



# THRE

## Third Sector Human Rights & Equalities

### About THRE

[THRE – Third Sector Human Rights and Equalities](#) is a nationwide project led by [GCVS](#) in partnership with [HTSI](#) and [EVOC](#). We develop resources, training and networks to support Scotland's third sector organisations towards taking a Human Rights and Equalities First Approach to their organisational development and delivery. We work to give organisations and individuals the skills to become human rights and equalities champions, allowing the sector as a whole to better challenge inequalities and make a positive difference and to help to deliver the Scottish Government's vision for a Scotland that is inclusive, free from discrimination, and where the human rights of everyone are respected, protected, and fulfilled.

Our staff are based in Glasgow, Edinburgh and the Highlands and linking with Scotland's TSI network to give the project national reach combined with a local understanding of the needs of the third sector across the country. THRE is funded by The Scottish Government Equality and Human Rights Fund, managed by Inspiring Scotland. We have practical experience and insight from working with the third sector across Scotland to deliver training and create resources that support them in becoming a Human Rights and Equalities First organisation.

## Respondent Information and Answer Return Form

**Please Note** this form **must** be completed and returned with your response.

Please send your response to us by email or by post using the following details:

Our email address is: [HumanRightsOffice@gov.scot](mailto:HumanRightsOffice@gov.scot)

Our postal address is:  
Human Rights Strategy & Legislation Unit  
Directorate for Equality, Inclusion and Human Rights  
Scottish Government  
Area 3H North  
Victoria Quay  
Edinburgh  
EH6 6QQ

To find out how we handle your personal data, please see our privacy policy:  
<https://www.gov.scot/privacy/>

Are you responding as an individual or an organisation?

- Individual  
 Organisation

Full name or organisation's name

THRE – Third Sector Human Rights and Equalities (GCVS, EVOC and HTSI partnership)

Phone number

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The Scottish Government would like your permission to publish your consultation response. Please indicate your publishing preference:

### Information for organisations:

The option 'Publish response only (without name)' is available for individual respondents only. If this option is selected, the organisation name will still be published.

If you choose the option 'Do not publish response', your organisation name may still be listed as having responded to the consultation in, for example, the analysis report.

- Publish response with name
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- Do not publish response

We will share your response internally with other Scottish Government policy teams who may be addressing the issues you discuss. They may wish to contact you again in the future, but we require your permission to do so. Are you content for Scottish Government to contact you again in relation to this consultation exercise?

- Yes
- No

## Questionnaire

The questions in this document refer to information contained in '[A Human Rights Bill for Scotland: Consultation](#)'.

### Questions 1 – 5 refer to Part 4: Incorporating the Treaty Rights

#### Question 1

What are your views on our proposal to allow for dignity to be considered by courts in interpreting the rights in the Bill?

##### Answer:

THRE strongly supports the use of dignity as a core principle for interpreting human rights. Research by Dr Elaine Webster<sup>1</sup> shows that the language of dignity can help to contribute to better understanding of human rights and a wider human rights culture

This ties in with our use of the FRED A (Fairness, Respect, Equality, Dignity and Autonomy) principles as guiding values for a human rights and equalities first approach. As such, we echo the Human Rights Consortium Scotland's<sup>2</sup> position that the Bill includes a purpose clause that broadens beyond dignity and includes the remaining FRED A principles as well as outlining principles like universality, interdependency and indivisibility. Through our engagement with the third sector, THRE has found that people without previous knowledge of human rights are able to grasp principles like FRED A relatively comfortably and are less intimidated by these principles than by the legal jargon and terminology that rights are often associated with. Much of our feedback from our training sessions mentions the usefulness of FRED A, such as that it "will help to shape and evaluate my approaches" and that this method of discussing human rights based on values rather than legal jargon is "clear and approachable."

#### Question 2

What are your views on our proposal to allow for dignity to be a key threshold for defining the content of MCOs?

##### Answer:

We agree with this proposal to include dignity in defining the MCOs due to the reasons above and support HRCS' position that dignity should be a required threshold, not just an allowed threshold.

#### Question 3

What are your views on the types of international law, materials and mechanisms to be included within the proposed interpretative provision?

##### Answer:

We agree with the Scottish Government proposed approach.

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<sup>1</sup>

[https://www.strath.ac.uk/media/1newwebsite/departmentsubject/law/cshrl/Can Talking about 'Dignity' Support the Growth of Human Rights Culture'.pdf](https://www.strath.ac.uk/media/1newwebsite/departmentsubject/law/cshrl/Can_Talking_about_'Dignity'_Support_the_Growth_of_Human_Rights_Culture'.pdf)

<sup>2</sup> <https://hrscotland.org/wp-content/uploads/2023/08/Final-HRCS-Guide-to-responding-to-Human-Rights-Bill-for-Scotland-consultation-August-2023-1.pdf>

**Question 4**

What are your views on the proposed model of incorporation?

Answer:

We support the Human Rights Consortium Scotland's response to this question.

**Question 5**

Are there any rights in the equality treaties which you think should be treated differently? If so, please identify these, explain why and how this could be achieved.

Answer:

We support the Human Rights Consortium Scotland's response to this question.

## Questions 6 – 11 refer to Part 5: Recognising the Right to a Healthy Environment

### Question 6

Do you agree or disagree with our proposed basis for defining the environment?

Answer:

We support the Environmental Rights Centre Scotland's<sup>3</sup> response to this question.

### Question 7

If you disagree please explain why.

Answer:

N/A

### Question 8

What are your views on the proposed formulation of the substantive and procedural aspects of the right to a healthy environment?

Answer:

We support the Environmental Rights Centre Scotland's response to this question and in particular support the emphasis on meeting the Aarhus requirements on the right to access to information, public participation in decision-making, and access to justice in environmental matters.

### Question 9

Do you agree or disagree with our proposed approach to the protection of healthy and sustainable food as part of the incorporation of the right to adequate food in ICESCR, rather than inclusion as a substantive aspect of the right to a healthy environment? Please give reasons for your answer.

Answer:

We support the Environmental Rights Centre Scotland's response to this question.

### Question 10

Do you agree or disagree with our proposed approach to including safe and sufficient water as a substantive aspect of the right to a healthy environment? Please give reasons for your answer.

Answer:

We support the Environmental Rights Centre Scotland's response to this question.

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<sup>3</sup> [https://www.ercs.scot/wp/wp-content/uploads/2023/08/230814\\_HR-Bill-consultation-Pt5\\_ERCS-response\\_V3.pdf](https://www.ercs.scot/wp/wp-content/uploads/2023/08/230814_HR-Bill-consultation-Pt5_ERCS-response_V3.pdf)

**Question 11**

Are there any other substantive or procedural elements you think should be understood as aspects of the right?

Answer:

We support the Environmental Rights Centre Scotland's response to this question.

In addition, we believe there needs to be adequate capacity and resource dedicated to the procedural elements of the right. THRE strongly believes in the need for increased support for access to information and public participation in building a strong human rights culture in Scotland.

## Questions 12 – 18 refer to Part 6: Incorporating Further Rights and Embedding Equality

### Question 12

Given that the Human Rights Act 1998 is protected from modification under the Scotland Act 1998, how do you think we can best signal that the Human Rights Act (and civil and political rights) form a core pillar of human rights law in Scotland?

#### Answer:

We support the Human Rights Consortium Scotland's response to this question.

To add to this, our engagement with the third sector in Scotland has found a low level of understanding of the existing human rights in law for rights holders; those that support them and duty-bearers. As such there is a strong need for bolstered education, awareness raising and capacity building across all sectors of society in relation to the rights outlined in the Human Rights Act 1998. This should not be separate from implementation of this Bill but should be built into wider implementation work to ensure a cohesive understanding of human rights in Scotland across sectors.

### Question 13

How can we best embed participation in the framework of the Bill?

#### Answer:

We support the Human Rights Consortium Scotland's stance that: "Participation should be embedded throughout the Bill, including in its purpose, in reporting on implementation of the Bill, and in monitoring and accountability." We also support the National Taskforce's recommendation<sup>4</sup> that participation should be included as an explicit right within the Bill. This is because participation is an essential principle of human rights and is essential for ensuring the effectiveness of human rights legislation and approaches. By including participation as an explicit right, both rights-holders and public bodies will be aware of their duties and entitlements.

Participation in monitoring and accountability is particularly important for the purpose of furthering empowerment of marginalised communities, this can be building in feedback loops and clear points of communication between duty-bearers and rights holders.

Resources and capacity-building for duty-bearers on what is and how to deliver meaningful participation needs to be built into the framework, development and implementation of the Bill. This is to ensure that duty-bearers are equipped with specialist knowledge on different methods of participation; how to ensure it is a two-way process that provides value for everyone involved; and how to create a participation process that is as inclusive as possible. We believe that the resources and capacity-building should inform the development and implementation of the Bill, as meaningful participation must be prioritised at every stage of incorporation.

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<sup>4</sup> Recommendation 29 <https://www.gov.scot/publications/national-taskforce-human-rights-leadership-report/pages/4/>



**Question 14**

What are your views on the proposed approach to including an equality provision to ensure everyone is able to access rights in the Bill?

**Answer:**

We agree with the inclusion of an equality provision, as different characteristics that people have will greatly impact upon their ability to access their human rights. We recognise the complexity of equalities legislation in consideration of devolved/reserved matters but believe that the Bill must acknowledge and go further than the protected characteristics to maximise rights provisions for those most likely to face barriers to accessing their rights.

**Question 15**

How do you think we should define the groups to be protected by the equality provision?

**Answer:**

We think that additional guidance should be published alongside the Bill that outlines what groups are protected by the equality provision. We think these groups should be defined with reference to the recommendations made by the Taskforce on Human Rights Leadership and the Lived Experience boards.

**Question 16**

Do you agree or disagree that the use of 'other status' in the equality provision would sufficiently protect the rights of LGBTI and older people? If you disagree, please provide comments to support your answer.

**Answer:**

THRE disagrees that the use of the 'other status' alone is sufficient enough to protect the rights of LGBTI and older people.

**Question 17**

If you disagree, please provide comments to support your answer.

**Answer:**

LGBTI people and older people face specific barriers that need to be addressed in ways specific to these groups and their experiences. The use of the 'other status' does not provide enough acknowledgement of the barriers themselves thereby potentially leaving it up to circumstantial interpretation whether they will be protected at all times.

With the current climate of stretched resources and competing priorities across all sectors likely to continue, THRE believes that the use of 'other status' could result in the intentional or unintentional de-prioritising of these rights holders in relation to those which have been named.

**Question 18**

Do you think the Bill framework needs to do anything additionally for LGBTI or older people?

**Answer:**

As above.

## Questions 19 – 26 refer to Part 7: The Duties

### Question 19

What is your view on who the duties in the Bill should apply to?

Answer:

We agree with the Human Rights Consortium Scotland's position that the duties should apply to as many public bodies as possible within devolution however, we note that this will include many third sector organisations delivering public functions on behalf of public bodies. While THRE is in support of this as it contributes towards a vision of Scotland as a society with a strong human rights culture that supports rights holders from all levels, we believe there needs to be specific consideration of the challenges and opportunities this may bring to the third sector.

Third sector organisations in this position will be holding dual roles of duty bearer as well as supporting rights-holders themselves in their core capacities as organisations. We believe this should be noted in the Bill and the implementation workstream with special consideration of the capacity building and awareness raising needed to equip third sector organisations for any additional monitoring and reporting duties they may have. From our experience, we know that there is significant interest from the sector in receiving capacity building support, as we have already received enquiries about training and support directly addressing the Bill.

### Question 20

What is your view on the proposed initial procedural duty intended to embed rights in decision making?

Answer:

We agree with the proposal for a procedural duty and support the Human Rights Consortium Scotland's position that this initial period should not be open-ended and should have a clear timescale for full duties in order to facilitate planning and confidence in human rights.

THRE supports the embedding of human rights in the decision making of organisations through taking a human rights and equalities first approach to organisational development and delivery. We also support the ALLIANCE's<sup>5</sup> position in advocating for the adoption of a human rights budgeting approach. THRE believes that adequate support must be given to all duty bearers to ensure that rights-based decision-making is meaningful and well-informed. THRE currently have resources and training on how to take a human rights and equalities first approach to many different facets of organisations' work including in governance, funding/fundraising and volunteering. This approach is something that can be scaled to promote rights-based decision making across Scottish public and third sector.

### Question 21

What is your view on the proposed duty to comply?

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<sup>5</sup> <https://www.alliance-scotland.org.uk/blog/news/alliance-publishes-human-rights-bill-consultation-draft-response/>

Answer:

We support the Human Rights Consortium Scotland's response to this question.

**Question 22**

Do you think certain public authorities should be required to report on what actions they are planning to take, and what actions they have taken, to meet the duties set out in the Bill?

Answer:

Yes

**Question 23**

How could the proposed duty to report best align with existing reporting obligations on public authorities?

Answer:

We support the Human Rights Consortium Scotland's response to this question with particular emphasis on Scottish Government consulting those whose rights are most at risk when developing guidance on reporting requirements.

**Question 24**

What are your views on the need to demonstrate compliance with economic, social and cultural rights, as well as the right to a healthy environment, via MCOs and progressive realisation?

Answer:

We support the Human Rights Consortium Scotland's response to this question.

**Question 25**

What are your views on the right to a healthy environment falling under the same duties as economic, social and cultural rights?

Answer:

We support the Human Rights Consortium Scotland's response to this question.

**Question 26**

What is your view on the proposed duty to publish a Human Rights Scheme?

Answer:

We support the Human Rights Consortium Scotland's response to this question.

## **Questions 27 – 37 refer to Part 8: Ensuring Access to Justice for Rights Holders**

### **Question 27**

What are your views on the most effective ways of supporting advocacy and/or advice services to help rights-holders realise their rights under the Bill?

Answer:

There needs to be vastly increased support for Scotland-wide human rights education, information and advice services in order to support advocacy.

At the moment, THRE is funded by Scottish Government's Equality and Human Rights Fund managed by Inspiring Scotland to provide training, resources and information to Scotland's third sector on human rights and equalities. To date, we have had representatives from over 400 different organisations across Scotland attend our training. Whilst we cannot provide exact statistics on how many of these provide advocacy and/or advice services, we believe that organisations providing such services represent a significant portion of our attendees to date. This tells us that there is an existing need for capacity building on human rights for advice and advocacy service providers. We anticipate that this need will be more acute closer to the implementation of the Scottish Human Rights Bill, due to the range of implications it will have for rights-holders and those advocating for them. As such, we urge that capacity-building for advice and advocacy service providers within the third sector is incorporated into the Bill prior to its implementation.

### **Question 28**

What are your views on our proposals in relation to front-line complaints handling mechanisms of public bodies?

Answer:

We support the Human Rights Consortium Scotland's response to this question.

### **Question 29**

What are your views in relation to our proposed changes to the Scottish Public Services Ombudsman's remit?

Answer:

N/A

### **Question 30**

What are your views on our proposals in relation to scrutiny bodies?

Answer:

We support the Human Rights Consortium Scotland's response to this question. THRE believes that a human rights and equalities first approach can and should be taken by everybody and is necessary to contribute to a strong human rights culture in Scotland.

**Question 31**

What are your views on additional powers for the Scottish Human Rights Commission?

Answer:

We support the Human Rights Consortium Scotland's response to this question.

**Question 32**

What are your views on potentially mirroring these powers for the Children and Young People's Commissioner Scotland where needed?

Answer:

We support the Human Rights Consortium Scotland's response to this question.

**Question 33**

What are your views on our proposed approach to 'standing' under the Human Rights Bill? Please explain.

Answer:

We support the Human Rights Consortium Scotland's response to this question.

**Question 34**

What should the approach be to assessing 'reasonableness' under the Human Rights Bill?

Answer:

N/A

**Question 35**

Do you agree or disagree that existing judicial remedies are sufficient in delivering effective remedy for rights-holders?

Answer:

N/A

**Question 36**

If you do not agree that existing judicial remedies are sufficient in delivering effective remedy for rights-holders, what additional remedies would help to do this?

Answer:

N/A

**Question 37**

What are your views on the most appropriate remedy in the event a court finds legislation is incompatible with the rights in the Bill?

Answer:

N/A

## **Questions 38 – 44 refer to Part 9: Implementing the New Scottish Human Rights Act**

### **Question 38**

What are your views on our proposals for bringing the legislation into force?

Answer:

THRE holds the view that implementation needs to move forward in a timely manner but the public sector and third sector organisations delivering public services must also have sufficient time to be brought up to speed on the duties and responsibilities they will have under the Bill.

Full implementation in a way that benefits rights holders promptly while allowing for development of the supporting structures needed for implementation can be supported by setting clear timescales and deadlines for implementation as well as a programme that sets out capacity building activities and what resources will be available to support these activities.

### **Question 39**

What are your views on our proposals to establish MCOs through a participatory process?

Answer:

We support the Human Rights Consortium Scotland's response to this question.

### **Question 40**

What are your views on our proposals for a Human Rights Scheme?

Answer:

We support the Human Rights Consortium Scotland's response to this question.

The particular requirements in the Scheme that THRE wants to emphasise are:

- The extent to which public participation is informing implementation of the Bill
- Information and awareness raising around the Bill
- What capacity building, support and resource provision has been made available and taken up by third sector organisations delivering public services
- What capacity building, support and resource provision has been made available and taken for organisations supporting rights-holders

### **Question 41**

What are your views on enhancing the assessment and scrutiny of legislation introduced to the Scottish Parliament in relation to the rights in the Human Rights Bill?

Answer:

We support the Human Rights Consortium Scotland's response to this question.



## Question 42

How can the Scottish Government and partners effectively build capacity across the public sector to ensure the rights in the Bill are delivered?

### Answer:

THRE agrees that statutory and non-statutory guidance for the public sector should be developed.

All capacity building activity relating to the Bill also needs to consider and recognise the third sector as duty-bearers. As a sector, it already delivers a significant and growing number of functions on behalf of the public sector, but in contrast often does not have the same access to capacity building and resources to support delivery.

We propose that Scottish Government consider taking forward a model similar to the THRE project. We have been funded by Scottish Government for a three-year period to create and deliver free training, resources and networks nationwide to support Scotland's third sector organisations towards taking a human rights and equalities first approach to their organisational development and delivery. We have established clear guidance on how organisations can undertake and embed this approach, and have delivered results in upskilling organisations to understand rights and equalities in a way that helps individual staff members and organisations as a whole see the relevance, benefits and importance of a Human Rights and Equalities based approach.

Based on our participant survey, 96% of respondents said they had a better understanding of human rights and equalities after attending one of our courses, with 92% of respondents stating that they are now better able to embed human rights and equalities approaches into their work. This highlights the effectiveness of the provision of this kind of capacity building in relation to Human Rights and Equalities via THRE's model.

THRE are currently one of the key organisations supporting Scotland's third sector with capacity building to take a rights-based approach. From our experience and research there is a clear existing desire and ongoing need for resources and training on human rights and equalities within the sector, starting at a basic introductory level of learning for staff in general, and continuing upwards to include aspects such as the embedding of a rights and equalities approach in organisational change processes.

Between February – March 2022, we undertook a piece of sector engagement through research, surveying and interviewing staff from the Third Sector Interface (TSI) organisations across Scotland, as well as speaking to a range of other third sector membership organisations. We asked about their organisation's understanding of human rights and equalities, and where relevant, the level of understanding of the other organisations that they work with or support.

We found that, whilst most organisations wanted to engage with human rights and equalities and were keen to do more than they did currently, the main barriers were capacity, perceived and actual cost, and the lack of adequate existing resources to support them to do this. A significant number of organisations also told us that they

struggled to understand the link between human rights and the relevance of them to their everyday work.

We have had 766 attendees (as of Sept 2023) at THRE learning events from across 412 separate organisations since we launched our first courses and resources at the end of September 2022. This demonstrates a clear current demand and need for education and capacity building on human rights and equalities.

We recommend that Scottish Government, in relation to the capacity building which will be needed, draw upon the existing knowledge and experience of those already delivering human rights and equalities capacity building work.

We would urge Scottish Government to recognise and work with these key organisations to realise the potential benefits gained through the deployment of their existing resources, and the scaling up, where needed, of proven delivery models, achieving this through platforming and resourcing to widen their reach and meet the anticipated demand.

THRE have already received enquiries about resources and support regarding the Bill. We recommend that third sector organisations are fully considered within all capacity-building activity relating to the Bill, and that existing organisations providing similar support be included to prevent duplication and capitalise on pre-existing skills, resources and relationships.

Additionally, we urge that the elements of the implementation phase can and should happen before the Bill is fully drafted, introduced and passed. This process will take significant time and, in the meantime, there is still a lack of cohesive and mainstream understanding and knowledge of what human rights and equalities are and what they mean for people working with rights holders. The absence of this core knowledge acts as a barrier to organisations successfully implementing or engaging at a higher level with a Human Rights based approach. We believe it is possible to deliver this element of the capacity building before the Bill comes into force, closing part of the knowledge gap in advance, which would then shorten the time needed between Royal Assent and commencement of duties.

This approach will benefit the wide range of organisations who will be impacted by the Bill. The organisations we work with tell us that staff capacity and the time needed to undertake effective training is a significant challenge for them. Identifying and delivering relevant training before the Bill is implemented will reduce this burden on organisations allowing them to build up the foundational knowledge of relevant staff in advance and then cover the further learning that will be needed at a later date. It will also help to establish the wider Human Rights and Equalities based approach in these organisations, that the Bill aims to achieve.

### **Question 43**

How can the Scottish Government and partners provide effective information and raise awareness of the rights for rights-holders?

Answer:

THRE agrees with the Human Rights Consortium Scotland's call for a National Network for Human Rights Information, Education, Legal Services and Advice.

At the moment, rights-holders' access to information is dispersed among many different and differing sources – in order for rights' holders to be confident in the information they receive there needs to be a coordinated approach to information and awareness raising.

As we stated in the answer to q.42, we do not believe it is necessary for Scottish Government to reinvent the wheel in this regard. There are many organisations already producing resources and training for rights-holders and these organisations should be brought in as part of a National Network in order to cater to the wide range of groups and communities that need to be supported. These organisations are already linked in and have relationships with the rights holders so supporting these existing networks will be an effective means of reaching a wide range of communities.

Information and awareness raising programmes need to have accessibility and inclusion built in from the budgeting stage. This means ensuring there are resources available in multiple languages including BSL; easy-read versions/child-friendly versions; and alternative accessible formats.

There are many communities for which materials delivered in a written English format will not be accessible and engaging. For all rights-holders to be informed on their rights there need to be efforts to engage and reach out to communities including immigrant and refugee communities in alternative languages and in community settings. We suggest that funding is made available to organisations working with these communities to directly deliver information and awareness raising activities.

#### **Question 44**

What are your views on monitoring and reporting?

Answer:

Monitoring and reporting mechanisms need to have teeth in terms of real accountability and transparency. Monitoring and reporting information needs to be publicly available for people to be more widely able to access and scrutinise activity and progress.

The monitoring and reporting should be developed in a way to ensure it allows and encourages organisations who are duty holders to use the information gathered to drive aspects of their decision making including in relation to learning and development needs.

If set up with consideration of both the needs of Scottish Government and the opportunities for its use by individual organisations, it has the potential to provide significant value for internal assessment of progress and to drive decisions around where future capacity building and investment should be directed.

In order to realise the benefits of this approach, support and capacity building will need to be provided to organisations to both help them put in place the information gathering and data analysis skills needed to produce high quality reporting, and to also build the understanding needed to gain the organisational development benefits which are possible.

We also believe consideration should be given to how the monitoring and reporting could help address the current significant lack of publicly available data relating to Human Rights and Equalities in Scotland.

Currently there seems to be little requirement for data to be collected by public bodies such as OSCR in relation to equalities and human rights information at an individual organisation level. The lack of this data makes understanding and decision making in relation to the bigger picture, the current situation, and progress across a wide range of Human Rights and Equalities issues more difficult.

Consideration could be given to the creation of new role or requirement for the relevant equalities or rights bodies to collect this information alongside the resourcing needed, and consideration of the impact, resourcing and capacity building needs of the organisations required to submit reporting.

## About you

Please tell us which of the following categories best describe you (select all that apply):

- Legal profession
- Organisation - Private
- Organisation – Public
- Rights holder
- Other – please specify

Other – Partnership project of three Third Sector Interfaces (GCVS, EVOC and HTSI)

### **Additional space for answers**

*(Please specify the question information relates to)*

Question 42.

We have included below the relevant insight on third sector capacity and knowledge of human rights and equalities from the engagement work we undertook with Scotland's TSI organisations in 2022. This was part of our wider sector engagement during the development of THRE's delivery model.

We connected with 43 TSI organisations across the whole of Scotland and were able to meet with key staff at 70% (30) of them to discuss the project and human rights and equalities (HRE) support and training in their area, in relation to both their needs and those of the organisations they support.

All the organisations we spoke to were supportive of the project's aims and felt that there was a need for the sort of Human Rights and Equalities training THRE was proposing in their area.

Staff capacity and specialist knowledge were identified as the main reasons TSIs didn't feel they were able to take on or provide more extensive HRE training and support than they currently do.

There was a good understanding and some provision around equalities and related topics but little to none in relation to human rights concepts and principles. The idea of a human rights and equalities first approach was new to most of those we spoke to, but they were keen to engage and find out more about it.

Of the training currently provided or completed it was felt this was often not carried forward within organisations post-training. There was the concern that organisations don't understand how human rights and equalities are relevant to their day-to-day practice, and often complete training without a full understanding of, or capacity to implement what they have learnt.

We also sent out a more detailed follow-up survey to all the Third Sector Interfaces (TSIs), we had 15 responses representing 13 TSI organisations. Some key findings from the survey:

- 60% said they had staff with responsibility for or who worked on issues relating to Human Rights and Equalities. Only a few had dedicated staff providing external support or training to other organisations.
- 41% said staff do not have access to resources or undertake training related to Human Rights and Equalities.
- They felt they had a reasonable understanding particularly of equalities issues but not human rights and that there was significant scope to raise overall understanding of Human Rights and Equalities issues.