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Bridging the Gap between Academics and Policy Makers: Crime and Punishment: Gypsies, Travellers and Roma in the criminal justice system

Greenfields, M

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“Bridging the Gap between Academics and Policy Makers”

Thematic Meeting Report and Policy Guidance from a Council of Europe/European Academic Network on Romani Studies funded International Seminar

“Crime and Punishment: Gypsies, Travellers and Roma in the criminal justice system”

3rd December 2014

Venue: New Scotland Yard, London, UK

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Principal Authors: Professor Margaret Greenfields (Buckinghamshire New University/IDRICS)
Dr Zoë James (Plymouth University)
Jenni Berlin (Buckinghamshire New University/University of Eastern Finland)

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Acronyms

ACPO	Association of Chief Police Officers
A&E	Accident and Emergency
APPG	All Parliamentary Party Group
CAT	UN Committee against Torture
CEDAW	Committee on the Elimination of Discrimination against Women
CoE	Council of Europe
COME	Cultures of Mobility in Europe
CRED	Centre for Rights, Equality, and Diversity (Warwick University)
EC	European Commission
EARNS	European Academic Network on Romani Studies
EHRC	Equality and Human Rights Commission
ERRC	European Roma Rights Centre
FFT	Friends, Families and Travellers
FRA	European Union Agency for Fundamental Rights
GTAA	UK Gypsy Traveller Accommodation Assessments
GRTPA	Gypsy Roma and Traveller Police Association
GTR	Gypsies, Travellers and Roma
HMIP	Her Majesty's Inspectorate of Prisons
HMP	Her Majesty’s Prison
IDRICS	Institute for Diversity Research, Inclusivity, Communities and Society
IRPT	Irish Penal Reform Trust
NGO	Non-Governmental Organization
NOMS	National Offender Management Service
NPCC	National Police Chiefs’ Council
NRIS	National Roma Integration Strategies
NSU	National Socialist Underground (Germany)
OSCE	Organisation for Security and Cooperation in Europe
P-NOMIS	Prison National Offender Management Information System
SOCTA	EU Serious Organised Crime Threat Assessment
STC	Secure Training Centre

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TAHCLE	Training against Hate Crimes for Law Enforcement
TM	The Traveller Movement
YOI	Young Offender Institutions
YOS	Youth Offending Services

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Executive Summary

The thematic meeting, *'Crime and Punishment: Gypsies, Travellers and Roma in the criminal justice system'* was funded by the European Academic Network on Romani Studies and Buckinghamshire New University. The meeting was convened and supported by a partnership of academic and civil society organisations. The University of Warwick/CRED generously supplied funding to support the attendance of an expert delegate from Pavee Point, the Republic of Ireland.

The core aim of the meeting was to define policy from a broad academic and practice evidence base as set out by a range of invited international experts on Gypsy, Traveller and Roma issues from academia, state agencies and civil society organisations. In meeting this aim, the convenors have met the objective of the European Academic Network on Romani Studies to allow for the implementation of better conceived policy initiatives based on reliable evidence.

The meeting was followed by a specially convened meeting of the UK All Party Parliamentary Group on Gypsies, Travellers and Roma at the Palace of Westminster. This provided an immediate opportunity to direct policy recommendations to the heart of UK government with the explicit intent that such recommendations should be considered as part of UK dialogue with other EU member states in relation to the discrimination experienced by Gypsies, Travellers and Roma.

This report provides a summary of the evidence gathered at the thematic meeting and a summary of available literature on the experiences of Gypsies, Travellers and Roma in European criminal justice systems. The literature suggests that:

> **Gypsies, Travellers and Roma are significantly under-represented as *victims* in criminal justice processes, whereas they are significantly over-represented as *offenders* in criminal justice systems throughout Europe. There is a subsequent mistrust of criminal justice processes and personnel, particularly police, amongst Gypsy, Traveller and Roma communities and a lack of willingness amongst those communities to therefore engage with them to either report crime or victimisation**.

The thematic meeting comprised a series of sessions that largely functioned as workshops which examined a series of evidential presentations and derived policy recommendations from them and the experience of the invited delegates.

Introduction: Policy and practice in the UK and wider Europe: intelligence gathering and 'labelling' of communities – situating the concept. Keynote presentations were made by: Dr Van Baar, University of Amsterdam; Dr Donnelly Drummond, University of Hull; and, Dr Lipphardt, University of Frieburg.

Key concerns:

- The lack of data/evidence on Gypsy, Traveller and Roma experiences of criminal justice processes in Europe due to the failure of effective monitoring

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of Gypsies, Travellers and Roma in criminal justice systems as either offenders or victims.

- The failure of EU policy on the inclusion of Gypsies, Travellers and Roma to have translated in to practice within criminal justice agencies.
- The need for transparent and accountable processes of justice within EU member states that are effectively scrutinised in a timely manner.

Recommendation One

- ✓ That an amendment should be made in relation to the monitoring and annual reporting requirements of progress towards Roma Integration up to 2020 (NRIS). Such reports, undertaken in partnership with Roma civil society would enable the European Parliament, the Council and the Roma Contact Point network to assess progress under the heading of fighting discrimination with particular reference to the fields of criminal justice and policing practice.

Recommendation Two

- ✓ As an interim stage, and to enable progress to be appropriately reviewed in relation to equal treatment within the criminal justice system; Governments, police and security agencies working in close partnership with Roma civil society, specialist organisations such as the International Gypsy, Traveller and Roma Police Association and national and international human rights agencies should be required to undertake a strategic equality assessment in relation to Roma populations as represented at all stages of the criminal justice system.
- ✓ Such an assessment should measure and assess strengths and weaknesses in policies, proportionality of policies and guidance provided at EU, national and local levels to police and other security agencies.
- ✓ The process of review and terms of reference should be transparent and subject to agreed time-tables to avoid undue delay.
- ✓ Monitoring should occur in relation to outcomes at all stages of the criminal justice system and contact with police and security agencies (e.g. stop and search; trial; sentencing etc). Weaknesses should be addressed through a monitored and implemented action plan to address gaps or bad practice in policy and practice.
- ✓ International and publically accessible sharing of good practice in relation to policy development and initiatives to build trust in police practice, and reassurance of equal treatment within the criminal justice system should occur on a regular basis.

Workshop One: Encouraging reporting of crime by Gypsy, Roma and Traveller victims of hate and other crimes. Presentations were made by: Asst Chief Constable McCormick, Cheshire Constabulary; PC Jim Davies, Gypsy Roma Traveller Police Association; and Mrs. Clipson, Gypsy and Traveller Consultancy.

Key concerns:

- The lack of trust and confidence in police officers and policing in the UK and other EU member states.
- The poor policing experiences of Gypsy, Traveller and Roma communities:

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    - The failure of police officers to effectively communicate with Gypsy, Traveller and Roma communities.
    - The high rate of 'stop and search' procedures experienced by Gypsies, Travellers and Roma.
    - The ethnic profiling of Gypsies, Travellers and Roma.
    - The lack of hate crime reporting by Gypsies, Travellers and Roma.
- The failure of 'street level' police officers to respond to commitments made by senior police officers to address poor relations with Gypsy, Traveller and Roma communities.
- Gypsy, Traveller and Roma police officers' experiences of discrimination within the workplace.

Recommendation Three

- ✓ That urgent action is taken to ensure that trust can begin to be built between Gypsy, Traveller and Roma communities and police officers through the development of transparent good practice in policing and the utilisation of community policing models such as those outlined in OSCE documents and other literature considered above.
- ✓ In particular there is a self-evident and clear need for training in high quality and meaningful equalities issues for police personnel such that officers become aware of the need to reflect upon their practice and treat Gypsies, Travellers and Roma in the same manner and with as great an awareness of, and sensitivity to, their protected characteristics under national and international Equalities legislation as they would when policing other minority and majority communities. Such training should include information and evidence on the impacts of discrimination; experience of victimisation; accommodation, health and education exclusion, as well as circumstances in countries of origin which impact on Gypsy, Traveller and Roma migration patterns, life-chances and opportunities.

Recommendation Four

- ✓ In addition to ensuring good practice in community and 'street level' policing so that police/community encounters are non-discriminatory and culturally sensitive whilst offering appropriately robust protection and equal treatment to all members of society, it is critically important that all policy documents, intelligence briefings and guidance issued to police officers is non-discriminatory, accurate in content, and relevant to the task in hand.
- ✓ As such national and international good practice examples (see above) should be sourced, shared and utilised and monitoring of community level policing should exist.
- ✓ Measures should be in place to monitor satisfaction and utilisation of services provided to Gypsy, Traveller and Roma communities such that it is possible to measure proportionality of policing activities and communication methods utilised (e.g. if literacy is a problem for a large number of Roma community members then other methods of dissemination of information should occur, e.g. podcasts or social media, face-to-face contacts using appropriately skilled translators if required; recruitment of and engagement with Roma police officers; etc).

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Recommendation Five

- ✓ That there is a need to address perceptions common in both policing cultures and wider society that there are no (or exceptionally low numbers) of police or prison staff or legal service personnel from Gypsy, Traveller and Roma communities. This perception both feeds into widespread discriminatory narratives of Roma criminality and (mutually existing) negative stereotypes found amongst both Police and Gypsy, Traveller and Roma communities which presume that no person of those ethnicities would either wish, or would be accepted for training as a police officer.
- ✓ Professional associations such as the GRTPA and the Association of Roma Professionals should be supported at the highest level to enable them to engage with colleagues around issues of discrimination or unequal treatment of community members and staff. Part of their role should be working to ensure that staff are able to safely self-disclose their ethnicity in work environments, secure in the knowledge that they will not experience discrimination or derogatory comments in a professional environment.
- ✓ To this end, there is a need to publicise the work of role models from Gypsy, Traveller and Roma communities working in criminal justice services (e.g. police, magistrates, prison officers, police community support officers, and legal professionals) to both dispel negative and derogatory stereotypes in professional and public settings and to encourage other Gypsy, Traveller and Roma community members to consider careers in diverse criminal justice settings.
- ✓ Outreach activities should also be undertaken to actively encourage applications to criminal justice services by Gypsies, Travellers and Roma, utilising a range of international good practice models, for example such as are occurring in the UK within the Thames Valley Police area where police/community placements exist and bursaries are available to support preliminary training requirements for Gypsy, Roma and Traveller applicants.

Workshop Two: Community Policing, Community Cohesion and Conflict in the Context of Migration and Site Applications. Presentations were made by: PC Torak, Gypsy Roma Traveller Police Association; Ms Conkova, Czech Police Officer; Mr Torak, Czech Police Officer; Mr Vojdula, Slovak Police Officer; Dr Faraone, Oxford Brookes University; Dr James, Plymouth University; and, Dr Henry, University of Derby.

Key concerns:

- The provision of community policing as a key tool to effective engagement with Roma communities in Europe.
- Sharing of good policing practice in order to promote the inclusion of Gypsies, Travellers and Roma.
- Recognition of the broad range of agencies that provide an inclusive environment for Gypsies, Roma and Travellers and the need for policing agencies to work within this multi-agency format.

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- The need to address underpinning policing philosophies in order to develop a consensual approach that will ensure accountability, transparency and engagement with community policing initiatives.

Recommendation Six

- ✓ Policing agencies need to value equally the diverse communities they work with, including Gypsies, Travellers and Roma. A top down emphasis on the importance of equal treatment and respect when policing Roma populations (and Council of Europe endorsement/monitoring of expectations of equality awareness/training) should be embedded into high level guidance to state police/enforcement/security agencies, issued across member states

Recommendation Seven

- ✓ Ethnic *profiling* or routine monitoring/recording of Gypsies, Travellers and Roma populations based purely upon their ethnicity rather than specific and individual involvement in a crime (e.g. as a victim, perpetrator or witness) should, as a matter of urgency, cease.
- ✓ Recording of the ethnicity of members of these communities should only be undertaken where relevant and justifiable, i.e. ethnicity recording should occur equally across all ethnic populations such that if monitoring were to occur, 'Gypsy', 'Traveller' and 'Roma' individuals would be logged for the same legitimate policing purposes and in the same circumstances in which 'mainstream' populations' ethnicity was recorded on police databases.
- ✓ Similarly, policing practice should not deviate as a result of the ethnicity of individuals subject to policing – thus there should be no presumption that there is a requirement for large scale police operations or uninformed searches of the homes of unrelated individuals at known Gypsy or Traveller sites or Roma settlements when seeking a single individual.

Recommendation Eight

- ✓ That there should be an expectation of police representation in local, national and European level multi-agency fora pertaining to social inclusion and integration of Gypsy, Traveller and Roma populations.
- ✓ Participation at such fora should include equalities agencies, statutory service providers (e.g health, accommodation, education and employment agencies) and Gypsy, Traveller and Roma civil society representatives.
- ✓ Police officers should work effectively as part of multi-agency teams that aim to build community cohesion through effective dialogue with all communities, including Gypsies, Travellers and Roma and wider populations amongst whom they live, using transferable good practice and expertise from a range of sources and domains.
- ✓ Within their community policing remit policing agencies should recognise and value the role of youth work, particularly engaging with Gypsy, Traveller and Roma youth clubs and peer-led youth work that effectively acts as intervention that builds community cohesion and prevents social exclusion.

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Recommendation Nine

- ✓ Community policing should be carried out by policing agencies as a transparent process through which stronger, safer communities can be built, leading to increased trust between all members of society.
- ✓ That there should be an expectation across all Member States that the preferred model of policing is one in which police and security services reflect, and fully understand, the communities they serve.
- ✓ To this end there is a need for embedded training in non-discriminatory practice and cultural competence amongst police and support officers working with Gypsy, Traveller and Roma communities (and all other minority populations) such that interventions are appropriate, proportionate and involve positive community engagement, drawing upon the knowledge and experience of Gypsy, Traveller and Roma police officers where possible.
- ✓ Monitoring of implementation of good practice in community policing with Gypsy, Traveller and Roma communities should be required across all policing agencies and member states, ensuring that cascading down of good practice and equality principles in policing of the populations takes place within an agreed (reasonable) time-frame.

Workshop Three: Criminalisation and Roma populations/the over-representation of GTR communities in crime and prison populations. Presentations were made by: Ms Yildiz, Prison Social Worker; Ms Bahramian, Pavee Point Traveller and Roma Centre; Ms Costello, Irish Chaplaincy; and Ms Harlem, Friends, Families and Travellers.

Key concerns:

- The over-representation of Gypsies, Roma and Travellers in prison and the lack of accurate records.
- The prevalence of substance abuse amongst Gypsy, Traveller and Roma prisoners and the limited access to support services.
- The evidence of good practice in some prisons that provide peer-support for new prisoners and support groups for on-going needs for Gypsies, Travellers and Roma.
- Poor literacy as a barrier to accessing support and services for Gypsies, Travellers and Roma in prison and their families outside.
- The need to ensure prison governors and managers are aware of issues pertinent to the needs of Gypsies, Travellers and Roma.

Recommendation Ten

- ✓ That ethnicity monitoring should as a matter of routine occur in prison establishments to obtain base-line data on Gypsies, Travellers and Roma who are incarcerated in both youth and adult institutions so that levels of over-representation can be identified and appropriate interventions sought and delivered. It is strongly recommended that there is a drive to ensure that member states connect such activities to Equalities Duties, and are reminded of their responsibilities within the secure estate/prison system as well as in other public service settings.

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- ✓ To encourage self-identification of Gypsy, Traveller and Roma prisoners it is recommended that systems such as 'Traveller support groups' and 'Roma representatives' referred to above are adopted in a format suitable to the circumstances in each member state. Reporting mechanisms should be put in place so that representatives are enabled to meet with regional and national monitoring staff during prison inspections to enable their views and that of other Gypsy, Traveller and Roma prisoners to be heard.
- ✓ It is of primary importance that senior prison officials (Governors, Managers etc) are made fully aware of the inequalities experienced by Gypsies, Travellers and Roma and the link to NRIS priorities.
- ✓ Similarly it is critical that work is undertaken to develop good working relationships between civil society agencies and senior prison staff, such that individual opinion formers and influencers will ensure good practice is adopted within their establishment. Such changes will occur through key opinion formers or figures of authority demonstrating leadership and a commitment to equality principles.

Recommendation Eleven

- ✓ Given the vulnerability of many Gypsy, Traveller and Roma prisoners and disrupted or poor access to primary health care before incarceration, it is critical that opportunities are taken to engage prisoners who are identified as having particular needs, with substance misuse cessation and wider health promotion services at the earliest possible time.
- ✓ Based on the evidence of over-representation in psychiatric services, often presenting as co-morbidities, a stress should be placed on in-prison health services delivering and developing tailored health provision (including the provision of a range of resources using a variety of formats) for Gypsy, Traveller and Roma prisoners.

Recommendation Twelve

- ✓ Appropriate, tailored educational programmes using specialist resources (available also in dialects/variants of Romanes) should be offered to Gypsy, Traveller and Roma prisoners who require such literacy support. It is suggested that mechanisms such as 'support groups' and representatives may offer an effective and palatable way of encouraging take up of these opportunities. Peer learning should be the preferred method of delivery so that Gypsy, Traveller and Roma prisoners with stronger literacy skills may support others.
- ✓ This model and all other interventions (including around prison health/substance misuse) should adopt an asset based community development approach as a starting point.
- ✓ Education (literacy, health, etc) for Gypsy, Traveller and Roma should be tailored and delivered according to their own demands and needs in a culturally competent manner.

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Introduction and Background to the Thematic Meeting

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The thematic meeting entitled *"Crime and Punishment: Gypsies, Travellers and Roma*[1] *in the criminal justice system"* held on December 3rd 2014 was jointly funded by a grant awarded by the The European Academic Network on Romani Studies (EARNS) supported by additional monies generously provided by the Pro Vice-Chancellor's Fund (Society and Health), Buckinghamshire New University. The University of Warwick most generously supported the attendance of an expert delegate from Pavee Point (Katayoun Bahramian), as well as that of Dr Staniewicz, Centre for Rights, Equality and Diversity (CRED) who attended planning and development meetings for the project, co-Chaired the event and provided advice and editing support in relation to production of the final report.

The application for the grant to convene the thematic meeting was developed by Professor Margaret Greenfields, (Director of the Institute for Diversity Research, Inclusivity, Communities and Society: IDRICS) Buckinghamshire New University. Co-applicants were as follows: Dr Teresa Staniewicz, Centre Manager, at the Centre for Rights, Equality, and Diversity (CRED), Warwick University, UK; Dr David Smith, Principal Lecturer in Sociology at Greenwich University, UK and Dr Anthony Donnelly-Drummond formerly of Middlesex University (at the point of application), currently a Lecturer in Criminology at the University of Hull, UK. Agencies and civil society organisations who endorsed the application to the EARNS were: The Traveller Movement London (TM); The Equality and Human Rights Commission (EHRC); The International Gypsy, Traveller and Roma Police Association and the

[1] In the UK Gypsies, Travellers and Roma (GTR) is the preferred designation utilised by the communities, and as such recognises the communities distinct histories of migration to the UK by the order in which named. In European documentation and discussions the preferred term is 'Roma' which encompasses diverse groups including Roma, Gypsies, Travellers, Manouche, Ashkali, Sinti, Boyash and others. Whilst in the main in this report the terms Gypsies, Travellers and Roma are utilised in line with UK practice, on occasion the overarching term 'Roma' is used (typically when referring to European legislation/research or presentations by non-UK colleagues), and where this occurs, the term should be read to include all of the above groups. The acronym GTR is utilised for the sake of brevity throughout this report.

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Association of Chief Police Officers (ACPO). Professor Greenfields and Dr Staniewicz co-Chaired and moderated the thematic meeting and individual workshop sessions.

The European Academic Network on Romani Studies is a project which runs from 2011-2015. It is jointly funded by the European Union and the Council of Europe. The aim of the European Academic Network on Romani Studies is to support efforts towards the social inclusion of Romani citizens in Europe. The project facilitates intercultural dialogue and raises the visibility of existing research outside the academic community in order to foster cooperation with policymakers and other stakeholders. By creating an interface between academic researchers and political decision makers, while promoting and improving the existing resources on the European Roma communities, the project is designed to ultimately allow for the implementation of better conceived policy initiatives based on reliable evidence.

In September 2013, the Scientific Committee of the European Academic Network on Romani Studies agreed to allocate a proportion of existing Network resources to support actions organised by Network members with the aim of building bridges between the world of academics and that of policy makers. The funding decision was in line with the main purpose of the Network project, which aims to raise the visibility of the existing scientific resources on Roma related issues in order to ultimately assist and improve the planning, implementation and monitoring/evaluation of public policies for the social inclusion of the European Roma population.

It was intended that successful applications to the EARNS to host thematic meetings under the 'Bridging the Gap' funding heading would demonstrate that the subject matter was of core interest to academics and policy makers and that a range of policy makers, practitioners, academics and civil society actors would participate. As a member of the EARNS, Professor Greenfields was eligible to apply for funding to host such a meeting and following discussions with a range of colleagues and agencies in relation to the format of such an event the application was submitted in Spring 2014.

The seminar on Roma in the international criminal justice system was generously hosted at New Scotland Yard, headquarters of the Metropolitan Police (London). Access to New Scotland Yard was facilitated by the UK Association of Chief Police Officers (ACPO)[2] who openly acknowledge the importance of transparently reviewing policing practice and learning from the experience of communities affected by policing experiences with the intent of ensuring widespread good practice across the UK and stressing the need for equality of treatment for members of all communities

[2] Since the 1st April 2015, the Association of Chief Police Officers (ACPO) has been superseded by the National Police Chiefs' Council (NPCC). As ACPO was the presiding agency at the point in time when this thematic meeting was convened, we have continued to use this acronym in conjunction with NPCC throughout this report.

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(see further presentation by Janette McCormick, Deputy Chief Constable of Cheshire Constabulary in Workshop One).

The meeting, to which UK and international specialists were invited, attracted considerable attention and it would have been possible to fill the thirty five available places several times over had the meeting been 'open' rather than limited to identified experts and members of specific agencies. Key attendees at this event included representatives from the GRT Police association (UK, Czech and Slovak branches); senior police officers (Asst. Chief Constables; ACPO/NPCC representatives); legal representatives; a former magistrate who is a member of the Romani Gypsy community; prison/secure estate staff and NGO staff working with GRT populations in community and prison settings. Representatives from the UK Department of Communities and Local Government (government ministerial department) were also present throughout.

The thematic meeting was followed in the evening by a specially convened All Party Parliamentary Group on Gypsies, Travellers and Roma held at the Palace of Westminster, which was addressed by selected speakers who had participated in the thematic meeting (Professor Margaret Greenfields, Buckinghamshire New University; Dr Huub Van Baar, University of Giessen, Germany, and the University of Amsterdam Centre for Globalisation Studies; Dr Phil Henry, Multi-Faith Centre, University of Derby; Pavla Conkova, Police Inspector, Czech Republic; Jim Davies of the GRT Police Association; Dr Zoë James, Plymouth University; Mrs Shay Clipson, Romany Gypsy and Traveller Consultancy; and former Cheshire Police Inspector Mark Watson, special advisor to ACPO/NPCC on Gypsy, Traveller and Roma issues). Presentations were made to Parliamentarians and other attendees pertaining to the impact on UK approaches of European trends in policing/migration related tensions and issues in crime/policing and community cohesion. A number of MPs and the Shadow Minister for Justice (who hosted the APPG) attended the event. Political representatives have received copies of the full briefing paper/policy recommendation document and information and copies of the presentations from the workshop held earlier in the day.

The thematic meeting operated under Chatham House rules to facilitate open discussion of themes and issues of concern to attendees. The workshop programme and a number of papers and presentations from the event have (where permission has been granted by presenters) been made available on the IDRICS website http://bucks.ac.uk/research/research_institutes/idrics/Current_Projects/Bridging_the_Gap/ along with images of the events produced by a professional photographer. Mary Humphrey has undertaken considerable work with Gypsy, Traveller and Roma populations http://www.maryhumphrey.co.uk/ and she attended the thematic workshop to record proceedings. Her images of the event have been used to illustrate this report of the meeting and policy guidance.

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Emergent themes in the European Context

At present, despite widespread and persistent anecdotal evidence of over-representation of Gypsy, Traveller and Roma populations as victims of hate crime; alleged disproportionality of Roma presence in relation to certain offences and within the broad criminal justice system/secure estate across Europe; and repeated narratives of mistrust of policing/experiences of discriminatory behaviour including lack of police response to racist incidents and even on occasion police assaults on Roma populations in settlements (see further: http://www.romea.cz/en/news/slovakia-mayor-and-romani-residents-say-police-brutalized-them-police-deny-it), there is surprisingly limited policy discourse, academic research or substantive evidence in relation to this subject. As such we contend that a failure to examine the existing evidence such as it is, or to neglect to make recommendations on how best policies, data and research can be subject to scrutiny and (where necessary and appropriate) recommendations made to ensure enhanced best practice and transparency, is to at best neglect or leave open to suspicion that Gypsies, Travellers and Roma have differential experiences in the context of access to justice, and at worst, to potentially collude in discriminatory or unequal treatment of European citizens based on their ethnicity.

Despite the emphasis on equality and non-discrimination in European policies pertaining to Roma (see particularly Communication COM(2010)133 on the social and economic integration of the Roma in Europe http://eur-lex.europa.eu/legal-content/en/ALL/?uri=CELEX:52010DC0133; Decade of Roma Inclusion (2005-2015) documentation http://www.romadecade.org/#; the Communication on the Framework for National Roma Integration Strategies up to 2020 COM(2011)173 http://eur-lex.europa.eu/legal-content/en/ALL/?uri=CELEX:52011DC0173 and subsequent annual review reports) there is relatively little reference made within these documents to contact with the criminal justice system and experience of policing/security agencies.

The European Agency for Fundamental Rights 'Data in Focus' report of 2009 on Roma minorities in Seven Member states (European Union Minorities and Discrimination Survey) http://ec.europa.eu/justice/discrimination/files/roma_midis_survey_en.pdf reported (pps 2-3) that on average 1 in 4 Roma respondents were victims of personal crime including assaults, threats and serious harassment at least once in the previous 12 months. Similarly, approximately 1 in 5 Roma respondents were victims of racially motivated personal crime including assaults, threats and serious harassment at least once in the previous 12 months. Despite this, between 65% and 100% of Roma (depending on the country surveyed) did not report their experiences of personal victimisation to the police with the main reason given for not doing so, that they were not confident that the police would be able to do anything. In relation to experiences of policing and control, on average 1 in 3 Roma respondents in the countries surveyed were stopped by the police in the previous 12 months, with every

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second person indicating that they thought they were stopped specifically because they *were* Roma. Roma who were stopped by police reported an average of 4 stops over a 12 month period. A similar percentage, 1:4 Roma respondents, in the selected EU member states reported being stopped on return to their country of origin when crossing national borders and indicated that they believed that they were stopped specifically *because* of their ethnicity. Whilst referring to Serbia, which at the time of writing is not yet a member of the EU, Hartley (2014) in a legal review article pertaining to border control in Serbia in 2013, suggests that in some countries it is common for Roma to be required to show documentation that is not legally required, prior to entering or leaving a country, for example proof of intent to return to their home nation state or evidence of finances equivalent to meet their support needs.

Whilst this data clearly demonstrates that Roma populations are likely to be over-represented as victims of crime, a Europol document of 2011 (see further below under keynote papers) https://www.europol.europa.eu/content/press/europol-organised-crime-threat-assessment-2011-429 frames Roma as particularly over-represented in certain types of organised crime, although supporting data is not fully evidenced.

Somewhat unusually in EU policy documentation/discourse, reference *is* made to the risk of Roma being victims of crime, explicitly women and children's involvement in human trafficking (see the Council Recommendation on Effective Roma Integration Strategies, 2013, p9 paragraph 2.5 http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/139979.pdf) as a result of poverty and social exclusion, representing high level awareness of multiple vulnerabilities exacerbating the risk of exploitation. This issue is further highlighted by the European Roma Rights Centre in an October 2010 submission to the United Nations Committee on the Elimination of Discrimination Against Women (CEDAW) http://www2.ohchr.org/english/bodies/cedaw/docs/ngos/ERRC_2_CzechRepublic_CEDAW47.pdf and their subsequent report "Breaking the Silence: trafficking in Romani communities" (ERRC, 2011).

Despite the increasingly high profile awareness of human trafficking amongst law enforcement agencies and policy actors (related to the EU strategy on the elimination of human trafficking) http://ec.europa.eu/home-affairs/doc_centre/crime/docs/trafficking_in_human_beings_eradication-2012_2016_en.pdf, practitioners appear to report relatively low numbers overall (albeit that *any* are too many) of Roma victims of trafficking when compared to the percentage of the community who are victims of other types of crime, including violent assault and racist threats. Despite this emergent evidence of increased risk to Roma across multiple domains, there has to date been limited top-down policy or practice interest in engaging with the widespread victimisation and criminalisation of Roma or indeed dealing with repeated reports of lack of trust in police agencies.

The 2012 EU-MIDIS report (European Union for Fundamental Rights (FRA), Minorities as Victims of Crime http://fra.europa.eu/sites/default/files/fra-2012-eu-midis-dif6_0.pdf) found across a survey of all nation states (p3) a prevalence rate of

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32% for Roma (compared to 24% for other minorities) being a victim of crime in one of five categories: burglary, theft of or from a vehicle; theft of personal property; serious harassment; assault or threat. Even in cases of serious assault or threat, relatively low rates of reporting to police were recorded. At p10 of the 2012 FRA report it is suggested that "*The high rate of criminal victimisation on groups such as Roma, who are already socio-economically deprived, is a factor to consider when developing indicators of relative deprivation*". At p13 of the same report, it is of great concern that in total 6% of Roma victims of assault, report that their assailant was a police officer (4%) or other public official (2%). Overall 75% of Roma victims of assault (p14) reported a significant lack of confidence in the police, leading to a failure to report being assaulted. This widespread lack of confidence by Roma populations in Europe in relation to experiences of policing and overrepresentation of Roma as victims of hate crime is borne out in a closely analysed review article by James (2014) in the International Handbook of Hate Crime.

There is limited evidence of nation states or individual police areas, developing 'equality proofed' strategies for engaging with Roma communities despite the publication in 2010 of the Organisation for Security and Cooperation in Europe (OSCE) guidance on "*Police and Roma and Sinti: Good Practices in Building Trust and Understanding"* (OSCE, 2010) which contains a number of good practice recommendations and advice on improving police/Roma trust and community relations, many focused on the need to enhance visibility of Roma police officers and the value of community policing models.

At a grass roots level, the emergence in 2014 of the Gypsy Roma Traveller Police Association (GRTPA: whose membership comprises police officers of Roma origins) is greatly to be commended and may go some way towards restoring and enhancing trust in policing services where there is visible representation and 'voice' of Roma populations within law enforcement agencies (see workshop recommendations below). However, as yet developments of such national and international initiatives are at an early stage and relatively sparse in the EU context.

In relation to statistics on Gypsies, Travellers and Roma in the secure estate/prison establishments, evidence is highly variable across nation states and again there appears to be no substantial data gathering exercise at a transnational level or expectation that recording of statistics on Gypsies, Travellers and Roma in prison should exist. In 2003 (p14) Cace and Lazar reported that *"Roma suffer from discrimination on a large scale within the legal system in various countries in Europe"* noting disproportionate numbers of Roma in the criminal justice system in Romania and explicitly linking this to widespread poverty, unemployment, social exclusion and in some cases lack of access to judicial advice and representation. Overall, they found that Roma minors, comprised over 35% of those in youth detention centres, Roma adults accounted for 17.2% of those in custody.

Whilst data from the UK context is considered in more depth under discussions in Workshop Three (and see further Mac Gabhann, 2011; Cottrell-Boyce, 2014a) it is only in the last year or so that data gathering exercises on UK Gypsy, Traveller and

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Roma prisoners has commenced, predominantly in response to the work of the Traveller Chaplaincy which has undertaken ground-breaking work with Gypsy and Traveller prisoners, and at the urging of civil society agencies such as The Traveller Movement and Friends, Families and Travellers, has worked closely with the All Party Parliamentary Group on Gypsy, Traveller and Roma issues. It is worth noting that on the 9th March 2015 Andy Slaughter MP (Shadow Minister for Justice and Member of the APPG Gypsies, Traveller and Roma) who hosted the December 2014 APPG reported above, raised a question on the number and percentage of young Gypsy, Traveller and Roma people in Secure Training Centres (STCs) and Young Offender Institutions (YOIs) in 2013/14, in the UK. While not all young people of Roma origins may have self-identified, there was clear evidence of over-representation of these communities given that 6% of all young people in YOIs and 11% in STCs reporting being of Gypsy, Traveller or Roma ethnicity. Similarly, in 2014 the first report on Gypsies, Travellers and Roma in prison which collated data from surveys and prison inspections carried out between 2012-2013, found overall that 5% of prisoners identified as being from these populations compared with Census Data (admittedly representing a significant undercount, see further information in The Traveller Movement, 2013) of 0.1% of UK residents who indicated that they were of these ethnic groups.

Cemlyn et. al. (2009) in the UK Equalities and Human Rights Commission review of inequalities experienced by Gypsies and Travellers found patchy but persuasive evidence of Gypsies and Travellers experiencing imprisonment for first time offences such as petty theft, and low level car/motoring crimes which in other communities were more likely to warrant a community sentence. The authors suggest that in a number of cases of relatively low-level offences, imprisonment was likely to be an artefact of probation and court reports which utilised stereotypes pertaining to Roma likelihood of absconding abroad or referred to a lack of a fixed address if the perpetrator lived on a Gypsy/Traveller site. Cottrell-Boyce (2014b) noted similar findings in relation to a study undertaken for a probation service in the UK. Donnelly-Drummond's research (2008, 2015 and see below, Session One) is suggestive of similar patterns of offending and imprisonment in Northern and Southern Ireland.

Overall despite the paucity of data across and within nation states in relation to Roma as victims and perpetrators of crime it is noteworthy that similarities appear to exist in terms of over-representation in the criminal justice system; victimization and experiences of hate crimes and mistrust of police and security services leading to under-reporting of offences. Whilst there is remarkably little evidence of policy transfer in relation to good practice in monitoring of levels of victimization, satisfaction levels of Roma in relation to experiences of policing/community policing practice, similarities can be found in relation to anecdotal evidence (and findings from the FRA multinational studies *op.cit*) of particular forms of policing and security practice, particularly in relation to stop and search and perceptions of the populations as 'suspect communities'. In the keynote/introductory session (discussed below) the (at least partial) policy transfer of 'securitisation' and 'labelling' of Roma is discussed within the framework of political discourse, and the resultant decrease in recognition

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of Roma as equal citizens in some contexts, despite integration initiatives aimed at increasing social inclusion and enhanced social inclusion.

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Introductory Session/Keynote papers: Policy and practice in UK and wider Europe: intelligence gathering and 'labelling' of communities – situating the concept

Introduction

The opening session of the thematic meeting consisted of a keynote paper by the leading European theorist Dr Huub Van Baar (Universities of Giessen and Amsterdam) working in the field of securitisation of Roma populations in the European context. Dr Van Baar's paper which contextualised and theorised the increasing (and yet essentially unchallenged within a policy context) modelling of Roma communities as 'dangerous' and 'problematic' *migrant* populations was followed by two further context-specific academic presentations by scholars working in German and Northern Irish settings, demonstrating the wide-spread similarities in international policing practice and policy constructions of Gypsy, Traveller and Roma populations. This session was academic focused and less interactive and practice based than subsequent 'workshops' within the thematic meeting. Given that this concept setting session was designed explicitly to explicate the issues in question participants engaged in discussion and questions and answers pertaining to the presentations, rather than formulating key recommendations for actors and agencies. However a key recommendation pertaining to the necessity for top-level monitoring of securitisation and policing practice across the EU emerged throughout the day,

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and can be seen to be embedded within a number of recommendations from subsequent sessions.

Seminar Presentations

Asst. Professor Huub Van Baar, (Universities of Giessen and Amsterdam) of a leading political scientist, set out in his challenging **keynote paper** to problematise the concept, common in public discourse and unchallenged in much policy/policing practice, that there is a 'natural' relationship between Roma populations and criminal activities. Using a number of examples from European member states (the Oberwort case from Austria in 1995 and the 2013 Italian, Greek and Irish cases of alleged 'kidnapping' of blonde children resident with 'dark' Roma parents) he explored concisely the ways in which linking criminal activities to ethnic categories disregards significant historical, socio-economic and historical reasons for the marginalised status of Roma people creates an opportunity to ignore issues of social exclusion, and moreover reinforces negative stereotypes.

Emphasising the critical role of stereotypes (often reinforced by the media) he noted that repeated use of such tropes and discourse impact on policy and activities of bureaucracies, including state agencies involved in creating and enforcing the law. Through this process, Roma's status as citizens, migrants and asylum seekers is diminished or rendered subject to public challenge. Moving on to discuss the processes of 'securitisation' or the state-accepted/mandated one-sided framing of specific groups as security problems, Dr Van Baar emphasised that it is simply a short step from 'securitisations' to the widespread public acceptance of the reasonableness of constructing of Roma as a problematic group who can be treated as different from other residents/citizens on the grounds that 'they' violate social norms and are 'trouble-makers'.

Accordingly the public discourse and activities (including the passive failure to challenge negative stereotypes or racist policy making) of politicians and policy actors can increase acceptance of 'reasonable anti-Gypsyism': the process by which non-Roma populations (including in some cases 'moderate' politicians and policy makers) dehumanise and violate the civil liberties and human rights of Roma people such as the French expulsions of Roma in 2010. The legitimation of 'anti-Gypsyism' is thus explicitly political and bound up with policing practice. Dominant discourse on Roma populations has, Van Baar suggests, become more focused on 'reasonable behaviour', 'decencies, behaviours and duties' and less on social inclusion and civil liberties in recent years. As such political constructions of migrant and national Roma populations are bound up closely with policing and security practice.

The keynote address concluded with three well documented examples (from France, the Czech Republic and a Europol document) of the way in which the wide-spread acceptance of securitisation focused constructions of Roma criminality has made academic scrutiny of pre-emptive policing practice emerging from policy enactments and intelligence guidance based upon stereotypical assumptions rather than

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substantive evidence of Roma criminal activity, increasingly difficult to challenge or monitor.

In the first case (Fassin, 2013) evidence was presented of ethnic profiling of migrant Roma populations by the French police, leading to disproportionate 'stop-and-search' activities despite relatively low levels of identification of crime committed by those stopped. Fassin subsequently alleged that after publication of these findings, his attempts to develop his research further were repeatedly blocked by the French Ministry of the Interior who refused permission for him to observe police activities. In the second example, the use of the term 'socially inadaptable' as an acronym used in relation to Roma populations was found to have become incorporated into community policing practice as well as openly appearing in advertisements referring to tenants regarded as unsuitable for residence in certain forms of housing, in direct contravention of the EC Racial Equality Directive 2000/43/EC. Finally, Van Huub provided a transnational example in which a Europol document (available at: https://www.europol.europa.eu/content/press/europol-organised-crime-threat-assessment-2011-429) explicitly referred to *'itinerant criminal groups'* from Bulgaria and Romania suggesting that members of such groups were '*mostly of Roma ethnicity*' and noting their '*historically itinerant nature*' (EU Serious Organised Crime Threat Assessment, 2011 Doc 8709/11 p14), demonstrating both a lack of awareness of Roma history in those member states and recycling negative tropes of nomadic Roma criminals. In conclusion, the speaker proposed that there is only hope for 'constructive policing' of Gypsy, Traveller and Roma populations if the general trend towards securitisation is challenged and subjected to public and transparent review.

Prof. Dr. Anna Lipphardt (University of Freiburg), a specialist in migration and mobility studies and Director of the interdisciplinary research group COME (Cultures of Mobility in Europe) presented a case study of work in progress in which she is reviewing the policing practices and processes in the 'Heilbronn Phantom' case. After the murder of a female police officer at a fairground site in 2007 investigators found female DNA at the crime scene which had previously been registered at diverse crime scenes across Europe. Due to the high degrees of mobility and criminality they saw reflected in the interconnected cases, and the fact that the relevant DNA markers were more common in people of East European origin, the investigators believed they were dealing with a female serial killer of "Gypsy" background, resulting in a two year long investigation targeting Gypsy, Traveller and Roma families, monitoring their movement patterns and taking hundreds of DNA samples. Ultimately the investigation collapsed in 2009 when it was found that the DNA of the "Heilbronn phantom" originated in contaminated swabs, all of which could be traced to a worker of Polish origin in a Bavarian swab factory. In 2011 it was eventually revealed that the murder in Heilbronn was committed by the NSU, a right wing German terrorist organization. Lipphardt, who reflected on the challenges inherent in researching biased police investigations and ethnic profiling as an outsider, without institutional access, is currently investigating what happened with the DNA samples taken in

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relation to the Heilbronn Phantom case and the role of the media in disseminating the investigators' "Gypsy" theory to the public.

The final presentation of this section was given by **Dr Anthony Donnelly-Drummond** (a co-applicant in the seminar series, previous working at Middlesex University and currently at the University of Hull, UK) based on his doctoral study (and on-going research) into policing practices operationalised towards Travellers in Northern Ireland and the Republic of Ireland. His paper focused on the dichotomy between commonplace 'labelling' of this ethnic group as a 'suspect community' by police officers, and their apparent invisibility in datasets which precludes the ability to prove that the suspicion of over-representation in criminal activity is borne out. Despite Travellers not being recognised as an ethnic group in the Republic of Ireland (contrary to practice elsewhere in Europe where they are included under the rubric of Roma, and in the UK where they are recognised as a distinct ethnic group protected by Race Relations legislation), there is evidence of unofficial recording of Traveller ethnicity and racial profiling within the criminal justice system in both parts of the island of Ireland. He found evidence of significant levels of mistrust towards the police and security systems expressed by Travellers who report discriminatory treatment and reported on one case of a Traveller who was 'forgotten and lost in the prison system' for several months although evidence existed that he could not have been present at an alleged crime and as such he should have been released from custody. Lack of familiarity with and trust in the criminal justice system coupled with social exclusion, experiences of racism and poor literacy meant, Donnelly-Drummond found, that Travellers were loath to pursue complaints against the police and had no idea where to seek redress in cases such as the one above of the 'forgotten' prisoner.

Core discussion points

Participants noted that individual cases of ethnicity related discrimination and 'anti-Gypsyism' were only occasionally publically highlighted in a national or international context (i.e. the 2013 'blonde Roma' cases (McGarry, 2013), the death of teenager Johnny Delaney in the UK in 2003 http://news.bbc.co.uk/1/hi/england/merseyside/3246518.stm, attention paid to the French Government's large-scale expulsion of Roma in 2010 followed by that of Leonarda Dibrani in 2013 http://www.france24.com/en/20131016-france-roma-schoolgirl-expulsion-bus-kosovo-interior-minister-valls/ and the Swedish police's ethnic profiling of Roma http://www.ertf.org/index.php/legal-notice/8-news/189-ertf-concerned-with-the-ethnic-profiling-of-roma-in-sweden.

In the main however, disproportionality and unequal treatment of Roma within international criminal justice systems (widely assumed and anecdotally related although statistical evidence is limited), widespread discriminatory assumptions embedded in everyday policing practice, the increase in securitisation (including breaches of the 2004 Directive on Freedom of Movement http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2004:158:0077:0123:EN:PDF)

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and ‘reasonable anti-Gypsyism’ were seen as increasingly commonplace across member states so as to generally attract no significant attention at a national or international policy or political level. It was noted that the EU Framework for National Roma Integration Strategies up to 2020 COM(2011) 173 makes no explicit mention of the Criminal Justice system as a priority area, although equal treatment within the justice system is a core plank of equal treatment and civil liberties.

Other than these occasional high-profile cases of the type noted above, and intermittent sharing of news on discussion ‘streams’ within specialist international forums (such as the EANRS) there has been a noticeable lack of policy attention to the emergent evidence that Gypsies, Travellers and Roma are subject to systemic unequal treatment in the context of member state policing policies and within the European criminal justice system. Whilst monitoring of policies pertaining to ‘stop and search’ or data on Gypsy, Traveller and Roma prison populations and access to legal services and translators fluent in Romanes are difficult to ascertain such as to prove or disprove concerns that systemic (direct and indirect) discrimination against Roma populations may exist within the criminal justice system, it was regarded as critically important that opportunities exist for international colleagues to meet and share information or review emergent trends in this field. Beyond sharing of expertise in policy, practice and research findings it was noted that a need exists to establish clear lines of accountability and monitoring at local, member state and European wide levels to enable clearer evidence to emerge of the situation of Roma people within the criminal justice system, the impacts of social exclusion, opportunities for employment for education and public discourse on their circumstances.

In the light of similarities of experience across a number of member states and shared concerns over monitoring of Gypsies, Travellers and Roma contact with and experience at all levels of the criminal justice system there should be a transnational approach to ensuring accountability and monitoring of policy and practice in relation to equality area. To that end:

RECOMMENDATION ONE

That an amendment should be made in relation to monitoring and annual reporting requirements of progress towards Roma Integration up to 2020 (National Roma Integration Strategies, NRIS). Such reports, undertaken in partnership with Roma civil society would enable the European Parliament, the Council and the Roma Contact Point network to assess progress under the heading of fighting discrimination with particular reference to the fields of criminal justice and policing practice.

To most effectively undertake this exercise it is necessary for appropriate data sources to exist, albeit ethnic monitoring of this kind is highly controversial and illegal in some member states. We are therefore aware that it is critically important that:

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RECOMMENDATION TWO

As an interim stage, and to enable progress to be appropriately reviewed in relation to equal treatment within the criminal justice system; Governments, police and security agencies working in close partnership with Roma civil society, specialist organisations such as the Gypsy Roma Traveller Police Association and national and international human rights agencies, should be required to undertake a strategic equality assessment in relation to Roma populations as represented at all stages of the criminal justice system.

Such an assessment should measure and assess strengths and weaknesses in policies, proportionality of policies and guidance provided at EU, national and local levels to police and other security agencies.

The process of review and terms of reference should be transparent and subject to agreed time-tables to avoid undue delay.

Monitoring should occur in relation to outcomes at all stages of the criminal justice system and contact with police and security agencies (e.g stop and search; trial; sentence etc). Weaknesses should be addressed through a monitored and implemented action plan to address gaps or bad practice in policy and practice.

International and publically accessible sharing of good practice in relation to policy development and initiatives to build trust in police practice, and reassurance of equal treatment within criminal justice systems should occur on a regular basis.

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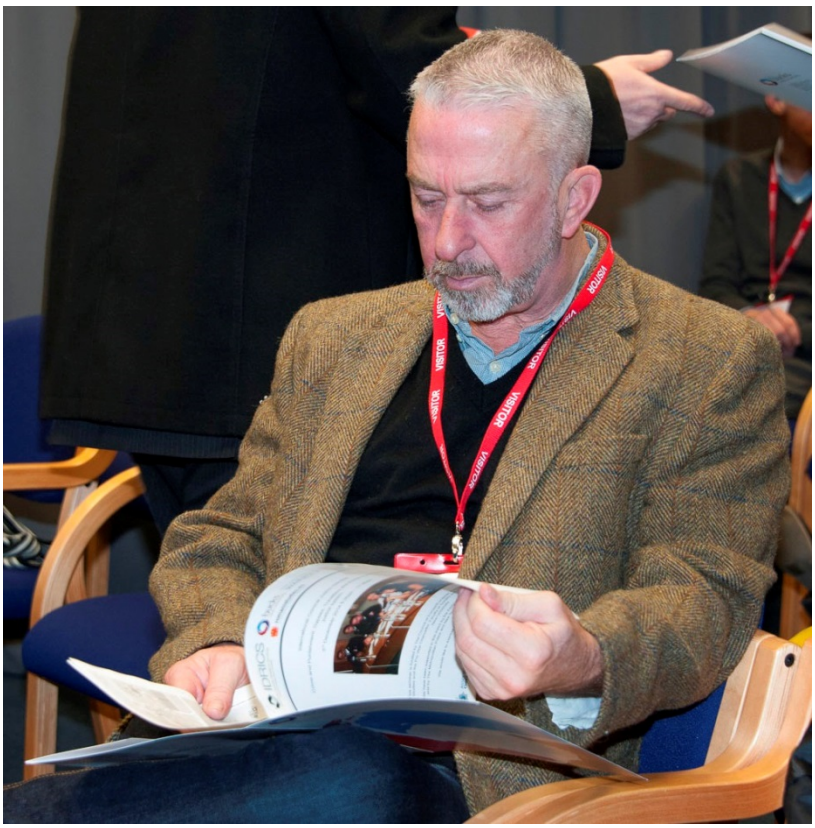
Workshop One: Encouraging reporting of crime by Gypsy, Roma and Traveller victims of hate and other crimes

Introduction

In the first workshop session (presentations followed by group discussion, feedback and agreement on collective recommendations) the theme was on policing practice and cultures within the service as well as good practice in encouraging and developing trust in equality of treatment by police officers. In addition to the presentation on the role and equalities work/approach of the Association of Chief Police Officers (NPCC) in relation to Gypsy, Traveller and Roma issues, two speakers (both members of the English Romany community) spoke of their communities' experiences of being policed and how (building upon the paper given by Dr Drummond, above) this can impact on expectations of unequal treatment and hence willingness to engage with police as victims or witnesses, even when victimised by hate crimes.



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This session was core to facilitating discussion of perceptions of policing and enabling acknowledgment that repeated or widespread poor experiences both exacerbate and uphold 'folk memories' of discriminatory or inappropriate policing. Ultimately narratives of these experiences become widely disseminated amongst Gypsy, Traveller and Roma communities, feeding into building a negative cycle which has consequences for community engagement, trust, and the wellbeing of

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Gypsy, Traveller and Roma peoples as they become excluded from expectations of police service and protection from crime and harm. Conversely, with clear leadership, careful planning and training, acknowledgement of the assets afforded by culturally competent officers (and agencies such as the GRTPA) and adequate time, it can be possible to develop positive and appropriate interventions which will develop trust in community policing models and support mutual awareness between police officers and Gypsy, Traveller and Roma people of rights, responsibilities, duties and expectations of equal treatment and respect.

Supporting Literature

As noted above, only limited research evidence exists in the European and UK context pertaining to experiences of policing and reporting of hate crime by Gypsy, Traveller and Roma populations. The EU-MIDIS/FRA reports (*op.cit*) of 2009 and 2012 at present offer the largest scale and best quality evidence in relation to wide-spread concern over reporting of both hate crime and other offences to police services. Work undertaken by James (2013, 2014a,b) and Greenfields' (unpublished) analysis of a series of UK Gypsy Traveller Accommodation Assessments (GTAAs), on which she has worked and which included questions pertaining to attitudes of UK Gypsy/Traveller respondents to the police, has borne out the findings of widespread suspicion and mistrust leading to reluctance to engage with police officers and an attitude of self-reliance when dealing with victimisation. Donnelly-Drummond's PhD research (cited above) and Power's (2004) report on Irish Travellers in Britain replicate these findings. In some member states there is a particularly long history of poor relations and even violent conflict between Roma people and police and security services (e.g. findings from the 2012 FRA study report a shocking 4% of respondents indicating that they have been physically assaulted by police officers). It is likely that barriers to engagement may be even more profound and require a greater emphasis on changing attitudes towards community policing, such as have been outlined in the OSCE report of 2010 and within discussions at their recent expert meeting on this subject (2014) http://www.osce.org/odihr/119653?download=true, an event in which Petr Torak of the Gypsy Roma Traveller Police Association (delegate to this meeting) participated. OSCE have retained an interest in this field of activity for some years, having a decade ago commissioned a compilation of resources pertaining to enhancing good practice in policing practice of Roma people (Oakley and Taylor, 2006). Whilst a considerable number of documents included in the 2006 volume have now been superseded, and that document should be read in conjunction with the 2010 SCE report, the resource still retains some value, containing as it does recommendations from the 1999 European workshop on that theme, indicating how limited has been the progress in the field of policing and Roma community relations in the intervening years.

In addition to these European documents, we are aware of good practice guidance in relation to management of unauthorised encampments which has been issued to and developed by UK police forces, particularly in relation to the work of ACPO/NPCC

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under the auspices of Deputy Chief Constable McCormick, the ACPO/NPCC lead on the Gypsy, Traveller and Roma working group within the Equality and Diversity and Human Rights business area, and former Police Inspector Mark Watson (both delegates at this conference). Mark Watson has been particularly active in championing work on the revision of policing policies and practices in the policing area of Cheshire to ensure best practice in engagement with Gypsy, Traveller and Roma communities, both migrant to, and resident in, the force area. In this policy development work, Watson has worked closely with ACPO/NPCC and the GRTPA since that organisation was formed in 2014. Whilst not directly responsible for developing policy guidance, the GRTPA are active in supporting individual Gypsy, Traveller and Roma police officers, delivering training and engaging with individual police forces (see below for a case study of the Thames Valley Police Force) in reviewing policies and procedures. A summary of their practice recommendations and recent work can be found in the report of the 2014 OSCE expert meeting (pps 8-9, op cit).

McCormick, Watson and ACPO have spoken repeatedly and publicly on the responsibility of police services to not simply or automatically move on or evict nomadic Gypsies and Travellers as this has negative consequences for vulnerable community members. ACPO guidance (issued prior to the name change of the association) also indicates that there is a need to address multiple domains of exclusion and the interface between police activity and accommodation for Gypsy, Traveller and Roma populations. See further the report of the Review Hearings/House of Lords Panel Meetings (Ryder et al. 2011:p51) convened by the civil society agency Travellers Aid Trust in which the ACPO submission referred to the lack of adequate site provision for Gypsies and Travellers in the UK as the single most important element in public (negative) perceptions of the community, with the issue of site provision and eviction enhancing the potential for conflict. Whilst not explicit in their written evidence it is strongly implied (as noted below in the FFT/Community Law Partnership paper) that the role of the police in such circumstances may often be perceived of as hostile and impact on the potential for trust-building relationships between police and Gypsies and Travellers.

In Scotland *the Police Scotland Guidance Gypsies/Travellers Management of Unauthorised Encampments : Standard Operating Procedure (2014*) also recommends that there should not be an automatic presumption of eviction in relation to unauthorised Gypsy and Traveller sites. The Community Law Partnership (a public law organisation with specific expertise in Gypsy, Traveller and Roma issues) and the civil society organisation Friends, Families and Travellers (delegates at this meeting) have in September 2014 responded to the most recent ACPO/NPCC guidance on managing unauthorised encampments http://www.communitylawpartnership.co.uk/noticeboard/articles stressing at p4 the link between reluctance of Gypsies and Travellers to report hate crime and poor experiences of policing of encampments, an issue which is also acknowledged in ACPO's own Operational Guidance on Hate Crime 2014 in which

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such limited crime reporting is "*attributed, in part, to a historically poor level of positive, cooperative engagement with the police."*

Whilst other than the OSCE papers (*op.cit*), there is limited extant published data on the potential or impact of overt 'positive policing' on improving relationships with Gypsy, Traveller and Roma communities, one UK police force, (Thames Valley Police) under the leadership of Detective Chief Superintendent Houalla, who has publicly spoken out about the need to challenge policing practice and unconscious institutional racism towards Gypsies Travellers and Roma, has, in (2015) completed an audit of policies and practices to ensure transparency and clear equity in relation to Gypsy, Traveller and Roma issues. These policies and equality targets are currently under review with the intent of implementation in the near future and if adopted will provide a ground-breaking example of good-practice in the UK context given the focus on targeting and auditing the extent of good relations and Gypsy and Traveller community satisfaction with police services.

Thames Valley Police work closely with the Gypsy Roma Traveller Police Association and are currently adopting and rolling out enhanced equalities training on Gypsy, Traveller and Roma issues. In addition new recruits and trainee officers receive a community placement and visits to Gypsy/Traveller sites to ensure the development of cultural competence and to enable trainees to have the opportunity to meet community members at first hand and hear about their concerns in relation to policing. In addition, the force is unique in offering bursaries to fund the expenses of trainee officers of Gypsy, Traveller and Roma origins so as to enable them to complete the compulsory pre-training 'Certificate in Policing Practice'.

Other than these documents above and occasional reports in various nation states of local level good practice, i.e. the deployment of police community support officers working with police officers in building trust with migrant Roma populations http://www.westbriton.co.uk/PCSO-helps-improve-relations-Roma-community/story-25747123-detail/story.html and Gypsies and Travellers in rural England through workshop and activity delivery, we are unable to identify significant levels of supporting literature relevant to this workshop.

Seminar Presentations

Janette McCormick, the Deputy Chief Constable of Cheshire Constabulary and Gypsy, Roma and Traveller lead for the Association of Chief Police Officers/National Police Chief's Council **(ACPO/NPCC**) spoke about the need to ensure that policing practice in the UK was ethical, reflectively monitored and subject to on-going awareness of both national and international best practice. In particular, DCC McCormick emphasized the need for police services to be reflective of the communities that they serve and to be culturally competent whilst fulfilling their primary role of ensuring safe communities for all people regardless of their ethnicity or country of origin. Having outlined the role of ACPO/NPCC as an agency with

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responsibility for providing guidance to other senior officers, she referred to her role as Gypsy, Traveller and Roma lead within ACPO/NPCC and the work she and her colleague former Inspector Mark Watson have undertaken in supporting and encouraging changing models of policing in this field. She stressed the need for a positive outlook and development at a local level, emphasising not only the importance of building relationships with communities where there is frequently a mutual lack of understanding (between police and Gypsy, Traveller and Roma populations) but also the importance of building trust and confidence. Given ACPO/NPCCs commitment to the autonomy of individual forces, DCC McCormick stressed that at present there is a lack of 'joined up' thinking on this issue within the police service. She emphasised that there is a need to change the police without mandating particular modes of practice, essentially through supporting good practice and developing an internal equality culture whilst increasing awareness of the issues impacting on Gypsy, Traveller and Roma communities.

Jim Davies, a Romany Gypsy police officer and a founding member of the Gypsy Roma Traveller Police Association (**GRTPA**) which has now become an international organisation, spoke from his personal experience as a member of the community as well as a serving officer. Commencing with several powerful anecdotes of experiences of 'stop and search' narrated to him by relatives and friends he stressed that officers often feel that if they don't police in a particular manner i.e. using surveillance or stopping and searching Gypsies and Travellers (identified through their work vehicles or as living on sites) that they are not fulfilling their role properly. He stressed therefore that there is a problematic culture within policing which means that many officers do *not* realise that they are behaving either overtly or covertly in a racist or discriminatory manner. As such, certain attitudes or behaviours become normalised and Gypsies and Travellers gradually become regarded as being of lesser worth than other community members. Inevitably this is a two way process with society's attitudes impacting on police officers and policing practices that assume Gypsies and Travellers must be treated in a particular manner, influencing public discourse.

Emphasising the isolated pockets of good practice and commitment within the police services, particularly amongst some senior officers, Jim Davies stressed that there is still a long way to go in changing attitudes amongst many officers, although there is an increasing demand for equalities training delivered by the GRTPA. In such training sessions, police officers will sometimes acknowledge that they have felt uncomfortable at the way in which policing culture or expectations of particular modes of policing Gypsy, Traveller and Roma people can impact on daily policing practice. He concluded by presenting comments from community members on what is required to change attitudes towards the police service. Essentially, as a result of negative experiences there is a sense that the police needs to prove to Gypsy and Traveller communities that they (police officers and the service as whole) are trustworthy and even-handed when engaging with Gypsy, Traveller and Roma communities.

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Mrs Shay Clipson is a Romany Gypsy and a long-term activist with a particular interest/expertise in policing and the criminal justice system. Her expertise and concern have emerged as a result of her personal experiences as a community member who has experienced discrimination and negative stereotyping at the hands of the police service despite having an unblemished record and having served as the UK's first Gypsy, Traveller or Roma Magistrate. Mrs Clipson spoke eloquently of the oft-met presumptions that Travellers or Gypsies who come before the court will abscond and that, in her experience, there is clearly differential practice in treatment of and assumptions pertaining to suitable sentences for Gypsy, Traveller or Roma offenders. She spoke too on the impact on the entire family, of presumptions of a custodial sentence when a community sentence would prove a viable alternative, as this can leave women and children without transport or no income where (as is common in UK Gypsy and Traveller cultures) the man is the sole breadwinner. Thus there are broader social implications in such sentencing practice including implications for the public purse of providing financial support to a household which had previously been financially self-supporting. Largely such differential sentencing occurs as there is a tacit preference for custodial remands even when an individual has reported to the court rather than being 'brought in on warrant'. She further discussed how such discriminatory practice impacts on community trust and rehabilitation into the community, leading to a cycle of increased hostility, suspicion and concern.

Other elements of the presentation referred to how differential policing of communities can create a sense of fear amongst non-Gypsy/Traveller residents who consider that police presence near to sites suggests that the residents are a threat to public wellbeing. On this point, Mrs Clipson provided substantial testimony of her inability to require the police to act against hate speech, racially abusive graffiti or activities which caused intimidation to Gypsy and Traveller residents of a local 'site' who were subject to a long-term and virulent public campaign against their planning application. (See further: Erfani-Ghettani 2012 for a discussion on intimidation and organised campaigns against applications for Gypsy/Traveller sites). Similarly, she reported on the ways in which media discussion of police responses to incidents of hate crimes experienced by Gypsy and Traveller communities can exacerbate the sense of tension and fear and reduce Gypsy and Traveller confidence in the service. In concluding her presentation, Mrs Clipson reported on discussions with police officers in which it was acknowledged that ethnic profiling of community members took place, and noted that in her experience, police officers will often deny or have limited knowledge of ACPO guidance on policing Gypsy, Traveller and Roma communities. She applauded the work of individual officers and ACPO/NPCC but called for a significant change at 'grass-roots' localised policing level to enable dialogue and trust to be built between the police and GRT communities.

Recommendations

Delegates broke into a number of groups to discuss the presentations, exchange information on experience of both policing and being policed, and subsequently

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formulated a series of recommendations. These were refined, agreed and finalised during subsequent breakout groups, within the plenary session at the end of the day and as a result of the follow-up emails, evaluation and survey activities circulated to attendees.

Whilst delegates were aware that the presentations in this section of the paper were based on the UK experience it was felt that given evidence of similar conditions of miscommunication and mistrust and potentially direct or indirect discriminatory policing attitudes and behaviours occurring throughout Europe, the following recommendations pertain to both national and transnational contexts:

RECOMMENDATION THREE

That urgent action is taken to ensure that trust can begin to be built between Gypsy, Traveller and Roma communities and police officers, through the development of transparent good practice in policing and the utilisation of community policing models such as are outlined in OSCE documents and other literature considered above.

In particular there is a self-evident and clear need for training in high quality and meaningful equalities issues for police personnel such that officers become aware of the need to reflect upon their practice and treat Gypsies, Travellers and Roma in the same manner and with as great an awareness of, and sensitivity to, their protected characteristics under national and international Equalities legislation as they would when policing other minority and majority communities. Such training should include information and evidence on the impact of discrimination; experience of victimisation; accommodation, health and education exclusion, as well as circumstances in countries of origin which impact on Gypsy, Traveller and Roma migration patterns, life-chances and opportunities.

In addition to training for individual officers it is critically important that there is a culture shift within policing which draws upon deep seated commitments to eradicating anti-Gypsyism at the highest level. This can be met most effectively by engaging with high-profile champions within the police service at all levels, (i.e. senior officers working with organisations such as the GRTPA and equalities bodies); clarity that discriminatory attitudes will not be tolerated, and outreach activities to encourage enhanced communications between police services and Gypsy, Traveller and Roma citizens/residents.

There is a necessity for senior officers and those in positions of leadership to ensure that their officers and management level staff are aware of, and engage with, a raft of European wide good practice measures and to enhance awareness of Victims' Rights (e.g. and that within their jurisdictions there is proactive engagement with such initiatives as the OSCE Training against Hate Crimes for Law Enforcement (TAHCLE) programme http://www.osce.org/odihr/tahcle?download=true co-delivered by experts, see p8 of the document for discussion on processes) such as the GRTPA and appropriate civil society agencies.

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In order to undertake such a whole-organisation 'culture shift' it is recommended that there is a thorough review of policies and practices and adoption of good practice models such as have been outlined within the 'supporting literature' section above:

RECOMMENDATION FOUR

In addition to ensuring good practice in community and 'street level' policing so that police/community encounters are non-discriminatory and culturally sensitive whilst offering appropriately robust protection and equal treatment to all members of society, it is critically important that all policy documents, intelligence briefings and guidance issued to police officers is non-discriminatory, accurate in content, and relevant to the task in hand.

As such national and international good practice examples (see above) should be sourced, shared and utilised and monitoring of community level policing should exist.

Measures should be in place to monitor satisfaction and utilisation of services provided to Gypsy, Traveller and Roma communities such that it is possible to measure proportionality of policing activities, communication methods utilised (e.g. if literacy is a problem for a large number of Roma community members then other methods of dissemination of information should occur, e.g. podcasts or social media, face-to-face contacts using appropriately skilled translators if required; recruitment of and engagement with Roma police officers; etc).

In the light of the widespread barriers to trust and understanding which exist between police and criminal justice services and Gypsy, Traveller and Roma communities and the challenges (resulting from institutional cultures or racism) in disclosure of ethnicity identified by Gypsy, Traveller and Roma police, prison service and court personnel (including magistrates), it is important that steps are taken to both ensure that police and criminal justice agencies provide a 'safe and supportive' environment for staff from these ethnic groups and that at national and local level, monitoring of recruitment policies and retention of such staff occurs.

Given the emergent but compelling evidence that Gypsy, Traveller and Roma police officers experience casual everyday discrimination from colleagues in their working environment (see the 'testimonial' pages of the GRTPA website http://www.grtpa.com/?page_id=479 and on-going research by Greenfields/GRTPA, 2015) and the unique evidence provided by Mrs Clipson above with regard to her role as a Magistrate during which she disclosed similar experiences, there is an urgent need to constructively engage with specialist staff associations to provide support to individuals working in criminal justice services of Gypsy, Traveller and Roma origins.

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RECOMMENDATION FIVE

That there is a need to address perceptions common in both policing cultures and wider society that there are no (or exceptionally low numbers of) police or prison staff or legal service personnel from Gypsy, Traveller and Roma communities. This perception both feeds into widespread discriminatory narratives of Roma criminality and (mutually existing) negative stereotypes found amongst both Police and Gypsy, Traveller and Roma communities which presume that no person of those ethnicities would either wish, or would be accepted for, training as a police officer.

Professional associations such as the GRTPA and the Association of Roma Professionals should be supported at the highest level to enable them to engage with colleagues around issues of discrimination or unequal treatment of community members and staff. Part of their role should be working to ensure that staff are able to safely self-disclose their ethnicity in work environments, secure in the knowledge that they will not experience discrimination or derogatory comments in a professional environment.

To this end, there is a need to publicise the work of role models from Gypsy, Traveller and Roma communities working in criminal justice services (e.g. police, magistrates, prison officers, police community support officers, and legal professionals) to both dispel negative and derogatory stereotypes in professional and public settings and to encourage other Gypsy, Traveller and Roma community members to consider careers in diverse criminal justice settings.

Outreach activities should also be undertaken to actively encourage applications to criminal justice services by Gypsies, Travellers and Roma, utilising a range of international good practice models, for example such as are occurring in the UK within the Thames Valley Police area where police/community placements exist and bursaries are available to support preliminary training requirements for Gypsy, Roma and Traveller applicants.

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Workshop Two: Community Policing, Community Cohesion and Conflict in the Context of Migration and Site Applications

Introduction

The 'Community policing, cohesion and conflict' session built upon the previous sessions to provide specific space for discussion of community policing issues in the UK and European context.

This element of the thematic meeting delivered evidence of policing practice from around Europe that allowed participants to discuss the relevance of police work in informing community cohesion and reducing conflict. Whilst certain papers were specific to individual nation state contexts (particularly the discussions on community hostility towards 'Gypsy/Traveller sites' which reflected UK circumstances), the overall session provided scope to explore differences and similarities in approach to conflict reduction and transferable good practice in policing practice which can be utilised in diverse member states.

Supporting Literature

Within the context of Gypsies, Travellers and Roma as increasingly 'securitised' communities (Van Baar, 2014) the relationship between policing agencies and Gypsies, Travellers and Roma can be critical in determining wider community relations and public discourse on their social inclusion or exclusion.

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The principles of ‘community policing’ as a style of policing which embraces a close relationship between the public and the police have widely been accepted within European states (Brogden and Nijhar, 2005) as noted above in discussion of the multiple reports and discussions of this issue within the wider EU context. However, two particular issues arise in the delivery of community policing as a tool to Gypsy, Traveller and Roma inclusion in Europe. Firstly, wider societal acceptance of Gypsies, Travellers and Roma in Europe is minimal at best, with even the most liberal nation states continuing to police Gypsies, Travellers and Roma as a problem due to their perceived migration status and lack of assimilation, rather than as valuable members of local communities (James, 2013 and as reported above at this meeting). Secondly, in parts of eastern and central Europe policing has experienced a lag in the time taken to make the shift from policing activities being carried out in order to *uphold* authoritarian regimes to being undertaken in order to act on communities’ *needs*, as a community policing approach requires (Ryan, 2007).

Due to these constraints the challenges of implementing effective community policing to build community cohesion could be considered daunting in some contexts and require support for policy change. In particular, it is noted that meaningful inclusion and equal treatment of Gypsy, Traveller and Roma populations in the context of experiences of policing will often require a culture shift for both members of the public who may have particular expectations over how police officers will engage with these populations; as well as for some police officers and those working in security settings who may perceive of their role as being purely one of enforcement, [see notes from Workshop One].

However, the evidence provided by the ‘Crime and Punishment’ seminar speakers identified good practice in delivery of community policing in a number of European countries, with speakers raising issues that could be valuably addressed in order to make that good practice a reality across national borders or in other non-context specific settings.

Seminar Presentations

In the first part of the workshop delegates from a number of European policing agencies presented their experiences of policing Roma communities and specifically their engagement with innovative community policing initiatives.

Branislav Vojdula, a Slovak police officer and international associate of the Gypsy Roma Traveller Police Association, outlined the changes that had occurred in Slovakia in the post-soviet era that had resulted in Roma being at a greater social disadvantage than their non-Roma Slovak neighbours. He stated that underpinning their disadvantaged position was the significant lack of employment of Roma populations, as access to work had been assured during the soviet era. Their lack of employment had led to increases in community tensions and subsequently Roma communities in Slovakia had increasingly become segregated and thus both

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physically and socially excluded within Slovak society, creating a cycle of disengagement and mutual anxiety between mainstream populations and Roma citizens.

Martin Torak, a Czech police officer and international associate of the Gypsy Roma Traveller Police Association, presented policing in the Czech Republic as a bifurcating system. He showed how Czech policing practice was carried out largely in a militaristic style, according to soviet era policing methodology. However, he then identified ways in which other styles of more community focused policing were being developed that aimed specifically to engage Roma with the wider Czech communities. This 'community policing' approach importantly used education as a key tool in delivering positive messages within and across communities to aid cohesion.

Pavla Conkova, who is a senior Czech police Inspector and international associate of the Gypsy Roma Traveller Police Association, built on the previous presentation by Martin Torak, discussing the use of community policing strategies to engage with Roma communities. Her personally driven approach to improving the plight of Roma in the Czech Republic was inspiring as she discussed how police officers acting as 'liaison officers' with Roma were able to tackle prejudice against the communities and also seek to reduce social exclusion.

Petr Torak, the Vice-Chair of the Gypsy Roma Traveller Police Association discussed the transnational impact of the problematizing of Gypsies, Travellers and Roma. He noted concerns within British policing and intelligence bodies regarding human trafficking of Roma and the forced involvement of Roma communities, particularly children, in criminal activities. In doing so he identified the vulnerable position of Roma in Europe and crime (as victims and being victimised) associated with this poverty, vulnerability and the wide-spread social exclusion of Roma. Petr noted the need for increased numbers of police officers to openly state their Gypsy, Roma or Traveller identity in order to challenge prejudice within police forces and in the communities they work with, as well as to build confidence amongst Gypsy, Traveller and Roma communities that they will be treated as equal citizens and fairly policed.

In the second part of the workshop, **Dr Maria Faraone,** a lecturer from Oxford Brookes University with expertise in planning and conflict resolution, presented her work on how conflict between Gypsy and Traveller communities and other populations in the UK can occur as a result of opposing perceptions of appropriate land use. She identified how policing carried out within a 'community policing' model can function to resolve such conflict through effective interpretation of policy that incorporates the needs of all communities and thus contribute to building cohesive relationships between communities.

Dr Zoë James, Associate Professor in Criminology and Criminal Justice at Plymouth University, discussed the need for policing in Europe to embrace a 'consensual'

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framework for working with Gypsies, Travellers and Roma, that provides for their inclusion in wider society and builds positive relationships between communities, rather than the commonly used ‘coercive’ framework of policing which can serve to oppress and marginalise those communities. She suggested that community policing may provide the structure within which a consensual approach to policing could be realised. However, her presentation acknowledged the barriers to this, including the militaristic nature and history of many policing agencies, the culture of police officers working at street-level and the wider social pressure for police officers to manage Gypsies, Travellers and Roma as problematic communities.

Dr Phil Henry, Director of the University of Derby Multi-Faith Centre, the academic unit which set up and provides on-going support to Derby Roma Community Care, a community agency, presented on how offending behaviour is commonly borne of complex histories that are rarely explored by criminal justice agencies. His work with young Roma people in a youth club setting showed how their fear of authority meant that they were not prepared to speak up for themselves. He identified the positive outcomes of community police officers engagement with young people in non-enforcement environments such as the youth club. He particularly noted the ability of such engagement to build young people’s trust in policing services and processes creating greater dialogue in relation to need, social exclusion and appropriate and meaningful court diversion processes including opportunities for youth workers and Roma support workers to combine their skills and knowledge to work together with young offenders in a peer mentoring relationship. By doing this they are able to work towards positive change and reduce the passive response of many young Roma who associate the youth justice system with authority where they feel disempowered. The consequences are often to conform to orders from the courts or other community sanctions but with little sense of behavioural change or help in understanding their place in UK society. The Derby mentoring scheme is helping to provide a model for Youth Offending Services (YOS) to enlist community-based support, something the young people are more likely to respond to.

Recommendations

Following extensive group discussion of the papers presented and following additional questions and answers and sharing of good practice and knowledge, four key recommendations were collectively agreed by participants.

These focus on core elements of policing philosophy and practice which can be utilised as transferable international models to enhance Gypsy, Traveller and Roma community relations with policing agencies and which will over time assist in building cohesive communities and greater trust between enforcement agencies and the communities amongst whom they work.

Within the debate, particular attention was paid to the issue found widely across Europe (see reports of earlier workshops) of the apparently routine (albeit not always officially mandated) ethnic profiling/monitoring of Gypsy, Traveller and Roma

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populations by police and security services based on widespread assumptions that the groups are inclined towards criminality.

RECOMMENDATION SIX

Policing agencies need to value equally the diverse communities they work with, including Gypsies, Travellers and Roma. A top-down emphasis on the importance of equal treatment and respect when policing Gypsy, Traveller and Roma populations (and Council of Europe endorsement/monitoring of expectations of equality awareness/training) should be embedded into high level guidance to state police/enforcement/security agencies issued across member states.

Building upon recommendation one, police officers of all ranks should be aware of the need to respect individual and community uniqueness and engage purely with the policing task at hand when carrying out enforcement roles.

Thus, for example, the anecdotally common practice of undertaking searches of neighbouring premises at Gypsy and Traveller sites or Roma settlements, or sending in a large number of officers to affect the arrest of a single individual (and as evidenced in research by James, 2006, the use of police tactics to disrupt, destabilise and spatially exclude Travellers) should not occur unless there is specific, credible intelligence-led information which leads to a balanced, evidence-based assessment that it is necessary to deviate from standard policing practice such as would occur when attending at the premises of any other (non-Roma) suspect resident in (for example) a housing complex/estate or single housing unit.

RECOMMENDATION SEVEN

Ethnic *profiling* or routine monitoring/recording of Gypsies, Travellers and Roma populations based purely upon their ethnicity rather than specific and individual involvement in an crime (e.g. as a victim, perpetrator or witness) should cease as a matter of urgency.

Recording of the ethnicity of members of these communities should only be undertaken where relevant and justifiable, i.e. ethnicity recording should occur equally across all ethnic populations such that if monitoring were to occur, ‘Gypsy’, ‘Traveller’ and ‘Roma’ individuals would be logged for the same legitimate policing purposes and in the same circumstances in which ‘mainstream’ populations’ ethnicity was recorded on police databases.

Similarly, policing practice should not deviate as a result of the ethnicity of individuals subject to policing – thus there should be no presumption that there is a requirement for large scale police operations or uninformed searches of the homes of unrelated individuals at known Gypsy or Traveller sites or Roma settlements when seeking a single individual.

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It was agreed that as a result of (often) identifiable locations at which Gypsy, Traveller and Roma populations live (e.g. sites, settlements), and where residents may experience high levels of social exclusion or increased rates of health, education or employment related exclusion, there is a significant need to ensure that policing practice and the development of community relations is part of a multi-agency approach which supports NRIS priorities.

The emphasis on equality and justice dominant within both the underpinning Communication (5/4/2011) requiring that member states endorse the EU Framework for National Roma Integration Strategies up to 2020 COM(2011) 173 and develop national policy measures for integration and inclusion, does not explicitly refer to policing practice although it is incontrovertible that the expectation that member states will engage with issues of discrimination and equality of access to public services automatically subsumes the activities of police services.

Similarly The Ten Common Basic Principles on Roma Inclusion adopted by the Council of Europe Ministers in charge of Social Affairs in 2009 http://www.coe.int/t/dg4/youth/Source/Resources/Documents/2011_10_Common_Basic_Principles_Roma_Inclusion.pdf stress as Principle One the need for constructive, pragmatic and non-discriminatory policies such as have been recommended here.

Annual reviews of implementation of the framework for NRIS (most recently, the European Commission, Directorate-General for Justice 2014 review report on the implementation of the EU Framework for National Roma Integration Strategies http://ec.europa.eu/justice/discrimination/files/roma_implement_strategies2014_en.pdf) again does not explicitly identify policing and criminal justice processes as a key priority in relation to integration of Roma populations. However, when coupled with the repeated emphasis in the above documents on collaboration across multiple operational domains to enhance integration of the populations, it is clear that it is both a sound policy principle and within the remit of policing agencies to engage with other local and national level actors and agents to aid Roma integration and enhance community cohesion.

Most recently, the explicit focus on challenging 'anti-Gypsyism' and the emphasis on participatory operational level human rights activities stressed repeatedly at the March 2015 Roma Platform in Brussels (http://ec.europa.eu/justice/events/roma-platform-2015/index_en.htm) offers scope to rethink the role of police and security agencies within multi-agency fora.

Accordingly participants stressed the following recommendation.

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RECOMMENDATION EIGHT

That there should be an expectation of police representation in local, national and European level multi-agency fora pertaining to social inclusion and integration of Gypsy, Traveller and Roma populations.

Participation at such fora should include equalities agencies, statutory service providers (e.g health, accommodation, education and employment agencies) and Gypsy, Traveller and Roma civil society representatives.

Police officers should work effectively as part of multi-agency teams that aim to build community cohesion through effective dialogue with all communities, including Gypsies, Travellers and Roma and wider populations amongst whom they live, using transferable good practice and expertise from a range of sources and domains.

Within their community policing remit policing agencies should recognise and value the role of youth work, particularly engaging with Gypsy, Traveller and Roma youth clubs and peer-led youth work that effectively acts as intervention that builds community cohesion and prevents social exclusion.

Considerable debate took place throughout the day (see above), as well as within this specific workshop in relation to developing trust, transparency of actions, and the involvement of Gypsy, Traveller and Roma police officers and civil society agencies in monitoring good practice and engaging in discourse with community members.

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RECOMMENDATION NINE

Community policing should be carried out by policing agencies as a transparent process through which stronger, safer communities can be built, leading to increased trust between all members of society.

That there should be an expectation across all Member States that the preferred model of policing is one in which police and security services reflect, and fully understand, the communities they serve.

To this end there is a need for embedded training in non-discriminatory practice and cultural competence amongst police and support officers working with Gypsy, Traveller and Roma communities such that interventions are appropriate, proportionate and involve positive community engagement, drawing upon the knowledge and experience of Gypsy, Traveller and Roma police officers where possible.

Monitoring of implementation of good practice in community policing with Gypsy, Traveller and Roma communities should be required across all policing agencies and member states, ensuring that cascading down of good practice and equality principles in policing of the populations takes place within an agreed (reasonable) timeframe.

Workshop Three: Criminalisation and Roma populations/the over-representation of GTR communities in crime and prison populations

Introduction

This workshop session, which focused on understanding the existing data pertaining to Gypsy, Traveller and Roma prisoners specifically in the UK and Ireland, consisted of a series of presentations by specialist non-governmental organisations (NGOs) and civil society actors engaged in in-prison work. It was striking that despite the emergent data sources on Gypsy, Traveller and Roma offenders which are available in the UK (see under *'Emergent themes in the European Context'* above) and which are increasingly providing a snap-shot of the pre-incarceration circumstances of offenders, and in particular provide scope to explore literacy levels, health status, former accommodation situation and employment experience (essentially reflecting the priorities of the NRIS), support and specialist in-reach for these populations are overwhelming provided by non-governmental agencies and voluntary sector agencies, rather than statutory services.

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Key evidence was also presented in a number of presentations of the strength of community support both *within*-prison settings (i.e. emotional, practical and psychological, provided by other Gypsy, Traveller and Roma prisoners) and by external relatives and networks *to* incarcerated offenders. It was noted that the degree of resilience found amongst prisoners who had often experienced deep and persistent social exclusion prior to becoming incarcerated was quite remarkable, given the challenges faced within prison settings (see below).

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Supporting Literature

As has been outlined when discussing the European context, there is remarkably limited reliable evidence on offending rates and criminal justice outcomes relating to Gypsy, Traveller and Roma offenders. In many cases this is a direct result of statutory requirements which forbid ethnic monitoring. Despite this, as noted above there is a widespread perception that there is over-representation of these populations within prison and secure estate establishments (see for example, Strausz, 2014, who refers to “allegedly disproportionate number of Roma in prison populations” in Hungary). What statistical evidence does exist is also often quite ‘dated’ meaning that it is difficult to establish longitudinal changes in prison populations despite anecdotal evidence suggesting that ‘crimes of poverty’ committed by Roma may have increased as a result of starkly decreasing levels of employment among the populations following post-reform changes in Central and Eastern European countries, reported increases in depth and persistence of poverty amongst Roma and the impact of more recent austerity measures across Europe.

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Thus the European Roma Rights Centre in a very detailed publication in 1997 reported that in 1995, approximately 20% of prisoners in Bulgaria were of Roma ethnicity. That study provided considerable detail of abuse of human rights and discrimination experienced by Roma prisoners in various forms of detention including police custody, having similarities to some of the evidence gathered by Donnelly-Drummond (above) in relation to stereotypical attitudes and poor practice experienced by Travellers in custody. A brief article published in February 2015 http://www.romea.cz/en/news/bulgaria-most-inmates-in-shocking-juvenile-prison-conditions-are-romani which discussed the exceptionally poor conditions in the juvenile detention centre at Boychinovtsi Prison, Bulgaria and refers to the January 2015 report of a European Committee against Torture review of facilities there (http://www.cpt.coe.int/documents/bgr/2015-12-inf-eng.pdf) suggests (without evidencing from where the statistics have been drawn) that "most prisoners are Romani". In 1999 a Spanish civil society programme (The Barani Project) http://www.coe.int/t/dghl/monitoring/ecri/good_practices/3-roma_gypsies/rg_section%20c_en.asp?toPrint=yes&#TopOfPage reported that although the project was hampered by lack of ethnicity data, Romani women account for 25% of the female prison population although overall 1.5% of the population of Spain are of this ethnicity. Sixty per cent of Romani women prisoners were serving sentences for drug-dealing, usually on a small scale, and most of the rest for drug-related theft or robbery. The average sentence was 6.7 years, whilst 60% are repeat offenders, 87% of the women are mothers and 44% were imprisoned outside of their home region or province. The summary report suggested that gender, ethnicity and poverty combined to exacerbate the discrimination experienced by Romani women at all phases of the criminal justice process.

The All-Ireland Traveller Health Study (2010) suggests that Travellers are disproportionately represented in the Irish prison system with males being likely to experience prison at a rate of 5-11 times more than other men and Traveller women having an 18-22 times greater likelihood of experiencing incarceration. It was highlighted within that research that offending behaviours associated with these populations are typically rooted in a context of marginalisation and social exclusion, compounded by discrimination, including within the criminal justice system. Overall however, with the exceptions of the UK and Ireland, data sources on ethnicity and imprisonment which demonstrate clear over-representation of Gypsy, Traveller and Roma populations remain sparse.

The Irish Penal Reform Trust (IRPT) in their qualitative report published in 2014, explicitly referred to the adoption in 2010 of UK-wide ethnic monitoring in prisons which had enabled the identification of prisoners of Gypsy or Traveller heritage and welcomed the fact that ethnic monitoring had 'recently' commenced in Ireland, enabling greater clarity of the scale of Traveller incarceration and underpinning social exclusion. Flagging up evidence from the UK (Cemlyn et. al., 2009; Mac Gabhann, 2011 etc.) that prisoners of Traveller origins experienced racist abuse from other prisoners and prison officers, discrimination, poor literacy, high rates of suicide,

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substance misuse and frequently experience misrecognition of Traveller culture and the impact of separation from close family, leading to increased suicide rates, self-harm and acute depression in prison, the IPRT stressed that similar circumstances are likely to pertain in Ireland. Citing the UN Committee against Torture's (CAT) concluding observations to Ireland (2011), the IRPT (2014, p6) expressed concern that Traveller prisoners were particularly likely to experience intimidation in prison settings from other prisoners.

The IRPT report highlighted a number of findings pertaining to increased incarceration of Travellers and these are overwhelmingly linked to domains of exclusion and discrimination found within NRIS documents, in particular poverty, lack of education/learning disabilities, insecure employment and social exclusion. Mason et. al. (2009), in a review of evidence of ethnicity in UK prisons suggested that early school leaving and youth 'street life' increases the risks to young Gypsy and Traveller males of involvement in the criminal justice system. Mac Gabhann (2011) noted that criminal activity by Traveller males in the UK is strongly associated with reduction in self-employment opportunities and role tensions arising from expectations of male financial provision for the family and cultural patterns in which sole-(male) earner, highly gendered household structures pertain. To this end Mac Gabhann noted that crimes of acquisition were the most common reason for imprisonment amongst the Traveller prisoner population in the UK, and that Travellers were significantly more likely to be imprisoned for that type of offence than were other prisoners when the prison population was analysed by ethnicity. Anecdotally this holds true elsewhere in Europe in relation to Roma prisoners but given the paucity of data at member state level it is impossible at this time to draw clear conclusions.

In the UK, which has good record keeping on the ethnicity of prisoners (albeit dependent on self-disclosure which is less likely to occur when prisoners fear ethnicity based discrimination or are not in an environment which offers recognition and support for their cultural needs), there is clear evidence of a substantial over-representation of prisoners of Gypsy or Traveller origins, with such evidence dating back to 2009 when shortly prior to the implementation of the Equality Act a question on Gypsy or Traveller status was included in prison Inspectorate surveys. More recently (2013) the National Offender Management Service (NOMS) has begun to systematically record ethnicity data on Gypsy and Traveller prisoners through the inclusion of such ethnicity categories on the P-NOMIS (prison IT) system. Inspectorate surveys also continue to examine ethnicity data during the annual 'snap-shot' of prisoner characteristics. There has been little change between 2009-2013 with around 5% of all prisoners identifying as Gypsy or Traveller. There are a greater number of female prisoners who identify as Gypsy or Traveller at 12% across the entire secure estate and young offenders (both genders) are significantly over-represented in Secure Training establishments at 12% of all young offender prisoners (see Parliamentary Question of February 2015 cited above under the sub-heading *Emergent themes in the European Context).*

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Agencies such as the Traveller Movement; Friends, Families and Travellers and the Irish Chaplaincy (all delegates at this thematic meeting) report that self-disclosure of Gypsy/Traveller ethnicity amongst prisoners has increased dramatically in the past few years as there has been increasing recognition of the size and needs of the population in prison and steps taken to encourage open recognition of Gypsy and Traveller ethnicity in the secure estate.

Roma populations are also (anecdotally – and see further the presentations from Yildiz) over-represented in prison in the UK although at present migrant Roma ethnicity is not recorded and as a category they are subsumed under 'nationality' data, so that a migrant Polish Roma prisoner would simply be recorded as 'Polish' in prison records. To a large extent the increase in Gypsy and Traveller civil society agencies providing specialist prison in-reach (i.e. through agencies such as those listed above, and Pavee Point in Ireland) and the dramatic growth in Traveller support groups in prison in the UK following the publication of the 2011 Irish Chaplaincy/Mac Gabhann report, has led to an increased willingness of Gypsy and Traveller prisoners to self-identify and in so doing discuss their health and education needs. Similarly, as a result of the development of trust and supportive relationships between in-reach services and prisoners, combined with the impact of Equalities legislation and monitoring, there has been increased awareness at the needs of such offenders at a high policy level of policy.

In February 2014, the UK HM Inspectorate of Prisons published an in-depth 'findings' paper on the characteristics and experiences of Gypsy, Traveller and Roma prisoners which demonstrated worse outcomes for members of these communities, decreased satisfaction with prison experience and significantly higher rates of reporting a sense of danger and intimidation in prison settings than did other prisoners (http://www.justiceinspectorates.gov.uk/hmiprisons/inspections/people-in-prison-gypsies-romany-and-travellers-a-findings-paper-by-hm-inspectorate-of-prisons/#.VS-VA5Nr2Jx). In March 2014, a new monitoring tool was implemented in UK prisons by NOMS to monitor outcomes for prisoners against a range of protected characteristics, including Gypsy, Traveller or Roma status. Since that time, there has been an increased rate of self-identification amongst these communities within the secure estate. HM Prison Inspectorate suggest that use of this monitoring tool will allow greater understanding of where gaps in services exist for Gypsy, Traveller and Roma prisoners, enabling the commissioning of appropriate specialist services to ensure equality of outcomes. These recommendations and approaches are gaining strong support in the Republic of Ireland (IRPT, 2014) where prison reform specialists have identified a clear need to ensure appropriate data is collated on Travellers in the criminal justice system to counter widespread inequality of experience and outcome. In the autumn of 2013, for the first time ethnicity data pertaining to prisoners was adopted by the Irish Prison service although findings from this first survey are not currently available.

We were unable, whilst undertaking this short review, to identify similar guidance, statistical evidence or ethnicity monitoring recommendations from other European

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sources and would recommend that the UK and emergent Irish policies are useful resources for other member states.

Seminar Presentations

Can Yildiz, a social worker in a London women's prison and PhD student at Kings College London, presented on findings of a study undertaken in collaboration with the prison service on foreign national prisoners. This research which first highlighted the high number of Roma women prisoners became the forerunner to her on-going doctoral research. Having commenced with a presentation on media representations of Romanian migrant Roma and a discussion of statistics which indicate 70.9% of all arrests of beggars in the Borough of Westminster in London were of Romanian nationals she expounded on the problematic of accessing accurate data pertaining to Roma prisoners in Europe and the UK. As outlined above, there are substantial data gaps in Europe in relation to this population and in the UK Roma are overwhelmingly categorised as 'foreign nationals' in the NOMS system and recorded by country of origin. Despite this, directly asking Bulgarian, Romanian and other East European women if they identified as Roma, led to self-declaration of this ethnicity of 5% of all foreign national women prisoners. Based on a calculation from available statistics on the Roma population of London, Yildiz suggested that foreign-national Roma women are 1,250 times more likely to be found in prison than are Roma persons in the population at large in London. Within prison settings there was clear self-identification as Roma between women and many were already known to each other in community settings identifying emergent evidence of mutual support between women. All female foreign national Roma prisoners were incarcerated for theft and the women were largely distinct from other prisoner groups in terms of low levels of education/literacy, distinct language needs and similarity of offences. They overwhelmingly perceived of themselves as disadvantaged and discriminated against within prison by fellow prisoners and also by the prison system in terms of reduced access to early release as a result of predominantly being of no fixed abode.

Katayoun Bahramian is the Coordinator, of the Drug & Alcohol Programme at Pavee Point Traveller and Roma Centre (the key civil society organisation in Ireland supporting Travellers and migrant Roma). Her presentation focused on key findings from the 2010 All Ireland health report which established that Travellers were grossly overrepresented in Irish prison settings compared to non-Traveller populations by at least 5 times for men and 18 times greater risk of incarceration for women. There was a similar over-representation in psychiatric admissions amongst Irish Travellers which is again reflective of experiences of social exclusion across multiple domains and discrimination. Data on substance misuse both in and out of prison settings was also indicative of gross over-representation of Traveller populations. Although monitoring of Travellers within the prison system has recently commenced (2013) full data is not yet available. Overwhelmingly in all of these contexts of disproportionality and negative life events (psychiatric admissions, imprisonment and substance misuse) Traveller ethnicity is held to be a key variable.

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Of great concern, it was found that substance misusing Travellers usually seek health care and advice through different routes from 'mainstream' populations, often attending at A&E clinics. With inappropriate or discriminatory access to medical care for substance misuse which often deflects Travellers from services, it would appear that prison offers an alternative access to detoxification and related health services for Travellers, particularly as many prisoners have substance misuse issues associated with offending behaviours. Female prisoners and young offenders were found to be particularly heavy substance misusers and 43% of Traveller prisoners interviewed in one study first used heroin in prison settings (Van Hout, 2009; Fountain, 2006). There is a noticeable lack of Traveller specific mental health; substance misuse and rehabilitation services within prison settings or post release which may help to break the cycle of recidivism and substance use. Within prisons cultural competence is low amongst the majority of prison staff with the exceptions of one prison which has a dedicated team of external specialists who work with Travellers. As such many Travellers are trapped in a cycle of social exclusion, offending, substance misuse and lack of health care.

Pavee Point has formulated a number of clear recommendations for successful interventions. In order to alter outcomes and create successful interventions it is critically important for services to be able to obtain accurate and timely data (which is overwhelmingly lacking at present). Such information should be widely disseminated to health and prison service staff. In developing interventions it is critical to ensure that Travellers and Roma are full partners, working with their representative organisations to influence policy and build appropriate and successful partnership models of intervention. Such interventions must draw upon culturally competent delivery, be respectful of community resilience and be delivered in partnership with or by Traveller and Roma people and their organisations. All activities must be based on a community development approach. There is an overwhelming need for appropriate and targeted reintegration support for former prisoners.

The presentation by **Ellena-Jade Costello** of the Irish Chaplaincy Traveller Equality Project highlighted the available data on Gypsies and Travellers in the UK prison system (outlined above under supporting literature) and the demonstrable over-representation of the communities in the UK prison system at all stages, from youth offending to adult prisons. Overall, 5% of adult prisoners and 12% of children in Secure Training Centres are of Gypsy or Traveller ethnicity.

This paper drew upon the core educational work of the Traveller Equality Project which has emerged from their ground-breaking study of Traveller prisoners undertaken in 2011 (Mac Gabhann). As a result of that research they have focussed their activities on enhancing literacy amongst Gypsy and Traveller prisoners in recognition of the fact that low reading skills or functional illiteracy acts as the single largest risk factor for reoffending amongst Travellers. Moreover without literacy at an appropriate level – which is significantly higher than found amongst the vast majority of prisoners with whom they have contact – it is not possible to enter training classes, rehabilitation or skills courses in prison, or to be eligible for early release. Sixty-five to

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seventy per cent of Travellers in prison have difficulty reading and writing which impacts on access to all services in prison, even applying for phone access, gym, visits by relatives, being able to make a complaint as well as healthcare and education matters. Further there are significant issues of mental illness amongst prisoners with whom they work, which can be reduced by support within the prison system, often provided by other Traveller prisoners and feeling part of a supportive group. However where Travellers are isolated, their culture is not respected and they have no access to education or training, the cycle of exclusion and discrimination within prisons is exacerbated and Travellers remain ever more marginalised and at risk of reoffending than do other prisoners. One successful tactic in managing the transition to prison is to have Traveller representatives to make themselves known to new Traveller prisoners. It was suggested that placing Travellers in induction wings in prisons was a good way to encourage self-identification as at that stage they could be advised about in-prison support groups, discuss needs etc.

In order to bring about change there is a requirement that at all levels of the prison service there is recognition that a problem exists and that it is crucial to identify the number of Travellers in prison and the issues they face (education, addiction, mental health). Similarly explicit recognition must occur at all stages of policy, practice and service delivery of the link between social and economic exclusion and high rates of imprisonment. Solutions must be policy driven but practical and deliverable, for example the need to develop a co-ordinated strategy that addresses education, mental health and rehabilitation for Travellers in prisons. There is a critical need for civil society organisations, the prison service and individuals (prison officers, education staff etc) to develop realistic solutions. Some initiatives which the Traveller Prisoners Project are involved with include the development of tailored literacy initiatives using Stage 1 texts with narratives, images and characters who are accessible and meaningful to Travellers. In addition, the Project helps to develop and support Traveller Groups in prison which provide mutual support and shared learning opportunities and work to engage prisoners with learning opportunities such as obtaining construction skills certificates which are relevant to Traveller employment preferences outside of prison etc. Specialist resources are also provided for Traveller prisoners such as text books, Travellers in Prison newsletters and supporting the development of other opportunities for asserting their cultural heritage and sense of community within the prison environment.

The final presentation of the thematic meeting was by **Sarah Herlem**, Mental Health outreach worker for Friends, Families and Travellers (FFT) (whose specialist in-prison work was introduced by **Chris Whitwell**, Director of FFT). Chris commenced by urging all delegates to keep the dialogue going at national and international level to enable the spread of good practice and to fight discrimination against Gypsies, Travellers and Roma in the criminal justice system and extended an invitation for delegates to visit FFT and find out more about their work.

The presentation reported on the holistic work undertaken by Sarah in two separate prisons in the South of England. Often Gypsy and Traveller prisoners are struggling

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with separation from their family and having to learn how to navigate the prison system with little or no literacy skills. She emphasised the need for contact with professionals with a good understanding of and respect for Gypsy and Traveller culture, who can act as a trusted point of contact whilst in prison. FFT work with HMP Lewes and HMP Forde. They support Traveller groups and develop Traveller representatives (as discussed in the previous presentation) who meet and greet new prisoners and explain to them how the prison system works. While Gypsy and Traveller ethnicity is on NOMIS ethnicity monitoring forms, without information on the purpose of the coding and reassurance from Traveller representatives of the value of declaration of status, often a new prisoner will not declare their ethnicity.

At the prisons where Sarah works there are regular Gypsy and Traveller group meetings and the groups have developed and co-delivered cultural awareness training for prison staff, developed displays of art and culture etc. One outcome of access to such support groups is that while prison officials have expressed concerns that 'gangs' of Gypsies and Travellers might form if they meet together. In practice it has been shown that access to community support within the prison has reduced conflict and led to an inclination to engage positively with the prison system and services. Holding community support meetings in classroom settings means that prisoners who might otherwise feel intimidated or defensive have positive experiences and feel more welcomed when accessing classes. Education is offered which is culturally relevant and flexible, using the resources developed by the Irish Chaplaincy Traveller Equality Project (discussed above). A number of peer mentors have been developed from within the Traveller prisoner community who are helping other Gypsies and Travellers to move into education. After classes and meetings there is a drop-in surgery where prisoners can meet with the mental health outreach worker to discuss concerns and she can advocate on their behalf if appropriate.

In addition to one-to-one work, FFT supports cultural awareness training in prisons co-facilitated by prisoners. They also work with whole families outside of prison to provide support, help people to keep in contact with prisoners and keep them informed of what is happening during a confusing time. This is particularly important if family members also have poor literacy. Work with prisoners continues post-release to provide support and reduce the risk of reoffending at a point when recidivism risks are high.

Ending with a case study of their holistic way of working Sarah discussed how the organisation worked in prison with a repeat offender who over time became a Traveller prison representative and accessed specialist educational resources so that he learnt to read for the first time. FFT were able to offer him a placement at their civil society organisation pre-release and he continues to volunteer with them now he is back in the community and planning for the future. Overall the philosophy of the programme is that it is only when a prisoner and their family feel supported that they can make the most of their time in prison and plan for a non-offending future. The example of the prisoner they have worked with is simply one case but many Gypsies,

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Travellers and Roma in the criminal justice system have potential to make changes and move forward and not reoffend if given a chance by society.

Recommendations

Considerable discussion took place in relation to recognising the need to ensure that prison governors and managers are made aware of the inequalities experienced by Gypsies, Travellers and Roma and how this impacts on offending behaviours, risks to prisoners whilst incarcerated, the likelihood of recidivism and the potential for individual prisoners to achieve change whilst in prison.

It was repeatedly emphasised throughout a number of presentations and during discussions that there is a strong sense of solidarity present amongst Gypsy, Traveller and Roma prisoners and that this offers a clear asset which can support positive in-prison work when policy and practice initiatives are put in place to support such activities .

As with previous workshops, the recommendations consist of both high level policy and more localised ‘grass–roots’ initiatives which can be put in place with the support of managers, prison governors, and also individual staff (both prison officers and in-reach members of civil society organisations) working within prisons. Targeted initiatives should wherever possible be delivered with the support and engagement of Gypsy, Traveller and Roma prisoners engaged in peer-learning exercises.

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RECOMMENDATION TEN

That ethnicity monitoring should as a matter of routine occur in prison establishments to obtain base-line data of Gypsies, Travellers and Roma who are incarcerated in both youth and adult institutions so that levels of over-representation can be identified and appropriate interventions sought and delivered. It is strongly recommended that there is a drive to ensure that member states connect such activities to Equalities Duties, and are reminded of their responsibilities within the secure estate/prison system as well as in other public service settings.

To encourage self-identification of Gypsy, Traveller and Roma prisoners it is recommended that systems such as 'Traveller support groups' and 'Roma representatives' referred to above are adopted in a format suitable to the circumstances in each member state. Reporting mechanisms should be put in place so that representatives are enabled to meet with regional and national monitoring staff during prison inspections to enable their views and that of other Gypsy, Traveller and Roma prisoners to be heard.

It is of primary importance that senior prison officials (Governors, Managers etc) are made fully aware of the inequalities experienced by Gypsies, Travellers and Roma and the link to NRIS priorities.

Similarly it is critical that work is undertaken to develop good working relationships between civil society agencies and senior prison staff, such that individual opinion formers and influencers will ensure good practice is adopted within their establishment. Such changes will occur through key opinion formers or figures of authority demonstrating leadership and a commitment to equality principles.

It was regarded in the UK/Irish context as being of great concern (for all prisoners but particularly for groups who are most vulnerable) that where prisoners are serving terms of less than two years – which is the majority of prisoners known to in-reach services – it is not possible to access substance misuse rehabilitation.

RECOMMENDATION ELEVEN

Given the vulnerability of many Gypsy, Traveller and Roma prisoners and disrupted or poor access to primary health care before incarceration, it is critical that opportunities are taken to engage prisoners who are identified as having particular needs, with substance misuse cessation and wider health promotion services at the earliest possible time.

Based on the evidence of over-representation in psychiatric services, often presenting as co-morbidities, a stress should be placed on in-prison health services delivering and developing tailored health provision (including the provision of a range of resources using a variety of formats) for Gypsy, Traveller and Roma prisoners.

Deep concern was expressed over the impact of poor literacy on Gypsy, Traveller and Roma wellbeing and how this impacts on their ability to engage with in-prison

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services or retain contact with relatives on the outside. In the UK context in particular, where specialist groups and literacy in-reach exists (for example using materials such as discussed within presentations) it would appear that outcomes are more favourable over the long term. However there is a clear need for monitoring and evaluation of outcomes where such services are available to demonstrate sustainability and effective working. A core plank of all equalities work within prisons should consist of ensuring opportunities for Gypsy, Traveller and Roma offenders to access literacy skills and training programmes whilst in prison.

RECOMMENDATION TWELVE

Appropriate, tailored educational programmes using specialist resources (available also in dialects/variants of Romanes) should be offered to Gypsy, Traveller and Roma prisoners who require such literacy support. It is suggested that mechanisms such as 'support groups' and representatives may offer an effective and palatable way of encouraging take up of these opportunities. Peer learning should be the preferred method of delivery so that Gypsy, Traveller and Roma prisoners with stronger literacy skills may support others.

This model and all other interventions (including around prison health/substance misuse) should adopt an asset based community development approach as a starting point.

Education (literacy, health, etc) for Gypsy, Traveller and Roma should be tailored and delivered according to their own demands and needs in a culturally competent manner.

Continuing on the theme of education (in the broadest sense) it was noted that to ensure that education (both of Gypsy, Traveller and Roma prisoners and of prison staff who develop their equalities knowledge) is effective, such activities need to be a bridging action to address racism and exclusion in a variety of mainstream settings, such that equalities awareness is 'grown' across agencies.

Accordingly the delegates wished to stress again their major concern with regard to over-representation of Roma communities in prison, and the failing and unequal treatment (which may include both direct and indirect discrimination) at all stages of contact with the criminal justice system. To this end, systemic change is required at European, National and local levels.

Conclusions

Drawing together the themes of the day and the linking discussions there is a clear need to develop a holistic national and European-wide strategy for enhancing Gypsy, Traveller and Roma equality and inclusion in relation to policing and front-line engagement with law enforcement agencies. Any such strategy must also reach across all elements of the Criminal Justice system including sentencing policy and in-prison experience.

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Such a strategy should take clear account of the increase in securitisation and political rhetoric which is largely unchallenged in relation to Gypsy, Traveller and Roma people, and represents them as a security 'threat' or criminal population.

There are marked similarities across Europe for all of the diverse Roma communities in relation to experiences of discrimination (which is also widespread within criminal justice systems) and persistent and deep social exclusion.

There is a need for a clear emphasis in Council of Europe and European level guidance to member states on the connections between socio-economic status and deep and persistent exclusion and offending behaviours.

It is critically important that Gypsy, Traveller and Roma role models and leaders (including professional organisations such as the GRTPA) are identified who can work in close and meaningful partnership with civil society, agents of Government and the State and policy actors, to ensure that equalities legislation is meaningfully reflective of the situation of Gypsies, Travellers and Roma within criminal justice systems. Such networks and bodies should share good practice, information and initiatives and meet on at least an annual basis.

There should be a high level commitment to eradicating discrimination against Gypsy, Traveller and Roma populations within criminal justice systems at all levels and close monitoring of outcomes at all stages, including 'stop and search'; outcomes of trials; sentencing; recruitment and retention of Gypsy, Traveller and Roma staff; policy development and enforcement; training and accessibility and satisfaction with complaints procedures.

It is critical that appropriate interventions are put in place within the secure estate/prisons so as to enable appropriate engagement with Gypsy, Traveller and Roma prisoners. Such interventions should provide physical and mental health support, access to education and training, contact with Gypsy/Traveller and Roma families impacted by the custodial sentence and should seek to break persistent offending behaviours through offering meaningful opportunities such as pre-release placements and post-release support.

Holistic services should be offered to Roma offenders both in prison and community settings, to engage with health, education and other life circumstances which increase the risk of re-offending and/or family impoverishment.

Whilst controversial in some nation states we strongly recommend that there is a clear need for high quality ethnicity monitoring for the purposes of enhancing equality and providing a clear and auditable evidence base on the contacts, pathways, opportunities and outcomes for Gypsy, Traveller and Roma in contact with criminal justice systems, whether as suspects, victims or witnesses.

In order to improve the situation of Roma across the domains of access to justice and equality of treatment and outcome in the context of criminal justice, there must be a high level commitment to ensuring that NRIS annual reports, designed in collaboration between civil societies and national governments address issues

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around criminal justice policy, design and delivery when undertaking their country reports.

Overall the issues raised by this report are reflected in the wealth of existing knowledge of criminal justice processes in Europe more generally and specifically in relation to minority communities (see, for example, Bucerius et al 2014). However, as this meeting evidences, the experiences of Gypsies, Travellers and Roma in Europe is unique given that they constitute the largest minority within the European Union member states and their experiences of victimisation and offending are largely unrecorded and unrecognised. This meeting has provided an opportunity to challenge the failure of member states to address the vulnerabilities of these communities in relation to their experiences of criminal justice processes and as such it sets out a comprehensive set of recommendations that require immediate attention in order to build community cohesion, reduce offending and tackle victimisation.

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Participating Agencies/Experts attending the Thematic Meeting

- Katayoun Bahramian (Pavee Point)
- Jenni Berlin (IDRICS/University of Eastern Finland)
- Shay Clipson (Romany Gypsy and Traveller Consultancy)
- Pavla Conkova (Slovak Police Inspector)
- Ellena-Jade Costello (Irish Chaplaincy: Traveller Equality Project)
- Jim Davies (Gypsy Roma Traveller Police Association)
- Philip Davies (Department of Communities and Local Government)
- Anthony Donnelly-Drummond (University of Hull)
- Maria Faraone (Oxford Brookes University)
- Margaret Greenfields (Buckinghamshire New University)
- Phil Henry (Multi Faith Centre, University of Derby)
- Sarah Herlem (Friends, Families and Travellers)

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- Mary Humphrey (Photographer)
- Zoë James (University of Plymouth)
- Helen Jones (Leeds Gypsy and Traveller Exchange)
- Anna Lipphardt (University of Freiburg)
- Janette McCormick (Association of Chief Police Officers/National Police Chief's Council)
- Yvonne McNamara (Traveller Movement)
- Michael Ridge (Community Social Worker, Travelling People's Team, London Borough of Haringey)
- Teresa Staniewicz (Centre for Rights, Equality, and Diversity (CRED), Warwick University)
- Martin Torak (Czech Police Officer)
- Petr Torak (Gypsy Roma Traveller Police Association)
- Huub Van Baar (Universities of Giessen and Amsterdam)
- Branislav Vojdula (Slovak police officer)
- Mark Watson (Special Advisor to the Association of Chief Police Officers/National Police Chief's Council)
- Chris Whitwell (Friends, Families and Travellers)
- Can Yildiz (Social Worker, HMP Holloway)

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Appendix 1: Thematic Meeting Programme and Pack

International Criminal Justice Seminar

Crime and Punishment: Gypsies, Travellers and Roma in the criminal justice system.

3rd December 2014 9.30am - 17.00pm

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This seminar is funded by The Council of Europe, European Academic Network of Romani Studies and the Pro Vice Chancellor, Faculty of Society and Health at Buckinghamshire New University.

We have been supported in this event by the Association of Chief Police Officers (ACPO) and by The Metropolitan Police and New Scotland Yard who are providing us with the venue.

We would like to express our sincere gratitude to all of our sponsors.

Notes

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This seminar is a 'closed' session for invited policy experts, practitioners and community groups. As such whilst we will be uploading to the IDRICS website copies of presentations for interested parties who were unable to attend the event, all discussions will use simplified 'Chatham House' rules - meaning that recommendations, discussions, examples, concerns over particular forms of crime, policing etc. and considerations detailed during the workshops will not be attributed to any individual when we prepare the report and policy guidance resulting from this seminar.

This model enables attendees to discuss potentially controversial issues in a confidential setting to enable us to work together to acknowledge challenges and emergent solutions, and to enable us to seek to influence policy and steer good practice in the UK and wider European context.

All delegates will be reminded of the confidentiality inherent in participating in this event on the day. Delegates will be circulated with a copy of the draft policy guidance for comment in early Spring of 2015 prior to publication and dissemination of the report.

Photography

We will have a professional photographer present at the event to sensitively document the proceedings.

Mary Humphrey has worked closely with Gypsy, Traveller and Roma communities over a number of years and specialises in images of community life, developed in partnership with the subjects of her photography.

A consent form is included in the delegate pack. Mary will only share photographs or take pictures of attendees with permission. Any photographic images will be available to be viewed and agreed by the subjects before being published in any outputs or IDRICS publicity.

Welcome from Professor Greenfields

It is with great pleasure that I welcome you here to today to take part in this important policy debate on crime, policing, criminalisation and stereotyping of Gypsy, Traveller and Roma communities in Europe. You have all been invited to attend as individuals with significant degrees of expertise as front line professionals, policy experts, practitioners, academics or community members who have direct experiences of the impacts of criminal justice policy and practice on the lives of Gypsy Traveller and Roma communities.

The intended outcome of this expert seminar is not merely to produce another report which can gather dust on a shelf but to work to share expert knowledge and engage with each other to bring about positive action. As such we intend to ensure that today's activities directly impact on policy formation and influence good practice in the fields of policing, equality of access and fairness in the criminal justice system for members of communities all too often marginalised and excluded from justice.

I and my colleagues from the partner institutions which have developed this seminar look forward to working with you now and in the future in this important field of policy development. We anticipate that today is simply the first stage in a process of enhancing social and legal inclusion of Gypsy, Traveller and Roma communities in the context of criminal justice and hope that we can collectively continue to share our knowledge to bring about positive change in the months and years ahead.

Finally, we note that the time is ripe to begin to discuss these often delicate subject areas with increasing securitisation concerns and discourse on migration and crime figures at the forefront of much European political activity. We welcome the fact that we have been given the opportunity to place some of our concerns and emergent recommendations before UK Members of Parliament this evening, hosted by the All Party Parliamentary Group for Gypsies Travellers and Roma and Chaired by Andy Slaughter MP (Shadow Minister for Justice). This special event is to be held at the Palace of Westminster and hope that you will join us there to continue these important debates.

Prof Dr Margaret Greenfields
Professor of Community Engagement and Social Policy
Buckinghamshire New University

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Crime and Punishment: Gypsies, Travellers and Roma in the criminal justice system

Room 383

9:30 - 9:50am	Networking and Coffee
9:50 – 10:10am	Welcome and outline for the day Professor Margaret Greenfields
10:10 – 11:00am	**Policy and practice in UK and wider Europe: intelligence gathering; 'labelling' of communities - situating the concept.** Dr Huub Van Baar University of Amsterdam, Institute of Political Science Dr Anthony Donnelly Drummond University of Hull Dr Anna Lipphardt University of Freiburg
11:00 – 12:30pm	**Workshop 1: Short Presentations on encouraging reporting of crime by GRT victims of hate and other crime.** Asst Chief Constable Janette McCormick, Cheshire Constabulary (ACPO Lead on Gypsy Roma Traveller issues) Jim Davies, GRT Police Association Mrs Shay Clipson Roma, Gypsy and Traveller Consultancy. Followed by group discussion by table (policy approaches, current research, good practice and difficulties in transfer or delivering/evaluating particular outputs – drawing on practitioner experience) and feedback to whole group.
12:30 – 1:30pm	Lunch
13:00 – 14:45pm	**Workshop 2: Community policing, community cohesion and conflict in the context of migration and site applications** Petr Torak, GRT Police Association Pavla Conkova, Czech Police Officer Martin Torak, Czech Police Officer Branislav Vojdula, Slovak Police Officer Maria Faraone, Oxford Brookes University Dr Zoe James, University of Plymouth Dr Phil Henry, University of Derby Discussions as above
14:45 – 15:00pm	Refreshments break
15:00 – 16:30pm	**Workshop 3: Criminalisation and Roma in prison/over-representation of GTR communities in crime and prison populations**. Can Yildiz, Prison social worker working with Roma women in London Katayoun Bahramian, Pavee Point Traveller & Roma Centre Ellena-Jade Costello, Irish Chaplaincy, Travellers Prison project Sarah Herlem, FFT Discussions as above
16:30 – 16:55pm	**Whole Group Discussion (and additional Q&A to speakers)** Agree broad areas for recommendations and inclusion in policy guidance (to be developed further by email/circulation of draft report in coming weeks)
16:55 – 17:00pm	Close of Seminar
17:05 – 17:30pm	Drafting Committee (short meeting) and transition to post symposium policy debate at the Palace of Westminster commencing at 18.30pm [nb: all attendees - allow 30 minutes prior to APPG commencement to get through Westminster security]

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International Policy and Practice concerns in Policing and the Criminal Justice System applied to Roma, Gypsy and Traveller communities

Wednesday 3rd December 6.30 to 8.30 Committee Room 6, Palace of Westminster
Hosted by the All Party Parliamentary Group for Gypsies Travellers and Roma and Chaired by Andy Slaughter MP

You are invited to join this post symposium policy debate, funded by the Council of Europe and European Academic Network of Romani Studies

THEMES

- Community Policing, community cohesion and conflict
- Criminalisation processes, Roma in prison and over representation of GTR in prison populations
- Intelligence gathering and labelling of communities
- Reporting of crime by GTR victims.

Speakers include:

- Dr Huub Van Baar (University of Giessen, Germany/Amsterdam Centre for Globalisation Studies (ACGS), University of Amsterdam)
- Jim Davies and Pavla Conkova (Gypsy Roma Traveller Police Association (GRTPA))
- Mark Watson (retired Police Inspector and Association of Chief Police Officers (ACPO) representative)
- Dr Zoe James (Associate Professor in Criminology, University of Plymouth Law School)
- Dr Phil Henry (Director of the University of Derby Multi-Faith Centre/Roma Community Care)
- Representatives from Gypsy, Traveller and Roma NGOs.

Notes:
The Expert Symposium, to be held at Scotland Yard earlier in the day and funded by the Council of Europe and European Academic Network of Romani Studies will bring together UK and European policy specialists, academics and key representatives of Gypsy, Traveller and Roma community groups to debate good practice and shared concerns to inform policy recommendations on the above subjects. Findings will inform a Policy Advice paper to be circulated to the Council of Europe, European Commission Director General: Justice, Procedure and Criminal Law, OSCE, European Fundamental Rights Agency; the Home Office, Ministry of Justice, ACPO, Probation Trusts, Police and Criminal Justice agencies, CLG, and a range of UK and EU policy and practice actors.

The aim of this evening event is to present a number of key themes and emergent recommendations considered during the symposium to enable Parliamentarians, Civil Servants and Community Groups to have input into the developing policy paper which will provide guidance in policy and practice work with GRT communities in the UK and wider EU context. This meeting has been organised by Professor Margaret Greenfields, Professor of Social Policy and Community Engagement, Bucks New University/Director of the Institute for Diversity Research (IDRICS), Convenor of the Council of Europe/EANRS expert symposium.

Please arrive 30 minutes early to pass through security and bring formal photographic identity to present if required.
Notes – The Evening at Westminster is Room 6 in the Palace of Westminster (H on the map in the delegate pack).

This is not Portcullis House. The only entrance is called Cromwell Green. There are people directing you where to go, but after security you go straight ahead and turn right into Westminster hall straight through and someone will point in right direction. Once you have cleared security you will be directed.

Speakers Biography

Katayoun Bahramian is the Drug & Alcohol Programme Coordinator, at the Pavee Point Traveller and Roma Centre in Dublin. Pavee Point [PP] is the foremost Traveller and Roma organisation in Ireland, and works in many specific areas, including addiction, youth work, education, information, violence against women and health. Pavee Point also runs a dedicated Roma programme, focusing on the rights of the Roma population in Ireland. PP frequently undertakes as well as contributes to research spanning both national and EU related issues; as well as providing Expert input to policy discussions at the Government level. The organisation is made up of Roma, Travellers and members of the majority population.

The aim of Pavee Point is to contribute to improvement in the quality of life and living circumstances of Irish Travellers and Roma, through working for social justice, solidarity, socio-economic development and human rights.

Shay Clipson is a Romany Gypsy Rights Activist and campaigner, and a former Trustee of the UK Association of Gypsy women. After UKAGW was closed, she set up the Romany Gypsy and Traveller Consultancy (RGTC) in Grimsby North East Lincolnshire. RGTC's purpose is to support Romany Gypsy, Roma and Traveller families' equal access to health, education, justice, housing etc., and to challenge discrimination is its many guises.

Pavla Čonková is a Police Inspector in the Czech Republic and her role is in the riot police department and in criminal proceedings, processing and investigating criminal offenses. Currently she is studying at the Czech Chamber of Sign Language Interpreters, to become a qualified interpreter. She is a member of the GRTPA with an emphasis on the support and promotion of good relations between the police and GRT communities.

Ellena-Jade Costello works at the Traveller Equality Project which is part of the Irish Chaplaincy in Britain. In 2010, The Irish Chaplaincy launched the 'Voices Unheard' research project to look at the experiences of Travellers in prison. The Traveller Equality Project works in collaboration with the National Offender Management Service, Probation Service and Crown Prosecution Service to advocate on behalf of Gypsies and Travellers. They provide information and advice and produce free resources for practitioners working with Travellers and Gypsies. They also deliver diversity training and provide a consultation service.

Jim Davies is an English Romany Gypsy Police Officer from Thames Valley police. He is the co-founder and Chair of the new Gypsy Roma Traveller Police Association (GRTP), a support network for police personnel who are from a Gypsy, Traveller or Roma background. The association has grown quickly and now has over 80 members from the UK and several members from Europe.

He has been a serving Police Officer with Thames Valley Police for 20 years and has a wide range of experience including response policing, neighbourhood policing, restorative justice, computer forensics and has spent many years as an operational skills trainer and personal safety instructor. Jim has recently worked with Trading Standards agencies and Gypsy and Traveller communities in efforts to improve engagement and increase awareness of the legal requirements on those providing door to door services. He regularly provides training to organisations and agencies on cultural issues and inequalities faced by Gypsies Roma and Travellers.

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Dr. Anthony Donnelly-Drummond is a lecturer in Criminology at the University of Hull, UK. His research approach is interdisciplinary drawing on law (especially human rights) sociology, criminology and social policy. Much of Anthony's research work concerns outsiders such as Gypsies and Travellers. From 2009 – 2011 he was employed as manager of a charitable support service for vulnerable members of the Gypsy Traveller and Roma communities across Northants and Luton town. Prior to that experience whilst completing his PhD: Irish Travellers and the criminal justice systems across the island of Ireland at the University of Ulster, from 2004 - 2006 he was employed as a Voluntary Independent Representative for NIACRO in Northern Ireland, acting as an advocate for young people held in custody. He has also liaised with HMPS and probation and police concerning offenders, especially those belonging to the GTR communities.

Maria Faraone is an Architect and Associate Lecturer at Oxford Brookes University, UK. Her particular research and consultancy work are in the areas of human resettlement and integrated residential planning and urban design for marginalized communities. She has worked on resettlement projects in West Africa; on Canadian Reserves; and in her current PhD research with Romani groups of UK. Recent consultancies include with the World Bank providing impact assessment of Council of Europe's projects and strategies of Gypsy, Roma and Traveller integration; and other work in the UK and in Eastern Europe resolving land use conflict, policy interpretation and collaborative engagement strategies at several scales of intervention from local communities and Governments to National and European.

Dr Margaret Greenfields Professor of Social Policy and Community Engagement at Buckinghamshire New University works extensively in the field of social inclusion, ethnicity, equalities and social justice, undertaking collaborative research with communities at risk of marginalisation, racism and 'othering'. She has worked closely with Gypsy, Traveller and Roma (GTR) communities for over 25 years as well as leading action research studies with vulnerable migrants, LGBT members of faith communities, and refugee/asylum-seeking women. In addition to her membership of a number of NGO and Central Government advisory panels, editorial board memberships and activities as a funding reviewer for several agencies, she is currently engaged in a number of trans-national networks which are undertaking research and policy development in the fields of mobilities, migration and social policy and the health and social care needs of migrants and Roma.

Dr Phil Henry is a sociologist with special interests in policy, identity politics and religion. He developed his training as a researcher at the University of Liverpool exploring Buddhist social movements, activism, and minority groups in the global landscape. His research interests lie in Symbolic Interactionist methods of engagement and encounter and the nature of life as performance, and stigma as a feature of discredited identity.

The theme of identity politics and the global subversion of religion for ideological and political gain resonate with his current areas of research in 'Understanding Radicalisation'. He is also committed to the empirical exploration of chain migration east west in a European context, out of which the politicisation of the Roma nation by agents of the state, and the continued marginalisation of Roma in the UK is a feature. His work on Roma and their engagement with youth offending services and with social work provision has implications for policy at home and in the wider EU context. It raises questions of human rights and cultural rights against the backdrop of a public and political discourse that seeks to put barriers in the way of freedoms of movement and of equality across a variety of European nations. His background in the Police service and as a researcher of the marginalised in society, includes work on deviance and difference and the challenges to policy makers of those who sit outside perceived normative social roles.

Dr. Zoë James is Associate Professor (Senior Lecturer) in Criminology and Criminal Justice Studies at Plymouth University, UK. She is also Associate Head of School for Teaching and Learning in Criminology in Plymouth Law School. She worked for the Home Office Research and Statistics Directorate in the 1990s with a broad range of research studies on criminal justice issues. Subsequently she completed her PhD at the University of Surrey on the policing of New Travellers. Zoë has since focused her research on the policing of Gypsies, Travellers and Roma and has most recently published her work on Gypsy, Traveller and Roma experiences of hate crime. Among her other duties she is a Member of British Society of Criminology, the Chair of the South West Branch of British Society of Criminology , Member of the Centre for Crime and Justice Studies (ISTD), and a steering Group Member of the International Network for Hate Studies.

J.Prof. Dr. Anna Lipphardt teaches Cultural Anthropology at the University of Freiburg, Germany, since 2011, where she also directs the interdisciplinary research group *COME – Cultures of Mobility in Europe. Past and Present Trajectories of Travelling Communities*. Her research interests include migration and mobility studies, urban anthropology, East European Jewish history, and Holocaust studies. Before coming to Freiburg, she was a Fellow at the Institute for Advanced Study at the University of Konstanz and held a research position at Centre Marc Bloch Berlin, co-directing the Centre's Groupe de Recherche "Nazisme". Anna has studied Baltic Studies and International Relations (and also worked in this context for several years as a public relations officer) in Lithuania and Germany; in addition she holds an MA in Jewish Studies from the University of Chicago. Her study *VILNE – eine transnationale Beziehungsgeschichte. Die Juden aus Vilnius nach dem Holocaust* (Paderborn 2010) has been awarded the Prix de la Fondation Auschwitz and the Klaus Mehnert Prize of the DGO (German Association for Eastern European Studies).

Title for my short input: Chasing the "Heilbronn Phantom". On the Challenges of Monitoring Current Police Investigations vis à vis Travelers in Germany.

Janette McCormick, Deputy Chief Constable of the Cheshire Constabulary, joined Greater Manchester Police in 1989, having completed a degree at Nottingham University. Having worked in areas across Greater Manchester, including leading on roads policing, neighbourhood policing and communications, she transferred to Cheshire Constabulary in 2010 as Assistant Chief Constable. She was promoted to the role of Deputy Chief Constable in July 2014. She has a diploma in coaching and works with the national programme for the progression of underrepresented groups. She currently is the national police spokesperson for Gypsies and Irish Traveller issues, and regional lead for Public Order and Operational Communications, and is an assessor for the Strategic Public Order Command (which trains all specialist officers in this field). She has been a strategic public order and firearms commander since 2008, and has completed the Gold Incident Commanders Course. For the past 3 years she has chaired Cheshire's Local Resilience Forum which brings emergency and voluntary responders together and has been responsible for the delivery of effective neighbourhood policing across the force area, particularly community contact and engagement, drugs, mental health and alcohol issues. In her new role she has responsibility for the professional standards and the Force change programme including the challenging demands of delivering future policing at a time of austerity.

Martin Torak has been a Police Officer in Liberec, Czech Republic since 1999. He acts as instructor of FISFO (Federal International System Force de l'Ordre) at the Municipal Police in Liberec. The aim of FISFO is to provide expertise and experience to governmental institutions, security and private organisations; and to create modules that are assembled and adapted to the needs of these organisations and always in accordance with the law.

Petr Torak is the Co-founder and Vice-Chair at Gypsy Roma Traveller Police Association (GRTPA). He was born in the Czech Republic and is of Roma / Gypsy heritage. He fled from the Czech Republic in May 1999 to seek asylum in the United Kingdom after several racially motivated attacks by skinheads groups.

For the past eight years he has been actively engaging in improving living and working conditions of Roma families in the UK and other European countries. He is Coordinator at COMPAS (Community Partnership) Group and has provided tactical advice to Police Forces across the EU and to OSCE. In 2013 Torak became a qualified ROMED Mediator under the Council of Europe. His work has been recognised by 'Exceptional Effort and Support Award' in 2010 and by Medway Area Commander's Award in 2011.

Dr. Huub Van Baar is an Assistant Professor of Political Theory at the Institute of Political Science of the University of Giessen in Giessen, Germany. He is also a Research Fellow of the Amsterdam Centre for Globalisation Studies (ACGS) at the Faculty of Humanities of the University of Amsterdam, the Netherlands.

He is currently coordinating a research project (2014-17) on Roma minority formation in modern European history which is part of the research program *Dynamics of Security: Forms of Securitization in Historical Perspective*, funded by the German Research Foundation (DFG).

Branislav Vojdula is a Police Officer in Presov, Slovakia. His current role is to supervise officers dedicated to working with minority communities.

Mark Watson is the Co-Ordinator of Crimebeat, a youth crime prevention charity in Cheshire, UK. Cheshire Crimebeat sponsors young people to enable them to undertake projects in support of their community. Since its launch in 1998 this charity has enabled the High Sheriff of Cheshire to play an active role in the reduction and prevention of juvenile crime and in the support of good citizenship. It is the main charity supported by both the High Sheriff of Cheshire and the Cheshire Constabulary. Mark Watson was a Cheshire Police Officer for 30 years prior to his retirement in November 2012. He served in a variety of roles throughout the county as a Constable, Sergeant and finally as an Inspector.

Can Yildiz works as a social worker at HM Prison Holloway. She is also a PhD student at King's College London. Her doctoral research focuses on the experiences of Romanian and Bulgarian Roma women offenders in and out of a London prison.

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Our vision at Bucks New University is to be a leading professional and creative influence, shaping higher education for the benefit of people and employers. Within a caring and supportive environment, we deliver high-quality scholarship, as well as focused research and professional practice. Our mission is to put our students first and work responsively with the very best partners to influence, inspire and nurture talent for professional and creative careers. To achieve this, we have put the student experience at the heart of all our plans. We work with a range of partners regionally, nationally and internationally to ensure that our students leave us ready for the world of work, and that we are able to meet the current and future needs of employers.

The Institute of Diversity Research, Inclusivity Communities and Societies (IDRICS) works to ensure that high-quality research and evaluation is undertaken which contributes fully to the life of communities, agencies and service providers by providing robust evidence which supports the development of effective and efficient policies and practices in the areas of diversity, inclusivity and community studies. IDRICS integrates its work across inter-professional learning which grows our capability.

The University of Warwick

In less than fifty years since being founded we've become one of the UK's best universities known as a world leader in research and teaching, and consistently at the top of UK league tables (ranked 3rd, by the Times & the Sunday Times, for 2015). We are a university that champions independent thinking and as well as being founded, first and foremost, on academic excellence, a key driver of the Warwick success story so far is our entrepreneurial spirit.

A key strength is our relevance to society and our close working relationships with the government and business partners, resulting in ground breaking discoveries with academic and industry partners globally. Companies tap into Warwick knowledge to develop their own strengths and ensure they remain at the cutting edge within their industries. And that cutting edge insight is developed out of truly world class research: Warwick ranks 7th overall in the UK for research, and has 19 departments in the top ten in the UK in their unit of assessment; 65% of Warwick's research is 'world-leading' or 'internationally excellent'.

Warwick University's Centre for Rights, Equality, and Diversity [CRED], focuses on investigating a number of key themes, through research, consultancy and policy development. We examine the social and political determinants of the oppressive and exclusionary processes that deny citizens equal treatment and fundamental human rights (in particular, racism, xenophobia, Islamophobia and anti-Semitism); analysing tensions and conflict within and between ethnic and faith communities, and the implications of diversity for contemporary societies. We also develop Widening Participation initiatives for diverse groups at local, regional, and national levels, seen as key to sustainable social cohesion and economic success.

University of Greenwich

The University of Greenwich is one of the leading universities in London – the largest in the capital by student numbers, the best for teaching excellence according to The Sunday Times, the greenest in the country as assessed by the People and Planet Green League Table, and our research has been adjudged by our peers to be world leading. Our students and staff continue to win major awards, prizes and accolades for their high-quality achievements and contributions to society.

The Association of Chief Police Officers

The Association of Chief Police Officers (ACPO) brings together the expertise and experience of chief police officers from the United Kingdom, providing a professional forum to share ideas and best practice, co-ordinate resources and help deliver effective policing which keeps the public safe.

The Council of Europe

The Council of Europe is the continent's leading human rights organisation. It includes 47 member states, 28 of which are members of the European Union. All Council of Europe member states have signed up to the European Convention on Human Rights, a treaty designed to protect human rights, democracy and the
rule of law.

The European Court of Human Rights oversees the implementation of the Convention in the member states. Individuals can bring complaints of human rights violations to the Strasbourg Court once all possibilities of appeal have been exhausted in the member state concerned. The European Union is preparing to sign the European Convention on Human Rights, creating a common European legal space for over 820 million citizens.

Romani Studies EU

The overall aim of the European Academic Network on Romani Studies is to support efforts towards the social inclusion of Romani citizens in Europe. The project facilitates intercultural dialogue and raises the visibility of existing research outside the academic community in order to foster cooperation with policymakers and other stakeholders. By creating an interface between academic researchers and political decision makers, while promoting and improving the existing resources on the European Roma communities, the project shall ultimately allow for the implementation of better conceived policy initiatives based on reliable evidence.

New Scotland Yard

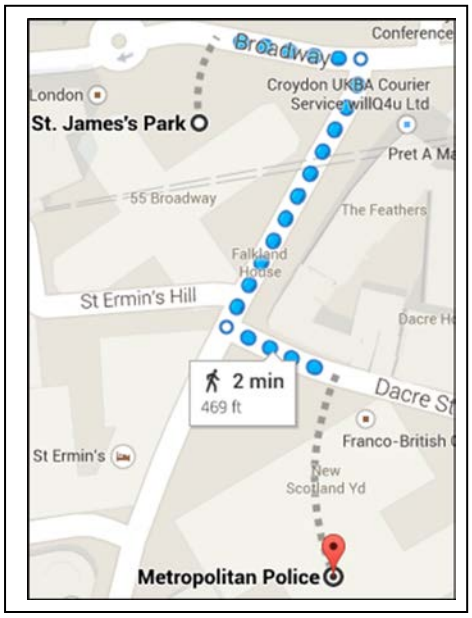
Scotland Yard (officially New Scotland Yard) is a metonym for the headquarters of the Metropolitan Police Service, the territorial police force responsible for policing most of London. The name derives from the location of the original Metropolitan Police headquarters at 4 Whitehall Place, which had a rear entrance on a street called Great Scotland Yard. The Scotland Yard entrance became the public entrance to the police station, and over time the street and the Metropolitan Police became synonymous.

The force moved away from Great Scotland Yard in 1890, and the name New Scotland Yard was adopted for subsequent headquarters. The current New Scotland Yard is located on Broadway in Victoria and has been the Metropolitan Police's headquarters since 1967. In 2013, it was announced that the force will move to a smaller building on the Victoria Embankment in 2015, which will be renamed Scotland Yard.

Maps

New Scotland Yard

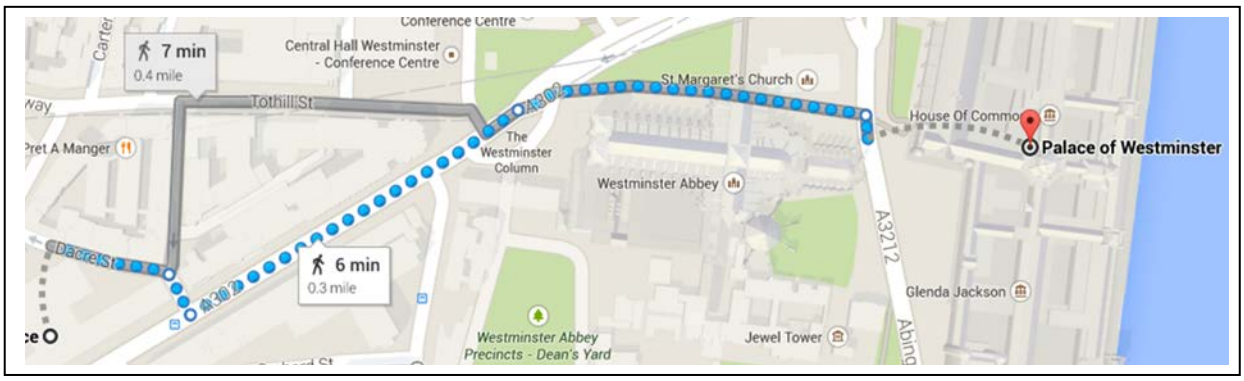
Directions from Travelodge Vauxhall to New Scotland Yard using London Underground Tube Station, this station is served by the Victoria Line **(Blue)**



1. Take Victoria Line (Northbound) to Victoria Underground Station (2 stops, 3 minutes)
2. Change to District Line **(Green)** OR Circle Line **(Yellow)** and travel to St. James's Park Underground Station (1 stop, 1 minute)
3. Walk to New Scotland Yard building (4 minutes)
   New Scotland Yard, 8-10 Broadway, London SW1H 0BG

Evening at Westminster

Committee Room 6
Westminster, London SW1A 0AA



1. Head east on Dacre St toward Dean Farrar
2. Slight right onto Dean Farrar Street
3. Turn left onto Victoria Street
4. Slight right onto Broad Sanctuary
5. Turn right onto St Margaret Street

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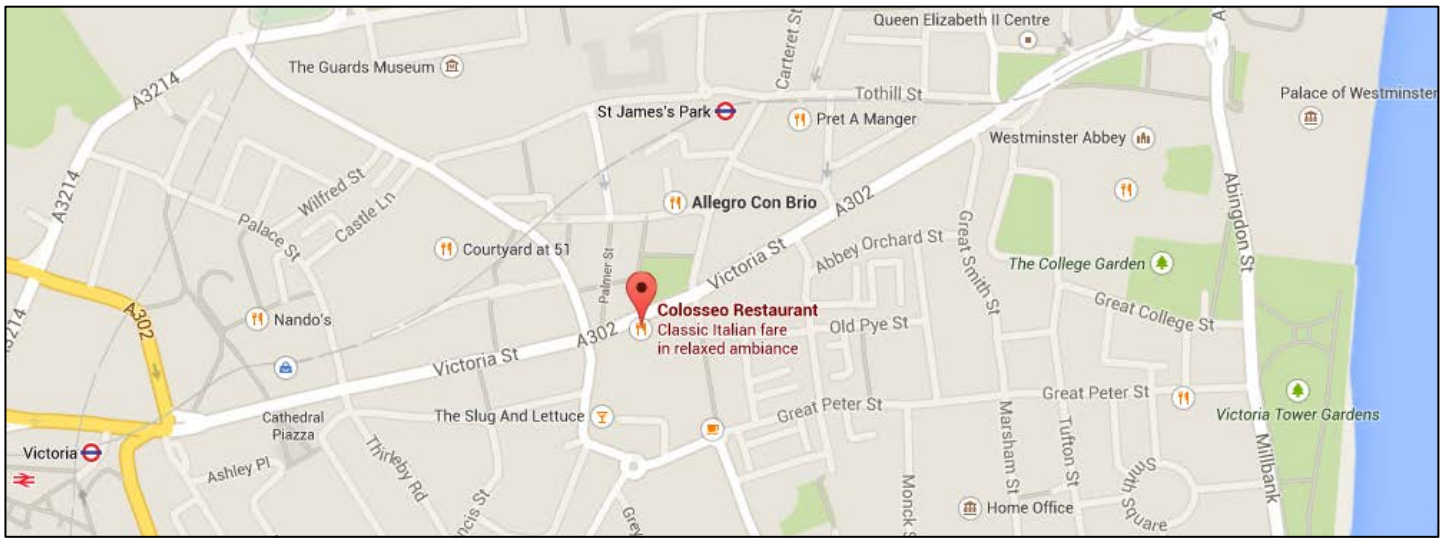
Implemented by the Council of Europe

Hotel
Travelodge Vauxhall 3 Bondway Vauxhall London SW8 1SJ Tel: 0871 559 1860 Fax: 0203 195 8869

Restaurant

There is a pre-booked table for 9pm at Colosseo Restaurant for those that have confirmed attendance at the post event dinner.

The address for Colosseo Restaurant is 79 Victoria St, London SW1H 0HW 020 7222 3871



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