

Traveller Men's Development Programme Manual

The South East Traveller Health Unit

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Traveller Men's Development Programme Manual

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Introduction

The Traveller Men's Development Programme (TMDP) has been developed by the Regional Traveller Men's Health Steering Group in response to the needs identified during the consultation process with Traveller men in the South East¹.

The purpose of this document is to serve as an implementation manual to support outreach workers and community-based nurses who engage with Traveller men as part of their work to deliver the Traveller Men's Development Programme (TMDP) in the region.

For the purpose of this document the outreach workers and community based nurses will be referred to as "the development workers".

It is important to note that the development workers' own experience, expertise and the needs that they have identified for themselves as development workers will both contribute to and inform their work with the Traveller men.

This document has two parts;

Part One describes the proposed framework for the Traveller Men's Development Programme (TMDP) to be delivered to the Traveller men under the four main themes of:

- Leadership Development
- Health Awareness
- Active Citizenship
- Education

As part of the process, in consultation with the development workers, a resource pack will be developed which will consist of a menu of workshops to support the delivery of the TMDP and address the needs of the Traveller men identified during the consultation process with Traveller men in the South East².

Part Two describes the proposed Support and Development Pack for the development workers who engage with Traveller men as part of their work. This pack consists of a suggested framework of training modules with the sole intention of offering support to the development workers in order for them to deliver the TMDP to Traveller men in the region. It is not intended to be prescriptive and the final decision on the training to be delivered will be informed by the self-identified needs of the development workers. To this end the formation of a regional forum for information sharing is critical to the process.

¹ The Mens Development Network (2008) The Traveller Men's Development Programme for the Health Service Executive. The Men's Development Network: Waterford

² ibid

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Abbreviations

Here is a list of abbreviations which are used in the tables and throughout this report:

HSE	- Health Service Executive
THU	- Traveller Health Unit
TMDP	- Traveller Men's Development Programme
TMHP	- Traveller Men's Health Programme
NGO	- Non-Governmental Organisation
DSP	- Department of Social Protection (formerly DSFA)
VEC	- Vocational Education Committee
G.P.s	- General Practitioners
TPHN	- Traveller Public Health Nurse
S.A.s	- State Agencies



Traveller Men's Development Programme (TMDP) Manual. The South East Traveller Health Unit

Part 1 The Traveller Men's Development Programme

Mission Statement

To improve the health and well being of Traveller men through engagement in personal and community development process for the long term benefit of the Traveller community.

Aim

1. To create an awareness among Traveller men of the effects of the wider determinants of health on their lives
2. To engage with Traveller men through a programme that is accessible and enjoyable for them
3. To promote the emergence of Traveller men as leaders in their own community

This will be achieved through the development and delivery of programme activities that promote engagement, communication, health, leadership, and active citizenship. The programme will prioritise the emergence of Traveller men as leaders in their own community.

This programme is supported by the recommendations of the National Men's Health Policy³.

The TMDP offers culturally appropriate learning experiences to promote the emergence of Traveller men with the capacity to begin to affect positive change in their community, with service providers and with the wider society.

These Traveller men will become more aware of the impact of the wider determinants of health on their lives. They will then have the capacity to begin the process of effecting positive changes through advocacy and action.

As stated earlier The TMDP has four main themes; Leadership Development, Health Awareness, Active Citizenship and Education. It is envisaged that the TMDP will evolve through a process of staged development depending on the Traveller men's own needs and capacities.

The success of the TMDP depends on;

1. The enhancement of the skills and competencies of Traveller men through the delivery of the programme
2. The development of the community workers capacity to deliver the programme through the provision of specially designed training based on their own identified needs, the provision of adequate resources, support and supervision and through the

application of the development workers' own experiences.

3. The commitment of relevant organisations to support the implementation of the programme.
4. Evaluation - both ongoing (process) and outcome

The implementation of the TMDP should be guided by the following principles.

1. Literacy proofing of the contents and resources used is essential.
2. The TMDP must encompass the values and culture of the Travelling community.
3. The programme content must be based on the needs identified by the Traveller men in the consultation process, July 2008⁴
4. During the development of this programme good models that already exist for supporting Traveller health are explored e.g. PHC Project for Traveller women.⁵
5. Emerging needs should be identified and addressed.
6. That the implementation and progress of the TMDP be guided and supported by a regional steering group that has defined terms of reference.
7. The TMDP should be guided by the phased approach to programme development outlined in the document prepared by the Men's Development Network (2008)⁶ and the barriers to implementation highlighted in the document.
8. There is a need for adequately resourced dedicated men's outreach and ongoing development work to support the TDMP.

Expected outcomes of the TMDP:

- That as a result of this programme, Traveller men would receive the support required to enable them to become leaders within their own community.
- That the overall health status of the Traveller men is improved through increased awareness of the factors that impact on Traveller health.
- That the Traveller men receive from this process the support required to enable them to engage and participate.
- That active citizenship among Traveller men is encouraged to support them to access local health services, communities and society and to be advocates for Traveller health.

³ Department of Health and Children (2008) National Men's Health Policy 2008-2013: Working with Men in Ireland to Achieve Optimum Health & Wellbeing. The Stationery Office: Dublin

⁵ HSE Primary Healthcare Programme for Traveller Women

⁶ The Mens Development Network (2008) The Traveller Men's Development Programme for the Health Service Executive. The Men's Development Network: Waterford

In order to create an environment more conducive to Traveller engagement, other stakeholders from the relevant statutory and non-statutory organizations, voluntary and community sectors must take appropriate responsibility for training their staff in Traveller Cultural Awareness and Community Engagement.

Recommendations for the delivery of the TMDP

- This programme should include consultation with representatives from Traveller men before it is finally approved for use.
- It is recommended that the development workers who deliver this programme have received the training that has been developed specifically for this programme.
- There is a need for dedicated men's outreach and development work in order to engage Traveller men in the TMDP.
- Literacy proofing of the contents and resources used is essential.
- The delivery of this programme encompasses the values and culture of the Traveller community.
- It is important to be mindful of the phased approach to programme development outlined in the document prepared by the Men's Development Network⁵ and the identified barriers to implementation that were highlighted in the document.

Implementation

It is recommended that the TMDP should be implemented through the workshops on topics that relate to the four main themes of :

- Leadership Development
- Health Awareness
- Active Citizenship
- Education

⁵ Ibid

1. Leadership Development for Traveller Men

Leadership Training

The overall aim of this leadership training is to develop a model of leadership specifically to meet the needs of Traveller men, their families and their community.

This training programme has five components:

1. Explore the existing skills and competencies of the Traveller men and to enhance and develop these in order to inform and develop their capabilities
2. Enhance and develop the facilitation skills and competencies in leadership and health of the Traveller men.
3. Identify existing leaders among Traveller men and involve them in the programme for leadership.
4. Develop the leadership capacity of Traveller men towards their own health and wellbeing.
5. Develop the advocacy skills of Traveller men.

Leadership Workshops

The Leadership Training will be conducted through workshops. The workshop topics suggested here are in response to the needs identified during the consultative process with Traveller men in the region carried out by the Men's Development Network⁶. The number of workshops required will vary in relation to local circumstances.

The key theoretical and philosophical principles recommended for the delivery of these workshops to Traveller men are guided by the evidence of best practise towards engaging with men developed by the Men's Development Network and as reiterated regarding their health from a strengths basis in the Department of Health and Children's National Men's Health Policy⁷.

The workshops will take the following approach:

1. Work with Traveller men, and Traveller men as a group, to develop health awareness and leadership.
2. The programme will provide a safe forum for Traveller men to discuss their issues and develop a support structure for themselves
3. Programme activities will be run through experiential learning and developed around activities chosen by the Traveller men themselves leading to experiential outcomes and progression.
4. Facilitate Traveller men to discuss key issues and lifestyle choices including the World Health Organisation model for wider health determinants outlined in the Ottawa Charter⁸.

Workshop One

Introduction to Leadership Training for Traveller Men

Aim 1: Explore and develop models of leadership for Traveller men.

- Traveller men to connect with their own vision of leadership through reflection with their peers.

Aim 2: Achieve Desired Outcomes.

- Moving the Traveller Men's Development process from 'Initial Engagement', through 'Activities and Projects', to achieving integration, communication and leadership.

Aim 3: Develop Leadership in Traveller Men

- Traveller men's visions for themselves and their community.

Workshop Two

Best Practice for Leadership

Aim 1: That Traveller men will learn a leadership model that will be inclusive, facilitative, supportive and developmental.

Aim 2: To lead by modelling and practising this inclusive, facilitative, supportive and developmental approach.

Workshop Three

Building on the Strengths of Traveller men's Culture and Experience

Aim 1: Traveller men to identify and celebrate the strengths of their culture and experience

Aim 2: Traveller men to have an understanding of enhancing the work in this way

Workshop Four

Understanding the Methodology of Experiential Learning and the Benefits of Bringing this Methodology to the Development Work

Aim 1: Internalization of this reflective approach to Leadership.

Aim 2: Establish through peer-to-peer communication, an integrative leadership.

Workshop Five

Developing the Advocacy Skills of Traveller Men

Aim 1: Develop advocacy that integrates the skills, experience and knowledge of the Traveller men and supports the reflective, strategic and alliance building approach towards communication and integration.

Aim 2: Traveller men to bring the same process into the work with the settled community and the statutory agencies.

⁶ *ibid.*

⁷ Department of Health and Children (2008) National Men's Health Policy 2008-2013: Working with Men in Ireland to Achieve Optimum Health & Wellbeing. The Stationery Office: Dublin

⁸ World Health Organization. (1986). Ottawa charter for health promotion. World Health Organization European Office. Available: http://www.who.int/hpr/NPH/docs/ottawa_charter_hp.pdf

Aim 3: Strengthen Traveller men's abilities to represent themselves, their community and their issues in effective ways.

Aim 4: Traveller men's Leadership Training to be informed by:

- Irish Government Policy and supporting documentation and structures (see The Men's Development Networks Traveller Men's Development Programme⁹ for a detailed bibliography).
- National Anti-Poverty Strategy¹⁰
- Department of Health and Children Policy as operated by the H.S.E.
- H.S.E.'s National Men's Health Policy, 2009¹¹
- H.P.U. policy and practice
- Training for Transformation¹²
- Pedagogy of the Oppressed^{13 14} (Paulo Freire)
- Community Development
- MDN's Traveller Men's Development Programme Methodology¹⁵
- Pavee Point
- Irish Traveller Movement
- The Equality Authority^{16 17 18}
- Office for Social Inclusion¹⁹
- Traveller Organisations nationally, regionally and locally
- Traveller Projects nationally, regionally and locally
- Traveller men themselves

⁹ The Mens Development Network (2008) The Traveller Men's Development Programme for the Health Service Executive. The Men's Development Network: Waterford

¹⁰ Department of Social and Family Affairs (2002) National Anti-Poverty Strategy- Building an Inclusive Society 2002-2007. The Stationery Office: Dublin

¹¹ Department of Health and Children (2008) National Men's Health Policy 2008-2013: Working with Men in Ireland to Achieve Optimum Health & Wellbeing. The Stationery Office: Dublin

¹² Hope, A., Timmel, S., (1999) Training for Transformation: A Handbook for Community Workers. (Book 1, 2, 3 & 4) Intermediate Technology Publications: London

¹³ Freire, P., (1979) Pedagogy of the Oppressed. Sheed and Ward: London

¹⁴ Freire, P., (1998) Pedagogy of Hope: Reliving Pedagogy of the Oppressed. Continuum: New York

¹⁵ The Mens Development Network (2008) The Traveller Men's Development Programme for the Health Service Executive. The Men's Development Network: Waterford

¹⁶ Equality Authority (2004) The Equal Status Acts 2000 to 2004. The Stationery Office: Dublin¹⁷ Equality Authority (2006) Traveller Ethnicity: An Equality Authority Report. Available at <http://193.178.1.9/index.asp?locID=107&docID=556>

¹⁸ Equality Authority (2006) Positive Action for Traveller Employment. Available at <http://193.178.1.9/index.asp?docID=749>

¹⁹ Office for Social Inclusion (2007) National Action Plan for Social Inclusion 2007-2016. Stationery Office: Dublin

2. Health Training for Traveller Men

The workshop topics suggested here are in response to the physical and mental health needs identified during the consultative process with Traveller men in the region carried out by the Men's Development Network (2008)²⁰.

The key theoretical and philosophical principles recommended for the delivery of these workshops to Traveller men are guided by the evidence of best practise towards engaging with men regarding their health from a strength basis²¹.

The actions recommended in the Traveller Men's Development Programme²² can be clustered into the following workshop topics:

Workshop One **Holistic Health and Social Determinants**

Aim: To create awareness among Traveller men of health and factors that affect it.

- Informed by the National Men's Health Policy and its recommendations.

Workshop Two **Health and Gender**

Aim: To create awareness among Traveller men of gender messages we get as Traveller boys and men about becoming men and how this can impact on health.

Workshop Three **Understanding Physical Health**

Aim: To empower Traveller men by supporting them with the knowledge of how their bodies work.

Workshop Four **Lifestyle Factors and How They Impact on the Health of Traveller Men- Diet: smoking, physical activity, substance mis-use, stress**

Aim: To empower Traveller men by creating awareness on how healthy lifestyles can positively affects health.

Workshop Five **Attitudes Beliefs and Fears about Health and Health Services**

Aim 1: To improve the overall health of Traveller men by facilitating them to look at their own attitudes, values and fears about ill health.

Aim 2: To improve the rates of access to services.

Workshop 6 **Access to Health Services - Advocacy and Engagement**

Aim: To improve the rates of access to services by supporting Traveller men to engage effectively with health services to have their health needs met.

Workshop 7 **Traveller Mental Health**

Aim 1: To explore, understand and define what is good and poor Mental Health.

Aim 2: To improve the overall mental health of Traveller men.

Aim 3: To increase their knowledge of mental health problems.

Aim 4: To improve the rates of access to services.

Aim 5: To improve the service delivered to them.

Workshop 8 **Relationships and Communication**

Aim 1: To support Traveller men to explore how they communicate with their partners and families.

Aim 2: To look at factors that can help or hinder communication within families.

Aim 3: To support and maintain healthy relationships e.g. married Traveller men's health initiative.²³

Workshop 9 **Traveller Men's Leadership as Leaders in Health**

Aim: Developing leaders or advocates for Traveller health among the local Traveller men to support the health of the Traveller men in their community.

²⁰ The Mens Development Network (2008) The Traveller Men's Development Programme for the Health Service Executive. The Men's Development Network: Waterford

²¹ Department of Health and Children (2008) National Men's Health Policy 2008-2013: Working with Men in Ireland to Achieve Optimum Health & Wellbeing. The Stationery Office: Dublin

²² The Mens Development Network (2008) The Traveller Men's Development Programme for the Health Service Executive. The Men's Development Network: Waterford

²³ The Mens Development Network (2008) The Traveller Men's Development Programme for the Health Service Executive. The Men's Development Network: Waterford

3. Active Citizenship

Introduction

In terms of developing an active citizenship module every attempt has been made to avoid being overly prescriptive in designing the actual programme while at the same time outlining practical examples of possible programmes based on the interests of Traveller men and on opportunities to engage with the wider community.

A practical approach might be as follows:

- Pick one or more activities from each of the four menu areas.
- Draw up a plan with the Traveller men on how to implement this activity to maximise participation and outcomes.

Example. Organising an activity in handball:

- Can you liaise with local organisers or the sports partnership to provide trainers / referees?
- Can you locate a suitable premises / facility?
- Is it possible to structure the activity by organising a competition or league?
- What supports are required by Traveller men, such as equipment, training etc.?

In general the programme is very broad. It is difficult to be prescriptive at this stage, however as the Traveller men progress we can capture best practise at local level and through a sharing of experiences be more targeted with specific activities with a higher degree of supports centrally.

Where a particular sport proves to be popular in a number of local areas Traveller men may agree at a regional level to organise a structure such as a league for this particular activity.

As with other areas this is a starting point from which a programme can develop organically

Active Citizenship Programmes

Introduction

The recommended Active Citizenship programme areas are as follows:

1. Sports Programme
2. Cultural Programme
3. Small activities programme
4. Equestrian programme

Elements of these programmes can change and new elements be introduced according to demand.

1. Sports Programme

Introduction

The overall purpose is to use sport as a mechanism for engaging with Traveller men

Steps in implementing the programme:

- Liaise with local sports partnership to provide support
- Introduction to the sport: explanation of rules and safety procedures
- Coaching where required
- Liaise with venues and referees etc.
- If sufficient interest then structure the activity into a league or competition.

2. Culture Programme

The programme would need to be quite prescriptive re what the actual activity is.

To support this programme links could be made with professionals or specialists in this area e.g. local authority arts officer, local practitioners. This would take the form of providing a tutor to help develop skills and to make links with the Education programme, where a need or interest emerges.

Each Traveller men's group may complete a specific activity based on some of the following (or a programme identified locally):

- Craft skill. This craft skill could be a skill originating in the Traveller culture. Work would need to be carried out to identify the relevant skill and also to train Traveller men in the basics of this skill.

- Art: A specific art task, supported by training
- Drama or story telling: Possibly a performance based on issues which emerge in Traveller culture.
- Music, song, poetry.
- A programme of cultural experience. e.g. Visit a museum, go to a play, a film, with discussion
- Discussion programme: this programme would involve debate or discussion on issues which are of interest to Travellers or indeed the public in general. The outcome of such a programme would be to inform the Traveller community on issues particular to their own community and also on broader social issues e.g. divorce, economic policy etc.

3. Small Activities Programme

Introduction

This programme is based on the need to develop a level of literacy based skills in a fun way and also recognising that for many Traveller communities, there may not be an existing knowledge of or interest in some of the activities that are taken for granted within the settled community such as:

- Cards
- Chess
- Monopoly
- Trivial pursuit
- Bingo

For this programme the approach should be to review and develop activities with the Traveller men which originate within the Traveller culture or the men's everyday lives, which can be adopted or adapted to support the development of literacy and numeracy e.g. cards, filling forms, applying for licences, registering horses, texting, reading menus at take-aways, etc..

This programme area therefore will require a less structured format than the other programme activities. The overall aim would be to introduce the development of these activities to Traveller men leading to them becoming a medium for engagement with the community in a positive way.

4. Equestrian Programme

Introduction

There is widespread interest among many Travellers in horses.²⁴ Also a number of Traveller Interagency Groups^{25, 26}, non-governmental Organisations and Community Development Projects are developing horse projects which may facilitate or require organised equestrian activities. Traveller men have suggested the following activities:

- General information and training in horse skills and welfare.
- A horse showing event, which gives individuals an opportunity to groom and show their horses.
- A horsemanship event providing opportunities for Traveller men to demonstrate basic horse breaking skills etc.
- Address issues in relation to Traveller activities with horses such as sulkie racing.

To implement the equestrian programme may require a high level of organisation, and would need to be carried out in conjunction with existing horse projects. However the potential outcomes for the Traveller men in implementing this type of programme will likely justify the effort.

²⁴ The Mens Development Network (2008) The Traveller Men's Development Programme for the Health Service Executive. The Men's Development Network: Waterford

²⁵ South Tipperary County Council Traveller Interagency Plan 2007-2009

TSA Consultancy Ltd. (2009) Feasibility Study for a Traveller Horse Project in Clonmel. South Tipperary County Council.

Traveller Men's Group, KCAN, Kilkenny County Council (2005) Strategic Plan for the Development of the Traveller Horse Project.

²⁶ Lynam, S. & Dowdall, B. (2008) Feasibility Study Regarding the Establishment of Horse Care Project in Carlow. Carlow: St. Catherine's Community Services Centre.

²⁷ Waterford Traveller Community Development Project (2008) Waterford Traveller Horse Project Proposal to Waterford City Council.

4. Education

Aims

- To provide a positive education experience for Traveller men.
- To have achievable outcomes.
- For the outcome to be of benefit to both the individual and the wider Travelling community.

Method

Stage 1: Pre-development Work

- Through consultation with Traveller Men identify areas of interest and need which can be addressed by the education programme e.g. Business skills, Vocational skills, Literacy, etc.
- Assess the needs and abilities of the group identified.
- Investigate means to reach a realistically, achievable and desired outcome, e.g. FÁS, VEC's, BTEI and other provision and funding sources.
- Further consultation with interested groups or individuals and look into the practicalities of setting up the group.

Stage 2: Group Development

- Plan the course outline and timetable, to include definite start and finish.
- Start up formal group and start by working on group dynamics.
- Check in at regular intervals to assess how group is progressing and groups interest and motivation levels and adjust plan where needed.
- Celebrate achievements.

Evaluation

- To be carried out with participants, funders and service providers.
- Performance indicators to include achievements of the group, attendance, Traveller men's interest levels in participating in further education courses
- Impacts on wider Traveller Community.

Certification

Certification is not a requirement of the programme, however where the Traveller men's group has expressed an interest in achieving certification the local coordinator can liaise with relevant partners to arrange this Recognition of Prior Learning (RPL)²⁸ and witnessing of Traveller men's skills by tutors utilised to overcome barriers such as literacy.

Follow on Plan

- To follow up on ideas for further education initiatives suggested by the group, organise another course for the existing Traveller men's group if requested, set up a new group, or refer individual Traveller men to another service.
- Outreach shortly after course finishes to see if the participants are using the skills gained in their everyday lives.
- To investigate possibility of members of the original group being involved in transferring the skills they learnt to a new group of Traveller men.

²⁸ National Framework of Qualification (2006) Principles and Operational Guidelines for the Recognition of Prior Learning (RPL) in Further and Higher Education and Training.



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Part 2 Support and Development Pack for the Development Workers to Deliver the TMDP

As previously stated this pack consists of a suggested framework of training modules with the sole intention of offering support to the development workers in order for them to deliver the TMDP to Traveller men in the region. It is not intended to be prescriptive and the final decision on the training to be delivered will be informed by the self-identified needs of the development workers through the training programme itself. To this end the formation of the regional forum for information sharing and training is critical to the overall process.

Establishing this way of leading will allow the development worker to engage with Traveller men in a meaningful and integrative way, communicating through his or her modelling of this methodology, the leadership possibilities for Traveller men.

The ongoing regional forum will provide support to the development workers in their Leadership to reflect and review, to celebrate successes and failures, to regain and reconsider, and to plan and prepare their next steps in the work.

It is important to note that the theory and methodologies applied in the development of this training framework have been adopted from and are linked to the National Men's Health Policy 2009.²⁹

These include the following

- Adopting a gender mainstreaming approach
- Adopting a social determinants approach
- Adopting a community development approach
- Adopting a health promotion, prevention approach
- Adopting an intersectoral approach
- Tackling men's health from a strengths perspective
- Supporting men to become more active agents and advocates for their own health

The aim of this training is to enhance, develop and support the skills and competencies of the development workers to enable them to promote

1. Leadership among Traveller men.
2. Health among Traveller men.

It is envisaged that in addition the development workers own experience will support and inform the work with the Traveller men.

²⁹ The Mens Development Network (2008) The Traveller Men's Development Programme for the Health Service Executive. The Men's Development Network: Waterford

1. Leadership Development for Development Workers

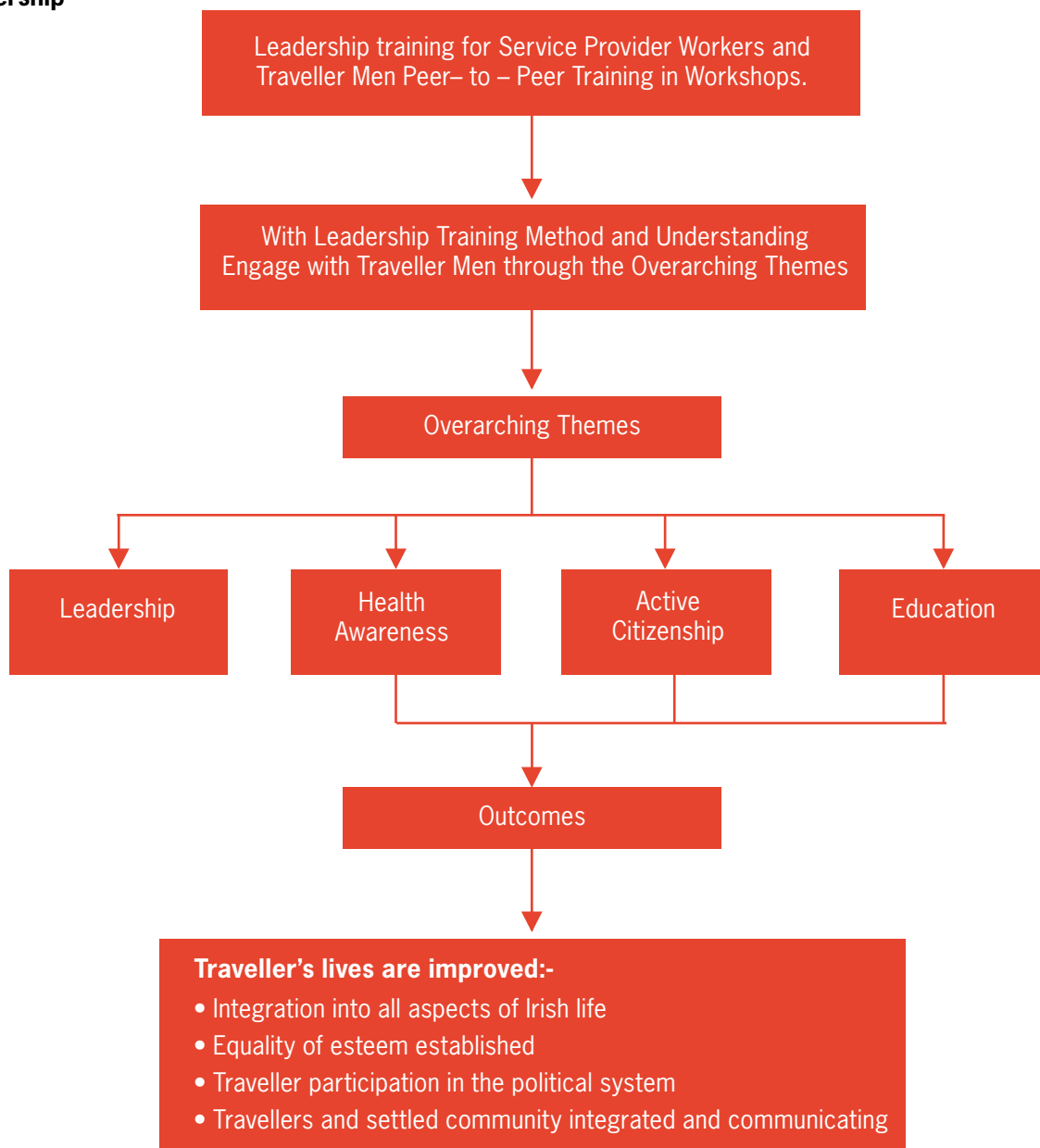
Over-arching aims

The South East Regional Traveller Men's Health Group aim to implement the actions recommended in the Traveller Men's Health Programme. This will require a structured approach defining the over-arching aims, the specific modules required and the activities and projects to implement these. The Group identify the following key overarching aims to this programme.

Overarching aim of Leadership

1. Leadership and Support for Traveller men's leaders
2. Health awareness and health gain in Traveller men
3. Support and participation for Traveller men
4. Active citizenship for Traveller men to access health services and society generally.

Leadership



Expected Outcomes:

The TMD Programme through its different modules and actions will facilitate Traveller men to achieve integration and inclusion through the following overarching outcomes;

1. The TMD Programme will ensure the effective engagement of Traveller men to improve their engagement with themselves, with their families and with the wider community. This will improve the self esteem of Traveller men and Traveller men as a group and it will form the basis to develop health awareness and personal development.
2. The TMD Programme will provide a safe forum for Traveller men to discuss their issues and a support structure for them.
3. Programme activities will be run through experiential learning and developed around activities chosen by the Traveller men themselves. This will lead to experiential outcomes and progression.
4. The TMD Programme will help Traveller men to discuss key health issues and lifestyle choices based on the World Health Organisation model for wider health determinants.

Leadership Training

The overall aim of this leadership training is to develop a model of leadership specifically to meet the needs of the development workers who work with Traveller men.

This training programme has four components:

1. To explore the existing skills and competencies of the development workers and to enhance and develop these in order to inform and develop the work with Traveller men
2. To enhance and develop the facilitation skills and competencies in leadership and health of the workers.
3. Identify existing leaders among Traveller men and involve them in the programme for leadership.
4. Develop the leadership capacity of Traveller men towards their own health and well-being

This is workshoped in five stages:

Stage One Introduction to Leadership Training for Traveller Men

Explore and develop models of Leadership for Traveller men.

Objective 1: Development workers to connect with their own vision of the work through reflection with our peers on questions such as:

- What is your vision of this work?
- What is your vision of yourself in the work?
- What is your vision for Traveller men?
- What is your vision for Irish society and for Ireland?
- How do you see Traveller men in your vision of Irish society?
- How long will it be before a Traveller is President of Ireland?
- What do you want for Traveller men?
- What do you think Traveller men want?
- How do you know?
- How can you find out?
- How do you picture yourself doing that?

Objective 2: Achieve Desired Outcomes.

- How do you think we can move the Traveller Men's Development process from 'Initial Engagement', through 'Activities and Projects', to achieving desired outcomes?

The process will involve:

- Communication and information;
- Development, empowerment and representation;
- Maintaining personal resources;
- Dealing with prejudice and rejection;
- Strategising reviewing, planning, and re-engagement, and will strive to achieve integration and active and progressive citizenship.

Objective 3: Develop Leadership in Traveller Men

- What are Traveller men's visions for themselves?
- Where do Traveller men see themselves now and in the future?
- What do Traveller men see as their position in Irish society?
- What do Traveller men want this position to be?
- And the last 7 questions from Objective 1 above.

Stage Two Best Practice for Leadership

Aim: That the development workers will lead in facilitative, supportive and developmental ways.

Objective: To lead by modelling:

- Respect
- Equality of Esteem
- Supportive Engagement.
- Hope
- Vision
- Encouragement
- Expectation
- Listening and hearing
- Holding
- Appreciation
- Understanding
- Support

Stage Three Understanding the culture and experience of being a Traveller man

Aim: That development workers can bring an understanding to the work

Objective: Development workers to have an understanding of:

- Oppression
- Inequality
- Value systems: Traveller and Settled values.
- Prejudice
- Ethnicity
- Abilities
- Skills

Stage Four Understanding the Methodology of Experiential Learning and the benefits of doing personal and professional development work

Aim: Internalization of this reflective approach to Leadership. Facilitate this Leadership Training in a Workshop format to establish through peer to peer communication, an integrative leadership.

Objective 1: Through workshop facilitation of the training, develop leadership that integrates the skills,

experience and knowledge of the development workers that supports peer-based development of:

- Vision
- Identity
- Experiential Learning
- Self-esteem
- Self-awareness
- Self-efficacy
- Reflection
- S.P.H.E. models
- Support
- Methodology

Objective 2: Having prepared in this way, development workers can apply this process to the work with Traveller men, when engaging in:

- Liaison
- Outreach
- Communication
- Needs analysis
- Process
- Practical steps
- Support

Refer to Objective 3 in module Stage 1 and review.

Stage Five Developing Advocacy Skills for Traveller Men

Aim: Traveller men's development work to be informed by:

- Irish Government Policy and supporting documentation and structures.
- Dept. of Health and Children Policy as operated by the H.S.E
- H.P.U. Policy and practice.
- Training for Transformation.
- Pedagogy of the Oppressed (Paulo Friere)
- Community Development.
- MDN's Traveller Men's Development Programme Methodology.
- Pavee Point
- Irish Traveller Movement
- The Equality Authority
- Traveller Organisations nationally, regionally and locally.
- Traveller men themselves.

Objective: Have development workers and Traveller men informed by the key information provided by the above sources.

2. Health Promotion Training for Development Workers

Introduction

The aim of this training is to support and equip the outreach workers with the skills and competencies required to enable traveller men to become aware of their individual, cultural and community health needs and to empower them to take responsibility and action in order to have these needs met.

Health Promotion is the process of enabling individuals and communities to increase control over, and to improve, their health. Health promotion acknowledges and recognises that there are fundamental social and economic conditions that are prerequisites for health to enable people to achieve their fullest potential. Health Promotion action aims at reducing differences in current health status and ensuring equal opportunities and resources. This includes a secure foundation in a supportive environment, access to information, life-skills and opportunities for making healthy choices.

Health

Part One Introduction to Health and Health Promotion

Aim: to enable the development workers to have an understanding of:

- Holistic Health and what it means to engage Traveller men from a strengths perspective and based on positive psychologies
- The need for their own self-care, support and guidance in the work with Traveller men
- Male Gender Conditioning and its impact on men's health in relation to men's ability to proactively self care or present early with health related issues
- Social settings and backgrounds, i.e. the determinants of health and its impact on Traveller men
- The principals of Health Promotion and Models of Good Practice
- Maslow's Hierarchy of Needs and how it relates to Traveller men's health
- Community Development, and how its practices and principles can be used as a resource for engaging Traveller men with their health leading towards empowerment

In keeping with the principals that underpin health promotion it is envisaged that all of the above will be learned through an experiential methodology.

Part Two Facilitation Skills

Aim: To provide practical skills based training in facilitation skills and group work to development workers who work with Traveller men.

Objectives: At the end of this module the development workers will have:

- An understanding of how we learn as adults and the benefits of experiential learning
- Have a better understanding of how groups work with particular emphasis on Traveller men and their group dynamics
- Have identified some of the key challenges in the work and be resourced to develop creative ways to progress the work
- Understand the different stages of group development and its importance as a process
- Be able to recognize and manage different types of behaviour in groups
- Understanding the role of the facilitator in group work, the importance of guidelines and professional boundaries to safeguard the work and the benefits of group contracts
- Have gained more confidence and experience in the facilitation of group sessions.
- Have the opportunity to plan, design and develop workshops specific to the need of Traveller men's health
- Experienced the giving and receiving of constructive feedback and understand the benefits of this.
- Have the opportunity to explore current practices – "What are you doing now?"

Part Three Supporting Lifestyle Change through Motivation and the use of a Brief Intervention Model for Supporting Change - Cycle of change model.

Aim: To give the development workers the skills and knowledge in the use of brief intervention techniques and motivational interviewing/ coaching in order to work with Traveller men in a way that supports them to explore their own lifestyle behaviours and enables them to make informed choices for their own health.

Objectives:

- To give the development workers the opportunity to explore their own definitions of health beliefs and values and how these might impact on their behaviour
- To introduce the stages of change model

- To look at the definitions benefits and application of brief intervention and motivational interviewing with Traveller men
- To identify the skills needed to work with Traveller men to support them in making a behaviour change.
- To develop a practical framework for using a motivational approach in brief interventions with Traveller men
- To apply these skills to their work
- To offer skills based workshops to the workers on the following topics
 - Alcohol
 - Physical activity
 - Healthy Eating
 - Smoking
 - Sexual Health
 - Stress
 - Substance misuse

3. Active Citizenship for Development Workers

Introduction

The purpose of the Active Citizenship programme is to develop a programme of activities which facilitates the development workers engagement with Traveller men and through this the engagement of Traveller men with one another and the wider community

Below are outlined areas with which the development worker may need support, however as this programme needs to be developed organically through the development worker, much of this will involve to peer to peer work by the development workers.

Sports Programme

This programme aims to use sport as a mechanism to engage with Traveller men.

Development workers should receive training which would enable them to:

- Identify local partners in sports such as, The Local Sports Partnership and local sports bodies.
- Be familiar with the operations and rules of two specific sports (chosen by the development worker) and develop an induction and coaching plan or local league for introduction to specific sports.
- Share experience and ideas with other development workers that may be used as part of a sports programme.
- In cooperation with other development workers participate in some form of sports competition at county or regional level and develop a structure for the involvement of Traveller men in this process.

Culture Programme

Although a broad range of activities can be chosen from this menu, it is likely in practice that each area would focus in on one or two specific activities that are acceptable or attractive to the group.

Development workers should receive training which would enable them to:

- Identify local partners such as Local Authority Arts officers, local tutors etc.
- Be aware of a broad range of activities which may be available to the target community.
- Share experiences and ideas with other development workers that may form the basis of this programme
- Plan the participation of Traveller men in some form of cultural activity.

Small Activities Programme

This element of the programme will involve development workers introducing Traveller men to a range of small activities which although common place in the Settled community may not be familiar to the Traveller community.

Development workers should receive training which would enable them to:

- Share ideas of new programmes with other development workers.
- Be familiar with a range of small activities such as those listed in the TMDP document.
- Have developed and implemented a lesson plan around the use of at least one of these programmes.

Equestrian Programme

The purpose of this programme is to support the interest of Traveller men in keeping and working with horses. Primarily to provide an outlet for the expression of this interest in a positive and public way.

Development workers should receive training which would enable them to:

- Understand the Traveller culture of keeping and showing horses
- Identify local partners in the equestrian area, such as local horse projects, Local Authority personnel involved with the management of Traveller horses, private equestrian programmes, VEC and Teagasc training programmes and local equestrian tutors and veterinary surgeons
- Share ideas of possible programmes with the other development workers

4. Education for Development Workers

Education Programme Training for Development Workers.

The objective of the educational programme is that Traveller men would have a beneficial experience of education.

Development workers should receive training which would enable them to:

- Identify appropriate educational programmes for Traveller men
- Share ideas and approaches to the development of educational programmes with other Development workers.
- Understand and appreciate the process of community education.
- Understand the issues of certification in the Irish Context.
- Liaise with local Education providers and centres to engage Traveller men in their programmes.



Traveller Men's Development Programme (TMDP) Manual The South East Traveller Health Unit

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