



SNAP 2

Scotland's second National Human Rights Action Plan

Part 2 of 2 – Priorities and Actions



Priorities and Actions



SNAP 2 has 8 priorities.

A **priority** is the work we want to do first.



Actions are the work that will be done for each priority.

The people and organisations doing the work in this plan must identify the people whose rights are most at risk in each action.

Priority: Achieve a decent standard of living Actions



A **decent standard of living** means:

- there is enough money coming into a household to buy food, clothing and housing
- there are good services in the local area
- having access to good medical care and social services if they need them





Duty bearers are people who have a responsibility to respect and protect people's rights.

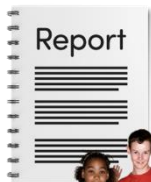
It includes:

- Scottish Ministers and Scottish Government officials
- local authority staff
- teachers
- social workers
- health worker
- police officers

Duty bearers must work in a **preventative** way – this means having services that try to stop problems from happening.



Duty bearers will work together to show **timescales** – when the work will be finished.



Public bodies and organisations that work with them should work in a way that protects human rights.

They should carry out the actions in the Child Poverty Delivery Plan and Local Child Poverty Action Reports.

Information will be used to do work to meet the child poverty targets.



Find public services that serve good healthy food that people can afford and that suits their culture.

Develop action plans over the next 3 to 5 years to fill the gaps in services.



A **review** is when something is looked at to see if it is working well and what needs to change.

Human rights reviews in SNAP 2 will focus on the people whose rights are most at risk.



Have a human rights review to check how the right to independent living is respected, protected and carried out for older people, disabled people and people with mental health conditions.



Use the information from the review to **improve** policies and ways of working.

Improve means to make something better.



Stigma means being negatively judged and mistreated because of unfair beliefs that people have about you.



Work with people who have experience of living on a low income, to develop and deliver ways to address the stigma experienced by people living on low incomes.

This could include:

- awareness raising for staff
- making sure people get the benefits and financial support they are entitled to



Improve how human rights data is collected and analysed so we understand the experiences and needs of different people and their right to housing.



Organisations should work together to check if people are able to have healthy food that is right for their cultural needs.

Priority: Improve health, wellbeing and the environment

Actions



Wellbeing is feeling comfortable, healthy and happy.

Have a human rights review of facts, figures and information on healthy **life expectancy** and **mortality rates** in Scotland.



Life expectancy is the average number of year that a person may expect to live.

Mortality rates are the number of deaths and what people have died from in a particular area or time.



Have a human rights review about work being done to understand and stop people's right to be free from violence and abuse.



Have a human rights review of how money is spent on health and social care in at least one Scottish region.

Use the information to improve ways of working across all public services in Scotland.



Find good examples of rights-based decision-making in healthcare settings.

Use the information to inform, improve and support rights-based policy and ways of working across healthcare in Scotland.



To support women's right to health:

- put more money into policy that is informed by facts and figures
- collect and analyse rights-based **intersectional** data

Intersectional data will show how discrimination overlaps across gender, race, ethnicity, sexual orientation, gender identity, disability and class.

- develop national standards and training for staff to improve their knowledge

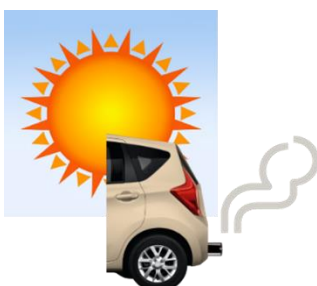


Have a human rights review of online bullying, harassment and abuse.



Have a human rights review of facts, figures and information on the effect of:

- **pollution** – introducing harmful materials into the environment
- severe weather





Look at how this affects people's health, particularly in **deprived** areas.

A **deprived** area is one where people have more difficulties in different parts of their life, like not having enough money, or having enough local services.



Use the information when national decisions are made.

Help people understand their right to have a healthy environment.



When SNAP 2 was being developed there was a lot of new work in mental health and human rights

The Panel will keep checking if new actions about mental health are needed in the future.



In social care services, have a human rights review of:

- which services are needed and putting them in place
- how goods and services are bought

Use the information to support rights-based ways of working in all public services in Scotland.

Priority: Improve education and work Actions



Have a human rights review of Scottish education, focusing on the rights of all children and young people to:

- have positive mental health and wellbeing where they are learning
- be supported to be all they can be through different ways of learning
- take part in making decisions that affect them and have their voices heard



Have a human rights review about what stops people getting education and learning.

Use the information to improve and support ways of working that support human rights across education and learning.



Have a human rights review of people's experiences and make a workers' rights work plan to better respect, protect and fulfil the right to work.



Deliver and complete **Equally Safe at School** at every secondary school in Scotland.

Equally Safe supports pupils to better understand and stop the negative impact of sexual harassment, bullying and sexual assault on girls' right to education.



Have ways to address what makes it difficult for transgender, non-binary and intersex people:

- to fully take part in education and employment
- to live freely and independently

Priority: Protect private and family life

Actions



Have a human rights review to check how disabled people have their right to private and family life protected.

Use the information to develop a way of working that protects this right including:



- their rights as parents
- their right to have safe, healthy relationships, including sexual relationships



Have a human rights review of national programmes in Scotland that protect the rights of unpaid carers.

It must include their rights to have:

- an acceptable standard of living
- rest and leisure (including being able to reduce working hours)
- a job
- private and family life
- good physical and mental health
- the choice to be an unpaid carer

Use the information to improve and support carers' rights.



Have a human rights review to better understand and raise awareness of a person's right to make choices and carry out those choices.

Use the information to make changes to support rights-based policy and practice across Scotland.



Find ways to promote and protect the right to private and family life of the children and families of people in the criminal justice system.





Make rights-based guidance about physical and chemical **restraint** in all settings and make sure the guidance is being followed.

Restraint means stopping someone from moving, having freedom or being able to move on their own.



Have a human rights review of the laws and policies about **investigatory powers** in Scotland.

Investigatory powers are the powers that justice organisations have to investigate crime.

Use the information to improve rights-based ways of working.

Priority: Make sure people can get justice

Actions



The **criminal justice system** is the police and courts.

Have a human rights review of the justice system, looking at:

- why so many people get prison sentences
- conditions for people **on remand** - in jail waiting for their trial

Use the information to make this better.



Have a human rights review of the experiences of **migrants** who are:

- in the criminal justice system
- in the **immigration** system – how we deal with **migrants** - people from other countries who want to live in the UK



Use the information to make sure organisations protect human rights by encouraging them to involve migrant communities in their work.

Get information on advocacy services that support people and groups to make their own decisions, access justice and realise their rights.

Use the information to:

- improve and support work to have more specialist independent advocacy services across Scotland
- make sure people know how to get advocacy



Find out what legal and advice services give people human rights information and find any gaps.



Use the information to improve:

- policy
- funding for:
 - advice and services
 - implementation of the proposed Human Rights Bill in Scotland

Find ways to check that at least 2 Scottish Government strategies or action plans protect human rights.



Use the information to improve and support how people check if public bodies are protecting people's rights.

Priority: Learn from COVID-19

Actions



Develop ways for people to be involved in making public policy and have examples of where this works well.

Have a project in 2 Scottish health board areas about personal data stores so people can add to and share their health and wellbeing information.



Use the information to support personal data stores across all health boards.



Tell people about good, clear decision-making by Scottish public bodies.

Use this to improve rights-based ways of working in all public bodies.



Work with unpaid carers to:

- improve understanding of carers' rights
- find the best ways to reach unpaid carers and work with them

Use this information to improve and support rights-based ways of working across health and social care.



Have a review of how health and social care staff promote **digital choice** - how people use technology and get online.

Use the information to:

- improve the workforce's digital skills
- protect the digital choice and human rights of people getting services



Deliver rights-based intersectionality training and good practice examples for Scottish policy-makers.



Have a national consultation to ask people what they think about having an Older People's Commissioner for Scotland and what work they should do.

Priority: Have a human rights culture

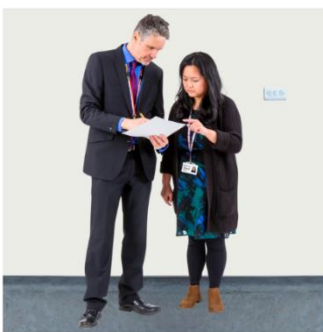
Actions



A **human rights culture** means that protecting human rights is at the centre of society and an organisation's work.

Develop and deliver a programme across Scotland for public services staff to know more about human rights and human rights law.

Include human rights in the way we collect and report equality data.



Have a way to measure, check and put into practice recommendations that are made by the United Nations about human rights.

Check the new Scottish Business and Human Rights Action Plan.



Make sure people know about the rights of LGBTQIA+ people.

Check and challenge:

- when their rights are not protected
- negative public awareness
- negative media coverage of these rights



Have a human rights review of people's experiences of discrimination to express their religion and belief.

Use the information to support rights-based policy and practice.



Make sure human rights are at the centre of the work of:

- the Race Equality Framework 2030
- the new organisation that will develop anti-racist rules in Scotland



Make sure human rights are at the centre of the new Scottish gypsy traveller action plan.

Make sure gypsy traveller communities are involved in how the plan is developed, put in place and checked to see if it is working well.



Have a human rights review of Scottish law, policy and practice and find changes that should be made to protect the rights of migrants in Scotland.



Design and deliver a way to check if SNAP 2 is working well.

Share learning to shape future human rights law and policy developments across Scotland, the UK, and beyond.

Priority: Plan and deliver incorporation

Actions



Incorporation means how something becomes law.

Scottish Government and Scottish Parliament to make sure that people whose rights are most at risk are involved in making the new human rights law and how it is implemented.



Scottish Government and Scottish Parliament to work with people from Black and minority ethnic communities in Scotland to make sure their experiences and views are part of making the new human rights law and how it will work.



This work must deal with things that make it difficult for people from ethnic minority backgrounds like:

- discrimination
- lack of trust
- racism



Work with tenants housing services to develop standards about the right to housing in Scotland.



Scottish Government and Scottish Parliament to work with people whose rights are most at risk to decide what are the **minimum obligations** an organisation must do to protect people's rights.

Minimum obligations are the least amount of work an organisation would have to do.



Make a work plan for social housing decision-makers to help them:

- work to protect people's rights
- follow the laws and rules
- tell people about their right to housing



Have a human rights review of the Health and Social Care Standards to check how the Standards are used by:

- organisations that give health and social care services
- organisations that check if services are following the rules
- check how the Standards affect people who get health and social care services and unpaid carers



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