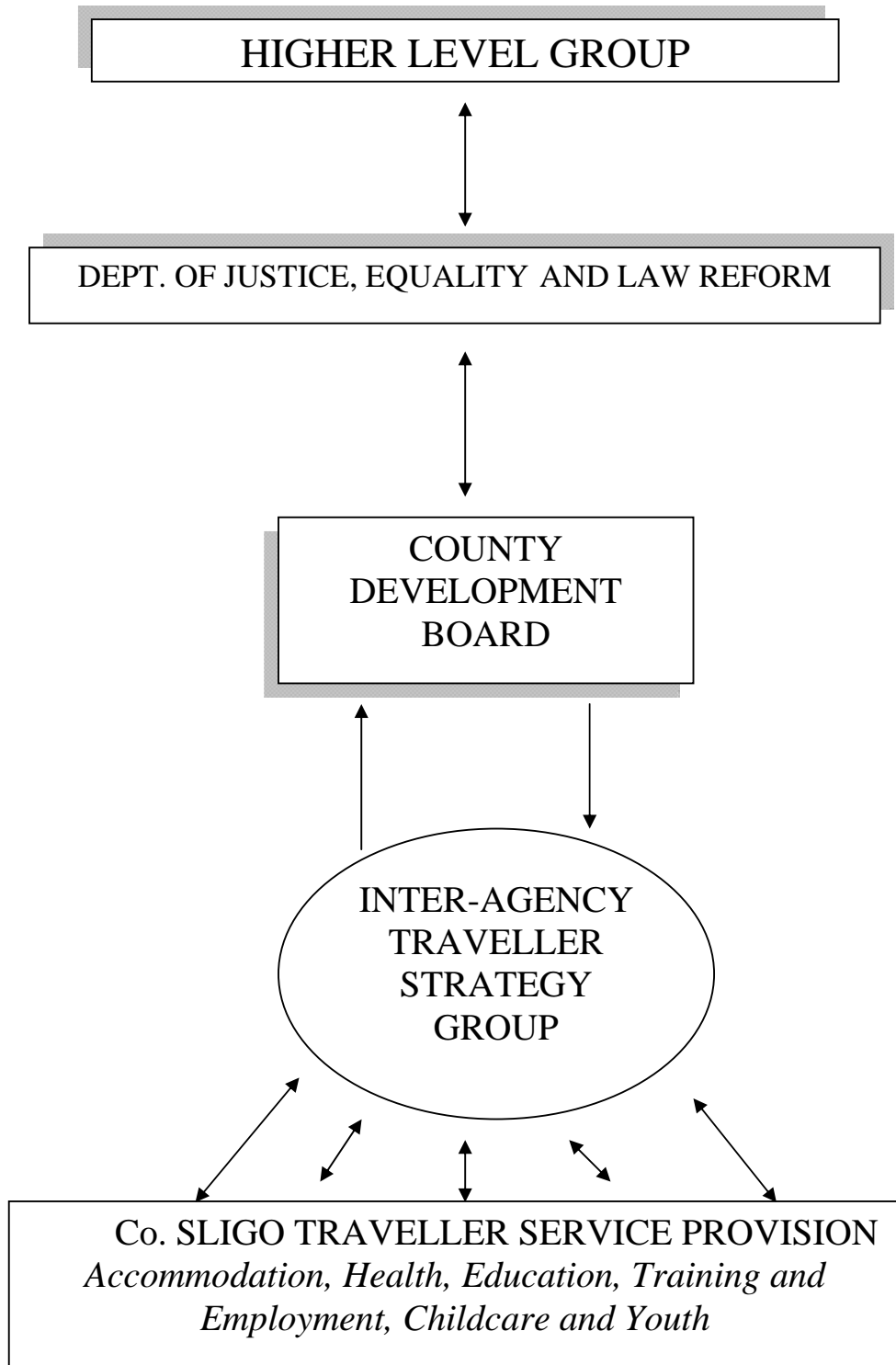
	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
5.1.	Young Travellers Participation in Youth Services.	Employ 8 Sessional Youth Workers (10 hrs per week).	Traveller Youth.	STSG, DSFA, Youth Organisations, Clubs and Services.	Community Groups, Gardai and JLOs.	2007 - 2012	75K per annum (JELR, SLPC and NATCs).	Young people participating in social, recreational and educational training and/or programmes.
5.2	Integration of Travellers within the youth services within Sligo County	Travellers participating within integrated youth activities	All youth using the services in Sligo	STSG, Gardai and Youth Services	Community Groups with youth remit	2007 – 2012	As above	Young people participating in integrated social, recreational and educational training and/or programmes.
5.3	Young Travellers Participation in Youth Services	Delivery of the preparation for driver theory test.	Young Travellers aged 16 – 18 (and where applicable aged 18-21)	SLPC	Gardai, STSG	2007 and on going	STSG	Increase road safety awareness among Traveller youth.
5.4	Young Travellers involvement in organic programmes on halting sites	Roll out of Organic programmes on halting sites	Travellers	STSG	Gardai, SLPC and Sligo Local Authorities	2008	STSG, SLPC.	Improved relationships between local agencies and Traveller groups in Sligo.

Thematic Area (5): Youth (cont.)

	Strategic Priority	Strategic Action(s)	Target Group(s)	Who will lead?	Who also will be involved?	Timeframe	Resources	Impact
5.5	Young Travellers trained to be youth leaders	Will undertake training with SSRP and youth services.	Traveller youth	SSRP	Community Groups with remit for youth, STSG, Gardai	2008 – 2012	SSRP, Gardai	Youth leaders within the Traveller community in Sligo.
5.6a	Need for an Intercultural training conference to be held in Sligo	All members of Interagency Traveller strategy group & front line staff to partake in the conference	Interagency committee and front line staff	SLPC, STSG, Gardai	All other agencies and front line staff	Sept '07	SLPC	Initiation of first in a series of training modules to be delivered.
5.6b	Roll out of intercultural training within the agencies involved in Sligo	Design, delivery and commitment of the programme agreed.	Interagency committee agencies, front line staff and Travellers	Senior management within services	All other agencies and front line staff	2008 – 2012	Within the services themselves	Services will be more culturally aware and sensitive.

Chapter 4 – Monitoring Structure

Mindful of the fact that successful implementation of the proposed *Strategy* will involve hard work and regular monitoring, the Inter-Agency Traveller Strategy Group will be convened quarterly by the Office of Community and Enterprise to review progress and report accordingly. Lead Agencies will prepare Progress Reports for presentation to the ITSG and the Office of Community, Enterprise and Arts will, in turn, provide detailed feedback to the Higher Level Group. An independent evaluation will be commissioned after 2 years.



APPENDIX 1 – Membership Lists of ITSG and Working Groups

Members of Traveller Interagency Group	
Name	Organisation
Pamela Andison	RAPID, Sligo County Council
Brid Boland	Sligo Leader Partnership Company
Sharon Boles	Sligo County Childcare Committee
Mary Branley	Department of Education & Science
Declan Breen	Director of Community and Enterprise, Sligo County Council
Siofra Kilcullen	Sligo County Council
Mary Brodie	Sligo VEC
Jenny Burns	Sligo County Council
Francis Byrne	FÁS
Bernadette C. Maughan	Sligo Traveller Support Group
Dorothy Clarke	Director of Housing & Corporate Services, Sligo County Council
Bridie Conway	Sligo Borough Council
Inspector Paul Cuttle	Garda Síochána
Catherine Devaney	HSE
Josephine Devine	Probation & Welfare Service
Ann Donegan	Sligo Northside CDP
Enda Gilvarry	Sligo County Council
Pat Hegarty	Easkey FRC
Mairead McLaughlin	Sligo County Council
Martin Mongan	Sligo Traveller Support Group
Mary Phair	Department of Social and Family Affairs
Jonathon May	Sligo Leader Partnership Co

Accommodation Working Group

<i>Name</i>	<i>Organisation</i>
Des Dunbar	Sligo Social Services
Sergeant Colm Nevin	Sligo Garda Station
Ann Kelly	Social Work, HSE
Rita O'Grady	Environmental Health, HSE
Brid Boland	Sligo Leader Partnership Co
Bernadette C Maughan	Sligo Traveller Support Group
Martin Mongan	Sligo Traveller Support Group
Enda Gilvarry	Sligo County Council
Mary McDonagh	Sligo Traveller Support Group
Kathleen Stokes	Sligo Traveller Support Group
Rosie Ward	Sligo Traveller Support Group
Bridie Conway	Sligo Borough Council
Jenny Burns	Sligo County Council
Jonathan May	Sligo Leader Partnership Company
Patrick Conway	Sligo Traveller Support Group
Kathy Walsh	Sligo Traveller Support Group
CLlr Albert Higgins	Sligo County Council Traveller Accommodation Committee
Mairead McLaughlin	Sligo County Council

Traveller Youth and Childcare Working Group

<i>Name</i>	<i>Organisation</i>
Martin Mongan	STSG
Bernadette C Maughan	STSG
Ann Marie Kelly	The CRIB Youth Project & Health Café
Paul McGuire	North Connaught Youth Services
Ultan Mulvihill	Youthreach
Deirdre Lavin	Sligo Sport & Recreation Partnership
Enda Gilvarry	Sligo County Council
Brid Boland	Sligo Leader Partnership Co
Sergeant Colm Nevin	Sligo Garda Station
Colin Halligan	Probation & Welfare Services
Sharon Boles	Sligo County Childcare Committee
Elizabeth King	Sligo Family Resource Centre
Maria Scott	Sligo Family Resource Centre
Ann Donegan	Northside CDP
Sinead Crowley/Barbara Tonycliff	Sligo Social Services
Carol Dillon	Lifestart Programme
Paula Gorman	Resource House Project
Pat Hegarty	Easkey FRC
Shane Hayes	Sligo Sports and Recreation Partnership
Noel Casey	Sligo Gardaí
Jonathan May	Sligo Leader Partnership

Health Working Group	
Name	Organisation
Catherine Devaney	HSE
Floraidh Dunne	HSE
Des Keaney	HSE
Bernadette C Maughan	Sligo Traveller Support Group
Carol Dillon	Lifestart
Shane Hayes	Sport & Recreation Partnership
Brid Boland	Sligo Leader Partnership Co
Marie O Grady	Woman's Health Officer, HSE
Martin Mongan	Sligo Traveller Support Group
Siofra Kilcullen	Sligo County Council
Jonathan May	Sligo Leader Partnership Co

Education, Training & Employment Working Group	
Name	Organisation
John Kielty	FAS
Mary Phair	DSFA
Pat Hegarty	Easkey FRC
Brid Boland	Sligo Leader Partnership Co
Mary Brodie	Sligo VEC
Bernadette C Maughan	Sligo Traveller Support Group
Martin Mongan	Sligo Traveller Support Group
Tamsin Cavellero	Home Youth Liaison Service
Mary McHugh	Sligo City School's Completion Programme
Jonathan May	Sligo Leader Partnership Co
Sue Hegarty	Sligo Traveller Support Group
Lorna Gault	Sligo Education Centre
John Moran	Sligo County Council
Francis Byrne	FÁS
Mary Branley	Department of Education and Science

APPENDIX 2

Draft Terms of Reference for Inter-Agency Traveller Strategy Working Groups

Aim:

- To devise a series of actions in relation to _____ (insert appropriate thematic area) that will bridge the gap between investment in Services to Travellers and the impact on Travellers quality of life in Sligo

Objectives:

- Provide a comprehensive picture of the current level of service delivery in the sector
- Improve the co-ordination of services locally, both Traveller Specific and general services.
- Identify gaps in service provision or areas where services are duplicated
- Report to the County Development Board's Interagency Working Group on Co-ordination of Services to Travellers in relation to _____ (insert appropriate thematic area)

Actions

- Set targets in relation to ----- (insert thematic area) which directly impact on the quality of life of Travellers in County Sligo.
- Collate data on all current public and community sector service provision in the sector i.e.
 - how many people employed in relation to Traveller Specific Services (Part-Time and Full- Time)?
 - What are their job descriptions?
 - How much investment has there been in the sector including capital, labour and programme budgets?
 - How many Travellers are accessing services both Traveller Specific and non Traveller Specific?
- Collate information in relation to the current level of interagency cooperation in the sector and what level this is at i.e. is it networking, co-ordination, co-operation or collaboration.
- Collate information on the level of Traveller participation in various services in the sector.
- Utilize findings from Traveller consultation project completed by STSG in July 2007 to inform actions.
- Convene consultative focus groups with representatives of the traveller community and service providers as appropriate
- Identify barriers to accessing services/ gaps in service provision
- Devise a number of actions/initiatives to address the issues arising from consultative process.
- Identify obstacles/blockages at a local and national level which inhibit current services from ensuring positive outcomes for the traveller community in Sligo.
- Identify individuals who will take responsibility for driving initiatives

- Identify timeframe, resources, output and outcomes
- Identify framework for monitoring the plan- including output and outcome indicators.

Role of Lead Agency (s)

- To convene and facilitate meetings.
- To ensure working group members are given at least seven days notice.
- To ensure the working group addresses the actions set out above.
- To prepare a report (based on the agreed template) for the Interagency Steering Group on Traveller Services.
- To organise consultation in relation to the sector.
- To ensure all members of the working group are properly informed as to their role and responsibilities.
- Ensure community development, culture and law are addressed in the context of each working group.

Role of All members

- To actively participate in meetings and respect the opinions and contribution of other members.
- Ensure they are aware of the Higher Level Group recommendations in relation to their sector and properly informed as to the background to this initiative.
- To provide all relevant information to the working group in relation to their services (as per objectives)
- To facilitate consultation with Travellers in relation to their key services areas.
- To devise actions in response to issues identified by the working group
- To facilitate consultation within their own organisation in relation to the Integrated Traveller Strategy.
- To ensure that any actions appearing in the Strategy involving their organisation are agreed at the highest level appropriate in their organisation and written into the appropriate service plans and/or operational plans.

Duration of Working Group

- The working group will continue until the Integrated Strategy for Traveller Services is complete (October 2006-March 2007)

Terms of Reference for Interagency Traveller Group

Aim:

- To devise an Integrated plan for the delivery of services at a local level which will result in greater participation by travellers in mainstream society in Sligo and better outcomes for Travellers in Sligo. The plan will address health, education/training, employment/income, accommodation, youth issues, childcare, culture, community development, relationship with the Garda Siochana.

Objectives:

- Improve the co-ordination of services locally, both Traveller Specific and mainstream services.
- Ensure cultural sensitivity and awareness as part of the plan
- Ensure consultation with travellers in relation to services
- Engagement of Travellers in identifying actions that lead to greater participation of Travellers in mainstream society.

Membership

FAS, Sligo VEC, Sligo County Council, Sligo Borough Council, HSE, DSFA Regional Offices, DES Regional Offices, Garda Siochana, Sligo Leader Partnership Company, Probation and Welfare Services, Northside CDP, Comhairle, RAPID AIT, Tubbercurry Traveller Support Group, Sligo Traveller Support Group, Sligo County Childcare Committee, Easkey Family Resource Centre, Ailim (regional support agency to FRCs)

Remit

- Agree a series of outcomes in consultation with Travellers in relation to improving participation in mainstream society and quality of life for Travellers in the County.
- Agree strategic actions, timeframes resources, lead and support agencies which will address these issues by March 2007.
- Establish subgroups on specific themes as appropriate.
- Critically review data and information collated by subgroups and recommendations arising.
- Ensure that all strategic actions included in the action plan are agreed at a senior level in all participating organisations.
- Report to Sligo County Development Board and the Department of Justice Equality and Law Reform Higher Level Group.
- Make recommendations in relation to the co-ordination of services to agencies both locally and nationally.
- Ensure the Action plan is aligned with local and national policies including the Traveller Accommodation Plan, Traveller Health Strategy, Traveller Education Strategy.
- Ensure co-ordination and monitoring structure is established.
- Ensure appropriate consultation is conducted with members of the Travelling community in relation to the plan.

APPENDIX 3 - 'Baseline Data Project'

Introduction

A 'Baseline Data Project' was undertaken by Sligo Traveller Support Group Ltd with the support of the Health Service Executive (NW) to establish, as near as possible, the exact number of Travellers residing in County Sligo and to develop a pen picture of the quality (or lack) of life in the population.

The project also served as a training mechanism for the women who are participating in the Primary Health Care Project. They have had the opportunity to understand the mechanisms deployed in information gathering and analysis, and the procedures to identify issues. Travellers constructed the questionnaires and conducted the interviews.

The initial survey, based on the methodology of questionnaires and selective interviews, has identified trends that has and will assist the Inter-Agency Traveller Group and Sligo Traveller Support Group Ltd to plan culturally appropriate interventions to benefit the quality of life of Travellers. It also builds a picture of the difficulties and barriers faced by Travellers, for example, their difficulty in securing employment by virtue of prejudicial attitude and lack of educational qualification, as well as a negative disposition from Travellers themselves.

This survey has raised a numbers of other factors within the main headings that need to be explored in more depth: Health, Housing, Childcare, Education and Employment. These experiences and aspirations should be recorded and evaluates within an on-going consultative framework.

What follows is an overview of the data gathered for each of the above heading and finishing with 'Issues Arising' as communicated by Travellers.

Population²³

The population of Travellers is mainly concentrated in the two major urban areas of Co Sligo. The majority live within the environs of Sligo town, while a secondary concentration live in Tubbercurry. At the time of enumeration the total number of Travellers families was 104 with 448 members of whom were 225 Males and 223 Females. The National Census 2002 indicated a Traveller population of 24,000, which represented 0.6% of the total National population. Sligo's population represents 1.86% of Ireland's total Traveller population. The national census 2002 indicated a rate of 97.8 males per 100 females. Sligo has a higher % factor. Nationally, older Travellers (over 65) accounted for 3.3% of the population against 11.1% of the National population. Sligo over 65 represents .025% of the National population and 1.3% of the local population.

Age stratus Sligo population

0 to 18 yrs	19 to 39 yrs	40 to 65 yrs	66 to 90 yrs
247	148	47	6
55.1%	33%	10.5%	1.4%

Whilst the 0 to 18 group are the dominant chronological factor the rapid decline in the next grouping of similar time span and an even steeper decline in following span raises serious questions and issues for Health and quality and quantity of life for Travellers

Education

Education is a priority issue facing the Travelling community. They face a number of barriers in their progression, not least of all the inability of parents to support a student's development because of a lack of skills. Traditionally, schooling was scant because of the nomadic life styles practiced by the Travelling people and education was not perceived as important as it did not afford the conventional route to employment that may have been open to a settled person.

Travellers report that their children are still subject to exclusion in the education system which leaves them at a disadvantage. Ordinarily students are encouraged to progress through the education system and to achieve the best outcomes in order to enjoy the best prospects for employment. Travellers do not enjoy the same prospects and will comment as to the futility of being educated.

²³ Comparative analysis is based on Census 2002 in order to maintain the integrity of the original study. Census 2006 gives a total Traveller population of 22,367.

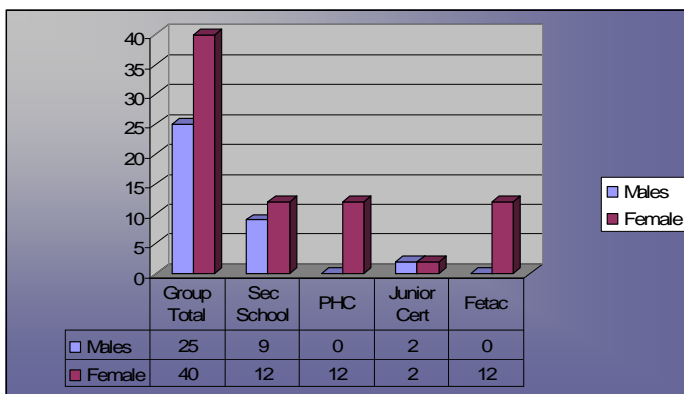
Traveller women face a greater disadvantage as usually they are required to leave school as soon as the legally can after reaching puberty. It is envisaged that they will, in most cases, marry young and begin their family, placing them as economic dependents on their spouse.

Severe lacks of core skills are evident from the work already carried out by STSG with the support of the Agencies (FAS, HSE and VEC). Issues of illiteracy still exist in the older generation to a large degree with limitation on vocabulary being a major inhibitor to effective communication.

The age group 0 to 19 constitutes 58.25% (261) of the Traveller population in Co. Sligo. Of this group 70% (180) are attending Primary School and 12.25% (32) are attending Secondary School.

Of the 65 persons in the examinable age group 15 to 19 (25 males and 40 females) 36% (9) of the males and 30% (12) of females are attending Secondary School. Of the examinable group 5% (2) females and 8% (2) males have achieved Junior Certificate. None have reported having achieved Leaving Certificate or higher.

Of this group 30% (12) females have enrolled in the Pre-Development and Primary Health Care Project and have achieved one or more FETAC award at Foundation or Level I.

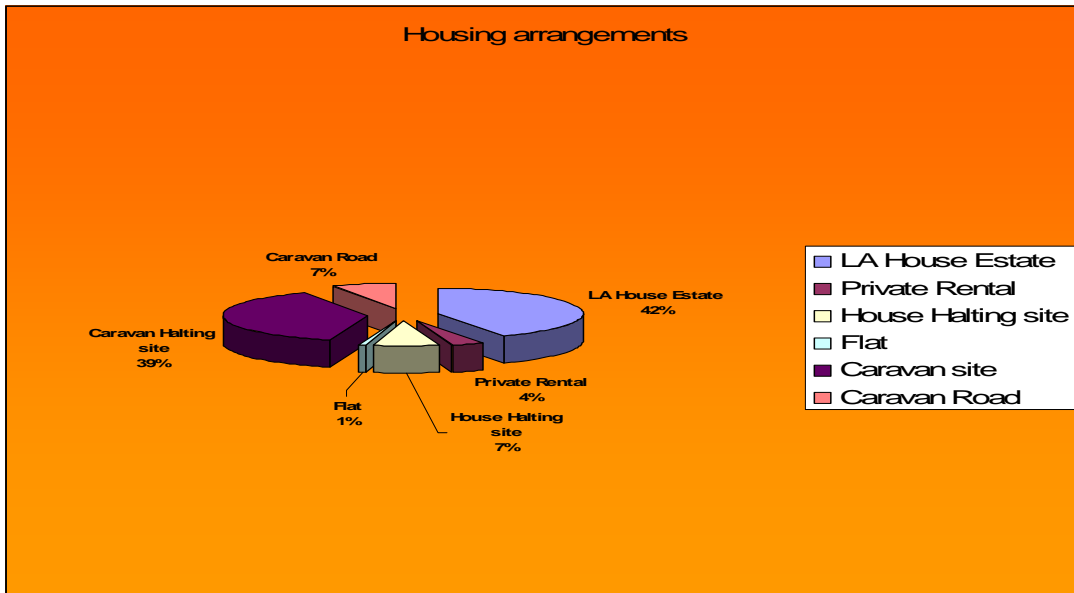


Graphical illustration of Secondary school attendance and examination attainment.

Accommodation

At the time of enumeration a total population of 448 persons 239 were living in Local Authority Housing - 32 of whom were living in houses on a halting site(s). Four were accommodated in private rented flats. Caravans provided accommodation to 205 persons of whom 173 were located at official halting sites and another 32 persons had caravans located at the side of the road.

House	Private owned	Local Authority Estate	Private rented	Local Authority House Halting site	Flat	Caravan	Halting site	Roadside
239	0	191	16	32	4	205	173	32
% of Population	0%	42%	4%	7%	1%		39%	7%



Health

A number of issues arise in the context of both physical and mental health and welfare.

Contributing factors reported include among other: Housing; Accessing Family Doctor and Medical Cards; Mortality and Disability levels.

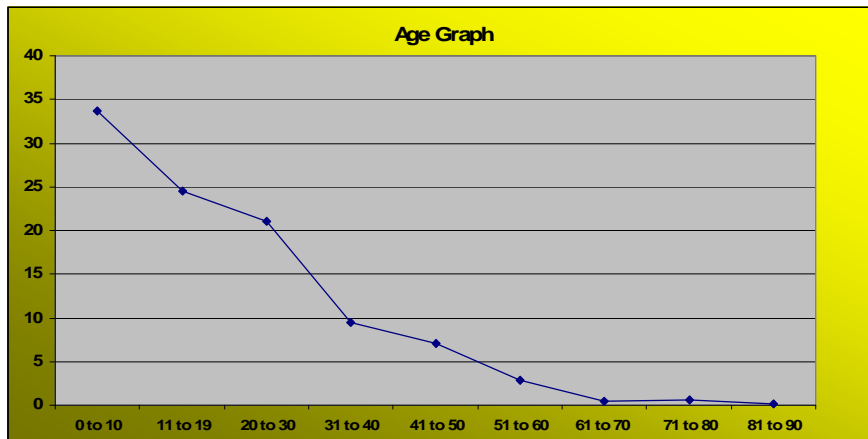
447 of 448 respondents reported being registered with and having access to a General Practitioner and having a Medical Card. The one respondent not registered reported having difficulty in registering and accessing service. One respondent reported having availed of private medical assistance.

Mortality

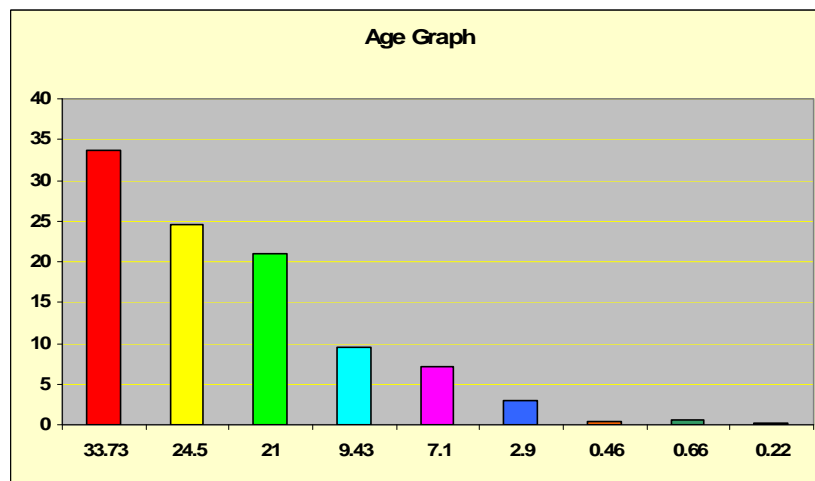
	0-19	20-30	31-40	41-50	51-60	61-70	71-80	81-90
Male		48	23	15	5	1	2	0
Female		46	18	17	8	1	1	1
Total		94	42	32	13	2	3	1
% of population		21%	9.4%	7.1%	2.9%	0.44%	0.66%	0.22%

Disability

	0 to 6	7 to 12	13 to 18	19 to 45	46 to 65	65+	Totals
Males	1	5	0	2	4	2	14
% Group	2.3%	13.5%	0%	2.4%	36.4%	66.7%	
% Total	0.4%	2.2%	0%	0.9%	1.8%	0.9%	6.2%
Females	3	3	0	5	2	1	14
% Group	7.3%	8.1%	0%	5.9%	14.3%	33.3%	
% Total	1.4%	1.4%	0%	0.9%	1.9%	0.5%	6.3%



The chart shows an accelerated drop off through the decades commencing at age 40.



Whilst it is accepted nationally that the life expectancy for Travellers is lower than the expectancy of a settled person, the charts above would indicate an acute decline over the age of 40 for both Traveller genders. In summary, there potentially are a number of contributing factors amongst which are:-

- Poor accommodation
- Poor nutrition
- Genetically inherited diseases
- Poor take up of health services
- No contact with Mental Health Services
- Lifestyle
- Lack of appropriate awareness
- Lack of general education
- Barriers to service access
- Reliance on non medical interventions.

Employment

Travellers experience acute barriers to gaining employment and in the main part see little opportunity or appropriateness in seeking paid employment. Historically Travellers have worked in an entrepreneurial manner and are remembered as excellent tinsmiths throughout the countryside. They traditionally worked as farm labourers during the planting and harvesting season.

As the world of work has become more advanced, mostly becoming more technologically dependent, the skill to be offered has fallen behind and a wider gap is now evident. Besides the discrimination they experience, their general education and skills levels are not sufficient for the demands of today's labour market. Few Travellers have established a credible work record and are precluded in the opportunity to establish such a record. Where unemployment is prevalent a poor role model is established for younger people.

The view of Travellers generally is that undertaking appropriate training, even if they had access, would be time consuming and relatively demanding with no guaranteed outcome. They believe that the barriers should be lowered when suitable jobs become available to accommodate their disadvantage. In the survey only two males and one female reported as having paid employment, whilst one Traveller reported being on a Community Employment scheme.

The Primary Health Care Project is endeavouring to support a number of participants towards employment in the next year and Sligo Traveller Support Group Ltd have, with the support of the Health Service Executive, appointed a position of Link Worker to address issues of employment in the Traveller Community.

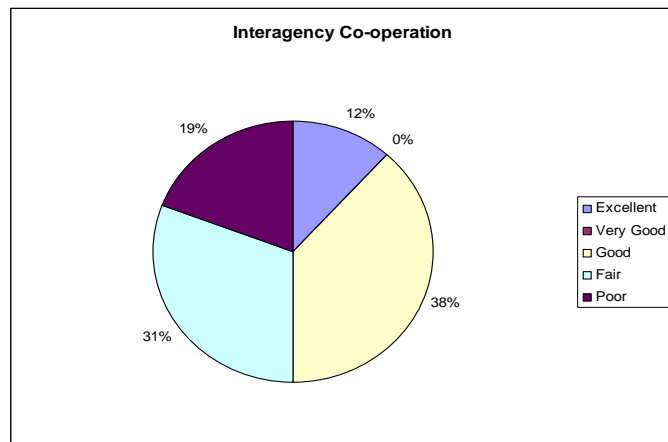
APPENDIX 4 - Audit of Services (Summary of Findings)

The following is based on the analysis of 25 questionnaires:

- There are 11 organisations locally which deliver Traveller Specific Services.
- A further 13 organisations deliver integrated services which impact on Travellers.
- Ten organisations administer / manage budgets relating to Traveller specific services.
- There are two community based organisations in the County established to provide support services specifically to Travellers. The Sligo Traveller Support Group and the Tubbercurry Traveller Support Group.
- There are a significant number of agencies active in the Education, Training and Youth Sectors. There are fewer agencies active in the area of Accommodation, Law or Probationary services (see sectoral breakdown Section 3).
- Over the past two years there has been approximately €3,214,258 invested by local agencies in Traveller Specific Services. This is further broken down into €1,354,375 in 2005 and €1,859,883 in 2006 (see breakdown Section 4).
- Approximately two thirds of total expenditure over the past two years is in relation to labour costs. There are currently 18 people employed on a full-time basis and 10 people on a part-time basis across a broad spectrum of Traveller Specific services including education, training, community development, employment, accommodation provision and advocacy. Tutors are also employed on a programme by programme basis. Other agencies report a percentage of their time dedicated to Travellers, however they do not employ Traveller specific staff.
- Seven organizations have provided grant aid over the past two years to community based organizations to deliver Traveller specific services and initiatives. Agencies providing grant aid to deliver services include the HSE North West, Sligo Leader Partnership Company, FÁS, Sligo and the VEC. The HSE North West has also been instrumental in drawing down funding from other sources such as Dormant Accounts to deliver Traveller specific family support services in conjunction with Lifestart. Smaller grants to fund specific once off initiatives have been provided to Sligo Sport and Recreation Partnership and Sligo Family Resource Centre.
- Organizations funded to deliver Traveller Specific Programmes are Sligo Traveller Support Group, Tubbercurry Traveller Support Group and Sligo Schools Completion Programme. A number of sports clubs have also been funded to deliver initiatives (detailed under the Sport and Recreation Partnership).
- 50% of respondents ranked interagency co-operation as good to excellent with 50% describing it as poor to fair.

There is clearly a high level of co-operation in relation to adult Education and Training as a result of the Primary Health Care Programmes delivered in both Sligo and Tubbercurry.

- 17 organisations stated that they consult Travellers in relation to programmes and policies, however, when asked to give detail there is clearly a variety of interpretations as to what constitutes consultation (detailed in Section 7).

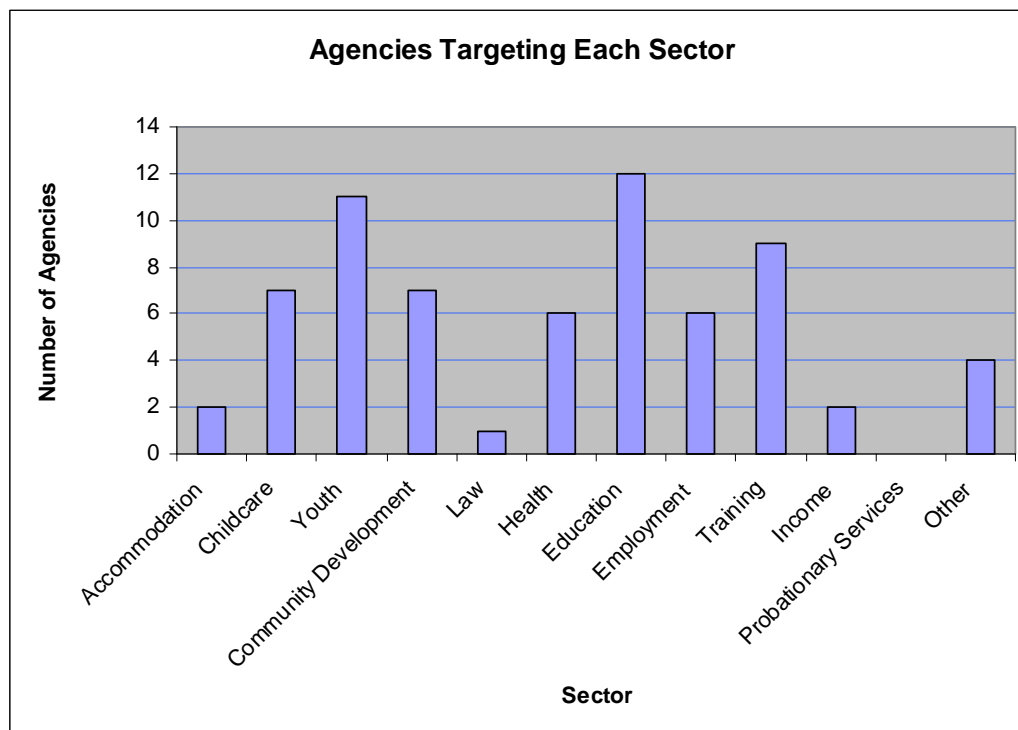


4.1. Sectoral Analysis

Table 1 summarises the number of agencies active in each sector. It is not an indicator of the level or impact of the services provided. A significant proportion of respondents are active in either the Training, Education or Youth sectors although the type of supports are very varied from statutory service provision to advisory support. There are also a significant number of agencies active in relation to Childcare, Community Development, Health and Employment. There are fewer agencies active in the areas of Accommodation, Law or Probationary services. This may be attributable to the fact that these sectors are underpinned by a legislative framework and the statutory role of the responsible agencies is clear-cut. Other areas of activity include Sports, Advocacy and Management Support Services.

This high level of activity in the Education and Training sectors can be attributed to the large number of community based organizations who provide a broad range of supports to the general community including Travellers. This may be influenced by the fact that Sligo lacks some of the major educational/training infrastructure that features in other areas such as Senior Traveller Training Centres and smaller agencies are attempting to fill this gap.

Table 1



The next table summarizes these activities.

4.2. Traveller Specific Services

	Accommodation	Child-care	Youth	Comm. Dev.	Law	Health	Educa-tion	Employme nt	Training	Income	Proba-tionary	Other
Sligo Traveller Support Group	✓		✓	✓		✓	✓	✓	✓			✓-advocacy
Sligo Local Authorities	✓											
Health Services Executive						✓						
Sligo Leader Partnership Co.		✓	✓	✓		✓	✓	✓	✓			
VEC							✓					
FÁS							✓	✓	✓			
Home Youth Liaison Service		✓	✓				✓		✓			
Lifestart		✓					✓					
Department of Education and Science							✓					
Sligo Schools Completion Programme							✓					
Tubbercurry Traveller Support Group	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		

4.3. General Services Impacting on Travellers

	Accommodation	Child-care	Youth	Comm. Dev.	Law	Health	Educational	Employment	Training	Income	Probationary	Other
Sligo Sport & Rec. Partnership			✓	✓		✓						✓-Sport
Dept. Social & Family Affairs									✓	✓		
County Childcare Committee		✓										
Sligo Family Resource House		✓		✓		✓		✓				
Sligo Education Centre							✓					
Tubbercurry Family Resource Centre			✓	✓					✓			
Easkey Family Resource Centre									✓			✓-Mgt support
N. Education Welfare Board							✓					
Sligo Social Services	✓	✓		✓			✓					✓-Family Support
The CRIB			✓									
Sligo Northside Partnership CDP		✓	✓	✓			✓	✓	✓			
RAPID	✓	✓	✓	✓		✓	✓	✓				✓
Tubbercurry Traveller Support Group	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		
St Anne's Youth Centre			✓									
Springboard Family Support Project		✓	✓	✓		✓	✓		✓			✓Family Support

4.4. Summary of Services

<u>Traveller Specific Services</u>	
Agency Name	Description of Service
Sligo Local Authorities (SBC & SCC)	Sligo Local Authorities (i.e. Sligo County Council and Sligo Borough Council) are responsible for the following Traveller Specific Services: accommodation provision; accommodation management; application assistance and processing; needs assessment, support within housing. Sligo Local Authorities also provides support in relation to the co-ordination of services to the Traveller Community through its Community and Enterprise Unit.
HSE, North West	The Health Service Executive North West is responsible for the provision of Health and Social services directly to Travellers and also through the provision funding to voluntary support groups for Travellers for the delivery of Traveller specific programmes.
Sligo Traveller Support Group	Sligo Traveller Support Group Ltd run a number of programmes in the following areas: advocacy, and pre-development and provision of basic support and referral to appropriate agencies, health related activities and training in Primary Health Care programmes and CDP programmes, education and training for women and men, development of Homework support programmes, youth work, enhancing work with other agencies in relation to Traveller services, accommodation and training delivery.
FÁS	FÁS provides employment and training support services in response to community based needs as identified by local Traveller Support Groups. Training allowances for PHC participants come through FÁS. Funding is provided to Sligo Traveller support towards staff for the co-ordination of the Primary Healthcare Initiative, progression consisting of accredited training. Literacy and numeracy training was provided in 2002 and 2004.
Sligo VEC	Sligo VEC provides education for Travellers in general through its post primary schools and Youthreach. Through its Back to Education Initiative and Community Education Service specific education programmes for Traveller women in Sligo and Tubbercurry are provided. All of these provide FETAC accredited Programmes.
Sligo/ Leitrim Home Youth Liaison Service	SLHYLS provides a sympathetic, non-judgemental, personal contact and support to young Travellers who may be opting out of available educational or training facilities; with the objective of maximising their attendance and participation in the education system and facilitating school completion thereby enhancing their future personal and social development. Service also includes family support, facilitating transition from primary to post primary in the Sligo Borough Area and developing specific programmes to cater for individual or group needs.
Tubbercurry Traveller Support Group	Tubbercurry Traveller Support Group is a voluntary group which support the Traveller Community in Tubbercurry in relation to health, housing and education. At present thirteen Traveller women attend the project which takes place in St Johns building Tubbercurry. Sligo VEC provides tuition.

Lifestart	Lifestart operates a home visitation, educational programme working with over 25 Traveller families in Sligo. The Lifestart programme concentrates on the children from birth to five years of age and their parents. The programme, entitled ‘Your Growing Child’ is based on the premise that families are the primary educators of children and all families contain within them resources and strengths that can be nurtured.
Department of Education and Science	The DES provides 1 Visiting Teacher for Travellers (.5) 8 Resource Teachers for Travellers, 1.5 hours at post primary level per student.
Sligo Schools Completion Programme	Sligo Schools Completion Programme delivers interventions to prevent early school Leaving with a specific focus on designated schools within Sligo Town. Social and teaching supports are provided through a small group of one-to-one tutors. They have also delivered out of school activities including a sports programme, a reading club and one-to-one supports with Project Workers for children at risk of early school leaving.
Sligo Leader Partnership Company (SLPCo)	SLPCo is involved in the delivery of Community Development Programmes for Travellers (involving advocacy, pre-development and piloting provision of basic support and referral to appropriate agencies, health related activities, basic education and training for women and men, youth pre-development, mapping needs in relation to young Travellers, enhancing work of other agencies in relation to Traveller services, and research and information dissemination.
	<u>General Services Impacting on Travellers</u>
RAPID	The RAPID Programme promotes interagency c-operation in relation to investment in designated areas of disadvantage. This is based on an action plan developed in response to community needs. The RAPID Programme (Revitalising Areas Through Planning Investment & Development) has been delivered in the following areas in Sligo Town since 2002: <ol style="list-style-type: none"> 1. Cranmore Estate 2. Forthill Estate/ Cartron Estate 3. Garavogue Villas / Doorly Park 4. St. Joseph’s Terrace / St. Bridget’s Place / Pilkington Terrace 5. Maugheraboy / Jinks Avenue / Tracey Avenue
Tubbercurry Family Resource Centre	Tubbercurry FRC is open to everyone in the community. We have a number of Travellers from the town dropping into the centre to get work done e.g. use computers to get things typed etc. We are also working with Sligo Partnership in providing space for Travellers to do some basic courses in relation to car care and driver theory tests.
Easkey Family Resource Centre	Easkey FRC provides training supports to the Primary Healthcare project and advisory support to Sligo Traveller Support Group.

Sligo Family Resource Centre	Sligo FRC provides a Drop-in Crèche - other services are available but we have had little success in involving Traveller families i.e. parent toddler group, toddler drama session, arts classes, summer camps.
Sligo Northside Community Partnership LTD	Sligo Northside is a Community Development Project based in on the Northside of Sligo City and includes Pre-school playgroup, after school programme, youth clubs, training, work placements, Community Employment Project
St Anne's Youth Centre Ltd	St Anne's Youth Centre provides a variety of services targeted at the general community including Youth clubs, summer camps, Afterschool Projects, Integrated Special needs projects, Autism specific projects and an Older Persons day centre.
The CRIB	The C.R.I.B. Youth Project & Health Café provides a range of developmental programmes and activities for young people, including those at risk of isolation and homelessness, which will enable them to involve themselves in personal and community development. Young Male Travellers participate in programmes and the drop-in service here at the CRIB. As a Foróige run Project the purpose of Foróige is integral to the operation of the service, that is; to enable young people to involve themselves consciously and actively in their own development and in the development of society.
Sligo Social Services	Sligo Social Services provides range of services to the general population for within Sligo City including accommodation provision for homeless men (long & short term) and emergency accommodation for families. Also Sligo Social Services provides pre-school and after school supports and family support through social work service and home management support. Assistance also provided with deposits for rented accommodation.
Education Welfare Board	Education Welfare Service provides support to families and young people experiencing difficulty with school attendance from the ages of 6-16 years.
Department of Social & Family Affairs	DSFA provides income support through Social Welfare payments. Funding is also provided through the Special Projects Fund, Technical Assistance Fund and through Family Services Projects. All of these funds are targeted at those who are long-term unemployed or are social or economically disadvantaged. Travellers are targeted and supported as part of a group or on a one-to-one basis with individual funding for specific training i.e. driving, literacy etc.
Sligo County Childcare Committee	Sligo County Childcare Committee is responsible for facilitating access to childcare services within County Sligo's and making recommendations on the funding childcare infrastructure through the National Childcare Investment Programme.
Sligo Education Centre	Sligo Education Centre provides in-service training for teachers and supports for schools. Our work is with teachers and any impact on Travellers is indirect. Two Teachers have been trained as facilitators on the Intercultural Guidelines
Sports and Recreation Partnership	The Sport Partnership is responsible for leading and co-ordinating the development of sport and recreation in County Sligo.

4.5. Types of Consultation

Agency Name	Consultation with Travellers on the development of new programmes or policies
Sligo Local Authorities (SBC & SCC)	Yes, through direct consultation with families concerned and through the Local Traveller Accommodation Consultative Committee made up of Council Members, Council officials and Traveller representatives.
HSE, North West	Yes, Travellers and Traveller organisation representatives currently participate in the decision making process around the allocation of Traveller specific resources within the HSE through the Traveller Health Unit. Programmes are Proofed.
Sligo Traveller Support Group	Yes, through focus groups, Primary Health Care, Management committee is made up of 50% Travellers.
FÁS	Yes, FÁS has worked closely with STSG since 2002 in pursuit of the Traveller Primary health Care Project .
Sligo VEC	Yes in relation to BTEI and No in relation to Youthreach. We use the Traveller Support Groups to assist us in identifying needs and regular meetings are held in order facilitate communications.
Sligo/ Leitrim Home Youth Liaison Service	Yes, proposed Traveller representative on HYLO review board; one-to-one consultation with young Travellers Through the school; consultation with Traveller Parents and children on home visits.
Tubbercurry Traveller Support Group	Yes, the groups' interests and educational/training needs are evaluated regularly and in consultation with the participants, decisions are then made as how best to proceed.
Lifestart	Yes, Consultation and Traveller involvement is crucial to the design and development of the Family Visitor Service. Sligo Traveller Support Group has played a leading role at every stage of project development. Weekly workshops were conducted with the Primary Health Care trainees of Sligo Traveller Support Group. The workshops were mutually beneficial with Lifestart employees gaining knowledge of Traveller culture and the trainees gained in-depth knowledge of 'Your Growing Child' material and of the services available at Sligo Family Support Ltd. Following these workshop we edited 'Your Growing Child' material to ensure representation of Traveller culture. Lessons learned were compiled in a Good Practice Guide; Developing Culturally Appropriate material. For this project we not only developed practical responses (with Travellers) such as double visits but also have commenced recording stories of Travelling. Such extensive consultations (to date approx 100 hrs) have lead to the development of an equality-based service that Travellers have ownership of.
Sligo Schools Completion Programme	Yes, Young people have been consulted in relation to after school programmes at post primary level.
Sligo Leader Partnership Company (SLPCo)	Yes, Consultation with young Travellers (12-18) in relation to youth developmental needs/interests, Nov. 2005. This mapping of need is ongoing. Feasibility study re Traveller men's training needs 2004/5. Informal ongoing consultation with Traveller Community to gauge areas of interest for future programmes, (e.g. driver theory preparation, sports, horses, blacksmithing, welding, farrier work, health and fitness, dance). Consultation in progress re pre school services 2006/7 under CSP programme. In 1999/2000 assessment of need amongst Traveller women carried out a pilot programme, in order to develop the interagency funded training for 40 women over a period of 3 years (2000-2003),

	health related activities, basic education and training for women and men, youth pre-development, mapping needs in relation to young Travellers, enhancing work of other agencies in relation to Traveller services.
Dept. of Education & Science	No
Tubbercurry Family Resource Centre	Yes, Some of our Board of Management also sit on the local women's Traveller Training Project and they in turn feed into the FRC development plan.
Easkey Family Resource Centre	Sligo Traveller Support Group supports Easkey FRC to equality test projects under development.
Sligo Family Resource Centre	Yes, in relation to the development of the drop-in crèche.
Sligo Northside Community Partnership LTD	Yes, Recent new research project community needs - new Ballytivnan.
St Anne's Youth Centre Ltd	Consult with members on a regular basis and travellers would be included in this group.
The CRIB	Yes, All young people including Travellers are asked about their needs and wishes in relation to the programme.
Sligo Social Services	Yes, Sligo Traveller Support Group was consulted in relation to the development of the post subsequently located in the Home Youth Liaison Service. Ongoing consultation takes place with general service users; however as services are generally not Traveller specific consultation tends to be broad.
Education Welfare Board	No, the NEWB and the DES are currently looking at protocols for working with the Visiting Teacher Service on a national level.
Department of Social & Family Affairs	No
Sligo County Childcare Committee	Yes, Traveller Representative on Sligo County Childcare Committee. Consultation with Sligo Traveller Support Group on strategic Plan development.
Sligo Education Centre	No
Sport and Recreation Partnership	No
RAPID	Yes, Travellers are encouraged to participate in the general community consultation within RAPID areas. Currently looking to have halting site in Ballytivnan included in the RAPID boundaries.
Sligo Springboard Family Support Project	Yes, It is the policy of the Sligo Springboard Co Family Resource Project to consult with all Service Users in the development and delivery of needs-led programmes. Travellers families are included in this but not specifically identified

APPENDIX 5 – Services Audit Questionnaire

QUESTIONNAIRE

Services to Travellers

Organisation Name: _____

Contact Person: _____

1. Does your agency provide services which impact on the Travelling Community?

Please Tick Yes No

2. Please provide a short description of the services provided

3. Are these services: Please Tick

Specifically targeted at the Traveller Community

Targeted at general community with an impact on travellers

4. Which sector do your services relate to: Please Tick

Accommodation

Education

Childcare

Employment

Youth

Training

Community Development

Income

Law

Probationary Services

Health

Other _____

5. How many people are directly employed by your organisation in services impacting on Travellers?

Full-time

Part-time

Other (if other please indicate percentage of staff time dedicated to traveller specific services)

6. Please give a **brief** job description of each person employed in traveller specific services (attach details if necessary)

7. **Budget**

Please give details of the level of investment by your organisation in traveller specific services for the following:

2005		2006	
Capital	_____	Capital	_____
Labour	_____	Labour	_____
Programme Costs	_____	Programme Costs	_____

8. If your agency is providing funding to other organisations for the employment of people in traveller specific services, please give details:

	Organisation Funded	Post Funded	Brief Description	Total Grant Allocated	No. of Travellers benefiting
2005					

	Organisation Funded	Post Funded	Brief Description	Total Grant Allocated	No. of Travellers benefiting
2006					

9. If your agency is providing funding for programmes impacting on travellers please give details:

2005	Organisation Funded	Programme Description	Total Grant Allocated	No. of Travellers benefiting

2006	Organisation Funded	Programme Description	Total Grant Allocated	No. of Travellers benefiting

10. Please give details of other services (i.e. non-traveller specific) your agency delivers which impact on travellers:

Services	No of Travellers Accessing

11. Does your organisation consult with Travellers in relation to the development of new programmes or policies?

Please Tick Yes No

If yes, please give details:

12. How would you classify the level of interagency integration in relation to travellers services in your sector?

Excellent Very Good Good
 Fair Poor

13. What are the issues you think that an Interagency Strategy should address to improve co-ordination and improve outcomes for Travellers?

Glossary of Abbreviations

CDP	Community Development Project
CWO	Community Welfare Officers
DES	Department of Education and Science
DSFA	Department of Social and Family Affairs
DJELR	Department of Justice, Equality and Law Reform
DPHN	Designated Public Health Nurse [for Travellers]
EWO	Education Welfare Officer
FÁS	Foras Áiseanna Saothair
HSE	Health Service Executive
HYL(S)	Home Youth Liaison (Service)
JLO	Juvenile Liaison Officer
NATCs	National Association of Travellers Centres
NGOs	Non-Governmental Organisations
OMC	Office of Minister for Children
PHCP	Primary Health Care Project
PHC	Primary Health Care
PHN	Public Health Nurse
RAPID	Revitalising Areas by Planning, Investment and Development
RTTs	Remedial Traveller Teachers
SCCC	Sligo County Childcare Committee
SLAs	Sligo Local Authorities
SLPC	Sligo Leader Partnership Company
SSRP	Sligo Sports and Recreational Partnership
SSS	Sligo Social Services
STSG	Sligo Traveller Support Group
TSGs	Traveller Support Groups
TTSG	Tubbercurry Travellers Support Group
VEC	Vocational Education Committee
VTS	Visiting Teacher Service