

IMPACT REPORT: Embedding human rights legal duties in the delivery of mental health inpatient care

AUTUMN 2025

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thoughtful practical essential
thought-provoking **informative** helpful
empowering game-changer
illuminating daring supportive

Responses to workshop poll: one word you would use to describe this training?

Over three workshops in October and November 2025, this open course explored how the Human Rights Act (HRA) can be used as a tool to navigate complex decision-making when working with people in inpatient mental health settings where the Mental Health Act can apply. This included:

- ✓ A detailed overview of the HRA legal framework.
- ✓ Six relevant rights in mental health care, explored through a range of practice-based and legal real-life stories.
- ✓ Testimonies from a lived experience expert and a former human rights lead in an NHS mental health trust.
- ✓ The FAIR model: a practical tool to assist with embedding a human rights-based approach to everyday practice.

Capturing the impact

Course participants were invited to complete anonymous surveys before, midway and after the workshops. In the workshops, we also ran anonymous polls using Slido and monitored the chat for participant feedback. **A summary of this information can be found in this short report.**

43% of participants said they had never formally learned about human rights before (14% said they had learned about human rights on their own and 29% had never learned about human rights before).

“I thought I had a good overarching knowledge of the HRA going into this and this first workshop has given me confidence in the knowledge I already had but also enlightened me to what I didn't know.”

- Anonymous Survey Response

Throughout the workshops, participants reported **improvements to their knowledge of the HRA** and the legal duties and rights it brings into UK law, as well as to their **confidence to apply their learning** in their day-to-day decision-making.

Understanding of the Human Rights Act



Confidence using the Human Rights Act



The second workshop was **co-delivered with a lived experience expert**. During the workshop, participants said hearing a lived experience perspective had been **'thought-provoking'** and **'impactful'**.

“I think everyone who works in a public sector or authority who has a legal duty to apply the Human Rights Act should have the opportunity to attend a session like this.”

- Anonymous Survey Response

“Informative, insightful, engaging, empowering.”

- Anonymous Survey Response

“Really enjoyed the length, pace & content. Pitched right for my level of knowledge. Engaging facilitator.”

- Anonymous Survey Response

100%

100% would recommend a BIHR workshop.

100%

100% said they were more likely to rely on the HRA.

After this programme, **100% of participants said they were more likely to rely on the HRA** to make positive changes in their work.

In the final workshop, **participants considered the steps they could take** in their work to embed their learning and support the rights-respecting application of mental health law. Some of the actions identified included:



Reviewing organisational policies from a human rights perspective



Using human rights language when reviewing restrictive care plans



Sharing their learning with colleagues



Discussing human rights in team meetings



Talking about the Human Rights Act when delivering training on other laws

Further Human Rights Workshops & Programmes



...would happily have full day training courses on this so that it can go into more depth.

- Anonymous Survey Response

When participants were asked what further support they need to take action to support people's human rights, 38% said they would like more sessions with people they work with and 25% said they would like more capacity-building sessions to improve their confidence and skills to work with the HRA.

Alongside our open courses which bring several organisations together, BIHR provides bespoke human rights support to public bodies and services to upskill staff on human rights law and offer tools which help them make rights-respecting decisions and embed a culture of respect for human rights across organisations.

A human rights programme for an individual organisation allows for workshop content tailored to specific issues and staff groups, a greater range of learning support, and longer-term partnerships to monitor and adapt our approach to enable a positive impact.



Click here to visit our website where you can find out more about how BIHR could work with your organisation, or drop us a message by email to training@bihr.org.uk.