



Kildare Traveller Action Ltd.

STRATEGIC PLAN

2025-2028

ROAD MAP FOR THE FUTURE





Title: Kildare Traveller Action Strategic Plan CLG 2025-2028

Executive Summary

Kildare Traveller Action CLG is a human rights Traveller organisation that has been established in Kildare since 1998. Over the past 25 years Kildare Traveller Action (KTA) has worked continually to achieve greater equality and social justice for Travellers. The organisation has experienced many highs and lows in its 25-year journey. However, the commitment of the Traveller community, the Voluntary Board of Management, KTA staff and community partners have supported KTA to build on its successes to become the vibrant organisation it is today.

The Kildare Traveller Action CLG Strategic Plan 2025 – 2028 provides a road map leading the organisation to further growth, stability and sustainability that achieves equality, inclusion and social justice outcomes for Travellers in Kildare.

Throughout the process of developing this Strategic Plan, the KTA staff and Board of Management have carefully considered the strategic priorities that will sustain Kildare Traveller Action into the future including a sustainable funding model, raise awareness of our work, and to meet needs of the community. This was a reflective process that included the wider Traveller community in Kildare, our partner Traveller organisation in Offaly, and community partners. A county wide needs assessment comprising consultations with Travellers throughout the County greatly informed the devising of the Strategic Goals outlined in this Strategic Plan.

We believe that this ambitious but achievable Strategic Plan is forward thinking as it outlines our vision and plans for the delivery of services and supports to Travellers in Kildare over the next three years.

Our Strategic goals for 2025 to 2028

Strategic Goal 1 Secure adequate accommodation for Kildare Traveller Action CLG which will be visible, accessible to Travellers and will enable the organisation to reach its full potential. Foster a stronger sense of belonging and cultural pride within Traveller the community.

Strategic Goal 2 Expand the core funding for Kildare Traveller Action CLG to meet the increasing demands for Health, Accommodation, Youth, Education, Mental Health, Discrimination, Heritage and Culture.

Strategic Goal 3 Ensure the opportunities for the Traveller community to participate in all aspects of the work of Kildare Traveller Action CLG so that the organisation can be Traveller led.

Strategic Goal 4 Work towards eliminating discrimination and ensuring equality of outcome for Travellers in Kildare.

Strategic Goal 5. Develop education and employment opportunities are available for Travellers in Kildare.

Strategic Goal 6 Using the social determinants of health model in all areas of Kildare Traveller Action CLG's work, improve outcomes for Travellers in the areas of Health, Mental Health, Accommodation and Culture.

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Foreword

This Strategic Plan is a result of the combined effort the Board of Management, KTA staff and the Traveller community in County Kildare. This process began in 2023 when Kildare Traveller Action CLG asked the community, in the Traveller Needs Assessment, for feedback on what they felt were their priorities going forward and what they believed Kildare Traveller Action should prioritise over the next three years. The results of this Needs Assessment and subsequent facilitated consultation sessions with staff and the Board have provided the priorities for Kildare Traveller Action to grow and develop over the next three years.

As we developed this Plan the priority has always been how can KTA focus on improvements and real change for the community in the current, challenging environment. The real challenge for KTA is sustaining the engagement and support it provides to the community, ensuring trust is built and maintained, and appropriate services are developed.

Our staff and board of management have a very strong sense of what we would like to achieve in the next three-year period. Our strategic plan reflects this ambition and vision. We would like to acknowledge those who have contributed to this strategic plan especially Dr Liz Hayes (Corporate Communities) for the facilitated staff and board sessions which helped consolidate ideas and enable a vision for the future to emerge.

We do not know what challenges or issues the future will bring. As a charity Kildare Traveller Action faces constant change that can impact the work both positively and negatively and this can make it challenging for KTA to respond effectively to change. We want to be proactive so this Strategic Plan is an opportunity for KTA to set out what challenges we are facing our work and to take a planned forward-thinking approach on how we might respond. We will have to focus our resources to make sure we are meeting the needs of the community, ensuring we make a difference for as many Travellers in Kildare as possible.

We trust that the Kildare Traveller Action Strategic Plan will be welcomed by the community and that it will encourage more Travellers in Kildare to engage with Kildare Traveller Action to make this plan a reality.

Petra Daly

**Manager
Kildare Traveller Action**

Breda Fay

**Chairperson
Kildare Traveller Action**

Overview

About Kildare Traveller Action

Kildare Traveller Action CLG (KTA) originally began its work in 1998 as Naas Equality for Travellers. The founders worked to improve conditions for Travellers and were committed to breaking down barriers between the Traveller and settled communities.

In 2023, 25 years since its foundation, KTA underwent a series of changes which have brought the organisation to where it is today. Having had no manager in post for a period of time and the legacy of Covid was extremely challenging for the organisation. The commitment shown by the voluntary Board of Management to engage with partners has ensured the organisation's survival and to continue its development and expansion. This work still continues. Kildare Traveller Action is made up of people who have a strong commitment to human rights, social justice, and belief in inclusion of Travellers through empowerment.

The organisation is at its strongest point to date with new programmes and staffing levels tripled. There is more engagement with the Traveller community than ever before. Kildare Traveller Action is looking at consolidating its position as the only Traveller organisation in Kildare and looking to respond to the community's needs. It is timely that this Strategic Plan is developed to respond to the needs but also look to the future growth of the organisation, including funding needs, to ensure the voice of Travellers is heard and appropriate responses are implemented. This Strategic Plan has been developed as a result of a County wide needs assessment with Travellers in Kildare, which had over 100 participants.

Achievements since 2022

- The Board of Management underwent a change management process, creating a short-term strategic plan with the target to obtain support for the development of Kildare Traveller Action. The process secured a funded position for a fulltime manager with a three-year funding commitment with support from County Kildare Leader Partnership and Kildare County Council.
- In November 2022 a fulltime manager was employed.
- In 2023 a county wide needs assessment was completed.
- Two Travellers are now members of the Board of Management.
- The organisation in 2022 had 4 staff, in August 2024 the staff count is 14 with two new staff to be added in September 2024. The majority of staff are part time positions, and 9 of the current staff are from the Traveller community.
- The organisation has developed new programmes in Education, Education, Youth and Mental Health.

Our Vision

To create a human rights Traveller led organisation which will enhance wellbeing of Travellers and we will advocate for fairness, equality and social justice for Travellers.

Mission

Kildare Traveller Action CLG is committed to advocating for the rights and development of Travellers across various critical domains, including Human Rights, Accommodation, Health, Mental health, Education, Culture and Heritage, Employment, and combating Discrimination. This strategic plan outlines a comprehensive approach to address challenges and leverage opportunities within these key areas over the next five years. By prioritizing advocacy, partnerships, capacity-building, and community engagement, KTA aims to foster positive change and empower Travellers to achieve their full potential.

Our Values Core values

- **Respect** - As an organisation our staff are caring, supportive and prepared to listen to people who come into contact with the organisation.
- **Empowerment** -We want Travellers to be their best selves and we will empower Travellers to achieve their goals, supporting them to develop their voice.
- **Collaborative** -We want to ensure that we are responding to the needs of the community and will work in partnership with relevant agencies to ensure solutions and outcomes are responsive to the needs of the Traveller community. We will work with organisations locally, regionally and nationally to ensure full equality for Travellers in Irish society.
- **Anti discriminatory** -We know that Travellers have faced generations of discrimination and the impact of this on the community has been significant. We will work actively to challenge discriminatory practise and racist attitudes.
- **Inclusion** -Our staff will work to be inclusive of all people no matter their background and identity, reflecting and valuing the diversity of Irish society.

Our Structure

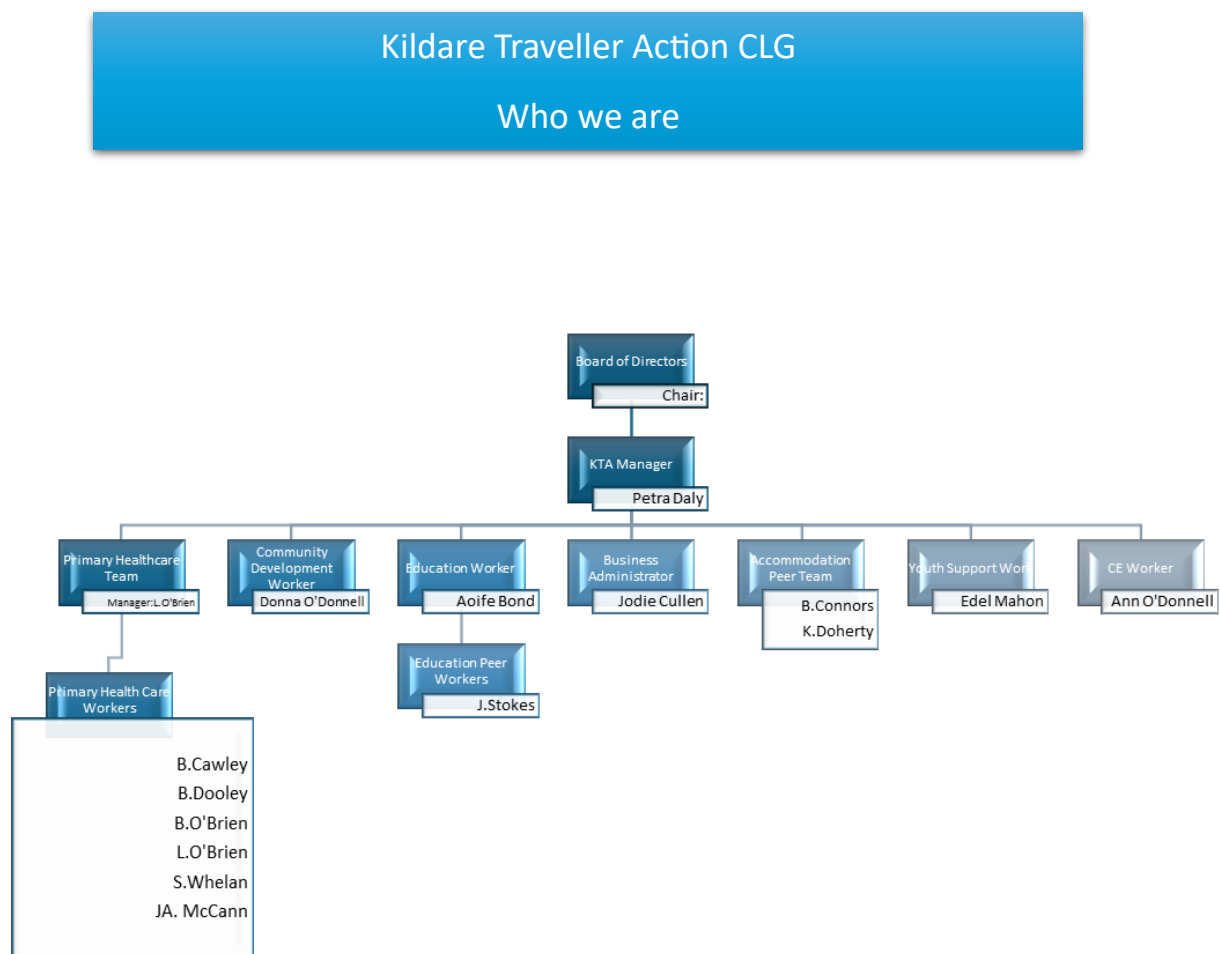


Figure 1 Organisational Structure of Kildare Traveller Action CLG.

Kildare Traveller Action CG Board of Directors

Chairperson	Breda Fay	Retired School Principal
Secretary	Brenda Lynch	KWETB
Treasurer	Leona McDonagh	Offaly Traveller Movement
Members	Miriam Nolan	Retired School Principal
	Pauric Brazil	HSE
	Eoghan Cregan	Cooperative Housing Ireland
	Geraldine Ward	Offaly Traveller Movement
	Brigid O'Connor	Laois Traveller Action

KTA Board of Directors – Finance Subgroup Members

Petra Daly

Leona McDonagh

Pauric Brazil

Brenda Lynch

Breda Fay

Our team currently consists of 15 staff led by manager Petra Daly and governed by a voluntary board of management with relevant expertise and specialisms.



Our Approach

This section outlines the work we do for and with Travellers in Kildare. KTA provides a range of supports for the community in Kildare from our office in Newbridge and our outreach centre in Athy to support the needs of the Traveller community.

Between 2018 and 2019, the European Union Agency on Fundamental Rights FRA conducted research on the socio demographic situation and experiences of discrimination for Roma and Traveller communities across Europe (Roma and Travellers in six countries(internet)European Union Agency for Fundamental Rights. 2020(cited 2022 Jul 21). Available from <https://fra.europa.eu/en/publication/2020/roma-travellers-survey>)

The following are some of the key findings for Ireland:

- Over 60%of Irish Travellers reported having experienced discrimination in relation to accessing services, employment, housing, education and health. One of the highest rates among survey groups from different countries.
- Irish Travellers have amongst the lowest rates of paid employment across Europe17% of Traveller women and 13%Traveller men have paid jobs compared to 68%and 80% respectively in the general population.

- 70% of young Travellers aged 16 to 24 years old are not engaged in employment education or training compared to 11% of young Irish people generally.
- Irish Travellers life expectancy is 8 years shorter than the general population. More Travellers 29% have severe limitations due to health problems than people from the general population 17%.
- Ireland has the second highest rate of Travellers facing housing deprivation 24% in Europe. This rate is 30 times higher than people generally in Ireland (0.8%)
- 31% of Travellers live in households that cannot pay for basic items.

These figures highlight just how much work needs to be done to support Travellers to achieve equality of outcome in relation to health, education and employment, to challenge discrimination throughout Irish society and to empower Travellers to be heard and represented.

The Report highlights that compared to other European countries in relation to Traveller communities' awareness of laws against discrimination 58% had awareness of at least one Irish equality body 49%. These figures are low but are among the highest in Europe validating the work that has resulted in raising awareness of discrimination and supporting Travellers in understanding and realising their rights. (Roma and Travellers in six countries(internet)European Union Agency for Fundamental Rights. 2020(cited 2022 Jul 21). Available from <https://fra.europa.eu/en/publication/2020/roma-travellers-survey>)

Our work areas

We seek to provide support in a culturally responsive manner, working closely with the community and in partnership with funders and other community and voluntary organisations working towards similar goals.

Our work is divided in pillars:

Health Currently: KTA has a team of 9 Primary Health Care Peer Health Workers and a part time Primary Health Care co Ordinator. The health workers work 10 hours a week providing outreach support to Traveller families across county Kildare. They work with health services to ensure that Travellers are supported through health services and provide information and referral for the community to ensure a more equitable outcome for the community.

Mental health: KTA is hugely aware of the mental health crisis in the community and has responded by setting up a mental health sub group and are planning to provide a counselling support which is culturally specific to the community. We need to develop wraparound supports so that wellbeing mental health and suicide prevention are prioritised.

Accommodation: Accommodation is a significant issue for the Traveller community KTA provide individual support to Travellers to access culturally appropriate accommodation and represent the community at the local Traveller Accommodation consultative committees.

Youth: KTA has begun to address the needs of young Travellers by establishing groups for young Travellers and providing opportunities for the young Travellers to engage with the

organisation. We currently provide summer activity programmes youth group opportunities and we are seeking to develop the work further.

Education: KTA has successfully developed an education support programme over the last two years. Supports have been given to parents and young people to access school places and address issues which arise. KTA have been involved in research which listens to Travellers experience of education and we are developing appropriate responses as a result.

Community Development :KTA has a community development programme which focuses on building engagement with the community and creating opportunities for group and personal development so that Travellers can participate fully in society. We have established women's groups provided opportunities for engagement and training and provide supports to the community to access training and engage in social and cultural events.

Culture Heritage: Culture and heritage play a significant role in ensuring that Traveller culture is understood by services but also in ensuring that Travellers have the opportunity to celebrate the positive aspects of their culture and dispel myths which exist to create more understanding and dialogue.

Our Funders and Partner Organisations

Kildare Traveller Actions work is funded by and works closely with a number of voluntary and statutory organisations.

Health Service Executive (HSE) The HSE is one of our funders. The primary health care programme is funded by the HSE. We receive referrals from health care professionals and community health workers who are working with the Traveller community also refer Travellers to HSE services. Slaintecare supports activity-based programmes for community engagement.

Kildare County Council have supported the organisation in its restructuring process with a commitment to fund the manager's position until 2025

County Kildare Leader Partnership (CKLP) provide ongoing support for the Community Development worker, Education worker and have supported Research into Travellers experiences of Education in Kildare.

Kildare Wicklow Education and Training Board(KWETB)The KWETB provides supports and coordinates education and training opportunities for staff and community groups through provision of facilitators and training opportunities. Development of office spaces has been supported through Reach funding

Community Foundation of Ireland .The community Foundation for Ireland is a philanthropic organisation that has provided funding for our youth work programme since 2024.

TUSLA The child and Family Agency in Ireland. Tusla is the statutory agency responsible for child protection and welfare services, family support, educational welfare and a range of other services including those related to domestic, sexual abuse and gender based violence . TUSLA

has provided support to KTA to build engagement with Tusla staff and services locally and regionally and support ongoing education programmes in the organisation.

Development of the Strategic Plan

In 2023 Kildare Traveller Action Staff carried out a Traveller Needs Assessment which listened to the voices of the community to identify what were the key areas priorities for Travellers in Kildare. Over 100 Travellers participated in responding to questionnaires and a number of focus groups were carried out.

The Board of directors and KTA staff have held 3 strategic planning sessions together to examine the key emerging themes and priorities. A draft plan was produced and a further meeting with staff and Board members reviewed and reflected on the draft plan to ensure it was meeting the key needs of the organisation. The opportunity for the Board and staff to work together on developing this Strategic Plan has made it an important and rewarding experience for the team who feel they have ownership of the Plan and KTA's development over the next three years.



Strategic Goals and targets

<u>Strategic Goal</u>	<u>Rationale</u>	<u>Actions</u>	<u>Target Outcome</u>
Strategic Goal 1 Secure Adequate accommodation for Kildare Traveller Action which will be visible, accessible to Travellers and will enable the organisation to reach its fullest potential fostering a stronger sense of belonging and cultural pride within the community	<p>A key element of the work of Kildare Traveller Action is having a strong Traveller identity where Travellers are proud of their heritage and culture which is visible to the wider community.</p> <p>A dedicated Traveller community space is a priority to provide a safe, welcoming and accessible space for the community to come together. In the next three years KTA would like to promote Traveller culture and pride in the local community.</p> <p>We plan opportunities to celebrate Traveller pride which recognises the distinct heritage, culture and identity of Travellers. A dedicated Kildare Traveller Action space is essential to this work.</p>	<p>1. Develop plans to secure funding for Kildare Traveller Action to have its own independent Traveller space through either rent or purchase of a suitable space for the work of Kildare Traveller Action.</p> <p>2. Through dialogue with funders seek additional resources to implement plans to meet the demands of the organisation.</p> <p>3. Respond to the needs of the community by fostering stronger sense of identity.</p> <p>4. Host at least four events annually for Traveller Culture and heritage with Travellers at fore in planning and organising the events. KTA staff will work with the community to plan and implement these events</p>	<p>1. Increased core funding to secure a Traveller space to house Kildare Traveller Action.</p> <p>2. Sustainable funding strategy which puts KTA on a secure footing to realise the goals of this three-year plan.</p> <p>3. Appropriate Traveller friendly space procured to house activities, events and provide a base for the organisation.</p> <p>4. Increased number of events which support Traveller pride and numbers of Travellers involved in planning these events</p>

		throughout the year.	
Strategic Goal 2 Expand the core funding for KTA to meet the increasing demands for Health, Accommodation, Youth, Education, Mental Health, Discrimination, Heritage and Culture.	<p>Kildare Traveller Action is the first port of call for many Travellers in Kildare who are seeking health and wellbeing support, education information and supports, assistance with accommodation issues, or help with difficult crisis situations.</p> <p>KTA's current resources are at capacity and the demand for support is increasing constantly. While staff do their best to respond to the needs of the community, the funding limitations have restricted KTA's ability to respond quickly and effectively.</p> <p>Based on the requirements identified by the community and the KTA experience a dedicated accommodation worker, KTA needs a mental health programme/men's worker and core funding for the youth, education and community development programme, which are</p>	<p>1. Through dialogue with all our funders seek additional funding to increase core funding to meet the needs of the Traveller community and demands for the service.</p> <p>2. Develop a funding strategy to increase the core funding of KTA over the next 3 years.</p> <p>3. Explore opportunities for core funding and new business cases to develop and respond to identified priorities.</p> <p>4. Ensure high governance standards within KTA in line with Charity Regulators and other statutory guidelines.</p>	<p>1. Funding to employ a mental health/men's health worker.</p> <p>2. Sustainable funding for the development worker post.</p> <p>3. Funding to provide Accommodation support work to Travellers in Kildare.</p> <p>4. Funding for the health and wellbeing, education and crisis response work.</p> <p>5. Maintenance of high governance standards with ongoing policy development, implementation and review.</p>

	currently short-term grant dependant. The short-term grant funding model severely limits KTA's ability to respond to the very urgent and real needs of the Traveller community.		
Strategic Goal 3 Ensure the opportunities for the community are made available in all aspects of the work so that KTA can be Traveller led, including at Board level.	Kildare Traveller Action aims to be Traveller led. To facilitate this, KTA has committed to building the capacity of members of the Traveller community through engagement, support, mentoring, and creating opportunities for personal growth and development to increase the numbers of Traveller staff, increase Traveller representation on the KTA Board and increase Traveller representation on local, regional and national for a.	<p>1.Create opportunities for Travellers to be employed in KTA and to have involvement in all aspects of the work.</p> <p>2.Actively support opportunities for Traveller representation to be developed, especially at Board level</p> <p>3. Through education, employment supports, mentoring, CE schemes and capacity building initiatives support Travellers to achieve their potential and realise their ambitions to be active members of Kildare Traveller Action, their community and wider society.</p> <p>4. Support young Traveller's</p>	<p>1.Increased Traveller membership of the Board of Directors.</p> <p>2. Increased employment opportunities for Travellers in KTA and other organisations that support Travellers.</p> <p>3. Creation of a Youth council that promotes engagement from young Travellers, informs policy development, supports/leads community campaigns and informs the development of KTA, particularly in addressing the needs and concerns of young Travellers.</p>

		participation through establishment of a Traveller Youth Council which will contribute to and inform the work of the Board.	
Strategic Goal 4 Work towards eliminating discrimination and ensuring equality of outcome for Travellers in Kildare	As a human rights organisation Kildare Traveller Action believes that a fairer and more equitable society for Travellers is needed. KTA advocates to create more equality of outcome for Travellers and challenge the racist and discriminatory attitudes which exist.		<p>1.Cultural awareness training devised by and delivered by Travellers that is offered to public service organisations, schools, employers and community organisations.</p> <p>2.A process of engaging with employers and community groups is established that challenges discrimination and promotes access and opportunities for Travellers.</p> <p>3.Discriminatory practices are challenged in all areas of society in Kildare.</p>
Goal 5 Ensure Education and Employment opportunities are available for Travellers in Kildare	Travellers experience significant disadvantage in education and employment	1.Support Travellers who have disengaged from school to	1.KTA staff education worker that supports Traveller families to

	<p>opportunities with over 80% experiencing unemployment and only 1% attending higher education. Kildare Traveller Action needs to prioritise supports for successfully availing of education, training and employment opportunities for Travellers.</p>	<p>avail of education supports.</p> <p>2.Support Traveller literacy, numeracy, and digital literacy attainment.</p> <p>3.Develop appropriate responses which will support access to apprenticeships, work experience and community Employment schemes.</p> <p>4.Ensure access to informal education for adults which builds confidence, and provides opportunities to enhance life skills.</p>	<p>keep their children in school.</p> <p>2.Traveller outcomes are improved in particular in relation to education, training and employment.</p> <p>3.Work-plan developed with agencies that implement culturally appropriate responses to Traveller education, training and employment needs.</p>
<p>Goal 6 Using the social determinants of health model identify key priority areas of work and develop responses as appropriate</p>	<p>The social determinants of health model take a broader view of the non- medical influences on health outcomes. These include accommodation and living environment, socio economic status, social class, education access and opportunities.</p>	<p>1.Promote and expand the work around health mental health and</p> <p>2.Provide accommodation supports to Travellers.</p> <p>3.Link with and influence relevant agencies that can improve the social determinants of health for Travellers.</p>	<p>1.Standardised support system for Travellers navigating the housing system, including advocating in individual cases.</p> <p>2. Mental health/men's worker on KTA staff delivering initiatives that supports Travellers mental health.</p> <p>3.Relationship with relevant agencies to take a pro-active approach to achieving better outcomes for Travellers.</p>

Acknowledgements

KTA wishes to acknowledge the hard work and dedication of the staff, voluntary board of directors and the funders and allies who support the work of the organisation. We acknowledge also the members of the community who engage with us regularly and have shaped this plan for KTAs way forward.

KTA Staff

Manager	Petra Daly
Office Business administrator	Jodi Cullen
Health Team Coordinator	Liz O Brien
Primary Health care workers	Bridget Dooley
	Brigid O Brien
	Louise O Brien
	Samantha Whelan
	Julie Ann Mc Cann
	Brigid Cawley
Accommodation peer work	Brigid Connors
	Katie Doherty
Community Development work	Donna O Donnell
Education Coordinator	Aoife Bond
Peer Education worker	James Stokes
Youth worker	Edel Mahon
Community Employment	Ann o Donnell
	Katie Doherty

Voluntary board of management

Breda Fay Chairperson

Brenda Lynch Secretary

Leona Mc Donagh Treasurer

Pauric Brazil

Eoghan Cregan

Miriam Nolan

Geraldine Ward

Brigid o Connor

KTA is grateful for the support from our funders

<ul style="list-style-type: none">• HSE , Social inclusion , National lottery, Slaintecare	<ul style="list-style-type: none">• TUSLA
<ul style="list-style-type: none">• Kildare County Council	<ul style="list-style-type: none">• Community Foundation of Ireland
<ul style="list-style-type: none">• County Kildare Leader Partnership	<ul style="list-style-type: none">• CYPSE
<ul style="list-style-type: none">• KWETB ,Reach,	





