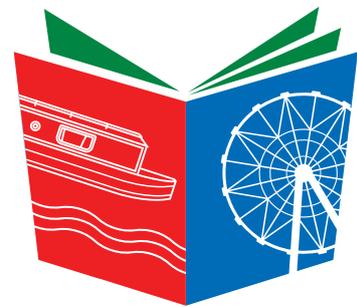


The Gypsy, Traveller, Roma, Showmen and Boaters' Pledge for Schools

Improving access, retention, and outcomes in education for Gypsies, Travellers, Roma, Showmen and Boaters.

“Take
the
Pledge”



GTRSB

GYPSIES, TRAVELLERS, ROMA, SHOWMEN
AND BOATERS IN EDUCATION

The purpose of the Pledge

The GTRSB Schools' Pledge consists of a firm commitment by your school to undertake certain steps to support access, retention and outcomes in education for GTRSB pupils.

The Pledge is designed to support best practice in ensuring monitoring of data, inclusive practice and the development of widening participation practice to support GTRSB pupils, potential pupils and their families.

The Pledge sets out to deliver effective practice and also create an open and welcoming environment where members of the communities know their culture and learning needs are understood by the school which they attend, or which they are interested in attending. The schools' Pledge has been adapted from the GTRSB into HE: Improving Access and Participation for GTRSB Pledge, developed after consultation with individuals from

Gypsy, Roma, Traveller, Showmen and Boater communities (graduates, pupils and academic staff who are members of the communities) and is underpinned by key research findings, and consideration of widening participation interventions effective in supporting members of the communities into and within HE. The school Pledge has been developed with additional consultation from schools and NGOs working with GTRSB families.

The core commitments in the schools' Pledge have been adapted with kind permission from the Anti Bullying Alliance's Gypsy, Roma and Traveller communities schools audit and action planning toolkit.

“Take the Pledge”

Create change, impact and positive outcomes.

There is no charge for your organisation to “Take the Pledge”. Members of the GTRSB into Higher Education advisory board will work with our partner schools to publicly promote their practice, and celebrate their achievements

in helping Gypsy, Roma, Traveller, Showmen and Boater children and young people to access and remain in education.

We will support school staff through signposting, training, resources, and best practice conferences.

A group of best practice champions and community members graduates/pupils will monitor your progress and provide supportive advice/facilitate access to

resources (e.g. posters and campaigns/information etc. designed to support a welcoming environment).

Our monitoring is not intrusive, and we will arrange a catch up with you one year after your school has signed up to the Pledge to see how things are going, what assistance or resources you may need, etc.

This light touch monitoring and review will take place annually thereafter.

What is in the Pledge?

There are a few minimum commitments your school must agree to, prior to Taking the Pledge...

Your school must commit to working towards creating the most appropriate and welcoming environment and conditions in which GTRSB pupils can stay resilient and thrive academically and personally.

- To do this, the school will establish a named contact point for GTRSB pupils and potential pupils
- The school will clearly identify and publicise the support for GTRSB pupils already in place which engage the key areas of the Pledge:
 - data monitoring of GTRSB pupils and staff numbers;
 - building a supportive and welcoming culture for GTRSB pupils;
 - outreach & engagement to local GTRSB communities and
 - inclusion, celebration and commemoration of GTRSB cultures and communities.
- To facilitate this, the school will develop processes to identify GTRSB pupils and monitor their progress, as well as supporting the professional and personal development of staff members who self-identify as members of the communities.
- The school will ensure that staff and pupils across departments are aware of the support available to GTRSB pupils in the school.
- The school commits to ensuring that staff development exists raising awareness of the barriers GTRSB pupils face accessing education, and broadly in society.

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Your Headteacher or Principal will need to write a short statement of commitment to these principles and actions.

There is no charge to your school for Taking the Pledge

Data Collection

Core elements of the Pledge (required commitment)

Increase understanding of school context through: ensuring policies are robust and up to date to include GTRSB.

- Monitor
 - Key stage outcomes
 - GTRSB pupils
 - Incidents of anti GTRSB language and bullying
- Incidents where children and young people are targeted because they are Gypsy, Traveller, Roma Showmen and Boater are recorded as racist incidents.
- This data is regularly analysed, reported to governors and used to inform whole school development.
- Response strategies are regularly reviewed, e.g. evaluate year on year trends for survey.

This element of the Pledge may include (examples/stretch targets:)

- Encouraging the collection of data on Roma, Showmen and Boaters as separate categories in addition to Gypsy/Traveller.
 - Although Romany Gypsy/Irish Traveller pupil numbers are routinely captured (although recognised as an under-count) through Local authority and DfE data collection returns; Roma, Showmen and Boaters are not enumerated as separate/discrete categories, although OfS guidance recognises the importance of including these pupils under the broad rubric of “Gypsies, Travellers and Roma”.
 - As such it is recommended that institutions explore ways of facilitating Roma, Showmen, Boaters, new Travellers, Scottish Gypsy Travellers and Welsh Gypsies to self-identify. Where this might be difficult to achieve on pre-populated data monitoring forms, there are alternatives such as including information in welcome packs explaining the reasons for, and value of, self-identification to parents and carers.
 - Ensuring that all staff and pupils are provided with an explanation as to why Gypsy, Roma and Traveller communities’ ethnicity data is collected and the importance of including Showmen and Boaters in such categories, should the institution elect to expand self-identification categories.
-  <https://www.officeforstudents.org.uk/advice-and-guidance/promoting-equal-opportunities/effective-practice/gypsy-roma-and-traveller-communities/advice/>

Organisational & Institutional Culture

Core Elements of the Pledge (required commitment)

- Cultural awareness training is delivered to all staff including senior management.
- Ensure all staff including senior management, head and governors recognise and tackle discriminatory language and behaviours directed at Gypsy, Traveller, Roma, Showmen and Boater communities, to build an inclusive school environment.
- All incidents reported by Gypsy, Traveller, Roma, Showmen and Boater children and young people are taken seriously and acted upon.
- Teaching is inclusive for literacy, language and digital exclusion.
- Discriminatory and prejudicial language is not acceptable in school and is always challenged, including when targeted at Gypsy, Traveller, Roma, Showmen and Boater children, young people, parents and carers.
- A dedicated member of staff as a point of contact for pupils and staff.

This element of the Pledge may include (examples/stretch targets:)

- Profiling and supporting activities which highlight that the school is seen as a 'safe space' in which self-declaration of GTRSB identity can take place.
- Ensuring that the school environment reflects all the families and communities within it, for example information and displays include and reflect GTRSB lifestyles.
- Actively monitoring equalities data to challenge discrimination against GTRSB pupils and staff and issuing guidance to clarify that discrimination against ethnic Gypsy, Roma and Traveller communities is unlawful.
- Ensuring that existing equalities and anti-discrimination policies and training fully incorporates GTRSB communities and intersectional challenges faced by these communities.
- Ensuring admissions processes do not covertly discriminate against GTRSB children and their families.
- Encouraging all staff and pupils to challenge prejudice, derogatory language and discrimination against GTRSB children, their families and communities.

Outreach (required commitment)

- Strengthen community, parent and pupil links. Encourage engagement and dedicated member of staff as point of contact.
- Strengthen links between NGO's, nurseries, toddler groups, colleges, apprenticeship schemes and local authority Traveller Education Services if available.

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This element of the Pledge may include (examples/stretch targets):

- Building relationships with GTRSB families and communities to build a community of learning which is accessible and supportive across the life-course (for example in-reach to local sites, collaborating with GTRSB civil society to deliver tailored short-course or training or support for community led learning initiatives).
- Set up parent steering group/ forum to build relationships and trust between the school and GTRSB communities.
- Supporting digital access and literacies for GTRSB children.
- Include outreach within a job role.

For secondary schools

- Supporting access to tailored outreach information which ensures that GTRSB pupils/ potential pupils and families are well informed about university processes, available support and good practice learning initiatives e.g. financial support and student loan systems, as well as anti-discrimination, inclusion practice and pastoral/learning support offered to pupils.
- Increasing number of GTRSB pupils involved in outreach activities and who receive payment for participation in such initiatives as student ambassadors.

NB: Be aware not all GTRSB pupils may wish to be the visible 'face' of widening participation/outreach activities in their schools.

Inclusion, Celebration & Commemoration

Core Elements of the Pledge (required commitment)

- Roma Holocaust and other GTRSB cultures and histories are delivered and embedded into the curriculum.
- Gypsy, Traveller, Roma, Showmen and Boater cultures and histories are included in the curriculum and are effectively delivered to all pupils in line with best practice principles, including being inclusive of GTRSB people and their lifestyles (e.g. learning about traditional foods in home economics, learning about racism towards Gypsy, Roma and Traveller people in PHSE, history and assemblies).
- GTRSB role models, cultures and histories are visible throughout the school environment, which include promoting positive images in digital spaces.
- Teaching is inclusive and accessible particularly for those with English as an additional language (EAL), those with low literacy levels and for those who may not have internet access.
- Pupil voice is prioritised, and pupils are supported to coordinate activities which promote GTRSB inclusive environments.
- Staff are aware that some GTRSB pupils and their parents/carers may require additional support and are able to signpost GTRSB pupils to appropriate sources of support within, and outside of, school. Including local and national community organisations and support.

This element of the Pledge may include (examples/stretch targets):

- Encouraging appropriate inclusion of GTRSB experience and texts within the curricula.
- Celebrating key dates for GTRSB communities including:

Holocaust Memorial Day - ensuring that Roma genocide is included	January 27th
Roma Nation Day	April 8th
Gypsy, Roma, Traveller history month	June
European Roma Holocaust Remembrance Day	August 2nd
World Fun Fair month	September

- Where possible to work closely with GTRSB civil society agencies to ensure cutting-edge engagement with NGOs such as co-delivering training or teaching, enabling work placements with such organisations, or encouraging them to feed into curricula content.
- Hosting guest lectures/events on topics related to Gypsy, Traveller, Roma, Showmen and Boater communities (e.g. film screenings, debates, exhibitions, etc).

Who can write the letter which commits your school to the Pledge?

The letter needs to come from your Head Teacher or Principal. It is common practice for engaged individuals within a school to champion the taking of the GTRSB Pledge for Schools, but the letter of commitment must be signed by your Head Teacher or Principal to indicate highest level support for the initiative.

How much does it cost?

There is no charge to take the Pledge or join the associated practice network (see below). However, there may be costs associated with attending professional development conferences hosted by network members should you wish to learn more about current or developing research and best practice in supporting GTRSB pupils.

How is the Pledge monitored?

We will ask you for a brief annual update on your progress towards your goals and sharing of your activities. This is provided by submitting an online form with the potential for further follow-up by email or other means if you think this might be helpful. The development of activities/progress towards goals achieved by signatories to the Pledge will be monitored and overseen by a group of GTRSB champions/professionals who work across the four Pledge areas as well as through providing you with the chance to submit feedback from GTRSB pupils.

What kind of support can we provide to schools?

We can help you to identify key areas of development via reflecting on your own progress and outcomes, through access to best practice training events, or occasionally we can help individually through providing support via a phone call or online meeting. We can help you to disseminate and promote your best practice and inspire others to follow in your footsteps.

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Resources

Advisory Council for the Education of Romany and other Travellers

(ACERT) has education related advice and resources, hosts twice termly on-line education network meetings which are open to all, and organises an annual conference and are involved in lobbying on policy issues.

www.acert.org.uk

Anti-Bullying Alliance

The Anti-Bullying Alliance and Friends, Families and Travellers are working in partnership to deliver a Gypsy, Roma and Traveller Anti-Bullying Project. This includes training materials and a schools' audit and action planning tool.

<https://anti-bullyingalliance.org.uk/aba-our-work/our-other-programmes/gypsy-roma-and-traveller-anti-bullying-project>

Bereavement support

E-book It's different without you. Written by Dr Carol Rogers as a result of research on the bereavement experiences of Gypsy and Traveller families the book is designed to recognise children's need to make sense of loss, providing children and their families with the opportunity to consider their feelings and talk about their loss following a bereavement.

<https://www.blurb.co.uk/ebooks/p535bf3e6267f6c494178>

Child Bereavement UK

A national charity supporting bereaved children and their families. Also offering training and resources for schools.

<https://www.childbereavementuk.org/>

Council of Europe

In July 2020 The Council of Europe's Committee of Ministers adopted a recommendation that for the first time ever calls on its 47 member states to include the history of Roma and/or Travellers in school curricula and teaching materials. Read about it here:

<https://www.coe.int/en/web/portal/-/schools-should-include-roma-and-traveller-history-in-teaching-curricula>

Find a GRTSB group local to you at

www.gypsy-traveller.org/services-directory/

Friends, Families, and Travellers (FFT)

FFT have collated a wide range of resources to support teachers and other staff in educational settings bring Gypsy, Roma and Traveller histories and cultures into the classroom. FFT also have an online Gypsy and Traveller cultural awareness course.

<https://www.gypsy-traveller.org/teaching-resources/>

www.gypsy-traveller.org/training-packages/

Future4Fairgrounds

Our aim is to celebrate our history, highlight our present situation and protect our future. Written by Richard O'Neill and Michelle Russell children's book The Show Must Go On, celebrates positive representation of Showmen.

www.future4fairgrounds.com

<https://m.youtube.com/watch?v=bNeUbCy7qI4> World Fun Fair Month (future4fairgrounds.com)

<https://www.pearson.com/uk/educators/schools/news/schools-blog/2021/06/the-show-must-go-on-the-writers-representing-fairground-culture.html>

GTRSB into Higher Education Pledge:

www.bucks.ac.uk/about-us/what-we-stand/gtrsb-higher-education-pledge

Resources for Gypsy, Roma and Traveller History Month, June:

<https://www.gypsy-traveller.org/heritage/gypsy-roma-and-traveller-history-month>

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 ANTI-BULLYING
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