

## Conclusions and recommendations

1. It should be recognised that since the composition and pattern of settlement of the minority population of the County is not typical of the UK as a whole, assumptions cannot be 'imported' from more 'typical' areas nor are useful generalisations easily made
2. With the exception of Travellers and Jews, it is misleading to speak of minority 'communities'. This means representative consultation is problematic and any specific needs related to culture are not easily predicted
3. As regards seasonal workers, in the light of some hostility evident in the County, the tensions between the economic pressures on employing farmers and the strain (or perceived strain) on local facilities needs the involvement and understanding of local permanent residents. The wider impact on and benefit to the local economy from the foreign workers could clearly do with more publicity. This might include the argument that foreign workers – especially when temporary - involve no costs to the area or the UK for prior education, very little for health and by definition none for old age
4. The provision of English lessons for seasonal workers, though difficult to arrange, would significantly enhance their experience in the UK
5. Accessible email provision for seasonal workers should be prioritised by whoever is in a position to provide it
6. Relevant findings from this report should be made available on a website so as to make it accessible to the county's seasonal workers
7. Better understanding and support at a high level within the Council could lead to coherent provision for Travellers that would make the County a model for other areas
8. While health provision for Travellers is prioritised to an unusual degree it could be better supported by the Council
9. There are some persisting issues about Council provision for Traveller sites and stopping places which seem to be 'on hold' but which could be resolved.
10. Any proposal from outsiders to administer a private site on behalf of the County should not diminish its responsibility to Travellers, and should have clear and agreed criteria in relation to selecting tenants, tenancy rights, rent control and rights of access by TES and health services
11. There is a need for continued development of County services for Travellers in relation to: provision of places for boys with behavioural difficulties; youth provision; confident handling of child protection; relationships between different groups of Travellers, appointment of planned Gypsy liaison officer, awareness raising training for staff
12. The police service should examine as a matter of some urgency its relationships with all Traveller groups

## APPENDIX 2

13. The response to claims of unlawful discrimination under the Race Relations Acts should be pursued as actively on Travellers' behalf as for any other group
14. In relation to its enforcement activities on Travellers stopping places, the Council might consider the risk of being in breach of its duties under the Race Relations Amendment Act
15. While the police were generally regarded positively; continued work needs to be done towards achieving a 'true vision' of racial crime. Some of this work probably involves tackling *perceptions* about response time
16. The police should consider involving Chinese, Indian and other ethnic minority restaurants in the radio network currently operating for pubs and clubs. They might also consider establishing regular meetings with restaurateurs in relation to community safety. This may be especially relevant as new licensing laws come into operation, allowing longer opening hours
17. As the largest employers of minority ethnic staff, public sector agencies need to be aware that while there is no clear evidence of visible minorities facing high levels of discrimination or prejudice expressed towards them, individuals report significant, persisting and distressing incidents. Many mention children as perpetrators
18. Good practice in dealing with racist incidents in schools should be celebrated and shared widely in the County to increase teachers' and parents' confidence. At the same time the prevalence of children's involvement in racial incidents outside school should be made known to all high schools
19. The positive climate of concern in public institutions in the County to promote acceptance of diversity should be affirmed by senior management to help ensure its continuation