

**LONDON
GYPSIES &
TRAVELLERS**

Challenging perceptions, changing lives



Annual Report 2017

London Gypsies and Travellers (formerly the London Gypsy and Traveller Unit) is an organisation which challenges social exclusion and discrimination, working to support Gypsies and Travellers living in London as they seek to gain greater control over their lives, more influence on the decisions that affect them, more opportunities and an end to the discrimination they experience every day.

There are four areas of people's lives that we particularly aim to improve:

Equality and inclusion

Young people

Work and skills

Homes



Among the year's highlights are (clockwise from top left): the launch of the Bright Futures project for young people; 16-year-old Angela Mahoney attending a meeting on unauthorised encampments at the House of Commons; a major meeting of Gypsies, Travellers and London politicians at City Hall, and the launch of our new campaign, featuring Mena Mongan, at the meeting



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Annual review produced by Simon Crompton www.simoncrompton.com

Photos: front cover Graeme Robertson, back cover Mary Turner, inside Mary Turner and LGT staff

Message from the Chair, Stephen Cottle

A year of many changes



“The past year has seen the charity strengthened and better able to address the issues facing Gypsies and Travellers”

On behalf of the Board of Trustees, I am pleased to introduce the 2017 London Gypsies and Travellers Annual Report. The issues facing London's Gypsies and Travellers are as significant today as they have ever been.

The past year has seen the charity strengthened and better able to address those issues. This has been done with financial support from the Cabinet Office's Local Sustainability Fund, which has enabled us to put the charity on a more sustainable strategic and financial footing.

2017 was a year of many changes. Some of the changes we have made have been exciting: sharper communications, our new website and logo, and of course the successful and truly inspired “We are all so many things” campaign (see picture of launch event at City Hall below).

Others changes have been more difficult. The importance of driving down costs has meant challenging reductions to our staffing. I thank those who have left us during the course of the year, including our joint Chief Executive Lorraine Sweeney, for the valuable contribution they have made.

We are no longer the London Gypsy and Traveller Unit (LGTU). We dropped “Unit” because we found it sometimes caused confusion about who we were. Our new name simply makes clear who we are and what we are about.

The staff team we have today has not only weathered the storm but has done so while continuing to give their best. I am deeply grateful to them for all they have done and continue to do. I would particularly like to thank Debby for her exemplary leadership during a time of significant change for the organisation.

We have been fortunate to have a number of new Trustees join the Board this year – people with different backgrounds and new skills to strengthen our decision making. Thank you to Marian Mahoney for all her support as Co-Chair.

I hope the coming year will see that continue, in particular by further improving the representation on the Board of Trustees of members of the Romany Gypsy and Irish Traveller communities who, after all, understand better than anyone where our work of empowering London Gypsies and Travellers is needed.



Campaigning for rights

We are all so many things...

2017 saw LGT launching a groundbreaking campaign, devised with Gypsies and Travellers, which received national coverage and widespread support. Our striking “We are all so many things” posters, postcards and social media postings have aimed to challenge public perceptions by asking why most people only ever see the ethnicity of Gypsies and Travellers, not their worth.

Five members of the community put their faces to the campaign, inviting the public to see that, like everyone else, their life has many dimensions. Mena Mongan from Hackney, a mother of three, office receptionist and volunteer, was one of them.

“I wanted to put my face to this campaign to show people who we really are,” she said. “This is our response to the racism we suffer every day.”

CAMPAIGN LAUNCH

The campaign was launched at the London Living Room at City Hall in March, with an extraordinary turn out from Gypsies and Travellers and supporters. London Assembly member Tom Copley hosted the event with LGT. His commitment to ensuring Gypsy and Travellers are recognised in all areas of London Policy has had far reaching effects.

He said: “I am delighted to be hosting the first event for the community at City Hall to launch this brilliant campaign, celebrating the usually unsung contribution of Gypsies, Travellers and Travelling Showpeople to London’s society, culture and economy.”

At the end of the event, as participants watched the sun set over the capital from the London Living Room, they were in-



vited to express their hopes and visions for the London Gypsy and Traveller Community (see picture below). This captured the importance of LGT’s work and long path ahead. One of the statements is below, and another is on page six.

“My hope is for all Traveller and Gypsy children to have the right to live on sites, to not lose our way of life and for someone to listen for once”



Engaging with decision makers

Messages from Mayor reflect our impact



"A vitally important element of creating a city for all Londoners is that all Londoners can access accommodation... and this includes suitable accommodation for Gypsies and Travellers"

Sadiq Khan, Mayor of London

In August 2017, the Mayor of London acknowledged the importance of LGT's "We are all so many things" campaign in raising awareness of the discrimination facing Gypsy and Traveller communities. At the monthly Mayor's Question Time meeting, he made a number of policy commitments and referred to the housing needs of Gypsies and Travellers.

"One of London's greatest strengths is its diversity and we must ensure this is recognised and celebrated," he said. "We must use our policies to tackle inequalities and discrimination." It is vitally important, he said, that all Londoners can access accommodation that is suitable to them – and that includes Gypsies and Travellers.

This positive message reflects the impact of our policy and research work over the last year. We have also built better relationships with the Mayor's office and London Assembly.

LONDON GYPSY AND TRAVELLER FORUM

The continued presence of the London Gypsy and Traveller Forum at City Hall (pictured right), and increased participation of GLA officers, have created more opportunities for dialogue. Under the previous Mayor, only ten new pitches were provided out of over 800 needed, despite powerful voices from the

"We had a London Plan under Ken Livingstone, another under Boris Johnson, now we have a new plan again. Are we just going round and round?"

Pat O'Donnell, London Gypsy and Traveller Forum

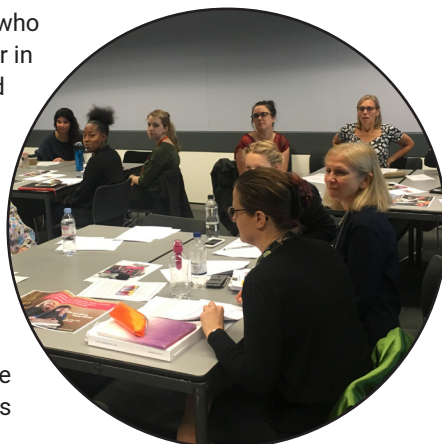
Gypsy and Traveller community and the availability of funding to build new sites. Now that there is hope for a different approach, the Forum will have an increasingly important role in holding the GLA to account to make sure that new policies will make a real difference to people's lives.

MEETING WITH DEPUTY MAYOR

Members and representatives of the Gypsy, Roma and Traveller communities met with London's Deputy Mayor for Social Integration, Social Mobility and Community Engagement, Matthew Ryder, to discuss how the Greater London Authority might address their needs (see main picture).

Among the issues raised at the meeting on 18th October were the huge accommodation crisis facing London Gypsies, Roma and Travellers, deep-rooted prejudice and discrimination and the increasing insecurity and fear resulting from Brexit. Also discussed were increased enforcement against those who are rough sleeping or in precarious work, and persisting inequalities in education and health.

The aim was to agree on positive actions that can be taken by the Deputy Mayor's team and the wider GLA to address these concerns.



Creating pathways to equality

Mapping London for the community

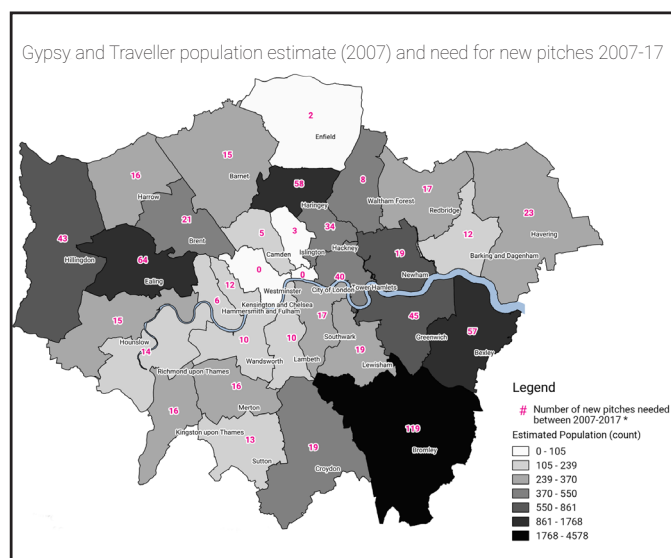
To support the campaigning demands of the community and the London Gypsy and Traveller Forum, we have put together an in-depth evidence base related to accommodation needs, barriers to site provision, impacts on health, education, work, family and community.

Our “Mapping the Pathway to Equality” project will make this information visible and accessible to community members, support organisations, politicians and policy makers.

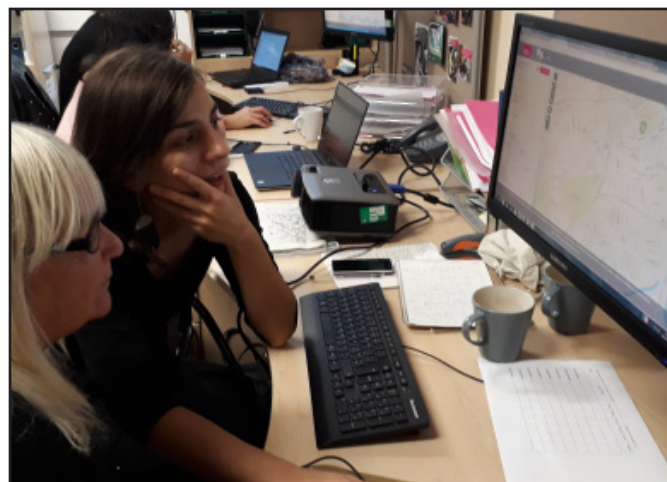
Community mapping will also create a space for Gypsies and Travellers to share their views and experiences of places, services, institutions and decisions that affect them and inspire more community activism.

The project, funded by the Joseph Rowntree Charitable Trust and the Aziz Foundation, has collated and compared Census population data with the 2008 London Gypsy and Traveller Accommodation Needs Assessment, commissioned by the GLA. Maps compiled by the project help to make visible some of the Gypsy and Traveller communities who did not complete the Census or were reluctant to self-identify.

It is also producing maps which show accommodation needs, employment, self-employment and access to training. The next stage is to develop a directory of services, facilities and community assets across London.



Above, one of the maps produced as part of the project, making data about the need for more pitches visible. Top right: a London mapping workshop at the LGT office.



“We hope for more sites for Travellers, better education for our kids and to be part of London like everyone else.”

Working with councils on encampments

LGT has been working closely with three London local authorities on the issue of unauthorised roadside encampments, exploring alternatives to eviction such as negotiated stopping – a best practice model developed by Leeds GATE. We have used data from the Mapping the Pathway to Equality project to create detailed maps of unauthorised encampments across the three boroughs, and used these to analyse causes and possible solutions.

We also facilitated a half-day seminar for representatives of local authorities and police from nine boroughs, reflecting on LGT’s research on unauthorised encampments. The aim was to create a space for honest conversation and information sharing, but also to explore alternatives to enforcement, with a view to putting forward suggestions to the Mayor of London’s office.

On the issue of accommodation need, participants were invited to engage with the London Plan consultation. Negotiated stopping was identified as a short to medium term solution to address accommodation need.

We have put together an evidence base on accommodation, health, education, work, family and community.

Building brighter futures



Helping young people into work

Our Bright Futures programme was launched in September. It supports young Gypsies and Travellers into work, providing a gateway to further training, independence and employment.

It is aimed at young people who have finished or did not complete school and want to embark on jobs or further training but are struggling without experience, qualifications or good literacy skills. The objective is to support young people into either accessing further training or taking their first steps into employment or self-employment.

LGT works with each person to identify skills and interests, and then makes links with businesses and those who can offer apprenticeships, volunteering and work placements.

ROUTES TO SELF-EMPLOYMENT

LGT workshops for young people have continued, with an emphasis on learning how to become self-employed through an application of practical skills.

The focus of the workshops was to equip young people with creative skills and an understanding of what is needed to start a business from home. Participants produced beautiful work and showed interest and enthusiasm for how they could take their skills further.

This year, LGT collaborated with professional Gypsy makeup artist Lindy Bishop, who put together an inspiring course. It

encouraged young women to gain skills in a range of makeup and hair techniques and helped them understand what is involved in becoming a self-employed makeup artist.

The course provided an understanding of market research and promoting the business and its products. The dual emphasis on creative and business skills was hugely valued by course participants.



"I have got more confident about hair-dressing and would like to continue. I would like to go back to college and do another course."

Connecting with people



Redesigning the way we communicate

In April 2017 the London Gypsy and Traveller Unit became London Gypsies and Travellers. And to go with the new name came a new logo, a new corporate look and the launch of a completely new website. The changes were the result of a comprehensive communications review and reflect a time of change and new ambitions for the organisation.

The aim is for London Gypsies and Travellers to be more modern and effective in telling the Gypsy and Traveller community, the public and policy makers about what we do, and about the significant issues facing Gypsies and Travellers living in London.

The new name, logo and website were the result of months of research, consultation and production. They aim to reflect the forward momentum of the community and the organisation and their determination to achieve change and challenge discrimination. The new website is mobile friendly, and integrates with London Gypsies and Travellers' social media communications.



Coinciding with the rebrand, the "We are all so many things" campaign was launched, showcasing not only London Gypsies and Travellers' new look and new means of communicating, but the organisation's determination to speak out with and on behalf of the community.

Exhibitions and events

London Gypsies and Travellers has continued to publicise its services, campaign for the community and counter discrimination at London events.



In June, to mark Gypsy, Roma and Traveller history month, it launched an exhibition of words and pictures on the life and struggles of Gypsies and Travellers in London over the last 100 years. It follows the story of families settling in London in the late 19th and early 20th century, showing caravans gatherings at traditional stopping places such as Folly Lane in Waltham Forest and Bonny Downs in East Ham.

The exhibition was on show at the Hackney Unites Festival, which highlighted the diversity and inclusion of Hackney and how we have more in common than divides us. LGT and members of the community engaged with visitors and showcased the organisation's new look and "We are all so many things" campaign. Visitors were invited to share their hopes for the future of the Gypsy and Traveller community on the pink slips so successfully used at the campaign launch.

Pictures, top left and right: Hackney Unites Festival. Below: one of the archive photographs on show at LGT's exhibition of Gypsy and Traveller life in London. Below left: discussion on LGT's new branding and campaign



Providing advice

Support services for the community

The Accommodation Advocacy and Support Service continues to offer advocacy and support to Gypsies and Travellers who are experiencing difficulty with accommodation and benefit issues.

Our main focus this year has been supporting community members to independently manage their affairs and resolve issues that may affect their accommodation.

Our “Hub” community drop-in space provides access to a phone, computer, information and support, and we have seen our service users grow in confidence and develop skills. Since the opening of the hub in October 2016, it has become an increasingly important part of our advice service, with 21% of visitors now using the hub, and 79% booking one-to-one



appointments for accommodation advice.

In turn, visitors have become more aware of their housing rights and what is expected of them to maintain their tenancy/licence agreement.

We have also been preparing ourselves and our service users for the roll out of Universal Credit. Moving from weekly to monthly payments and managing claims online will be a challenge to some of our service users.



We continue to support families who are involved with social services when requested, attending initial visits, case conferences and acting as a bridge between families and social services.

LGT has also run a pilot “Phoenix Arise” programme, aiming to support community members affected by domestic violence. Separate sessions for men and women explored triggers for abuse, gender roles within the community, the effects of domestic abuse on children and building healthy relationships. Participants said the course had helped them to understand these issues and feel more confident in seeking help.

Consultancy and training services

London Gypsies and Travellers established its consultancy services in 2017, aiming to provide clients with tailor-made information and advice, and improving their ability to work for and with Gypsy and Traveller communities across the London boroughs.

The service builds on 35 years of experience and insight working with organisations and Gypsies and Travellers on service provision, community development and policy. It is founded in LGT's relationship of trust with the community.

**Our
consultancy
services help clients
work with Gypsies and
Travellers in
London**

LGT is offering many types of service including: staff awareness training; structured and case-specific

advice and support; employment, IT and adult literacy training for Gypsies and Travellers; workshops and activities for younger people.

Consultancy services commissioned and delivered during the year have included cultural awareness training for Homerton Hospital and Hackney Play Association. LGT has also worked with De Montfort University in Leicester on a research project and delivering a seminar on unauthorised encampments (see report, page 6).



The organisation

Staff 2017

DEBBY KENNETT
Chief Executive (joint CEO until May)
LORRAINE SWEENEY
Joint CEO & Youth Coordinator (until May)
GERALDINE LINDSAY
Skills Development Coordinator
CLEMMIE JAMES
Community Development and Campaigns officer
ILINCA DIACONESCU
Policy Officer
LISA SMITH
Admin support AAS (Until September)
MENA MONGAN
Admin (from June)
TRACIE GILES
Community Campaigner
SHANE ROWLES
Resources officer (until March)
YVA ALEXandrova MEADWAY
Partnerships and Innovation officer

Board of Trustees 2017

MARIAN MAHONEY (Co Chair)
STEPHEN COTTLE (Co Chair)
ANTHEA WORMINGTON
SARAH TAYLOR
TUNJI MAKANJU (Treasurer)
TESSA BUCHANAN
CLAIRE COOPER
HOLLY-GALE MILLETTE
From October:
RICHARD BENNETT
SARAH EDWARDS
GIORGIO MARIANI

Volunteers 2017

MANON DOLET
MENA MONGAN
LASZLO BALLA (student and volunteer)
BILLY SMITH

Funders

BBC Children in Need
Irish Government Emigrant Support Programme
Joseph Rowntree Charitable Trust
Lloyds Bank Foundation
London Borough of Hackney
The Cabinet Office's Local Sustainability Fund
Trust for London

The Tudor Trust
London Borough of Tower Hamlets
The Wakefield and Tetley Trust
The Aziz Foundation
Lush Charity Pot
Garden Court Chambers Special Fund
The Big Lottery Fund



London Gypsies and Travellers bid Lorraine Sweeney a fond farewell on 24th May with a celebration of her 16 years leading our youth work and four years serving as joint Chief Executive Officer. Young people, parents, staff and trustees gave tributes and gifts to honour her for her many years of commitment to the organisation. She will be greatly missed.



Income and Expenditure 2016-2017

London Gypsies and Travellers Formerly known as London Gypsy and Traveller Unit

Statement of Financial Activities (incorporating an Income and Expenditure Account) for the Year Ended 31 March 2017

	Unrestricted fund £	Restricted fund £	31.3.17 Total funds £	31.3.16 Total funds £
INCOME AND ENDOWMENTS FROM				
Donations	7,970	262,425	270,395	317,500
Investment income	62	-	62	169
Other income	-	1,500	1,500	-
Total	8,032	263,925	271,957	317,669
EXPENDITURE ON				
Charitable activities				
Policy/Strategic Development	368	25,254	25,622	18,974
Youth	1,287	83,788	85,075	108,957
Community Development	2,942	196,775	199,717	181,413
Total	4,597	305,817	310,414	309,344
NET INCOME/(EXPENDITURE)	3,435	(41,892)	(38,457)	8,325
Transfers between funds	(10,886)	10,886	-	-
Net movement in funds	(7,451)	(31,006)	(38,457)	8,325
RECONCILIATION OF FUNDS				
Total funds brought forward	41,117	73,931	115,048	106,723
TOTAL FUNDS CARRIED FORWARD	33,666	42,925	76,591	115,048

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

LONDON GYPSIES & TRAVELLERS

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Trust for London
Tackling poverty and inequality



Cabinet Office



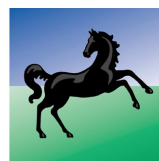
the
Tudor trust
Hackney



An Roinn Gnóthaí Eachtracha
agus Trádála
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CHAMBERS



TOWER HAMLETS