

Present:

Ian Duddy (Chair, ID)

Claire Methven O'Brien (CMO)

Jim Farish (JF)

Shelley Gray (SG)

In Attendance:

Tiia Kontro (Business Support, Minute Secretary) (TK)

Eilidh Dickson (Policy and International Officer, ELD, Item 6 only)

Apologies:

No apologies

List of Acronyms:

LELG: Lived Experience Leadership Group

1. Welcome / Declarations of Interest

No declarations of interest were made.

2. Minutes of Previous Meeting

The minutes of the meeting held on 3 October 2022 were approved, subject to clearance with our now departed Commissioner Anna Black.

3. Events Calendar

The Forward Look Calendar was introduced and an update provided on key events happening before the end of the year 2022. The Commission discussed the legislative timetable. ID introduced plans to hold a staff away day in the New Year.

4. Gender Recognition Reform (Scotland) Bill

- 4.1. The Commission discussed the Gender Recognition Reform (Scotland) Bill, which was currently being debated in Parliament. The discussion was requested as the Commission's earlier public positions on the draft legislation pre-dated the current college of Commissioners. A paper was tabled for discussion by one Commissioner addressing the legal analysis advanced in SHRC's previous public positions on the bill.
- 4.2. One Commissioner proposed that SHRC's previous legal analysis should be reviewed. A discussion followed with Commissioners setting out their views.
- 4.3. As consensus could not be reached, ID called a vote on whether the Commission's previous analysis and evidence submitted to Parliament should still stand, following the procedure set out in the Commissioner's Handbook. Three Commissioners voted to maintain the position, one Commissioner voted against. As there was a majority in favour of maintaining our current position, the SHRC's policy approach remains unchanged and Commissioners remain bound by collective responsibility.

Commissioners noted that the Commission's operational policy and Parliamentary activity on the Bill would continue on the basis of the existing position, as confirmed by the vote.

5. Payment for Participation

- 5.1. The Chair has agreed an interim payment policy for participation work connected to the review of the Lived Experience Leadership Group (LELG).
- 5.2. The Commission discussed whether to support payment for future participation work, in order to inform our new participation strategy.
- 5.3. The Commission agreed that any future participation work should be paid for and properly budgeted.

6. International Strategy

ELD joined the meeting and introduced a draft paper setting out an interim International Strategy to the Commissioners.

- 6.1. The Commission discussed the reporting requirements for international treaties and the resources required for properly engaging with them. A more detailed strategy would help clarify which treaties the Commission should prioritise in its reporting.
- 6.2. The Commission agreed to the proposals for an interim approach to our international work, until the end of the current financial year (March 2023).
- 6.3. The Commission also agreed to develop a longer-term international strategy, to be drafted by ELD.

7. AOB

7.1. The Commission discussed the Bill of Rights. It was noted that the Commission previously submitted evidence to the Joint Committee on Human Rights (Westminster) in August 2022.

Action: The Commission asked Frank Jarvis to provide a briefing on the Bill of Rights, summarising the Commission's advocacy to date.

7.2. A Commission only discussion took place. No further minutes were recorded.