

West Midlands ADASS & NHS England
Midlands

HUMAN RIGHTS PROGRAMME

Impact Report

“It’s a great opportunity to deepen our understanding of how to uphold the rights of people with learning disabilities and autism, especially around making sure the support we provide is respectful, empowering, and legally sound.”

– Two-part workshop participant, 2025

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The British Institute
of Human Rights 

EXECUTIVE SUMMARY

This report covers the programme of human rights capacity-building commissioned by West Midlands Association of Directors of Adult Social Services, in partnership with NHS England Midlands. The programme was delivered by the British Institute of Human Rights (BIHR) from March to December 2025. This programme's purpose was to enable leaders and practitioners across the region to harness the power of human rights to drive forward the Building the Right Support national plan, helping to ensure people with learning disabilities and autistic people have human rights-upholding care and support and reducing the number of people in inappropriate inpatient placements.

The programme of work involved:

- A half-day online workshop for regional commissioners and leaders
- 5 x 2-part online capacity-building workshops
- 2 x 4-part online practice leadership course

This report provides an overview of the impact of this work, gathered through direct quotes from participants and measurable data gathered via polls and surveys throughout the programme.

This human rights capacity-building programme was successful in enhancing participants' knowledge of the Human Rights Act (HRA) along with their confidence to apply this law to their work across both parts of the programme. Most participants reported feeling more likely to take actions to uphold human rights in their work, with many already having done so after just one workshop, with the aim of improving outcomes and experiences for people accessing health and care services locally.

The report concludes that the course has been beneficial for those taking part, and hopefully this will result in improved admission avoidance and effective discharge practices, enabling autistic people and people with a learning disability to live good lives across the region. There was consensus from practice leadership course participants that further support in the form of a regional forum help embed a human rights-based approach system-wide.

KEY FACTS AND FIGURES

Two-part capacity-building workshops

88

participants attended both workshops

35

health and care organisations took part

32%

had never formally learned about human rights

93%

said they were more likely to rely on the HRA to make positive changes in their work after the workshops

Support for the Human Rights Act



Before: 70%



After: 98%

“would definitely advocate all my colleagues doing this”

Practice leadership course

17

participants attended both workshops

12

health and care organisations took part

100%

would recommend to a colleague

Understanding of Human Rights Act



Before: 3.4 out of 5



After: 4.4 out of 5

Confidence using the Human Rights Act



Before: 3.9 out of 5



After: 4.5 out of 5

One word to describe this programme?

Excellent
Informative
Reflective
Insightful
Enlightening
illuminating
Motivational