# Participation Strategy



**Easy Read**

Easy Read logo of woman smiling and reading an Easy Read
 

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| Strategy by the Scottish Human Rights Commission (SHRC) |  |

## Contents page

|  |  |
| --- | --- |
| Who we are | Page 3 |
| Participation Strategy | Page 4 |
| Participation Principles | Page 7 |
| Human Rights Defenders Participation and Support | Page 10 |
| Staff Development | Page 13 |
| Monitoring and Evaluation | Page 14 |
| Find out more | Page 14 |

## Who we are

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| Scottish Human Rights Commission logo | We are the Scottish Human Rights Commission. We are called SHRC for short. |
| People in a circle around a woman protecting her underneath a Scotland flag. | Our job is to protect people’s human rights in Scotland. |
| Woman pointing to herself | Human rights are rights that every person has. For example, the right to be alive and the right to go to school. |

## Participation Strategy

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| Scottish Human Rights Commission logoBooklet that says "plan" with a group of people working on a plan together on it | The SHRC have made a **participation strategy.**  **Participation** means to take part in something.  A **strategy** is a plan to help you achieve a goal. |
| Man talking | We made this plan to explain how the SHRC will work with **human rights defenders**. |
| Man smiling and talking into a megaphone | Human rights defenders are people who promote or protect human rights peacefully.  Human rights defenders work on their own or with other people. |
| Scottish Human Rights Commission logoWoman and man smiling and shaking hands | This plan is about how the SHRC will work with people. |
| Scales of justice, one side says "right" and the other says "wrong" | When we work with people, we will make sure we follow 4 important values. |
| Scales of justice, one side says "right" and the other says "wrong" | Values help us make sure we are doing the right thing. |
| MoneyMan holding up a book that says Easy ReadWheelchair user points to a law paper called the Equality ActGroup of people celebrating with their arms in the air | Our values are   * Treating everyone equally * Working with people from lots of different backgrounds * Making sure that everyone has access * Giving people something back for their help |
| Money | If you take part in a project with the SHRC this will mean you get money to thank you. |

## Participation Principles

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| Checklist with a tick in the first box | We have 5 rules for how we work with people to make sure the SHRC does participation well.  These rules are called **principles**. |
| Man smiling and speaking into a megaphone | Principle 1: Personal Leadership.  This means we will help give **rights holders** the power to act as human rights defenders. |
| Woman wearing glasses smiling and pointing to her own body | Rights holders are people with human rights. We are all rights holders because we all have human rights. |
| Group of people all pointing to a piece of paper on a table | Principle 2: Inclusive planning.  This means we will work with groups of people who have had their human rights breached to help inform, co-design or at times co-deliver SHRC projects. |
| Money | Principle 3: Payment and responsibility.  This means we will pay people to take part, in line with Scottish best practices. |
| Three people talking to each other | Principle 4: Trauma-Informed Practice.  This means we will help to grow and use human rights defenders’ skills and support. It also means we will protect human rights defenders as well as SHRC staff. |
| Hand touching a book with braille bumps on itSpeech bubbles with different languages in themThree people standing in a row and spelling BSL using British Sign LanguageMan reading a book that says Easy Read | Principle 5: Accessibility.  This means we will communicate clearly. This will involve accommodations for anyone who wants to participate in a SHRC project. This includes Easy Read, BSL, and Braille and more.  We will also provide information in a range of languages for anyone who needs it. |

## Human Rights Defenders Participation and Support

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| Group of people sitting around a table and chatting | There are 5 ways human rights defenders can take part in or be supported by the work of the SHRC. |
| Big group of people all talking. Two men in the middle are shaking hands. | 1. Work with the SHRC to help inform Spotlight priorities.   This means that the SHRC will meet with communities and groups from across Scotland to help inform their work. |
| Three people reading a big piece of paper together | 1. Co-design and delivery of relevant spotlights.   This means there will be a role for human rights defenders and victims of human rights abuses to work with the SHRC in developing its spotlight projects. |
| Man wearing a yellow tshirt and talking into a megaphone | 1. Engagement opportunities to inform international and local monitoring.   This means the SHRC will visit local areas in Scotland to meet with communities and human rights defenders to hear their experience of rights locally.  We will also run engagement events for human rights defenders to make sure they can inform our international treaty monitoring work. |
| Two women standing at a whiteboard. 1 is drawing on it and the other is pointing to it. | 1. Empowerment programme for Scotland's Human Rights Defenders,   This means we will develop training program for Human Rights Defenders |
| Group of people holding hands around a woman to protect her. | 1. Safeguarding through watching the experiences of Scotland’s Human Rights Defenders.   This means the SHRC will collect information relating to acts against human rights defenders in Scotland and feed this into the international monitoring system. |

## Staff Development

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| Bags of money.A flower that says "wellbeing". Each petal says something: connect, be active, take notice, keep learning, give.Two women standing at a whiteboard. 1 is drawing on it and the other is pointing to it. | To make sure the SHRC can deliver the best possible experience for human rights defenders our team will be supported in 3 ways.  This will be through:   * Training * Wellbeing * Resources. |

## Monitoring and Evaluation

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| A checklist which says "outcomes" at the top. Some boxes are ticked and some are crosses. | We will measure our impact of this strategy through ongoing evaluation. |

## Find out more

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| Laptop with an email on it | For any more information, or if you want to know more about the Participation Strategy than is provided in this Easy Read summary, please contact us on [hello@scottishhumanrights.com](mailto:hello@scottishhumanrights.com). |