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12 January 2024

Dear Minister

## **Status update on implementation of Scotland's National Action Plan for Human Rights (SNAP 2)**

Further to the publication of SNAP 2 in March 2023, as we approach the final quarter of year one of the plan, the Scottish Human Rights Commission would appreciate an update on the status of the implementation.

As you will be aware, SNAP 1 was published in 2013. However, despite the Action Plan's vision, the independent evaluation of SNAP 1 published in 2019 found that it did not have adequate support to put all its commitments into practice.

To ensure that SNAP 2 did not face similar issues from the outset, in October 2021 and running to March 2023, funding was provided by the Scottish Government to facilitate interim hosting and leadership panel

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support via the Commission. A Secretariat Lead was seconded to recruit and support the new SNAP Leadership Panel to review, revise, finalise and publish SNAP 2.

SNAP 2 (2023-2030) was published in March 2023.

Following its publication, it was agreed that the Scottish Government would take over as secretariat for SNAP 2. At this time the Commission stepped down from a co-chairing role of the SNAP Leadership Panel to take up a monitoring role in the implementation of SNAP, in line with the Commission's mandate as Scotland's National Human Rights Institution.

Acknowledging that not all action could happen at once, it was agreed via the Panel that the next step for the Scottish Government would be to prioritise actions within the plan for consideration and engagement with the Leadership Panel.

Having attended the subsequent meetings of the Leadership Panel on 20<sup>th</sup> June 2023 and 27<sup>th</sup> September 2023, the Commission understands that priority actions from the plan have not yet been identified, and the next meeting of the panel has been postponed until March 2024.

In order to assist us in our independent monitoring role, the Commission would therefore be grateful if you could provide an update on what steps have been taken to prioritise the actions from the SNAP 2 plan for immediate consideration, and further, what progress has been made to date on implementation more broadly.

In respect of alignment with other critical policy areas, we are also mindful of the Scottish Government's ongoing work to develop proposals for changes to the National Outcomes and the wider National Performance Framework (NPF), which we understand will be considered by Cabinet in early 2024, with a revised NPF likely to be published in Autumn 2024.

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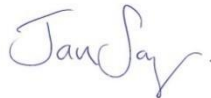
We would be grateful for an update on what steps have been taken to align SNAP 2 with the NPF as part of this review.

Following the conclusion of the public consultation period in October 2023 on the proposed Human Rights Bill, we would also be grateful for an update on what steps are being taken to align SNAP 2 with the proposed new Human Rights Scheme as part of the New Human Rights Bill for Scotland.

Finally, on all of the above points, it would be helpful to understand how the Leadership Panel has been engaged in the process, and what plans are in place to develop this as part of its work plan for 2024-25.

The Commission continues to support the ambition of the SNAP 2 plan, and looks forward to your assurance on progress with its actions.

Yours sincerely,



Jan Savage  
**Executive Director**  
**On behalf of the Commission**