











Gypsy/Traveller Sub Committee Action Plan – 8<sup>th</sup> January 2025





No	Action	Lead	Deadline	Progress Update	Status	Next Steps
1.	<b>Outcome: Accommodation and Planning.</b>					
	Develop and agree a new Gypsy/Traveller Site Provision Strategy 2021-2026	Housing Strategy and Building Standards Manager	2026	<a href="#">Aberdeenshire's Gypsy/Traveller Site Provision Strategy 2021-2026</a> is in place.		Review and update the Site Provision Strategy to develop the information with the Gypsy/Traveller Officer Group and in consultation with Gypsy/Travellers.
		Gypsy/Traveller Liaison Officer	Ongoing	It has been agreed that identifying land for a site in central Aberdeenshire is a priority. Officers monitor the asset disposal register for possible new sites in addition to those identified in the Local Development Plan and will work with the Planning Service to maximise opportunities.		Continue to try to identify suitable land for an additional Gypsy/Traveller site in Central Aberdeenshire in addition to land identified in the LDP.
			Ongoing	Support continues to be provided to Gypsy/Travellers wishing to build their own sites.  During 2023/2024, the Gypsy/Traveller Liaison Officer provided one family with support with a planning application and practicalities required, which was subsequently approved at Full Council.	  	Continue to support Gypsy/Travellers requesting assistance with planning applications and assist with any retrospective planning permissions.











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				remain on site on a long-term basis as they feel safe and supported.		
	Carry out site improvements at Aikey Brae and Greenbanks.	Housing Strategy and Building Standards Manager	Complete	Improvements on Aikey Brae and Greenbanks have been completed with Scottish Government allocated funding, but we will continue to investigate funding sources to provide improvements in discussion with residents on both sites.		Engage with Gypsy/Travellers on an ongoing basis to identify additional improvements and investigate possible funding sources.
<b>2.</b>	<b>Outcome: Education.</b>					
	Education	Gypsy/Traveller Liaison Officer/Education	Ongoing	<p><b><u>Current picture across Aberdeenshire (2023)</u></b></p> <p>Gypsy/Traveller education data from SEEMiS has been recorded since September 2021. The number of children and young people identified as Gypsy/Traveller has increased by 40% over that time. There has been a 12% increase since September 2023. It is not apparent whether this increase is due to Travellers moving into Aberdeenshire or if it is an increase in identification. Nationally, it is still unusual for young Gypsy/Travellers to make the transition from primary to secondary and figures reflect that. It is acknowledged that actual numbers of Gypsy/Travellers in schools is likely to be higher as there are still several families who do not wish to disclose their Gypsy/Traveller ethnic status.</p>		Continue to promote accessing Early years provision and support transitions to Secondary Education.

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				<p>Clusters who have seen an increase in numbers include Ellon and Mintlaw.</p> <p>Historically, Kinellar school had the largest enrolment of Gypsy/Traveler children in Aberdeenshire. From a peak of 23, by August 2024, this had reduced to 7.</p>		
			Ongoing	<p><b><u>Early years transitions</u></b>            Early Years transitions have been very successful. Starter saks from the Scottish Traveller Education Programme (STEP) have been distributed to Gypsy/Traveller families with children under five to bridge the gap between home and an early years setting.</p>		Continue to promote and distribute Early Years Starter Packs
			Complete	<p><b><u>Policy Update</u></b>            The Children Missing from Education Practice Guidance School Policy was reviewed and updated in March 2023 and reflects appropriate guidance in relation to for Gypsy/Traveller children and young people.</p>		
			Ongoing	<p><b><u>Gypsy/Traveller Pledge</u></b>            Kinellar School has been identified as a pilot school for the Gypsy/Traveller Pledge in Scotland. They have built strong relationships with families, regularly celebrate the culture, and involve parents in improvement planning.</p>		Support Kinellar in the achievement of The Pledge.

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			Ongoing	<p>Aileen Strachan, the Gypsy/Traveller Teacher is working initially with Kinellar Primary School to take part in the pilot. Thereafter she will be giving other primary schools the opportunity to take the pledge. The pledge is about a commitment by schools to improve access, experiences and outcomes in education for nomadic communities. STEP has been working with schools in England over the past year to improve access, retention and outcomes in education.</p> <p><b><u>Cultural awareness and resources</u></b>  The two ALDO courses – Gypsy/Traveller Cultural Awareness and Ensuring the needs of young Gypsy/Travellers are met in schools, as well as a Gypsy/Traveller resource tile on the Aberdeenshire ASN website have attracted the following completions. As of 24<sup>th</sup> November 2024, 256 members of staff have completed the “Gypsy/Traveller Awareness” course with an additional 135 progressing through this. 72 members of staff have completed the “Ensuring the Needs of Gypsy/Traveller Children and Young People are met in Educational Settings” course with a further 37 progressing through this course. Sixteen schools have indicated interest in Gypsy Roma Traveller History month activities in June 2025. Thirteen schools have been offered cultural awareness</p>		<p>Once completed, use Kinellar’s experience to encourage other schools across Aberdeenshire to undertake The Pledge.</p> <p>Continue to promote professional learning for staff available on ALDO</p> <p>Support schools who have indicated they would like to plan and hold events during Gypsy Roma Traveller History month.</p>

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				sessions for staff.		
			Ongoing	The Gypsy/Traveller Liaison Officer is regularly contacted by schools for information on welfare of children not currently attending School.		
			Ongoing	The Gypsy/Traveller Liaison Officer provides literacy support as and when required for those children and young people who are not enrolled in a school.		
			Ongoing	Meetings are being held with Education representatives from Aberdeen City and other partners through the Tackling Gypsy/Traveller Inequalities Partnership (TGTIP) facilitated by GREC and considers education issues as one of the topics.		An Education sub-group is being convened and the Gypsy/Traveller liaison Officer will be a member of this group along with the Gypsy/Traveller Teacher.
				The Gypsy/Traveller Liaison Officer has been working with STEP to arrange Richard O'Neill online workshops for school pupils. The Gypsy/Traveller teacher has sent out an email invite to all primary schools in Aberdeenshire to take part in the workshops early in January 2025. Richard O'Neill is a Gypsy/Traveller children's author. The pupils attending the first workshop in September 2024 thoroughly enjoyed it.		






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3.	<b>Outcome: Health.</b>					
	Health	Gypsy/Traveller Liaison Officer/ NHS Grampian		<p>The Gypsy/Traveller Liaison Officer is working with NHS colleagues on Health Issues in the Community (HIIC).</p> <p>A meeting took place on Aikey Brae on 21<sup>st</sup> March 2024 with Health colleagues which was very successful. It was an open discussion regarding health needs.</p> <p>Community Information Points (CIP) have now been established at Aikey Brae and Greenbanks sites (October 2024) following the purchasing of display stands. CIP provide the opportunity to share and increase availability of a wide range of health and wellbeing information. The information will be available in a range of ways e.g. leaflets, flyers, visual resources to meet the needs of the audience. Every two months the topics will be changed based on the needs within site.</p> <p>Jill Smith, North Advanced Public Health Coordinator introduced herself to the occupants on Greenbanks when setting up the Community Health Information Point there.</p> <p>The Gypsy/Traveller Liaison Officer is part of the Scottish Government Group considering how to address Gypsy/</p>	        	<p>Continue to work with Health colleagues to improve and achieve best health outcomes for the Traveller community.</p> <p>Health topics will be changed every two months on both sites.</p> <p>Continue meetings with the group.</p>

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				Traveller Domestic Abuse. The Gypsy/Traveller Liaison Officer has completed Grampian Women's Aid modules on this topic. It has been proved difficult to progress this due to lack of funding for provision of culturally appropriate accommodation for those fleeing abuse.		
			Ongoing	The Gypsy/Traveller Liaison Officer engages with Minority Ethnic Carers of People Project (MECOPP) to keep in touch with initiatives and support opportunities.		
			Ongoing	Meetings are taking place with Health representatives from Aberdeen City and other partners through the Tackling Gypsy/Traveller Inequalities Partnership (TGTIP) facilitated by GREC and considers health issues as one of the topics.		Continue meetings with the group.
			Ongoing	The Gypsy/Traveller Liaison Officer had Childsmile at the site on Friday 15 <sup>th</sup> November 2024. Five children attended. Gypsy/Travellers are classed as 'vulnerable' and therefore can attend the Community dentists at either Peterhead or Fraserburgh for emergency treatment. All the children including two toddlers on the site received new toothbrushes and toothpaste. Adult toothbrushes were given as well should any of them require one.		Continue to work with Childsmile. Toothbrushes and toothpaste will be offered regularly and to those on unauthorised encampments.


















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				<p>The Gypsy/Traveller Liaison Officer assists with the completion of any benefits forms as and when requested.</p> <p>The Gypsy/Traveller Liaison Officer continues to liaise with Progress in Dialogue for assistance with financial assistance as required.</p> <p>The Gypsy/Traveller Liaison Officer works with SCARF to identify savings for utilities and investigates options for grants and vouchers from Energy Suppliers.</p>	    	<p>The Gypsy/Traveller Liaison Officer will continue to assist Travellers to access additional assistance with utility bills through various funding sources.</p>
	Support parents to overcome barriers to work, and in-work poverty	Gypsy/Traveller Liaison Officer	30 <sup>th</sup> March 2025 (when funding for training courses will cease.)	<p>The Gypsy/Traveller Liaison Officer is a member of the Employability Partnership Planning group and keeps abreast of training opportunities. Funding has been awarded to facilitate extra training for the Gypsy/Traveller community: The funding is due to end on 30<sup>th</sup> March 2025.</p> <p>The Gypsy/Traveller Liaison Officer continues to investigate and arrange appropriate training courses in, for example, LGV licences, driving lessons, college courses etc. She also provides practical assistance with job applications and CVs, investigates apprenticeship opportunities and 'Getting Ready for Work' courses. (Please see Appendix 3)</p>	  	<p>Continue to keep abreast of training and employment opportunities for the Gypsy/Travelling community and try to identify alternative funding sources in discussion with the Employability Team.</p>







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			Annually in June.	<p>also a course specifically tailored for Education staff.</p> <p>Gypsy Roma Traveller History Month (GRTHM) takes place in June. In addition to information on Aberdeenshire Council's Website and social media platforms, in-person events took place in 2024. These were at Balmedie Primary School and Mintlaw Academy where two different Storytellers attended the schools. Lots of pertinent questions were asked by the children at Balmedie. The Storytellers were very well received.</p> <p>Gypsy/Traveller Awareness exhibitions were in place in Local libraries to raise awareness of the Gypsy/Traveller community.</p>	  	<p>amend, update as required.</p> <p>Work annually to produce information and events for Gypsy Roma Traveller History Month.</p>
			Ongoing	<p>Peterhead Cultural Quarter, Levelling up Project - Gypsy/Travellers. The Gypsy/Traveller Liaison Officer was contacted by the Project Lead, to engage with the Travelling community to contribute to the project while at the same time raising awareness of the Gypsy/Traveller culture and art. Some Travellers have already fed into this project.</p> <p>Alison McCrossan of National Health Care Improvement (Scotland), an Engagement Advisor – Communities (North Region) for Health Care Improvements, Scotland visited</p>	  	<p>Contact members of the Gypsy/Traveller community for contributions to the project.</p> <p>The Gypsy/Traveller Liaison Officer will provide feedback.</p>

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				Aikey Brae on 6 <sup>th</sup> November 2024 to discuss the Anti Racism Plan and the service they have they have received, asking them to rate the services they have received from the NHS. She spoke to several residents on the site, both male and female. She left the Gypsy/Traveller Liaison Officer with questions to pose to other members of the Community for their feedback.		
	Consult regularly with Gypsy/Traveller communities on accommodation and services to ensure these are fit for purpose	Gypsy/Traveller Liaison Officer	Annually	<p>Annual surveys take place at Greenbanks Travellers' Site as per Scottish Housing Regulator (SHR) requirements. Aikey Brae will be included in these in future in consultation with the occupants on site at the time.</p> <p>The Gypsy/Traveller Liaison Officer attends groups and events looking at how best to improve services and access to services for Gypsy/Travellers, such as Minority Ethnic Carers of People Project (MECOPP). The Gypsy/Traveller Liaison Officer recently attended a meeting to look at accommodation needs for Travellers and will attend further meetings as issues arise and engage with Travellers to provide feedback.</p>	  	<p>Carry out annual survey at Greenbanks and Aikey Brae with residents for submission to the Information Team in April 2025.</p> <p>Continue to provide feedback on behalf of Travellers to organisations as necessary, as they do not always feel confident to do this on their own, do not have access to the IT required or do not want to be identified as a Gypsy/Traveller.</p>
	Involve Gypsy/Travellers in the design and delivery of	Gypsy/Traveller Liaison Officer	Ongoing	Residents on Greenbanks were consulted on the upgrades which were completed in 2020. There will continue to be consultation		Engage with Gypsy/Travellers on the design and delivery of any

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	any new accommodation proposals.			with the Gypsy/Traveller community on any future delivery.		new accommodation as opportunities present.
.	Ensure regular input from Gypsy/Traveller communities into decision-making groups.	Strategic Housing Officer/ Gypsy/Traveller Liaison Officer	Ongoing	<p>The Strategic Housing Officer and the Gypsy/Traveller Liaison Officer attend the Gypsy/Traveller Sub Committee meetings, the Gypsy/Traveller Lead Officers Group and are members of COSLAs 'Negotiated Stopping as an approach' group.</p> <p>The Gypsy/Traveller Liaison Officer maintains a list of contact details of Gypsy/Travellers whom she can contact for input to decision making.</p> <p>The Gypsy/Traveller Sub Committee has recommended the introduction of a Scrutiny Panel to discuss issues and oversee progress of initiatives relating to Gypsy/Travellers. This has been progressed by the Gypsy/Traveller Liaison Officer and the Strategic Housing Officer. It will be topic driven and Gypsy/Travellers contacted and consulted as appropriate.</p> <p>The occupants on Greenbanks met twice in 2023 along with residents of the private site at Boyndie, with a view to setting up a Registered Tenant Organisation. Tenant Participation staff provided assistance and advice, and the group agreed to draft a</p>	<p></p> <p></p> <p></p> <p></p>	<p>The Strategic Housing Officer and the Gypsy/Traveller Liaison Officer will continue to attend meetings and groups and engage with Gypsy/Travellers to gauge and gather their views.</p> <p>Regularly review and update contact details to take account of interest in relevant topics of interest to allow them to be involved in the decision-making process. Maintain details of those expressing an interest in a particular topic(s) and will be contacted as necessary for their input.</p> <p>Awaiting the Constitution to be drafted by Davie Donaldson, Gypsy/Traveller Activist And Founder &amp; Project Director of Progress in Dialogue, in consultation</p>



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				<p>Constitution in consultation with Davie Donaldson, Gypsy/Traveller activist</p> <p>A consultation meeting on the draft Local Housing Strategy 2024-2029, took place in Banff on 1<sup>st</sup> July 2024 with members of the Gypsy/Traveller community. Feedback was incorporated into the LHS.</p> <p>The Gypsy/Traveller community will be consulted in due course, on the Local Development Plan (LDP), having fed into the previous LDP.</p>	  	<p>with occupants of Greenbanks.</p> <p>Ensure Gypsy/Travellers are consulted on the next LDP.</p>