



SNAP: Scotland's National Action Plan for Human Rights

Leadership Panel Application Assessment Matrix

February 2022

Key to scoring:

- 5 = Outstanding
- 4 = Exceeds requirements
- 3 = Meets requirements
- 2 = Does not sufficiently meet requirements
- 1 = No information/doesn't meet requirements

Rights Holders

Name	Group*	Location*	Rights interest	Joining reason	TORs commit	Lived experience	Partnership experience

* We are particularly interested in hearing from disabled people, young people, LGBTQI people, women, Black and ethnic minority people, older people, unpaid carers, people affected by poverty, and people from Scotland’s island communities.

Criteria

All SNAP Leadership Panel members should be passionate about human rights and the role of SNAP in helping to promote and protect people's rights in Scotland.

All SNAP Leadership Panel members must keep to our terms of reference (see separate document). This includes meeting the following criteria.

- Committed to working with other panel members, the co-chairs and the SNAP Secretariat. (Essential)
- Committed to encouraging and helping people and organisations within their networks to connect with us and contribute to our work. (Essential)
- Committed to treating all panel members with dignity and respect, taking a sensitive and confidential approach. (Essential)
- Committed to the SNAP governance principles and Six Principles of Inclusive Communication. (Essential)
- Able to spend approximately one day a month on SNAP Leadership Panel work. (Essential)
- Able to attend the SNAP Leadership Panel induction meetings. (Essential)
- Able to prepare for and take part in panel business meetings. (Essential)
- Able to prepare for and take part in subgroups of the SNAP Leadership Panel when necessary. (Desirable)

The above criteria apply to all members.

Rights holder members should also meet the following criteria:

- Have direct personal experience of at least one human rights issue. (Essential)
- Have experience of partnership working or decision-making processes they work with others. (Desirable)

Civil society and duty bearer members should also meet the following criteria:

- Occupy a senior or decision-making role in a Scottish civil society or duty bearer organisation. (Essential)
- Have experience within the human rights field. (Essential)
- Have experience of developing and maintaining effective relationships with a wide range of stakeholders. (Essential)
- Have experience of representing their organisation in external forums. (Essential)
- Have experience of partnership working or decision-making processes where they work with others. (Desirable)