

The Mishto Pledge – Action Plan [Local Authorities]

1. Purpose

Thank you for your interest in the Mishto campaign and for committing to take meaningful action to make your services more accessible, welcoming, and inclusive for Roma communities. This action plan is designed to help your organisation set clear and measurable steps to put that commitment into practice, support progress monitoring, and shared learning among all pledge signatories.

2. Action Points

Use the table below to identify the specific action points and steps your Local Authority will take. To support your decision, refer to our guidance for [local authorities](#) which provides further information on how you can implement each action point. **You must commit to all action points by ticking at least one of the corresponding steps.**

Local Authorities			
Action Point	Steps taken to support this action	Tick	Timeline/Deadline
Promote Roma culture and history	Integrate events such as Gypsy, Roma, and Traveller History Month (June), International Roma Day (8th of April), Romanes Language Day (5th of November), Abolition of Roma Slavery (20th of February), and Holocaust Remembrance Day (27th of January) into your calendar.	<input type="checkbox"/>	
	Celebrating and raising awareness of Roma heritage in your local communities by hosting events to engage Roma people and foster community cohesion.	<input type="checkbox"/>	
Adapt your recruitment policy to enable employment of Roma staff	Promote job opportunities in more inclusive ways, through community channels (e.g. community organisations, Roma churches, professionals, or leaders).	<input type="checkbox"/>	

	Make your recruitment process more accessible, by making the application process less complicated and providing support with applications.	<input type="checkbox"/>	
Adopt an inclusive communication strategy	Use appropriate communication methods to ensure information you provide is accessible to Roma people. This can be through the use of video and audio methods in the Roma language and its various dialects.	<input type="checkbox"/>	
	Work with Roma organisations, community leaders, professionals, or activists to create accessible communication materials and share them with your local Roma communities.	<input type="checkbox"/>	
Increase cultural competency of staff	Ensuring that your staff has knowledge of Roma culture and history will help them understand Roma communities they work with and improve engagement, resulting in more effective service delivery.	<input type="checkbox"/>	
Children's Services			
Ensure services are accessible and inclusive for Roma residents	Encourage your language provider to source interpreters that speak relevant dialects of Romanes (the first language of many Roma people).	<input type="checkbox"/>	
	Work with Roma bi-lingual advocates when supporting Roma families in a children's social care context.	<input type="checkbox"/>	
	Ensure that engagement with Roma families is culturally sensitive and well-informed.	<input type="checkbox"/>	
	When communicating with Roma families in child protection proceedings, consider their main language, English proficiency, literacy level and digital exclusion.	<input type="checkbox"/>	
Implement inclusive child protection conferences	Professionals engaged in child protection conferences involving Roma families should use a strength-based approach to enable families to understand their strengths, leading to more positive engagement.	<input type="checkbox"/>	

	Use capacity assessments to ensure Roma parents have everything they need to understand their situation and the wider context of their engagement with children's services.	<input type="checkbox"/>	
Protect cultural identity of Roma children in care	Improve access to kinship care or fostering amongst Roma.	<input type="checkbox"/>	
	Ensure foster parents of Roma children have adequate support to maintain Roma children's cultural identity.	<input type="checkbox"/>	
Housing			
Ensure services are accessible and inclusive for Roma residents	Encourage your language provider to source interpreters that speak relevant dialects of Romanes (the first language of many Roma people).	<input type="checkbox"/>	
	Work with Roma bi-lingual advocates to support Roma families in housing crisis.	<input type="checkbox"/>	
	Publicise routes to social housing, emergency accommodation and affordable homes through community channels (e.g. community organisations, Roma churches, professionals, or leaders) in relevant languages/dialects.	<input type="checkbox"/>	
Ensure service accessibility is not digital by default	Ensure digital alternatives are available for those who are digitally excluded, illiterate or do not speak English.	<input type="checkbox"/>	

3. Support

Please indicate any support that you would find helpful:

- Training (Roma cultural awareness etc...)
- Networking opportunities with other signatories
- Materials for service users (Information on Housing, Health, Immigration etc ..)
- Research collaboration

Other: _____

4. Monitoring and Reporting

We encourage each signatory to review progress at least once a year. Monitoring and reporting will be collected through a short survey that we will send annually to all pledge signatories. This will help us collectively identify barriers, celebrate successes, and learn from each other's experiences.

Progress report due by: **XX/XX/XXXX**

5. Contact Information

Name:

Role:

Email:

Phone:

Signed on behalf of **[enter Local Authorities name]**

Signature:

Date:

