



Traveller Mediation Service

2019 Annual Report

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1. Training/Development/Capacity Building

a) 2019 – 2020 Traveller Mediation & Conflict Training Programme

The third Traveller Mediation & Conflict Training Programme began in September 2019. The programme was based in the Kennedy Institute classrooms in Maynooth University, Co Kildare.

TMS coordinated the programme, with the support of the Kennedy Institute and KWETB. The Conflict Resolution Core tutor Catherine O'Connell worked with TMS on this module.

From May 2019 TMS began actively advertising for students for the new programme

- During July and August TMS actively recruited for students for the programme
- Meetings were held with EKI, KWETB, Access Office Maynooth, College Connect, re. the development, funding and accreditation options for this programme.
- The course schedule and content was finalised in August/September.
- During September TMS met with all potential applicants interested in enrolling in the TMS accredited Traveller Mediation Programme with Kennedy Institute Maynooth, and Kildare/Wicklow ETB.
- The 2019 course started in the Kennedy Institute classrooms, Maynooth University on Wednesday 2nd October
- 11 students were initially enrolled in the programme.
- 4 students subsequently dropped out (for personal/ work-related reasons).
- 7 students attended the course during the weeks of October (except for 30th October which was the mid-term break).
- The students have been enrolled with Kildare/Wicklow ETB for the Level 5 QQI module, Conflict Resolution
- The students come from a wide variety of locations: Cork, Longford, Co. Galway, Limerick, and Laois.
- There are currently 8 students attending the Maynooth Traveller Mediation & Conflict Training Programme.
- It is anticipated that Part 1 of the programme (the KWETB Level 5 module) will be completed by the end of January 2020.

b) Prison Peer Mediation Programmes in 2019

Castlerea Prison

- The Part 2 Peer Mediation training commenced in January and was completed in February.
- Competency assessments were carried out by a Mediators Institute of Ireland (MII) accredited assessor on 25th February.
- 4 participants were successful in passing the assessment.
- Evaluation of Peer Mediation Programme 2019 Report was finalised and printed in April 2019.
- A Peer Mediation Part 1 programme ran during May and June in the main prison block, finishing on 10th June, with the certificates presented on 17th June.
- A follow-on meeting took place re. rolling out the first MII accredited Mediation Training Programme for prisoners, in partnership with IPS and Maynooth University, in September 2019.

Castlerea new pilot accredited Mediation Training Programme for Prisoners, in partnership with IPS and Maynooth University:

- In July and August preparation was carried out for the piloting of a fully accredited Mediation Training Programme for Prisoners, in partnership with IPS and Maynooth University, in September 2019.
- An information morning for the new pilot accredited Mediation Training Programme for Prisoners, in partnership with IPS and Maynooth University, took place on the 3rd September.
- The course began on 17th September and has been running every Tuesday for the full day since then (apart from the mid-term week).
- There are 12 students on the course, 7 of whom are Travellers.
- TMS has also been providing an extra support session for the students on Wednesday afternoons, to further develop and practice their skills.

- The Maynooth MII Accredited Assessments took place on the 17th and 18th December, with 10 students undergoing the assessment process.
- The results of the assessments will be released in January 2020.

Midlands Prison

- A meeting of TMS with the IPS & ETB staff in Midlands Prison took place on 17th June to look at the possible roll out of the Peer Mediation Programme for Prisoners in the Midlands Prison.
- It was agreed that TMS would run the first Peer Mediation Programme in Midlands Prison in September 2019.
- An information day for the Peer Mediation Training Programme took place on 9th September.
- The Peer Mediation Part 1 course started on 23rd September with 15 prisoners attending.
- The course was completed on 11th November, with certificates being presented to the 13 prisoners who completed.
- The Peer Mediation Part 2 programme will commence in January 2020.

Loughan House Prison

- Peer Mediation Programme Part 2 training commenced in January, and external accreditors completed assessments for 4 participants on 28th February.
- All 4 were successful.
- A certificate presentation event for those receiving their Peer Mediation certificates was held in March, with the IPS Director General presenting the awards.
- TMS ran a Peer Mediation introductory session on 24th October.
- The autumn Peer Mediation course started on 7th November and was completed on 12th December.
- 12 students completed the programme and the Prison Governor presented the certificates.

- All 12 students wish to continue to Part 2 in early 2020.

Cork prison

- TMS held a Peer Mediation information session on 14th February for prisoners interested in participating in the course. The Peer Mediation programme started on 28th February 2019 and was completed on 11th April.
- TMS ran Part 2 of the Peer Mediation Programme during April and May, and this was completed on 6th June.
- The external assessor gave very positive written feedback on the skills level achieved by the 5 prisoners who passes the assessment.
- A graduation event took place on 11th June.
- In July TMS ran a Peer Mediation role play session for the group of prisoners who passed the assessment in order to continue to upskill the group.
- An information session for a new group of prisoners took place in September followed by a meeting with the Governor and the IPS ETB staff re. the roll out of a peer mediation service in Cork prison.
- A second programme commenced in late September 2019.
- TMS ran an information day for the new peer mediation course on 9th September, and the new course started on 23rd September.
- The course continued to run through the weeks of October

Roll-out of Peer Mediation Service in Cork Prison

- In September TMS met with the Governor and IPS ETB staff re. the roll out of a peer mediation service composed of prisoners who had completed Parts 1 and 2 of the training earlier in 2019.
- The prisoners are working on designing posters for the service and the proposal is that they will also design t-shirts for the Peer Mediators to wear as they launch the service in the prison in 2020.

Dochas Prison

- In July TMS ran a half-day Conflict Awareness workshop for a group of prisoners.

c) Conflict Training Workshops/Cultural Awareness/Information sessions delivered in 2019

TMS Training Workshops provided between January and June 2019:

- TMS information morning was held on 16th January for a group of approx. 20 Gardaí in Wicklow Garda station (organised by Sgt Dave McInerney).
- TMS training workshop with Midlands Youth Service staff team on April 10th.
- Clondalkin Travellers staff team: 2 morning workshops
- OTM Staff team: morning workshop
- Longford Youthreach: Training session
- Longford Traveller Mens' group: workshop
- Galway Westside Traveller Youth group: workshop

In July/August, TMS ran 4 two-hour Conflict Skills training sessions for a group of 10 to 15 young Travellers who are on Exchange House training courses.

From September to December 2019 the following workshops/sessions took place:

- Training with Gardaí in Balbriggan
- Cork City, UCC training with students on TMS work
- Presentation at College Connect Open Day event in Maynooth University
- Longford Youthreach training: TMS ran a 4-week Conflict Awareness programme in November 2019 for the students.

As there are a large number of young people attending the Youthreach it was decided to run two separate sessions each Monday – one group for young men and one group for young women (approx. 11 people in each group, ages 16-19).

- Workshop with Traveller Women's Group in Banagher, Co. Offaly. (12 in group)

Irish Prison Service Training College sessions for Recruit Prison Officers

- TMS was asked in December 2018 by the IPS to run Traveller information/awareness raising sessions as part of the training for each group of new Prison Officer Recruits in 2019 (approx. 9 sessions in total).
- TMS ran the first 2-hour training session on 25th January in the IPS Training College in Portlaoise with the aim of raising awareness of Traveller culture, and particularly regarding issues arising for Travellers in prison.
- TMS continued to provide training sessions to the IPS Prison officer recruits in Portlaoise training College through the months of 2019, running a total of 8 sessions.
- The sessions were run by TMS, with co-facilitation assistance from panel members and Traveller ex-prisoners.
- Feedback forms were completed after each session and the feedback from the group for all the 8 sessions was very positive. (Summary from December session is attached).

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.

The following actions were completed in 2019:

- 6 members of the panel successfully completed the 6-week Level 6 Train the Trainer course, and were awarded QQI level 6 certificates.
- Opportunities for panel members to participate in TMS work during 2019 (i.e. Training, workshops etc were identified, and allocated.

- Monthly meetings/peer learning sessions for TMS panel members took place in TMS offices during 2019.
- One-to-one meetings/mentoring sessions with the panel members also took place on a regular basis.
- Panel members co-facilitated sessions in Maynooth University.
- Panel members co-facilitated sessions in Loughan House, Midlands Prison, and Cork Prison, and with the IPS Prison Officer Recruit Training inputs in Portlaoise.
- Panel Members assisted with a number of TMS mediation cases during 2019.
- Panel Members assisted with the design and preparation of the programme for Longford Youthreach, and co-facilitated the 4-week programme.
- Panel Members travelled to Wexford to assist with a 4-week programme with youth group (the group was cancelled at the last minute due to funeral). The programme will be re-scheduled in January 2020.
- A panel member co-facilitated an information workshop with Traveller Women's Group in Banagher, Co. Offaly.

3. Mediation

Mediation actions in 2019:

- Referrals were processed through the TMS referral procedure
- Team meetings were held on a weekly basis to review current cases and discuss new referrals
- Referrals were written up and collated on a monthly basis
- Qualified mediators (from the panel of qualified Traveller mediators) continued to work with TMS mediators to assist with mediation cases as required.

January 2019 to December 2019 case referrals breakdown:

No. of cases

TMS managed a caseload of **63 cases** in 2019, with current cases at the end of each month ranging from 14 to 22 cases. See below for regional breakdown of cases, and cases types

January 2019 to December 2019: Bi-monthly case referrals breakdown:

No. of cases:

Months	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22
Feb 2019																						
April 2019																						
June 2019																						
August 2019																						
September 2019																						
November 2019																						

TMS Mediation Caseload Breakdown: 1st January to 31st December 2019

No. of Referrals = 63 cases

Completed cases = 48 cases

Current cases = 15 cases (in December 2019)

Breakdown of cases by county:

- Clare 1 case
- Cork 1 case
- Derry 1 case
- Donegal 3 cases
- Dublin 10 cases

- Galway 14 cases
- Inter-County 5 cases
- Kerry 3 cases
- Leitrim 2 cases
- Laois 1 case
- Longford 6 cases
- Louth 1 case
- Mayo 2 cases
- Offaly 6 cases
- Roscommon 1 case
- Tipperary 3 cases
- Wicklow 1 case
- Westmeath 1 case
- Wexford 1 case

Presenting as:

- Traveller/Traveller 47 cases
- Traveller/Agency 5 cases
- Traveller/Settled 7 cases
- Advocacy 4 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 2019. (Many of the groups engaged with are listed below.)

TMS has also continued to work closely with the Gardaí in 2019, particularly with the Garda Racial, Intercultural & Diversity Office, on mediation cases, training, and relationship-building between the Gardaí and the Traveller Community.

Garda/Traveller Dialogue Initiative 2019

The third annual Garda/Traveller Dialogue Day was held in Maynooth University on May 1st 2019, attended by 10 Travellers, 15 Gardaí, and other stakeholders to explore the current dynamics of Garda/Traveller relations and how they might be improved in the future.



A Review meeting of the Dialogue Day took place on 20th June, and a number of actions were agreed, including that TMS would draw up a plan for regional Garda/Traveller Dialogues to present to Supt. Daly, with an anticipated timeframe of September 2019 for the start date of the Dialogues.

It was agreed at the review meeting that next steps would include organising 4 to 6 Regional Dialogue days per year (to rotate within regions), and that TMS would decide geographic locations and coordinate and liaise with Supt. Kevin Daly on this.

Regional Garda/Traveller Dialogue Day

- The first regional Garda/Traveller Dialogue Day took place in Athlone on 11th October.
- A total of 33 people attended, composed of Gardaí and Traveller representatives from the 4 Midland counties, facilitated by TMS.
- A summary of the group feedback from the day is attached

National conference on *'The Impact of Conflict on Traveller Mental Health'* took place in Dublin Castle on April 16th 2019

The conference was organised by the Traveller Counselling Service, the Traveller Mediation Service, and Exchange House Ireland (National Health Service), and explored the impact of conflict on Travellers' mental health.

The conference brought together members of the Traveller community alongside a wide range of stakeholders.

Conference objectives:

- To highlight the ways in which conflict impacts on Traveller mental health
- To make recommendations to ensure that all Travellers have access to culturally appropriate services to support them in overcoming these challenges

The Conference examined the following themes:

- The impacts for those affected by conflict and their families; with case examples
- Inter-familial conflict and the impact on Mental Health: the effects of traumatic stress on the human organism, and how 'relational rupture' can lead to community violence
- The need for culturally inclusive supports and service for families involved in conflict



Launch of Conference Report on Inter-family Violence and its Impact on Traveller Mental Health on 4th December 2019

- The Report was officially launched by Minister of State for Equality, Immigration and Integration Mr David Stanton on 4th December in Exchange House, Dublin.
- TMS gave a presentation at the event which was attended by 50 + people.

Other Networking/Stakeholder Events in which TMS gave a presentation

- TMS presentation made to TVG Cork Mens' Health Day event on the TMS work on 10th June.
- Seanad Public Consultation Committee: July 2019
TMS gave a presentation to a meeting of the Seanad Public Consultation Committee in respect of its public consultation on Travellers Towards a More Equitable Ireland post-recognition of their ethnic status.
- Presentation at Traveller Men's (Mental) Health Seminar "Pavee Whiden"
 - The event was held in Bundoran, Co. Donegal on Friday 15th November 2019.
 - Traveller Men from Donegal, Leitrim, Sligo, Cavan and Monaghan attended.
- HSE Traveller Mental Health Engagement workshop (Mullingar)
- ITM conference in Castlebar.
- Balbriggan, Garda Diversity + Strategy Integration Launch event.
- Presentation to National Traveller MABS/Travellers in Prison Initiative event in Dublin on 26th November

In 2019 TMS also met and networked with a diverse group of stakeholders on a range of issues (see appendix 4)

5. Administration/Systems Development

TMS staff recruitment/changes

Frank Kavanagh joined the TMS team as a mediator/trainer on a part-time basis (3 days a week) at the beginning of January 2019.

The TMS recruitment process for an additional part-time mediator/trainer took place in April/ May 2019. The position was advertised on Activelink, and through the TMS networks. Shortlisting took place and interviews were held in Athlone on 24th April. Kerry Lawless was recruited and joined the TMS team as a mediator/trainer (3 days a week) on 10th June 2019.

A process of transition of roles within TMS staff team, and internal recruitment process was undertaken with RJC and completed by December 2019.

The transition included:

1. Aileen O'Brien moving from the role of TMS Project Coordinator (4 days per week) to the role of Project Management Officer (2 days per week) from 1st January 2020.
2. Chris McDonagh moving from the position of Mediator/Trainer position (full-time) to TMS Programme Coordinator position (full-time).
3. The recruitment of a fulltime mediator to replace one of the part-time positions was filled by Frank Kavanagh, who will take up the position from January 2020.

Staff training/Further education

- Chris McDonagh continued his M.A. in Mediation and Conflict Intervention at Kennedy Institute, Maynooth University in 2019 (2-year part-time course).
- Frank Kavanagh continued his Level 9 Certificate in Restorative Practices at Kennedy Institute, Maynooth University

TMS website

A video of TMS work was completed and uploaded on to TMS Website in July 2019.

6. TMS Income and Expenditure Statement 2019

Traveller Mediation Service Financial Return 2019 Finalised 9th Jan 2020

Income	Q1 (Jan&Feb)	Q2(Mar,Apr,May)	Q3(Jun,Jul,Aug)	Q4 (Sept- Dec)	Total year 2019
Income carried over from 2018 to 2019 (reconciled at close of Q4 2018)	5,150.58				
Grant Payment Dept Of Justice and Equality received 11 th Jan 2019, 25 th March, 29 th May, 28 th June, 4 th Oct	56,580.00	59,429.99 (€56,580 grant plus €2,849.99 conference)	56,580.00	56,580.00	
Total Income	€61,730.58	€59,429.99	€56,580.00	56,580.00	€234,320.57

Expenditure	Q1(Jan&Feb)	Q2(Mar,Apr,May)	Q3(Jun,Jul,Aug)	Q4 (Sept- Dec)	Total year 2019
Salaries including Revenue Commissioners Payment	18,645.94	28,362.30	35,968.96	45,902.19	128,879.39
Bank Fees	None in Q1	17.14	39.27	44.07	100.48
Management Fee to Restorative Justice in the Community agreed with Dept of Justice (€14,000 withdrawn 29 Jan 2019 and €14,000)	14,000.00	None in Q2	None in Q3	14000.00	28,000.00
Phone	152.53	368.63	463.48	644.91	1629.55
Website, IT Maintenance / Repair	30.74	147.54	441.73	None in Q4	620.01
Insurance (shared with RJC)	None in Q1	None in Q2	232.50	812.50	1045
Graphite HR support (shared with RJC)	None in Q1	None in Q2	None in Q3	500.00	500.00
Printing / Stationery	None in Q1	467.17	79.95	93.74	640.86
Office Rental and additional room hire	764.84	1,334.76	1,147.26	1724.68	4971.54
Office Equipment- Computer Upgrade and Purchase (New Staff)	2,889.27	None in Q2	1,998.53	None in Q4	4887.8
Subscription / affiliation (Traveller Voice Magazine €25,	25.00	230.00	None in Q3	100	355.00

Mediators Institute of Ireland €230					
Light / Heat	197.79	290.43	73.00	185.99	747.21
Staff Travel and Subsistence	2,088.31	8,653.65	(May-Aug)13,401.33	11218.17	35,361.46
Audit and Accountancy (contribution shared with RJC)	None in Q1	None in Q2	None in Q3	1301.50	1301.50
Expenses for Traveller Mediators for mediation assistance and attendance at panel meetings	320.00	770.00	580.00	3460	5130.00
Traveller Mediation Training Programme in conjunction with Kennedy Institute Maynooth (Tutor costs, student travel and lunch expenses)	None in Q1	None in Q2	None in Q3	2407.50	2407.50
Student Fees TMS staff agreed payment for NUI Maynooth Courses	None in Q1	None in Q2	None in Q3	10750	10750
Garda Traveller Dialogue Day Athlone	None in Q1	None in Q2	None in Q3	266	266
Recruitment Costs	None in Q1	111.00	None in Q3	None in Q4	111.00
Dublin Castle Conference	None in Q1	3,637.19	-----	None in Q4	3,637.19
Professional Supervision	None in Q1	70.00	140.00	None in Q4	210.00
Training – Mediation Panel Members	None in Q1	240.00	160.00	None in Q4	400.00
Development of Training DVD	-----	-----	560.00	None in Q4	560.00
Castlerea Peer Mediation- €1,800 second half payment for evaluation report, €450 Mediation Assessments	None in Q1	2,250.00	-----	None in Q4	2,250.00
Cork Prison Peer Mediation- assessments €300			300.00	None in Q4	300.00
Total Expenditure Financial Reporting Period	€39,114.42	€46,949.81	€55,586.01	€93,411.25	€235,061.49

Reconciled Bank Balance 2019

**Reconciled Balance at the end of Reporting Period 3
(31 Aug 19): €36,090.33**
Plus Income in Quarter 4:
€56,580.00

€92,670.33

less expenditure in Quarter 4 of €93,411.25 =
€ -740.92

Balance in TMS Bank Account 31st Dec
2019=€23,590.74

- Funds due from account but not withdrawn by end of quarter: Revenue Commissioners Payment for Oct, Nov, Dec €8,144.08, Uncashed cheques numbered: 368,371, 378,379,380,381, 383, 384 €620, Chris and Frank Dec Expenses, €1,067.58. Management Fee Payment due to RJC €14,000. Contribution of half cost of HR service for 2019 €500. Total €24,331.66

Account Balance €23,590.74 less uncashed expenditure €24,331.66= **€-740.92**

Reconciled Balance in account 31st Dec 2019 =
€-740.92

7. Appendices:

Appendix 1

TMS IPS Prison Officer Recruits training workshop Group Feedback Summary

Date: 13/12/2019

What information/exercises did you find useful?

- Everything from start to finish was useful, it was one of the best classes of the 6 weeks here.
- I found it very useful, group interaction
- Experience of prison officers from the guys who experienced it first-hand
- The prison stories and the changing culture
- Ex-prisoner experiences

- The whole lot
- The quiz
- Exposure to the culture
- Learnt a lot about the travelling community and the culture
- The experience that the lads had with the prison officers. The work being done with education
- The % figures on population and % in prison. Really opened my eyes. Also the previous prisoners, how they were discriminated by officers. Good information for learning
- I learned a lot about Travellers way of life and the discrimination that they suffer in prison
- The work the mediation services do within the prison. How the TMS are trying to change the way people look at travellers, how travellers are treated in prison.
- The information on experiences within prison
- Everything, a lot of traditions I never understood. Great insight into Travellers community and their experiences in prison
- I found the statistics very surprising and shocking to be honest
- Statistics about young men committing suicide
- All the info about the experiences of the time in prison
- Learning about the Travellers community, how the 2 lads got on when they were in prison
- Information on Travellers in prison
- I found all the information useful as I did not know much before this class
- The statistics, how stuff impacted yourselves
- Getting insight into life as a Traveller within the prison service and in everyday life was an excellent experience.

What did you find challenging?

- Nothing challenging. It was relaxed and we did not hold back from asking questions
- Nothing challenging, it was very good
- Past preconception of travellers
- Trying to find questions
- Hearing about how prison officers still discriminate
- The perceptions, I know not all Travellers are bad, but other people paint you with the same brush.
- Found it hard to listen to the discrimination stuff. I grew up with positive interactions with travellers in school & into my adult life.

- I found it hard that officers could treat people that way, I would look at everyone the same.
- It was difficult to hear about the racism that you can face as it should not happen
- I found it challenging to think of questions because of how little I know about traveller culture
- The stats on suicide
- The stories of the way Travellers are sometimes treated in prison by prison officers
- Thought the life-expectancy was very sad
- Found it very hard and getting annoyed at how the prison officer treated people from the Travelling community

Do you have any suggestions for future sessions?

- Keep up the good work and to keep it as a group session instead of a powerpoint
- No, I found it brilliant
- It was very good. I would expand on the prison stories and go into more detail
- Make more use of past prisoner experiences
- Talk more about what the culture is
- I'd like to hear more about the activities you provide and in what counties
- Explain more of the traditions, found them very interesting
- I think IPS staff should introduce the mediation service
- It was very good, I have no suggestions, everything was covered
- Keep up the good work
- Explain why Travellers are an ethnic minority and the main cultural differences between settled and travellers
- Maybe offer opinions or advise about how prison officers can help travellers in prison
- No, I found the class very good, plenty of info
- No not really, very good session overall and very informative
- No, it was a great presentation
- I do not have any suggestions as I really enjoyed the class
- Keep up the good work and I hope to see you soon
- No, keep up the good work

Appendix 2

Athlone Regional Garda/Traveller Dialogue Day

Group Feedback summary

Date: October 11th 2019

What did you find interesting or useful about the day?

- Getting to know each other
- Discovering the Traveller Mediation Service
- Making contacts/learning about project
- Meeting Gardai from the area I work./Hearing the experiences of both gardai and the Traveller community
- Found it to be very informative, and great ideas from the various groups
- Getting to know local activists, their role and the work they do. Also the role of TMS.
- It was very interesting to see everyone engaging positively together with the same idea of improving relations.
- Excellent networking opportunity
- Meeting the local Traveller services and TMS
- The stories/experiences
- Got a local contact for my area
- That TMS are always available to assist Gardai and can be trusted
- Meeting people different agencies and learning how to better liaise with them
- Everything – meeting local Gardai/learning others opinions
- There are services there – like TMS - to help |Gardai in relation to resolving disputes/to be mindful of how you go to a call – no need for big number of gardai.
- The amount of agencies available that can be utilised by gardai
- Learning about TMS and the work they do and the challenges they face
- Got a lot of good information about how to work together
- Willingness to work together/honest discussions
- All the different opinions

- Listening to the groups and their thoughts on the Gardai and Travellers, and pre-conceived relationship between us
- Made contact with different Traveller groups
- Everything

What did you learn about the Gardai/Travellers that you didn't know before?

- That Gardai and Travellers need to work together
- That we can talk and build relationships
- Some traditions, i.e. taking females outside during domestics
- How women gardai might have a better approach to dealing with conflict
- That both are willing to work together in a positive way, and how both sides can view each other
- Some cultural elements of how the Travelling community would like things to be dealt with.
- Amazed that not all Gardai on the ground were aware of the Traveller Mediation Service.
- I learned of the existence of the TMS/the work of the Traveller health care workers
- That they were more willing to learn more about Travellers
- Traveller Mediation Service
- That there are local Travellers who are trained mediators
- How to better approach Travellers when dealing with domestic issues
- Meeting more gardai – they must care/Travellers feel bullied
- That there are multiple projects in the Travelling community that Gardai are unaware of
- I learned that Travellers are interested in conversing with Gardai and building a better relationship
- That people on both sides recognise that changes need to be made and are willing to work towards a better working relationship
- That many of the group did not know much about mediation
- Gardai want to work with Travellers to make positive change
- They are trying very hard to work along with the Travellers
- There is more positivity between gardai and Travellers than thought
- Traveller Mediation Service
- They are not as I thought they would be

What part of the day did you enjoy the most, and why?

- All of it
- All of it
- Small group discussions
- Group discussions
- I enjoyed the small group discussions. Each person had very good ideas.
- Great discussion in our group of our viewpoints/very positive discussions
- The sharing of ideas and opinions/Group work/Getting to know that the gardai were wanting to work with Travellers and improve things
- Workshops because it gave a chance for people to chat in small groups
- The discussion groups/ideas of how to move forward
- Small groups – people were more open
- Small groups allowed me to feel more comfortable in sharing views
- Discussing what we can for each other
- Interacting with Travellers and understanding than better
- The whole lot of conversation/plans going forward
- Interaction on a human level, not as a Garda or Traveller, barriers taken away
- The interaction between all groups – very positive and informative
- I enjoyed working in smaller groups where everyone had a chance to contribute
- All of it
- Enjoyed the whole day/everyone participated/positive vibes
- Meeting up with the Gardai/different lads
- Enjoyed the casual atmosphere/very positive day
- Interaction and networking

What suggestions do you have to help build relationships between Gardaí and Travellers in the future?

- Have more meetings - once a month – to discuss issues going on
- More meetings like this, and localised in all towns
- More similar workshops at local level/Register of contacts
- Meetings between Gardai, Travellers and Traveller representative/work through schools and Youthreach
- I think to form a committee locally and liaise on a regular basis between gardai and Traveller community
- Consistent interaction assists to build relationships/Interaction with young people, particularly to foster positive relations.

- Cultural awareness training/mediation at local levels and build upon that.
- Coffee mornings
- More local dialogue and meetings between Gardai & Traveller organisations
- Build relationships and trust
- To have local dialogue days
- Gardai & Travellers to meet more often to understand each other better
- Meeting regularly/building relationships
- Know each other by first names/Both communities make better efforts to get to know each other
- Contact OTM/get involved in projects in the future
- Working with the younger Traveller population and changing attitudes on both sides is the way forward, in my opinion
- Communicate more with each other/go to meetings
- Linking with local Travellers/local womens'/mens' groups
- Change attitudes on both sides
- Work with Traveller project in Mullingar/meeting with group next month and on an ongoing basis
- For Gardai and Travellers to build a better relationship with each other

Any other comments

- Keep up the good work
- 'Keep Talking'
- Brilliant initiative – lots of honesty and willingness to listen. Well done to all involved
- Good day – enjoyed it!
- Keep this process going/follow up/re-visit
- Local information days should be held locally – TMS< Gardai, local Traveller services, Domestic violence groups, etc.
- Very worthwhile exercise
- Thanks for organising it
- Very interesting and helpful group
- It would be beneficial to have a constant contact between garda/Traveller ongoing
- Thank you for the opportunity to participate today and please keep up the good work
- Great day/need local dialogues
- Had a lovely day/thanks to everyone
- Very interesting and beneficial day

Appendix 3

TMS Peer Mediation in Prisons Programme Courses from September 2016 to December 2019

Castlerea Prison

2016

- Started Sept 2016 : Part 1 course completed Dec 2016 = 16 students completed

2017

Feb 2017

- Part 2 course: 6 passed assessment

Sept. to Dec 2017

- Part 1 Main Block: 10 students completed
- Part 1 The Grove: 5 students completed

2018

- March 2018
- Part 2 Main Block: 4 students passed assessment
- Part 2 The Grove: 2 students passed assessment

Sept 2018

- Part 1 Main Block: 11 students completed

2019

- Part 2 Main Block: 5 students passed assessment

Sept 2019

- MII Accredited Mediation course: 9 students started the course

December 2019

- **8 students successfully completed the MII accredited programme**

Loughan House Prison

2018

Sept 2018

Part 1: 8 students completed

2019

Part 2: 4 students passed the assessment

Sept 2019

Part 1: 12 students

Dochas Prison

August 2018

- Part 1: 6 students completed

Cork Prison

Sept 2018

- Part 1: 9 students completed

April 2019

- Part 2: 7 students passed the assessment

November 2019

- Part 1: 11 students completed

Midlands Prison

November 2019

- Part 1: 13 students completed

December 2019:

Total number (approx.) of prisoners who have engaged in Peer Mediation programmes since 2016:

Part 1 total who completed and received certificate = 100

An additional 90 (approx.) who participated in some parts of the programmes but did not receive a certificate)

Part 2 total who completed and were successful in external assessment = 28

MII Accredited Mediation training programme: 9 students currently enrolled, with 8 students successfully completing the programme.

Appendix 4

Visits/meetings attended by TMS in 2019 included the following:

- Traveller Counselling Service/Exchange House 2019 Conference planning meetings
- Addiction Supports meetings in Traveller Counselling Service
- National Mental Health Action Group meetings
- ITM Board meetings
- Meetings with Gardaí in Mullingar
- Meeting with OTM Coordinator
- TCC AGM
- Crisis Support event in OTM
- Travellers in Prison (SSGT) Steering Group meetings
- Meetings in Maynooth re. new training course and access supports
- Meeting in Garda Inspectorate Office
- Meetings with Gardaí in Tullamore/Birr/Edenderry
- Minceirs Whidden meetings
- Attended conference on Traveller political participation in Athlone
- Attended Restorative Practice (RP) Symposium in Maynooth
- Meeting in Leinster House re. RP/Traveller initiative
- Media training session in Exchange House
- National Traveller Mental Health Steering Group meetings
- NTMH Conference
- Meetings with Midlands Youth Service re. TMS Traveller Youth training
- Meeting with Kerry Travellers Project
- Meeting in Maynooth re. Garda/Traveller Dialogue Day
- Follow on meeting in Maynooth with College Connect re. developing accredited training course
- Meetings with ITM
- Meeting with Supt and Insp in Killarney Garda station
- Meeting with Prison Aftercare Project
- Meeting in Ballinasloe with Gardaí
- OTM Board meetings
- Meeting with OTM re. training and mediation case
- Meetings re. Website development
- Launch Event of Clondalkin Traveller Project's Research findings on Traveller mental Health

- Meeting with IPS Director General to update her and senior IPS staff on TMS Peer Mediation in Prisons Programmes.
- Interagency meeting in Wexford re. mediation case.
- Maynooth meeting re. accredited mediation training
- TMH event
- Probation team meeting Athlone
- Red Cross/IPS/Probation meeting re. Prison to Community
- Castlerea meeting
- Traveller/ Garda Dialogue Day
- Minceir Whiden council meeting
- Pavee Point meeting
- Traveller Counselling Services Board meetings
- ITM Board meetings
- Clondalkin Traveller project meetings
- Clondalkin Garda station meeting with Superintendent
- Traveller Pride awards event
- Red-Cross CBHFA Graduation, Castlerea prison
- Peer Mediation graduation, Cork Prison
- WMTAG meetings
- Meetings with GTM
- Garda/Traveller review meeting
- Supporting OTM Traveller Pride Event
- Solas & Prison Aftercare – meetings
- Exchange House/Traveller Counselling Service – meetings re. conference review/report
- Meeting with Exchange House re. training
- Wexford Traveller Inter-agency group meeting
- Longford – meeting with Gardaí
- Meeting re. Rotary scholarship funding
- Kerry traveller Project
- Longford Traveller Pride event
- Donegal Traveller Project
- Westmeath Traveller Pride event
- Meeting with Involve, and College Connect
- DJE Briefing session
- Garda station meetings in Tralee, Killarney, Longford, and Tullamore
- Networking with Leitrim Traveller Project
- New Ross Youth Services meeting
- Screening meetings with Maynooth University course applicants
- Meeting with different Garda in Tuam Garda station
- Meeting with Garda in Balbriggan station

- Garda Traveller advisory group
- Meeting in LTAG
- Meeting in LTAG men's shed
- N.T.M.H
- Meetings in Castlerea re. new accredited programme
- Meetings with Edward Kennedy Inst and KWETB
- Meetings in Dublin re. mediation case
- Meeting in Enniscorthy
- Meeting with Tralee Traveller Project
- Meeting with Tralee Primary School staff
- Mincear Whidden event
- Meetings in Castlerea re. new accredited programme
- Meetings in Dublin re. mediation case
- Meeting in New Ross
- Meeting with Galway Traveller Movement
- Garda station meetings in Longford town, Loughrea, Rathkeale,
- Meeting with Southside Traveller Action Group
- Meeting with Dun Laoghaire/Rathdown Co. Council
- Meeting with Tallaght Traveller Action Group
- Meeting with Dept. Justice & Equality
- Attended Garda Diversity Consultation Day in Dublin