

**4<sup>th</sup> June 2025**

**Masterclass: Mediating with Neurodiversity**

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**Learning points**

- Neurodiversity is a community of people but also a movement.
- Events such as these are so important as they help neurodiverse people access the justice system.
- It has been highlighted by constituents that navigating civil disputes can be expensive and time consuming for all parties involved. Access to mediation makes a big difference.
- Preventing disputes helps individuals, workplaces and the overall justice system.
- Many reviews have shown that mediation is under used in Scottish justice system.
- Scottish Government has committed to providing free mediation services for disputes under £5,000 in every area of Scotland. This has a huge impact on those who are most vulnerable.
- Scottish Government has committed to investing £277,5000 in mediation services in their 2025/26 budget; providing access to vitally important services.
- It is essential that mediation services are not “one size fits all” – mediators must have the tools to understand neurodiverse people and events like these help us ensure those accessing mediation services’ needs are met.
- The Scottish Government is committed to protecting, respecting and championing the rights of people with learning disabilities and neurodivergent people, who are often the most marginalised in society. They have done this through the creation of the Learning Disabilities, Autism and Neurodivergence Bill.
- The Scottish Government has taken a hybrid approach to creating this legislation, which was fully co-designed with people who have lived experience of neurodiversity, autism and learning disabilities.
- The Bill champions neurodiversity advocacy, mandatory training for the public sector, justice, health, wellbeing and social care among many other things.
- It is important that those in the justice system have the confidence (which comes from training) to identify those who are neurodiverse and know how to accommodate their needs.
- The vision through the Bill is to create a safe, just and resilient Scotland for all those who are neurodiverse.
- The Scottish Government believe in the importance of person-centred and trauma informed justice services. This ensures that people’s needs and values are respected and that they receive the support that they need to thrive.
- Together, in active partnership, it is possible to build a Scotland that is recognised for having a justice system that is accessible to those who are neurodiverse allows those who are neurodiverse access to justice.
- The Minister is appreciative and proud of all those who are dedicated to providing high quality advice and access to those who are neurodiverse in Scotland.