



SNAP: Scotland's National Action Plan for Human Rights YEAR TWO REPORT



December 2015

“In terms of me using my human rights on a day-to-day basis, I will now be able to do that thanks to the developments that SNAP is trying to achieve.”

DOMINIC HOWATSON, PARTICIPANT,
“MAKING RIGHTS A REALITY” INNOVATION FORUM

“SNAP does feel like a way of moving things forward. One of our members took part in the meeting about trafficking. He's gone away with loads of things he's going to take forward to influence the Human Trafficking Bill, and that's down to the answers that he got from Scottish Government officials. SNAP created that opportunity for somebody with real direct experience of working with trafficked children to question a Scottish Government official who's writing the Bill and to go away and say right what we need to do is this, this and this”

JULIET HARRIS, DIRECTOR, TOGETHER – SCOTTISH ALLIANCE FOR CHILDREN'S RIGHTS

“The Action Plan is a bold and holistic vision covering a number of policy areas that are being looked at... As a Parliament we want to help to build a Scotland of confident and fearless citizens who are able to reach their potential free from fear, free from barriers and free from discrimination. With the European Convention on Human Rights incorporated into Scots law under the Scotland Act 1998, this Parliament has human rights embedded in its DNA...I welcome its [SNAP's] ambition for a sustainable human rights culture in all areas of our lives.”

JOHN FINNIE MSP, RAPPORTEUR ON SNAP TO THE SCOTTISH PARLIAMENT'S JUSTICE COMMITTEE, SPEAKING IN THE SCOTTISH PARLIAMENT, 4 DECEMBER 2014



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SNAP is Scotland's National Action Plan for Human Rights.

It is a roadmap for collective action, right across Scotland, to make all human rights a reality for everyone.

SNAP was launched in December 2013. A Year One report was published in December 2014. This Year Two report sets out progress made in 2015.

Introduction

When SNAP was launched two years ago on International Human Rights Day, 10 December 2013, it was welcomed across Scotland as a bold initiative – an ambitious roadmap to make human rights a reality for everyone.

Our collective vision for SNAP remains clear: a Scotland where everyone can live with human dignity. In this Scotland, people will understand and assert their rights with confidence. At the same time, those with duties to protect people's rights will have the skills and resources to do that effectively. Accountability for realising human rights will be built into the country's laws, regulations and monitoring frameworks.

SNAP takes a progressive approach to making human rights laws a reality in people's everyday lives. It reflects and contributes to international best practice. Increasingly, this stands in contrast to current UK Government proposals that would weaken human rights law, retreating from international obligations and good practice.

SNAP's first year was mainly about setting the stage for action to achieve our overall vision. Around 50 organisations organised into five Action Groups. Over 20 leaders from Scotland's public and third sector organisations joined a Leadership Panel to provide direction. Priorities for action were identified and mapped out. Strategies and tactics were developed, planned and began to be implemented.

In this second year, SNAP has really moved "off the page". Significant action has taken place, right across the board to begin to tackle and overcome the barriers that stop human rights from being a reality for everyone.

Just a few highlights from the year include:

- ◆ A major event exploring how Scotland can implement and incorporate its international human rights obligations will take place to mark SNAP's second birthday in December. This builds on extensive background work that has taken place to explore these issues this year.
- ◆ Perth and Kinross Council worked with SNAP partners to run a pilot project to explore how to build a better human rights culture at a local level. Through three participative events, the project brought people from the community and people from public sector organisations together to explore practical ways to realise human rights in their area. Perth and Kinross Council is now leading and coordinating follow up work. Next year, SNAP partners will explore rolling out this approach to other parts of Scotland.
- ◆ A pilot project, "Housing Rights in Practice", is supporting residents in Edinburgh to use human rights to tackle substandard housing and living conditions. This project came about as a result of a national Innovation Forum, "Tackling Poverty Through Human Rights", held at the end of SNAP's first year.
- ◆ A new online portal was launched, bringing together resources developed on human rights in health and social care – including five new short films produced through SNAP. As more and more organisations look to take a human rights based approach to health and care services, this will evolve as a valuable one-stop shop.

Human rights issues in justice and safety continue to be a focus for SNAP. This year, SNAP held a series of accountability roundtables, scrutinising the implementation of commitments made by the Scottish Government, Police Scotland and others. SNAP also took over responsibility for monitoring the implementation of the Scottish Government's Action Plan for Victims of Historic Abuse, and will continue in that role in the years to come.

Significant work has also taken place this year to finalise an outcomes and measurement framework for SNAP, and to line this up with Scotland's National Performance Framework and the Sustainable Development Goals that have been developed globally. There are clear opportunities to knit together the work taking place through SNAP with related Scottish public policy agendas, including social justice, tackling inequality, democratic renewal and widening public participation in decision making.

In this second year, more and more people and organisations have become involved with SNAP. We are particularly pleased that people with personal experience of human rights issues are now directly involved in helping to shape future action. Their perspective will help to hold all involved in SNAP to account.

Looking ahead to our third year, the priority for all involved in SNAP is to sustain and build momentum, securing increased progress towards our long-term goals.

Four main challenges need to be addressed for that to happen.

- ◆ **First**, the toxic influence of regressive debates about human rights laws at Westminster must be resisted. SNAP has already begun to show the power and impact of a progressive approach to realising human rights in people's lives. The SNAP approach involves making human rights laws a reality – not just in courtrooms but in schools, hospitals, care services, workplaces and all of the other places where people's rights are affected in practice. Any weakening of human rights laws will undermine this wider, progressive approach.
- ◆ **Second**, those in power with a responsibility to protect, respect and fulfil people's rights must step up to discharge their duties. Much work has taken place through SNAP to reach out and engage, raise awareness and provide support to Scotland's public authorities. Some welcome progress has been made. However, more action is now needed by public authorities to demonstrate how they are protecting human rights in practice through the design and delivery of their services. A step-change is needed across the Scottish public sector, building on the willingness and commitment already shown by a number of organisations.
- ◆ **Third**, monitoring and reporting on human rights, and on SNAP itself, must become firmly embedded in Scotland's institutional fabric rather than sitting separately in a silo. Human rights are an effective means to achieving many of Scotland's other policy goals, as well as important goals in their own right. Continued attention needs paid to joining up human rights with wider indicators of progress for Scotland.
- ◆ **Finally**, for SNAP to flourish, wider resources need to be harnessed and redirected towards its aims. To date, SNAP has been supported through the existing resources of the organisations involved. That is an important part of the collaborative approach which is at the heart of SNAP. However, as early actions begin to stimulate further interest and appetite for embedding human rights into wider policy and practice, there is a need for additional capacity. Without this, opportunities to maximise SNAP's impact will be missed.

This year, we have presented the action that has taken place across SNAP in line with the seven long-term outcomes we want to see by 2030. Already we are seeing encouraging signs of progress. We look forward to continuing to report on greater strides made in years to come.

PROFESSOR ALAN MILLER
CHAIR, SCOTTISH HUMAN RIGHTS COMMISSION
CHAIR, SNAP LEADERSHIP PANEL





BACKGROUND



What are human rights?

Human rights are the basic rights and freedoms that we are all entitled to – just because we are human.

Human rights are about respecting and upholding human dignity. When our human rights are fulfilled, we can live the lives we choose for ourselves, free from oppression, discrimination and poverty.

Human rights include “civil and political” rights like freedom of expression, the right to a fair trial, the right to privacy and freedom of religion or conscience. Human rights also include “economic, social and cultural” rights like the right to an adequate standard of living, the right to education and the right to work.

In Scotland, some human rights are protected by the Human Rights Act. Others are not yet part of Scotland’s laws, but are included in binding international commitments made by the United Kingdom that apply to Scotland. These international treaties and conventions set out what human rights are, what they include and how they should be realised by government. Many of these treaties focus on rights for particular groups of people, recognising that not everyone is starting in the same place; some people face extra hurdles when it comes to accessing their rights.

What is SNAP?

SNAP is Scotland’s National Action Plan for Human Rights. It is a roadmap for collective action, right across Scotland, to make all human rights a reality for everyone. It was launched on 10 December 2013 – International Human Rights Day.

In everyday life, people’s rights are not protected and respected consistently. Although Scotland has relatively strong laws and institutions to protect human rights, this does not translate into everyday experience in many people’s lives.

SNAP was developed to address this. It is based on evidence gathered over three years by the Scottish Human Rights Commission, involving many other organisations and people from across Scotland, to identify where work is needed to make rights more of a reality. *Getting it Right?* is the full report of this research and is available online at www.snaprights.info.



The changes SNAP is working towards

SNAP's overall vision is a Scotland where everyone can live with human dignity. Achieving this will not happen quickly, but this is what drives everything that takes place through SNAP.

By 2030 – 15 years from now – we hope SNAP will have made visible and significant progress towards achieving seven specific changes in Scotland. These are:

- 1 Each of us is empowered to understand and embrace the value of human rights, asserting them in all parts of our lives.
- 2 Each of us can participate in shaping and directing decisions that affect our human rights.
- 3 Organisations providing public services contribute to a human rights culture by valuing and putting human rights at the heart of what they do.
- 4 Scotland increasingly implements its international human rights obligations, influences and learns from international experience and promotes human rights in all of its international engagements.
- 5 All organisations are held to account for the realisation of people's rights through international and domestic laws, regulation and monitoring.
- 6 Each of us has access to and can enjoy quality public services, which respect our dignity, irrespective of who we are or where we live.
- 7 Each of us experiences improved opportunities and life outcomes whilst Scotland experiences an overall reduction in inequality of opportunity and outcomes.

These are the “outcomes” that SNAP is working towards. The second part of this report describes what we have done this year to help achieve them. We are developing ways to measure progress towards these outcomes – these “indicators” will be finalised by the end of this year.

In this report we sometimes use the terms “hub” and “spoke” to describe different actions. New pieces of work on human rights that would not have happened without SNAP are called “hub” activities. At other times, SNAP gets involved with a piece of work that was already taking place, or that might have happened without SNAP – but that benefits from being part of SNAP. We have called these “spoke” activities.

Of course, SNAP is only one part of the picture when it comes to human rights in Scotland – lots of other work takes place to improve human rights in people's lives. This report should not be seen as a complete assessment of the picture of human rights in Scotland. SNAP helps join things up and share ideas and experiences, so that people and organisations can work together and learn from each other more easily. SNAP also identifies and then works on gaps that no single organisation can fill on its own.

Who's involved in SNAP?

Lots of different organisations and people are involved in SNAP. Pages 44 and 45 show them in a diagram.

The Scottish Human Rights Commission, the Scottish Government, public sector organisations, civil society organisations and a network of individual leaders all help to deliver SNAP.

People whose lives are affected by human rights issues are also involved in setting priorities for SNAP, designing and carrying out projects, and reviewing whether actions have been successful.

The people and organisations involved in SNAP are organised into different groups:

- ◆ **Five Action Groups**¹, each involving the Scottish Human Rights Commission, Scottish Government, relevant public bodies and civil society organisations, work together to identify, agree and then deliver specific activities to achieve the long-term changes that SNAP is working towards.
- ◆ **A Leadership Panel**, drawn from across Scottish civic life, oversees SNAP, receiving reports from the Action Groups and advising on strategic direction.
- ◆ **A Monitoring Progress Group** of experts in evaluation and monitoring oversees the monitoring framework for SNAP including developing ways of measuring progress.
- ◆ **A Reference Group** of people with personal experience of poverty has been set up to inform the work in this area.

How will we know if SNAP is working?

Tracking, measuring and demonstrating progress is important for any action plan. A lot of work has gone into developing a monitoring framework for SNAP.

The Monitoring Progress Group has used a “Theory of Change” approach. This has involved identifying the long-term changes that SNAP wants to see, and the steps that we think are needed to achieve them. Our assumptions about the relationship between different steps have been recorded – i.e. where we assume that doing one thing will lead to something else happening.

When SNAP was launched in December 2013, it contained three very broad goals, nine priority areas for action and a series of initial commitments. During 2014, the five Action Groups began to implement these initial commitments. They also started to generate ideas for further action, using the broad goals set out in SNAP as a guide.



This year, the Monitoring Progress Group has worked closely with each Action Group to define and refine the long-term changes that SNAP is working towards, and the relationship between these changes and individual actions.

Seven long-term outcomes for SNAP have now been agreed (see page 7). These describe the changes that everyone involved in SNAP is working to achieve by 2030. Each Action Group has also developed an individual “logic model” for every action it is taking. Logic models set out the link between the action, the long-term outcomes and the evidence about gaps in protection for human rights that SNAP is based on. This approach has helped the Action Groups to focus their collaborative discussions about priorities for future action, and to ensure that decisions are grounded in evidence from research.

In this progress report, we have reported against each of the seven long-term outcomes, showing how the actions taken have contributed towards them. Next year, we will report against a standard set of indicators – measures of success – for each outcome; these are currently being finalised.

Linking SNAP’s actions to domestic and international policy goals has also been an important focus this year. This has involved developing a broader monitoring framework that connects SNAP’s outcomes with both Scotland’s National Performance Framework and the Sustainable Development Goals agreed by the United Nations during 2015. This wider framework sets out how we will all know if Scotland is making progress on human rights, drawing on indicators of change and sets of data that are being used by others to measure progress towards these broader goals.

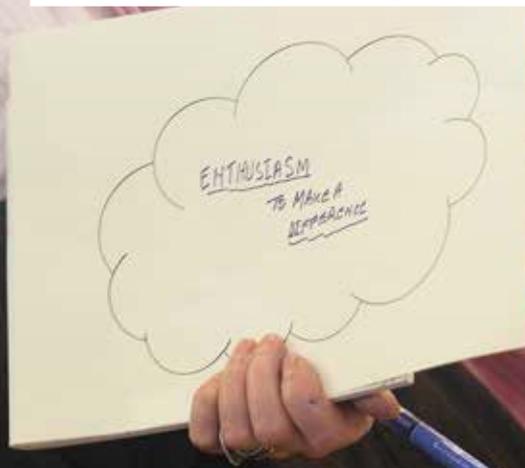
Indicators of change will be finalised across three levels:

- ◆ **Structure:** indicators of commitments made at a strategic level by government and public authorities.
- ◆ **Process:** indicators of the efforts made by government and public authorities to put their strategic commitments into practice.
- ◆ **Outcome:** indicators of whether people’s real-life experiences have been improved by the actions taken by government and public authorities.

This approach reflects international best practice in monitoring and measuring the impact of human rights action plans.

“We are in the fortunate position that Scotland’s aims and ambitions, enshrined in our National Performance Framework and Scotland’s National Action Plan on Human Rights – such as tackling inequality and ensuring access to high quality education and healthcare – are already a key part of the Sustainable Development Goals. This will allow us to measure and report on progress in achieving the SDGs in Scotland.. We need to grasp the opportunity that following this path offers to create a fairer Scotland and a better world both now and for generations to come.”

FIRST MINISTER NICOLA STURGEON MSP, 19 JULY 2015

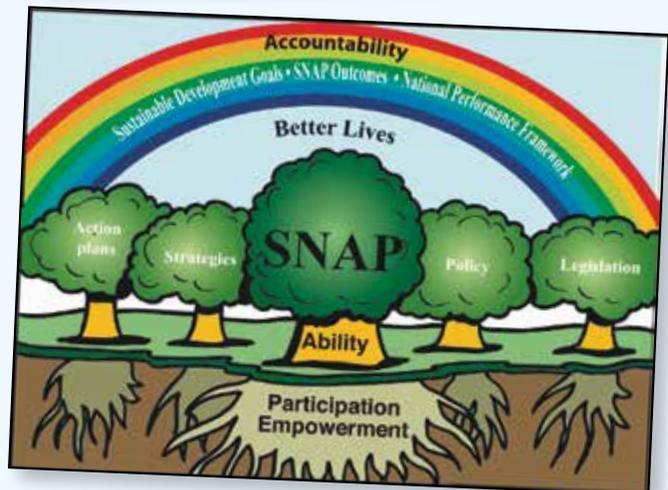
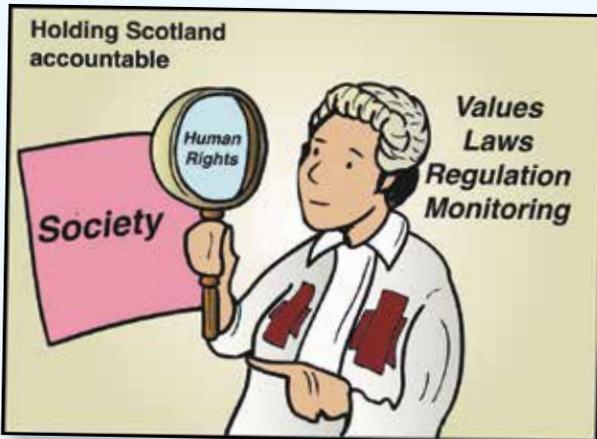
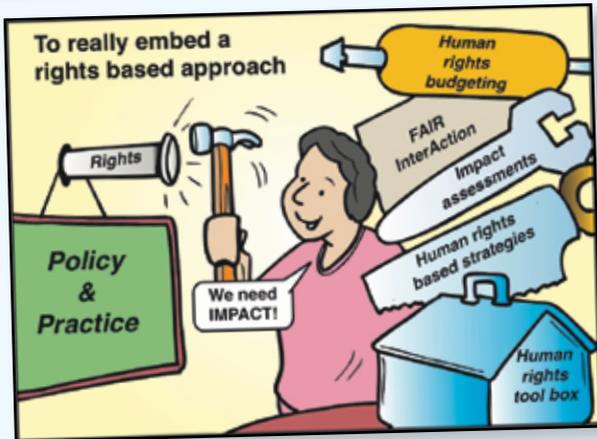
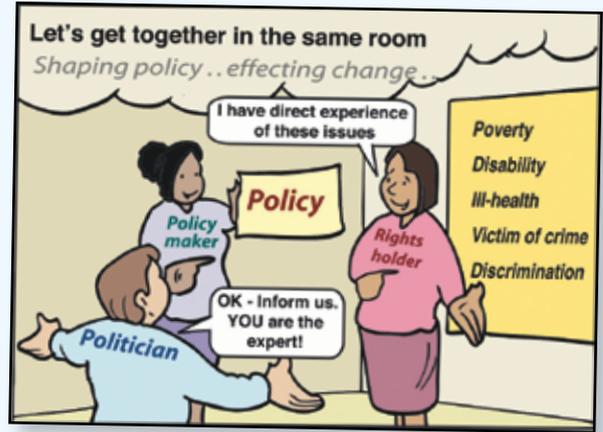
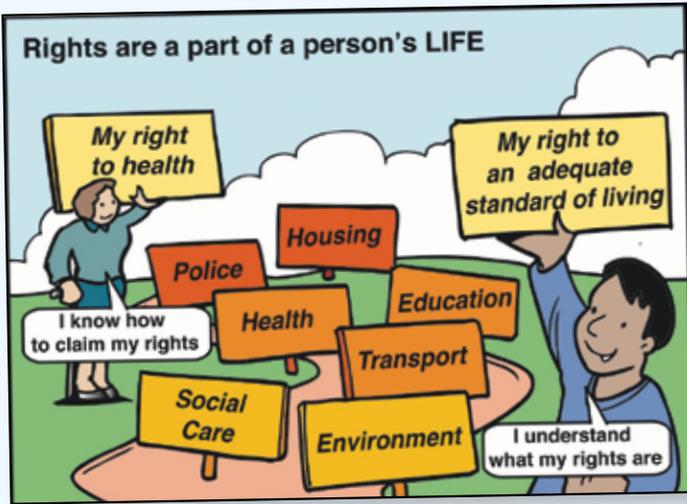


PARTICIPANTS AT “MAKING RIGHTS A REALITY” INNOVATION FORUM, HELD IN PERTH AND KINROSS AS PART OF SNAP’S WORK THIS YEAR.



YEAR TWO: PROGRESS REPORT







This section sets out progress made in 2015 towards the seven changes that SNAP wants to achieve by 2030.

These changes (outcomes) are:

- 1 Each of us is empowered to understand and embrace the value of human rights, asserting them in all parts of our lives.
- 2 Each of us can participate in shaping and directing decisions that affect our human rights.
- 3 Organisations providing public services contribute to a human rights culture by valuing and putting human rights at the heart of what they do.
- 4 Scotland increasingly implements its international human rights obligations, influences and learns from international experience and promotes human rights in all of its international engagements.
- 5 All organisations are held to account for the realisation of people's rights through international and domestic laws, regulation and monitoring.
- 6 Each of us has access to and can enjoy quality public services, which respect our dignity, irrespective of who we are or where we live.
- 7 Each of us experiences improved opportunities and life outcomes whilst Scotland experiences an overall reduction in inequality of opportunity and outcomes.

The report explains why each of these outcomes is important and then describes this year's actions to work towards it.

A summary table on page 37 lists every action taken across SNAP this year and the outcomes they contribute to.

“Everyone has the right to know, seek and receive information about all human rights and fundamental freedoms and should have access to human rights education and training.”

ARTICLE 1

United Nations Declaration on Human Rights Education and Training





Outcome 1: Each of us is empowered to understand and embrace the value of human rights, asserting them in all parts of our lives.

Why is this important?

We have to know what our rights are before we can stand up for them and take action when things go wrong. We also need to know about human rights so that we can understand and respect other people's rights.

We have a right to information and to be educated about our human rights. This is set out in various international human rights treaties and declarations.

The United Nations (UN) is the international organisation that monitors how human rights are being protected around the world. In several of its reports, the UN has said the United Kingdom should do more to raise awareness of human rights and to improve education about human rights.

Getting it Right? (the research used to develop SNAP) showed that people in Scotland don't know a lot about their rights, particularly when it comes to rights like the right to work, housing, living standards and education – what we call “economic, social and cultural rights”. The research also found that people who work in jobs where they have a duty to protect other people's rights are often worried about how to fulfil that duty. This is because they don't always have information and guidance about what rights mean in practice.

What happened this year?

There is a clear gap when it comes to people's understanding of the role of human rights in daily life. A big focus for SNAP this year has been to generate and share practical, accessible information about human rights, both for the wider public and for organisations with human rights duties.

The Scottish Government coordinated and funded a **public awareness raising campaign** about human rights. This is taking place in the run-up to 10 December, International Human Rights Day. The campaign will share stories and examples of human rights in everyday life through social media, radio adverts and articles in newspapers and magazines.

The campaign has been shaped by the Better Culture Action Group and is being supported by many other organisations involved in SNAP, who have provided case studies and will spread the campaign's messages through their own communications networks. The campaign will be evaluated and lessons shared across SNAP to inform future awareness-raising activities.

A series of **short films sharing real life human rights stories** were produced this year. Featuring Graham, Patricia, David, Caroline and Kitty's stories, the films showed how health and social care services can affect people's rights in many different ways. The films were launched and shared widely on social media (#humanrightsstories), featured on STV Glasgow's evening news bulletin and screened at a lunchtime event at the Scottish Parliament, sponsored by the Health and Sport Committee. The films are available as a public online resource for events, training and wider information-sharing about human rights.

Two of the Action Groups made use of **online portals** to support wider learning on human rights and SNAP. The Health and Social Care Action Group launched a new **knowledge exchange website** about human rights in health and social care settings. The website features case studies and progress updates from Action Group members. It will be used to enable people whose rights are affected in health and social care to engage with SNAP's work. Following a workshop held by the Better World Action Group, the Scottish Government has updated and redeveloped its existing **human rights web page** to improve access to information about reporting on international human rights treaties.

Two of the Action Groups produced and disseminated short papers about human rights. The Adequate Standard of Living and Health and Social Care Action Groups both produced papers intended to **shape the national discussions around a fairer and healthier Scotland**. These papers highlighted how human rights can and should be integrated into these important national discussions.

A **briefing on the "Right to Health"** is also being produced, aimed at those who have responsibilities to address inequalities in health. This includes policy makers in government, community planning partnerships, health and social care partnerships, the NHS, third sector and also MSPs.

Three Action Groups have made use of 'Innovation Forums' as a way of exploring human rights concerns in particular areas, generating common understanding of human rights and identifying priorities for future action.

The Better Culture Action Group held "**Making Rights a Reality in Perth and Kinross**", a pilot Innovation Forum to increase understanding of human rights and come up with ideas and a plan for making human rights culture stronger in a local context. Following a national invitation to all local authorities, Perth and Kinross Council were chosen as the pilot partner. A series of three participative events took place over four weeks, involving around 100 local people. Work is now taking place to take forward the ideas generated in Perth and Kinross, including initiatives around human rights awareness and education. At a national level, the process of bringing people and organisations together that was tested in Perth and Kinross will be refined and rolled out to other parts of Scotland.



In December 2014, the Adequate Standard of Living Action Group ran an Innovation Forum on **“Tackling Poverty Through Human Rights”** in Govan. This national event brought together people with experience of poverty, public sector and government officials, campaigners and civil society organisations and academics to identify practical next steps to tackle poverty as a human rights issue. People with experience of using human rights to tackle poverty in other countries joined participants to share their experiences and lessons. This event identified several priorities for action, many of which are now being taken forward by the Adequate Standard of Living Action Group. This includes a “Housing Rights in Practice” project (see outcome 2).

In December 2015 the Better World Action Group is hosting an Innovation Forum on **“Implementing and Incorporating international human rights”** (see Outcome 4).

Action Groups have used **exploratory roundtables** to raise awareness and understanding of human rights and explore next steps for action. Examples include Access to Justice, National Care Standards, Climate Change, Engaging with International Treaties, Social Justice, Human Rights Budgeting and Human Rights Education (pending). These sessions have brought together people and organisations with a range of perspectives to raise awareness of the human rights issues involved and have led to further actions being identified.

Finally, three Action Groups are involved in **exploratory research projects** to increase knowledge about human rights in specific areas. These projects include: a participatory action research project exploring the concept of **health citizenship** with people experiencing homelessness and women asylum seekers and refugees; a project to explore the feasibility of a **Code of Ethics for all justice sector organisations**; and the development of an evidence base as a first step towards an **action plan on business and human rights**.

What difference is SNAP making?

In some cases, this year’s activity has led to new resources being developed – for example, case studies, briefings and campaign materials. These will continue to be relevant and available for use in the years ahead.

Some of this year’s activity has involved trialling different approaches to raising awareness about human rights. The lessons learned from these actions will be evaluated and shared across SNAP as a whole, creating a foundation for continued efforts to improve understanding in future years.

Finally, much of this year’s activity has focused on beginning to embed human rights into wider conversations and discussions – to use human rights as a “lens” for exploring issues like poverty, social justice, austerity and health. This is a longer term approach to raising awareness of human rights that is beginning to deepen understanding among different audiences.

“Today has opened my eyes to what my rights actually are. It’s helped me understand them better.”

RYAN STRATHIE, PARTICIPANT, “MAKING RIGHTS A REALITY” INNOVATION FORUM

“I’ve learned loads of new things. I’ve learned about people’s rights and people’s perspectives on what they’re doing and how they feel about their rights.”

ROBYN SIMPSON, PARTICIPANT, “MAKING RIGHTS A REALITY” INNOVATION FORUM





Outcome 2: Each of us can participate in shaping and directing decisions that affect our human rights.

Why is this important?

Government and other public bodies make lots of decisions that affect our everyday lives. Being able to take part in shaping and directing the decisions that affect us is an important way of keeping power in the hands of people, instead of the state.

The right to take part in making decisions that affect your rights is recognised in many international human rights treaties and conventions. This right is particularly important for people whose voices are not usually represented, or heard as much as others by people in power. This includes children, women, disabled people, people from minority ethnic communities, older people, people living in poverty and people who are marginalised because of their social, economic or household circumstances.

Getting it Right? showed that people are not involved systematically in the way that public authorities make decisions, or in how they develop policies that affect people's rights. Although the Scottish Government and local councils carry out consultations, these were often seen as tokenistic.

The processes used to involve people were not inclusive and did not empower people to take part in setting policies or making decisions in a meaningful way.

The right to take part in decisions that affect you is also an important way to make other rights a reality. By including people who are affected by decisions in how those decisions are made, those in power are more likely to make decisions that respect and protect their rights.

What happened this year?

This year, the organisations involved in SNAP have been taking proactive steps to involve people affected by human rights issues.

Action has also taken place to encourage and support other organisations to improve how they involve people in their own work.

Rebalancing power among the voices involved in decisions has been important. Methods have included creating opportunities and supporting people to take part in meetings and roundtable discussions. Each Action Group has also worked on ways of ensuring that people whose rights are affected by their work are included and considered at the planning stages of actions.





At the beginning of 2015, a reference group of people with **personal experience of living in poverty** was formed to guide SNAP's work on the right to an adequate standard of living. The Scottish Human Rights Commission is supporting this group to take part in discussions and decisions about how best to tackle poverty as a human rights issue.

The Adequate Standard of Living Action Group is running a pilot project, "**Housing Rights in Practice**", designed to empower people in Edinburgh to tackle substandard housing and living conditions by using human rights. Tenants and residents are being supported to develop their own indicators of whether their human rights are being realised in their housing and living environment. The project is being funded by the Scottish Human Rights Commission and delivered in partnership with the Edinburgh Tenants Federation and Participation in the Practice of Rights, a Belfast-based advocacy organisation.

The Health and Social Care Action Group have pursued a number of ways of empowering people to take part in their work. Two **people with direct experience of human rights issues in health and social care settings** have joined the Action Group. They will help make sure SNAP's work on those issues is grounded in real life experience, and will forge links between SNAP and wider networks of people whose rights are affected in practice.

The Health and Social Care Action Group also held an engagement session with **people with experience of mental health problems**, as part of a major event called "Rights for Life", organised by the Scottish Recovery Network, See Me and Voices of Experience. The session was used to help shape priorities for future SNAP action, based on people's lived experiences and daily practice.

People experiencing homelessness, and female asylum seekers and refugees, have been taking part in research into "health citizenship". This **participatory research** approach means health citizenship will be defined by people whose health rights are particularly affected.

This year, the Justice and Safety Action Group have focused on holding a range of organisations to account for the delivery of their SNAP commitments, including the delivery of a hate crime campaign; implementation of an Action Plan on Historic Abuse; and embedding human rights in the methods and day-to-day practice of Police Scotland. They have involved people whose rights are affected by the issues through **stakeholder roundtable meetings**, creating an open and equal space to hold organisations to account for their progress (see outcome 5).

As described in outcome 1, the Better Culture Action Group worked with Perth and Kinross Council this year to **pilot a participative process to define and agree how to build a better human rights culture** at a local level. Three events took place bringing together over 60 people from the community with around 30 people working in local public services. The events were designed carefully to make sure that a diverse range of people were fully supported and empowered to give their views and to take part in making decisions about priorities as equal partners. The feedback from the process was very positive, with the vast majority of people reporting they felt able to contribute and that their voice was being listened to. A report is being produced and will be shared with other councils and public bodies, describing the process developed, and lessons learned.

What difference is SNAP making?

This year, the Action Groups have contributed to developing and sharing good practice in realising people's right to take part in the decisions that affect them. By modelling how to involve people in SNAP's own decision making, we have begun to demonstrate the value of this approach through our own work, and have begun to develop practical methods that will be shared more widely.

Similarly, by initiating projects that are taking a proactive approach to enabling people's participation in wider policy decisions, SNAP is beginning to build examples of how to do this effectively, and gathering evidence about the value of this approach.

“I want to make a difference and I want everyone to know that they too can make a difference. Doing nothing helps no one. Doing something can be the difference that one person needs.”

CHICK MCKENNA, MEMBER, ADEQUATE STANDARD OF LIVING REFERENCE GROUP



Outcome 3: Organisations providing public services contribute to a human rights culture by valuing and putting human rights at the heart of what they do.

Why is this important?

Organisations providing public services have legal responsibilities to protect human rights. One of the most effective ways for organisations to fulfil these responsibilities is to be proactive about embedding human rights throughout their work.

This means shifting from a culture that focuses on servicing people's needs, to a culture that works towards fulfilling people's rights.

By incorporating human rights principles throughout their work – principles like participation, accountability, non-discrimination, empowerment and legality – organisations can minimise the risk of violating individual rights.

More broadly, putting human rights at the heart of public services can help to make people-centred policy a reality, put an asset-based approach to services into practice and build on the 'improvement' model of public services. All of these recommendations were made by the Christie Commission on the Future Delivery of Public Services in 2011. A human rights based approach offers an international, non-political, objective set of standards to make them a reality.

However, *Getting it Right?* found that while many organisations thought it would be valuable to take this wider human rights based approach, they were unsure how to do it in practice.

What happened this year?

Actions this year have focused on improving knowledge and raising awareness of human rights among organisations providing services. This has included showing human rights in action, piloting the use of human rights in new settings and holding public bodies to account for their commitment to embedding human rights in their day-to-day practice.

Five short films and a companion case study booklet were produced, demonstrating a human rights based approach in practice in health and social care settings. They were funded by the Scottish Human Rights Commission and disseminated by the Health and Social Care Action Group through social media, media, networks and events.



ROSHNI – HEALTH AND SOCIAL CARE CASE STUDY



CAROLINE AND KITTY, HEALTH AND SOCIAL CARE CASE STUDY



A film screening and panel discussion took place at the Scottish Parliament in October 2015, attended by a wide range of people working in health and social care services and organisations. Further work to disseminate these resources will take place next year.

A **strategic seminar** is planned for early 2016 to deepen understanding about how to apply human rights based approaches to health and social care policy making. Designed for senior Scottish Government officials, the seminar will hear from international speakers with experience of taking this approach in other countries.

A **policy series on human rights and poverty** took place in autumn 2015 as part of the Adequate Standard of Living Action Group's work to improve awareness and understanding of the relationship between human rights and poverty, and the potential solutions offered by a human rights based approach.

Work took place through the Justice and Safety Action Group to advance Police Scotland's commitment to **embed human rights in the structures and culture of policing**. A roundtable meeting was held to examine how they can ensure that the experience of everyone who comes into contact with the police, including victims of crime, is underpinned by human rights. The Action Group provided advice about international best practice in human rights training and have reviewed police probationer training at the police training college in November 2015.

The Justice and Safety Action Group has also been pursuing the idea of developing a **Code of Ethics for the Criminal Justice System**, to help place human rights at the heart of justice services. A common code across the sector would allow for a consistent approach and cross-sector training. The Action Group asked organisations across the justice sector to provide copies of any current examples of practice. This information is being analysed at the University of Edinburgh and will be followed up in 2016.

Finally, as described in outcome 1, a pilot project took place with Perth and Kinross Council to explore how to make human rights a reality at a local level. The focus of this project was on **bringing local people and public sector organisations together** to begin to develop a shared human rights culture. Around 30 people from local public authorities took part in participative events, working with around 60 people from the local community. A set of practical next steps is now being finalised, with continued commitment from the Council and the local Community Planning Partnership to embedding human rights into local service planning and delivery. Local people will continue to work with public bodies as this project develops. Lessons will be captured and shared with other Councils and public authorities across Scotland over the next year.

What difference is SNAP making?

SNAP has created opportunities for a human rights based approach to be included in wider discussions around Scotland's future public services. SNAP has also developed some new practical initiatives, building on work carried out by individual SNAP partners, focused on engaging with and supporting public sector bodies. This is helping to build up knowledge and understanding of what a human rights based approach is, and how to apply it in practice. Transferable lessons are being gathered and will provide a stronger evidence base for future initiatives as SNAP evolves.

“These three days have been an excellent example of how, by coming together, sharing our views, and listening to each other, we can come up with ideas about how to improve the lives of people. We have lots to be proud of in our work to promote equality but are always looking for ways to improve. One way will be for us to take the enthusiasm and commitment expressed over our discussions today and turn that into meaningful actions to help people in Perth and Kinross assert their human rights.”

COUNCILLOR ARCHIE MACLELLAN, PERTH AND KINROSS COUNCIL,
SPEAKING AT “MAKING RIGHTS A REALITY” INNOVATION FORUM



*Making rights a reality in
Perth and Kinross
Your ideas for making things better*



Outcome 4: Scotland increasingly implements its international human rights obligations, influences and learns from international experience and promotes human rights in all of its international engagements.

Why is this important?

Scotland engages with the international community in many ways – through its economic policies and practices, diplomatic relationships and in international forums and networks. Other countries can also be a source of inspiration, learning and practical advice for everyone working on human rights issues in Scotland.

Scotland, through the UK, has signed up to many international human rights obligations. These are set out in laws, treaties and conventions. However, more work is needed to implement these commitments and to give effect to them in domestic law.

In recent years, Scotland's engagement with the international human rights system has increased, including by the Scottish Government, Scottish civil society and Scotland's national human rights institutions. However, a more systematic approach would help Scotland to be more influential internationally. It would also enable lessons and experiences to be brought back to Scotland to improve practice.

What happened this year?

Action has taken place to work towards all aspects of this outcome: implementing international human rights; sharing and learning from international experience; and improving the promotion of human rights in wider international engagement.

In December 2015, a major Innovation Forum on **implementing and incorporating international human rights** will take place in Edinburgh. Scotland's First Minister will address the Forum alongside international government and civil society speakers with experience of implementing and incorporating human rights in their countries. Workshops will bring together civil society and public sector leaders, and senior Scottish

Government officials, to identify and agree practical next steps towards implementation and incorporation of international human rights in Scotland. An evening reception at the Scottish Parliament, hosted by Amnesty International UK, will also provide an opportunity for discussion and learning from the Forum to be shared with MSPs.

This major event builds on activity coordinated by the Better World Action Group throughout the year, including a **stakeholder workshop on engaging with international human rights treaties**, held in April 2015. This workshop looked at how civil society and Scottish Government can engage with reviews of international treaties in Scotland. It led to specific actions to improve relevant content on the **Scottish Government's website** and to establish a **cross-governmental coordination group** of officials who lead on each human rights treaty. The workshop also led to the creation of a **forum of civil society organisations** to explore how to use human rights treaties to bolster their own efforts to hold government and others to account through campaigning, advocacy and policy development.

With input from the Better World Action Group, the Scottish Government has also fulfilled its commitment to publish a draft plan for consultation, explaining how it intends to deliver on obligations set out in the **UN Convention on the Rights of People with Disabilities**.

In March 2015, the Better World Action Group took part in "An Equal and Fair Legacy", a national conference to identify ways to embed human rights and equality in the **legacy of the Glasgow 2014 Commonwealth Games**. A workshop session facilitated by the Scottish Human Rights Commission and Amnesty International UK identified recommendations for actions, which are now being considered by the Scottish Government.

In May 2015, the Scottish Human Rights Commission led a roundtable discussion on **climate justice**, exploring the coordination of action across the public, private and third sectors in Scotland. The Better World Action Group is reviewing suggestions for further action from this event.

The Scottish Government is funding work to develop an evidence base for an **Action Plan on Business and Human Rights**. This research will build on international best practice and will help shape an action plan to support businesses in Scotland to improve their approach to human rights, in line with principles developed by the United Nations.

Finally, the Scottish Government, with input from the Better World Action Group, has included a clear and public commitment to promoting and advocating for human rights in its **International Framework and International Policy Statement** (published March 2015).

What difference is SNAP making?

This year's activities have helped government, national human rights institutions and civil society work together in a more coherent way to engage with the international human rights system, and the broader international community. Understanding of Scotland's role within this system is increasing across civil society and solid foundations have been laid for continued improvements in how Scotland fulfils its international human rights commitments. Discussions about incorporating a fuller range of human rights into Scotland's domestic laws have progressed to considering the different ways in which this could happen.



“ Scotland’s National Action Plan for Human Rights is a bold venture which aims to bring human rights home in people’s everyday life. It signals a strong commitment to internationally agreed human rights standards.”

NILS MUIŽNIEKS, COUNCIL OF EUROPE COMMISSIONER FOR HUMAN RIGHTS,
SPEAKING AT THE LAUNCH OF SNAP IN DECEMBER 2013



Outcome 5: All organisations are held to account for the realisation of people's rights through international and domestic laws, regulation and monitoring.

Why is this important?

Responsibility for protecting and realising everyone's rights should be reflected in the laws we make, the regulations and policies our parliament and public authorities develop, and the working practices that we use when we're delivering services.

To make rights meaningful, it is important that organisations are held accountable for the decisions they make that have a negative impact on people's rights. It is also important that when things go wrong with someone's rights, they have access to a remedy.

We can only know if we are making progress with human rights if we monitor and report on how those rights are being realised. We can do this by looking at what Scotland's laws say, how other regulations protect and promote human rights (like the National Care Standards) and how day-to-day practices are working (for example, by looking at complaints made about services).

What happened this year?

Actions to improve accountability for human rights this year have focused on four areas: holding Scotland accountable for its international human rights obligations; reviewing domestic laws against human rights standards; improving human rights monitoring; and developing a system to ensure accountability for commitments made through SNAP.

A national Innovation Forum on **Implementing and Incorporating International Human Rights** is taking place in December 2015 (see outcome 4). This will also explore ways to improve accountability in practice when it comes to Scotland's international human rights obligations.

A **civil society forum** has been created to strengthen efforts by civil society organisations to hold government and others to account for **implementing international human rights treaties**, for example through campaigning, advocacy and policy development.

The **NHS Complaints** process is currently being reviewed. The Health and Social Care Action Group identified an opportunity for human rights to be built into this review and has been working with those involved to do this.



PATRICIA RYAN WITH LAURA BOGUCKI - HEALTH AND SOCIAL CARE CASE STUDY

“Having knowledge of human rights enables you to understand more clearly what the duties are in relation to local authorities and health boards – how you should be treated, and what you should expect. It also gives you recourse where that isn’t happening. That doesn’t necessarily mean recourse through the courts but it means that organisations like the Advocacy Project are able to frame issues in light of human rights and take them forward to achieve positive outcomes for people.”

LAURA BOGUCKI, THE ADVOCACY PROJECT, SNAP HEALTH AND SOCIAL CARE CASE STUDY

“Using the language of human rights helps people to understand that what we do isn't because we're being nice, or giving an added extra, it's actually our duty to help people have their human rights fulfilled.”

SAM SMITH, C-CHANGE SCOTLAND, SNAP HEALTH AND SOCIAL CARE CASE STUDY





The **National Care Standards** set out how everyone should expect to be treated when using care and support services. The Health and Social Care Action Group has been working with those involved in reviewing new standards which will reach across social care and health provision. This has included holding human rights training and identifying opportunities to integrate human rights into the standards. Following the success of this approach, more opportunities have been identified for the Action Group to support the embedding of human rights into relevant **health and social care inspection and regulatory frameworks**.

A number of early commitments were made when SNAP was launched. Many of these have been monitored through the Justice and Safety Action Group, via extended roundtable meetings. These **accountability-focused meetings** bring together civil society organisations, public bodies, academics and people with direct, personal experience of the issues at stake. Organisations responsible for delivering the commitment then report on progress, before answering questions from the stakeholders around the table.

Examples this year include:

- ◆ reviewing progress on implementing the **Action Plan on Justice for Victims of Historic Child Abuse**;
- ◆ questioning Police Scotland about their continued use of **non-statutory stop and search**;
- ◆ reviewing Police Scotland's commitment to **embed human rights in the structures and culture of policing** including follow up action to review training at the police training college; and
- ◆ reviewing the Scottish Government's campaign to raise awareness and encourage the reporting of hate crime, including the measures of **hate crime** identified and the results of the 'Stand Up for Hate Crime' campaign.

In line with international best practice, **SNAP has developed its own monitoring framework** to provide accountability for the delivery of all actions. This consists of the seven outcomes that we are reporting against this year, which will continue to be used to measure progress to 2030. Human rights based indicators are being finalised to provide more detailed measures of progress. A concerted effort has been made to align these outcomes with both Scotland's National Performance Framework and the Sustainable Development Goals developed by the international community in 2015.

What difference is SNAP making?

Year Two has seen a number of developments in relation to improving accountability for human rights within existing services and policies. SNAP has taken advantage of review processes to introduce human rights and demonstrate how they can be used to strengthen inspection and regulatory frameworks.

By aligning the SNAP monitoring framework with national and international outcomes, explicit connections have been made between human rights and broader government and policy goals. This will enable a more systematic and joined up approach to be taken to monitoring progress on human rights as SNAP develops.

Outcome 6: Each of us has access to and can enjoy quality public services, which respect our dignity, irrespective of who we are or where we live.

Outcome 7: Each of us experiences improved opportunities and life outcomes whilst Scotland experiences an overall reduction in inequality of opportunity and outcomes.

Why are these important?

Every person has equal value and should be able to live a life of human dignity – that central belief underpins the human rights approach.

However, some people face bigger barriers than others when it comes to realising their rights in everyday life. Unequal access to human rights is found across Scotland's public services and is reflected in unequal outcomes in people's lives.

For example, we all have the right to the highest attainable standard of health – but there are big problems with health inequality in Scotland. We all have the right to justice and to an effective remedy. But again, particular groups of people face particular barriers to accessing justice. We all have the right to an adequate standard of living including food, housing and freedom from hunger. But we know that children, older people, women, disabled people, Scottish Gypsy Travellers and people from black and minority ethnic communities are more likely to experience poverty than other groups.



Much work is taking place across Scotland to tackle inequality, create a fairer Scotland and improve public services. Human rights complement and add to these efforts by providing a set of non-political, international legal standards to underpin them.

What happened this year?

Much of SNAP's work this year has focused on putting foundations in place that will support other organisations to use human rights in their own work to tackle inequality and improve services. We expect to be able to report more direct impact in future years as this year's work begins to bear fruit.

A series of policy papers on human rights were developed by the Adequate Standard of Living and Health and Social Care Action Groups. These papers have been used to improve understanding and contribute to **national conversations on a healthier Scotland and a fairer Scotland**.

The Adequate Standard of Living Group is also supporting the **Housing Rights in Practice** pilot project to improve housing conditions for council tenants, using human rights (see outcome 2).

The Health and Social Care Action Group has also been engaging with the **Carers (Scotland Bill)** to ensure carers' rights are further strengthened. This work has involved participative engagement directly with unpaid carers.

The Health and Social Care Action Group is also working with:

- ◆ the Scottish Independent Advocacy Alliance to develop training for advocacy workers across Scotland in **rights-based participation** and **supported decision making**;
- ◆ Mental Health Network Greater Glasgow to support people with mental health problems to develop **Advance Statements** to direct their care; and
- ◆ the Strathclyde Centre for Health Policy, Mental Health Foundation and Glasgow Homelessness Network to explore how the concept of **health citizenship** can support human rights.

The Justice and Safety Action Group has reviewed the Scottish Government's commitment to ensuring a **victim centred approach to human trafficking**. Following a roundtable review, the Scottish Prison Service is now working on a research project to look at a "whole system" approach that looks at victims' experiences from arrest, to court, to through care. The aim is to establish the scale of the problem with victims of trafficking in the justice system. Better evidence will lead to better services and support for victims.

The Justice and Safety Action Group also questioned Police Scotland about their continued use of **non-statutory stop and search**, raising concerns about the legality of this practice, which has particular impacts on children and young people. The Scottish Government has now announced its intention to bring forward legislation to resolve these issues.

What difference is SNAP making?

Everyone involved in SNAP recognises that these final two outcomes will take longer to make progress towards than the others. They reflect longer-term changes that will be achieved as a result of progress on the outcomes one to five.

However, even at this early stage, there has been some promising progress. For example, along with other voices, SNAP action played a role in the ending of non-statutory stop and search.

“The more I listen to human rights discussion, the more I realise it’s about what we do. It’s about talking; it’s about having a voice; it’s about challenging discrimination; challenging the wrong attitudes towards people with mental health problems.”

GRAHAM MORGAN, HUG (ACTION FOR MENTAL HEALTH), SNAP HEALTH AND SOCIAL CARE CASE STUDY



The table below lists all actions carried out by the five SNAP Action Groups in 2015.

Sometimes, SNAP starts and then directs a new piece of work on human rights that would not have happened without SNAP. We have called these “hub” activities. Sometimes, SNAP gets involved with a piece of work that was already taking place, or that might have happened without SNAP – but that benefits from being part of SNAP. We have called these “spoke” activities.

Action Group	Type	Action	Outcome							
			1	2	3	4	5	6	7	
Better Culture	Hub	Running a human rights public awareness raising campaign.	X							
Better Culture	Hub	Piloting local participation process (Innovation Forum) to explore human rights culture in practice.	X	X						
Better Culture	Hub	Developing plans for roll-out of learning and methodology developed from local participation process.	X	X						
Better Culture	Hub	Exploratory discussions about developing strategic approach across Scotland to human rights education.	X	X	X	X				
Health and Social Care	Hub	Engaging with review of NHS Complaints procedures.	X		X					
Health and Social Care	Hub	Launching online portal for health and social care/human rights resources.	X							
Health and Social Care	Hub	Engaging people whose rights are affected in practice as Action Group members.	X	X						
Health and Social Care	Hub	Producing position statement on human rights to influence Scottish Government-led national conversations on a healthier and a fairer Scotland.	X							X
Health and Social Care	Hub	Engaging with the review of the National Care Standards through training, discussions and practical recommendations.	X		X	X		X		
Health and Social Care	Hub	Producing and disseminating a briefing on the right to health for public bodies.	X				X			

Action Group	Type	Action	Outcome								
			1	2	3	4	5	6	7		
Health and Social Care	Hub	Holding a strategic seminar for senior public officials on taking a human rights based approach in health and social care.	X		X						
Health and Social Care	Hub	Auditing strategic targeted SNAP engagement to allow for assessment of reach and impact.	X		X						
Health and Social Care	Hub	Producing and disseminating five short films and a case study booklet showing human rights in action in health and social care.	X	X	X						
Health and Social Care	Hub	Delivering an engagement session at "Rights for Life" event in June 2015, held by the Scottish Recovery Network, See Me and Voices of Experience.	X	X							
Health and Social Care	Spoke	Working with Scottish Independent Advocacy Alliance to develop human rights training & materials for advocacy workers.	X	X	X				X		
Health and Social Care	Spoke	Working with Mental Health Network Greater Glasgow working to deliver 'Peer Volunteer Advance Statements Project'.	X	X						X	X
Health and Social Care	Spoke	Working with Mental Welfare Commission on an Action Plan and recommendations for Scottish Government to improve the Mental Health Strategy.	X				X	X	X		
Health and Social Care	Spoke	Seeking to influence the Carers (Scotland Bill) to ensure carers' rights are further strengthened.	X	X					X	X	X
Health and Social Care	Spoke	Participatory action research project to explore the concept of health citizenship with people who are marginalised.	X	X			X				
Adequate Standard of Living	Hub	Held National Innovation Forum on Tackling Poverty Through Human Rights to explore human rights based approaches to tackling poverty.	X	X	X						
Adequate Standard of Living	Hub	Hosting series of roundtable meetings themed around three policy papers to stimulate thinking and action on economic, social and cultural rights.	X		X						
Adequate Standard of Living	Hub	Running Housing Rights in Practice project with Edinburgh Tenants Federation to embed a human rights based approach in the field of housing.	X	X	X		X	X	X	X	X
Adequate Standard of Living	Hub	Supporting reference group of people with personal experience of poverty to support SNAP and promote a human rights based approach to tackling poverty.	X	X							



Action Group	Type	Action	Outcome									
			1	2	3	4	5	6	7			
Adequate Standard of Living	Spoke	Production of "Creating a Fairer Scotland: A Human Rights Based Approach to Social Justice" to influence the national conversation on a fairer Scotland.	X		X							
Justice and Safety	Spoke	Accountability roundtable to explore Scottish Government commitment to develop a hate crime campaign to raise awareness & encourage reporting.	X		X							
Justice and Safety	Spoke	Accountability roundtable to explore Scottish Government commitment to produce an Action Plan on Justice for Victims of Historic Child Abuse.	X		X		X	X	X	X	X	X
Justice and Safety	Spoke	Accountability roundtable to explore Scottish Government commitment to ensuring a victim centred approach to human trafficking.	X		X						X	X
Justice and Safety	Spoke	Accountability roundtable to explore Scottish Government commitment to develop a comprehensive human rights based strategy on Violence Against Women.	X		X		X	X	X	X	X	X
Justice and Safety	Hub	Exploring the feasibility of a Common Code of Ethics for all justice sector organisations.	X				X	X	X			
Justice and Safety	Hub	Holding exploratory roundtable on Access to Justice for all to feed into the action planning for the group for 2016.	X		X							
Justice and Safety	Spoke	Accountability roundtable to explore Police Scotland commitment to embed human rights in the structures and culture of policing.					X	X	X	X	X	X
Justice and Safety	Spoke	Accountability roundtable to explore Police Scotland commitment to ensure proportionality in stop and search and the use of force.	X				X	X	X	X		
Justice and Safety	Hub	Holding an exploratory roundtable to identify remaining gaps in action not addressed by SNAP thus far that could be a focus for year 3.	X									
Better World	Spoke	Participated in Equal and Fair Legacy event to ensure that human rights were at the heart of the legacy of the XX Commonwealth Games.	X				X	X	X			
Better World	Spoke	Supporting the development of an International Framework/policy statement by Scottish Government.							X			
Better World	Hub	Hosting a Stakeholder workshop on engagement with international treaties to explore how civil society and Scottish Government can engage with reviews of international treaties in Scotland.					X	X				

Action Group	Type	Action	Outcome							
			1	2	3	4	5	6	7	
Better World	Spoke	Improvements made to relevant content on Scottish Government's website.	X			X				
Better World	Spoke	Establishment of a cross-governmental coordination group of officials who lead on each human rights treaty.	X			X				
Better World	Spoke	Led a Climate Change roundtable to support coordinated action across all sectors in Scotland to champion climate justice at home and abroad.	X			X		X		
Better World	Hub	Scottish Government has commissioned a national baseline assessment to develop an evidence base for a Business and Human Rights Action Plan in Scotland.	X	X	X	X	X	X		
Better World	Spoke	Scottish Government commitment to developing an approach to implementation of UNCRPD, has produced a draft disability delivery plan, published Sept 2015 for consultation.	X	X					X	
Better World	Hub	Development of civil society forum to explore how to use international treaties to bolster accountability efforts through campaigning, advocacy and policy development.	X	X			X			
Better World	Hub	Hosting a National Innovation Forum on Incorporating and Implementing International Human Rights to explore ways to improve accountability in practice.	X				X	X		
Better World	Spoke	Amnesty UK hosting an evening reception following the Innovation Forum on international obligations at the Scottish Parliament, to foster learning for MSPs.	X				X			
Better World	Spoke	Coordinated action (Scottish Government & Amnesty International) to support Scotland's engagement at the international level.	X				X			



YEAR THREE: WHAT TO EXPECT



Detailed plans for Year Three are still being developed by all of the SNAP Action Groups. All are planning sessions in late 2015 and early 2016 to revisit the evidence about gaps in current protection for human rights and to look at what's been learned from actions in Years One and Two.

Some likely areas of action include:

- ◆ developing a greater range of case studies and examples of human rights in action;
- ◆ evaluating the impact of awareness raising efforts in year two;
- ◆ rolling out a local model and process to empower people and organisations to develop a shared approach to building a human rights culture;
- ◆ developing a collective strategy to improve human rights education within schools and teacher training;
- ◆ supporting action led by people with experience of poverty to challenge stigma and improve understanding of poverty as a human rights issue;
- ◆ continued implementation of Housing Rights in Practice project to monitor, campaign and engage around human rights issues in housing;
- ◆ supporting civil society organisations to engage in monitoring international human rights treaties;
- ◆ following up actions identified through December 2015's Innovation Forum on incorporating and implementing international human rights;
- ◆ increased work with public authorities in health and social care, justice, economic and social development to secure commitment and action on fulfilling their human rights responsibilities; and
- ◆ developing pilot initiatives around human rights budgeting.

This is by no means an exhaustive list, and more broadly, SNAP will increasingly focus on embedding human rights throughout Scotland's policy making and throughout the way that decisions about resources and priorities are made. Continued work will also take place across SNAP to monitor and measure the impact of all actions taken.



“Before, I had no idea that I had any human rights regarding my housing conditions. I had contacted the Council on many occasions to try and improve conditions in my home and in my community. On some occasions I succeeded however, in the majority I failed.

Through the organisations involved I have learned a lot. They have encouraged me to involve the community as a whole and to discuss our problems in regards to our homes and environment. As a result the residents association has reformed. I have learned that housing conditions not only impacts on physical health but also on our mental health.

The process is currently in the early stages and I look forward to working [together] to make our community a peaceful and happier place.”

HEATHER FORD, COUNCIL TENANT AND MEMBER OF WEST CROMWELL,
PERSEVERE AND CITADEL COURT RESIDENTS ASSOCIATION, TAKING PART IN
“HOUSING RIGHTS IN PRACTICE” PROJECT

Who's involved?

Better Culture Action Group

Amnesty International UK
 Care Inspectorate
 Convention of Scottish Local Authorities
 Engender
 Equality and Human Rights Commission
 Human Rights Consortium Scotland
 Independent Living in Scotland Project
 Office of Scotland's Commissioner for
 Children & Young People
 Police Scotland
 Scottish Councils' Equality Network
 Scottish Council for Voluntary Organisations
 Scottish Government
 Scottish Human Rights Commission
 See Me

Better Lives – Health & Social Care Action Group

Marilyne Kubath – lived experience of
 human rights in health & social care
 Alex Thorburn – lived experience of
 human rights in health & social care
 Carers Scotland
 Convention of Scottish Local Authorities
 Equal and Diverse
 Health and Social Care ALLIANCE
 Joint Improvement Team, Scottish Government
 Mental Health Foundation
 NHS Education for Scotland
 NHS Equality and Diversity Network
 NHS Health Scotland
 Scottish Consortium for Learning Disability
 Scottish Health Council
 Scottish Human Rights Commission
 Scottish Recovery Network
 University of Strathclyde

Better World Action Group

Amnesty International UK
 Engender
 Equality and Human Rights Commission
 Scottish Catholic International Aid Fund
 Scottish Enterprise
 Scottish Government
 Scottish Human Rights Commission
 Together Scotland

LEADERSHIP PANEL

Professor Alan Miller

Chair, Scottish Human Rights Commission

Dr. Alison Elliot

Former Convenor of Scottish Council
 for Voluntary Organisations

Amanda Burgauer/John Hutchison MBE

Co-Chair, Scottish Rural Parliament

Alex Cole-Hamilton

Former Chair, Together – The Children's Rights
 Alliance for Scotland

Alison Petch

Former Director, Institute of Research and
 Innovation in Social Services

Dr. Andrew Fraser

Director of Public Health Science,
 NHS Health Scotland

Dave Moxham

Deputy General Secretary,
 Scottish Trades Unions Congress

Gordon Macrae

Trustee, Scottish Council for Voluntary Organisations;
 Chief Executive, Scottish Humanist Society

Ian Welsh

Chief Executive, Health and Social Care ALLIANCE

James Fowlie

Director of Integration and Development,
 Convention of Scottish Local Authorities

John Scott QC

Vice Chair, JUSTICE Scotland Executive
 Committee; Vice President,
 Society of Solicitor Advocates

John Wilkes

Chief Executive, Scottish Refugee Council

Judith Robertson

Director, see me; Chair, Scottish Refugee Council

Kaliani Lyle

Scotland Commissioner, Equality and Human Rights Commission

Dr. Lindsay Burley CBE

Chair, Scottish Association for Mental Health

Louise MacDonald

Chief Executive, Young Scot

Marsha Scott

Chief Executive, Scottish Women's Aid

Rev. Martin Johnstone

Priority Areas Secretary, Church of Scotland

Naomi McAuliffe

Scotland Director, Amnesty International UK

Deputy Chief Constable Neil Richardson

Police Scotland

Rami Okasha

Acting Director of Strategic Development, Care Inspectorate

Dr. Sally Witcher

CEO, Inclusion Scotland

Sarah Davidson

Director General Communities, Scottish Government

Professor Tahseen Jafry

Director, GCU Centre for Climate Justice

Tam Baillie

Children and Young People's Commissioner Scotland

Tim Hopkins

Director, Equality Network

Better Lives –

Justice & Safety Action Group

Crown Office and Procurator Fiscal Service
Equality and Human Rights Commission

Faculty of Advocates

Justice Scotland

Law Society of Scotland

Office of Scotland's Commissioner for Children & Young People

Police Scotland

Scottish Court Service

Scottish Government

Scottish Human Rights Commission

Scottish Legal Aid Board

Scottish Prison Service

Scottish Refugee Council

Together Scotland

University of Edinburgh

Victim Support Scotland

Better Lives –

Standard of Living Action Group

Citizens Advice Scotland

Convention of Scottish Local Authorities

Engender

Equality and Human Rights Commission

Faith in Communities

Glasgow City Council

Glasgow Disability Alliance

Poverty Alliance

Scottish Government

Scottish Human Rights Commission

Scottish Refugee Council

Shelter Scotland

STUC

Monitoring Group

Diane McGiffen, Audit Scotland

Equality and Human Rights Commission

Konrad Zdeb, The Improvement Service

Erica Wimbush, Independent, formerly NHS Health Scotland

Scottish Government (National Performance Unit)

Scottish Human Rights Commission

Independent academic, University of Edinburgh

Dr Robert Rogerson, University of Strathclyde

Better Lives –

Standard of Living Reference Group

Chick McKenna

Stephen Cruickshank

Morag Notman

+ nine other people with direct experience of poverty

