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Equalities and Human Rights Committee Comataidh Co-ionannachd agus Còraichean Daonna

Equalities and Human Rights Committee Annual Report 2017-18



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Equalities and Human Rights Committee

To consider and report on matters relating to equal opportunities and upon the observance of equal opportunities within the Parliament (and any additional matter added under Rule 6.1.5A). In these Rules, “equal opportunities” includes the prevention, elimination or regulation of discrimination between persons on grounds of sex or marital status, on racial grounds or on grounds of disability, age, sexual orientation, language or social origin or of other personal attributes, including beliefs or opinions such as religious beliefs or political opinions. Human rights, including Convention rights (within the meaning of section 1 of the Human Rights Act 1998) and other human rights contained in any international convention, treaty or other international instrument ratified by the United Kingdom.



<http://www.parliament.scot/parliamentarybusiness/CurrentCommittees/Equalities-Human-Rights-Committee.aspx>



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Scottish National Party



Annie Wells
Scottish Conservative
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Introduction

1. This report covers the work of the Equalities and Human Rights Committee during the Parliamentary year 12 May 2017 to 11 May 2018. During the parliamentary year the Committee met 33 times. 7 of these meetings were wholly in private and 26 were a mixture of public and private.

Membership Changes

2. Previous Members of the Committee during the reporting year:

Jeremy Balfour (Con) (29 September 2016 – 29 June 2017)

Jamie Greene (Con) (29 June 2017 – 17 May 2018)

David Torrance (SNP) (29 September 2016 – 19 April 2018)

Inquiries and Reports

Destitution, Asylum and Insecure Immigration Status in Scotland

3. In late 2016 the Scottish Refugee Council, the British Red Cross, Scottish Women's Aid, and the Office of the Children and Young People's Commissioner called for an urgent inquiry into the issue of destitution amongst asylum seekers and those with insecure immigration status in Scotland. As we reported in our Annual Report for 2016-17 ¹, we agreed to undertake such an inquiry and began gathering written and oral evidence in January 2017.
4. Our inquiry highlighted a number of alarming challenges facing asylum seekers and people with insecure immigration status. These included increased risks of destitution, physical and mental ill health, exploitation and physical and sexual violence. We were especially concerned about vulnerable women and children, unaccompanied young people and those with No Recourse to Public Funds in the asylum system.
5. On 22 May 2017 we published our inquiry report *Hidden Lives, New Beginnings: Destitution, Asylum and Insecure Immigration Status in Scotland*. In this report we made various recommendations to the Scottish Government to address the serious issues we identified. These included the creation of a dedicated Scottish anti-destitution strategy to inform a national approach to mitigating destitution amongst asylum seekers and people with insecure immigration status.
6. The Scottish Parliament debated the findings and recommendations of our report on 30 May 2017. ² The Scottish Government responded to our report on 21 July 2017. It recognised that several of our recommendations required discussion and cooperation with the UK Home Office on reserved matters relating to the asylum and immigration system.
7. The Scottish Government committed to utilising the New Scots refugee integration strategy ³ to seek a multi-agency approach to mitigating some of the negative impact our report identified in relation to asylum seekers and people with insecure immigration status in Scotland.
8. Scottish Ministers also committed to examine what further support they can provide to asylum seekers and people of insecure immigration status who have No Recourse to Public Funds. For example, the Government is examining implementing its Equally Safe strategy, which tackles all forms of violence against women and girls, to support asylum seekers and people with insecure immigration status.
9. We will undertake a follow up evidence session with key stakeholders in June 2018 to assess progress on the implementation of our recommendations, and continue to engage with the Scottish Government on support for asylum seekers and people with insecure immigration status in Scotland.

Bullying and harassment of children and young people in schools

It is not Cool to be Cruel: Prejudice-based bullying and harassment of children and young people in schools



Source: The Scottish Parliament

10. In November 2016 we launched an examination of prejudice-based bullying and harassment of children and young people in schools in Scotland. This inquiry arose following concerns expressed by several stakeholders on the need for Scotland's national anti-bullying strategy, Respect for All, to be as comprehensive as possible in addressing this issue.⁴
11. At our request, the Deputy First Minister and Cabinet Secretary for Education and Skills, John Swinney MSP, put the finalisation of a revised national anti-bullying strategy on hold. This allowed us to take written and oral evidence from a variety of children and young people on very difficult issues of bullying and harassment. This included issues such as physical and emotional bullying, sexual harassment and assault, racism, homophobic, biphobic and transphobic prejudice, Islamophobia and religious intolerance, and prejudice against children and young people with disabilities.
12. We took written and oral evidence from a variety of stakeholders, including key third sector organisations with a focus on children and young people, race and ethnicity, faith and belief, disability, gender and sexual orientation and physical and mental health. We also commissioned the Children's Parliament to undertake research on the issue of school bullying in Scotland. Some of the most powerful evidence we

received was from young people on physical and sexual harassment and abuse they had experienced in the education system.

13. We worked closely with the Education and Skills Committee and coordinated our efforts with their inquiry into personal and social education.⁵ This approach allowed us to maximise the scrutiny effort of both Committees and ensure the recommendations we made built upon the other.
14. We published our inquiry report *It's not Cool to be Cruel: Prejudice-based bullying and harassment of children and young people in schools* on 6 July 2017, and made various recommendations aimed at improving Scotland's approach to tackling bullying and harassment in schools. On 15 November 2017, the Scottish Parliament jointly debated our findings and recommendations alongside those of the Education and Skills Committee inquiry on personal and social education.⁶
15. The Scottish Government responded to our findings and recommendations on 1 September 2017.⁷ As a result of our inquiry the Scottish Government has taken a number of steps, including the establishment of a working group on LGBTI Inclusive Education. The Government also revised its national anti-bullying strategy, Respect for All, to take account of our recommendations and established a new system with local authorities to monitor bullying and harassment in schools in a uniform manner across Scotland.⁸
16. We will undertake a follow up session with key stakeholders in June 2018 to assess progress on the implementation of our recommendations, and continue to engage with the Scottish Government on prejudice-based bullying and harassment in schools.

Human Rights and the Scottish Parliament

17. When the Scottish Parliament was founded, it was written into the Scotland Act 1998 that all laws we make must be compatible with the Human Rights Act 1998. The establishment of our Committee, with a specific remit objective of focusing on human rights, provides an opportunity to examine how effective the Scottish Parliament is at delivering on this objective.
18. In late 2016 we decided to examine this issue by way of a Committee inquiry. The objective of the inquiry is to ensure the Scottish Parliament adopts the best possible approach to scrutinising, promoting and delivering on human rights. The inquiry is considering human rights under three main themes: participation and engagement, Parliamentary procedure and process, and accountability.
19. Our work was further enhanced by the [Report of the Commission on Parliamentary Reform](#) published on 20 June 2017 when it said:

” We refer the proposals raised with us on the Parliament’s role as a human rights guarantor to the Equalities and Human Rights Committee to inform its inquiry work on this matter. We recognise the importance of the proposals made to us and consider that some of our other recommendations may also promote the delivery of a stronger human rights role for the Scottish Parliament (Recommendation 30).

20. We have conducted this work two phases. In phase one we gathered written briefing on the scrutiny of human rights by other legislatures in the UK, international comparisons of best practice in the monitoring and scrutiny of human rights, and baseline information on UN concluding observations relevant to Scotland. This informed the next phase.
21. We are currently undertaking phase two of our inquiry by holding public engagement activities and gathering written and oral evidence from a wide range of stakeholders. We have sought the views of members of the public, parliamentarians, human rights experts, and stakeholders from across the public, private and third sectors in Scotland. This included a roundtable discussion on human rights with children and young representatives of organisations such as the Children's Parliament, the Scottish Youth Parliament, Action for Children and Who Cares? Scotland.

EHRiC MSPs visited Leith (Edinburgh) to meet with residents in council-owned properties using human rights to tackle poor housing conditions



Source: The Scottish Parliament

22. We have held four public focus groups sessions in Leith (Edinburgh), Inverness, Clydebank and Galashiels with a total of more than a hundred members of the public attending. This has assisted in gathering views on how the Scottish Parliament interacts with human rights.
23. Four Members of the Committee also visited Strasbourg in April 2018 and met with staff at the European Court of Human Rights, the Council of Europe Commissioner for Human Rights and the Parliamentary Assembly of the Council of Europe

Committee of Legal Affairs and Human Rights. This helped us place our work in a wider international context and consider the role the Parliament should play as a human rights guarantor.



A delegation of members visited the European Court of Human Rights in April 2018 as part of a fact-finding visit to Strasbourg during our inquiry on Human Rights and the Scottish Parliament

Source: The Scottish Parliament

24. The inquiry is continuing and we plan to take evidence from the UN's Office of the High Commissioner for Human Rights. We expect to conclude our work and report our findings by the summer of 2018.

Prisoner Voting

25. In 2016 legislative responsibility for elections to the Scottish Parliament was devolved from the UK Parliament to the Scottish Parliament. The Scottish Parliament already had legislative competency for local elections in Scotland.
26. In June 2017 Patrick Harvie MSP requested that we consider the issue of the blanket ban on prisoner voting in Scotland in the wake of various domestic and international court rulings. We agreed to consider this issue as part of our work programme and undertook an evidence gathering scoping session on 7 September

2017, looking at the current UK position, the practical issues around voting in prisons, and also the arguments for and against allowing prisoners to vote.

27. On 25 January 2018 we took further evidence on the operation of voting systems in other jurisdictions, such as Canada and Ireland. We also sought the views of the Lord President of the Court of Session, the UK Ministry of Justice and Victim Support Scotland.

The Convener sets out the key conclusion from the inquiry on Prisoner Voting in Scotland



Source: The Scottish Parliament

28. We published our findings and recommendations in our report *Prisoner Voting in Scotland* on 14 May 2018.⁹ A written response from the Scottish Government is expected by July 2018.

Draft Budget 2018-19 Scrutiny

29. In September 2017 we agreed to take a new approach to our budget scrutiny in readiness for the changes to the Scottish budget system based on the recommendations of the Budget Process Review Group (BPRG). This approach also addresses the change in timing of the UK's main budget event, which now takes place in Autumn rather than the Spring each year.
30. As such, we have sought to adapt our scrutiny of the Scottish Government's draft budget with a view to using evidence gathered throughout the year to influence the content of future draft budgets, and the budget priorities given to equalities and human rights.
31. In addition to this approach, we conducted some specific pre-budget scrutiny work and sought public views on the budget process in September and October 2017. In November we took oral evidence from various equalities and human rights stakeholders
32. We published the report of our findings and recommendations: *Looking Ahead to the Scottish Government's Draft Budget 2018-19: Making the Most of Equalities and Human Rights Levers* on 10 December 2017.¹⁰ In it we made recommendations in key areas aimed at ensuring Scottish budgetary and spending policy supports and delivers equalities and human rights across all areas of public policy.
33. This included recommendations on improving equalities data, mainstreaming of equalities in the Scottish budget, improvements to the Scottish Government's Equality Budget Statement, inclusion of equality outcomes in the National Performance Framework, ensuring public authority implementation of national

equality priorities and linking the budget scrutiny process to the Public Sector Equality Duty.

Brexit

34. The Charter of Fundamental Rights of the European Union (the EU Charter), and the body of EU law, forms an integral part of Scotland's equalities and human rights framework. The decision of the UK to leave the European Union - commonly referred to as Brexit - will have implications for equalities and human rights in Scotland.
35. In order to better inform parliamentary and public debate on implications of Brexit for equalities and human rights in Scotland, we have been conducting an ongoing series of evidence taking sessions, with a variety of stakeholders. Throughout 2017/18 we have corresponded with the Scottish Government, and other parliamentary committees, on the implications of Brexit for equalities and human rights in Scotland. ¹¹
36. On 27 February 2018 Michael Russell MSP, the Minister for UK Negotiations on Scotland's Place in Europe, introduced the UK Withdrawal from the European Union (Legal Continuity) (Scotland) Bill into the Scottish Parliament (the EU Legal Continuity Bill). ¹² The Parliament agreed to treat the EU Legal Continuity Bill as an Emergency Bill. The Scottish Government stated that part of the purpose of this Bill is to seek to incorporate the general principles of EU law and the Charter of Fundamental Rights into domestic Scots law.
37. In order to inform the Parliament's consideration of this legislation in relation to equalities and human rights, we undertook two oral evidence sessions on those specific aspects of the EU Legal Continuity Bill which relate to the EU Charter. On 8 March we took evidence from Dr Tobias Lock, Senior Lecturer in EU Law, University of Edinburgh and on 15 March we took oral evidence from the Minister Michael Russell and officials from the Scottish Government.
38. We will continue to monitor and examine the implications of Brexit for human rights and equalities in Scotland as part of our 2018/19 work programme.

Other inquiry work

Gypsy/Travellers in Scotland

39. Public attitudes in Scotland to diversity and ethnic minorities have improved greatly in the last 20 years. For example, when surveyed in 2000 just over 48% of people in Scotland responded that sexual relations between two adults of the same sex were wrong. By 2015, the number of the people in Scotland holding this view has fallen to just 18%. This positive trend has been reflected in public attitudes to many minority groups in Scottish life.
40. A worrying exception to this trend remains in relation to public attitudes to Gypsy/Travellers in Scotland. The most recent Scottish Social Attitudes Survey showed that 31% of people in Scottish would be unhappy if a close relative married someone from the Gypsy/Traveller community, and 34% of people thought a Gypsy/Traveller would be unsuitable to be a primary school teacher.
41. On 1 June 2017 we undertook an evidence session to assess what progress had been made since the findings and recommendations of two reports from the Session 4 Equal Opportunities Committee. These reports were *Gypsy/Travellers and Care*,¹³ published in September 2012, and *Where Gypsy/Travellers Live*¹⁴ published in March 2013.
42. We were very disheartened to hear from stakeholders that, not only had little or no progress been made in tackling the problems identified in these reports, but also in some cases these problems have deteriorated. Indeed, we were informed that many of the issues around discrimination and prejudice faced by Gypsy/Travellers in Scotland in 2017 were the same ones identified by the very first Scottish Parliament Committee report on Gypsy/Travellers in 2001.¹⁵

Gypsy/Travellers giving evidence to the Committee on International Human Rights Day 2017



Source: The Scottish Parliament

43. As a result, we decided to focus of our work to mark Human Rights Day 2017 on Gypsy/Travellers in Scotland. On Thursday 7 December 2017 we hosted a briefing session with young Gypsy/Travellers who spoke about the discrimination they face and their ambitions for the future. We then took oral evidence from both young and older members of the Gypsy/Traveller Community.
44. As a result of our work, the Cabinet Secretary for Communities, Social Security and Equality, Angela Constance MSP, acknowledged that despite Scottish Government support for equalities and diversity across a range of groups in Scottish life, public policy efforts to date to address specific discriminations faced by Gypsy/Travellers in Scotland had not been successful.
45. In response, the Scottish Government has established a dedicated Ministerial Working Group on Gypsy/Travellers.¹⁶ The objective of the Group is to make progress of addressing specific long standing problems facing the Gypsy/Traveller community in areas such as education, housing, health and care and employment and training. The Scottish Government is also supporting the establishment of a Gypsy/Traveller Youth Assembly.
46. We will continue to monitor and scrutinise the work of the Scottish Government and public sector in Scotland in tackling discrimination and prejudice faced by Gypsy/ Travellers.

National Performance Framework

47. The National Performance Framework (NPF) is the Scottish Government's framework for public policy in Scotland. It provides a way to hold the Scottish Government to account against its own stated aims, and to scrutinise whether the underlying policy and measures are joined up. It contains National Outcomes which represent the Government's broad policy aims, and performance is measured against a set of National Indicators.
48. Following on from our work on the 2018/19 Draft Budget, we took the opportunity of the statutory review of the NPF to seek written evidence on the inclusion of equality outcomes. The proposed revision of the NPF also includes a human rights outcome for the first time, as well as the inclusion of the UN Sustainable Development Goals (SDGs).
49. In March 2018 we sought comment from various local authorities and key equality stakeholders on the proposed revision of the NPF. From the responses received, and our previous scrutiny of the 2018/19 Draft Budget, we were able to highlight the need to ensure the Outcomes in the NPF place a greater focus on reducing inequalities, promoting equality and encouraging preventative approaches, especially amongst the most vulnerable, such as women and children in poverty. We also identified the need to ensure a stronger link between the NPF and SDGs and other key legal and policy tools seeking to promote equality and human rights, such as SNAP (Scotland's National Action Plan on Human Rights), the Fairer Scotland Duty and the Child Poverty (Scotland) Act 2017 .

Universal Periodic Review (UPR)

Response to
Recommendations
December 2017



Source: The Scottish Government

50. The UPR is the key method by which the United National measures how UN Members States are performing in meeting their commitments under a variety of international human rights treaties and laws. It set out what actions Member States should take to meet their international human rights obligations across a wide range of policy areas. Each country has an UPR assessment every four to five years and the UK received its most recent UPR in 2017.
51. On 18 January 2018 we undertook a one-off evidence session with the Cabinet Secretary for Communities, Social Security and Equalities, Angela Constance MSP on the Scottish Government's input to the UK's response report on the UPR.

52. This is the first time a parliamentary committee has considered the Scottish Government's response to the UPR and we focussed our examination on understanding the process and the role of the key players involved. This session provided a timely opportunity to assess what role we, and the Parliament might play in scrutinising future UPR cycles.

Legislation

Gender Representation on Public Boards (Scotland) Bill

53. In June 2017 the Scottish Government introduced the Gender Representation on Public Boards (Scotland) into the Parliament. The aim of the Bill is to increase the representation of women on Scotland's public boards by setting a gender representation objective for public boards to have 50% of non-executive members who are women.
54. We sought written views on the Bill between June and August 2017 and took oral evidence from key stakeholders in September and October 2017. We published our Stage 1 Report on the Bill on 20 November¹⁷ and the Parliament debated and approved the Bill at Stage 1 on 30 November 2017.
55. We considered Stage 2 amendments on 21 December 2017 and the Parliament approved the final Bill on 21 January 2018. The Bill received Royal Assent and became an Act on 4 March 2018.

Historical Sexual Offences (Pardons and Disregards) (Scotland) Bill

56. We were the lead committee for the consideration of the Historical Sexual Offences (Pardons and Disregards) (Scotland) Bill. This Bill was introduced into the Parliament by the Scottish Government on 7 November 2017.
57. The aim of the Bill is to grant a pardon to all men, living and deceased, who were convicted of historical same-sex offences under past law now widely recognised as discriminatory, for acts which would not be a criminal offence today. The Bill will also provide a system whereby the criminal records of such men can be disregarded so as to ensure the unfair effect of these convictions no longer affect their lives in areas like applying for a job.
58. In advance of the Bill's introduction, the First Minister made a formal public apology in the Parliament to all men who had been convicted by these laws.
59. We took written and oral evidence on this Bill between November 2017 and March 2018. This included taking evidence, in private, from men who had historical same-sex convictions, and who spoke of how the impact of those convictions still affected their lives today.



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Historical Sexual Offences (Pardons and Disregards) (Scotland) Bill Stage 1 Report



Source: The Scottish Parliament

60. We published our Stage 1 report on the Bill on 16 April 2018. We unanimously supported the general principles and made several recommendations aimed at improving upon the pardon and disregard scheme in the Bill. We considered Stage 2 amendments to the Bill on 17 May and the Parliament unanimously passed the Bill on 6 June 2018.

Age of Criminal Responsibility (Scotland) Bill

61. Deputy First Minister and Cabinet Secretary for Education and Skills, John Swinney MSP introduced the Age of Criminal Responsibility (Scotland) Bill into the Parliament on 13 March 2018. The main aim of the Bill is to raise the age of criminal responsibility in Scotland from 8 years old to 12 years old.
62. We have been appointed as the lead committee to consider the general principles of this Bill and we launched our call for views¹⁸ on the Bill on 27 April 2018. This will run until 6 July 2018. We intend to begin taking oral evidence on the Bill in September 2018.

Engagement

63. Public engagement has been at the heart of all of the work we have undertaken as a Committee. We have sought to make use of a range of engagement tools to ensure we have as wide a discussion as possible.
64. As we have outlined elsewhere in this report, we have spent a considerable amount of time seeking to engage with those whose voices are not often heard in the political and parliamentary system, such as asylum seekers, victims of sexual harassments and abuse, people with disabilities, black and ethnic minorities, and children and young people. This engagement has led to new developments in terms of how we cooperate with key partners.

Joint EHRiC submission with the Scottish Youth Parliament to the Independent Review of Hate Crime Legislation in Scotland



The Scottish Parliament
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**EQUALITIES AND HUMAN RIGHTS
COMMITTEE
CHRISTINA MCKELVIE MSP
CONVENER**

**EQUALITIES AND HUMAN RIGHTS
COMMITTEE
ZEE TIMMINS MSYP
CONVENER**

Source: The Scottish Parliament

65. For example, in October 2017 the Scottish Parliament hosted the 64th plenary sitting of the Scottish Youth Parliament (SYP). As part of this we held a joint meeting with the SYP's Equalities and Human Rights Committee and discussed issues around bullying and harassment of young people.
66. This engagement provided the basis for both us and the SYPs Committee to make a joint submission to the Independent Review of Hate Crime Legislation in Scotland chaired by Lord Bracadale, focussing on the victimisation of young people with protected characteristics as set out in the Equality Act 2010. This was the first occasion a Committee of the Scottish Parliament and a Committee of the Scottish Youth Parliament have cooperated in such a way.

Equalities

67. Equalities is a central component not only of our remit as a Committee but also in our approach to our work.
68. Some key examples of this approach are reflected in the work we have carried out in 2017/18. For example, during our inquiry into destitution, asylum and insecure immigration status in Scotland we were aware that many asylum seekers in Scotland have Arabic, Farsi or Kurdish as a first language, and many more have a low level of English. To address this issue we ensured that our calls for evidence and inquiry report were available in these languages.

Committee recommendations in Arabic from our inquiry on Destitution, Asylum and Insecure Immigration Status in Scotland



Source: The Scottish Parliament

69. We also liaised with community, religious, and cultural groups, to find ways to reach into the asylum seeker community and engage with people.
70. As part of the public focus groups we have undertaken on our Human Rights and the Scottish Parliament inquiry, we have ensured the provision of BSL interpretation and electronic note takers to ensure people who use British Sign Language can engage in the debate on human rights.

71. Much of the evidence we have taken in areas such as our destitution and asylum inquiry, our school bullying inquiry, and the Historical Sexual Offences (Pardons and Disregards) Bill has involved hearing first hand from people speaking about personal experiences which are often very traumatic or painful for them. We have facilitated both private and anonymous evidence taking and, where necessary, held such sessions in appropriate venues.
72. During our destitution and asylum inquiry we ensured that only female MSPs and parliamentary staff met with female asylum seekers who had been the victims of physical and domestic violence or sexual exploitation.
73. We have also been keenly aware of the need to empower the voices of those least heard in our political and parliamentary discourse. This has been especially true for the voices of women, young people and children. For example, in the first ten months of 2016-17, over 60 per cent of witnesses appearing before the us were female.¹⁹ We have also taken oral evidence directly from witness as young as seven in order to hear their voice and views in the debate about children's human rights in Scotland.

- 1 EHRiC Annual Report 2016-17 (Pars XX): <https://digitalpublications.parliament.scot/Committees/Report/EHRiC/2017/5/31/Annual-Report-2016-17#Destitution--asylum-and-insecure-immigration-status-in-Scotland>
- 2 Scottish Parliament, Official Report, 30 May 2017: <http://www.parliament.scot/parliamentarybusiness/report.aspx?r=10978&i=100349>
- 3 New Scots strategy 2018-22: <http://www.gov.scot/Publications/2018/01/7281>
- 4 EHRiC Committee Annual Report 2016-17: <https://digitalpublications.parliament.scot/Committees/Report/EHRiC/2017/5/31/Annual-Report-2016-17#Bullying-and-harassment-of-children-and-young-people-in-schools-in-Scotland>
- 5 Education and Skills Committee's 7th Report, 2017 (Sessions 5), Let's Talk about Personal and Social Education: <http://www.parliament.scot/parliamentarybusiness/CurrentCommittees/103227.aspx>
- 6 Scottish Parliament, Official Report 15 November 2017: <http://www.parliament.scot/parliamentarybusiness/report.aspx?r=11193>
- 7 Response from the Scottish Government 1 September 2017: http://www.parliament.scot/S5_Equal_Opps/Inquiries/SG_Response_to_EHRiC_Report_-_Its_not_cool_to_be_cruel_20170901.pdf
- 8
- 9 Prisoner Voting in Scotland: <https://digitalpublications.parliament.scot/Committees/Report/EHRiC/2018/5/14/Prisoner-Voting-in-Scotland#Introduction>
- 10 EHRiC Committee 7th Report 2017 (Session 5) *Looking Ahead to the Scottish Government's Draft Budget 2018-19: Making the Most of Equalities and Human Rights Levers*: <https://digitalpublications.parliament.scot/Committees/Report/EHRiC/2017/12/10/Looking-Ahead-to-the-Scottish-Government-s-Draft-Budget-2018-19--Making-the-Most-of-Equalities-and-Human-Rights-Levers#Human-rights-and-the-budget-process>
- 11 EHRiC ongoing scrutiny of Brexit: <http://www.parliament.scot/parliamentarybusiness/CurrentCommittees/103934.aspx>
- 12 UK Withdrawal from the European Union (Legal Continuity) (Scotland) Bill: <http://www.parliament.scot/parliamentarybusiness/Bills/107725.aspx>
- 13 Session 4 Equal Opportunities Committee, 3rd Report 2012: *Gypsy /Travellers and Care* <http://www.parliament.scot/parliamentarybusiness/CurrentCommittees/54885.aspx>
- 14 Session 4 Equal Opportunities Committee, 1st Report 2013: *Where Gypsy /Travellers Live* <http://www.parliament.scot/parliamentarybusiness/CurrentCommittees/61579.aspx>
- 15 Session 1 Equal Opportunities Committee 4th Report 2001: *Report on Gypsy/ Traveller Civic Participation Event* <http://archive.scottish.parliament.uk/business/committees/historic/equal/reports-01/eor01-04-01.htm>
- 16 Scottish Ministers Working Group on Gypsy/Travellers: <https://beta.gov.scot/groups/ministerial-working-group-on-gypsy-travellers/>

- 17 Stage 1 report on the Gender Representation on Public Boards (Scotland) Bill:
<https://sp-bpr-en-prod-cdnep.azureedge.net/published/EHRiC/2017/11/20/Stage-1-report-on-the-Gender-Representation-on-Public-Boards--Scotland--Bill-3/EHRiCS052017R6Rev.pdf>
- 18 Age of Criminal Responsibility (Scotland) Bill call for views:
<http://www.parliament.scot/parliamentarybusiness/CurrentCommittees/108313.aspx>
- 19 SPICe *Committee Witnesses: gender and representation* (Feb 2018): <https://sp-bpr-en-prod-cdnep.azureedge.net/published/2018/2/27/Committee-witnesses--gender-and-representation/SB%2018-16.pdf>

