

The Human Rights Action Plan

The Human Rights Act protects everybody in the UK, and the rights contained in the Act belong to us all. Public body workers and policymakers have a legal duty to respect, protect and fulfil human rights wherever possible, while individuals and community groups can use the Human Rights Act to advocate for themselves, their loved ones and the people they support.

The British Institute of Human Rights and the RITES Committee invite everybody – whether they're an individual, community group member, public body worker or policymaker – to sign up to the Human Rights Action Plan and take everyday actions to help make human rights real across the UK. The Action Plan sets out some of the steps you can take to get you started but we encourage you to think about the other ways you can promote human rights and what would make the biggest difference to you and those around you. Throughout the Action Plan, we use the term human rights as shorthand to mean the 16 human rights that belong to everyone in the UK under the Human Rights Act, and the legal duties it sets out on public bodies to respect, protect and fulfil these protections.

The Human Rights Action Plan is not a certificate or a seal of approval from the British Institute of Human Rights but an ongoing commitment from signatories to take tangible steps in their everyday lives and/or work to support a culture of respect for human rights across the UK.

As an individual, I will:

- 1) Start conversations about human rights with my friends and family. This could look like:
 - a. Having a conversation around the dinner table
 - b. Learning about what human rights I have and how they are protected in our law here in the UK
 - c. Speaking up or finding support to speak up when my human rights are at risk
 - d. Supporting others to challenge decisions or actions that put their human rights at risk
 - e. Sharing examples of people using the Human Rights Act to achieve positive change

- 2) Raise awareness about human rights online. This could look like:
 - a. Using the BIHR and RITES Committee social media pack
 - b. Sharing information about our human rights protections in the UK.
 - c. Getting involved with online campaigns to support and raise awareness of human rights in the UK
 - d. Posting about Human Rights Day in December
 - e. Sharing examples of people using the Human Rights Act to achieve positive change

As a community member, I will:

- 1) Support other members of my community to know and use their human rights. This could look like:
 - a. Sharing the Easy Read postcards created by BIHR and Warrington Speak Up and other Easy Read and plain-language information
 - b. Putting Human Rights Act resources and posters in meeting spaces or community centres
 - c. Hosting networking events talking about human rights and how they are for everyone
 - d. Holding a tea-and-talk session where people can drop in and find out more about their human rights protected in UK law
 - e. Pointing out when it sounds like somebody's human rights aren't being respected and supporting them to raise the issue with public body workers

- 2) Bring human rights to the community to ensure people who might otherwise miss out on information know about their rights. This could look like:
 - a. Creating an online community where people can come together, support each other and share challenges and achievements related to human rights protections in the UK
 - b. Making sure people who are digitally excluded are still able to access information about their human rights by making it available in the community such as in shared spaces and at local events
 - c. Bringing up human rights at networking events to spread awareness to other community groups and organisations as well as individuals

- d. Arranging a human rights workshop or drop-in session for community members who can attend and ask questions about their legally protected human rights and how to claim them
- e. Asking for space to speak at pre-arranged events to share information about human rights protections in places where they may not be thought about

As a public body worker, I will:

- 1) Make sure the legal duties in the Human Rights Act to respect, protect and fulfil people's human rights are considered in all decisions affecting individuals accessing or trying to access services. This could look like:
 - a. Thinking about human rights when making decisions or taking any action
 - b. Adding a "human rights" section to checklists and/or asking if new policies have been considered from a human rights perspective
 - c. Advocating for practical human rights training for my team to understand and implement our legal duties to uphold people's human rights
 - d. Questioning blanket bans or blanket policies as these often aren't human rights-respecting
 - e. Challenging human rights-risking decisions when I come across them

- 2) Share information about human rights with colleagues and people accessing services. This could look like:
 - a. Identifying groups that may be less likely to know about their human rights and making information readily available to them in an accessible format
 - b. Making colleagues aware of their human rights and the duties owed to them by public body employers
 - c. Supporting people practically to challenge and change human rights-risking decisions by ensuring they know who to speak to and how
 - d. Arranging a lunchtime learning session for colleagues to share my knowledge of human rights protections and/or sharing examples of good practice in upholding people's human rights

- e. Requesting practical human rights training for my team to understand and implement our legal duties to uphold people's human rights
- 3) Ensure people are involved in the decisions made about them. This could look like:
- a. Providing information about services in a variety of formats
 - b. Ensuring that people are made aware of and supported to attend any meetings discussing their care and support and any other services they are receiving
 - c. Checking that people accessing services know they can choose whether to have supporters and/or loved ones present at meetings and/or kept informed about their support
 - d. Making sure complaints processes and means of challenge are clear and accessible
 - e. Making sure an individual is included in decisions about their support and that proper consideration is given to their ideas and preferences

As a policymaker, I will:

- 1) Promote human rights education for everybody in the UK. This could look like:
- a. Introducing mandatory human rights training for staff in public bodies across the UK, so they know how to practically respect, protect and fulfil people's legally protected human rights
 - b. Creating or supporting free human rights learning sessions for public officials and members of the general public
 - c. Making human rights resources widely available for staff members and people accessing services
 - d. Ensuring information about human rights is available in a variety of formats to increase accessibility
 - e. Taking proactive steps to share examples of people using the Human Rights Act in real life
- 2) Work to embed a culture of respect for human rights across my organisation. This could look like:

- a. Considering human rights when writing or reviewing all policies and making sure there is a record of this
 - b. Committing to completing informed and meaningful human rights impact assessments of decisions and policies
 - c. Implementing clear and accessible complaints processes for people accessing services and those supporting them when human rights are at risk
 - d. Having dedicated Practice Leads to support colleagues with thinking about and implementing human rights in practice
 - e. Ensuring that people accessing services are involved in conversations about changes and policies that will impact them
- 3) Take a human rights-based approach to service design and delivery. This could look like:
- a. Setting up a Lived Experience Board to ensure people accessing services are meaningfully involved in service design
 - b. Making sure that people accessing services are consulted when any changes or new policies are introduced before any final decisions are made
 - c. Ensuring that people are able to participate in feedback sessions or consultations in ways that suit them
 - d. Gathering a broad range of views and perspectives – particularly from groups who may ordinarily be underrepresented
 - e. Ensuring that policies and services are not applied in a blanket fashion without considering individual circumstances

Signature:

We recommend that organisations that sign up to the Human Rights Action Plan have a named staff member leading on it. The Human Rights Action Plan lead can support colleagues to put the actions in motion and act as the first point of contact for people accessing services who want to ask about the Action Plan or raise human rights concerns.

Name of the Human Rights Action Plan lead: _____

Contact: _____
 email/phone number