



SNAP: Scotland's National Action Plan for Human Rights

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7 November 2022

Re: SNAP: Scotland's National Action Plan on Human Rights

Many thanks for your letter dated 27 September 2022 addressed to the Cabinet Secretary for Social Justice, Housing and Local Government, regarding an update on SNAP 2. We note that your letter was redirected by email to the SNAP Secretariat on 12 October 2022, in order that the Scottish Human Rights Commission and the Scottish Government can jointly respond in line with the partnership and collaborative agreement that is in place.

As co-Chairs of the SNAP Leadership Panel, we are delighted to provide the Committee with an update on SNAP 2.

2017-2020 development phase

Development work on SNAP 2 started in late 2017. This drew heavily on [lessons identified and recommendations of the SNAP 1 independent evaluation](#), and a [National Participation Process](#) involving over 1,000 people.

In early 2018, a [Development Working Group \(DWG\)](#) was formed to review the outputs of the SNAP 2 National Participation Process, the

wider evidence base and the detailed recommendations of the SNAP 1 independent evaluation.

The DWG was supported and chaired by the Scottish Human Rights Commission and included fifteen members from civil society, public bodies, and people with lived experience of human rights issues.

The DWG explored 25 different human rights themes in detail that had previously been identified through the National Participation Process. Members carried out significant work to sift through evidence, summarise the key human rights issues at stake, and identify areas for action where SNAP could add value. The DWG as a whole then worked together to refine and improve the analysis and suggested actions, and to come up with a longlist of proposals for SNAP to take action.

In September 2019, [detailed proposals for SNAP 2](#) were published for public consultation. The draft plans and proposed Actions got [broadly widespread and positive feedback](#), with recommendations for improvement.

As with so many initiatives, in 2020 development of SNAP 2 was severely disrupted by the global COVID-19 pandemic. Despite this, staff at the Scottish Human Rights Commission were able to further develop the SNAP 2 proposals based on the public and public body feedback, to produce [a long-list of draft Actions for the next plan](#).

SNAP Governance Principles

There are nine principles for the delivery and governance of SNAP, called [the Governance Principles](#). These are based on [important learning from SNAP 1](#) and the first [SNAP 2 development phase](#).

Three things have been identified as necessary to deliver the Governance Principles, and therefore SNAP: a governance body (the SNAP Leadership Panel); the actions; and a Secretariat.

All three of these elements are currently in place as set out below.

SNAP Leadership Panel

The [SNAP Leadership Panel's](#) overall purpose is to govern and direct the way in which SNAP is put into practice.

Following an open recruitment process, members were appointed to the Leadership Panel in February 2022 for an initial term of three years, subject to funding.

As set out in its [Terms of Reference](#), the Panel is a multi-stakeholder partnership, currently co-Chaired by the Scottish Human Rights Commission and the Scottish Government. Its members include rights holders (around 50%), individuals representing civil society organisations (25%), and duty bearer (public body) organisations (25%). The Equality and Human Rights Commission is also a member.

Panel members work together using collaborative leadership and consensus decision-making. Some members have previous experience of human rights and SNAP, whereas others are completely new to these themes. All members participated in an induction programme during March-April 2022, and the Panel began its substantive work in May 2022.

There is ongoing consideration being given to the future structure and resourcing of SNAP after publication and it is anticipated the Panel's role will be to monitor and oversee its delivery. However, the members' current priority is to finalise the next SNAP, ready for launch.

SNAP Actions

As the UN recommends, actions are an essential element of any national human rights plan like SNAP.

Since May 2022, the Leadership Panel's priority focus has been to review – and revise where necessary – the long-list of draft SNAP Actions that emerged from the 2017-2020 development phase. In doing

so, members meet monthly and carry out substantial work in between. They use their personal and professional experiences and expertise; taking into account the 2019 public and public body feedback on draft SNAP 2 proposals, as well as events that have occurred since then. This includes, for example, COVID-19 experiences and learning; the current cost of living crisis; developments in rights based policy and practice across Scotland; and Scottish Government plans to incorporate international human rights into Scots law.

Draft SNAP Actions that the Panel are working on cover a broad range of human rights and thematic issues. This includes (but is not limited to): equality and non-discrimination; health, wellbeing and the environment; standard of living; participation; accountability; education; work; private and family life; and the rights of population groups including minority ethnic people and Gypsy/Travellers, women and girls, disabled people, people with learning disabilities and autistic people, older people, LGBT+ people, migrants, refugees and people seeking asylum.

As with SNAP governance and the Panel itself, SNAP Actions are intended to be collaborative – delivered by stakeholders from the public sector, civil society, and rights holders, working together in partnership.

The Panel aims to publish Scotland's next SNAP in early 2023. In conjunction with its work to finalise the list of SNAP Actions, and in discussion with Action delivery stakeholders, the Panel will develop an implementation timescale. We are considering how actions are prioritised as we are mindful of the need to tightly prioritise and develop actions which are resourced, actionable and impactful in the current context.

SNAP Secretariat

The Secretariat's role is to provide administrative, communications, participation, and monitoring and evaluation support to the Leadership Panel, the Panel's co-Chairs, and to those involved in delivering SNAP actions. It plays an important role to help Scotland fulfil the [eight criteria](#)

[for national human rights action plans](#) developed by the United Nations (UN).

Creation of the SNAP Secretariat began with the appointment of a part-time Secretariat Lead in October 2021. This post is hosted on an interim basis by the Scottish Human Rights Commission, with funding provided by Scottish Government and additional resources by the Commission. The interim Secretariat Lead's current priority is to support the Leadership Panel's work to review, revise, finalise and launch SNAP 2. The Secretariat function will also support the development of longer-term operating arrangements for the Secretariat and Panel.

Further information

We hope that our letter provides the Committee with an informative and timely update on SNAP 2. If you would like to discuss anything in more detail – or require further information – please do not hesitate to contact us via the SNAP Secretariat Lead by emailing actionplan@scottishhumanrights.com.

Yours sincerely,

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