

EUROPEAN ROMA COMMUNITIES

A Strategy for the Bradford District

2021- 2025



Delivered under

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Forewords



Bishop Toby Howarth, Chair of the Stronger Communities Partnership Board

Bradford District has a long history of welcoming new and emerging communities and our Bradford for Everyone programme continues to build on this tradition and add value

to ongoing work in this area.

The Roma people are rich in history which makes a vibrant community with many skills and Bradford District is proud to boast one of their largest global populations who contribute greatly to our society and livelihoods.

Our depth of experience in Bradford District for adapting and learning from the arrival of new communities means we are always well placed and have the assets and structures to cohesively integrate together and with new groups of people.

We are pleased to introduce this collective strategy, delivered in collaboration between public and voluntary sector organisations, that helps us shape how we improve outcomes which increase positive and effective participation of the Roma community within our shared district.

Not only does this strategy help us to build and improve wider community dialogue with the Roma community it sets out actions we can all take to be more aware and responsive to the needs of the Roma community as a whole.

I would like to take this opportunity to thank Cnet and everyone who has been involved in putting this strategy together and send all Roma people my warmest wishes as an equal and valued member, both as individuals and families, of our community.



Cllr Abdul Jabar, Portfolio Holder of Neighbourhoods and Community Safety

Three years ago, we were selected by the Government as one of five national Integration Areas. We produced the *Stronger Communities Together* strategy to provide a

longer-term vision for Bradford. A vision that puts our diversity as one of our greatest strengths.

This strategy has led to the development of a number of projects, one of which is the European Roma Communities Strategy.

In line with our vision for the Bradford District this strategy will aim to provide Roma people in the district with opportunities no matter who they are or where they live, ensure they feel welcomed in different spaces and places, ensure our Roma

communities are able to play their part in society and enable Roma residents to have access to the services they need with independence and confidence.

We will work with partners to engage effectively with the Roma communities in the district and change the way services are delivered to better respond and meet their needs.

The aim of our whole strategy is that by working together and recognising what we have in common, we can collectively ensure that everyone in our district can reach their full potential, access opportunities and services, and that no one is missed out.

Introduction

The Roma Strategy has been commissioned by Bradford Council's, Stronger Communities, Bradford For Everyone programme. Bradford for Everyone is funded by the Ministry of Housing, Communities and Local Government (MHCLG) following on from Bradford's designation as one of five 'Integrated Communities Pilot Areas'. The programme is delivered by the Stronger Communities Team based within Bradford Council, and is overseen by the independent Stronger Communities Partnership Board.

The Stronger Communities Together Strategy, which informs the programme, comprises of four pillars of; Getting On, Getting Along, Getting Involved and Feeling Safe which builds on our existing strategic priorities across the District, incorporating good practice as well as innovative ideas to test and learn from what works and what does not in improving and removing barriers to cohesion and integration. Our ambition is to make Bradford district a great place for everyone - where each one of us can play an active role in, be part of, be enriched by, and feel proud of calling Bradford district their home.

Within our Stronger Communities Together strategy we have a commitment to support new and emerging communities in our district, in particular helping them to navigate through services while ensuring these are accessible and can meet the needs of all communities. We recognise that this commitment is a responsibility of services and also requires ownership of the communities they serve. The Roma Strategy realises this commitment by working alongside Voluntary and Community sector organisations, collectively with Bradford Council and the Health, Police, Fire & Rescue Services, to co-create with Roma people in Bradford district. The resulting strategy puts into action the contained series of recommendations which will improve opportunity of access for Roma communities.

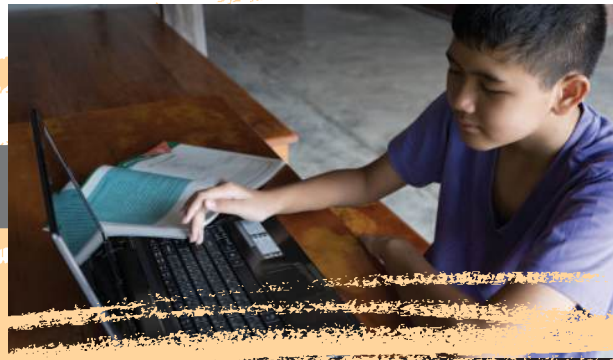


1. EVIDENCE BASE

1.1 Previous research

Formal studies about the Roma communities in Bradford are rare. Perhaps the most useful in-depth study is a health needs assessment for the Central and Eastern European Community in Bradford by Public Health (K Ingold) (2014). This contains a study of experiences of Health visitors in the community which was also published separately. As it looks at wider determinants of health, the work has broader relevance than direct health matters. Other smaller studies exist around specific areas e.g., Roma young peoples' attitudes to relationships and sex, community readiness to receive obesity messages.

Much background to understanding the local Roma communities must, therefore, rely on national studies and reports. Particularly useful have been reports by the Roma Support Group in London (to 2021), Supporting Roma Voices project report (2016) by the University of Salford and South Yorkshire Roma project by Migration Yorkshire (2017)



1.2 Research for this strategy

To supplement published studies, the strategy project carried out a community consultation and collected anecdotal evidence from frontline staff in partner agencies. The community questionnaire was completed by 115 Roma residents across the district. 35 case studies were collected. In order to connect better with the community, most questionnaires were managed by Roma community organisations and volunteers. They were available in English and three community languages; Slovak, Czech and Hungarian.

2. THE ROMA COMMUNITIES IN BRADFORD

2.1 Multiple communities

One of the important first steps with understanding the Roma population of Bradford is that there is not a single community. Roma are a people without a homeland, spread through a wide range of Central and eastern European countries. Roma communities from different countries and from different regions within countries have cultural differences. For example, while there is a common Roma language, commonly called Romani or Romanes, it varies depending on where the speaker is from, drawing influences from other national languages. The research carried out in relation to this strategy with local Roma people identified six countries of origin. It is generally agreed that most Bradford Roma are of Slovak origin but there are also Czech, Hungarian, Latvian, Polish and Romanian Roma too.

2.2 Pattern of Migration

The earliest Roma migrants, prior to the expansion of the EU in 2004, came as refugees from persecution in their birth countries. The EU expansions in 2004 and 2007 (known as A8 and A2 based on numbers of states involved) made it easier for Roma families to leave their original countries and settle elsewhere in the EU and many Bradford Roma families arrived early in this process. Migration continued following a

process known as “chain migration”, whereby, once members of families or communities had settled in an area, ties back to countries of origin led to others following them and migrant communities of connected, often related, people being formed. Another factor noted in Roma migration is that it is driven by both “push” and “pull” factors. Lack of opportunity, discrimination and second-class status in countries of origin push Roma families out, while opportunities to make a better living and bring up a family in a country which grants Roma more equitable access to services and where there is no historical anti-Roma prejudice pulls people to the UK.

“ If I can get a full time permanent job and a nice house to rent in a nicer area where people are not so racist then life would be like in paradise over here. Life is already much better here than in Slovakia. Back there we were all very very poor and our children were segregated in schools and we lived in the poorest slums. After all it's much better over here. ”

Slovakian Roma male (30-49)



2.3 Number of Roma in Bradford

The size of the Roma communities in Bradford is something of a mystery and will remain so until better ethnic identification of Roma people becomes the norm through our institutions, even allowing for the future availability of 2021 census estimates. The Ingold report in 2014 estimated that there were at least 6,000 Roma people in the district. Although often quoted, it should be noted this was clearly something of a “guesstimate” based on the idea that half the CEE population of the district were Roma. The report also contains the “guesstimate” that 95% of Slovaks in Bradford are Roma.

More recent estimates have suggested a higher total. Another “guesstimate” in a report to Bradford Council in June 2020 estimated 6,000-25,000, while other recent reports estimate 13,000-25,000. It was not the intention of this report to make population estimates but two notes of caution on the expansion of population estimates should be made. Firstly, the number of Roma children enrolled in schools has hardly changed since the 2014 estimate, which it would be expected to if the population was increasing rapidly in size. Secondly, we have the data set related to the EU settlement scheme. A full analysis of this on completion should allow a better estimate of the CEE and thus the Roma population of the district. Even in the interim, however, from the estimated number of EU citizens in the district (26,000 - 37,000), by no means all CEE citizens, the idea that 25,000 could be Roma seems inflated. While practitioners in the field still feel that a figure toward the upper end of the range is plausible, a more conservative estimate would be in the range of 13,000 – 20,000.

2.4 Demographic profile

The actual makeup of the local Roma communities fit the pattern of elsewhere in the UK. Most migrants are younger adults, sometimes with young families, often starting or expanding families in the UK. Since the major wave of significant migration began in 2004, young adults have become middle-aged adults with older children, but young adults have continued to arrive, while a generation brought up in the UK are beginning to form families of their own. However, few members of the communities at this stage are elderly.

2.5 Economic activity

“ Eastern European nationals have become an increasingly important part of the local labour force in Bradford since the mid 2000s. Employment is in a range of sectors but concentrated in manufacturing, retail, hospitality, construction, health and social care ”

Report to Council
Executive, March 2019



Of these categories, nationally A8 and A2 EU citizens, which include Roma communities, are particularly clustered in manufacturing, hospitality and construction, with warehousing and transport being another cluster. (Migration Observatory, 2021). Of particular importance in Bradford district is manufacturing, which occupies a higher proportion of the workforce than the regional or national average (13.8% in 2019).

Economically, the Roma population suffer considerable disadvantages. Members are, through issues related to their status in the origin countries, likely to come from poorer communities, with poor education, lack of formal qualifications and a limited skills base. This limits their access to more secure and better paid work and many people in the Roma communities are in low paid work or move between short-term jobs. Often the only available work is in the informal economy, where they have less protection or stability and where wages are frequently below the legal minimum wage. This “economic precarity” has knock on effects in other aspects of family life, such as housing and education.

“ I am 24. I work in a car wash 16 hours a week and I am in receipt of Universal Credit. I live in Bradford with my wife and two children and it's very hard to get by. We've been homeless three times since we live in England. Without a proper job it is very hard to keep paying your rent, council, utilities, bus pass, food, clothes, etc. It is very hard to find a secure job with no proper English and without an English qualification. I would really love to change that but don't know how to get started. ”

24 year old Roma male from Slovakia.



2.6 Language and literacy

Views on basic literacy skills seem to vary. National studies often point out low literacy levels (some suggesting up to a fifth of adults may be illiterate) but anecdotal views from inside the Bradford communities hint at a more complex situation, where many people have very basic literacy and cannot understand complex written material even in their first language but may benefit from easy read materials.

English language skills are also variable. Few have had EFL education either in origin countries or in the UK and much language learning has been informal. Poor English was frequently noted as a barrier by Roma people interviewed as part of the strategy, standing in the way of getting a better job, accessing services and integration with neighbours



2.7 Housing

“ Arrived to UK in 2007 with mum, dad, sister, brother to Dad’s cousin’s house. The family gave us hard time to be there. They didn’t want to share food with us and we were overcrowded. Dad tried to do some cash in hand jobs to feed us. We were walking from BD5 to BD8 to other family to give us some food. After 6 months dad found job in a factory and with help from colleagues (from different community) found us a house and schools. ”

Slovakian Roma 23 year old Female



Housing is a major issue for Roma people in Bradford. Much of this is nothing to do with being Roma and instead follows the pattern of waves of poor immigrants to the city. Early arrivals seek out cheap housing, which is never the best of Bradford’s housing stock. By the process of chain migration, others from their family or area follow, often sharing houses or obtaining accommodation nearby in the same poor areas. Unfortunately, many of the tenancy arrangements in these poorer housing areas leave something to be desired and the immigrant community aren’t aware of their legal rights anyway. This is typically the story of our local Roma communities. Better housing in a better area is a frequent aspiration recorded in community research for this strategy.

The research shows by no means all community members are unhappy with their housing. Some report a good relationship with landlords and the majority have a tolerable relationship. Some though are mistreated and some feel threatened. Likewise, though there are reports of bad neighbours (loud, violent, dirty or racist) many get on. There is a sense, perhaps, of keeping their heads down with some.

Housing instability, with community members moving for various reasons, is an issue. It causes particular problems in terms of children’s education. Informal house sharing arrangements, often with family members, can also mean instability, with individuals losing housing when relationships turn sour or the hosts’ circumstances change. This can lead to homelessness.

Domestic violence is also reported by frontline staff as present in the communities, though its prevalence is hard to quantify. This can lead to family break up and emergency housing need.

2.8 Children’s education

“ I was born in Slovakia and went to a “mixed school” where Roma people and Slovakian people attended together. The Slovakian people were very racist towards Roma people, the teachers were not very nice to us either. I remember my first day at school [in Keighley], the teachers were really nice, they did not judge you, it did not matter if you were white or brown, they were really helpful. ”

21-year-old Slovakian Roma Female.



Education or lack of it is an important pull/push factor in Roma migration. Roma parents see little future for their children in the education systems of their origin countries, where Roma often receive an inferior education because they are considered intellectually incapable of a proper education. In the UK, such assumptions are not made and children are placed in mainstream schools, with what are seen as the opportunities that flow from that. Despite this appreciation

of UK education, relationships with schools do not always run smoothly. In several of the origin countries of the Roma community, formal education starts at six or seven years. Getting parents to engage before that age can be difficult, particularly in terms of pre-school provision. Young people are also traditionally expected to move into the adult world around the age of 14 years, so school attendance suffers. The “churn” within the communities caused by unstable jobs and housing has increased due to Covid and this impacts on children, with the education system losing contact with children who are reported to have left the area yet return and subsequently fail to return to school.

2.9 Health

Roma health was discussed in detail in the Ingold report from 2014 and no great changes can be identified. Rates of certain risk behaviours, such as smoking and alcohol consumption, are higher in the countries in which Bradford’s Roma communities originate and some illnesses are more prevalent (e.g. Hepatitis B). Perhaps more dangerous overall are access problems to health care in the UK, for various reasons (e.g. lack of knowledge of available services, lack of information in appropriate forms, cultural sensitivities around certain areas of health). Also noted anecdotally in Bradford is a reluctance to maintain routine contact for screening and checking, possibly due to different practice in accessing care in other countries of origin. This has led to some particular concerns such as around child dental health, currently subject to a study by the University of Leeds. A further area of health concern in the community are problems caused by poor diet. It is well known that, in the UK, poorer people suffer more from obesity and other dietary issues because they can’t afford better quality, healthy food. The situation is compounded in the Roma communities because they have not been exposed to public information campaigns such as “Five a Day” in the past. The issue of what public health messages have been received, what needs to be merely reinforced and where there needs to be an effort to plug gaps is one of the areas of information deficit hampering public health work. A similar concern exists around accident safety and particularly fire safety messages.



2.10 Crime

There are many stories about crime and Roma communities. Organised crime, human trafficking and child stealing have all been the subject of lurid headlines and are raised by some in our district. There is certainly some criminality in the Roma communities, but, in terms of type and frequency, it is hard to distinguish from other communities resident here. Without dealing in speculation, it is possible to pinpoint areas of concern. One of these is child safeguarding. Higher proportions of Roma children than average seem to be involved with the care system and on at-risk registers, though lack of certainty about the size of the Roma population and the small numbers of individuals involved make it hard to be certain. Anecdotal evidence from front line staff is that there is some evidence of grooming and exploitation of children, both sexual and economic, but again, no hard evidence that levels are higher than other communities. Pilot projects have revealed a need for safeguarding support for both parents and young people, especially around the risks of social media grooming. Domestic violence is another issue reported anecdotally within the Roma communities but again hard data is lacking. Academic studies of Roma in Europe suggest this is an area hard to access in the community but it is an area requiring greater study in the district to understand local need for services.

2.11 The importance of building trust

It would be remiss to finish this introduction without touching on a fundamental aspect for partner agencies in working with the Roma communities – trust. It is an oft-repeated statement that Roma people distrust agencies, institutions and, particularly, arms of government. Such bodies have historically discriminated against them, oppressed them and, in some horrific circumstances, subjected them to ethnic cleansing. For all that the equivalent bodies in Bradford say they are not like that and they genuinely want to help, suspicion remains. So trusted relationships must be built up if an impact is to be made.

One of the well-known issues in monitoring anything to do with the Roma communities in Bradford is that they tend to hide their identity. People in the UK are not attuned to discriminate against Roma on sight, so Roma people simply identify by their birth countries and suffer a less targeted discrimination. Yet it is also important for agencies not just to accept or even hide behind this and place the blame on the Roma communities for not engaging. One of the things which showed in the community research done for this strategy is that Roma people do not just have issues with agencies due to historic factors. They have some very pertinent issues based on experience in the present in Bradford and those issues are within the power of Bradford’s agencies to do something about.

1. STRATEGIC VISION AND OBJECTIVES

1. Strategic Vision and Objectives

Our vision is to make Bradford district a welcoming place for Roma people - where they can play an active role in our diverse community, be part of and be enriched by our shared society and feel proud of calling Bradford district their home.

In pursuit of that vision, the objective of this strategy is to enable and support a District strategic approach to Roma integration in Bradford District in order to support our Roma communities to feel welcomed, to be able to play their part in society and to access services with independence and confidence.

2. PRIORITIES

1. A more joined-up approach to Roma integration across sectors, statutory organisations, the voluntary sector, Roma groups and individuals through the development of a joint delivery plan which outlines organisational change within Health, CCGs, Fire & Rescue Service, Police and Council so that the solution is owned by each organisation.
2. Increased knowledge and learning of existing gaps, challenges and successes in provision for Roma communities
3. Better understanding of local issues and residents' capacity for change
4. Increased engagement of Roma communities in the District, evidenced by increased number of Roma people who feel empowered and involved and increased Roma participation in services.
5. Bradford District has a strong united voice in influencing policy and practice affecting Roma at national and local levels.



3. FRAMEWORK FOR ACTION

The key elements of the strategy are:

3.1 Increased awareness of Roma communities in the District

It is unfortunately true that even basic information about the Roma communities in Bradford is lacking, due to failure to recognise Roma as a separate ethnicity. There is a whole project of “seeing” the Roma communities in a service planning sense that is needed across the board, as well as specific pieces of research which ought to be undertaken in a more formal way.

3.2 Improving services

Many of the services needed to achieve better Roma integration already exist. However, there are barriers to access which make it difficult for the Roma communities to take full advantage of them.

Because recognition of the Roma communities is patchy within our statutory services, many practitioners are unaware of Roma culture and culturally appropriate practice. In order to rectify this Roma culture needs to be brought within the ambit of Equality and Diversity training, CPD and customer services training. Various services should be encouraged to reflect on their practice with regard to the Roma communities and adapt services accordingly.

A number of problems could be tackled if the Roma communities were not only more aware of services available to them but also more aware of how Bradford District agencies

worked. The Roma communities suffer digital exclusion and often have poor English. Their basic education from their countries of origin is often of lower standard because of institutional prejudices. Provision of information through more appropriate channels needs to be improved and appropriate interpretation needs to be more widespread.

Having noted that many issues could be overcome by improving access, there are areas where specific action or focus is needed to improve or extend services. These include employment and training, housing, children and families and young people. In addition, specific action as part of the district’s adaption to a post-Brexit, post-Covid future.

3.3 Action in the community

Without pro-active outreach into the community, change will be slow and breaking down barriers to integration will be much harder. Roma communities need to accept that Bradford is a place they can settle, bring up families and prosper. Agencies need to be seen to reach out, form trusted bonds, and appreciate Roma culture as so many other cultures are visibly appreciated in the District. Work is needed to open up job opportunities beyond the low paid, insecure work Roma communities’ members are often resigned to.

Such outreach will inevitably require some investment, either with community organisations or the designation of staff within agencies.

4. INCREASING AWARENESS

4.1 Identity and monitoring

One simple barrier to partner’s efforts to deliver a joined-up offer to the Roma communities in the district is the question of identity and monitoring. A failure to understand the distinctiveness of these communities has led to a range of approaches to monitoring, few of which actually allow the Roma communities to be identified in terms of service delivery or need. Confusingly, community members can be listed as “Gypsy, Roma and Traveller” (GRT), “Central and Eastern European” (CEE) or “White, Other”. Often, they are recorded under their origin countries e.g. Slovak. The issue is compounded by an historical reluctance of Roma individuals to self-identify, as they see it as potentially disadvantageous.

Despite this, it is important for Roma identity to be recognised. Important as a basis for service development, in that parameters like reach, impact, equality of access cannot be

assessed if a community doesn’t exist in monitoring terms. It is important too in the targeting of programmes and resources.

It is, therefore, a priority action for partners to acknowledge Roma identity and review their monitoring classification to allow clients and service users to identify as Roma. A consistent approach should be co-ordinated across services to assist in the sharing of data. While acknowledging that Roma citizens reluctance will mean the data thus gained is imperfect, the situation will be far better than no data at all and other actions should reduce reluctance over time.

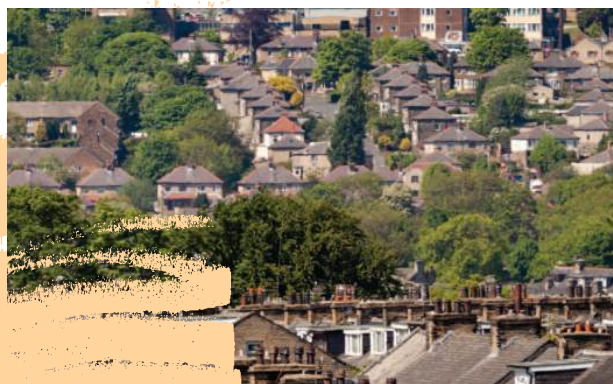
4.2 Evidence base

In compiling this strategy, effort was made to collect anecdotal information from community members and frontline professionals across a range of partner organisations. On the basis of this, it was deduced that much information gained from research across the UK could be used to complement locally derived information and the small number of formal studies carried out in the district.

However, it was also clear that wider, properly designed, studies were needed to really understand certain aspects of the lives and needs of our local Roma communities. Particular areas of concern noted during research for this strategy included the need for a better understanding of Roma ideas about children and family (a major source of conflict with professionals), of Roma experience of using primary and community health care services and the attitudes and experience of Roma young people.

Bradford district is by no means short of research expertise and academic interest in the Roma communities in the district

exists in several northern universities. A priority action, therefore, is to bring together research talent, experienced staff and communities to develop and seek resources for a research programme which will benefit service planning and raise Bradford district's profile in work with our Roma communities.



5. IMPROVING SERVICES

5.1 Access to Services

5.1.1 Cultural awareness

One of the clear barriers to access identified in compiling this strategy was a variable degree of understanding of the nature of the Roma communities among staff in agencies providing services. This was compounded by inadequate distinctions in monitoring already discussed. A failure to understand, for example, the deep roots of Roma suspicion of state authorities and the need to build trust leads to frustration with perceived lack of engagement with services. Most, if not all, partner agencies equip staff with cultural awareness training or information. This does not seem to adequately cover Roma communities at present, though it should be noted West Yorkshire Police are actively working to fill this gap.

The priority actions in terms of cultural awareness are to ensure Roma culture is included in awareness training. The involvement of Roma community organisations, staff and volunteers in the design of such training and the sharing of expertise and materials between partners are essential elements of such an approach.

5.1.2 Customer service

One commonly raised issue in the community consultation for the strategy was the perceived rudeness of professionals in the services contacted. There will be multiple reasons for this; mismatch of cultural expectations, language difficulties and prejudice will all

“ We can never get an appointment and the staff is really not nice. They always pretend they don't understand us. Maybe my English is not very nice but when I speak over the phone I get by, but when they see me, they have different reactions. ”

Slovakian Roma male (30-49)



feature to some degree. The need for mitigation for these is covered elsewhere. But the problem points to a wider issue in customer services training, rather than just a Roma-related one. Good customer service training will focus on meeting the customer's needs and will cover the various aspects of good communication.

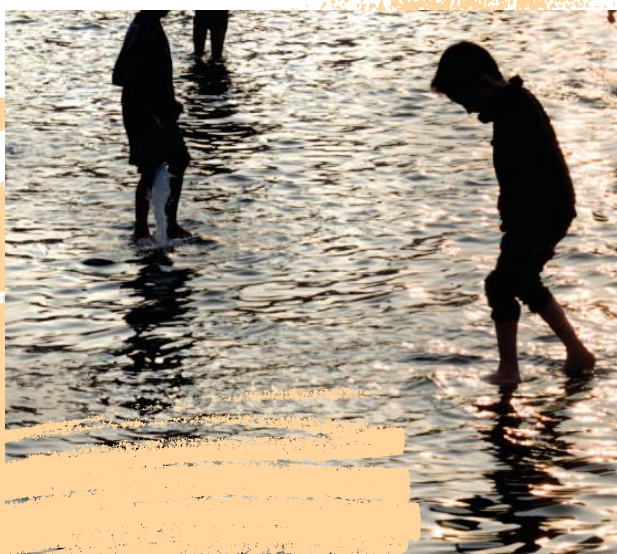
The priority here is to consider whether customer facing staff are adequately trained to deal with people of different cultures or with communication difficulties and whether they have been given the strategies needed to achieve a win-win of meeting customer need and achieving organisational objectives. This is not an area of service-specific expertise and another where joint HR training response among partners could promote common standards and deliver efficiency gains.

5.1.3 Communications

A fundamental element in the access of anyone to services in Bradford district is communication. It is essential for people to find out what services are available and in learning how to access them. Roma communities struggle in this regard. Firstly, they often have language difficulties and information is not always available in appropriate languages. Most Roma are multi-lingual, speaking the language of their origin country in addition to their own language, Romani or Romanes. Translation and interpretation services rarely have access to Romani but most of the major Roma spoken languages are available locally, such as Slovak, Czech, and Hungarian. Difficulties can arise in interpreting in these languages, however, for cultural reasons. Non-Roma interpreters can bring racist stereotypes into the room with them which act as a barrier and Roma people can feel uncomfortable working through a non-Roma interpreter, which hampers communication.

Another obvious barrier alongside language is the increasing move to accessing services electronically. National research has shown Roma families, though comfortable with social media platforms and services like Youtube, have less facility with web-based services, such as online form filling. Availability of appropriate technology (laptops, tablets, modern smart phones) is a weakness. A lot of previously written materials, like leaflets, have now moved online too.

A third barrier is levels of literacy. This is an area of some uncertainty in that national studies point to a high level of functional illiteracy among adult Roma. Anecdotally, however, Roma community members suggest Roma illiteracy is an overstated barrier. Many people have poor literacy due to a very basic education but documents in simple language are understood. It is also rare that a family has no-one who can read or has no access to someone. A lack of appropriate written information was noted by community members in the research for the strategy, especially from health and Council sources.



Two priority actions arise from communication difficulties. Firstly, partners need to ensure appropriate translation and interpretation services are readily available to their customer-facing staff. What is appropriate will depend on individual circumstances, so sufficient options need to be available. These options should include Romani where possible.

A second priority is to ensure simple written materials remain an option in languages used by the Roma communities and additionally, simple English materials are available.

In order to action this priority, communications teams should be tasked with an audit of available materials and plans of action for partner services drawn up.

5.2 Service Design

5.2.1 Skills and Opportunity

Access to services is not simply an internal issue for partner agencies. The knowledge and skills of the Roma communities themselves also play a part.

One of the clear features of the community research behind the strategy is that access issues arise not just from lack of knowledge of available services but also the simple fact of failure to understand how UK institutions work. Mismatches of expectation occur because services are organised or provided differently to the way migrants are used to. Conflicts occur because Roma people attempt to access services in ways they are not designed, or they don't use the services. Frequently noted examples are misunderstanding the separation between primary and hospital care and failure to dispose of rubbish correctly. Roma migrants need more assistance to access services appropriately and effectively. While this will be partly addressed by better information, informal citizenship coaching through trusted intermediaries, such as liaison workers and community organisations, needs to be supported.

Poor English is a barrier to access to not only services but also to employment and training. ESOL services have been cut back considerably in the last decade. Where they remain, they are not always in places where Roma families would feel comfortable in accessing them. Access routes through known and trusted organisations – schools, community centres and churches – would be particularly valuable at the introductory levels of language learning.

Lack of formal qualifications, particularly in vocational subjects, is a barrier to employment and advancement for Roma citizens. Younger people going through the UK school system have more chance to obtain these but there are various issues with Roma children completing their education and moving into further education. Attracting young people and adults into training which will lead to job opportunities is an area which already considered by the district's post-Covid recovery plan. It is important that Roma community members' access to these extant and planned actions is properly considered and specific actions planned.

Another identified issue in terms of the economic development of the Roma communities is the narrow range of work settings in which they find themselves. There are, obviously, strong economic factors involved – the local labour market, the lack of English and of recognised formal skills. There are also, though, a lack of role models to point the way to alternatives. While the identification issue prevents firm conclusions, it would appear that Roma people are underrepresented in the work forces of partner agencies to this strategy. This is not only a problem in preventing Roma individuals from accessing quality employment opportunities with good terms of conditions, pay and progression routes but also means a lack of Roma voices within those organisations helping to bring a Roma perspective in the evaluation and development of services.

Action is needed in these cases to identify barriers preventing Roma people entering these services, such as cultural reluctance, the need for formal qualifications or the complexity of recruitment processes. Specific actions can then be taken to break down cultural barriers and introduce methods to allow Roma individuals easier access to job opportunities and a career ladder. Programmes such as targeted apprenticeships or traineeships should be considered. In addition, alternative recruitment actions, such as the work Bradford and District CCG have done on lived experience as a route to employment in health and social care or Bradford Council's process to recruit neighbourhood wardens, involving open days and "assessment centre" events, should be shared to help develop similar actions across partner workforces.

5.2.2 Housing

“ Landlord's son comes to the house and shouts and is violent. Infestation of bugs. Always pay rent but landlord refuses to help. ”

Slovakian Roma female (30-49)



Housing is clearly an issue of concern for the Roma strategy. At a fundamental level, the Roma communities are made up of poor immigrants. Such immigrants inevitably begin at the bottom of the housing pile, in unfashionable districts and poorer quality housing. Many are forced to share housing, which leaves them vulnerable to overcrowding.

Though the local authority has various powers which it can use to tackle poor housing, these can cause issues for tenants. A landlord might cease to rent rather than bring a house to standard, which reduces available accommodation and can cause tenants to lose their homes. Action against overcrowding can lead to tenants being forced to move out.



Tenants may not be able to afford rents without the additional people in the house, so they too move on. In addition, the local authority needs to maintain a working relationship with private landlords, as there is by no means enough social housing to meet all housing needs. Leveraging this positive relationship may be more profitable in terms of solving housing problems for the Roma communities as a whole.

Local authority action is constrained by housing legislation and expectations within the Roma of the Council role can be misplaced. This could impact on Roma satisfaction with the service provided. Roma-focussed housing work, such as targeted work with Roma tenants and landlords, is possible, for example, through the Private Rented Options team to work on landlord/tenant issues, or Housing Outreach support. Creating a clear focus within these teams, with named contacts who have particular training to understand the community issues and a brief to work closely with partners and other Council departments to find positive solutions for tenants and landlords, should enable progress in tackling these persistent housing problems.

Social landlords seem unclear on how the Roma communities interact with their services. Some are clear they do not offer services to the district's Roma communities but these tend to be specialist provision. Where general providers have engaged, it is obvious that monitoring of community identity does not adequately capture Roma tenants and, thus, comments are often surmised by experienced staff. One or two answers received suggest some lack of clarity about Roma culture. It is important, therefore, for social landlord staff to be involved in the partnerships' joint training activities proposed in 5.1.1 and 5.1.2 above.

5.2.3 Health and well-being

Issues involving Roma health and well-being are wider than simply those aspects directly presenting as health issues. There are a wider range of health determinants, including housing and economic activity, which are important in their impact. Tackling Roma health inequalities in the strategic context can be understood as a triangle of civic, service and community centred interventions (known as a Public Intervention Triangle). This strategy itself forms part of the civic response, in addressing the wider determinants of Roma health within a partnership context. Specific service developments will flow from this strategy, as will actions in the community. In addition, the PIT model envisages actions at the “seams” or boundaries between the sections of the triangle; service integration, service engagement with communities and the strengthening of community action. The structure of the strategy mirrors this model in many ways, and many “interventions” relevant to health and wellbeing are included throughout.

“ In England it is free to see the Doctor this is really good compared to Slovakia. Sometimes Doctor does not understand what the problem is and does not do proper check ups. They are busy and appointments are rushed. ”

Slovakian Roma Male (30-49)



There are some particular health issues which need to be acknowledged. National research, confirmed locally, shows that failure to understand how the UK healthcare system works and how it differs from that in origin countries is a source of friction between health services and Roma patients. Beyond the formal interface with health services, there are a much wider set of issues of healthy lifestyle and home safety which cause concern. Anecdotal evidence from professionals is that smoking levels are higher than the UK average and alcohol consumption is above advised levels. While formal studies in the UK are lacking, international health data relating to countries of origin confirm this pattern. There are concerns about diet and obesity, fuelled by the understanding that low income is frequently related to poor diet and, again, anecdotal evidence, suggests many Roma families are heavily dependent on food bank distributions. Even if community members want to “eat for health”, their opportunities are limited. Fire and Rescue partners are concerned by home safety understanding in the community, especially fire safety.



As already discussed, communication and building understanding are a significant issue here as in many areas. Services need to pro-actively engage with the Roma communities, building bridges and reaching out, not waiting for community members to walk through the door or read the website. While information campaigns in appropriate formats would help, some of these issues would be best tackled by community-based health initiatives, working with people from the Roma communities to understand how issues are perceived within the community and how best to move health and wellbeing messages through the community via community champions, engaging with the community at events and getting the correct messages spreading via word-of-mouth.

5.2.4 Children and families

One of the most fundamental issues is expectations around the raising of children. It is also a hugely sensitive issue. On one hand, statutory services do not want to impose majority cultural norms on a minority community. At the same time, children in these families have the same rights as other children in the country and there is a legal and moral obligation to ensure their welfare. One of the common barriers all services involved in the health and welfare of children face is the deeply ingrained fear in the Roma

“ I really like it here, my wife likes it too and my children love their school. I want them to grow up here, get qualified and get a good secure job. They will have a very different life to our own and that is the very reason why I moved to England eight years ago. I didn't want my family to go through what I had to go through as a child. ”

33 year old Roma male from Slovakia



communities that the state wishes to take away their children. It prevents children from receiving developmental and health support and places a wall of mistrust between parents and professionals. It is a priority to develop an approach alongside the Roma communities to create a model of culturally rooted acceptable childcare practice, building trust and empowering parents to give their children the best start by accessing the support available without fear. Good practice has been developed in the district, for example, through Betterstart, and this should be built on by partners.

Another sensitive area is that of safeguarding of children. There is no doubt that Roma children are overrepresented in the care system in the district, though the exact scale of the problem is obscured by identification issues. There are also concerns at the level of Roma children recorded as at risk, though here there is a danger in the statistics because of the small numbers involved, with a single family identified at risk being enough to make a difference to summary percentages. There is some anecdotal evidence of child sexual and economic exploitation in the Roma communities but not statistically on a level above that in the population as a whole. Work with the communities on parenting issues clearly extends into this area of proper care and specific work with parents and children on being aware of risk and how to stay safe is important. The My Life pilot run by LACO locally provides a model which could be replicated if resources could be identified.

“ Still struggle to understand school system, worrying about my child going to high school and not sure if he will be safe there with elder children. School answer for this worries is ‘he will be fine, he is smart, there is nothing to worried about’ - I feel a bit dismiss with that. Although teachers were very understanding when I was asking about probably silly stuff. ”

Polish Roma female (30-49)



Education is another area of concern. Roma parents surveyed show a keen appreciation of the educational advantages to their children of being in the UK. However, it is clear there are many issues in children's education. These start early, with a reluctance of parents to access pre-school education. At school, there are problems with poor attendance, relationships of trust with schools, and incidences of discrimination and racism, with at secondary level, behavioural issues, exclusions, and a lack of interest in moving on to further education. Problems are reinforced by wider family issues e.g., insecure housing leading to families moving about, parents having difficulty in supporting children with their education at home because of their own lack of education or unfamiliarity with the curriculum.

Good practice has been developed in the district, particularly in the work of building a trusted and supportive relationship between schools and Roma parents. This has involved dedicated liaison and, in one successful model, work with a Roma-led community organisation. In other parts of the UK, such as South Yorkshire, a specific effort to recruit Roma staff into the school team has had beneficial effects. At secondary level, further partnerships between colleges and schools, including the use of volunteer “ambassadors” drawn from Roma college students have potential and could be piloted.

5.2.5 Young People

Bradford, as is often said, is a young city. As a district, we are keen to both build a future for our younger citizens and also to exploit the advantage that the energy and dynamism brings us. Roma young people need and deserve to be a part of this future. Roma young people live with a range of issues, some common to being young in Bradford, others more specifically related to their own heritage and situation.

Roma youths often band together with a sense of solidarity against a world they perceive as hostile. This has a defensive aspect but can also be threatening to others in their community and lead to clashes with other youths. Work is done by both statutory and VCS youth organisations to tackle this and to foster inter-cultural activity, such as sports, arts or community action projects. These can be highly successful but can also be small scale and limited duration. Successful youth work can also form an alternative route to accredited skills, particularly valuable where formal schooling has not worked. Action should therefore be taken to assess what connections, skills and experience exist currently in working with Roma young people and how this base may be built on to promote youth integration and build those young people's confidence and capacity to make a future for themselves.

5.3 Developing issues

5.3.1 Brexit & EUSS

Bradford's Roma communities originate from within the EU and therefore Brexit and the EU Settlement Scheme are clearly issues of concern. The impact of Brexit was a clear concern to community members surveyed as part of the strategy consultation, with many fearful of its impact on their and their children's' future. The settlement scheme's complexity and its primarily online nature have made it very difficult for communities with lower educational achievement and high digital exclusion to access unaided. Bureaucratic impediments caused by some EU nations' approach to passport and identification document renewal have also been a large burden. Considerable effort has been made to contact Roma communities through EUSS support with some success and national statistics for the scheme show several thousands of local Roma have applied, though without knowing accurately the size of the population, it is impossible

to be sure how successful Bradford has been. The general view is, however, positive with evidence of higher levels of children's applications than the UK in general

It remains a risk, however, that a minority of Roma residents will fail to achieve an appropriate status by end of June 2021. This will remove them from the safety net of state provision

of health and welfare support and they will be unable to work legally to support themselves. While some will leave for other EU countries, there is a danger of a pool of people developing who are vulnerable to exploitation, in extreme poverty and possibly street homeless. Another issue post June 2021 is that people with pre-settled status need to monitor that and manage the transition to settled status at the appropriate point. Given the records are entirely electronic and online, the danger that the low digital connectivity of the community will cause later problems is something to be monitored in future.

5.3.2 Covid 19

Like everyone in the Bradford District, members of the Roma communities have been exposed to the Covid pandemic. Unfortunately, the lack of distinct health monitoring of the Roma population means that it is impossible to be sure whether or to what degree they have suffered disproportionately. However, many indicators present in other minority communities at increased risk, such as poverty, poor and crowded housing and certain types of employment are equally present in the Roma communities. On the plus side, the population tends to be younger, so the age-related bias of Covid is less of an issue. Information about Covid has been an issue throughout to our Roma communities, with many people relying on information sources from their origin countries rather than the UK.

Misinformation and conspiracy theories have been circulating via social media sources. A number of areas of concern have been identified:

Education: The educational impacts of lockdowns and home schooling will be felt throughout Bradford district for years to come but will have had a particularly impact on Roma children, whose families will have been less able to support them with home schooling and areas such as language development will have suffered.

Health & Wellbeing: Like other Bradford residents, lockdown will have had various effects in mental health and family pressures, including a potential increase in domestic violence. These will put particular pressures on services to provide a culturally aware response, which may need specific changes or resources to accommodate. Additionally, it can be assumed that some Roma people will suffer longer term effects of the disease and will need accessible routes to support to therapies for these.

Employment: Roma are often employed in low paid and unstable jobs. The effect on the communities of pandemic reductions in sections of the local economy may be particularly severe, with less opportunities for lower skilled and casual work, leading to more reliance on the grey economy.

Housing: As already mentioned, housing is a major area of concern. Loss of income in the recession will have led to rent arrears. People have been evicted during lockdown despite the freeze on this and there will be more cases once that ban is lifted. Homelessness could become an increasing issue, including street homelessness, which may be compounded by post-Brexit effects discussed above.

6. IN THE COMMUNITY

6.1 Building Trust

One of the common lessons in research on the Roma communities of the UK is the need to build trust and the role of trusted conduits, be they organisations or individuals. Trust gains access and guarantees an audience for information passed on. Information from trusted sources is passed on, forming a good way to get information to community members.

Trust is not gained simply by qualification and position, however, but by building a working relationship with individuals and families. The importance of liaison staff in schools and colleges, of public engagement and social prescribing staff in GP surgeries and pastoral work in churches among others should not be underestimated in communicating and engaging with Roma communities in our district and action should be taken to secure these liaison roles and, where they are absent, create them.

6.2 Building Capacity

Fundamentally, this strategy is about enabling change to improve the position of Roma people within the district. The involvement of the Roma communities in the developing solutions to the issues facing them is essential to this strategy. There is currently little evidence that the capacity to engage in this way exists within the communities. Roma-led organisations are active in the district but they do not have a wide community support base, while formal engagement by individuals and communities is rarely noted. Some action to promote community engagement and build capacity is therefore essential for long-term progress.

Action needs to be taken to work with and resource existing Roma-led organisations to develop activities which will move this strategy forward. In addition, work needs to be done to encourage and empower individuals to come forward and

participate in a wider range of organisations and structures and to engage in a voluntary capacity through projects such as People Can. By engaging in mainstream intercultural organisations like sports clubs, environmental and cultural activities and community organisations, greater integration will result and social capital in the form of understanding and networking in the district will grow. Experience in both statutory and community projects has shown Roma individuals are willing to engage in volunteering, though often opportunities are not sustained and progression in civic engagement falters.

6.3 Community Cohesion

“Communities seem to be in good relationship with each other. Roma however are disconnected from everyone. We don't have public spaces and we can only see each other in each other's homes but if we gather at someone else's home or on the streets then the police will be called on us and will chase us away.”

Slovakian Roma female (20-29)



Examples of conflict between Roma migrants and local settled communities are found in the district. Roma people are both victims and perpetrators in these conflicts. While it is sometimes alleged that the root of the issue is the presence of Roma criminal gangs and “clans”, West Yorkshire Police find no particularly evidence of organised crime locally among the Roma communities and Roma offending seems to fit into a similar pattern to other local communities. The strategic response, therefore, should focus on community cohesion and integration, rather be policing driven. The work of neighbourhood wardens, community organisations, religious groups and youth workers in community and neighbour mediation and in creating spaces and activities in which different communities mix is particularly important to continue and expand. Actions in building trust and capacity should also be brought to impact on the problem, creating conduits for messages about what is and is not acceptable “neighbourly” behaviour.

6.4 Cultural positivity

One of the difficult aspects in creating a Roma-centred strategy is the ambivalence many Roma feel to their heritage. Many feel more comfortable keeping their Roma identity in the background. A positive appreciation of Roma culture is absent or well-hidden. Yet the Roma communities do have a rich cultural heritage which deserves to be acknowledged and a history which deserves to be known. Bradford district has an established record in multi-cultural and inter-cultural events and a visible participation of Roma communities in these is desirable. Events such as St Nicholas' Day on 6th December should join the list of cultural celebrations, celebrations of food or music should include Roma elements and, on a more sombre note, the Roma victims of the Holocaust should be remembered.



7. DELIVERY AND MONITORING

Numerous recommendations for actions are made in this strategy. Each needs to be explored further, worked up in detail and costed in an action planning process. The form this should take will vary, as some actions are clearly more focussed within individual partners services than others, but this is a partnership strategy and shared development of solutions is expected. In each case, partners need to be conscious of the need to strive towards solutions co-produced with the Roma communities.

The development of the strategy has led to the creation of a Roma Network of professionals from across the partner organisations and this group could play a valuable role in the action planning and rollout of the strategy, if suitably supported.

Overseeing the development of the action plans and the monitoring of the success of the strategy will sit with the Stronger Communities Partnership, working through the Bradford for Everyone initiative.



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Bradford District European Roma Communities Strategy

Summary Action Plan

| Action | Partners | Output | Outcome |
|--|----------|--|--|
| 4.1 Identity and monitoring Partners need to acknowledge Roma identity and review their monitoring classification to allow clients and service users to identify as Roma. | All | A consistent approach co-ordinated across services to assist in the sharing of data. | Better intelligence for service planning. |
| 4.2 Evidence base Bring together research talent, experienced staff and communities to develop and seek resources for a research programme which will benefit service planning and raise Bradford district's profile in work with our Roma communities. | All | A programme of research targeting gaps in local knowledge. | Better intelligence for service planning. |
| 5.1.1 Cultural awareness Ensure Roma culture is included in awareness training. The involvement of Roma community organisations, staff and volunteers in the design of such training and the sharing of expertise and materials between partners are essential elements of such an approach. | All | Development of culture awareness training and resources. | Better understanding of Roma communities leading to improved service delivery. |
| 5.1.2 Customer service Consider whether customer facing staff are adequately trained to deal with people of different cultures or with communication difficulties and whether they have been given the strategies needed to achieve a win-win of meeting customer need and achieving organisational objectives. This is not an area of service-specific expertise and another where joint HR training response among partners could promote common standards and deliver efficiency gains. | All | A collaborative HR programme of training for partner staff. | Improved customer service leading to growth of trust and better service take up. |
| 5.1.3 Communications Ensure appropriate translation and interpretation services are readily available to their customer-facing staff. What is appropriate will depend on individual circumstances, so sufficient options need to be available. These options should include Romani where possible. | All | Review of available resources leading to identification of specific weaknesses and gaps and corrective action. | Improved communication leading to more effective and targeted services and reduce inefficiencies caused by miscommunication. |

| Action | Partners | Output | Outcome |
|--|--|--|--|
| Ensure simple written materials remain an option in languages used by the Roma communities and additionally, simple English materials are available. | All | Communications teams audit available materials and draw up plans of action to address weaknesses and gaps. | Improved communication leading to more effective and targeted services and reduce inefficiencies caused by miscommunication. |
| 5.2.1 Skills and Opportunity | | | |
| Roma migrants need more assistance to access services appropriately and effectively. While this will be partly addressed by better information, informal citizenship coaching through trusted intermediaries, such as liaison workers and community organisations, needs to be supported. | All | Develop shared good practice and competences in citizenship coaching with liaison workers and community organisations and offer as CPD training. | Better understanding of services and structures leading to more effective access and reduction in inappropriate use. |
| ESOL services have been cut back considerably in the last decade. Where they remain, they are not always in places where Roma families would feel comfortable in accessing them. Access routes through known and trusted organisations – schools, community centres and churches – would be particularly valuable at the introductory levels of language learning. | CBMDC, Schools, Further Education, VCS | Programme of entry level language support in trusted community venues. | Improved English language skills in Roma communities leading to better integration, improved engagement with services and greater employability. |
| Attracting young people and adults into training which will lead to job opportunities is an area which is already considered by the district's post-Covid recovery plan. It is important that Roma community members' access to these extant and planned actions is properly considered and specific actions planned. | CBMDC | Review post-Covid recovery plan from a Roma perspective and identify specific proactive actions to ensure Roma community benefits. | Improve employment opportunities for Roma communities, reducing poverty and disadvantage. |
| Identify barriers preventing Roma people entering employment with partner services, such as cultural reluctance, the need for formal qualifications or the complexity of recruitment processes. Specific actions can then be taken to break down cultural barriers and introduce methods to allow Roma individuals easier access to job opportunities and a career ladder. | All | Partners should review HR practice to identify any unnecessary barriers preventing Roma access to employment and remove them. | Improved diversity of partner workforces and improved career opportunities for Roma people. |
| Programmes such as targeted apprenticeships or traineeships should be considered. In addition, alternative recruitment actions should be shared to help develop similar actions across partner workforces. | All | Sharing of practice takes place across partners, leading to specific targeted recruitment pilots as appropriate to each partners' operational needs. | Improved diversity of partner workforces and improved career opportunities for Roma people. |



| Action | Partners | Output | Outcome |
|---|--------------------------------------|--|--|
| 5.2.2 Housing <p>Roma-focussed housing work, such as targeted work with Roma tenants and landlords, is possible, for example, through the Private Rented Options team to work on landlord/tenant issues, or Housing Outreach support.</p> <p>It is important for social landlord staff to be involved in the partnerships' joint training activities proposed in 5.1.1 and 5.1.2 above.</p> | <p>CBMDC</p> <p>Social Landlords</p> | <p>Create a clear focus within CBMDC housing, with named contacts who have particular training to understand the community issues and a brief to work closely with partners and other Council departments to find positive solutions for tenants and landlords.</p> <p>Social landlords given opportunity to participate in cultural awareness and customer service programmes.</p> | <p>Reduction in housing insecurity for Roma families, leading to improvements in health and school attendance.</p> <p>Improved access of Roma communities to social housing leading to reduced housing insecurity.</p> |
| 5.2.3 Health and wellbeing <p>Services need to pro-actively engage with the Roma communities, building bridges and reaching out, not waiting for community members to walk through the door or read the website.</p> | <p>CBMDC, CCG, VCS</p> | <p>Create community-based health initiatives, working with people from the Roma communities to understand how issues are perceived within the community and how best to move health and wellbeing messages through the community via trusted intermediaries and community champions, engaging with the community at events and getting the correct messages spreading via word-of-mouth.</p> | <p>Roma communities have access to quality health information, allowing better healthy lifestyle choices.</p> |

| Action | Partners | Output | Outcome |
|--|-----------------------------------|---|--|
| 5.2.4 Children and families | | | |
| Develop an approach alongside the Roma communities to create a model of culturally rooted acceptable childcare practice, building trust and empowering parents to give their children the best start by accessing the support available without fear. Good practice has been developed in the district, for example, through Betterstart, and this should be built on by partners. | CBMDC, VCS | A multi-agency task group is established to co-produce with Roma community members a workable childcare practice model, which is then used to address childcare concerns in the Roma communities. | Overcome fears of authorities felt by Roma communities around childcare, increasing take up of support and improved outcomes for children. |
| Work with the communities on parenting issues clearly extends into the area of proper care and specific work with parents and children on being aware of risk and how to stay safe is important. The My Life pilot run by LACO locally provides a model which could be replicated if resources could be identified. | CBMDC, VCS | Create risk and safety course for Roma parents and children and offer in trusted community settings. | Improved safeguarding awareness in Roma communities. |
| Good practice has been developed in the district, particularly in the work of building a trusted and supportive relationship between schools and Roma parents. At secondary level, further partnerships between colleges and schools, including the use of volunteer "ambassadors" drawn from Roma college students, have potential and could be piloted. | CBMDC, Schools, Further Education | Create or enhance liaison schemes between schools and Roma parents. Pilot partnership projects between schools and colleges aimed at improving further education take up by Roma young people. | Improved educational outcomes for Roma children and young people. |
| 5.2.5 Young People | | | |
| Assess what connections, skills and experience exist currently in working with Roma young people and how this base may be built on to promote youth integration and build those young people's confidence and capacity to make a future for themselves. | CBMDC, VCS | Report on skills base and current work with Roma young people, leading to recommendations for enhanced work in this area. | Empower Roma young people to see a more ambitious future for themselves. |
| 6.1 Building Trust | | | |
| The importance of liaison staff in schools and colleges, of public engagement and social prescribing staff in GP surgeries and pastoral work in churches among others should not be underestimated in communicating and engaging with Roma communities in our district and action should be taken to secure these liaison roles and, where they are absent, create them. | All | Existing liaison work is securely funded, gaps identified and action taken to fill them. | Stronger integration of Roma communities within the district. |

| Action | Partners | Output | Outcome |
|--|---------------------------------|---|--|
| 6.2 Building Capacity Work with and resource existing Roma-led organisations to develop activities which will move this strategy forward. Work to encourage and empower individuals to come forward and participate in a wider range of organisations and structures and to engage in a voluntary capacity through projects such as People Can. By engaging in mainstream intercultural organisations greater integration will result and social capital in the form of understanding and networking in the district will grow. | All All | Work commissioned with existing Roma-led organisations to contribute to outputs within this strategy. Programme facilitated by liaison workers and community organisations to link Roma individuals to quality volunteering opportunities in inter-cultural settings. | Build capacity in Roma communities to engage in civic affairs and engage in co-production of services. Build capacity in Roma communities to engage in civic affairs and engage in co-production of services. |
| 6.3 Community Cohesion The work of neighbourhood wardens, community organisations, religious groups and youth workers in community and neighbour mediation and in creating spaces and activities in which different communities mix is particularly important to continue and expand. Actions in building trust and capacity should also be brought to impact on the problem, creating conduits for messages about what is and is not acceptable “neighbourly” behaviour. | CBMDC, VCS, faith organisations | Resourcing of current cohesion work secure, gaps identified and action taken to fill them. | Greater integration of Roma communities and reduction in community tensions. |
| 6.4 Cultural positivity Bradford district has an established record in multi-cultural and inter-cultural events and a visible participation of Roma communities in these is desirable. | CBMDC, Bradford 2025 | List of culturally significant festivals and dates for Roma communities created and disseminated. Key Roma cultural events civically noted. Roma communities involved in cultural activities across district. | Improved integration of Roma communities and enhanced diversity of Bradford district’s cultural offer. |
| 7 Delivery and monitoring Each action in the strategy needs to be explored further, worked up in detail and costed in an action planning process. The Roma Network of professionals from across the partner organisations could play a valuable role in the action planning and rollout of the strategy, if suitably supported. | All CBMDC, VCS | Specific costed action plans for key recommendations created by working group made up of partners administered by the Stronger Communities Team, Bradford Council. Terms of reference and role description of Roma Network established, supported the Stronger Communities Team. | Achievement of the listed strategic outcomes. Achievement of the listed strategic outcomes. |

Appendix 1

With special thanks to all the Roma people who contributed and the team at Cnet for all their hard work leading on the project, we would like to thank the following organisations for their contributions to, and support for, the Roma Strategy Project:

| | |
|---|---|
| ActEarly | KaskoSan Ltd Roma Charitable Company* |
| Barnardos Turnaround & Trusted Relationships | Keighley Area Co-Ordinators Office* |
| Better Start Bradford* | Keighley College |
| Bevan Healthcare GP Practice | Kensington Street Health Centre |
| Born In Bradford* | Kent Community Health NHS Foundation Trust |
| Bowling Park Primary School* | LACO Project* |
| Bradford 4Everyone | Manningham Housing Association* |
| Bradford Alternative Provision Academy | Migrant Access Project, Leeds Migration Partnership, Leeds City Council |
| Bradford and District Council Access Team | Migration Yorkshire |
| Bradford City of Sanctuary | Moor Park Medical Practice |
| Bradford College | Oak Lane Surgery |
| Bradford District and Craven Clinical Commissioning Group* | Picton Medical Practice |
| Bradford District and Craven VCS Alliance | Race Equality Network* |
| Bradford District Care NHS Foundation Trust Mental Health Services | Ridge Medical Centre* |
| Bradford Institute for Health Research | Riverside Community Health Project, Newcastle |
| Bradford East Area Co-Ordinators Office* | Romanian Church |
| Bradford South Area Co-Ordinators Office* | Safer Bradford Safeguarding Adults Board |
| Bradford West Area Co-Ordinators Office* | Sharing Voices* |
| CBMDC Access to Housing Strategy and Policy Team | Sheffield Childrens NHS Foundation Trust |
| CBMDC Assessment and Intervention Team 3 (Bradford East) Adult Services | Shipley Area Co-Ordinators Office* |
| CBMDC Department of Public Health | Shipley College |
| CBMDC Education Safeguarding Team* | St Augustines & St Clements churches |
| CBMDC Housing Standards (Private Sector Housing) | St Edmund's Nursery School and Children's Centre* |
| CBMDC Looked After Children* | St Peters Catholic Church, Leeds Rd |
| CBMDC Neighbourhood and Customer Services | Staying Put Bradford |
| CBMDC Policy and Performance | Step 2* |
| CBMDC Social Services | The Bradford Care Alliance |
| CBMDC Youth Service* | The Good Shepherd Centre, Keighley |
| Cnet | The Officer for National Statistics, Census engagement, Bradford Team |
| Co-Op Academy Grange | The Primrose Surgery |
| Community Action Bradford and District | The Youth Association |
| Community Works* | Thornbury Community Centre* |
| Connecting Roma CIC* | Training and Skills Centre |
| Department of Work and Pensions* | UK Butterflies |
| EU Working Group | University of Leeds School of Dentistry |
| Eurocities | Welcome to Bradford |
| Family Action* | West Yorkshire Fire and Rescue Service* |
| Girlington Advice Centre* | West Yorkshire Police* |
| Grange Medical Centre | Young Lives Bradford |
| Healthwatch Bradford and District* | |
| Horton Housing | |
| InCommunities Housing Association* | |

* [Member of the Roma Strategy Advisory Group](#)