

FOI REQUEST 1:

All Ministerial briefings relating to the preparedness/readiness of the Scottish Government, Local Authorities and all other public bodies regarding implementation of the UNCRC.

[redacted 38(1)]
Children's Rights Unit
Children and Families
3 August 2021

Deputy First Minister and Cabinet Secretary for Covid Recovery
Cabinet Secretary for Education and Skills
Minister for Children and Young People

UNCRC INCORPORATION BILL: LEGAL REVIEW 2021 AND PLANS TO BUILD ON THIS WORK WITHIN THE IMPLEMENTATION PROGRAMME

Purpose

1. To provide the Deputy First Minister with further advice and inform the Cabinet Secretary for Education and Skills and the Minister for Children and Young People on the review of legislation, strategic policy and guidance for compatibility with the UNCRC requirements including plans to build on this work as part of the UNCRC Bill implementation programme
2. You are asked to note [redacted - Section 29(1)a]

Priority

3. ROUTINE.

Background

4. In 2018, the Children's Rights Unit undertook an internal "audit" of UNCRC compliance. It was recognised that this initial assessment of the compatibility of Scottish Government legislation and policies in relation to the individual articles of the UNCRC had limitations, however it did inform the approach to incorporation of the UNCRC. [redacted – 30(b) and 36(1)]
5. In the second half of 2019, the Children's Rights Unit issued three separate commissions as part of the "audit refresh" exercise. A targeted commission was sent to selected policy officials seeking information about potential challenges based on Together's State of Children's Rights Report, the UN Committee on the Rights of the Child's Concluding Observations and issues raised by children and young people at the annual meetings with Cabinet. Officials were requested to provide an update on the current policy position. Secondly, a general commission issued to all portfolios and agencies, seeking information about any other issues that policy officials considered might risk being criticised by stakeholders as not being compatible with the UNCRC. [redacted – 29(1)] [redacted 36(1)]

Review 2021

6. On 23 December 2020, building on the 2018 “audit” and the 2019 “audit refresh”, we issued a further commission reviewing legislation, strategic policy and guidance for compatibility with the UNCRC requirements set out in the UNCRC Bill. The Legal Review 2021 **[redacted – 36(1)]**.

7. Since then, we have engaged further with colleagues to ensure the full range of responses necessary and to clarify the status of some responses with regards to **[redacted – 36(1)]**. This submission takes account of the responses received across this comprehensive legal review exercise.

8. **[redacted – 29(1)]**

9. As previously advised, there are limitations inherent in any such review. As the audit carried out in relation to ECHR compatibility showed, it is not possible for all potential issues to be identified in an exercise such as this. In addition, there is no body of case law in respect of the UNCRC which would have assisted in focusing this exercise. Without existing case law, we have focussed this exercise with reference to issues previously highlighted by both the UN Committee on the Rights of the Child in Concluding Observations and also issues highlighted by stakeholders. **[Redacted - 30(b)]**

Next Steps

10. **[Redacted (29(1))]**

11. The Children’s Rights Unit continue to work with officials **[redacted 29(1)]**, recognising that the intention behind the UNCRC Bill does not end with not being incompatible with the UNCRC requirements; the ambition is to give better and further effect to children’s rights. **[redacted – Section 29(1)]**

12. The audit and legal review has established a baseline to support us in the ambition to give better and further effect to children’s rights and to work across the organisation to proactively recognise opportunities to develop policy and practice founded in a rights respecting approach. Our plan is to help maximise progress being taken forward through the UNCRC Implementation Programme by:

- providing targeted support on areas which have been identified as being at risk; areas where the legislation and guidance may be compatible but where we know we can do more and areas where delivery on the ground is causing concern; and
- progressing work on those cross cutting areas that may provide a barrier to or hinder children in realising their rights, e.g. advocacy and child friendly complaints processes.

13. Guidance and training on children’s rights and the requirements of the UNCRC Bill, including the compatibility duty on Ministers, will be provided for SG

officials as part of the Scottish Government Leadership for Children's Rights strand of the UNCRC Implementation Programme. It may be that as officials become increasingly aware of children's rights and the UNCRC Bill requirements that questions about the compatibility of legislation, policy and practice not previously considered are raised.

14. In addition, we know that new issues around children's rights may arise for a variety of reasons, the response to COVID being a case in point. Issues may also be raised where legislation and guidance is considered compliant but where delivery on the ground might be questioned. Concerns may be raised about the time taken for children and young people to be provided with access to the services they require – leading to increased demand with associated resource implications. Recent coverage of issues where children's rights have been called into question includes the use of restraint in schools, the unlawful detention of children and young people following children's hearings and concerns raised around the National Qualification Appeals process.

15. More broadly, the Scottish Government Leadership for Children's Rights strand and the Embedding Children's Rights in Public Services strand of the UNCRC Implementation Programme will, within Scottish Government and the wider public sector, raise awareness and understanding of children's rights and over time build capacity and skills which will result in rights respecting policy development and delivery of services. The Children's Rights Scheme duties on Scottish Government and the reporting requirements of the UNCRC Bill on listed authorities will underpin this work. Through the Empowering Children and Young People strand, it is intended that children, young people and their families will routinely have their voices heard in decisions affecting them, know what their rights are, what to expect and what to do if their rights are not being met.

16. The Children's Right Unit continues to progress work in relation to the implementation programme as we await the outcome of the Supreme Court hearing.

Recommendation

17. You are asked to note the update on the review of legislation, strategic policy and guidance for compatibility with the UNCRC requirements including plans to build on this work as part of the UNCRC Bill implementation programme.

[redacted - 29(1)]

[redacted - 38(1)]

Children's Rights Unit
Children and Families Directorate

Copy List:	For Action	For Comments	For Information		
			Portfolio Interest	Constituent Interest	General Awareness
Deputy First Minister and Cabinet Secretary for Covid Recovery	X				
Cabinet Secretary for Education and Skills	X				
Minister for Children and Young People	X				
Cabinet Secretary for Justice and Veterans			X		
Cabinet Secretary for Social Justice, Housing and Local Government			X		
Minister for Higher Education, Further Education, Youth Employment and Training			X		
Minister for Equalities and Older People			X		
Minister for Social Security and Local Government			X		
Minister for Parliamentary Business and Veterans			X		
Minister for Community Safety			X		
Lord Advocate					X
Solicitor General					X

<p>Others</p> <p>Officials in the covering email.</p>

FOI REQUEST 3:

All Ministerial briefings relating to the Incorporation of human rights into Scot's Law

1. **Ministerial Bilateral – SJHLG and Justice – Human Rights Bill (Cabinet paper & Consultation) – pg.6-7**

Areas of risk – incorporation of international treaties

[Redacted - s.29(1)(a)]

Note on potential liabilities

[Redacted - s.29(1)(a)]

2. **Briefing – Joint meeting with Maggie Chapman MSP to discuss Human Rights Paper – Wednesday 08 June 2022 – Page 3**

[If asked about including the right to food]

- The Bill will incorporate the International Covenant on Economic, Social and Cultural Rights into Scots law, as far as possible within devolved competence. This includes a right to adequate food, as an essential part of the overall right to an adequate standard of living.
- The aim is that the right to adequate food will be justiciable in the Scottish courts.
- Including a right to food in an earlier separate Bill would risk creating a fragmented approach to the incorporation of human rights.

3. **Briefing – Human Rights Bill contribution for the meeting with Amnesty – 27 July 2021**

- The following rights will be included in the Bill, so far as possible within devolved competence to give effect to international human rights law directly in Scots law:
 - International Covenant on Economic, Social and Cultural Rights (ICESCR)
 - Incorporation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
 - Incorporation of the International Convention on the Elimination of All Forms of Racial Discrimination (ICERD)
 - Incorporation of the I Convention on the Rights of Persons with Disabilities (CRPD)
 - A right to a healthy environment for everyone
 - A right for older people
 - An equality clause to provide equal access to everyone, including LGBTI people, to the rights contained in the Bill.
 - Re-stating the rights in the Human Rights Act 1998

Method of incorporation/references to 'full and direct incorporation

- In consideration of the legislative requirements to give effect to these rights the Taskforce considered the approach adopted by the UNCRC Bill, which was then termed 'full and direct incorporation' (i.e. copying and pasting the text of the

UNCRC into the UNCRC Bill, subject to adjustments to take account of devolved competence).

- Careful consideration will be given as to what is the right approach for the Human Rights Bill, including liaising with stakeholders to ensure that its policy intentions are met.
- Every UN treaty has unique properties and, given the multi-treaty basis of this Bill, consideration of the interlinkages between the various treaties may necessitate a slightly different approach in order to ensure an optimally effective single, coherent, integrated framework.
- We recognise the importance of tracking the international context and whatever approach we decide to take, it will be because it is most effective at achieving the aims of the Taskforce report.

On whether this Bill will be taking a “maximalist approach”

- We want this Bill to protect human rights so far as possible within devolved competence, taking the most suitable approaches in order to best achieve making rights real in practice – and therefore improving the lives of the people of Scotland.
- We will be liaising with stakeholders to ensure that the Bill's policy intentions are met.

4. Briefing for meeting on 3 November 2021 at 11:00 with Amnesty International

- Given the multi-treaty basis of the Human Rights Bill, we have from the outset anticipated that this may require an approach which complements, but does not necessarily duplicate, the approach taken to the UNCRC Bill, in order to ensure an optimally effective single, coherent, integrated framework.
- The intricacies of incorporating the four treaties and additional rights, each of which links to and overlaps with some of the others, are a uniquely complex aspect of the Human Rights Bill.
- The Taskforce recognised this complexity in its report, where it noted that further consideration and consultation on an approach to incorporation for the Human Rights Bill would be required.
- We are continuing to give careful consideration to the right approach for the Human Rights Bill, and will continue to work with stakeholders as we do so.

5. Briefing – Advisory Board – 11 November 2021

- Given the multi-treaty basis of the Human Rights Bill, and the interlinkages between the various treaties, we have from the outset anticipated that this added complexity would necessitate an approach which complements, but does not necessarily duplicate, the approach taken to the UNCRC Bill, in order to ensure an optimally effective single, coherent, integrated framework.
- We will of course need to carefully consider, in detail, any implications of the judgment for the Human Rights Bill. We want to make this legislation as effective as possible for those it will affect and careful consideration will be given as to what the right approach should be for this Bill, in collaboration with stakeholders, including rights-holders.

6. Briefing - HRCS Event – 24 November 2021

[Maximalist/full and direct approach]
[redacted - s.30(b)(i)]

Lines to take on incorporation of CERD

- Incorporation of CERD will help to ensure that minority ethnic communities can meaningfully access their human rights in all economic, social and cultural arenas of life.
- Access to the rights within CERD would significantly strengthen the existing Public Sector Equality Duty and the Fairer Scotland Duty through making duty-bearers more accountable to take more proactive and outcomes-focused actions.
- Incorporation of CERD would demonstrate a commitment beyond only symbolism and would build upon the current post-Covid heightened awareness of inequalities and further shift public perceptions and understanding of the underlying causes of continued racial discrimination.
- It will ensure a focus on realising the human rights of minority ethnic people.

Lines to take on incorporation of CEDAW

- The Scottish Government is fully committed to ensuring that Scotland leads the way in championing gender equality so that women and girls grow up with equal opportunities in a truly equal society.
- Incorporation of CEDAW will help in our efforts to eliminate the traditional gender roles and stereotypes faced by women and girls. It will ensure a focus on realising their human rights.
- Making CEDAW more visible in Scots law through incorporation also has the potential to open up its use as a powerful awareness-raising tool in relation to women's existing right to equality, and will send a powerful and important message to the international community regarding Scotland's commitment to ending gender inequality.

Lines to take on incorporation of UNCRPD

- We know that, for too many disabled people, their ambitions, their dreams and achieving their promise is still denied to them because of the barriers society has put in their way.
- Incorporation of CRPD will help to remove social barriers to full participation in society and will place greater impetus on public bodies to remove obstacles which frequently arise for disabled people in realising their human rights, such as accessing information and services.
- It will help bring about a more cohesive framework and a more proactive and dynamic outcomes focus on the existing Public Sector Equality Duty and the Fairer Scotland Duty.
- We will continue our work to deliver A Fairer Scotland for Disabled People, as well as work to incorporate CRPD into Scots Law to support the necessary culture change and secure real transformational change for disabled people across Scotland.

7. Briefing – Advisory Board – 3 February 2022

On method of incorporation
[redacted - s.30(b)(i)]

BACKGROUND
FOR INFO: [redacted - s.30(b)(i)]

[redacted s.36(1)].

8. Briefing – Advisory Board – 16 March 2022

On method of incorporation:
[redacted - s.30(b)(i)]

9. Briefing – Advisory Board – 19 May 2022

[redacted - s.38(1)(b)] will provide an update on –

- where considerations have got to on the different methods of incorporation of the treaties for the Bill, based on what we have been hearing from a range of discussions held with stakeholders, partners and constitution academics.
- She will note the strength of views coming across in those discussions, but also the differing views on some of the complexities.

Most Recent Stakeholder Discussions and Workshops

- A series of recent workshops have been hosted by the Bill Team to further discuss and explore policy development for the Bill and seek stakeholders views to help us to finalise policy decisions/recommendations on key matters
- Workshops have explored areas including incorporation, access to justice, equality provision, and the right to a healthy environment.
- Since the last meeting of the Advisory Board there have been further workshops to shape the consultation. This has included a fourth access to justice workshop (13 April), incorporation workshops (1 and 21 April) and a workshop chaired by [redacted - s.38(1)(b)] (19 April) with fellow academics exploring incorporation methods.

10. Briefing – Lived Experience Board – 27 June 2022

DISABILITY RIGHTS

What will the Bill achieve?

- Incorporation of CRPD will place greater impetus on public bodies to remove barriers and support disabled people to fully participate in society, such as accessing information and services and living independently with dignity.

What will this Bill do for race rights?

- Incorporation of CERD will help to ensure that minority ethnic communities can meaningfully access their human rights in all economic, social and cultural arenas of life.

What will this Bill do for women's rights?

- Making CEDAW more visible in Scots law through incorporation also has the potential to open up its use as a powerful awareness-raising tool in relation to women's existing right to equality, and will send a powerful and important message to the international community regarding Scotland's commitment to ending gender inequality.

11. Briefing – Advisory Board – 14 July 2022

Key objectives for this meeting

[redacted - s.30(b)(i)]

- [redacted - s.38(1)(b)] will provide a more comprehensive update than usual, providing an update on how stakeholder discussions over the past 6 months have helped to further inform the Scottish Government's thinking on:
 - Access to justice
 - Incorporation
 - Environment
 - Equality clause.
- As you will all be aware the Scottish Government have been considering the implications of the judgment carefully over recent months, including any implications for the Human Rights Bill. Clearly we will need to remain mindful of the UNCRC judgment but our commitment to bringing forward a Human Rights Bill this Parliament continues, as planned, as does our intention to give the greatest possible effect to the rights within devolved competence, and we are proceeding on that basis.
- Clearly there will be implications for the Human Rights Bill so the Bill Team will continue to work closely with the UNCRC Bill Team and we will of course be as transparent as possible as we work through this process.
- However, it is important to underline that the UKSC judgment makes clear that the Scottish Parliament has the competence to incorporate human rights treaties, and the judgment also underscores that giving domestic legal effect to international human rights treaties can only be achieved through incorporation.

Approach to incorporation

- The judgment does not fundamentally change our present approach to the Human Rights Bill, though we do, of course, accept the judgement and recognise that we must refer to it as we proceed.
- We will give effect to internationally-recognised rights, as far as is possible within existing competence, in a way which best achieves making rights real in practice, in line with our commitment to create a more fair and equal Scotland. With additional powers Scotland could take future action to incorporate further rights

Devolution

- As with the UNCRC, there will be some treaty articles which we cannot fully incorporate within existing devolved competence

- Scotland does not currently have the powers to make decisions on areas that are reserved to Westminster. That inevitably limits our ability to incorporate some rights (for example, in areas like employment or health and safety).
- Further consideration is also being given to the relationship between the framework and the existing equality regime from the Equality Act 2010 to ensure there is alignment and to assist with the interpretation and application of the new rights framework by all relevant parties.

Will the Human Rights Bill take the same approach as the UNCRC Bill?

- Given the multi-treaty basis of the Human Rights Bill, and the interlinkages between the various treaties, we have from the outset anticipated that this added complexity would necessitate an approach which complements, but does not necessarily duplicate, the approach taken to the UNCRC Bill, in order to ensure an optimally effective single, coherent, integrated framework.

12. Briefing – Lived Experience Board – 19 July 2022

DISABILITY RIGHTS

What will the Bill achieve?

- Incorporation of CRPD will place greater impetus on public bodies to remove barriers and support disabled people to fully participate in society, such as accessing information and services and living independently with dignity.

What will this Bill do for race rights?

- Incorporation of CERD will help to ensure that minority ethnic communities can meaningfully access their human rights in all economic, social and cultural arenas of life.

What will this Bill do for women's rights?

- Making CEDAW more visible in Scots law through incorporation also has the potential to open up its use as a powerful awareness-raising tool in relation to women's existing right to equality, and will send a powerful and important message to the international community regarding Scotland's commitment to ending gender inequality.

13. Briefing – Advisory Board – 28 September 2022

From speaking note

- The scope and complexity of the work at hand has meant that we have taken some limited, additional time to ultimately put both policy development and our public consultation onto a firmer footing. This includes thinking more about how we prepare for implementation of the Bill, as well as considering central policy questions – including the model of incorporation and access to justice – in more depth. We are also working to increase the level of resource at our disposal to work on this Bill, alongside consideration of more effective cross-governmental working to ensure that all relevant parts of Government are engaged in this work.

14. Briefing – Advisory Board – 23 November 2022

- For awareness: [redacted - s.38(1)(b)] will provide a high level overview on the following issues:

- Policy development for consultation, touching on the Bill's model of incorporation, Civil and Political rights in the Bill, the duties/obligations of the Bill, access to justice (non-judicial remedy) and implementation work.
- Engagements, including recent incorporation meetings and upcoming engagements on various policy matters.

15. Briefing – Advisory Board – 26 January 2023

(From Policy Background document issued to Minister ahead of this meeting)

Model of Incorporation

A 'hybrid' model of incorporation is being explored.

A 'hybrid' model would involve, **[redacted s.29(1)(a)]**

**Cabinet Secretary for Social Justice, Housing and Local Government
Minister for Equalities and Older People**

HUMAN RIGHTS BILL – MODELS OF INCORPORATION

PRIORITY AND PURPOSE

1. This is routine advice on our developing preference for a model of incorporation. A meeting is scheduled for **28 September** for officials to talk through.

RECOMMENDATION

2. The advice recommends that, following discussion, you **agree to:**
[redacted - s.29(1)(a)]

CONTEXT AND ISSUES

3. In terms of headline policy objectives, the Bill:
[redacted - s.29(1)(a)]
4. [redacted - s.29(1)(a)]
5. [redacted - s.29(1)(a)]

OPTIONS CONSIDERED AND ADVICE

6. Descriptions of the three options considered are as follows:

(i) [redacted - s.29(1)(a)]

7. This option would [redacted - s.29(1)(a)]

(ii) [redacted - s.29(1)(a)]

8. This option would [redacted - s.29(1)(a)]

(iii) [redacted - s.29(1)(a)]

9. This option would [redacted - s.29(1)(a)]

10. This option would involve: [redacted - s.29(1)(a)]

11. We recommend that you endorse [redacted - s.29(1)(a)]

ASSESSMENT OF OPTIONS

12. In framing this advice, we have considered the following issues:

Maintaining a strong and direct link to international law

13. [redacted - s.29(1)(a)]

Coherence and accessibility

14. [redacted - s.29(1)(a)]

Delivery

15. [redacted - s.29(1)(a)]

Stakeholder views

16. The First Minister's Advisory Group on Human Rights Leadership (FMAG) felt a "copy and paste" approach would not "sufficiently consider the Scottish context". The Human Rights Taskforce recognised that further consideration would be required around an approach to incorporation which would achieve "a coherent integrated framework which optimally delivers the overall policy objectives". The Taskforce report noted that taking the same approach as the Bill to incorporate the UNCRC would be one effective approach, however it did not explore this point in any further depth. While the Taskforce were positive about the direct treaty approach taken with the UNCRC Bill, they were mindful of the difference here in that we are incorporating four treaties and not one. There was emphasis upon the need to deliver a coherent framework and the Taskforce recommended additional elements (such as an interpretative clause) to help achieve the objective of incorporating through a single Bill. The Taskforce recognised that there was a need to explore further the implications of the model of incorporation, and that this would be done through the development of the Bill.

17. Officials recently met with some former members of the Academic Advisory Panel for the Taskforce along with key advocacy organisations. At that meeting, stakeholder welcomed our existing analysis of the pros and cons in relation to direct treaty and transposition. Whilst broadly positive about some potential opportunities presented by a transposition approach, stakeholders felt that due to potential for increased complexity in delivering the Bill, using aspects of the direct treaty text model was preferable. The driving objective for these stakeholders was accessibility for rights holders and ease of implementation for duty bearers. It was felt the model of incorporation was not necessary the critical factor in delivery of either of these objectives, which require to be addressed through alternative means such as guidance and potentially subordinate legislation. Discussion thereafter led to consideration of the merits of a 'hybrid approach' [redacted - s.29(1)(a)]. Stakeholders emphasised the importance of maintaining the link to the international framework (and corresponding body of law) by sticking as closely as possible to the treaty text, while navigating competence constraints and delivering a coherent structure. They noted that rights holders

and duty bearers were more likely to use guidance accompanying the Bill (than the Bill itself) to seek clarity on how to apply the provisions, and that in that context capacity building needed to be a priority. Stakeholders found it difficult to suggest aspects of a hybrid model in the abstract and would welcome a further discussion on specifics. The thinking in this submission builds on that and we now want to test this developing thinking further with stakeholders.

18. [redacted- s.30(b)(i)]

Articulating the rights in a domestic context

19. Not necessarily relevant in terms of best option, but across all the models, there is a need to be able to articulate what the rights mean in a domestic context, so that duty bearers have an understanding of what they are expected to do in relation to meeting the duties imposed on them (which themselves still need to be developed). **[redacted - s.29(1)(a)]**.

BUTE HOUSE AGREEMENT IMPLICATIONS

20. The Bill is in the Bute House Agreement, and as you know, Maggie Chapman MSP takes a close interest in progress. The Minister is next due to meet with her on 27 September (first in 6 weekly series). **[Redacted - s.30(b)(ii)]**

FINANCIAL AND LEGAL CONSIDERATIONS

21. There are no specific financial considerations in relation to the model of incorporation. **[Redacted – s.30(b)(i)]**.

QUALITY ASSURANCE

22. This submission has been approved by the Deputy Director for Human Rights and Mainstreaming.

CONCLUSION AND NEXT STEPS

23. Officials recommend that, following discussion, you agree to:
[redacted - s.29(1)(a)]

HUMAN RIGHTS BILL TEAM

Equality, Inclusion and Human Rights Directorate

[redacted - s.38(1)(b)]

23 September 2022

Copy List:	For action	For information		
		Portfolio interest	Constituency interest	General awareness
[Redacted - s.38(1)(b)]		X		
[Redacted - s.38(1)(b)]		X		

Copy List:	For action	For information		

DG Communities
 Director for Equality, Inclusion and Human Rights
 Kavita Chetty
[Redacted - s.38(1)(b)]
 Legal Secretariat to the Lord Advocate
 Jeanette Campbell
[Redacted – s.38(1)(b)]

FOI REQUEST 4

List of all Government meetings Cabinet Secretaries or Ministers have attended regarding the Incorporation of human rights into Scot's Law

<u>Date</u>	<u>Meeting</u>	<u>Attended by</u>
27 July 2021	Meeting with Amnesty	Cabinet Secretary for Social Justice, Housing and Local Government
9 September 2021	Human Rights Bill Advisory Board	Minister for Equalities and Older People
3 November 2021	Event hosted by Amnesty with key stakeholders regarding the Human Rights Bill.	Cabinet Secretary for Social Justice, Housing and Local Government
11 November 2021	Human Rights Bill Advisory Board	Minister for Equalities and Older People
24 November 2021	Event hosted by the Human Rights Consortium with key stakeholders regarding the Human Rights Bill.	Cabinet Secretary for Social Justice, Housing and Local Government
3 February 2022	Human Rights Bill Advisory Board	Minister for Equalities and Older People
16 March 2022	Human Rights Bill Advisory Board	Minister for Equalities and Older People
19 May 2022	Human Rights Bill Advisory Board	Minister for Equalities and Older People
27 June 2022	Human Rights Bill Lived Experience Board	Minister for Equalities and Older People
14 July 2022	Human Rights Bill Advisory Board	Minister for Equalities and Older People
19 July 2022	Human Rights Bill Lived Experience Board	Minister for Equalities and Older People
28 September 2022	Human Rights Bill Advisory Board	Minister for Equalities and Older People

23 November 2022	Human Rights Bill Advisory Board	Minister for Equalities and Older People
26 January 2023	Human Rights Bill Advisory Board	Minister for Equalities and Older People