



SNAP 2

Scotland's second National Human Rights Action Plan

Part 1 of 2 - Introduction



What is SNAP 2?



SNAP 2 is Scotland's second National Action Plan for Human Rights.

Human rights are freedoms that are protected in law.

They make sure we are treated fairly and with dignity.

Human rights belong to everyone.



SNAP 2 has 54 **actions** that will be delivered by people and organisations working together.

An **action** is the work we want to happen.



We developed SNAP 2:

- using **research** – facts, figures and information
- by asking hundreds of people and organisations across Scotland what they thought should be in the plan



The co-Chairs and members of the SNAP Leadership Panel would like to thank all the people and organisations that gave their time, experience and expertise to support the development of SNAP 2.



After SNAP 2 is launched the Leadership Panel will work with the Scottish Government and other organisations to decide what work to do first and when work on the actions will happen.



Promoting and protecting human rights is a job that will happen over a long time.

The issues and actions in SNAP 2 are a starting point.

Human rights principles

Principles are the standards for our work – what we believe in and how we want to work.



- **participation and collaboration** – people and organisations are able to take part, and work together



- **accountability** – knowing which people and organisations are responsible for making things happen
- **non-discrimination, equality and intersectionality** – treating people fairly and understanding how people's different identities work together



- **empowerment** – people feel strong and confident to be able to take part, claim their rights and say what they think
- **legality** – following rules and laws

Outcomes by 2026 - an outcome is the way we want things to turn out



SNAP wants to achieve 7 human rights outcomes by 2026:

1. More people understand how human rights affect their lives.
2. More people understand and support human rights.
3. More people are involved in developing and checking that organisations are working in a way that protects human rights.
4. We find where people's rights are not being protected or used.
5. We use equality and human rights data to look at where rights should be made better.





6. **Public bodies** have a better understanding of human rights and work in ways that protect human rights.

Public bodies are organisations that provide public services like schools, hospitals and councils.



7. Public bodies are improving law, policy and ways of working across a wide range of rights issues.

Outcomes by 2030



SNAP wants to achieve 7 human rights outcomes by 2030:



1. We all understand the importance of human rights and know how to stand up for them in all parts of our lives.

2. Each of us can take part in decisions that affect our human rights and the rights of others.



3. Organisations providing public services have human rights at the centre of their work.



4. Scotland will:

- learn from what is happening in other countries.
- promote human rights in all its work with other countries.
- do more work to put international human rights **obligations** into practice.

An **obligation** is something we must do.



- #### 5. All organisations are checked to see they are following Scottish and human rights laws and rules across different countries.



- #### 6. Each of us has, can get, and enjoy quality public services which respect our dignity, no matter who we are or where we live.



7. More people in Scotland:

- are treated equally and fairly.
- have more choices and chances.
- have better lives.

The SNAP Leadership Panel



The Leadership Panel govern and direct the work of SNAP.

The Leadership Panel will have around 25 members.



Half of the panel (around 13 people) will be people with direct experience of human rights issues.

They are called **rights holders**.

Governance Principles



Governance is the rules about how an organisation works.

There are 9 principles for the governance and delivery of SNAP 2:

1. SNAP should be a **collaboration** between government, other duty bearers, civil society, and people with lived experience of human rights issues.

A **collaboration** means people and organisations working together.





2. The Scottish Government should have a leadership role in SNAP as they are the main human rights organisation in Scotland.

Their leadership should support and empower people to take part.



3. **People with lived experience** have gone through an issue.

In this case it means people who have had experience of their human rights being protected, or not being protected.



People with lived experience must have the power to make decisions and be part of Panel governance power.

They must be equal to anyone else on the Panel and it must be changed if they are not.



4. People with lived experience should have their time and **expertise** recognised and valued, including by being paid for their time.

Expertise means they know a lot about something – in this case they know a lot about human rights.



5. Civil society organisations should have their time and expertise recognised and valued, including by being paid for their time.



6. Rights holders should be meaningfully involved:

- in the design and delivery of SNAP work and governance.
- in the way SNAP work is checked to see if it is going well.



7. Governance and the plans for how work will be done should be simple and easy to understand.

It should be clear who is doing what work.



8. SNAP should be accessible to people across Scotland by having inclusive communications and reports that are easy to find and understand.



This could include a formal relationship with the Scottish Parliament.



9. Secretariat support will make sure the governance and delivery of SNAP goes well.

This includes:

- support for rights holders to take part.
- administration of events and meetings.

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