



Equality Outcomes Plan 2026-29

The Scottish Legal Aid Board

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Contents

Introduction	4
Context for our equality outcomes	4
Our organisation	4
Legal context	5
Our approach to developing equality outcomes for 2026-29	5
Evidence review	6
External stakeholder engagement	6
Internal engagement	7
Aligning with corporate priorities 2026-29	7
Wider staff communication about our equality outcomes	8
Our equality outcomes for 2026-2029	8
Equality Outcome 1: Taking steps to increase the diversity of our workforce	9
Workstream 1: Continuation of the workforce planning framework.....	9
Workstream 2: Gathering and use of staff and job applicant equality data	10
Equality Outcome 2: Gather and use equality data to inform our policies, improve our services and shape advice on Legal Aid Reform	10
Workstream 3: Gathering, use and analysis of applicant equality data.....	11
Workstream 4: Gathering, use and analysis of Client Legal Services equality data	11
Workstream 5: Continue completing EqIAs for our advice to government	12
Equality Outcome 3: Gather and use equality data as part of our work to monitor availability and accessibility of legal services.....	12

Workstream 6: Understand accessibility and availability of legal aid services for equality groups	13
Equality Outcome 4: Make key information about our work and legal aid accessible to those who need our help	14
Workstream 7: Accessible guidance for applicants and opponents	14
Workstream 8: Engaging with stakeholders about information on legal aid.....	14
Workstream 9: Support REACT rollout	15
Workstream 10: Develop a child friendly Financial Assessment Form.....	16
Appendix A - evidence sources	17
External evidence	17
General evidence	17
Labour Market and Pay Gaps	17
Ethnicity, disability, and intersectional evidence	17
Justice system evidence	17
Reports.....	17
General statistics	18
Civil.....	18
Criminal.....	18
Children’s	18
Government,EHRC and policy reports	18
Scottish Legal Aid Board organisational evidence base	19

Introduction

We are pleased to introduce our Equality Outcomes Plan 2026-29. Over recent months we have conducted an extensive internal and external evidence review and engaged with internal and external stakeholders to help us develop our new set of equality outcomes for 2026-29.

Our priorities over the coming period are to:

- take steps to improve our workforce diversity
- gather and analyse equality data to improve our services
- use equality data and analysis to advise Scottish Ministers as part of our work on legal aid reform, and enhance our work to monitor the availability and accessibility of legal services
- make information about legal aid accessible to those who need our help.

Our new plan has been developed in tandem with our new corporate plan and our four equality outcomes contribute to the vision, purpose and corporate objectives of the corporate plan. We fund, deliver and advise on services that secure access to justice. Our work transforms lives through modern, responsive, and accessible legal aid services.

Context for our equality outcomes

This plan sets out our equality outcomes for 1 April 2026 to 31 March 2029. Our equality work follows a three-year reporting cycle that matches our [corporate plan](#). We developed the new equality outcomes alongside the new corporate plan, so equality is built into all our work.

In November 2025, we published our [annual report and accounts 2024-25](#) which ensured that we continue to meet our statutory reporting timeline, and included:

- an update on our work to mainstream equality into the way we work
- a summary of our employee equality information
- details of our gender pay gap and an updated equal pay statement.

We will continue to mainstream equalities across all our organisation's activities and report on this work in our annual report.

Our organisation

Our primary purpose is to manage access to legal aid funding by applying the rules set by Parliament for assessing eligibility for legal aid and checking accounts submitted for payment by solicitors and advocates.

Legal aid funding pays for solicitors, advocates and other necessary services to help people resolve problems by negotiation or in a court or tribunal. Most services paid for through the Legal Aid Fund are delivered through the private sector (94.1%). The third sector and our own direct services¹ also deliver case by case services but on a much smaller scale. Finally, a small amount of funding provides direct

¹ Our direct services include our Public Defence Solicitors' Office (PDSO), Civil Legal Assistance Office (CLAO) and Solicitor Contact Line (SCL).

grants for projects to deliver targeted legal services². The Legal Aid Fund also finances the quality assurance schemes we manage.

Legal aid and wider justice system policy is the responsibility of Scottish Government and, where legislative change is required, Scottish Parliament. Inequality in access to legally aided services is something that we cannot control and is not within our remit to directly change. The nature of the current legal aid legislation means that judicare funding is unplanned and largely non-targeted. This current system feature means that resources for case by case services cannot be more purposely directed towards meeting any specific Scottish Government priority or the legal problems experienced by any specific equality groups. The pattern of requests for legal aid is determined by a combination of members of the public deciding whether to seek help and hundreds of predominantly small firms of solicitors in the private sector deciding whether or not to offer a particular kind of service, whether to act for a person if they ask for assistance and, if so, whether to do so on legal aid³.

Legal context

The Equality Act 2010 introduced the public sector equality duty, which requires public authorities, in the exercise of their functions, to have due regard to the three aims of the Public Sector Equality Duty (PSED):

1. Eliminate unlawful discrimination, harassment and victimisation and other prohibited conduct
2. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not
3. Foster good relations between people who share a protected characteristic and those who do not.

In Scotland, the Equality Act 2010 (Specific Duties) (Scotland) Regulations 2012 (and subsequent updates) support public authorities like The Scottish Legal Aid Board (SLAB) to meet the general duty.

The Equality and Human Rights Commission (EHRC)⁴ monitor and regulate compliance with the PSED and relevant regulations in Scotland.

Under Regulation 11 of the Scottish Specific Duties, the Minister for Equalities has asked all public bodies to consider Scottish Government's [Equality and Human Rights Mainstreaming toolkit](#) as part of their duties relating to outcomes, mainstreaming, policy review and procurement.

We used the self-assessment tool provided in the toolkit to understand where it could add value to our work. Our review showed that we were well advanced in most areas but identified one area for future development: monitoring the progress of equality groups within the organisation. We used these findings when developing our latest equality outcomes.

Our approach to developing equality outcomes for 2026-29

With reference to good practice set out in the relevant EHRC guidance⁵, we have undertaken a series of steps as part of our process to revise our equality outcomes.

² More information on the Legal Aid Fund 2024-25 spend is available on our website: [Annual Report and Accounts](#).

³ For more information, please see our Corporate Plan 2026-29 on our website: [Corporate and Business Plans](#).

⁴ [The Public Sector Equality Duty \(PSED\) | EHRC](#).

⁵ [Essential Guide to the Public Sector Equality Duty \(2016\) | EHRC](#).

Evidence review

We have undertaken a review of equality evidence including:

- our own evidence: what we have found through internal and external stakeholder research⁶ and consultations⁷
- evidence relating to the justice sector in Scotland: a review of published reports and research, and priorities that continue to be identified through our work with justice partners
- evidence relevant to SLAB as a public service provider and employer in Scotland including a review of reports, research and frameworks published by Scottish Government and EHRC.

The key sources that have informed our outcomes are included in this report and wider references are included in [Appendix A](#).

External stakeholder engagement

As part of our equality outcome development process, we engaged with external stakeholders.

We contacted a range of justice partners and representative equality organisations to ask for their help in shaping our next equality outcomes. We sought their insight on current equality issues, which assisted us in setting clear goals and more closely capture our current equality outcomes. Throughout our engagement we focused on:

- views on what they perceive as significant equality issues when clients access legal aid and legal aid funding
- gathering opinions on how they thought these equality issues could be addressed
- collating specific evidence they could share or point us to.

We received a small number of responses (eight in total); however, this engagement provided us with some valuable reflection and highlighted areas for further consideration in the development of our outcomes, as summarised below.

Accessibility of information

It was highlighted that information about legal aid can be hard to find and to understand. Most of the information is online and some people do not have access to the internet. External stakeholders suggested that information should be tailored to different age groups to make sure they understand the legal aid application process.

It was also highlighted that there is a lack of understanding of the needs of people with protected characteristics. For example, deaf people might need specific help, or children might need specific support to understand the proceedings in court.

Data

It is important to have accurate data on legal aid applicants to tailor our services, and our data collection process for equality groups should be improved. It would be useful to have geographic analysis of specific issues relating to access to a solicitor, as this would help quantifying the issues.

It would also be beneficial to make our recruitment process more accessible to improve the diversity of our workforce, with accessible information and inclusive recruitment practices. A suggestion was

⁶ Our research publications can be found at [Research publications - Scottish Legal Aid Board](#).

⁷ Our consultations can be found at [Consultations - Scottish Legal Aid Board](#).

made to produce metrics against which to assess progress on equality outcomes, which would build in accountability and increase transparency.

In addition to receiving written responses, we conducted a workshop with people with learning disabilities who had experience of the legal aid system. This allowed us to hear directly the main issues they faced when applying for legal aid and going through the system.

We also engaged with stakeholders during the previous outcomes cycle:

1. We developed information materials through continuous engagement with groups representing different protected characteristics.
2. We received insight into our work through our consultations and the Civil Legal Assistance enquiry.
3. We sit on the NDPB Equality Forum group and the British Sign Language Justice Advisory Group (BSLJAG), which allow us to receive information from different equalities groups.

Internal engagement

For this cycle, we want to focus on improving our workforce diversity, data collection from applicants, and ensuring that our information is accessible and understandable.

Our internal evidence reviews highlighted workforce diversity as an area for improvement. Our staff equality data shows that while we have a diverse pool of applicants, this does not translate to appointments. We want to explore the reasons why, and design actions to improve our workforce diversity.

We also need to better understand applicants to legal aid. For this, we need accurate data to be collected when they submit their application.

We have also looked at the information we provide about legal aid and want to make sure it is accessible and understandable by all.

Aligning with corporate priorities 2026-29

At the heart of the payment schemes we administer is the enabling and protection of civil, political, social, and human rights. So, equality and diversity are key principles for us in the delivery of our functions.

As detailed in our [Corporate Plan 2026-29](#), our strategic objectives will be delivered by a range of activities that mirror those in this report to deliver our equality outcomes. Our equality outcomes will therefore directly support our strategic objectives and themes:

Service

Delivering fewer, better interactions that people can trust.



We will:

- A. Deliver a consistent, accessible, and efficient experience across our services, making it easier for our customers to interact with us, building trust and satisfaction
- B. Improve our data coverage and utilisation to enable confident, evidence-based decision-making
- C. Increase our administration automation and simplification to reduce manual and paper-based processes.

People

Having the right workforce, with the right skills, supported to deliver change.



We will:

- A. Ensure our people are skilled, supported and equipped to meet current and future business needs
- B. Strengthen our people engagement and wellbeing through a fair, inclusive and supportive employee experience
- C. Utilise our people where and when they add the greatest value to develop efficient, future-ready and responsive services.

The Future

Shaping legal aid so it remains relevant, effective and trusted.



We will:

- A. Deliver a programme of continuous improvement to enhance service delivery and efficiency
- B. Strengthen our position as a trusted authority on legal aid to deliver and shape reform that supports a just, safe and resilient Scotland
- C. Provide clear and evidence-based advice to Ministers setting out our vision for a future legal aid system.

Wider staff communication about our equality outcomes

Our new outcomes have been publicised to our workforce through our employee intranet.

Routine progress updates will be communicated across the organisation and employee involvement is built into relevant workstreams as appropriate.

We introduce new employees to our equality work as part of our corporate induction programme. This ensures all employees know about our corporate equality priorities and how these relate to them and their job role. The induction session is delivered by our Policy Officers (Equalities) and provides an opportunity for employees to tell us what equality means to them and their views on the priorities SLAB is working towards. All employees must also undertake refresher training on equalities every three years, in line with the publication of our equality outcomes. This training covers the PSED, Scottish Specific Duties, how we mainstream equality within SLAB, and an overview of our equality outcomes.

We also provide Equality Impact Assessment (EqIA) workshops for managers, or those that are involved in the process of completing an EqIA or have an interest in understanding the process. Additionally, our Policy Officers (Equality) provide one to one sessions for any staff who need assistance with completing an EqIA.

Our equality outcomes for 2026-29

Our four equality outcomes for 2026-29 will support our strategic priorities and the three aims of the general duty. We have provided a high-level overview of the activities that will help us achieve these

outcomes, what success will look like, and how we will measure the impact on relevant equality groups.

- 1 Taking steps to increase the diversity of our workforce**
- 2 Gather and use equality data to inform our policies, improve our services and shape advice on Legal Aid Reform**
- 3 Gather and use equality data as part of our work to monitor availability and accessibility of legal services**
- 4 Make key information about our work and legal aid accessible to those who need our help.**



Equality Outcome 1: Taking steps to increase the diversity of our workforce

- Relevant to the protected characteristics of sex, disability, race.
- Equality Duty deliverables: advance equality of opportunity, eliminate discrimination.

An internal evidence review, as well as our engagement with internal stakeholders, suggested that creating the conditions to increase the diversity of our workforce should be an area of focus.

Analysis of the latest staffing data shows that we are not necessarily representative of Scotland's population in relation to the protected characteristics of disability and race. This analysis also shows that while we have a high percentage of applicants from non-white minority ethnic backgrounds, this does not necessarily translate to hiring. This outcome should help us identify any barriers to recruitment to minorities and establish what steps can be taken to improve the diversity of our workforce.

Workstream 1: Continuation of the workforce planning framework

Evidence used

- SLAB's gender and ethnicity pay gap data
- SLAB's occupational segregation data.

Who will benefit?

Our people.

Activity

Support the People & OD team with the implementation of the workforce planning framework.

Measures

- We assist People & OD and other teams with developing workforce planning tools that take equalities into considerations
- Delivery of agreed service redesign initiatives.

Owner

Director of Corporate Services and Accounts.

Duration

This outcome will span Years 1-3.

We will know we are on track through:

- Feedback from our people
- Evidence of evidenced alignment of skills and resources with our business need
- Monitoring diversity of employees via our annual reporting on staff protected characteristics.

Workstream 2: Gathering and use of staff and job applicant equality data

Evidence used

- SLAB's gender and ethnicity pay gap data
- SLAB's occupational segregation data

Who will benefit?

- Our people
- People applying for roles at SLAB.

Activities

- Use data from applicants to review any barriers to hiring people from ethnic minorities
- Propose actions to increase recruitment of under-represented groups in our workforce and reviewing policies and guidelines accordingly.

Measures

- Review of recruitment policy as part of routine review
- Using data to review our recruitment process and completing analysis of the data collected from job applicants
- Development of actions to implement a more inclusive recruitment process.

Owner

Director of Corporate Services and Accounts.

Duration

- Data review – Year 1
- Develop actions to implement more inclusive recruitment process – Year 2 and 3.

We will know we are on track through:

- Feedback from our people and from applicants
- An increase in the diversity of our workforce.

Equality Outcome 2: Gather and use equality data to inform our policies, improve our services and shape advice on Legal Aid Reform

- Relevant to all protected characteristics.
- Equality Duty deliverables: advance equality of opportunity, eliminate discrimination.

This equality outcome continues from our previous set of equality outcomes from 2023-26 with additional supporting activities. In the last set of outcomes, we have focused on gathering and analysing legal aid applicants' data to identify gaps.

This outcome focuses on identifying difficulties in data collection, supporting solicitors to collect applicants' data, and demonstrating how we use that data.

Workstream 3: Gathering, use and analysis of applicant equality data

Evidence used

- [EHRC Guidance – Collecting equality data](#).

Our experience shows that current data has limits in helping us understand our customers' experiences throughout the legal aid process. This includes the amount and quality of data collected on relevant protected characteristics, how that data can be reported, and how we explain its use.

Who will benefit?

- Applicants to legal aid
- People granted legal aid.

Activities

- Support the AMI team with the data linkage project
- Progress the [SLAB Operational Performance Overview Report](#) project to analyse key measures by equality groups
- Analysis of barriers to data collection
- Devise communications and engagement as needed to improve disclosure
- Develop communications and best practices to improve disclosure.

Measures

- Improving data from applicants
- Improved data disclosure across the relevant protected characteristics
- Using data for decision-making, our EqlAs and CRWIAs.

Owner

Director of Strategic Development.

Duration

- Support with the data linkage project – Year 1
- Analysis of the data – Years 2 and 3.

We will know we are on track through:

- Our client and applicant data being completed by the data linkage project
- Analysis of data being completed and used for reporting.

Workstream 4: Gathering, use and analysis of Client Legal Services equality data

Evidence used

- [EHRC Guidance – Collecting Equality Data](#).

Our experience shows that current data has limits in helping us understand our customers' experiences when receiving legal advice and representation from Client Legal Services. This includes the amount and quality of data collected on relevant protected characteristics, how that data can be reported, and how we explain its use.

Who will benefit?

- Legal aid applicants

- People granted legal aid

Activity

- Review disclosure across the relevant protected characteristics
- Analyse barriers to data collection
- Devise communications and engagement as needed to improve disclosure
- Develop communications and best practices to improve disclosure

Measures

- Improved data disclosure across the relevant protected characteristics
- Use of data in EqlAs

Owner

Director of Client Legal Services.

Duration

- Reviewing disclosure – Year 1
- Analysis of barriers to data collection – Year 1
- Development of communications to improve disclosure – Year 2.

We will know we are on track through:

- Feedback from solicitors
- Tracked improvement in disclosure of equalities data.

Workstream 5: Continue completing EqlAs for our advice to government

Who will benefit?

- Legal aid applicants
- Solicitors
- Other stakeholders.

Activity

Carry out equality impact assessments on relevant reform advice provided to Scottish Government.

Measures

Equality impact assessments accompany relevant advice to Scottish Government.

Owner

Director of Strategic Development.

Duration

This workstream will span Years 1-3.

We will know we are on track through:

- The completion of EqlAs linked to Legal Aid Reform advice.

Equality Outcome 3: Gather and use equality data as part of our work to monitor availability and accessibility of legal services

- Relevant to all the protected characteristics.
- Equality Duty deliverables: advance equality of opportunity, eliminate discrimination.

This equality outcome focuses on our functions beyond administering the legal aid schemes. We will use the information gathered about legal aid applicants to better understand the availability and accessibility of legally aided services for equality groups. Analysis of equality data will be an integral part of our role to advise Scottish Ministers on the strategic development of an accessible and high quality legal aid system. For this outcome we want to focus on consolidating the progress we have made so far.

Workstream 6: Understand accessibility and availability of legal aid services for equality groups

Evidence used

- Our experience of the limitations of data collected on applicants and their experience of the legal aid system
- Our analysis of geographic trends in access to civil legal aid
- Stakeholder feedback, including through the Equalities, Human Rights and Civil Justice Committee's inquiry into civil legal assistance.

Who will benefit?

- People applying to legal aid.
- SLAB solicitors
- People granted legal aid

Activity

- We will use the data collected during the data linkage project (Workstream 3) to analyse case types by protected characteristic
- Drawing on the analysis from the data linkage project (Workstream 3), we will assess if there are barriers for applicants to legal aid
- Analysing data to assess potential differences in grant rates and access to legal aid by equality group.

Measures

- We will have better data about case types by protected characteristic
- We will have a better understanding of needs regarding legal aid services
- We will use the data for EqlAs and CRWIAs.

Owner

Director of Strategic Development.

Duration

- Year 1 – Data collection via the data linkage project
- Year 2 – Data analysis of case types, and development of indicators for analysis of availability of legal aid services
- Year 3 – Conclusions and recommendations.

We will know we are on track through:

- Receiving data on case types, coupled with protected characteristics
- Analysis of the data received
- Use of the results to analyse trends and grant rates.

Equality Outcome 4: Make key information about our work and legal aid accessible to those who need our help

- Relevant to all the protected characteristics.
- Equality Duty deliverables: advance equality of opportunity, eliminate discrimination, foster good relations.

This outcome builds on the previous outcome related to ease of access to our service. Through external review and particularly through external stakeholder engagement, we want to collaborate with stakeholders and support the accessibility of information about our work and legal aid. This work will align with our 2026-29 [Communications Strategy](#), and especially the priorities around building staff communications skills and strengthening internal communications.

Workstream 7: Accessible guidance for applicants and opponents

Evidence used

- Feedback from applicants
- Internal experience of interacting with applicants and opponents.

Who will benefit?

- Legal aid applicants and opponents
- People granted legal aid.

Activity

Review our guidance for applicants and opponents and ensure that it is understandable and accessible.

Measures

We will have a set of accessible guidance for applicants and opponents.

Owner

Director of Operations.

Duration

Guidance review - Year 1.

We will know we are on track through:

- Feedback from stakeholders and the public
- Publication of the guidance.

Workstream 8: Engaging with stakeholders about information on legal aid

Evidence used

- Our interactions with external stakeholders about legal aid in Scotland, including discussions about their understanding of the remit of SLAB
- Feedback from legal aid applicants.

Who will benefit?

- Applicants to legal aid
- Services providing advice to equality groups.

Activity

- Identify gaps in understanding of legal aid

- Contact stakeholders to help them correct the information they share.

Measures

The information being circulated about legal aid for equality groups will be accurate.

Owner

Director of Strategic Development.

Duration

- Identifying gaps – Year 1
- Contacting stakeholders – Year 2.

We will know we are on track through:

- Feedback from stakeholders
- The production of information materials to clarify the situation about legal aid in Scotland
- Sharing materials with stakeholders.

Workstream 9: Support rollout of new digital case management system

Who will benefit?

- Applicants to legal aid
- People granted legal aid.

Activity

We will support the rollout of the new digital system and ensure that equalities and accessibility considerations are embedded throughout its phased implementation, including potential changes to our related forms and guidance.

Measures

- Review whether information about communications support needs will be appropriately embedded within the process
- Review equalities questions to ensure they are what we need to collect
- Support project managers with accessibility audits.

Owner

Director of Corporate Services and Accounts.

Duration

- Review the customer support needs questions – clarify question for solicitor – Year 1
- Review equalities questions – Years 2-3
- Support with accessibility audit – Years 2-3
- Review the customer support needs questions and if we can embed the communications needs questions with the equalities questions – Year 3.

We will know we are on track through:

- Mainstreaming of equalities in the new system
- Feedback from our people
- Feedback from solicitors.

Workstream 10: Develop a child-friendly Financial Assessment Form

Evidence used

Feedback from applicants and stakeholders who represent applicants about the process, especially how complicated it can be for children to complete our paperwork when applying for civil legal aid.

Who will benefit?

- Applicants to legal aid
- Children in receipt of legal aid

Activity

We will support Civil Finance with designing and rolling out a child-friendly Financial Assessment Form.

Measures

We will develop a form that children and young people can easily understand and use.

Owner

Director of Operations.

Duration

- Form 2 review – Year 1
- Reviewing the use of the form – Years 2-3.

We will know we are on track through:

- Feedback from stakeholders
- Feedback from solicitors
- Publication and use of the new Form 2.

Appendix A - evidence sources

External evidence

General evidence

Labour Market and Pay Gaps

[Close the Gap | The pay gap \(accessed December 2025\)](#)

[The impact of motherhood on monthly employee earnings and employment status, England: April 2014 to December 2022 - Office for National Statistics](#)

[Fawcett Society, The Ethnicity Motherhood Pay Penalty \(2023\)](#)

[TUC, Disability pay and employment gaps | TUC \(2024\)](#)

[SCTS, Gender Pay Gap Report March 2024](#)

[COPFS, Equality outcomes progress report 2023 - 2025: Annex B HR data and analysis \(2025\)](#)

[Office for National Statistics, Disability pay gaps in the UK: 2014 to 2023 \(2024\)](#)

[Scottish Government, Equality Duties: Pay Gap Report 2025](#)

[TUC, Disability pay gap means disabled workers effectively stop earning from today \(2025\) \(accessed November 2025\)](#)

[Scottish Government, Labour Market Statistics for Scotland by Disability: January to December 2022 \(2023\)](#)

[Office for National Statistics, Ethnicity pay gaps: 2019 \(2020\)](#)

[Office for National Statistics, Ethnicity pay gaps, UK: 2012 to 2022 \(2023\)](#)

Ethnicity, disability, and intersectional evidence

[Scottish Government, Analysis of Labour Market Outcomes of Scotland's Minority Ethnic Population \(2022\)](#)

[Runnymede Trust, Taking Stock: Race Equality in Scotland](#)

[Equality and Human Rights Monitor: Is Scotland Fairer?](#)

[Scottish Government, Key Points - Annual Survey of Hours and Earnings \(2025\)](#)

[UK Government, Race in the workplace: The McGregor-Smith Review \(2017\)](#)

[Centre on the Dynamics of Ethnicity, Racism, belonging and COVID's legacy of ethnic inequalities in Scotland \(2024\)](#)

Justice system evidence

Reports

[Scottish Parliament, Judged on progress: The need for urgent delivery on Scottish justice sector reforms \(2022\)](#)

[EHRC, Justice and personal security: Scotland \(2024\)](#)

[Responses to the legal aid inquiry](#)

[UNDP, e-Justice: Digital transformation to close the justice gap \(2022\)](#)

General statistics

[SCTS Statistics | Scottish Courts and Tribunals Service \(accessed August 2025\)](#)

[Scottish Government, Scottish Crime and Justice Survey 2023-24: Main Findings \(2025\)](#)

[Scottish Government, Criminal Proceedings in Scotland, 2022-23 \(2024\)](#)

Civil

[Scottish Government, Civil justice statistics in Scotland 2022-23 \(2024\)](#)

[Equalities, Human Rights and Civil Justice Committee, Report on the Equalities, Human Rights and Civil Justice Committee inquiry into Civil Legal Assistance in Scotland \(2025\)](#)

[Equalities, Human Rights and Civil Justice Committee, 13 May 2025 Meeting](#)

Criminal

[Scottish Government, Hate crimes recorded by the police in Scotland, 2023-24](#)

[Rape Crisis Scotland, 'Sex crimes in Scotland reach second-highest level in 54 years' \(2025\)](#)

[Scottish Government, Scottish Prison Population Statistics 2023-24 \(2024\)](#)

[Families Outside, No Easy Journey: The Costs and Barriers to Visiting Prison for Families \(2024\)](#)

[Scottish Government, Scottish Crime and Justice Survey 2021-22: Main Findings \(2024\)](#)

[Scottish Government, Occasional Paper: Analysis of the ethnicity of individuals subject to hearings in Scottish courts \(2023\)](#)

[Scottish Government, Journey times in the Scottish Criminal Justice System: analysis of equality factors of accused disposed in court \(2025\)](#)

[SCTS, the Summary Case Management \(SCM\) Pilot – Final Evaluation \(2024\)](#)

[Scottish Government, Fatal Accident Inquiries: statistics 2023 to 2024 \(2025\)](#)

Children's

[Scottish Parliament, Children and the Scottish Justice System \(2024\)](#)

[Scottish Children's Reporter Administration, Statistical Analysis 2024/25](#)

[Children and Young People's Centre for Justice, Exploring justice inequalities for children in conflict with the law – preliminary findings \(2023\)](#)

[Scottish Sentencing Council, Youth offending and sentencing in Scotland and other jurisdictions – Literature Review \(2019\)](#)

Government, EHRC and policy reports

[Scottish Government, Regulation 12 Report: Published Proposals to Enable Better Performance of the PSED in Scotland \(2025-29\)](#)

[Scottish Government, A fairer Scotland for women: gender pay gap action plan \(2019\)](#)

[Equalities, Human Rights and Civil Justice Committee, 13 January 2026 Meeting, Operation of the Public Sector Equality Duty in Scotland](#)

[Scottish Government, Disability Equality Plan \(2025\)](#)

[Economy and Fair Work Committee, Closing the Disability Employment Gap in Scotland \(2024\)](#)

[Scottish Government, Anti-Racist Employment Strategy: A fairer Scotland for All \(2022\)](#)

[Scottish Government, Race equality framework for Scotland 2016 to 2030 \(2016\)](#)

[Scottish Government, Equality and human rights mainstreaming strategy \(2025\)](#)

[Scottish Government, Equality Outcomes 2025-29](#)

[Scottish Government, Scotland's Equality Evidence Strategy 2023-25](#)

[Scottish Government, The Vision for Justice in Scotland \(2022\)](#)

[Vision for Justice in Scotland: Three Years Delivery Plan](#)

[Scottish Government, Legal aid reform: discussion paper \(2025\)](#)

SLAB organisational evidence base

[SLAB Equality monitoring of employee protected characteristics 2024-25](#)

[Annual Report and Accounts - Scottish Legal Aid Board](#)

Staff Survey (2025, internal only)

Illustration of SLAB Applicant Equality Data Usage (2025, internal only)

[Civil legal aid Geographic trends analysis](#)