



**Traveller Mediation Service**  
**2018 Annual Report**

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# 1. Training/Development/Capacity Building

## a) 2017 – 2018 Traveller Mediation & Conflict Training Programme

The second Traveller mediation & Conflict Training Programme began in September 2017.

The programme was based in the Laois/Offaly ETB classrooms in Tullamore, with classes also held in the Kennedy Institute classrooms in Maynooth on a monthly basis.

The programme re-commenced on 9<sup>th</sup> January 2018 with 9 students attending.

TMS continued to coordinate the programme, with the support of LOETB and the Kennedy Institute.

The Conflict Resolution Core tutor Catherine O'Connell worked with TMS on this module, and Dr Delma Sweeney was the lead on the Part 2 MII accredited mediation training sessions.

On the Inter-Cultural module, Thomas McCann continued to play a key role, with the support of TMS.

As part of this programme, (as well as part of a larger TMS/Garda Initiative), a one Day Workshop for Garda Ethnic Liaison Officers and students from the programme was held in Maynooth University on February 20<sup>th</sup> 2018 on the theme of 'Building Trust and Bridging Divides' . Attendees included 14 Traveller participants, and 14 Garda participants.

During March 2018 programme classes were held both in Tullamore and Maynooth, with the final Part 1 class taking place in Tullamore on 3<sup>rd</sup> April. Projects/assignments were collated and TMS worked with LOETB to complete folders into the required QQI format.

The Part 2 MII accredited Mediation training programme commenced on 1<sup>st</sup> May in Maynooth, and ran until 5<sup>th</sup> June, with 4 further days built in during June to practise skills using roleplay scenarios.

Projects/assignments were collated, and completed folders were handed into LOETB for QQI assessment on 7<sup>th</sup> June.

Part 2 MII assessments took place on 26<sup>th</sup> June with external assessors. Six students sat the assessments.

The students had to complete and submit a self-assessment by the end of June.

5 students were successful in passing the MII accredited Mediation Training Course.

The results of the MII Accredited Mediation Training programme were available in July, and 5 students were successful.

The QQI results were available in August, with the following results:

7 students were successful in achieving the following results from the LOETB QQI Level 5 modules:

- Intercultural Studies: 5 merits, 1 pass; Conflict Resolution: 6 merits, 1 pass

A certification ceremony to celebrate the achievement of the students took place in Renehan Hall, Maynooth University on 14<sup>th</sup> November.



## **b) Prison Peer Mediation Programmes**

### **Castlerea Prison**

The Castlerea Peer Mediation Programme Part 2 was completed in February 2018, with Lily Kavanagh continuing as a trainee facilitator for this course.

TMS also started a new programme in The Grove in Castlerea in January, in response to a request from the prison management. The programme was co-facilitated by panel members Caroline Nevin and Christine Joyce.

3 more of the prison peer mediation group who had completed the Part 2 Peer Mediation training underwent a competency assessment with the external assessor and all passed the assessment.

The Part 2 programme commenced in the Grove was completed, and external assessments took place on 21st May, with 3 participants passing the assessment.

A new introductory programme with 15 participants began in the main block on 16<sup>th</sup> April, but was interrupted as a result of Bank Holidays and the lack of availability of IPS staff. The final session before the summer break took place on 28<sup>th</sup> May.

The Autumn Peer Mediation Programmes started in the main block and in The Grove on 15<sup>th</sup> October and were completed on 3<sup>rd</sup> December. Panel members Frank Kavanagh and Lily Kavanagh co-facilitated.

An Evaluative Review of the Peer Mediation programme in Castlerea is currently being conducted by external evaluator, Sean McGearty. The report is due to be completed in January 2019.

The Castlerea Peer Mediation Advisory Group has been continuing to meet regularly in 2018 to oversee and support the development of the course and the roll-out of the Peer Mediation service in Castlerea.

### *Proposal to pilot an MMI accredited Mediation programme in Castlerea*

- A meeting was held with TMS and the Kennedy Institute re. the possibility of jointly piloting an accredited Mediation programme in Castlerea in 2019.
- TMS brought this proposal to a meeting of the Castlerea Advisory Group in November 2018.
- IPS and GRETB considered the proposal and agreed to fund this pilot programme in 2019.
- A meeting to progress this initiative has been scheduled for 29<sup>th</sup> January 2019.

### **Dochas Prison**

TMS started the Peer Mediation Part 1 Programme in Dochas on 17<sup>th</sup> January, with Panel member Mary McDonagh as the assistant co-facilitator on this programme. Two sessions of the Peer Mediation training took place in February. The initial Peer Mediation training programme was not completed due to group changes.

After discussions with prison management it was agreed to re-schedule the introductory programme to run over 3 days in August 2018. The 3 Day Peer Mediation training took place on 14<sup>th</sup>, 15<sup>th</sup>, and 16<sup>th</sup> August.

4 women inmates attended the course ( all were Travellers).  
Certificates were presented at the Dochas Summer Awards Event on 30<sup>th</sup> August.

### **Loughan House**

TMS met with the Governor, ACO, Probation Officer, and ETB staff with Graham Betts Symonds from the Red Cross on 14<sup>th</sup> June in Loughan House.

The meeting was to discuss:

- a) Commencing a Peer Mediation programme for a group of Loughan House prisoners in October. It was agreed that TMS would run an information session in September for those interested in participating, and that the Peer Mediation training would commence in early October and run for 6 weeks.
  
- b) The 'Prison to Community TMS and Red Cross joint initiative was discussed, and who might be possible recruits for the pilot from Loughan House.

The Peer Mediation Programme started on 18<sup>th</sup> October and was completed on 29<sup>th</sup> November, with 10 receiving attendance certificates. All of the participants wish to continue to the Part 2 training, and dates have been agreed in January.

### **Midlands Prison**

TMS contacted Midlands Prison and the IPS in March 2018 to look at possible dates for the introduction of Peer Mediation in the prison in 2018, but it has not progressed since then.

### **Cork prison**

TMS delivered an introductory Peer Mediation session to a group of prisoners in Cork prison on 24<sup>th</sup> October. A meeting with the Governor, ETB head teacher and other IPS staff was then arranged and took place in the prison on 28<sup>th</sup> November. It was agreed that TMS would start the Peer Mediation programme in the prison in February 2019.

### **Arbour Hill Prison**

TMS visited the prison and held an information session with a group of prisoners in October 2018.

### **c) Conflict Training Workshops/Cultural Awareness Training sessions delivered in 2018**

- A Conflict workshop and networking morning with MincearWhidden was held in Newbridge in March 2018.
- TMS and The Kennedy Institute held a 'Traveller culture and conflict information workshop' in Maynooth with Traveller mediation course students and Kennedy Institute students in March 2018.
- Delvin Youthreach: TMS ran a morning training Workshop on 'Conflict and Discrimination' for a mixed group of young Travellers and settled trainees in May 2018.
- TMS (Chris McDonagh and panel member Frank Kavanagh) ran two TMS information mornings for groups of approx. 20 Gardai in Limerick and in Dublin, organised by Sgt Dave McInerney.
- TMS panel members Frank Kavanagh and Lily Kavanagh ran a workshop on Managing Conflict for a group of Primary Healthcare workers in Mullingar.
- TMS (Chris McDonagh and panel member Frank Kavanagh) were guest speakers at a Garda Information morning held in Ballyfermot Garda Station on 30<sup>th</sup> August and organised by Sgt Dave McInerney. 12 gardai attended the session.
- TMS held a meeting on 30<sup>th</sup> October with the Supt. and Community Sergeant, Mullingar Garda Station, followed by a group meeting with station gardai re. TMS work.
- TMS (Chris McDonagh) gave a talk to potential new students for the Mediation Diploma and Masters Degree at the Kennedy Institute.



## 2. TMS Traveller Mediator Panel

**Aim:** To establish a panel of Traveller mediators/trainers to assist with mediation referrals and to deliver training as required on Peer Mediation, conflict management and cultural awareness in prisons and to community groups/agencies, etc. on a contractual basis with TMS/RJC.

TMS Traveller Mediator Panel meetings were held on a monthly basis in 2018.

The following actions were completed in 2018:

- The group agreed draft procedures for 2018
- The panel members took part in a six week Media Skills training started (QQI Level 3).
- Quarterly mediator panel peer sharing and learning sessions were facilitated by Catherine O'Connell during 2018.
- The panel started a 5 week 'Mediation Centred Drama Module' in June with the aim of upskilling the group on presentation and conflict skills, which they successfully completed in July 2018.
- The newly qualified Traveller Mediators were invited to join the TMS Panel in September 2018.
- 7 members of the panel then engaged in a 6 week Level 6 Train the Trainer course, taking place in the TMS Offices in Athlone, commencing in October, and completed in December 2018.



The number of cases remained steady in 2018, with current cases at the end of each month ranging from 14 to 20 cases.

During 2018 new cases included cases from Waterford, Kilkenny, Mayo, Tipperary, Roscommon, Galway, Cork, Tipperary, Leitrim, Dublin, Offaly, and Longford.

### **TMS Mediation Caseload Breakdown: 1st January to 31<sup>st</sup> December 2018**

**No. of Referrals = 58**

**Completed cases = 43**

**Current cases = 14**

#### **Breakdown of cases by county:**

- Clare 4 cases
- Cork 3 cases
- Derry 1 case
- Donegal 2 cases
- Dublin 5 cases
- Galway 11 cases
- Inter-County 4 cases
- Kerry 1 case
- Kildare 1 case
- Kilkenny 1 case
- Leitrim 2 cases

- Laois 3 cases
- Longford 4 cases
- Louth 1 case
- Mayo 1 case
- Offaly 4 cases
- Roscommon 1 case
- Tipperary 2 cases
- Waterford 2 cases
- Wicklow 1 case
- Westmeath 4 cases

**Presenting as:**

- Traveller/Traveller 41 cases
- Traveller/Agency 4 cases
- Traveller/Traveller/Agency 4 cases
- Traveller/Settled 4 cases
- Advocacy - 5 cases

## 4. Communications/Stakeholder Engagement/Advocacy

TMS has continued to initiate, strengthen and consolidate professional collaborations and working relationships with diverse groups of stakeholders over the course of 2018. (Many of the groups engaged with are listed below.)

TMS has also worked closely with the Gardai, particularly with the Garda Racial, Intercultural & Diversity Office in 2018: on mediation cases, training, and relationship-building between the Gardai and the Traveller Community.

### **Garda/Traveller Dialogue Initiative**

A one Day Workshop for Garda Ethnic Liaison Officers and students from the Traveller Mediation & Conflict Training Programme: 'Building Trust and Bridging Divides' took place in Maynooth University on February 20<sup>th</sup> 2018.

Attendees included 14 Traveller participants, and 14 Garda participants.



The day was facilitated by the Traveller Mediation Service and the Garda Racial, Intercultural and Diversity Office, with the assistance of the Traveller Counselling Service, Kennedy Institute, Restorative Justice in the Community, and Glenree Centre, and hosted by the Kennedy Institute. The Assistant Garda Commissioner opened the session, and the Director of the Kennedy Institute attended in the afternoon.

### **Garda/Traveller Initiative review meetings**

Following this day, a Garda/Traveller Dialogue Review Meeting took place in Maynooth University on 19<sup>th</sup> June to review the progress of the initiative, and to agree actions from the discussions that took place at the workshop.

As agreed at the June meeting, a follow-up review meeting of the Garda/Traveller review Group took place in Maynooth University on 5<sup>th</sup> December. TMS and the Garda representatives gave an update of collaborative work to date, and further actions were agreed.

### **Scottish Mediation: Annual Conference presentation**



**TMS delivered the Plenary session at the 2018 Annual Conference of the Scottish Mediation Network 'Mediate 2018 – Widening the Scope' on 5<sup>th</sup> November 2018.**

**The presentation was entitled: 'The Traveller Mediation Service - Accredited Mediation Training & Peer Mediation in Prisons Initiatives'**

### **Prison to community Pilot initiative Update**

A number of meetings were held with the Red Cross in 2018 re. progressing a joint 'Prison to Community' initiative with TMS, and further meetings are planned in 2019.

### **Stakeholder engagement on the Traveller Mediation and Conflict Training Programme:**

- TMS has worked in partnership with the Edward Kennedy Institute, Maynooth University over the course of 2018 in delivering the Traveller Mediation Programme.
- The Kennedy Institute has also supported TMS staff and panel members to progress to further education options in Mediation and Restorative Practices.
- Laois/Offaly ETB collaborated with TMS and the Kennedy Institute in the delivery of the programme and the awarding of the QQI Level 5 certificates to the students.

**On stakeholder engagement in the Castlerea Prison Peer Mediation Training Programme, TMS** has continued to collaborate with the Irish Prison Service, Education Training Boards, St. Stephens Green Trust's Travellers in Prison Initiative, and the Red Cross in 2018.

### **Irish Prison Service Training College: TMS inputs to Recruit Prison Officer groups in 2019**

TMS attended a meeting with IPS College staff and the Travellers in Prison Initiative on December 17<sup>th</sup> to discuss a possible training input from TMS to the RPO groups in 2019 to raise awareness and understanding between Prison Officers and Traveller prisoners and their families.

The first training input is planned for January 2019, and it is envisaged that there will be 9 training inputs in 2019.

**In 2018TMS also met and networked with a diverse group of stakeholders on a range of issues, including the following:**

**Visits/meetings attended, etc.**

- TMS Traveller Mediator panel meetings
- Traveller Counselling Service Board meetings
- Meetings with Clondalkin Traveller project
- Professional visits to prisoners in Wheatfield prison
- Meetings with Dept. Justice & Equality
- MinceirWhiden meetings
- ITM Board meetings
- Meetings with Travellers Voice
- Meetings with Tallaght Traveller project
- Meeting with social worker in Tullamore
- Meetings with Gardaí in Clondalkin
- Meetings in Pavee Point
- Meeting in Oliver's Training Centre, Clondalkin
- Meeting with Tuam Gardaí
- Steering Group meetings of SSGT Travellers In Prison initiative
- NTRIS sub-committee meeting
- Castlerea Peer Mediation Advisory Group meetings
- Traveller Ethnicity Event in Kilmainham hospital
- Westmeath Traveller Action Group meetings
- Blackberry Lane Development Group meetings
- TWIP meetings
- Meetings with Red Cross re. Prison to community pilot
- Meetings with Bray Traveller Project
- Meeting with Travact



- LTAG meetings
- Meeting with new Director of Exchange House
- Visit to Waterford Traveller project
- Meeting with Waterford County Council
- Meetings with Traveller Counselling Service & Exchange House to plan a joint conference on 'The impact of Conflict on Traveller Mental Health' in Spring 2019.
- Meetings with tutor, and with students re. Maynooth course
- Loughan House Prison meetings
- Garda/Traveller Dialogue Initiative review meetings
- MII Community Mediation Review meetings
- National Traveller Mental Health Day
- Traveller Pride Events
- Meeting with Professor Anne Ryan/Kennedy Institute re. Intercultural initiative
- Meeting with new Gardai in Ballinasloe.
- Meetings with ITM
- Meeting with Coolock Gardai
- Meeting with Gardai in Cork
- Meeting with Bray Gardai
- Dochas meeting re. PM training
- TMS presentation to RJC Board meeting
- National Traveller mental Health Network meeting
- Visits to Tuam & Ballinasloe Probation Training Centre
- Visit to Tuam Traveller Centre
- Meeting with AVP
- Meetings with Gardai in Ronanstown
- Meetings with Traveller Counselling Service and Pavee Point
- Meeting with OTM
- Meeting with Simon Community in Leitrim
- Meeting with Leitrim Co. Co.
- Meetings with Tipperary Co. Co

- Cork prison meetings
- Charleville Traveller project visit
- Arbour Hill Prison visit
- Meeting in IPS Training College, Portlaoise
- Attendance at Garda Diversity & Hate Crime Consultation Day

## **5. Administration/Systems Development**

### **Funding**

**RJC/TMS** 2018 and 2019 funding allocation from, Dept. Justice & Equality was confirmed, and the contracts signed in December 2018.

### **Education Grant Aid**

In January 2018 TMS made a Presentation to the Rotary Club, Dublin after a €10000 scholarship grant was donated from Rotary to the Kennedy Institute for Traveller students who wish to continue their studies in Mediation/Restorative Practices related courses.

### **Staff training/Further education**

Chris McDonagh began his M.A. in Mediation and Conflict Intervention at Kennedy Institute, Maynooth University in September 2018 ( 2 year part-time course).

Frank Kavanagh is currently studying for the Certificate of Restorative Practices at Kennedy Institute, Maynooth University.

### **TMS staff recruitment**

The TMS recruitment process for an additional mediator/trainer 3 day position began in October 2018. Short-listing of applicants took place, and interviews were held on 15<sup>th</sup> November. As a result of this process, Frank Kavanagh has been appointed and will commence his employment with TMS on January 2<sup>nd</sup> 2019.

## 6. TMS Income and Expenditure Statement 2018

Traveller Mediation Service Quarterly Income, Expenditure and Bank Reconciliation Quarter 4 2018 (1<sup>st</sup> Oct- 31<sup>st</sup> Dec)  
Prepared 31<sup>st</sup> December 2018

Income 2018	Quarter One	Quarter two	Quarter 3	Quarter 4	Total to date
Income carried over from 2017 to 2018	8,497.92	0	0	0	8,497.92
Grant Payment Dept Of Justice and Equality received 2 <sup>nd</sup> Feb 2018, 11 <sup>th</sup> June 18, 19 <sup>th</sup> Oct	63,248.50	63,248.50	0	26,500	152,997.00
Grant Payment HSE received 16 <sup>th</sup> Feb 2018	1,000.00	0	0	0	1000.00
Payment from Cork Traveller Womens Network towards expenses for Mediation	500.00	0	0	0	500.00
Grant Payment St Stephens Green Trust (SSGT) to fund evaluation report	0	0	0	2,500	2500.00
<b>Total Income</b>	<b>€73,246.42</b>	<b>€63,248.50</b>	<b>0</b>	<b>€29,000</b>	<b>€165,494.92</b>

Expenditure 2018	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total for 2018
Salaries including relevant quarter Revenue Commissioners Payment (Q1 €7,207.95, Q2 5,856.12, Q3 €7,315.21, Q4 €9,450.98)	19,831.60	17,689.52	21,935.55	26,867.73	<b>86,324.40</b>
Bank Fees	42.49	39.00	18.60	56.56	<b>156.65</b>
Management Fee to Restorative Justice in the Community agreed with Dept of Justice (€10,796 withdrawn 6 <sup>th</sup> Feb 2018 and €10,000 outstanding in 2018)	10,796.00	None in Q2	None in Q3	None in Q4	<b>10,796.00</b> <b>(10,000 outstanding)</b>
Phone	222.38	228.58	239.42	225.12	<b>915.50</b>
Website, IT Maintenance / Repair	30.74	489.34	175.00	19.95	<b>715.03</b>
Insurance (shared with RJC)	None in Q1	232.50	None in Q3	722.45	<b>954.95</b>

Graphite HR support (shared with RJC)	None in Q1	None in Q2	None in Q3	1000.00	<b>1000.00</b>
Printing / Stationery / office Equipment	None in Q1	None in Q2	None in Q3	1222.95	<b>1222.95</b>
Office Rental and room hire	1,147.26	1,147.26	1,297.26	1642.26	<b>5234.04</b>
Magazine Subscription	25.00	None in Q2	None in Q3	None in Q4	<b>25.00</b>
Light / Heat	281.48	146.57	257.28	108.82	<b>794.15</b>
Staff Travel and Subsistence	3,402.78	4,980.69	3,961.25	4850.45	<b>17,195.17</b>
Audit and Accountancy (contribution shared with RJC)	None in Q1	None in Q2	None in Q3	1301.50	<b>1,301.50</b>
Expenses for Traveller Mediators for mediation assistance and attendance at panel meetings and at peer mediation training Castlerea Prison also including mediation assessments at Castlerea (€300) and Film / Media Training for Volunteer Mediators (€400) and tutor fee for panel training (€240)	1,996.40	1,845.00	2,420.00	3914.00	<b>10,175.40</b>
Delivery of the Traveller Mediation Training Programme Tullamore 2017/18 in partnership Laois Offaly ETB and Kennedy Institute Maynooth to include: Travel/subsistence expenses for students, Student lunches (€743, 809.20, 806.40) , Tutor fees (€1,160, €1,385,1,880) Filming for Assessments €360, 130, and MII Assessment Fees (€900)	1,903.00	2,554.20	3,716.40	470.00	<b>8,643.60</b>
Castlerea Prison Peer Mediation Evaluation Report (half fee) funded by SSGT	0	0	0	1200.00	<b>1,200.00</b>
QQI Train the Trainer Delivery to Traveller Mediator Panel	0	0	0	3600.00	<b>3,600.00</b>
Advertisement (recruitment)	0	0	0	90.00	<b>90.00</b>
<b>Total Expenditure</b>	<b>€39,679.13</b>	<b>€29,352.66</b>	<b>€34,020.76</b>	<b>€47,291.79</b>	<b>€150,344.34</b>

<b>Reconciled Bank Balance Q4:</b>	
Closing Reconciled Balance carried from Quarter 3	€33,442.37
Plus Q4 Income	€29,000.00
<b>Total</b>	<b>€62,442.37</b>
Less Quarter 4 Expenditure (€47,291.79) equals	<b>€15,150.58</b>

Balance in Bank A/C on last day of Q4	€25,501.56	
Less funds due from account but not withdrawn by 31 <sup>st</sup> Dec 18- Revenue Commissioners Quarter 4 Payment (due 23rd Jan 19) €9450.98 Uncashed cheques €900 numbered: 279, 285, 286, 288 (uncashed before quarter 4 end) <b>Total: 10,350.98</b> Equals	<b>€15,150.58</b>	
<b>Reconciled Balance in account 31 Dec 2018</b>	<b>€15,150.58</b>	
Second half of Management Fee due to RJC in 2018 but not yet withdrawn from account €10,000 due		
Therefore actual Funds Carried forward 2018 to 2019	<b>€5,150.58</b>	