

SHRC

Scottish
Human Rights
Commission

Strategic Plan: Our plan for the next 4 years



We are the Scottish Human Rights Commission or SHRC for short.

Human rights are the rights and freedoms that everyone should have. They are rights like the right to life and the right to feel safe.



This is our **strategic plan** for 2016 – 2020. It sets out the work we want to do over the next 4 years.



Our strategic plan is made up of 5 **priorities**. A priority is a goal we want to get to.



The priorities in our strategic plan build on the work we have already done.

What is the Scottish Human Rights Commission?



We are an independent organisation who answer to the people of Scotland through the Scottish Parliament.



We let people and organisations in Scotland know about human rights.



We help look after the human rights of everybody in Scotland.



We talk to the Scottish Parliament and Scottish Government on human rights issues in law and **policy**.

A **policy** is a plan which talks about how something will be done or achieved.



We make information and resources about human rights.



We carry out research. This helps us find out what else we can do to promote and protect human rights.



We can report to the **United Nations** (UN) on human rights issues in Scotland. The UN is a big group of countries who work together to make the world a better place.

What are our values?

Our **values** are the ways we behave in all of the work we do.

Participation



Everyone has the right to be part of decisions which affect their human rights.

We want lots of people and organisations to take part in our work.

Accountability



Accountability means people and organisations are responsible for the decisions they make.

Those with a duty to protect human rights should be held accountable.

We check to make sure human rights are being protected.

Non-discrimination



Discrimination means treating someone worse than other people for some reason. This might be because a person is poor.



We believe that all types of discrimination should be stopped.

Empowerment



We think that everyone should know their rights.



We think that everyone should be able to claim their rights. We think that everyone should be able to take part in decisions that affect their rights.

Legality



Public authorities include the police, the NHS and local councils.



We think that public authorities should always apply laws like the **Human Rights Act** in all the work they do.

The **Human Rights Act** is a law. Some of the rights it gives us are:

- The right to life
- The right to privacy
- The right to speak out

What work have we done so far?



We have told the Scottish Government what we think to improve law and policy that protects human rights.



We looked at and reported on how international human rights laws are working in Scotland.



We supported organisations to think about how they can include human rights in the work they do.



We have worked on increasing public understanding of human rights. We also do this within communities and groups.



We have made information and resources to support people to understand about human rights.



We worked together with other organisations to write a plan that looks after the human rights of everyone in Scotland.

How did we write our strategic plan?



People and organisations across Scotland helped us write our strategic plan.



We held a written **consultation**. This helped us find out what people and organisations thought we should put in our new plan.



We also held four consultation events across Scotland.



We also looked at research about human rights.

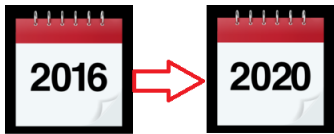


We would like to thank everyone who gave us their views.

What is in our strategic plan?



We have **5** priorities in this plan.



They are the most important work we will do in the next 4 years.



We will also do more to involve people with experiences of human rights issues in our work.

Priority 1

Human rights that are respected, protected and fulfilled



We want to make sure human rights in Scotland are respected and fulfilled.



This means working towards a Scotland where people know how to claim their rights.



Public authorities should know how to respect human rights. They should be held accountable if they do not.



Scotland's National Action Plan for Human Rights was written in 2013. This plan is called **SNAP** for short. SNAP works to make sure human rights are in all our lives.



We will work together with other organisations to put this plan into action.



We will support people affected by human rights issues to take part in our work.



We will offer training and support to public organisations like the police and local authorities. This will help them to think about how they can include human rights in the work they do.



We will talk to the Scottish Government about the human rights issues we think they should be looking at.

Priority 2

Rights in health and social care



We will work with others to make sure human rights are part of health and social care services.



We think there is a lot of work to do around mental health and human rights.



This includes things like accessing mental health services and the quality of treatment.



We will work to protect supported decision making. This is very important to rights like the right to independent living.

Priority 3

Using rights to make life fairer



Poverty is still a big problem in Scotland. This can mean things like living in poor housing or not having enough money for food or heating.



There can still be barriers to people living a life of dignity.



We will support people affected by poverty to help us take action in this area. One way we will do this is through a Reference Group we set up in 2014.

Priority 4

Responsibility, accountability and rights



We will support more accountability for those with responsibility for human rights.



We will use laws like the Human Rights Act to do this.



We will work with others to support people in claiming their human rights. This includes things like getting advice and making complaints.



The **Convention on the Rights of Persons with Disabilities** says everyone should have the same rights. No one should not be treated differently or unfairly.



One of our jobs is to make sure the Convention is being upheld in Scotland.



We will make sure public authorities are upholding the Convention by looking at things like the effects of benefit changes.

Priority 5

Learning and sharing with others



We will work with human rights organisations across the UK.



We will work with human rights organisations across the world.



We will learn from their experiences.



We will share what we have learnt.

Our Organisation



We will grow stronger as an organisation to support our new strategic plan and meet our goals.



We will learn new ways of working with people who have real life experience of human rights issues.



We will support our staff to learn and grow.



You can find out more information about our organisation and the work we do on our website:

www.scottishhumanrights.com

