



The Human Rights Action Plan



The Human Rights Act keeps everyone in the UK safe. The rights in this law are for all of us.



Public body workers and policymakers must follow the law to respect and protect human rights wherever possible.



People and community groups can use the Human Rights Act to stand up for themselves, their loved ones, and those they help.

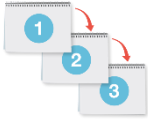


This means everyone has a role in making sure human rights are respected.

Public body workers have a legal duty, and individuals can use the law to speak up for what is right.



The British Institute of Human Rights and the RITES Committee invite everybody to sign up. This includes people in community groups, public body workers, and those who make rules.



They ask you to take small steps each day to support human rights in the UK.



The Action Plan gives you some steps to start with.

But we also want you to think about other ways to help human rights.

Think about what would make the biggest change for you and others.



The Human Rights Action Plan is not a certificate or approval from the British Institute of Human Rights.

It shows that people promise to take real steps every day to respect human rights.



Signing up to this plan means people are saying they will work to make sure everyone can enjoy their human rights.



In this plan, we use the words “human rights” to mean the 16 rights legally protected by the UK’s Human Rights Act.



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 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 positive stories 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 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. When it sounds like somebody's rights are not being respected, supporting them to raise the issue with public body workers

2) Help people in the community learn about their human rights so no one misses out on important information. 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 cannot use the internet can still learn about their human rights. Share this information in places like community centres 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 planned events to share information about human rights protections in places where they may not be thought about

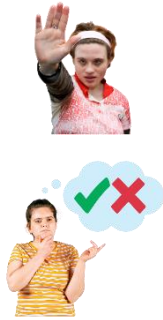


As a public body worker, I will:



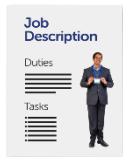
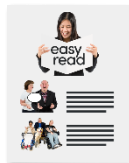
1) Always follow the legal duties to respect, protect and fulfil people’s human rights when making choices for people using or trying to use services. This could look like:

- 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 looked at from a human rights view
- c.** Asking for practical human rights training for my team so they know how to act on their legal duties to uphold people’s human rights



- d.** Questioning complete strict bans or policies as these often are not human rights-respecting
- e.** Challenging human rights-risking decisions when I come across them

2) Share information about human rights with colleagues and people using services. This could look like:



- a.** Finding groups who might not know their human rights and giving them easy-to-read information
- b.** Making colleagues aware of their human rights and the duties owed to them by public body employers
- c.** Helping people know who to talk to and what to do to change decisions that might take away their human rights
- d.** Arranging a lunchtime learning session for colleagues to share my knowledge of human rights protections and/or sharing examples of good practice in protecting people's human rights



- e. Asking for practical human rights training for my team to act on our legal duties to uphold people's human rights



3) Make sure people are involved in the decisions made about them. This could look like:

- a. Giving information about services in a variety of different formats
- b. Making sure 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 ways of challenging things are clear and accessible
- e. Making sure the person is part of decisions about their support. Listen to their ideas and what they like



As a policy maker, I will

1) Promote human rights education for everybody in the UK. This could look like:



a. Introducing required 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



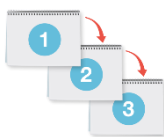
b. Creating or supporting free human rights learning sessions for public officials and members of the general public



c. Making human rights resources widely available for staff members and people using services



d. Making sure information about human rights is available in a variety of formats to increase accessibility



e. Taking steps to share examples of people using the Human Rights Act in real life

2) Work to make sure everyone respects 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 serious human rights impact assessments of decisions and policies

- c.** Making it easy for people to complain if their human rights are in danger. This helps them and those who support them.

- d.** Having staff members who are in charge of helping co-workers to think about their legal duties to respect people's human rights and put those into practice

- e.** Making sure people using services are part of talks about changes and rules that will affect 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 make sure people using services are involved in how services work

- b.** Making sure that people using services are consulted when any changes or new policies are introduced before any final decisions are made

- c.** Making sure that people are able to take part in feedback sessions or consultations in ways that suit them

- d.** Listening to many different people's views, especially those groups who are often not heard

- e.** Making sure rules and services think about each person's needs

Signature:



We suggest that organisations have one staff member in charge of the Human Rights Action Plan for their organisation. This person can help others follow the plan and be the main contact for people with questions or worries about human rights.

Name of the Human Rights Action Plan lead.....

Contact.....