SNAP 2: Proposal for Scotland's second National Action Plan for Human Rights

September 2019

Contents

Introduction

This document sets out a proposal for Scotland's second National Action Plan for Human Rights (SNAP 2). It describes how the first National Action Plan (SNAP) worked and how SNAP 2 has been developed.

We want your views on this proposal. We are also seeking your support and endorsement of SNAP 2.

SNAP 2013-2017

SNAP was Scotland's (and the UK's) first National Action Plan for Human Rights. It was an ambitious roadmap towards a Scotland where everyone can live with human dignity. SNAP was launched on 10 December 2013, marking International Human Rights Day. It ran for four years until December 2017.

Find out more about SNAP at www.snaprights.info.

SNAP was independently evaluated in 2018. You can read the Independent Evaluation Report online[1].

2017 National Participation Process

During 2017, over 1,500 people took part in a National Participation Process around Scotland to inform the future of SNAP. This included eight events in communities around Scotland, an online survey and a National Participation Event, which was also live-streamed and facilitated online to enable people to take part remotely.

From this work, people identified 25 key human rights themes and some possible actions for SNAP 2 to focus on in the future. You can read a report from the National Participation Process online[2].

1	http://www.snaprights.info/wp-content/uploads/2019/07/SNAP-Evaluation-vFinal-16-July-2019.docx
2	http://www.snaprights.info/wp-content/uploads/2019/03/7.-SNAP-All-Our-Rights-Report-vFinal-Word-March-2018.docx

SNAP 2

The next phase of SNAP is now being developed, known as 'SNAP 2'. Since July 2018, a Development Working Group of around fifteen people from across civil society and the public sector has been working to develop SNAP 2. See Annex A for a list of members.

This group has met nine times with support from an independent facilitator.

The Group has:

✦ Learnt from the Independent Evaluation of SNAP 2013-2017;

✦ Learnt from the 2017 National Participation Process Report;

✦ Proposed SNAP 2 issues and actions related to the 25 themes; and

✦ Recommended a delivery, governance and resourcing model for SNAP 2.

Group members also did significant work between meetings, including:

✦ Research;

✦ Gathering more views from other people and organisations;

✦ Analysing sources of evidence on human rights; and

✦ Preparing summaries of their work for the rest of the Group.

The Development Working Group has now produced this document for your views and support. It is being shared online and at events for: people with lived experience of human rights issues; community groups and civil society organisations; public bodies; Scottish Government officials and Members of the Scottish Parliament.

We want your views on:

✦ The SNAP 2 issues that have been identified across 25 themes;

✦ The 60+ proposed actions for SNAP 2;

✦ How your community could support and be involved in SNAP 2; and

✦ An organisation, governance and resourcing model for SNAP 2.

Share your views by Monday 16 December 2019

Online: https://www.surveymonkey.co.uk/r/Y89PC98
Email: actionplan@scottishhumanrights.com

From SNAP to SNAP 2

The diagram below shows the journey so far in developing SNAP 2.

SNAP 2013 - 2017

- Based on four years' research and participatory work by the Scottish Human Rights Commission.

- Dedicated groups of people with lived experience of human rights issues, civil society and public bodies doing 4 years of activity.

- Working towards achieving long term outcomes to 2030.

- Overseen by Leadership Panel.

- Annual reports and case studies.

- Independent.

National Participation Process 2017

- Over 1,500 people and organisations around Scotland take part in person and online.

- Identifies 25 key themes and some actions for SNAP to focus on in the future.

National Participation Process 2017

- 15 people from civil society and public bodies.

- Uses national and international evidence base, including the National Participation Process Report.

- Identifies a list of issues directly linked to 25 key themes.

- Proposes 61 potential actions to address the issues and themes.

- Proposes a model for how SNAP 2 will be organised, goverened and resourced.

National Participation Process 2017

- Seeking views on identified SNAP 2 issues.

- Seeking views on 62 proposed SNAP 2 actions.

- Seeking views on proposed SNAP organisation, governance and resourcing model.

- Share your views by Monday 16 December 2019, see page 61 for details.

SNAP 2013-2017

What was SNAP?

SNAP was the first National Action Plan for Human Rights in any part of the UK. It was based on:

- ✦ Four years of national research and partnership working on human rights in Scotland;
- ✦ Experiences from other countries all over the world; and
- ✦ Guidance from the United Nations and the Council of Europe.

According to the United Nations, National Action Plans should be/have:

- ✦ Evidence-based;
- ✦ Inclusive with all stakeholders shaping commitments;
- ✦ High level and long-term support including from duty bearers;
- ✦ Action-orientated;
- ✦ Realistic about resource constraints and pragmatic considerations;
- ✦ Measurable indicators;
- ✦ Adequate support to take forward actions; and
- ✦ Monitored and independently reviewed.

You can read more about how SNAP was developed online[1].

How did SNAP work?

SNAP was coordinated by the Scottish Human Rights Commission[2]. It was developed and implemented by a diverse range of people and organisations working together. This included people with lived experience of human rights issues, public bodies (e.g. NHS), civil society organisations, and the Scottish Government.

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1   http://www.snaprights.info/how-snap-was-developed
2   http://www.scottishhumanrights.com

Lots of activity took place as part of SNAP across five themes:
- ✦ Better Human Rights Culture
- ✦ Better Lives – Adequate Standard of Living
- ✦ Better Lives – Health and Social Care
- ✦ Better Lives – Justice and Safety
- ✦ Better World – Scotland's International Obligations

SNAP actions were developed and implemented by five dedicated Groups, including the Health and Social Care Action Group and the Adequate Standard of Living Reference Group. Most activity was aimed at increasing people's awareness, understanding and realisation of their human rights. An expert Leadership Panel oversaw SNAP strategy and direction and a Monitoring Progress Group developed outcomes and progress indicators.

Innovation Forums were events that came up with ideas for action through SNAP, feeding into the work of the Action Groups. SNAP also produced reports for the Scottish Parliament, which then held debates and other events about SNAP.

SNAP helped to connect actions in Scotland with the United Nations human rights system, and was commended by several international human rights bodies.

The diagram below shows how different parts of SNAP fitted together.
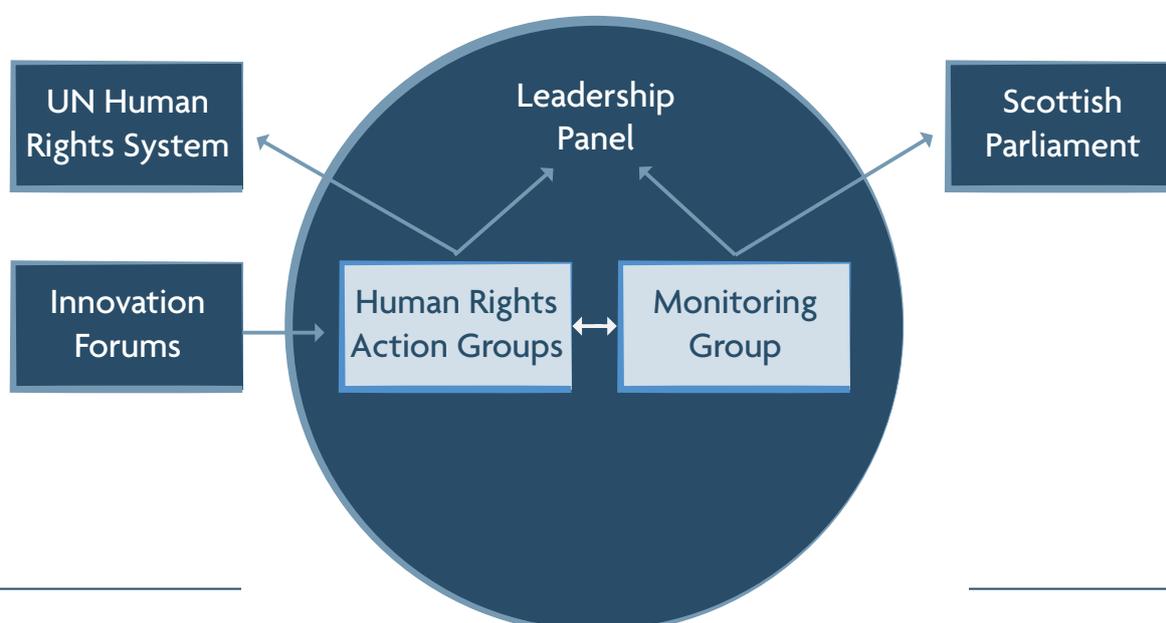
SNAP Impact and Evaluation

Annual reports were produced on SNAP actions and progress. They were presented to the Scottish Parliament and shared with people and organisations with an interest in human rights in Scotland.

You can read all of these reports, and see some case studies of SNAP actions, online[3].

In 2018, SNAP was evaluated independently by Dr. Jo Ferrie of the University of Glasgow. The evaluation was based on interviews that took place throughout the four years of SNAP and a review of various documents produced through SNAP. Dr Ferrie evaluated SNAP against the same United Nations list of what a national action plan should be/have. Her main findings are set out below.

Evidence-based:

✦ *Getting it Right?* was robust, inclusive and participatory evidence

✦ Ongoing need to update evidence base and keep it live (e.g. aligned to international treaty body recommendations and new developments)

Inclusive with all stakeholders shaping commitments:

✦ SNAP was partly inclusive

✦ Participation of people with lived experience and civil society requires further attention and resourcing

High level and long-term support including from duty bearers:

✦ Variable commitment, particularly from Scottish Government and other duty bearers

✦ Tension between duty bearers as collaborative partners and focus of accountability

✦ High levels of commitment from civil society

✦ Scottish Human Rights Commission investment/role not sustainable

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3   www.snaprights.info

Action-orientated:
- A 'hub and spoke' model of actions is useful to consider for future
- Balance required between identifying and implementing clear actions and ability to respond to emerging issues
- Difficult to agree actions when broad, diverse stakeholders involved
- Successful action requires leadership, resources, time commitment and a positive context e.g. willingness and awareness from relevant stakeholders

Realistic about resource constraints and pragmatic considerations:
- Roles and expectations were not clearly defined at outset
- Need to accept limitations on resources
- Ambition exceeded practical ability to deliver

Measurable indicators:
- 2030 outcomes framework useful
- Monitoring should be embedded into planning from the outset

Adequate support to take forward actions:
- Insufficient support to put commitments into practice
- SNAP under-resourced by state compared to other countries

Monitored and independently reviewed:
- Monitoring and accountability structures should be embedded into action planning and delivery
- External communications important tool for transparency and accountability
- Mixed methods evaluation valuable but resource-intensive

You can read the full Independent Evaluation Report online[4].

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4   http://www.snaprights.info/wp-content/uploads/2019/07/SNAP-Evaluation-vFinal-16-July-2019.docx

Developing SNAP 2

2017 National Participation Process

During 2017, over 1,500 people took part in a National Participation Process around Scotland to inform the future of SNAP. This included eight events in communities around Scotland, an online survey and a National Participation Event, which was also live-streamed and facilitated online to enable people to take part remotely. You can read a report from the National Participation Process online[5].

From this work, people identified 25 key human rights themes and some possible actions for SNAP 2 to focus on in the future. The National Participation Process was a crucial part of developing the next phase of SNAP, known as 'SNAP 2'.

Development Working Group

Since July 2018, a Development Working Group of around fifteen people from civil society and public bodies has been working to develop SNAP 2. This group has met nine times, supported by an independent facilitator.

The Group has:

✦ Learnt from the Independent Evaluation of SNAP 2013-2017;

✦ Based its work on the 2017 National Participation Process Report;

✦ Identified key issues and over 60 corresponding actions related to the 25 themes; and

✦ Recommended a delivery, governance and resourcing model for SNAP 2.

Group members also did significant work independently between meetings, including:

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5   http://www.snaprights.info/wp-content/uploads/2019/03/7.-SNAP-All-Our-Rights-Report-vFinal-Word-March-2018.docx

◆ Research;

◆ Gathering more views from other people and organisations;

◆ Analysing sources of evidence on human rights; and

◆ Preparing summaries of their work for the rest of the Group.

SNAP 2 At A Glance

SNAP 2 is a collaborative programme of action that brings together people with lived experience of human rights issues, civil society organisations, government and public authorities with a shared aim of building a Scotland where everyone's human rights are fully respected, protected and fulfilled.

Vision for SNAP 2
A Scotland where all can live with human dignity

7 Outcomes by 2030

25 Human Rights Themes

60+ Actions by 2025

Rolling Actions from 2025 - 2030

Medium term outcomes / indicators

Delivery, Governance and Resources

SNAP 2: 2030 Outcomes

There are seven outcomes for Scotland's National Action Plan for Human Rights to achieve by the year 2030. These outcomes were developed for SNAP 2013-17. They have been reviewed, adjusted slightly and now apply to SNAP 2.

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

Participation: Each of us can participate in shaping and directing decisions that affect our human rights, and the rights of others.

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

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

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

Access to Public Services: 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.

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

SNAP 2: 25 Key Themes

During the 2017 National Participation Process, the following 25 key human rights themes were identified for SNAP 2. They are the foundation for the actions that are being consulted on.

- ❖ Children and Young People's Rights
- ❖ Cultural Rights – Rights of Gypsy/Travellers
- ❖ D/deaf and Disabled People's Rights
- ❖ Equality and Freedom from Discrimination
- ❖ Freedom of Expression
- ❖ Freedom of Faith and Belief
- ❖ Freedom from Violence, Abuse and Neglect
- ❖ Justice – Access to Justice, Policing and Criminal Justice
- ❖ Mental Health
- ❖ Older People's Rights
- ❖ Personal Choice and Autonomy
- ❖ Right to Adequate Standard of Living
- ❖ Right to Education
- ❖ Right to Employment / Workers' Rights
- ❖ Right to Housing
- ❖ Right to Participation
- ❖ Right to Participation in Democratic Process / Voting
- ❖ Right to Physical Health
- ❖ Right to Private and Family Life
- ❖ Right to Social Security
- ❖ Rights of LGBTQI People
- ❖ Rights of People from Black and Minority Ethnic Groups
- ❖ Rights of Refugees and People Seeking Asylum
- ❖ Social Care and Right to Independent Living
- ❖ Women's Rights

SNAP 2: Identifying Issues and Actions

Using the 25 key human rights themes as a framework, the Development Working Group took a systematic approach to identifying and prioritising proposed SNAP 2 human rights issues and actions.

Issues

The Group started by identifying major human rights issues related to the 25 key themes. This was done by reviewing available evidence and in further consultation with people and organisations.

Sources of evidence included:

✦ *Getting it Right?* A comprehensive research report into human rights in Scotland[6];
✦ United Nations recommendations on human rights in Scotland;
✦ The 2017 National Participation Process Report;
✦ Other views from relevant networks of people and organisations; and
✦ Any other research available for each theme.

A huge number of issues were identified across the 25 themes. This was too many for SNAP 2 to be able to focus on in a practical way. The Group therefore used the following criteria to prioritize and shorten the list of issues:

1. Does this issue impact on multiple rights?
2. Does tackling this issue also help tackle the root cause of wider / bigger problems?
3. Is this issue a grave rights violation and / or does it affect a very large number of people?
4. Is there a clear and explicit link between this issue and human rights laws and standards?
5. Is this issue seen as a priority for action by people with lived experience?

6   http://www.snaprights.info/how-snap-was-developed/getting-it-right

6.   Could SNAP 2 add clear value to any existing work taking place on this issue?

7.   Is there clear potential for action on this issue to generate wider learning for other issues / contexts?

8.   Is the issue reflected in a United Nations treaty body recommendation?

9.   Are there identified potential resources available to support work on this issue?

10.   Does the government buy-in to the importance of this issue?

11.   Do relevant public authorities buy-in to the importance of this issue?

Actions

The Development Working Group then identified actions for the key themes and prioritized issues. Again, a huge number of actions for each theme and issue were identified; too many for SNAP 2 to be able to carry out.

The Group prioritised and shortlisted actions by:

✦   Mapping actions to the 2030 Outcomes;

✦   Refining and modifying early suggested actions (e.g. by the 2017 National Participation Process);

✦   Generating new ideas for actions to respond to prioritised issues;

✦   Assessing the feasibility and potential for impact of each action;

✦   Estimating the cost of each action;

✦   Identifying timescales and first steps required to implement each action; and

✦   Identifying indicators of success for each action.

There are now over 60 potential actions proposed for SNAP 2.

The following section of this proposal sets out the issues and actions proposed for SNAP 2 under each of the 25 key human rights themes.

Annex B also shows the actions, categorised into 12 different types of activity. Annex C shows how each of the actions contributes to the seven SNAP outcomes by 2030.

Theme 1: Children and Young People's Rights

Issues

- ❖ The need to ensure that all children's human rights are binding through the incorporation of the UNCRC and other international human rights treaties into Scotland's laws, including engagement with planned Scottish Government proposals for new laws.

- ❖ The need to ensure that children, young people, parents and professionals receive appropriate education about rights.

- ❖ The need to ensure all children and young people (CYP) are able to exercise their right to participate and be involved in decisions that affect them and their wider community, and that their views are given due weight – including those who are disabled, younger, Care Experienced, from BME groups, have a parent in prison, are seeking asylum, live in poverty, have experienced trauma and abuse or are involved in the juvenile justice system.

- ❖ Increasing prevalence of child poverty / failure to respect, protect and fulfil right to adequate standard of living.

- ❖ CYP experience barriers to realising their right to education including poverty, discrimination, lack of school resources and lack of adequate facilities and provision for CYP with additional support needs, or who are D/deaf or disabled.

- ❖ CYP experience particular issues in relation to their rights to mental health including inadequate funding for child and adolescent mental health services (CAMHS), failures to address bullying in schools, communities and online, pressures caused by social media use and content, and lack of resources invested to address the problems.

- ❖ Particular rights issues experienced by looked after children and young people.

Actions

❖ Ensure CYP rights and perspectives are fully integrated across SNAP 2

❖ Support and connect with wider ongoing action by civil society and CYPCS to advance the incorporation of the UNCRC and wider international human rights treaties

❖ Support, connect with and contribute to wider ongoing action to ensure CYP can participate actively and meaningfully in decisions that affect them and their communities, including through monitoring the implementation of the Scottish Government's Action Plan for Children's Rights 2018-21 and National Performance Framework.

❖ Instigate proactive action to tackle barriers to CYPs right to mental health

❖ Instigate proactive action to tackle barriers to educational attainment in the context of CYPs right to education

❖ Instigate proactive action to help eradicate poverty as a means of realising right to adequate standard of living for CYP and their families

Theme 2: Cultural Rights – Rights of Gypsy/Travellers

Issues

❖ Right to housing: lack of provision of adequate and culturally appropriate stopping sites and other forms of accommodation, and serious issues with habitability and conditions of sites and accommodation that is available e.g. lack of sanitation and clean water.

❖ Right to education: gaps in educational attainment particularly acute for Gypsy/Traveller children; bullying particularly an issue against Gypsy/Traveller children.

❖ Right to health: issues with access to health services and discriminatory attitudes and practices towards Gypsy/Traveller people, particularly affecting women. Life expectancy markedly lower for Gypsy/Travellers compared to settled population.

❖ Participation: the need to ensure that Gypsy/Traveller communities are involved and listened to in government and local authority policy and decision-making processes that affect them, including planning, housing, education, employment and healthcare.

❖ Discrimination: persistently high levels of discriminatory public attitudes towards Gypsy/Travellers

❖ Social care: Gypsy/Traveller carers experience isolation and barriers accessing trusted support services

Actions

❖ In collaboration with Scottish Gypsy/Traveller communities, hold the Govt to account for the development, implementation and monitoring of the Scottish Gypsy Traveller Action Plan

Theme 3: D/deaf and Disabled People's Rights

Issues

❖ Lack of accessible, inclusive information and communication practices across the public sector and society more widely mean that D/deaf and disabled people face significant barriers to knowing and understanding their rights, and to being able to assert and claim them.

❖ Disproportionately high prevalence of stigma, prejudice and discrimination experienced by D/deaf and disabled people create multiple barriers to their ability to access their rights in multiple contexts including housing, employment, participation in public life, family life, social security etc.

❖ D/deaf and disabled people's right to freedom of movement severely restricted by lack of access to affordable and accessible transport, which also undermines their rights to access services and participate in society.

❖ D/deaf and disabled people experience multiple barriers to their rights to autonomy and independent living.

❖ D/deaf and disabled people face disproportionately high barriers to their right to employment both in terms of accessing employment in the first place and sustaining employment when they become disabled or develop a significant sensory loss.

❖ There is a severe shortage of accessible housing for D/deaf and disabled people in Scotland across all tenures, undermining their right to adequate housing and affecting their rights to participation, health and family life.

Actions

❖ Support Scottish Government to monitor the implementation of new social security system to assess impact on D/deaf and disabled

people's rights

- ❖ Ensure DDP's barriers to the right to employment are reflected in Business & Human Rights National Action Plan

- ❖ Mainstream inclusive communications standards & practices across SNAP 2 activities and partners, leading to significant progress in Scotland becoming an 'Inclusive Communication Nation'

- ❖ Research the extent to which DDP are being pushed towards care home options rather than independent living, in order to inform future actions

Theme 4: Equality and Freedom from Discrimination

Issues

❖ Need for better protection from multiple types of / intersectional discrimination: i.e. when someone is discriminated against on the basis of different characteristics at the same time e.g. disability, gender, sex, race, age.

❖ Hate crime: need for better systems to encourage reporting, better investigation and more effective ways to prosecute and punish offenders, and a review of what constitutes hate crime.

❖ Tolerance and respect: need for work to build a stronger culture of tolerance, respect and non-discrimination, and to tackle hateful, discriminatory public discourses, attitudes and behaviours.

❖ Data: lack of systematic collection and analysis of data by government and public authorities that is disaggregated across all protected characteristics

Actions

❖ Develop rights-based intersectionality training / good practice model for public bodies and civil society to show what 'good' looks like

❖ Intersectional data: bring equalities and rights organisations together with SDG Network and SG to create a map of gaps in intersectional data (there is nothing but gaps) and a plan of how to fill them and commitment to respond.

Theme 5: Freedom of Expression

Issues

❖ The prevalence and nature of online bullying, harassment and abuse, and lack of adequate legal and policy framework, leading to people not being able to express themselves online in a safe way

❖ Inadequacies in law and policy relating to hate crime leading to lack of clarity for people about the parameters of limitations on their freedom of expression.

❖ The use of communications surveillance in a way that infringes upon people's rights

❖ Blasphemy law

❖ Need to re-examine how people's right to access information is being realised in practice when it comes to accessing information held by government and public bodies i.e. is Freedom of Information working in practice?

❖ Issues raised by the way defamation law operates to create barriers to freedom of expression

Actions

❖ Develop a rights-based approach to communications surveillance that brings rights holders and duty bearers together to better understand the rights issues and develop rights-based policy and practice

❖ Connect with wider initiatives to tackle online bullying, harassment and abuse to ensure rights-based approach that involves rights-holders and duty-bearers and creates an example of best practice in rights-based policy and practice in relation to emerging technologies

❖ Scope the potential development of rights-based approach to re-examining FOI law and wider issues in relation to accessing information held by government and public bodies

Theme 6: Freedom of Faith and Belief

Issues

❖ There are changing demographics around religion and belief. A 2018 Humanist Society Scotland report suggested that 59% of the population identify as non-religious. NRS data shows that of the population identifying as having a religion the largest religions in Scotland were Christianity (54%) and Islam (1.4%) with people having no religion was 37%. (NRS 2013).

❖ Between 2010/11 and 2016/17, the unemployment rate fell for most religion or belief groups, with large decreases for Muslims, and for those of other religions.

❖ Between 2010/11 and 2016/17, the number of hate crime charges declined overall with 13% for religion. Online abuse particularly targeted at Islam and the linkage to terrorism remains an issue.

❖ A 2017 Scottish Government commissioned report noted that sectarianism remains a deep-rooted and serious problem which continues to manifest itself in areas across Scottish society. There is also evidence that a culture of denial exists in some areas, and that this culture remains an obstacle to progress.

❖ In terms of social and community cohesion and participation in society according to the EHRC's Is Scotland Fairer 2018 report people from religious minority groups were less likely than people of no religion to say that most people in their neighbourhood could be trusted (18.9% compared with 59.6%).

❖ In terms of economic issues Muslims had significantly lower median earnings (£9.19) than those of no religion or Christians (both £11.39). The pay gap between Muslims and those of no religion was as high as 19.3%.

❖ There is a particular lack of reliable national and services data collection and published evidence on the needs of people from different religious communities across a variety of public services.

❖ Consideration that children and young people should have the right to opt out of religious observance in Scottish schools rather than rely on parental consent.

Actions

❖ Undertake a workshop of key stakeholders, including young people, to identify the degree to which faith & belief communities consider their human rights to practice their beliefs are (if at all) being negatively impacted and what (if anything) SNAP can do to address this.

Theme 7: Freedom from Violence, Abuse and Neglect

Issues

❖ Women and girls at disproportionate risk of violence including forced marriage, FGM and domestic abuse and violence, including being killed by male partners and family members. Resources and funding needed for support services and to ensure effective implementation of relevant legislation.

❖ Resources and support needed for child victims and witnesses of domestic abuse.

❖ Some evidence emerging of high levels of domestic abuse experienced by LGBTQI people, with more research required to fully understand the issues and their experiences.

❖ Adult and child victims of trafficking at increased risk of exploitation, violence, abuse and neglect.

❖ Strip searching of children and young people. Distressing and traumatic nature of strip searches given age, stage of development and power imbalance between children and police personnel. Risk of re-traumatisation of already vulnerable individuals.

❖ Use of restraint and pain compliance techniques in Young Offenders Institutions. Lack of publicly available data. Risk of re-traumatising vulnerable young people.

❖ Access to mental health services for children and young people (CAMHS), particularly those in secure units and Young Offenders Institutions, including those moving between local authorities.

❖ Suicides and mental health support services in Young Offenders Institutions.

- ❖ Systematic delays around Fatal Accident Enquiries into deaths in police custody, prisons and Young Offenders Institutions.

- ❖ Inappropriate placement of children and young people in Young Offenders Institutions as a result of secure care units being at full capacity.

- ❖ Restraint and seclusion in schools. Existence of adequate local and national guidance, data collection.

- ❖ Restraint and seclusion in alternative care and mental health settings.

- ❖ Equal protection of children and young people from assault by parents/ carers. Progress of Children (Equal Protection from Assault) (Scotland) Bill. Effective implementation and awareness raising.

- ❖ Use of mosquito devices to disperse groups of children and young people. Causing discomfort and distress. Interfering with rights to assembly, enjoyment of public spaces and contributing to intolerance of childhood.

- ❖ Bullying and violence in schools, particularly affecting LGBTQI, disabled, Gypsy/Traveller children. Sexual violence in schools particularly affecting girls.

- ❖ Disabled people more at risk of abuse, ill-treatment, sexual violence and exploitation, particularly disabled women, children and older disabled people.

Actions

- ❖ Map what is happening already in this area and bring a human rights analysis to this

Theme 8: Justice – Access to Justice, Policing and Criminal Justice

Issues

❖ Lack of identifiable access to local justice in many areas, resulting from the centralisation and nationalisation of resources in both Crown Office and Procurator Fiscal Services (COPFS) and Police Scotland.

❖ Lack of knowledge of who is responsible for justice locally, or what the justice system does or does not do, contributing to people not reporting crimes – a particular issue for people from minority groups.

❖ Issues around the minimum age of criminal responsibility both in terms of the children's rights issues involved, and the need to protect others from harm, ensure access to justice and right to a remedy for victims, including community concerns about recidivism – this issue needs significant cross-community consultation and review with all agencies..

❖ Issues around presumption of liberty affected by intent to continue to arrest and temporarily incarcerate people pending an interview

❖ Issues around accessibility of services including reduced local premises and opening times, need for more inclusive communication and accessible information.

❖ Issues around how to best ensure and resource a system that supports and ensures the rights of victims of crime.

❖ Need for deeper engagement with communities, particularly in relation to equalities groups, to understand and identify how different rights issues affect different communities.

Actions

❖ Frame the whole justice system from a human rights, trauma-informed perspective to work out what it would look like from perspective of e.g. children & young people, people with learning disabilities, people with mental health problems, older people, people from BME communities, women, LGBTQI+ people

❖ Explore options to embed Council of Europe guidelines into justice system in Scotland

❖ Human rights based analysis of access to justice issues including legal aid, centralisation of resources including COPFS, level of provision etc

Theme 9: Mental Health

Issues

❖ Issues with AAAQ standards and access to services (including prevention and early intervention; stigma and discrimination experienced by people with lived experience (all groups); and interdependence with and knock on impact of these two points on other rights.

❖ Very bad waiting times generally for mental health services

❖ Lack of good/quality knowledge of rights (by right holders and duty bearers)

❖ Problems with accountability and lack of adequate redress

❖ Lack of access to freely available independent advocacy services/ support to facilitate involvement. Key issue is participation in decision-making (e.g. Supported Decision Making like independent advocacy), which needs to be implemented far earlier on in processes; freely and widely available to people with lived experience; and there's redress and accountability if it's not present.

Actions

❖ Support & empower people with lived experience of mental health problems to be at the heart of / have a voice in Mental Health Act review, mental health strategy policy engagement, and other relevant public policy discussions

Theme 10: Older People's Rights

Issues

❖ Range of issues affecting the rights of older people in relation to social care, including rising eligibility criteria for access to social care, disproportionately poor access to Self Directed Support (SDS), neglect and abuse of older people in care home and care-at-home settings, and impact of high turnover in the social care workforce.

❖ Impact of technology including increasing digitalisation, automation and growing use of Artificial Intelligence has disproportionately negative risks to older people's rights, particularly in relation to use of technology in care provision and inequality of access to digital services.

❖ Financial insecurity and poverty have specific effects on/consequences for older people (e.g. fuel poverty; having to choose between travelling for treatment and eating; people unable to afford travelling to visit older people in care homes; having to sell homes to pay for care).

❖ Loneliness and isolation, resulting in exclusion from society, disproportionately affecting older people with consequences for a range of rights.

Actions

❖ Engage with older people's organisations to explore the establishment of a UN Convention on Rights of Older People and an Older People's Commissioner for Scotland

Theme 11: Personal Choice and Autonomy

Issues

❖ The need to replace substitute decision-making for people with impaired capacity with supported decision-making through reform of laws (particularly mental health and incapacity) and provision of supported decision-making measures.

❖ Providing choice and control in social care through effective implementation of Self-Directed Support.

❖ Realising independent living in practice through adequate social care packages that allow people to exercise choice and control over where they live and with whom and to participate in the community equally with others.

❖ Particular need to realise independent living in practice for people with learning disabilities and/or complex needs.

❖ Providing proper procedural safeguards where people are deprived of their liberty which respect personal choice and autonomy.

Actions

❖ Gather collaborative evidence, experience, best practice and gaps re personal autonomy in Scotland and highlight to key decision makers

❖ Amplify voices of people with lived experience of issues identified to date, especially young people, to apply pressure to government and other duty bearers to tackle rights violations

Theme 12: Right to Adequate Standard of Living

Issues

❖ The continued existence and extent of homelessness in Scotland demonstrates a failure to realise the right to housing, which is a crucial component of the right to an adequate standard of living.

❖ The stigma and discrimination experienced by people in poverty undermines their ability to access their rights in multiple domains. This is because stigmatising public attitudes and behaviours create a climate where people do not feel empowered and entitled to claim their rights. It is also because people working in public services engage in stigmatising and discriminatory attitudes and behaviours, and are not held to account for this.

❖ The lack of legal protection in domestic law for the Right to an Adequate Standard of Living means that there is no redress or remedy when it is not realised by the state and public authorities. This creates an accountability gap.

Actions

❖ Use a human rights based approach to develop engagement/ awareness-raising campaign to tackle stigma and discriminatory attitudes, prioritising people delivering services, especially decision-makers on services/resource allocation. Enforce Fairer Scotland Duty at the same time.

❖ Bring attention to adverse mortality trends and frame as human rights issues. Mobilise strong coalition to reverse trend via advocacy to UK and Scottish Governments. Possible focus on Universal Basic Income.

❖ Pursue and advocate for the incorporation of the right to an adequate standard of living and other economic and social rights, including getting cross-party support for this agenda

Theme 13: Right to Education

Issues

❖   Attainment gap. The attainment gap still remains prevalent across the Scottish school population. Educational attainment has been identified as a priority for children and young people. Increasing attainment via tackling barriers to attainment is key. Barriers include: child poverty, poor resource availability, lack of disability and/or Additional Support Needs support, discrimination.

❖   Informal exclusions found to be used when schools are unable/unwilling to provide support for pupils with additional support needs. Children and young people given reduced timetables and thus their right to education is not being upheld.

❖   Healthcare needs of pupils with additional support needs not always being met. This can be down to a lack of resources, lack of appropriately trained staff members or the local authority not being aware of their duties towards children and young people with additional support needs.

❖   Bullying and discrimination experienced by many children and young people in schools. Monitoring and reporting of incidences not uniform or required, this makes it difficult to tackle rates of bullying despite evidence that it is being experienced by many pupils.

❖   Education standards differ widely between local authority areas, inconsistency in the delivery of education for children and young people living across Scotland.

❖   Use of physical restraint and seclusion in schools (see freedom from violence, abuse and neglect).

Actions

❖   Research into educational provision in Scotland through the lens of the Right to Education, and implication for other rights

Theme 14: Right to Employment / Workers' Rights

Issues

❖ Discrimination and inequality in access to good work for disabled people, people with mental health problems, people living with long term conditions and unpaid carers (negative attitudes/prejudice, lack of reasonable adjustments, insecure work, unequal pay, discrimination at work).

❖ Discrimination and inequality in access to good work for migrant workers, ethnic minorities, Scottish Gypsy/Travellers (negative attitudes/prejudice, insecure work, unequal pay, discrimination at work)

❖ Inequality of access to good work for parents (parental leave provisions, suitable and affordable childcare, flexible working arrangements)

❖ Lack of access to work for asylum seekers (restrictions and delays)

❖ Inequality of access to good work for women (returning mothers, part-time work, gender occupational segregation, insecure work, discrimination at work)

❖ Fair pay (gender pay gap, undervalued work, unequal pay and in-work poverty (and relationship with child poverty), Zero Hour Contracts)

❖ Young people (high number of 15-19 year old NEETS; youth pay gap; limited options and intersection with lack of affordable housing; insecure work)

❖ Being in good employment and work facilitate the achievement of other rights and interconnect with, e.g. quality of housing etc, which are in turn affected by quality of work and wages - low wages and poor working conditions can negatively affect health and wellbeing and cause distress, e.g. for older people; electronic monitoring of social care staff; Whitehall study

❖ Negative impact on family life of inflexible working patterns and lack of affordable child care.

❖ Technology – potential advances in AI and negative impacts on the future workforce

Actions

❖ Develop a human rights based workers' rights framework through a human rights based analysis of people's lived experience through employment journeys

❖ Initiate an independent human rights based review of commissioning and procurement practice

Theme 15: Right to Housing

Issues

❖ Homelessness including particular problem with 'gatekeeping' by local authorities i.e. where people are discouraged from making a homelessness application or refused temporary accommodation to which they are entitled.

❖ Urgent lack of affordable and adequate housing – approx 160,000 people are on local authority waiting lists.

❖ Inequality of access: some groups experience greater barriers than others when it comes to accessing appropriate housing provision including Gypsy/Travellers, people in rural areas and disabled people.

❖ People with complex support needs are negatively affected by the lack of effective interaction between housing and social care provision i.e. they experience greater barriers when it comes to accessing housing and associated support required to realise their rights to liberty and independent living.

❖ Fuel poverty – being unable to afford to heat your home – remains prevalent at over one quarter of the population, with around 7-8% of people in extreme fuel poverty.

❖ Habitability of social housing, and housing in the private rented sector: evidence from lived experience indicates that poor conditions are more widespread than is suggested by regulatory data collected.

❖ Datasets on homelessness and habitability are partial and do not reflect lived experience e.g. homelessness data is based on presentations of homelessness rather than hidden homelessness, and housing conditions data contradicts evidence from lived experience.

Actions

- ❖ Lead the development of a rights based approach to tackling violations of the right to housing, including participation of both rights holders and duty bearers
- ❖ Carry out and report on findings of investigatory research into habitability of social housing including participation of local authority tenants

- ❖ Develop a more informed understanding and evidence base in relation to intersectional experiences of different groups when it comes to right to housing

- ❖ Explore issues of accessibility & availability of housing esp in relation to age and disability

- ❖ Instigate or connect with initiatives to hold public authorities to account for 'gatekeeping' practices & other failures to address homelessness and inadequacy of housing conditions

Theme 16: Right to Participation

Issues

❖ Inadequacy of current participation in decision-making and public life recognised as both a rights issue in itself and fundamental to people accessing other rights, particularly for people whose voices and views are typically underrepresented in policy and decision-making including children and young people, Gypsy Travellers, homeless people, and Deaf and disabled people.

❖ Knowledge and understanding of human rights regularly highlighted by people with lived experience as the most important thing needed to enable their participation in and ability to challenge decisions made by public authorities; lack of knowledge currently leads to lack of choice and inability to challenge inadequate services.

❖ Advocacy stressed as important way of enable participation particularly for people who lack power or face particular barriers. Housing, homelessness, mental health services and social security all highlighted as key contexts where advocacy important to access rights.

❖ Problem that duty bearers not currently able to recognise and articulate their own role and power as duty bearers with rights obligations, which makes it more difficult for rights holders to participate on equal terms.

❖ Meaningful participation in decision making stressed as important – by meaningful, people mean that their words and viewpoints are being heard and acted upon.

Actions

❖ Gather and showcase good practice case studies of rights-based participation by rights holders in decision making processes, including possible creation of toolkit/guidance

❖ Review and build / take further action on learning from participation process pilot with PKC in SNAP 2

❖   Lead or engage with public participation process to inform SG action in relation to potential Act of SP to incorporate ESC rights

❖   Model participation in practice through SNAP 2's own decision making and delivery structures so that lived experience is central to strategic direction, actions taken and evaluation of impact

Theme 17: Right to Participation in Democratic Process / Voting

Issues

❖ Lack of accountability of our democratic institutions

❖ Lack of understanding and ability to challenge decisions made by public authorities

❖ Role of media, social media and private business in democratic process

❖ The need for fair and equal representation, inclusion and participation in democratic process

❖ Threats to freedom of information and association

Actions

❖ No specific actions were identified for SNAP 2. Many of the issues above have been addressed through actions under other themes.

Theme 18: Right to Physical Health

Issues

❖ Discrimination taking place within health care: lack of access to specific services and for specific groups e.g. disabled people across all services, obesity services for CYP, chronic pain services and second appointments, palliative care for people who are homeless and in the prison system, prenatal & reproductive health services (including sexual & reproductive rights in school curricula) [esp. women with disabilities, women seeking asylum & Traveller women], older people, people with dementia.

❖ Carers' rights

❖ Lack of adequate focus on prevention and early intervention

❖ Specific issues of poor physical health of people affected by mental health problems

❖ Some issues are in the area of inhuman and degrading treatment

❖ Involuntary, compulsory treatment and detention on the basis of actual or perceived impairment

❖ Concerns about inadequate participation in decision-making by people accessing services and lack of access to independent advice and independent advocacy (and other forms of supported decision-making)

❖ Concerns about inadequate funding allocated to NHS, resource allocation imbalance across services and decisions not being made based on a rights based approach

❖ Lack of adequate data (e.g. waiting times for specific groups) and need to challenge current focus on mortality stats vs e.g. quality of life indicators.

❖ Lack of health and health rights literacy, which means we need a better understanding of what attainment of the highest possible standard of physical health means, including the principles (minimum core – sustainability – progressive realisation – maximum available resources) and how these relate to national context and policies, e.g. realistic medicine, public health.

❖ Need to focus on principles of interdependence and indivisibility of rights (e.g. independent living, participation in community, good environment and also transport to facilitate access to services) and therefore links between physical health policy and practice and other sectors.

Actions

❖ Expand on work done on rights based approaches to informed decision making to look at similar programme around general engagement and involvement by people in healthcare decisions e.g. pilot a shared decision making project in a healthcare setting

❖ Carry out a human rights budget analysis of health and social care budgets related to physical health

Theme 19: Right to Private and Family Life

Issues

❖ People with learning disabilities are experiencing disproportionate barriers to exercising control over their life choices and relationships at home including lack of transport, flexible support and inclusive, accessible information and communication.

❖ Rights of families of prisoners

❖ Families are being forced to live apart and in destitution as a result of the immigration system.

❖ People in detention and mental health settings are experiencing breaches of their bodily integrity through disproportionate and inappropriate use of restraint, strip searches and the overuse of medication.

❖ Women and girls at disproportionate risk of violence including forced marriage, FGM and domestic abuse

❖ Disabled people experience disproportionate barriers to realising their right to independent living, particularly in relation to making choices over where and whom to live with.

❖ Gypsy Travellers experience specific barriers in relation to accessing adequate accommodation.

❖ People being left in long-stay hospitals due to a lack of appropriate care homes.

❖ Surveillance and data/information sharing

❖ Particular barriers experienced by looked after / care experienced children and young people

Actions

- ❖ People with learning disabilities: choice and control - engage with SG policy to promote and embed rights based approach

- ❖ Families affected by immigration system: collaborative action to gather examples, pinpoint problems, raise awareness and hold UKG to account

- ❖ Bodily integrity (restraint, overuse of medication): collaborative action to raise awareness

- ❖ Families of prisoners: engage with wider activity in this area to promote and embed a rights-based approach

Theme 20: Right to Social Security

Issues

❖ Lack of equality of access to the right to social security, and lack of equality of outcomes across other human rights issues as a result of social security policies, for specific groups including refugees and asylum seekers, unpaid carers, disabled people, women and children, people in remote and rural areas, people with experience of the criminal justice system.

❖ The need for stronger accountability mechanisms in relation to the right to social security including at UK and Scottish Government levels – including ensuring effective mechanisms for complaint and redress when things go wrong and monitoring the system as a whole for compliance with human rights standards.

❖ Ensuring that people who use social security are enabled and supported to participate actively and meaningfully in the ongoing monitoring and development of Scotland's social security system including via access to independent advocacy and other forms of supported decision-making.

❖ Potential privacy rights implications of data sharing across and between different agencies involved in social security.

Actions

❖ Support, empower and protect those with different experiences of social security to hold SG and other agencies to account for delivery of obligation to fulfil right to social security - public, transparent, protective approach that uses SNAP to amplify voice of lived experience and involves people-led monitoring and accountability

Theme 21: Rights of LGBTQI People

Issues

❖ Bullying and cyber bullying disproportionately affecting LGBTQI children and young people

❖ Freedom from violence and access to justice, particularly in relation to sexual abuse, violence and exploitation, and hate crime, with related issues around access to justice

❖ Invasive medical procedures and lack of training of medical staff in relation to intersex people

❖ Mental health services and treatment, especially in relation to self harm and impact of stigma on people's mental health

❖ Problems accessing sexual health and reproductive rights

❖ Discrimination and stigma in public services and wider society, with a particular issue for LGBTQI children and young people in relation to education and parenting

❖ Difficulties experienced by LGBTQI people seeking asylum on the grounds of sexuality or gender identity because of the procedures and evidence required by UK government.

Actions

❖ Public awareness raising around human rights of LGBTQI people - highlighting that these are human rights violations as well as equality issues

❖ Work with and through national & grassroots networks to ensure LGBTQI people engage with, inform and shape new Act of Scottish Parliament on rights (and future law and policy processes relating to rights)

❖ Ensure representation of LGBTQI people in next SNAP delivery model e.g via a reference group

Theme 22: Rights of People from Black and Minority Ethnic Groups

Issues

❖ Race equality not typically viewed through the lens of human rights in Scotland and a significant gap in terms of engagement between human rights organisations, and people from BME communities and their representative organisations.

❖ Lack of disaggregated data available to enable a full picture of understanding of the impact of multiple and intersectional identifies on the realisation of rights for people from BME groups.

❖ Right to non-discrimination: Discrimination, including institutional discrimination, and stigmatization across a range of contexts that negatively affect the realisation of people from BME group's rights including health, education, employment and criminal justice.

❖ Right to education: Children from some BME groups, particularly boys of Caribbean descent and Gypsy/Traveller children, experience disproportionate levels of exclusion from school, and disproportionate barriers to educational attainment.

❖ Right to employment: People from BME groups experience discrimination in recruitment as well as occupational segregation and disproportionately unfavourable working conditions.

❖ Freedom from violence: People from BME groups face specific issues including racist hate crime, so-called 'honour' killings of BME women and increased risk of male violence against BME women.

❖ Participation in public life: People from BME groups, particularly women, are under-represented in public and political life.

❖ Right to housing: there is a lack of appropriate and culturally sensitive accommodation for Gypsy/Traveller families.

Actions

❖　Undertake programme of long-term, sustained engagement and participation with people from BME groups so that relevant issues are well understood, people understand the HR framework and can develops solutions with meaningful support from HR community - ensuring intersectional approach and diversity of experiences heard

❖　Engage with Scotland's Independent Race Equality Framework Advisor to establish where and how SNAP could align with and add value to the existing Race Equality Framework, which runs to 2030.

Theme 23: Rights of Refugees and People Seeking Asylum

Issues

❖ Right to housing: accommodation provided on behalf of UK government often poor standard and does not meet specific needs of disabled people; pregnant women; families; victims of trafficking, rape or torture; or people with mental health conditions. Reports of bullying and threatening behaviour by staff. People can be moved to new accommodation with little notice, ending established relationships with support services (Home Affairs Committee, 2017).

❖ Newly recognised refugees are at high risk of homelessness as asylum accommodation is withdrawn after a 28 day 'move on' period following granting of their status. However, barriers to the private rental market (such as lack of income or savings for a deposit) and low likelihood of being considered for social housing can leave many people homeless for some time (All Party Parliamentary Group on Refugees, 2017).

❖ Right to adequate standard of living: Refugees and people seeking asylum are at risk of poverty because of prohibitions accessing employment and reliance on Home Office provided asylum support at £37.75 per person per week, well below the relative poverty line (Asylum Matters et al., 2018).51 There is concern that that the level of support available is contributing to increased destitution among asylum seekers (British Red Cross, 2017). Evidence to the Scottish Parliament's Equalities and Human Rights Committee found that people seeking asylum were at risk of destitution throughout the asylum process, in particular when their asylum claim had been refused and they had no recourse to public funds.

❖ Right to health: UN treaty bodies have expressed concerns over barriers to accessing healthcare and inequalities in health outcomes across a range of groups including asylum seekers, refused asylum seekers and refugees. Evidence to the Scottish Parliament Equalities and Human Rights Committee's inquiry into asylum and destitution described how the asylum process can exacerbate mental health difficulties, and how

access to quality health care and treatment for patients who do not have regular accommodation or understanding of their rights and entitlements was problematic.

❖ Need for better understanding of health and wellbeing needs and experiences by service providers to enable them to meet the needs of refugees and people seeking asylum. This includes increased awareness and training on trauma informed practice, as well as broader issues such as the impact of social isolation and racism.

❖ There is a particular a lack of reliable data collection and published evidence on the needs of migrants, refugees and people seeking asylum including immigration detainees across a variety of public services.

❖ Right to education: issues with lack of access to information on entitlement and support for education, lack of suitable support for young people, particularly those between 16 and 18 years of age, but more broadly for 15 to 20 year and support for pupils with no literacy or English language skills to enable access to the full curriculum.

❖ Freedom from discrimination: There is some evidence that people seeking asylum and refugees are the targets of hate crime although this is not currently a category recognised in Scottish hate crime law aggravations.

❖ People seeking asylum are sometimes subject to detention in Immigration Detention Centres, which includes Dungavel in Scotland. Immigration detention is currently not subject to a time limit contrary to UN recommendations. Issues around need to ensure that detention is used only as an administrative measure of last resort and that detainees have effective access to fair and accessible procedures to challenge the decision to detain or deport.

Actions

❖ Convene a workshop of key stakeholders to identify the human rights issues affecting refugees and people seeking asylum, which can be fed into new SNAP workstreams/activities

Theme 24: Social Care and Right to Independent Living

Issues

❖ Lack of distinctiveness of social care vs. clinical intervention through health - a more holistic outcomes focus is needed.

❖ Debate in physical disability community on what do we mean by 'independent living' and the role of technology in this

❖ Social care issues generally and the AAAQ – multiple issues that need to be reviewed and reframed in rights terms

❖ Experiences of different groups and non-discrimination: lack of access and poor quality of care for CYP, older people, people with dementia

❖ Extension of free personal care and question of whether there should be a right to access free social care

❖ Dissociation of social care from communities within which people live

❖ Workforce-related rights issues, e.g. the living wage for overnight support and potential impact of Brexit on future workforce. Workforce is a gendered issue.

❖ Differences between statutory provision of SC and Third Sector

❖ Lack of good understanding of what the right to independent living and right to social care actually should look like in practice.

❖ Carers' rights and growing burden on unpaid carers

❖ Monitoring and accountability including of new Health and Social Care Standards, integration of health and social care services, independent living, and holding public services to account.

Actions

- ❖ Monitor and evaluate the new Health and Social Care Standards from a rights based perspective to interrogate a. how local authorities are using new standards b. how Care Inspectorate using standards c. impact on people

- ❖ Carry out human rights budget analysis of spending on health & social care in one Scottish region over two budgetary cycles.

- ❖ Work with local authorities, health boards, health & social care partnerships and integrated joint boards to ensure rights based law & policy is translated into practice

- ❖ Promote a human rights based approach in relation to strategic commissioning and procurement

- ❖ Develop right based national strategy on new building and housing adaptations for independent living, co-produced with disabled people, based on rights analysis of standards and ensuring lived experienced central to recommendations

Theme 25: Women's Rights

Issues

- ❖ Violence against women and its impact on women's homelessness, access to justice for victim-survivors, and access to specialist support and refuge services.

- ❖ Issues affecting women and girls' right to education including inadequate sexual and reproductive health education, and the prevalence of sexualised bullying and sexual assault in school settings.

- ❖ Employment rights affected by lack of childcare availability.

- ❖ Right to health issues including existing criminalisation of abortion in law and lack of adequate provision, and inadequacy of reproductive and maternal health services for disabled women including learning disabled women.

- ❖ Rights of women who care affected by lack of adequate financial support, lack of entitlement to breaks from caring, and lack of an appropriate mechanism, such as a social care tribunal, to which they can appeal decision-making around care.

- ❖ The need for better, disaggregated intersectional data to identify and evidence the experiences of women from different communities and backgrounds.

Actions

- ❖ Unpaid Carers' rights: scope models for a social care tribunal, drawing on international examples and using a carer-led process, and develop consensus around an appropriate Scottish model

- ❖ Right to health: Convene a review of current information about disabled women's access to reproductive, sexual and maternal health services and information.

- ❖ Right to education: Develop a collaborative forum on sexualised bullying and sexual assault in school settings, and its impact on girls' participation in the classroom and in non-traditional subjects.

SNAP 2 Delivery, Governance and Resources

SNAP 2 needs a robust delivery, governance and resourcing framework to ensure its successful delivery.

The Independent Evaluation noted that SNAP 2013-2017 was under-resourced by the state compared to other countries and there was insufficient support to put some commitments into practice. Around the world responsibility for resourcing national action plans rests with the state.

Without a commitment to adequately resource SNAP 2, this plan would not be able to go ahead. This would mean Scotland no longer has a National Action Plan for Human Rights and would fall behind international good practice in this area.

Proposed Model

The Development Working Group has identified the following model for delivering, governing and resourcing SNAP 2.

Delivery

Delivery of the SNAP 2 actions is adequately resourced and carried out by a wide range of partners and stakeholders. Delivery groups can be created along thematic lines, or on an action-by-action basis.

An independent Secretariat provides coordinated, cross-cutting support to SNAP 2 actions and governance, including:

✦ Administration and preparation of materials for SNAP 2 meetings and events;

✦ External communications about SNAP 2 e.g. website, social media, case studies, annual progress reports;

✦ Supporting the participation of rights holders in SNAP 2 delivery and governance;

✦ Support with monitoring, evaluating and reporting on the impact of SNAP 2 actions and processes; and

✦ Connecting SNAP 2 with wider public, civil society, business and public sector audiences and stakeholders.

There are different options for hosting the independent Secretariat including within the Scottish Human Rights Commission or another SNAP partner organisation.

Governance

SNAP 2 is an action plan that is delivered by a formal structure that includes Scottish Government, the Scottish Human Rights Commission, duty bearers (public bodies), rights holders with lived experience of human rights issues, and civil society.

Resources

Adequate financial support is supplied by Scottish Government as the key duty bearer and partner in SNAP, to cover the costs of hosting and running the SNAP 2 Secretariat, delivering the proposed actions, and reporting on impact. Small contributions from others may be raised as appropriate.

National Taskforce for Human Rights Leadership

SNAP 2 also needs to have a clear relationship with the National Taskforce for Human Rights Leadership that has been created by the Scottish Government.

There is a potential overlap between some SNAP 2 proposed actions and the Taskforce's remit.

The Taskforce is co-chaired by Shirley Anne Somerville MSP, Cabinet Secretary for Social Security and Older People, and Professor Alan Miller of Strathclyde University. Members will include representatives of regulators, civil society, local government and the Scottish Human Rights Commission. Its remit is:

✦ Create an Act of the Scottish Parliament to provide human rights leadership;

✦ Deliver a public participatory process as a vital part of preparation of the Act and its implementation;

✦ Build capacity to enable effective implementation of the Act so as to improve people's lives;

✦ Create a Scottish Government National Mechanism for Monitoring, Reporting and Implementing Human Rights; and

✦ Develop human rights based indicators for Scotland's National Performance Framework (NPF).

Scottish Parliament

SNAP 2 also needs to have a clear relationship with the Scottish Parliament, which plays an important role in guaranteeing human rights in Scotland.

During SNAP 2013-2017, the Scottish Parliament's Justice Committee appointed a Rapporteur on SNAP. SNAP also provided progress reports to the Parliament and the Parliament debated SNAP on a number of occasions.

The Scottish Parliament's Equality and Human Rights Committee has also recognised the importance and value of engaging with SNAP in its recent inquiry into human rights in Scotland. This report recommended that the Parliament hold an annual evidence session and Parliamentary debate on SNAP, and that the Parliament develop a plan for engagement with SNAP.

Sharing Your Views

The work that we have done so far has been based on extensive research and participation. We have also thought carefully about where SNAP 2 can add to other work that is taking place to address the issues we have identified. SNAP 2 is a collaborative approach to taking joint action on human rights issues; it does not and should not replace other action by government, public authorities, or civil society groups and campaigners.

Bearing this in mind, we would like to hear your views about this proposal for SNAP 2. We want to check that the work we've done so far makes sense. We want to hear about any gaps we've missed, and about how you and your community could support and get involved in SNAP 2 when it begins.

Please give us your answers to the following questions.

General

Looking at SNAP 2 as a whole:

1. Do you broadly support the idea of SNAP 2 and the contents of this draft proposal?

2. How do you think you or your community could support SNAP 2 in the future?

Issues

We know that things may have moved on since we did the work to identify key issues. Looking at the theme or themes that are most relevant to you:

3. Have any of the issues set out changed, or does anything need updated?

Actions

Looking at the actions suggested under each theme or themes that are most relevant to you:

4.   Is there something else you think SNAP 2 could or should do?

5.   What could you or your community do to support these actions?

Delivery, governance and resources

Looking at section 9 of the proposal:

6.   What do you think about the proposed delivery, governance and resources model for SNAP 2?

7.   How do you think SNAP 2 should connect with the Scottish Government's National Task Force on Human Rights Leadership?

8.   How do you think SNAP 2 should engage with the Scottish Parliament?

You can tell us what you think about these questions in the following ways:

Complete an online survey: https://www.surveymonkey.co.uk/r/Y89PC98
Send an email: actionplan@scottishhumanrights.com
Write to us: SNAP
                                              c/o the Scottish Human Rights Commission
                                              Bridgeside House
                                              99 McDonald Road
                                              Edinburgh
                                              EH7 4NS

The deadline for sending in your responses is Monday 16 December 2019.

Annex A: SNAP 2 Development Working Group Members

- Adequate Standard of Living Reference Group (3 members)
- CoSLA
- Engender
- Equality and Human Rights Commission
- Health and Social Care ALLIANCE
- Human Rights Consortium Scotland
- NHS Health Scotland
- Police Scotland
- SCVO
- Scottish Care
- Scottish Councils Equality Network
- Scottish Government
- Scottish Human Rights Commission (including Chair and secretariat support)
- Together: Scottish Children's Rights Alliance
- Unite

Annex B: SNAP 2 Actions by Type

Over 60 proposed actions have been identified for SNAP 2. These can be categorised into 12 different types of activity:

1. Bring rights holders and duty bearers together on a specific issue
2. Develop training and/or good practice guidance
3. Engage and enable participation of rights holders
4. Engage with an existing policy, activities or framework
5. Incorporate a right into law
6. Influence government policy
7. Mainstream a specific perspective or rights issue across SNAP
8. Monitor the implementation of a policy or practice
9. Raise awareness and/or engage with duty bearers
10. Raise awareness with the wider public
11. Research or analyse a specific rights issue
12. Take action on a specific rights issue for a specific group

These are the actions under each type of activity. The relevant theme for the action is given in bold.

1. Bring rights holders and duty bearers together on a specific issue

✦ **Right to Housing:** Lead the development of a rights based approach to tackling violations of the right to housing, including participation of both rights holders and duty bearers

✦ **Freedom of Expression:** Develop a rights-based approach to communications surveillance that brings rights holders and duty bearers together to better understand the rights issues and develop rights-based policy and practice

✦ **Women's Rights:** Right to education: Develop a collaborative forum on sexualised bullying and sexual assault in school settings, and its impact

on girls' participation in the classroom and in non-traditional subjects

2. Develop training and/or good practice guidance

✦ **Right to Participation:** Gather and showcase good practice case studies of rights-based participation by rights holders in decision making processes, including possible creation of toolkit/guidance

✦ **Right to Participation:** Review and build / take further action on learning from participation process pilot with PKC in SNAP 2

✦ **Equality and Freedom from Discrimination:** Develop rights-based intersectionality training / good practice model for public bodies and civil society to show what 'good' looks like

3. Engage and enable participation of rights holders

✦ **Freedom of Faith and Belief:** Undertake a workshop of key stakeholders, including young people, to identify the degree to which faith & belief communities consider their human rights to practice their beliefs are (if at all) being negatively impacted and what (if anything) SNAP can do to address this.

✦ **Rights of LGBTQI People:** Work with and through national & grassroots networks to ensure LGBTQI people engage with, inform and shape new Act of Scottish Parliament on rights (& future law & policy processes relating to rights)

✦ **Mental Health:** Support & empower people with lived experience of mental health problems to be at the heart of / have a voice in Mental Health Act review, mental health strategy policy engagement, and other relevant public policy discussions

✦ **Rights of People from BME Groups:** Undertake programme of long-term, sustained engagement and participation with people from BME groups so that relevant issues are well understood, people understand the HR framework and can develops solutions with meaningful support from HR community - ensuring intersectional approach and diversity of experiences heard

✦ **Right to Participation:** Lead or engage with public participation process to inform SG action in relation to potential Act of SP to incorporate ESC rights

4. Engage with an existing policy, activities or framework

✦ **Justice:** Frame the whole justice system from a human rights, trauma-informed perspective to work out what it would look like from perspective of e.g. children & young people, people with learning disabilities, people with mental health problems, older people, people from BME communities, women, LGBTQI+ people

✦ **Children and Young People's Rights:** Support, connect with and contribute to wider ongoing action to ensure CYP can participate actively and meaningfully in decisions that affect them and their communities, including through monitoring the implementation of the Scottish Government's Action Plan for Children's Rights 2018-21 and National Performance Framework.

✦ **Freedom of Expression:** Connect with wider initiatives to tackle online bullying, harassment and abuse to ensure rights-based approach that involves rights-holders and duty-bearers and creates an example of best practice in rights-based policy and practice in relation to emerging technologies

✦ **Right to Housing:** Instigate or connect with initiatives to hold public authorities to account for 'gatekeeping' practices & other failures to address homelessness and inadequacy of housing conditions

✦ **Justice:** Explore options to embed Council of Europe guidelines into justice system in Scotland

✦ **Social Care and Right to Independent Living:** Work with local authorities, health boards, health & social care partnerships and integrated joint boards to ensure rights based law & policy is translated into practice

- ✦ **Right to Private and Family Life:** People with learning disabilities: choice and control - engage with SG policy to promote and embed rights based approach

- ✦ **Rights of People from BME Groups:** Engage with Scotland's Independent Race Equality Framework Advisor and other race equality actors to establish where and how SNAP can add value to the existing Race Equality Framework to 2030

- ✦ **Right to Private and Family Life:** Families of prisoners: engage with wider activity to promote and embed rights based approach

5. Incorporate a right into law

- ✦ **Right to Adequate Standard of Living:** Pursue and advocate for the incorporation of the right to an adequate standard of living and other economic and social rights, including getting cross-party support for this agenda

- ✦ **Children and Young People's Rights:** Support and connect with wider ongoing action by civil society and CYPCS to advance the incorporation of the UNCRC and wider international human rights treaties.

6. Influence government policy

- ✦ **Personal Choice and Autonomy:** Amplify voices of people with lived experience of issues identified to date, especially young people, to apply pressure to govt and other duty bearers to tackle rights violations

- ✦ **Right to Adequate Standard of Living:** Bring attention to adverse mortality trends and frame as human rights issues. Mobilise strong coalition to reverse trend via advocacy to UK and Scottish Governments. Possible focus on Universal Basic Income.

7. Mainstream a specific perspective or rights issue across SNAP

- ✦ **Children and Young People's Rights:** Ensure CYP rights and perspectives are fully integrated across SNAP 2

- ✦ **D/deaf and Disabled People's Rights:** Mainstream inclusive communications standards & practices across SNAP 2 activities and

partners, leading to significant progress in Scotland becoming an 'Inclusive Communication Nation'

✦ **Rights of LGBTQI People:** Ensure representation of LGBTQI people in next SNAP delivery model e.g. via a reference group

✦ **Right to Participation:** Model participation in practice through SNAP 2's own decision making and delivery structures so that lived experience is central to strategic direction, actions taken and evaluation of impact

✦ **D/deaf and Disabled People's Rights:** Ensure barriers to the right to employment are reflected in Business & Human Rights National Action Plan

8. Monitor the implementation of a policy or practice

✦ **D/deaf and Disabled People's Rights:** Support Scottish Government to monitor the implementation of new social security system to assess impact on D/deaf and disabled people's rights

✦ **Cultural Rights - Rights of Gypsy/Travellers:** In collaboration with Scottish Gypsy/Traveller communities, hold the Govt to account for the development, implementation and monitoring of the Scottish Gypsy Traveller Action Plan

✦ **Right to Private and Family Life:** Families affected by immigration system: collaborative action to gather examples, pinpoint problems, raise awareness and hold UKG to account

✦ **Social Care and Right to Independent Living:** Monitor and evaluate the new Health and Social Care Standards from a rights based perspective to interrogate a. how local authorities are using new standards b. how Care Inspectorate using standards c. impact on people

✦ **Social Security:** Support, empower and protect those with different experiences of social security to hold SG and other agencies to account for delivery of obligation to fulfil right to social security - public, transparent, protective approach that uses SNAP to amplify voice of lived experience and involves people-led monitoring and accountability

9. Raise awareness and/or engage with duty bearers

✦ **Right to Adequate Standard of Living:** Use a human rights based approach to develop engagement/awareness-raising campaign to tackle stigma and discriminatory attitudes, prioritising people delivering services, especially decision-makers on services/resource allocation. Enforce Fairer Scotland Duty at the same time.

10. Raise awareness with the wider public

✦ **Rights of LGBTQI People:** Public awareness raising around human rights of LGBTQI people - highlighting that these are human rights violations as well as equality issues

11. Research or analyse a specific rights issue

✦ **Justice:** Human rights based analysis of access to justice issues including legal aid, centralisation of resources including COPFS, level of provision etc

✦ **Women's Rights:** Unpaid Carers' rights: scope models for a social care tribunal, drawing on international examples and using a carer-led process, and develop consensus around an appropriate Scottish model

✦ **Employment / Workers' Rights:** Initiate an independent human rights based review of commissioning and procurement practice

✦ **Right to Housing:** Carry out and report on findings of investigatory research into habitability of social housing including participation of local authority tenants

✦ **Freedom from Violence, Abuse and Neglect:** Map what is happening already in this area and bring a human rights analysis to this

✦ **Right to Education:** Research into educational provision in Scotland through the lens of the Right to Education, and implication for other rights

✦ **Freedom of Expression:** Scope the potential development of rights-based approach to re-examining FOI law and wider issues in relation to accessing information held by govt and public bodies

◆ **Right to Physical Health:** Carry out a human rights budget analysis of health and social care budgets related to physical health

◆ **Social Care and Right to Independent Living:** Carry out human rights budget analysis of spending on health & social care in one Scottish region over two budgetary cycles.

◆ **Equality and Freedom from Discrimination: Intersectional data:** bring equalities and rights organisations together with SDG Network and SG to create a map of gaps in intersectional data (there is nothing but gaps) and a plan of how to fill them and commitment to respond

◆ **Deaf and Disabled People's Rights:** Research the extent to which DDP are being pushed towards care home options rather than independent living, in order to inform future actions

◆ **Right to Housing:** Explore issues of accessibility & availability of housing esp in relation to age and disability

◆ **Personal Choice and Autonomy:** Gather collaborative evidence, experience, best practice and gaps re personal autonomy in Scotland and highlight to key decision makers

◆ **Women's Rights / Right to health:** Convene a review of current information about disabled women's access to reproductive, sexual and maternal health services and information.

◆ **Employment / Workers' Rights:** Develop a human rights based workers rights framework through a human rights based analysis of people's lived experience through employment journeys

◆ **Right to Housing:** Develop a more informed understanding and evidence base in relation to intersectional experiences of different groups when it comes to right to housing

12. Take action on a specific rights issue for a specific group

◆ **Right to Physical Health:** Expand on work done on rights based approaches to informed decision making to look at similar programme around general engagement and involvement by people in healthcare

decisions e.g. pilot a shared decision making project in a healthcare setting

✦ **Social Care and Right to Independent Living:** Develop right based national strategy on new building and housing adaptations for independent living, co-produced with disabled people, based on rights analysis of standards and ensuring lived experienced central to recommendations

✦ **Children and Young People's Rights:** Instigate proactive action to tackle barriers to CYPs right to mental health

✦ **Children and Young People's Rights:** Instigate proactive action to tackle barriers to educational attainment in the context of CYPs right to education

✦ **Children and Young People's Rights:** Instigate proactive action to help eradicate poverty as a means of realising right to adequate standard of living for CYP and their families

✦ **Social Care and Right to Independent Living:** Promote a human rights based approach in relation to strategic commissioning and procurement

✦ **Right to Private and Family Life:** Bodily integrity (restraint, overuse of medication): collaborative action to raise awareness

Annex C: SNAP 2 Proposed Actions and the 2030 Outcomes

All of the 60+ proposed SNAP 2 actions could help achieve at least one of the seven SNAP 2030 Outcomes.

Outcome 1: Empowerment

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

Theme	Potential Action
Freedom of Faith and Belief	Undertake a workshop of key stakeholders, including young people, to identify the degree to which faith & belief communities consider their human rights to practice their beliefs are (if at all) being negatively impacted and what (if anything) SNAP can do to address this.
Justice - Access to Justice, Policing, Criminal Justice	Human rights based analysis of access to justice issues including legal aid, centralisation of resources including COPFS, level of provision etc
Rights of LGBTQI People	Work with and through national & grassroots networks to ensure LGBTQI people engage with, inform and shape new Act of Scottish Parliament on rights (and future law and policy processes relating to rights)
Mental Health	Support & empower people with lived experience of mental health problems to be at the heart of / have a voice in Mental Health Act review, mental health strategy policy engagement, and other relevant public policy discussions
Older People's Rights	Engage with older people's organisations to explore the establishment of a UN Convention on Rights of Older People and an Older People's Commissioner for Scotland

Personal Choice and Autonomy	Amplify voices of people with lived experience of issues identified to date, especially young people, to apply pressure to govt and other duty bearers to tackle rights violations
Rights of Refugees and People Seeking Asylum	Convene a workshop of key stakeholders to identify the human rights issues affecting refugees and people seeking asylum, which can be fed into new SNAP workstreams/ activities
Women's Rights	Unpaid Carers' rights: scope models for a social care tribunal, drawing on international examples and using a carer-led process, and develop consensus around an appropriate Scottish model

Outcome 2: Participation

Each of us can participate in shaping and directing decisions that affect our human rights and the rights of others.

Theme	Potential Action
Rights of People from BME Groups	Undertake programme of long-term, sustained engagement and participation with people from BME groups so that relevant issues are well understood, people understand the HR framework and can develops solutions with meaningful support from HR community - ensuring intersectional approach and diversity of experiences heard
Children and Young People's Rights	Ensure CYP rights and perspectives are fully integrated across SNAP 2
Deaf and Disabled People's Rights	Mainstream inclusive communications standards & practices across SNAP 2 activities and partners, leading to significant progress in Scotland becoming an 'Inclusive Communication Nation'
Rights of LGBTQI People	Ensure representation of LGBTQI people in next SNAP delivery model e.g via a reference group

Right to Participation	Gather and showcase good practice case studies of rights-based participation by rights holders in decision making processes, including possible creation of toolkit/guidance
Right to Participation	Review and build / take further action on learning from participation process pilot with PKC in SNAP 2
Right to Participation	Lead or engage with public participation process to inform SG action in relation to potential Act of SP to incorporate ESC rights
Right to Participation	Model participation in practice through SNAP 2's own decision making and delivery structures so that lived experience is central to strategic direction, actions taken and evaluation of impact
Right to Physical Health	Expand on work done on rights based approaches to informed decision making to look at similar programme around general engagement and involvement by people in healthcare decisions e.g. pilot a shared decision making project in a healthcare setting

Outcome 3: Delivery of Public Services

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

Theme	Potential Action
Right to Adequate Standard of Living	Use a human rights based approach to develop engagement/awareness-raising campaign to tackle stigma and discriminatory attitudes, prioritising people delivering services, especially decision-makers on services/resource allocation. Enforce Fairer Scotland Duty at the same time.
Employment / Workers' Rights	Initiate an independent human rights based review of commissioning and procurement practice

Right to Housing	Lead the development of a rights based approach to tackling violations of the right to housing, including participation of both rights holders and duty bearers
Right to Housing	Carry out and report on findings of investigatory research into habitability of social housing including participation of local authority tenants
Justice - Access to Justice, Policing, Criminal Justice	Frame the whole justice system from a human rights, trauma-informed perspective to work out what it would look like from perspective of e.g. children & young people, people with learning disabilities, people with mental health problems, older people, people from BME communities, women, LGBTQI+ people
Social Care and Right to Independent Living	Promote a human rights based approach in relation to strategic commissioning and procurement
Freedom from Violence, Abuse and Neglect	Map what is happening already in this area and bring a human rights analysis to this

Outcome 4: International Obligations

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

Theme	Potential Action
Deaf and Disabled People's Rights	Ensure DDP's barriers to the right to employment are reflected in Business & Human Rights National Action Plan
Right to Education	Research into educational provision in Scotland through the lens of the Right to Education, and implication for other rights

Outcome 5: Accountability

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

Theme	Potential Action
Right to Adequate Standard of Living	Bring attention to adverse mortality trends and frame as human rights issues. Mobilise strong coalition to reverse trend via advocacy to UK and Scottish Governments. Possible focus on Universal Basic Income.
Right to Adequate Standard of Living	Pursue and advocate for the incorporation of the right to an adequate standard of living and other economic and social rights, including getting cross-party support for this agenda
Children and Young People's Rights	Support and connect with wider ongoing action by civil society and CYPCS to advance the incorporation of the UNCRC and wider international human rights treaties
Children and Young People's Rights	Support, connect with and contribute to wider ongoing action to ensure CYP can participate actively and meaningfully in decisions that affect them and their communities, including through monitoring the implementation of the Scottish Government's Action Plan for Children's Rights 2018-21 and National Performance Framework.
Deaf and Disabled People's Rights	Support Scottish Government to monitor the implementation of new social security system to assess impact on D/deaf and disabled people's rights
Equality and Freedom from Discrimination	Intersectional data: bring equalities and rights organisations together with SDG Network and SG to create a map of gaps in intersectional data (there is nothing but gaps) and a plan of how to fill them and commitment to respond
Freedom of Expression	Develop a rights-based approach to communications surveillance that brings rights holders and duty bearers together to better understand the rights issues and develop rights-based policy and practice

Freedom of Expression	Connect with wider initiatives to tackle online bullying, harassment and abuse to ensure rights-based approach that involves rights-holders and duty-bearers and creates an example of best practice in rights-based policy and practice in relation to emerging technologies
Freedom of Expression	Scope the potential development of rights-based approach to re-examining FOI law and wider issues in relation to accessing information held by govt and public bodies
Cultural Rights - Rights of Gypsy/Travellers	In collaboration with Scottish Gypsy/Traveller communities, hold the Govt to account for the development, implementation and monitoring of the Scottish Gypsy Traveller Action Plan
Right to Housing	Instigate or connect with initiatives to hold public authorities to account for 'gatekeeping' practices & other failures to address homelessness and inadequacy of housing conditions
Justice - Access to Justice, Policing, Criminal Justice	Explore options to embed Council of Europe guidelines into justice system in Scotland
Right to Private and Family Life	Families affected by immigration system: collaborative action to gather examples, pinpoint problems, raise awareness and hold UKG to account
Right to Physical Health	Carry out a human rights budget analysis of health and social care budgets related to physical health
Social Care and Right to Independent Living	Monitor and evaluate the new Health and Social Care Standards from a rights based perspective to interrogate a. how local authorities are using new standards b. how Care Inspectorate using standards c. impact on people
Social Care and Right to Independent Living	Carry out human rights budget analysis of spending on health & social care in one Scottish region over two budgetary cycles.

Social Care and Right to Independent Living	Work with local authorities, health boards, health & social care partnerships and integrated joint boards to ensure rights based law & policy is translated into practice
Social Security	Support, empower and protect those with different experiences of social security to hold SG and other agencies to account for delivery of obligation to fulfil right to social security - public, transparent, protective approach that uses SNAP to amplify voice of lived experience and involves people-led monitoring and accountability

Outcome 6: Access to Public Services

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.

Theme	Potential Action
Deaf and Disabled People's Rights	Research the extent to which DDP are being pushed towards care home options rather than independent living, in order to inform future actions
Right to Housing	Explore issues of accessibility & availability of housing esp in relation to age and disability
Personal Choice and Autonomy	Gather collaborative evidence, experience, best practice and gaps re personal autonomy in Scotland and highlight to key decision makers
Right to Private and Family Life	People with learning disabilities: choice and control - engage with SG policy to promote and embed rights based approach
Social Care and Right to Independent Living	Develop right based national strategy on new building and housing adaptations for independent living, co-produced with disabled people, based on rights analysis of standards and ensuring lived experienced central to recommendations

Women's Rights	Right to health: Convene a review of current information about disabled women's access to reproductive, sexual and maternal health services and information.

Outcome 7: Equality

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

Theme	Potential Action
Rights of People from BME Groups	Engage with Scotland's Independent Race Equality Framework Advisor and other race equality actors to establish where and how SNAP can add value to the existing Race Equality Framework to 2030
Children and Young People's Rights	Instigate proactive action to tackle barriers to CYPs right to mental health
Children and Young People's Rights	Instigate proactive action to tackle barriers to educational attainment in the context of CYPs right to education
Children and Young People's Rights	Instigate proactive action to help eradicate poverty as a means of realising right to adequate standard of living for CYP and their families
Employment / Workers' Rights	Develop a human rights based workers rights framework through a human rights based analysis of people's lived experience through employment journeys
Equality and Freedom from Discrimination	Develop rights-based intersectionality training / good practice model for public bodies and civil society to show what 'good' looks like
Right to Housing	Develop a more informed understanding and evidence base in relation to intersectional experiences of different groups when it comes to right to housing

Rights of LGBTQI People	Public awareness raising around human rights of LGBTQI people - highlighting that these are human rights violations as well as equality issues
Right to Private and Family Life	Families of prisoners: engage with wider activity to promote and embed rights based approach
Right to Private and Family Life	Bodily integrity (restraint, overuse of medication): collaborative action to raise awareness
Women's Rights	Right to education: Develop a collaborative forum on sexualised bullying and sexual assault in school settings, and its impact on girls' participation in the classroom and in non-traditional subjects

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

Find out more at www.snaprights.info

You can also email actionplan@scottishhumanrights.com or call 0131 297 5750