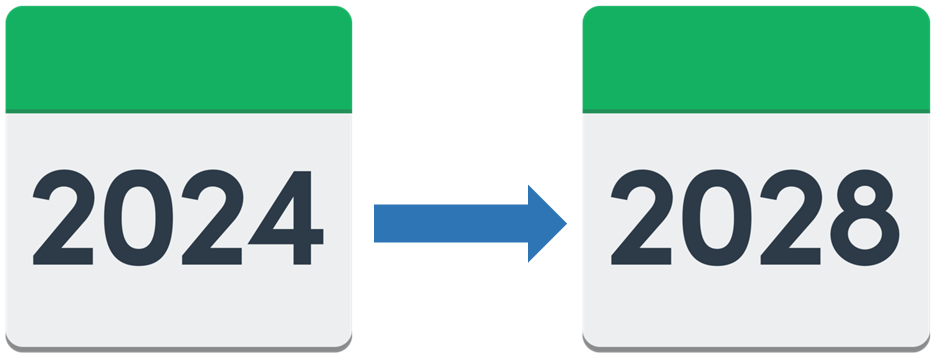
# Scottish Human Rights Commission logos - SHRC in blue writing and a white symbol of a person inside the curves of the R.Scottish Human Rights Commission



**Our Strategic Plan**

**2024 to 2028**



## About this document

|  |  |
| --- | --- |
| A man holding an Easy Read document. | This is an Easy Read document. |
| A spiralbound plan document showing a team working together. | It is a **plan**.  A **plan** sets out what an organisation is going to do. |
| 3 people sitting together at a desk with a document. Above them is the SHRC logo. | This new plan sets out what the Scottish Human Rights Commission is going to do.  It is also called a Strategic Plan. |
| Calendar pages showing 2024 and 2028 with an arrow between them. | The plan lasts from 2024 to 2028. |

## About the Scottish Human Rights Commission

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| a group of people next to the Human Rights Act law document | **Human rights** are the basic rights and freedoms that belong to everyone. |
| A group of people raising their arms in celebration in front of the blue and white Scotland flag. | The Scottish Human Rights Commission is an important organisation for **human rights** in Scotland.  We protect people’s human rights in Scotland. |
| 3 people using magnifying glasses | We look closely at:     * the Scottish Government * public organisations – like the police, local councils and hospitals |
| A checklist with 3 green ticks. | The Scottish Human Rights Commission reports to:   * the Scottish Parliament * the **United Nations** * the **Council of Europe** |
| the United Nations logo - a circular world map in turquoise, surrounded by 2 olive branches | The **United Nations** is a group of many countries working together to make the world a safer and better place. |
| A white swirling 'e' with a circle of yellow stars on a blue background. It is the logo for Council of Europe. | The **Council of Europe** is a human rights organisation with many countries in Europe working together to make human rights better in Europe. |
| A group explaining and talking towards their left. | We can:   * suggest changes to laws * suggest changes to policies * suggest changes to what happens |
| 2 people either side of a flipchart on a stand, showing a picture of a group of people next to the Human Rights Act document | We help more people to understand about human rights. |
| 3 people sat at modern wooden desks with laptops, papers, microphones and a magnifying glass to the front saying 'inquiry'. | We can also do **inquiries** into the policies and practices of public organisations – like hospitals, councils and police. |
| 4 different hands reaching handles on a shared magnifying glass that says 'inquiry'. | An **inquiry** is a review into what went well and what could have been done better. |

## Our Values

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| A woman with her hand to her chest as if she is saying 'me'. | We believe that people should take part in decisions that are about their rights. |
| 3 people using magnifying glasses | We believe that human rights should be checked to see if they are being protected.  And if they are not, there should be changes made. |
| An octagonal stop sign with a hand above the word 'stop'. | We believe we must stop it when someone is treated unfairly.  Being treated unfairly is also called **discrimination**. |
| A woman explaining something with a document to a man. They are sitting together and looking relaxed. | We believe everyone should understand their rights.  And that everyone should be able to take part in decision that affect them. |
| a group of people next to the Human Rights Act law document | We believe that the laws on human rights should be followed. |
| A man pointing to a page. | We also call our values the PANEL principles. |

## Our Plan for 2024 to 2028

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| --- | --- |
| A man at a desk with an online questionnaire on his computer screen asking 'what do you think?' | To help make our plan, we asked people in Scotland what they thought.  We sent out a questionnaire.  We organised events so that we could hear people’s thoughts. |
| A collection of different groups of people and individuals. They are surrounded by purple speech bubbles to represent those people's thoughts. | We asked people in Scotland what human rights mean to them in their work and in their lives. |
| A checklist with 3 green ticks. | We used people’s answers to help us write 3 main aims.  We will work on these 3 aims from 2024 to 2028. |

## 1. Purpose

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| --- | --- |
| A group of people raising their arms in celebration in front of the blue and white Scotland flag. | In this document, **purpose** means that we will keep using our powers to make human rights better in Scotland. |
| A group of smiling people. | We will make sure there are strong human rights protections for everyone. |
| A court, a judge and her hammer and gavel. | When things go wrong we will make sure that **justice** happens.  **Justice** means getting help from the police or courts to find out what happened and make it right when something has gone wrong. |
| A training flipchart and 2 women pointing to it. | Some of the things we will do are:   * to give advice to the Scottish Parliament and train its staff |
| A woman and man talking together and sharing paperwork. | * to give advice to public organisations, like local councils and the NHS |
| Logos for UN and CoE. | * to work with the United Nations and the Council of Europe to see if the Scottish Government is doing the right things |
| A group of smiling people with their arms protectively around a smiling woman. Behind them is a poster saying 'our rights'. | * to look carefully at the Scottish Government’s new **Human Rights Bill** |
| the blue and white Scotland flag. | The **Human Rights Bill** is a new set of human rights laws that may be happening in Scotland. |

## 2. People

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| 2 groups of people meeting and shaking hands. | We will talk to as many people as we can across Scotland.  We will find out more about human rights in their lives. |
| 2 people shaking hands. Radiating lines around them show 'new'. | Some of the things we will do are:   * to make new ways for people to join in with our work |
| A map with Scotland hig | * to visit communities across Scotland and build a team of people who help others with their human rights |
| A man next to a list of green ticks. | * to work on these areas:   + **poverty** – people who do not have enough money for the basic things they need to live   + prisons   + getting justice when things have gone wrong   + groups with special protections – like disabled people and Gypsy Travellercommunities |

## 3. Performance

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| --- | --- |
| A woman thinking - beside her is a tick and and a cross. | In this document, **performance** means how well something is happening. |
| A magnifying glass over Scotland on a map. | We will check on how well human rights are happening in Scotland. |
| A woman pointing to a magnifying glass showing a bar chart. | Some of the things we will do are:   * to collect more information about how human rights are happening in Scotland |
| An Easy Read report document. | * to write a report called State of the Nation |
| 2 groups of people meeting and shaking hands. | * to join groups which look more closely at human rights in prisons |
| A woman pointing to a pie graph. | * to put on our website our findings about what people think of human rights in Scotland |

## Getting stronger

|  |  |
| --- | --- |
| A man using a megaphone. | Our new plan from 2024 to 2028 says we will get better at sharing what we do.  We want more people in Scotland to know about human rights. |
| 3 smiling colleagues. | Our plan also checks that we are a good place to work with good leadership. |
| Spiralbound Plans documents | We will share a plan for each year with lots of details about what we are going to do.  These yearly plans will be on our website. |
| A computer. | If you want to see the [full Strategic Plan you can find it on our website here](https://www.scottishhumanrights.com/media/2623/scottish-human-rights-commission_strategic-plan-2024-28.pdf). It is also [available in BSL on our YouTube channel here](https://www.youtube.com/watch?v=S6qCwXEQ5w4). |