

itm
Irish Traveller
movement

ANNUAL REPORT 2025



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A MESSAGE FROM OUR DIRECTOR

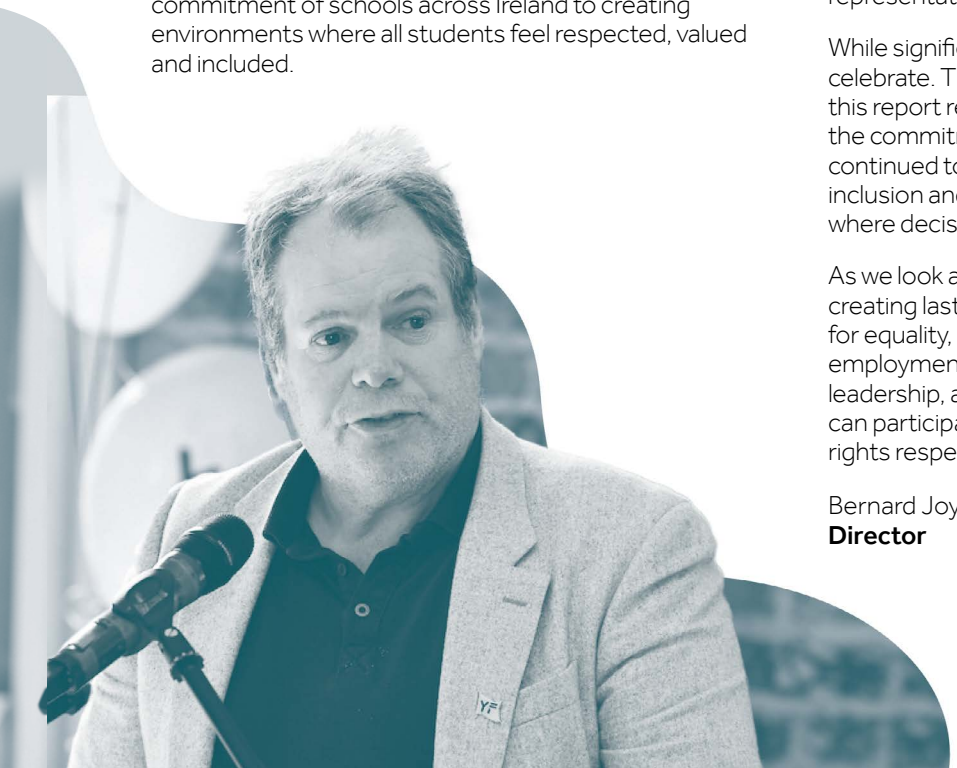
Dear members,

Over the past year, the Irish Traveller Movement has continued to drive forward its vision of equality, human rights and social justice. Through advocacy and evidence-based policy, we have remained focused on addressing the structural inequalities that continue to affect Traveller lives while building opportunities for future generations.

A key priority has been advancing work towards the establishment of a National Traveller Accommodation Authority. Traveller accommodation remains one of the most pressing issues facing our community, and we have continued to advocate for stronger accountability, increased investment and effective implementation of existing policy commitments. Alongside this, we have worked to secure greater budgetary investment for Traveller organisations and policy implementation, address Traveller poverty through targeted supports and employment initiatives, and ensure Traveller children are fully considered in national budgetary and social inclusion decisions.

We have strengthened our efforts to safeguard Traveller identity and participation in digital spaces. As online hate speech and discrimination continue to impact our community, we remain committed to securing stronger protections and ensuring Travellers can engage safely and confidently online. Our advocacy has further supported the development and implementation of the National Traveller Heritage Strategy, recognising the importance of preserving, promoting and celebrating Traveller culture and identity.

The Yellow Flag Programme promotes diversity, inclusion, anti racism and intercultural understanding within schools. Demand for the programme remains strong, with 41 schools participating during the year, including five new schools that joined in September. This continued growth reflects the increasing commitment of schools across Ireland to creating environments where all students feel respected, valued and included.



The Traveller Apprenticeship Incentivisation Programme and Employment Programme (TAIP) experienced its strongest year to date. We recorded 194 Expressions of Interest and supported 83 participants through apprenticeships,existing placements and pre-apprenticeship training opportunities. It is particularly encouraging that Traveller women accounted for 16% of all Expressions of Interest, demonstrating continued progress towards greater participation and inclusion in sectors where Travellers have traditionally been underrepresented.

During the year, ITM contributed to the Council of Europe's Framework Convention for the Protection of National Minorities, highlighting key concerns including online hate speech, discrimination and Traveller accommodation. We welcomed the publication of the Civil Legal Aid Scheme Review alongside a minority report, the first comprehensive review of the scheme since its introduction in 1979. This represents an important opportunity to improve access to justice for communities that have historically faced barriers to legal protection and representation.

Developing leadership within the Traveller community remains central to our work. This commitment was demonstrated through a successful youth leadership pilot initiative in Cork, which will expand to other regions. Investing in young Traveller leaders is essential to building a stronger, more confident and representative movement capable of shaping future policy and social change.

Traveller Pride Week once again provided an opportunity for communities across Ireland to celebrate the richness, resilience and diversity of Traveller culture. The week culminated in the Traveller Pride Awards Ceremony, recognising the achievements, contributions and leadership of Travellers nationwide and providing an important platform for positive representation.

While significant challenges remain, there is much to celebrate. The achievements outlined throughout this report reflect the strength of our community, the commitment of our members and staff, we have continued to challenge discrimination, enchance inclusion and ensure that Traveller voices are heard where decisions are made.

As we look ahead, ITM remains committed to creating lasting change. We will continue to advocate for equality, advance opportunities in education, employment and enterprise, support community leadership, and work towards a society where Travellers can participate fully, live with dignity and have their rights respected.

Bernard Joyce
Director

CHAIRPERSON'S OPENING STATEMENT



Dear members,
The Irish Traveller Movement (ITM) continued to deliver ambitious and impactful work throughout 2025, advancing Traveller rights, equality, and opportunities across Ireland. Guided by six scheduled Board meetings during the year, we maintained a strong focus on strategic leadership and organisational development. This included the recruitment of new Board members and staff, ensuring dynamic, diverse, and representative leadership at both governance and operational levels. The Governance Groups also met regularly, providing robust oversight and reinforcing accountability and transparency across the organisation.

In November 2025, we held a hybrid Annual General Meeting (AGM). The 2024 Annual Report and audited accounts were presented, providing members with an overview of our progress and impact. We also hosted our National Conference, *A Sector Under Pressure:* Towards an Irish Traveller Movement Response, in Athlone. Bringing together ITM members from across the country, the conference explored the significant pressures facing the Traveller sector and the implications for local organisations and communities. It provided an important opportunity to identify collective responses, strengthen collaboration, and consider how we can continue building a strong and sustainable Traveller movement at both local and national levels. The findings and recommendations from the conference have since informed the Board's ongoing planning and strategic direction.

Securing sustainable funding and resources remained a key priority throughout the year. This enabled ITM to continue delivering impactful initiatives, including the Yellow Flag Diversity and Inclusion Programme, Youth Leadership Programme, and the National Traveller Apprenticeship Incentivisation Programme. By the close of 2025, ITM had secured the resources necessary to sustain and expand high-impact work across our strategic priorities, including advocacy, representation, and engagement with state agencies and national structures.

ITM maintained active participation in the National Traveller and Roma Inclusion Strategy (NTRIS), the Traveller Heritage Strategy, and the Traveller and Roma Education Strategy, ensuring our priorities remained central to national policy discussions. We also contributed to the Civil Legal Aid Review and continued to strengthen relationships with local Traveller organisations across Ireland. Through this engagement, we connected with approximately 70% of our membership, supporting the development of a stronger, more coordinated, and Traveller-led movement.

Looking ahead, we recognise that there is still much work to be done. As the social, political, and economic landscape continues to evolve, it will require collective effort, strong leadership, and sustained collaboration to achieve the change our community deserves.

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While 2025 presented many challenges, it was also a year of significant achievement, and progress. These successes would not have been possible without the dedication and commitment of our staff team, Board members, member organisations, allies, and supporters. On behalf of the Board, I extend our sincere thanks to everyone who contributed to advancing ITM's mission throughout the year.

Finally, we extend our deepest condolences to the family, friends, and colleagues of David Lynch, who sadly passed away in 2025. David made a valued contribution to the work of the Irish Traveller Movement as a dedicated volunteer Board member. His commitment, wisdom, and service will be warmly remembered, and he will be greatly missed.

Anita Toner
Chairperson



NATIONAL TRAVELLER ACCOMMODATION AND POLICY

Accommodation Working Group

The accommodation working group met 8 times in 2025 and responded to a wide range of issues and requests made by members.

Highlights included

- Member requests for training in social housing and homelessness law from both FLAC and CLM respectively.
- A detailed joint submission to the Department of Housing,Local Government and Heritage- towards reform of Local Traveller Accommodation Consultative Committees.
- Meeting marking 10 years since the tragic fires in Carrickmines
- Strategic consultations in advance of the national LTACC Conference.
- The group met with Values Lab and participated in training to engage with the Traveller Accommodation Public Sector Duty Toolkit
- ITM and members participated in two Raise the Roof and one CATU Housing demonstrations.

NTACC & PROGRAMME BOARD

The NTACC met five times over the course of 2025, and the programme board met quarterly throughout 2025. ITM has played a very active role in influencing changes in policy at both local and national levels, and this is reflected in our submissions and national advocacy throughout 2025.

On the **Caravan Loan Grant Scheme**, we met with local and national Traveller organisations. Free legal aid centre was tasked with developing a legal opinion, which was later presented to NTACC regarding the scheme, highlighting areas requiring amendments and changes.

The **IHREC** also presented to NTACC earlier in the year, highlighting to the committee European bodies, treaties, and legal requirements, alongside the international failings in the delivery of Traveller accommodation and equality reviews.

The Council of Europe's Framework Convention for the Protection of National Minorities was presented by the Director. ITM presented on Traveller accommodation to the Advisory Committee of the Framework Convention for the Protection of National Minorities on Ireland's implementation of the Framework.on 6 November 2025 at the Hilton Garden Inn, Dublin. The Director presented on Traveller accommodation in the context of national Traveller accommodation and its implementation.

Through this participation, ITM reinforced its role as a national advocate for justice reform, ensuring that Travellers and other groups are not left behind in the delivery of legal services and throughout 2.5 years the Director engaged in all fifty two not including bilateral meetings and advising on changes and feed separately into a minority opinion within the main CLA report for independent legal service. CLA reports now requires a commitment to Its implementation

The Raise the Roof campaign had its official launch, with ITM engaged throughout 2025 and a number of meetings held. We are working to build a platform for Traveller voices to be heard, and collaborating with political representatives, unions, and activists. ITM also supported CATU in March, demonstrating advocacy, though further mobilisation and clearer national messaging are still needed.



KEY CONTRIBUTIONS FROM ITM TO THE CIVIL LEGAL AID REVIEW:

- **Eviction Support:** We emphasised the urgent need to reform the "merit test," which currently denies legal aid to many people facing eviction, leaving them vulnerable without protection.
- **Traveller-Specific Needs:** ITM advocated for specialised legal services tailored to the unique circumstances of Travellers, recognising that mainstream services often fail to meet these needs.
- **Anti-Racism & Cultural Competency:** We strongly supported mandatory training for legal and judicial professionals to challenge racial prejudice, dismantle structural bias, and rebuild trust with minority communities.
- **Domestic Violence Response:** ITM called for legal support to be provided without means testing, ensuring that survivors are not excluded due to financial thresholds.
- **Data & Legal Needs Survey:** We pressed for a comprehensive national survey to identify unmet legal needs. Without this data, service design and budgeting cannot adequately respond to disadvantaged communities.
- **Equality Obligations:** ITM reminded the Review Group of the obligations under Section 42 of the IHREC Act 2014, requiring public bodies to eliminate discrimination, promote equality, and protect human rights.

LEGAL JUSTICE

The Irish Traveller Movement (ITM) welcomes the publication of the Civil Legal Aid Scheme Review by Minister for Justice, Home Affairs and Migration, Jim O'Callaghan TD. This marks the first review since the scheme's inception in 1979—a long-overdue milestone that presents an opportunity to enhance legal protection for people and communities who have historically faced barriers to accessing justice alongside the minority report.

NEW GOVERNMENT HOUSING STRATEGY: "DELIVERING HOMES, BUILDING COMMUNITIES (2025-2030)"

In 2025 AWG members participated in a process towards developing submissions for:

a) the department of housing statement of strategy (2025-2027) and
b) the formation of a new national housing strategy, each of which were subsequently submitted.

Following your input and work in that process, the government announced a new national housing strategy in November. Bernard Joyce issued a statement in response on behalf of ITM subsequently. This was designed to highlight what ITM members had asked for in the submission and what was actually included in the strategy itself.

LTACC CONFERENCE:

A significant volume of time, dialogue and engagement took place this year in advance of November's LTACC conference in the Ashling Hotel. ITM staff alongside our colleagues in Pavee Point and the National Traveller Women's Forum facilitated meetings with members of the ITM AWG and separately with Traveller representatives on the LTACC's from across the country and challenges for us and community- and better for us to be there influencing change

The conference on the 13th of November Chaired by Niall Crowley saw a large turnout with more than 100 participants. Tables at the event were shared by reps from all 3 representative categories in the LTACCs . Topics included local and national governance and the public sector duty to name a few. Many ITM member organisations were present on the day and provided strong feedback on the key issues of concern for them.

The Housing Agency was assigned as rapporteur for the event and their report on the event is pending. At the most recent NTACC Meeting Michael requested an update on this and was informed that it would be ready in early 2026.




HOUSING
PROTEST
TUESDAY
6pm JUNE 17th
Protest at the Dáil
THIS IS AN
EMERGENCY
ALL OUT FOR HOUSING
MUSIC SPOKEN WORD

TRAVELLER YOUTH PARTICIPATION AND LEADERSHIP STRATEGY

The youth team had another successful year in securing many achievements based on actions contained within ITM's Traveller youth participation and leadership strategy and it's own strategic plan. The following are just some of the key outcomes the youth team achieved with our members and young Travellers.

REGIONAL TRAVELLER YOUTH LEADERSHIP PROGRAMME

In May 2025, ITM employed a National Traveller youth training officer to oversee the strategic action from our Traveller youth participation and leadership strategy 2021-2025, rolling out a Traveller youth leadership programme. The youth team successfully developed and rolled out the Munster regional Traveller youth leadership pilot in Cork with our members in the region guiding the programme's development and roll out through their participation on the regional advisory group.

The programme consisted of six sessions based on topics such as pride and identity, leadership, communication, public speaking, confidence, power, values and vision within teamwork. It also saw key role models within our community attend as guests to instill pride and encouragement among the young participants on their leadership journey as young Traveller leaders. Seventeen young Traveller women from the region completed the leadership programme with a completion ceremony held on the 4th of December 2025 to celebrate and acknowledge their personal development and achievements from their participation within the leadership programme.

LAUNCH OF MAPPING YOUTH WORK FOR TRAVELLERS IN IRELAND

The youth team launched its report on mapping youth work for Travellers in Ireland on the 23rd of April 2025, the launch was a huge success with young Travellers and members participating on a panel discussion discussing their needs in youth work and highlighting solutions required to secure a culturally competent youth work sector in Ireland. We also had the young talented Johnny Joyce perform on the day capturing the hearts of all attendees. Since its launch the youth team have been working closely with our members on the implementation of the recommendations within the report.

NATIONAL TRAVELLER YOUTH MEMBERSHIP OFFICER

In March 2025, ITM employed a National Traveller youth membership officer with a key focus on facilitating collective action among members on youth work with Traveller youth and development and implementation of national youth policy, assessing their needs to deliver youth work to our youth in our sector. To achieve these goals the youth team established a new Traveller youth working group, carried out outreach visits to our members during the year and developed a database of our members working with Traveller youth. From our working group meetings and outreach visits to members it highlighted there is a clear need for sustainable funding for local Traveller organisations to meet the cultural needs of our youth which was also a key finding in ITM's Mapping of youth work for Travellers in Ireland report.





LAUNCH OF ON THE ONE ROAD TUSLA REPORT AND ACTION PLAN

The coordinator of the ITM Traveller Youth Programme represents ITM on the Tusla national working group for Traveller children and their families. She is also the co-chair of the national working group guiding a Traveller led approach to all the work of the working group and its subgroups.From her participation within the working group with other national Traveller organisations a consultation process carried out by value labs with Travellers shaped a report and action plan On the One Road , it is a report and action plan based on collaboration between Tusla and National Traveller organisations to ensure the agency is meeting the cultural needs of our youth and families.

KEY YOUTH POLICY FORUMS 2025

Over the course of the year the youth team participated in key youth policy forums highlighting the needs of Traveller youth. These spaces included :

- NYCI -as a member of the national youth council the youth team attended its AGM, membership spaces and the coordinator of ITM Traveller youth programme served as the chair of NYCI policy and advocacy sub group.
- National Youth Organisation Forum the youth team participated in the youth affairs unit national youth organisation forum highlighting needs of our membership and youth.
- Young Ireland Advisory Council- the coordinator of ITM Traveller youth programme serves as a member of young ireland advisory council advising the Department on its implementation.
- CRA - the youth team attended Children's Rights Alliance membership spaces throughout the year and submitted to its report card report.

YELLOW FLAG PROGRAMME

The Yellow Flag Programme (YFP) made notable progress over the year, continuing its work to support schools in addressing racism, promoting inclusion, and fostering intercultural understanding. The year was marked by substantial progression in the strategic aims of the programme to expand its reach and secure long-term, sustainable state investment.

PROGRAMME REACH & PARTICIPATION

In 2025, the programme engaged a total of 41 schools, inclusive of five new schools who joined in September.

For 2025, the programme reached a new milestone of having worked with 141 schools, 58,000 students, and 5,400 teachers nationwide.

Awarded Schools

At our 2025 National Awards Ceremony the programme awarded seven schools from across the country. The event was formally launched by Ombudsman for Children, Dr Niall Muldoon, and MC'd by long-time supporter to the programme award-winning writer, educator and advocate Oein De Bhairduin.

1. North Monastery Co-educational Secondary School, Cork.
2. Scoil Mhuire Navan, Meath.
3. Powerstown Educate Together National School, Dublin 15
4. St Stephen's De La Salle, Boys National School, Waterford
5. Presentation Secondary School, Waterford
6. Inver College, Monaghan
7. Coláiste Chiaráin, Kildare

Across 2025, the programme supported a further three schools to completion to be formally awarded in 2026. In total, the 2025 programme saw ten school complete, comprising of 4,610 students and 466 teachers, including:

1,613 students from Black and minority ethnic backgrounds

222 students from the Traveller community

96 students from the Roma community

Facilitated 58 intercultural events across participating schools, fostering dialogue, celebration and community engagement

In 2025 we worked with approximately 7,435 students and 628teachers and delivered Intercultural Awareness Training to approximately 628teachers across participating schools. This direct engagement supports schoolsto build intercultural awareness, promote inclusion and develop their capacityto recognise and challenge racism.

OUR STRATEGIC WORK & FUNDING

In 2025, the programme was funded by the Department of Education & Youth to undergo an independent evaluation. This evaluation will look at programme outcomes and impact in the school communities it works with. Work during the year focused on refining the programme's theory of change, establishing oversight and peer advisory structures, and preparing for the collection of qualitative and quantitative data across school communities.

This evaluation represents a pivotal milestone in strengthening the programme's evidence base, providing critical insights that will guide future programme delivery, enhance strategic development, and support informed policy advocacy.



Following the completion of the evaluation, the programme will undertake a thorough review of its current strategic plan, which concludes this year, and will build upon its successes to develop a forward-looking strategy that continues to drive impact and sustainability.

In 2025, the Yellow Flag programme was supported by funding provided by the Department of Education and Youth - a first for the programme in its 15 year existence, marking a significant step toward long-term sustainability.

This support was further strengthened by the award of continued and increased funding for 2026, providing a stable foundation from which the programme can plan strategically for expansion and growth into next year. Secured funding places the Yellow Flag programme on strong footing to broaden its reach and deepen engagement with schools nationally, including the expansion of intercultural CPD provision and the strengthening of school support through the recruitment of additional staff. In line with its strategic objectives, the programme continues to make positive progress toward securing sustained, multi-annual state investment.

In addition, the programme was awarded funding under the Ireland Against Racism Fund for the second time, further reinforcing its capacity to deliver impactful, high-quality anti-racism and inclusion work within school communities.



MEMBERSHIP

Membership remains at the heart of the Irish Traveller Movement. Throughout the year, ITM continued to prioritise strengthening relationships with both our member organisations and individual members, recognising that collective action, shared learning, and solidarity are essential to advancing Traveller rights and equality.

Our Membership Officer played a key role in maintaining consistent engagement with members across the country. Through regular communication, direct outreach, and participation in local and national spaces, we worked to ensure members felt supported, informed, and connected to the wider Traveller movement. This relationship-building approach has been central to strengthening trust, responsiveness, and collaboration within our membership base.

Engagement, Advocacy, and Policy Influence

ITM ensured that Traveller voices were represented in a wide range of national decision making and advisory spaces. We participated in key forums including the Traveller Pride Steering Committee, the Garda Traveller and Roma Advisory Group, the LGBTQI+ Traveller and Roma Network, the Travellers for Justice Initiative Steering Group,the National Traveller Partnership, the Oversight Group for the Traveller and Roma Education Strategy, and the Traveller and Roma Education Forum. Through these platforms, ITM brought the lived experiences and priorities of our members directly into national spaces for discussion, helping to influence policy development and implementation across all areas which affect Travellers daily lives.

At a local level, ITM supported members by engaging with local boards, committees, and networks. We provided guidance and advice on governance, advocacy, and community development, supporting members to strengthen their local influence while remaining connected to national advocacy efforts.

ITM was also invited to speak at numerous events hosted by civil society organisations, public bodies, and community groups. At these events, we highlighted the ongoing inequalities faced by Travellers, shared lived experiences from across our membership, and advocated for systemic change, inclusion, and accountability.

Strengthening Communication and Resources

Effective communication is central to a strong membership-led organisation. This year, ITM continued to develop and improve our communication tools to ensure members had access to timely, relevant, and practical information. Our weekly email bulletin became a key point of connection, sharing updates on national campaigns, funding opportunities, training events, job calls, policy developments, and organisational news. Engagement with the bulletin increased throughout the year, with positive feedback from members who valued the consistency and relevance of the information shared.

Through regular communication, direct outreach, and participation in local and national spaces, we worked to ensure members felt supported, informed, and connected to the wider Traveller movement."

We also redesigned and launched a new Membership Welcome Pack, providing clear guidance on what it means to be a member of ITM. This practical resource outlines the values of the organisation, the role of members in shaping our work, and the support available through membership. The Welcome Pack has strengthened onboarding processes and helped ensure that new members feel informed and connected from the outset.



Supporting Members in Practice

ITM worked closely with member organisations to provide tailored support based on local needs and priorities. This included guidance on funding applications and resource development, community development planning, organisational sustainability, and engagement with local authorities and public bodies. In collaboration with the wider staff team, we worked to ensure that members felt heard, valued, and equipped to continue their work on the ground.

As we look ahead, the objective remains clear, to continue building a dynamic, empowered, and well-connected network of Traveller-led organisations across Ireland."

A key highlight during the year was ITM's Members' Conference in Athlone, which brought together our staff team, Board, and members to reflect on the challenges impacting the community and voluntary sector, with a particular focus on the Traveller sector. The conference was co-facilitated by Values Lab and provided valuable insights into the lived realities of our members, as well as the internal and external challenges facing Traveller-led organisations. Importantly, the conference created a meaningful space for open dialogue, reflection, and substantive discussion, strengthening shared understanding across the organisation and membership.

Traveller Pride Week and Looking Ahead

ITM is proud to be an integral part of the National Traveller Pride Planning Steering Committee, playing a key role in organising Traveller Pride Week 2025. This annual celebration promotes and celebrates Traveller culture, identity, and resilience through events held across the country. Our Membership Officer is central to this work, supporting member involvement and encouraging participation at local and national levels.

As we look ahead, the objective remains clear, to continue building a dynamic, empowered, and well-connected network of Traveller-led organisations across Ireland. We will remain focused on supporting our members through peer learning, strategic support, and collective advocacy, ensuring that Traveller voices continue to shape policy, challenge inequality, and drive change at every level.

ENTERPRISE AND EMPLOYMENT & APPRENTICESHIP UPDATE

EMPLOYER ENGAGEMENT & INCLUSION

In 2025, the Irish Traveller Movement (ITM) continued to strengthen relationships with public and private sector employers to increase inclusive employment and apprenticeship opportunities for Travellers. Direct engagement focused on building long-term partnerships, supporting organisations to improve inclusive recruitment practices, and identifying employment opportunities across a range of sectors. Key employer relationships included ESB, AXA Insurance, Irish Rail, Bus Éireann and the Housing Agency, alongside direct engagement with some local employers.

A significant achievement was supporting a young Traveller apprentice to secure an Electrical apprenticeship with ESB. This was complemented by the partnership with Mr Price, supporting a Traveller woman in her second year of a Finance Technician apprenticeship and contributing to the direct employment of more than 30 Travellers nationally.

Alongside this work, ITM continued its partnership with Business in the Community Ireland (BITC) to deliver Traveller Employment Recruitment & Retention training focused on inclusive employment, recruitment and retention practices to employers .

During 2025, two employer training sessions were delivered, including one in partnership with IBEC, engaging more than 40 employers across the public and private sectors. Follow-up engagement supported organisations to strengthen inclusive workplace practices, with employer engagement continuing to grow compared with previous years. While developing sustainable partnerships and embedding inclusive recruitment practices takes time, this work continues to build a stronger foundation for Traveller inclusion in the workplace.

RESEARCH, POLICY & SYSTEMS CHANGE

ITM continued to contribute to national research, policy development and change in employment and enterprise. A significant achievement was the launch of the IHREC Traveller and Roma-inclusive Employer Guide in November 2025. The guide was commissioned by the Irish Human Rights and Equality Commission (IHREC) and developed by Method Consultants in collaboration with peer researchers from ITM and Pavee Point. Drawing on lived experience and research, the guide provides practical recom-mendations to support employers in creating more inclusive workplaces for Travellers and Roma.



ITM also played an active role in national policy and advisory structures, including the NTRIS Employment Subcommittee, the DSP Traveller and Roma Consultative Forum, the Public Jobs Diversity & Inclusion Advisory Board, the SOLAS Access and Inclusion Subcommittee, and the Civil Service Traveller and Roma Placement Programme. Through these forums, ITM contributed to addressing systemic barriers, improving access to employment supports, advocating for a national employment and enterprise training strategy for Travellers, strengthening data collection through ethnic identifiers, and promoting recognition of Travellers as a priority group.

ITM also continued to advocate for the Traveller Apprenticeship Incentivisation Programme (TAIP) to be mainstreamed beyond the pilot phase. Separately, ITM contributed to consultations on The Roadmap for Social Inclusion Strategy and Pathways to Work 2026–2030, advocating for Traveller inclusion in future policy, employment resources, supports and pathways to sustainable employment.

TRAINING & CAPACITY BUILDING

ITM delivered a range of awareness-raising and capacity-building initiatives during 2025 to strengthen understanding of Traveller experiences and barriers across employment systems. Employer training and engagement sessions, career guidance engagement sessions, and Traveller Cultural Awareness Training for 46 DFHERIS staff increased awareness of the barriers faced by Travellers and supported more informed, inclusive, and culturally aware organisational practice.



TRAVELLER APPRENTICESHIP INCENTIVISATION PROGRAMME (TAIP)

TAIP recorded its strongest year to date in 2025, with 194 Expressions of Interest and 83 funded participants across new apprenticeships, existing apprenticeships and pre-apprenticeship training. Financial support was provided to all 83 funded participants, supporting Travellers to progress their training, develop skills and sustain their participation in apprenticeship and pre-apprenticeship pathways.

Traveller women accounted for 16% of all Expressions of Interest, demonstrating continued progress in improving gender representation. The programme supported increased access to apprenticeship pathways for Travellers, while also highlighting ongoing challenges, including limited employer availability, uneven access to pre-apprenticeship pathways nationally, low uptake of apprenticeships among Traveller women, and low uptake of employer bursaries.

Year	2025	2024	2023	Total
Expressions of interest	194	166	128	**488**
Funded/ approved	83	66	40	**189**
No in pre-apprenticeship training	28	10	3	**41**
No of new apprenticeships	17	10	12	**39**
No of existing apprenticeships	38	46	25	**109**
Funded for the 2nd time	14	31	N/A	**45**
Funded of the 3rd time	20	NA	N/A	**20**
No of Traveller women grants issued	12	4	0	**16**
Employer bursaries alloctaed	3	5	2	**10**

OVERALL IMPACT

In 2025, ITM strengthened apprenticeship opportunities for Travellers, greater employer engagement, targeted training and capacity building, policy advocacy and the continued delivery of the Traveller Apprenticeship incentivisation programme (TAIP). Collaboration with the Traveller community, ITM membership organisations, employers, the National Apprenticeship Office, State agencies, Education & training partners and Government departments will remain central to building on this progress in 2026 and beyond.

This work will continue to focus on expanding employment and apprenticeship opportunities, strengthening inclusive recruitment and retention practices, and supporting more equitable and sustainable employment outcomes for Travellers across Ireland.

POLITICAL AND POLICY ENGAGEMENT

ITM Policy and Advocacy 2025

In 2025 we took a specific focus on

- Driving a new evidence-based strategy towards the establishment of a National Traveller Accommodation Authority.
- Budgetary investment for the sector's work and policy implementation
- Traveller poverty and driving targeted alleviation supports and increased employment
- Safeguarding Traveller identity online with stronger protection from harm in digital spaces
- Decisions affecting Traveller children in Ireland's Budgetary decisions, in social inclusion plans, anti-poverty measures and obligations under Ireland's membership of the EU
- Development and investment of the National Traveller Heritage Strategy

For our sector - We advocated for stronger commitments in the next 5-year strategy to support the Community and Voluntary Sector, in Pre-Budgetary assessments at the Oireachtas Committee on Travellers, and to also fully enable Traveller policy implementation. The generally overburdened local Traveller infrastructure was a committed theme of our dialogues, including costs of compliance and overhead and administration costs. We took part in The National Civic, and Pre Budget-Forums, and submitted to The Local Democracy Task Force Consultation Process

17 submissions were made during 2025 to International Human Rights reporting, strategic reviews and statutory frameworks, to the Oireachtas, an towards national policy design and investment

In our Pre Budget-advocacy we called for increased investments for Traveller 'new builds' and an additional €11million was announced for those new builds."

FOR OUR SECTOR

Redress of income inadequacy and poverty, digital protection and investment supports for Traveller children remained a core emphasis across a broad base of institutions and settings where we sought targeted social protection measures and redress by government of the inbuilt systemic failures in the national data monitors measuring the likely effects of policies on household incomes, families, and child poverty.

We prioritised Traveller children taking matters to the Child Poverty Monitor, the office of the EU Child Guarantee, Coimisiún na Meán's and at the Oireachtas for eradication from harm in digital spaces, and AI generated algorithms and data and for a move to, 'safety by design' as a fundamental requirement of Platforms.

Traveller accommodation policy

- **ITM initiated a 'Gear change'** focused on campaigning pressure to accelerate the National Traveller Accommodation Authority. To do this we undertook an assessment of the last, and current TAP and deep dig analysis of expenditure across the 5-year TAPs and delivery output assessments and outcome reporting of the first Traveller Report Social Housing Needs Assessment

  We delivered a series of presentations to National Traveller NTACC reps, the wider NTACC, the AWG, and key findings to the media. We drove those findings which highlighted gross inadequate of delivery and future delivery planning to the IHREC policy and legal teams and looked for time at the Oireachtas Housing Committee and raised Parliamentary Questions.

  We wrote to the Office of the Planning Regulator on (TAPS) and need for their assessment of current ones. We also advocated successfully for the Children's Rights Alliance to include the recommendation to 'Expedite establishment of the National Traveller Accommodation Authority.

- Two key drivers for focus were The Budget 2026 and Ireland's new Housing Plan. In the Budget, we advocated for 'new builds and investment' specifically with the Minister for Housing, Finance and across all Ministers, asking: 'for defined targets for Travellers across the National Housing Plan for Ireland 2025-2030 and increased investment for new unit building. A positive outcome was an **€11million increase to Traveller accommodation in the 2026 budget.**

17 SUBMISSIONS MADE DURING 2025

1. To the Department of Housing Statement of Strategy 2025-2027
2. The National Housing Plan for Ireland 2025-2030 SuccessorRoadmap to Social Inclusion 2020-2025
3. Pre Budget-2026 to the Department of Social Protection
4. General Scheme of the Equality Bill 2024 for Oireachtas Pre Legislative scrutiny
5. The Local Democracy Task Force Targeted Stakeholder Consultation Process
6. The Department of Rural and Community Development (DRCD) Stakeholder Consultation for the development of a new strategy to support the community and voluntary sector.
7. The Joint Committee on Artificial Intelligence 'Introduction to AI: Children and Young People'
8. The Pathways to Work Strategy 2026-2030
9. Joint Committee on Key Issues affecting the Traveller Community 'TravellerApprenticeship Incentivisation Programme (TAIP)'.
10. The Joint Committee on Further and Higher Education 'Traveller Apprenticeship Incentivisation Programme (TAIP) and Employment
11. The Joint Committee on Key Issues affecting the Traveller Community on
12. Community Leadership and Advocacy, Cultural Recognition and Hate CrimeLegislation
13. Public Consultation for Ireland's Presidency 2026
14. Submission to the new Strategy to support the Community and Voluntary Sector in Ireland
15. The Children's Rights Alliance Report Card
16. The Child Poverty Monitor
17. Solas - Creating Futures 2026-2030 - Further Education and Training (FET) Strategy Implementation and Delivery

Our focus in Europe brought us closer to have a say in the EU's priorities for the future, and our dialogues and submissions included to the European Movement Ireland, The Election Assessment Mission (EAM) observing standards in elections and politics in Ireland, the UN Universal Periodic Review Consultation, Ireland's EU Presidency 2026, the Council of Europe office of the European Child Guarantee, and the EU consultation 'Travellers and Energy Justice in Ireland'



ORGANISATIONAL DEVELOPMENT

Board of Directors – Governance Overview

In 2025, the Irish Traveller Movement (ITM) Board of Directors held five formal meetings, providing strategic oversight and governance of the organisation. These meetings guided the implementation of the Strategic Plan 2023–2027 and ensured continued accountability across all programme areas.

BOARD MEMBERS

- David Joyce – Chairperson, Irish Traveller Movement; Individual Traveller Member (Education) – resigned September 2025
- Anita Toner – North Cork Travellers – appointed Chairperson following David Joyce's resignation
- Martin Nevin – Individual Longford Traveller Representative
- Damien Walsh – CEO, Independent Living
- Robin Hanan – Individual Member
- Geraldine Dunne – Southside Traveller Action Group – resigned September 2025 upon completion of five-year term
- David Lynch – Co-opted Member, Clondalkin Traveller Development Group – sadly passed away in 2025,
- John O'Sullivan – Appointed to Central Group by Cork Traveller visibility Group
- Gráinne Farrell – Secretariat to the Group
- Mary Connors, Individual Traveller Representative (Wexford)

The Board's leadership was central to advancing Traveller-led initiatives, strengthening governance, and ensuring the organisation remained accountable, transparent, and aligned with its mission and values. Through its collective expertise, the Board supported ITM's strategic direction, succession planning, and compliance with best practice standards in governance.

GOVERNANCE SUB-GROUP UPDATE

Throughout 2025, the Governance Sub-Group held regular meetings to review and strengthen key governance policies and procedures. This ongoing work supported improved transparency, accountability, and alignment with best practice standards across the organisation.

GOVERNANCE SUB-GROUP MEMBERSHIP

- Geraldine Dunne – Southside Traveller Action Group
- Damien Peelo – Treoir
- Bernard Joyce – Director, Irish Traveller Movement
- Gráinne Farrell – Secretariat to the Group

The Sub-Group met consistently throughout the year to review and refine governance frameworks, ensuring that ITM's policies remained robust, inclusive, and reflective of organisational values. Their work contributed to enhanced clarity in decision-making processes, strengthened compliance structures, and reinforced ITM's commitment to effective governance and accountability

FINANCIAL SUB-GROUP – OVERSIGHT AND GOVERNANCE

Throughout 2025, the Financial Sub-Group met regularly to oversee the organisation's income, expenditure, and financial procedures. The group plays a key role in supporting ITM's overall governance and financial accountability, reporting directly to the Board of Directors.

Audit accounts for the year are currently under review, with the Sub-Group ensuring full compliance with best practice standards and maintaining transparency across all financial operations.

MEMBERSHIP

- David Lynch
  Board Member
- Simon Finnigan
  Finance and Operations, Exchange House Ireland
- Bernard Joyce
  Director, Irish Traveller Movement
- Noeleen Reilly
  Finance

This team combines internal leadership with external financial expertise to ensure robust financial management, strategic oversight, and continued organisational integrity

NETWORKING AND REPRESENTING

Representation – ITM Engagement Across Key Bodies in 2025

Throughout 2025, the Irish Traveller Movement (ITM) staff actively represented the organisation across a wide range of international, national, and regional bodies. This engagement ensured that Traveller perspectives were embedded in policy development, programme oversight, and strategic advocacy.

NATIONAL TRAVELLER AND ROMA INCLUSION STRATEGY STRUCTURES

- National Traveller and Roma Inclusion Strategy
- National Traveller Roma and Inclusion Plenary Committee
- Education Subcommittee
- Education Pilot Oversight Group
- Employment Subcommittee

NATIONAL TRAVELLER COMMITTEES

- National Traveller Mental Health Network Steering Group
- National Traveller Roma Advisory Committee
- National Traveller Pride Week
- National Traveller Pride Week Steering Committee
- National Traveller Partnership
- Cork Kerry Accommodation Working Group
- Tusla National Traveller Children and Young People Working Group

CIVIL SOCIETY PLATFORMS

- Irish Network Against Racism
- European Anti-Poverty Network
- Community Platform
- Raise the Roof
- Irish Homeless Policy Group
- Coalition to End Youth Homelessness
- FLAC Traveller Legal Service Steering Committee
- Free Legal Aid Board – Traveller Legal Service
- Children's Rights Alliance Board of Directors
- National Youth Council of Ireland
- National Women's Council of Ireland
- Coalition Against Hate Crime
- Young Ireland Advisory Council

REGULATORY AND OVERSIGHT BODIES

- Coimisiún na Meán – Youth Advisory Committee
- Legal Aid Board – External Consultative

GOVERNMENT CONSULTATION COMMITTEES

- National Traveller Accommodation Consultative Committee (NTACC)
- Programme Board for Implementation of Traveller Accommodation Expert Review
- National Apprenticeship Access and Inclusion Subcommittee
- National Civil Legal Aid Review
- Department of Social Protection Traveller and Roma Consultative Forum
- Stakeholder Advisory Group to the Future of Media Report
- Advisory Group to the National Traveller Heritage Strategy
- Sport Ireland – Diversity and Inclusion
- publicjobs EDI Advisory Board

STAFF TEAM

Bernard Joyce
Director
Full-time

Rose Marie Maughan
National Youth Coordinator
Part-time

Jacinta Brack
National Policy and Advocacy Coordinator
Full-time

Lucy McNally
Youth Development Worker
Part-time

Michael O'Donnell
National Traveller Accommodation Policy Officer
Part-time

Bridget Kelly
TAIP Manager
Full-time, finished August
↓
Megan Forrest
Full-time, starting October

Andrew Chapple
National Policy Co-ordinator for Employment and Enterprise
Full-time, finished 31st July
↓
Bridget Kelly
Full-time, started September

Pat Stokes
National Apprenticeship Outreach Officer
Full-time

LeeAnna Ward
National Traveller Apprenticeship Employer Outreach Officer
Full-time, finished August
↓
Martin Ward
Full-time, started November

Vanessa Paszkowork
National Community Development Traveller Youth Officer
Full or part-time

Sian Abraham Long
National Coordinator, Yellow Flag Programme
Full-time

Noeleen Reilly
Accountant
Part-time

Jenny Hayden
Development Worker, Yellow Flag Programme
Part-time

Grainne Farrell
Operations Manager
Part-time, started 1st January

Karen Shiels
Development Worker, Yellow Flag Programme
Full-time

Helena Power,
Membership Officer
Full-time

Rossa Gilsenan
National Traveller Apprenticeship Programme
Full time Administration

Michael Collins
National Youth Membership Officer
Part-time




RAISE the ROOF
Homes For All

FINANCIAL STATEMENTS

INCOME AND EXPENDITURE

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2025

	2023	2024
	€	€
Income		
Department of Children, Equality, Disability, Integration & Youth	398,160	432,629
Department of Housing, Planning and Local Government	107,858	105,712
Department of Education	159,763	-
Pobal Youth Funding	94,124	-
Apprenticeship Programme	514,054	432,566
Local Authority Grants	20,500	30,000
AMIF	-	30,915
Membership Fees	2,400	4,668
Donations	1,905	52,100
Other	7,682	17,472
	1,306,446	**1,106,062**
Administrative expenses	**(1,265,498)**	**(1,089,659)**
Operating surplus	**40,948**	**16,403**

IRISH TRAVELLER MOVEMENT COMPANY LIMITED BY GUARANTEE
SCHEDULE OF ADMINISTRATIVE EXPENSES
FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2024
	€	€
Administrative expenses		
Wages and salaries	703,164	590,254
Social security costs	77,347	64,295
Staff training	2,276	4,035
Staff pension costs defined contribution	31,304	19,470
Membership training	2,340	1,250
Research and evaluation	10,562	26,576
Organisational development	5,799	4,176
Rent re operating leases	26,329	24,730
Rates	593	479
Cleaning	3,610	1,217
Power, light and heat	3,129	6,602
Property repairs and maintenance	8,904	-
Premises insurance	3,681	3,056
Meetings/Conferences	19,263	14,868
Computer running costs	15,050	9,301
Travelling expenses	34,540	26,787
Room Hire	3,023	2,300
Yellow flag programme costs	6,367	15,678
Youth programme	15,210	5,918
Apprenticeship Bursary	247,500	231,723
Legal and professional fees	6,025	5,757
Audit fees	4,613	3,690
Bank charges	647	586
Bad and doubtful debts	100	905
Printing and stationery	9,537	5,951
Telecommunications	11,005	7,770
Sundry expenses	6,947	7,181
Depreciation	6,633	5,104
	1,265,498	**1,089,659**



itm
Irish Traveller movement

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FUNDED BY:

An Roinn Oideachais agus Óige
Department of Education and Youth

An Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality, Disability, Integration and Youth

An Roinn Tithíochta, Rialtais Áitiúil agus Oidhreachta
Department of Housing, Local Government and Heritage

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EUROPEAN UNION
Asylum, Migration and Integration Fund

