

Information pack for appointments to the Judicial Appointments Board for Scotland



The Cabinet Secretary for Justice is seeking to appoint two lay members and one legal member to the Judicial Appointments Board for Scotland (JABS). Applicants for the legal member role must be practising solicitors in Scotland, this includes solicitor advocates.

We value very highly the benefits of having different experience and points of view on our Boards and we are keen that people from all walks of life apply for public appointments. Scottish Ministers particularly welcome applications from women, disabled people, LGBT+ people, people from ethnic minority communities and people aged under 50.

The appointments process for this board vacancy follows the [Code of Practice for Public Appointments](#) and is regulated by the [Ethical Standards Commissioner](#).

Key dates for this appointment round

Closing date	5.00 pm on Friday, 27 November 2026.
Sift of applications	Thursday, 10 December 2026.
Date applicants will hear about the outcome of their application	w/b 14 December 2026.
Interviews	<p>Thursday, 7, Wednesday, 13 and Thursday, 14 January 2027.</p> <p>Interviews will be held in person at St Andrew's House, 2 Regent Road, Edinburgh, EH1 3DG.</p> <p>We may not be able to offer alternative interview dates.</p>

Ministerial decision	Monday, 29 January 2027.
Start date	1 March 2027.

23 October 2026

Dear potential applicant

Appointments to the Judicial Appointments Board for Scotland

I am delighted that you are considering applying to be a member of the Judicial Appointments Board for Scotland (JABS).

The Board is an advisory non-departmental public body (NDPB) which is independent of government and the judiciary and makes an important contribution to justice in Scotland by recommending people for appointment to a range of judicial roles in the courts and tribunals of Scotland. Our role is to recommend the most suitable people for these important offices on the basis of merit and to be satisfied they are of good character. We aim to do so in a fair and transparent way. We are also charged with having regard to the need for diversity amongst the range of individuals available for selection.

Being a member of JABS is an opportunity to engage with a variety of outstanding people: fellow board members who are senior professionals, whether judicial, legal or lay; applicants and potential applicants for judicial office; leaders in government, in the judiciary and in the legal profession. Board members past and present tell us how much they learn and how much they enjoy the collegiality within the Board.

For the lay member roles we are seeking people with considerable experience of assessing individuals for senior professional roles and who will be able to assess candidates' personal and judicial qualities.

We are also seeking to recruit one legal member (solicitor, which includes solicitor advocate). We are looking for those who will be seen as having credibility and standing with the profession and who is able to assess candidates' legal, judicial and personal skills and qualities for a range of judicial appointments. You will receive training on the Board's approach to doing these assessments. To be eligible for the role of legal member you must be a solicitor (which includes solicitor advocate) practising as such in Scotland.

You do not need to have had previous experience on the board of a public body for this role but the ability to contribute to the governance of organisations is desirable. Training in the governance requirements of an advisory NDPB will be provided.

If you would like to have a more detailed conversation about the work of the Board, please contact me at Lindsay.Montgomery@jabs.gov.scot and we will be happy to arrange a telephone call.

Thank you for your interest in joining us at the Judicial Appointments Board for Scotland.

Lindsay Montgomery CBE FRSE

Lay Chairing Member

Judicial Appointments Board for Scotland

Information about the roles

Remuneration	<p>Members of the Board receive £332.85 per day. Expenses incurred as a result of carrying out the duties of the appointment, including reasonable travel and subsistence costs and dependant carer and childcare expenses, will be reimbursed.</p> <p>The appointment is non-pensionable.</p>
Time commitment	<p>Members will be expected to devote up to 40 days per year but the time commitment is very likely to vary year on year as the work of the Board is demand led.</p>
Length of appointment term	<p>The term of appointment will be for up to four years from 1 March 2027. There is the possibility of reappointment subject to evidence of effective performance and having regard to the skills, knowledge, understanding and experience required by the Board at the time. Any appointments and subsequent reappointments will not extend beyond a maximum of eight years.</p>
Location of meetings	<p>Board meetings and interviews will normally be held in person at Thistle House, 91 Haymarket Terrace, Edinburgh, EH12 5HE although there is provision for hybrid board meetings.</p> <p>Interviews are always held in person.</p>

<p>Disqualifications</p>	<p>A member of the Scottish Parliament cannot also hold a public appointment for public bodies listed in the schedule of the Scottish Parliament (Disqualification) Order 2020.</p> <p>You are ineligible for appointment as a Lay or Legal member if you are: a member of the House of Commons, the Scottish Parliament, the European Parliament, a Minister of the Crown, a member of the Scottish Government or a civil servant. Applicants will also be ineligible to apply for this appointment if they have already served a total of eight years as a Member of the Judicial Appointments Board for Scotland.</p> <p>Former Ministers and senior civil servants (Director General level and above) should ensure they comply with any applicable business appointment rules and if needed, seek advice from The Public Appointment's Team at Public.appointments@gov.scot before applying for this role.</p> <p>The Charities (Regulation and Administration) (Scotland) Act 2023 came into force on 31 August 2025, and the updated automatic disqualification criteria for charity trustees will apply.</p>
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The Judicial Appointments Board for Scotland

The Judicial Appointments Board for Scotland (JABS) was established as a statutory advisory Non-Departmental Public Body on 1 June 2009, under the terms of the Judiciary and Courts (Scotland) Act 2008. Membership of JABS is provided for in Schedule 1 of the 2008 Act. There are currently sixteen Board Members: eight judicial/legal members and eight lay members including the Lay Chairing Member. Legal and Lay members are appointed by the Scottish Ministers.

The role of JABS is to recommend to the First Minister or other relevant Minister, individuals for appointment to judicial offices within the Board's remit. It makes these recommendations solely on merit and also has to be satisfied that those recommended are of good character. It makes recommendations for the following appointments:

- Senator of the College of Justice
- Sheriff Principal
- Sheriff
- Part-time Sheriff
- Summary Sheriff
- Part-time Summary Sheriff
- Chairman of the Scottish Land Court
- Temporary Judge (with a number of statutory exemptions)
- Scottish Tribunal appointments
- The Parole Board of Scotland

The Board's mission is:

- To attract applicants with the skills, knowledge and ability for particular judicial roles, whilst encouraging diversity in the range of individuals available for selection; and
- Make recommendations for appointment solely on merit, through processes that are, and are seen to be, independent, fair and transparent.

The role of the Board Member

Lay members

The role of a lay member is to participate in decision-making on the suitability of individual applicants for judicial appointment and contribute to the development of the Board's policies, strategy and governance. You will receive training on the Board's processes and its approach to appointment exercises. You will also receive training on the governance requirements for an advisory NDPB.

For appointment exercises, lay members will contribute to the creation and execution of the appointment exercise either as panel chair or panel member. This includes:

- Participating in appointment planning meetings and assisting in the development of competition materials.
- Assessing application forms for applicants for judicial office against the Board's criteria for appointment (this is done independently, usually at home).
- Participating in panel meetings to select shortlisted applicants for interview and, later, to agree which candidates should be recommended to the Board for its decision on who should be recommended to Scottish Ministers for appointment.
- Participating in interview panels.
- Commenting on draft Panel reports which are submitted to the Board and participating in Board discussions and decisions on recommendations for appointment to judicial office.
- As a member of a Panel, give feedback to candidates who are unsuccessful at sift or at interview if they wish it.

Legal members

The role of the legal member is to participate in decision-making on the suitability of individual applicants for judicial appointment and contribute to the development of the Board's policies, strategy and governance. Only legal and judicial members assess candidates' legal knowledge and competence, whereas all panel members assess judicial and personal qualities. You will receive training in the Board's processes and its approach to appointment exercises. You will also receive training on the governance requirements for an advisory NDPB.

For appointment exercises, legal members will contribute to the creation and execution of the appointment exercise. This includes:

- Participating in appointment planning meetings and assisting in the development of competition materials.
- Assessing application forms for applicants for judicial office against the Board's criteria for appointment (this is done independently, usually at home).
- Participating in the assessment of applicants' knowledge and skills and competence in the interpretation and application of the law.

- Participating in panel meetings to select shortlisted applicants for interview and, later, to agree who to recommend for appointment.
- Participating in interview panels.
- Commenting on draft Panel reports which are submitted to the Board and participating in Board discussion and decisions on recommendations for appointment to judicial office.
- As a member of a Panel, give feedback to candidates who are unsuccessful at sift or at interview if they wish it.

All Board Members undertake the following tasks:

- Attend Board meetings, which usually take place on the third Monday of every third month. Meetings normally last a full day and start at 9:15 am;
- Participate in appointment exercises during the year in line with the Board's programme of activity which is demand led;
- With Board colleagues make recommendations to the First Minister or relevant Minister for the judicial offices within the Board's remit ;
- Contribute to Board working groups or improvement projects;
- Join an annual workshop/strategy day;
- Attend training including for assessment and interview; and
- Participate in outreach events and stakeholder engagement about the work of the Board.

More Information

Please contact the Chairing Member of JABS, Lindsay Montgomery at

Lindsay.Montgomery@jabs.gov.scot. You can also find out more information at [JABS |](#).

The selection panel

Chair	Ryan McRobert, Deputy Director of Civil Law and Legal Systems, Scottish Government
Panel member	Lindsay Montgomery CBE FRSE, Chair, JABS
Independent panel member	Catriona Watt, Director, Anderson Strathern

Please note that applicants will be asked to declare if they know any members of the selection panel. The panel will also declare if they know any applicants. Any actual or perceived conflicts of interest will be managed in line with the [Ethical Standards Commissioners Code of Practice for Public Appointments](#).

Person specification

Lay Member

The Cabinet Secretary is looking to appoint two Lay Members. Lay Members are involved in all aspects of competitions for judicial appointment apart from the assessment of legal knowledge or skills and competence in the interpretation and application of the law, which is carried out by legal and judicial members. All Board members contribute to the development of the Board's policies, strategy and governance. Training will be provided on all aspects of the role.

Legal Member

The Cabinet Secretary is looking to appoint one Legal Member. To be eligible for the role of Legal Member you must be a solicitor (which includes solicitor advocate) practising as such in Scotland. Legal Members are involved in all aspects of competitions for judicial appointment. All Board members contribute to the development of the Board's policies, strategy and governance. Training will be provided on all aspects of the role.

Priority, Essential and Desirable Criteria (Both roles)

Listed below are full details of the priority, essential and desirable criteria you will need for the role you are applying for, and an outline of how these will be assessed by the selection panel at the first stage of assessment (application) and the second stage of assessment (interview). Please read this section carefully in conjunction with the role description.

The priority criteria is weighted over the essential and desirable criteria, and the candidate or candidates who provide the strongest evidence against the priority criteria will be considered most able to fulfil the role. In the event that candidates provide evidence of equal merit against the priority criteria, the selection panel will then take into account the strength of the evidence presented against the essential and desirable criteria in determining the candidate or candidates most able to fulfil the role.

LAY MEMBER - PRIORITY CRITERION

Priority Criterion	Example indicators	How this will be assessed
1. Ability to make fair and balanced assessments of applications and, at interview, of candidates' suitability for judicial appointments	<ul style="list-style-type: none"> substantial experience and expertise in the recruitment and selection for senior professional roles against agreed criteria. 	<p>You will be asked to provide evidence of no more than 500 words to demonstrate how you meet this priority criterion.</p> <p>Your evidence will be tested further at interview if you are shortlisted.</p>

LEGAL MEMBER - PRIORITY CRITERIA

Priority Criteria	Example indicators	How this will be assessed
1. Be a solicitor (which includes solicitor advocate) practicing in Scotland, having sufficient standing, reputation and credibility with the profession.	<ul style="list-style-type: none"> you should demonstrate evidence of your professional standing and legal experience. It is important that legal members of JABS are regarded as having sufficient standing, reputation and credibility with the profession to enhance confidence in the judicial appointments process and outcomes; indicators of standing may include, but are not confined to: <ul style="list-style-type: none"> leadership roles in your Firm or place of work; 	<p>You will be asked to provide evidence of no more than 500 words to demonstrate how you meet this priority criterion.</p> <p>Your evidence will be tested further at interview if you are shortlisted.</p>

	<ul style="list-style-type: none"> ○ contribution to the work of a relevant professional body including representative roles; ○ prizes, awards or additional qualifications/accreditations indicating professional achievement and excellence; experience of providing training and development to your peers; ○ publishing authoritative articles; and/or involvement in high profile cases. ● in relation to experience you should indicate the breadth of work which you have undertaken and the areas of law in which you have specialised; ● demonstrable knowledge of and experience of courts and/or tribunals. 	
2. Ability to make fair and balanced assessments of applications and, at interview, of candidates' suitability for judicial appointments.	<ul style="list-style-type: none"> ● ability to make assessments, based solely on merit, without bias and on the evidence; ● ability and practical knowledge required to assess an individual's 	<p>You will be asked to provide evidence of no more than 500 words to demonstrate how you meet this priority criterion.</p>

	knowledge of the law and competence in the interpretation and application of the law.	Your evidence will be tested further at interview if you are shortlisted.
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LAY AND LEGAL MEMBERS - ESSENTIAL CRITERIA

Essential criteria	Example indicators	How this will be assessed
1. Ability to understand and analyse information and to make objective balanced judgements in all aspects of the work of the Board.	<ul style="list-style-type: none"> • competent in the analysis of information where critical/important decisions are being made; • able to display accuracy and sound judgement in decision-making. 	<p>You will be asked in the application form to provide evidence of how you meet this criterion, in no more than 300 words.</p> <p>Your evidence will be tested further at interview if you are shortlisted.</p> <p>If invited to interview you will be required to complete a practical exercise.</p>
2. Ability to work collaboratively, challenge constructively and work in a collegiate environment	<ul style="list-style-type: none"> • able to stand back, set aside personal views and listen objectively to others; • able to express disagreement constructively and respectfully; • able to support attempts to achieve consensus and able to accept a consensus decision even if it goes against a personal view. 	<p>You will be asked in the application form to provide evidence of how you meet this criterion, in no more than 300 words.</p> <p>Your evidence will be tested further at interview if you are shortlisted.</p>
3. Recognise the importance of encouraging diversity in	<ul style="list-style-type: none"> • understanding of diversity, inclusion and equality; 	Your evidence will be tested at interview if you are shortlisted.

those applying for judicial appointments	<ul style="list-style-type: none"> able to identify and respect other people's values or opinions. 	
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Desirable criteria	Example indicators	How this will be assessed
1. Ability to contribute to the governance and stewardship of an advisory NDPB.	<ul style="list-style-type: none"> some awareness of the principles of good governance and some experience of applying these principles in practice in your workplace or through a role in another capacity e.g. a charity or other third sector body, company, partnership or public sector body. 	Your evidence will be tested at interview if you are shortlisted.

Finally, you should **provide a tailored CV/career history** setting out your experience which supports and is relevant to the role you are applying for. **This should be no more than 1000 words.**

How to Apply Online

1. Download and save this applicant information pack to refer to.
2. Read the 'person specification' section in this pack.
3. Navigate back to the job advert and click 'apply'.
4. Complete the personal information and conflict of interest questions.
5. When prompted, provide evidence against the relevant box/boxes for the Priority Criteria and Essential Criteria. **Please note that word limits for each response.**
6. You should also submit a tailored CV/career history. **Please note the word limit for this.**
7. Submit your online application by **17:00 on Friday, 27 November 2026.**
8. **Please Note:** you do not have the option to edit your application once you click 'submit'.

We strongly recommend that you draft your answers in a word document and check that you are happy with them before copying and pasting your answers in the relevant sections of the online application.

Please note that any content exceeding the stated word limits will not be considered by the selection panel.

Late applications will not be accepted by the selection panel.

The online system has been extensively tested for compatibility with a range of assistive technologies. However, should you experience any difficulties accessing or using the system, please contact the Public Appointments Team at: Public.appointments@gov.scot

Guaranteed interviews

This appointment round will provide guaranteed interviews for disabled people who meet the priority and essential criteria for the role being tested at the application stage. To be eligible for a guaranteed interview you must have a physical or mental impairment or a health condition which has a substantial and long-term effect on your ability to carry out normal day to day activities. The selection panel will not know which applicants have requested a guaranteed interview until the shortlisting is complete.

Application Advice

The selection panel will not make assumptions – for example from a job title – as to the skills, knowledge, experience and attributes you have gained. The Panel will review the evidence provided and invite to the second and final assessment stage those applicants who most closely meet the criteria being tested at this first stage of assessment. By the end of the selection process, you must have demonstrated that you have met the essential criteria to the satisfaction of the selection panel to be considered for appointment.

You should provide clear and succinct information about yourself and how you meet the criteria that are being tested at this application stage. When being asked to demonstrate knowledge, understanding or experience, you should describe how you gained this, the breadth and depth of this knowledge, understanding or experience and any situations where you have used this.

Please use specific evidence to support your answers that is relevant to the requirements being tested. Draw on evidence from your working and/or personal life, or through your participation with a private, public, voluntary, charity or community organisation. Please note that there are word limits at each of the sections.

Suggested preparation

- Take time to think about each of the criteria and think about the situations you have recently been involved in.
- Think how your actions and experiences led to results that demonstrate the criteria.
- Prepare your answers.

Your evidence

- Please be clear and succinct. You may be asked to expand on your answers at interview.
- Draw on evidence which best demonstrates your skills, knowledge or abilities in that area.

In providing your evidence, it would be helpful if you could explain your personal contribution, what you did and how you did it – use “I” not “we.” Give the outcome – what happened? How effective was the result? How influential were your role, actions and interventions? What impact did you have?

Using the STARR method

When providing evidence against the criteria, you may find it helpful to structure your responses using the STARR method. This helps you present clear, concise, and relevant evidence and allows the selection panel to understand your individual contribution and impact.

- **Situation** – Briefly describe the context or background.
- **Task** – Explain your specific role or responsibility.
- **Action** – Describe what you did (use “I”, not “we”), including how and why you took those actions.
- **Result** – Set out the outcome of your actions and what was achieved.
- **Reflection** – Where appropriate, reflect on what you learned, what you would do differently, or how this experience is relevant to the role of a Non-Executive Board Member.

Using this approach will help you demonstrate not only what you did, but how you applied your skills, judgement, and values, and the impact of your contribution.

The Assessment Process

The assessment process will happen as follows:

1. The selection panel will assess all applications against the criteria for appointment (see the person specification). Those who demonstrate evidence that most closely meets the criteria tested at this stage will be shortlisted for interview.
2. The selection panel will interview candidates, the questions they ask will relate directly to the criteria for appointment.
3. There will also be a number of exercises at interview. Full details will be provided to those shortlisted for interview.
4. The selection panel will also ask questions relevant to the fit and proper person test (see below) which will include questions about the [Principles of Public life in Scotland](#).
5. The selection panel will review the evidence provided and agree on which candidates have most closely met the criteria for selection and should be recommended to the Cabinet Secretary.
6. The appointing Cabinet Secretary will make a decision about whom to appoint based on evidence from the selection panel. They may request to meet with candidates before making a final decision.
7. Appointees will be asked to complete pre-appointment checks which will include a Disclosure Check (there is no charge for this). Appointment is conditional on satisfactory completion of these.

Fit and proper person checks

In the context of public appointments, a fit and proper person is someone who is suitable because they meet the requirements of the role, and their past or present activities and behaviour means they are suitable. Tests are built into different stages of the appointment process to ensure that:

- Conduct to date has been compatible with the public appointment
- Membership is not barred by the body's constitution e.g., criminal record or bankruptcy (see disqualifications)
- There are no unmanageable conflicts of interest
- Political activity is declared
- There is agreement to abide by the [Principles of Public life in Scotland](#)
- There is confirmation that the time commitment required for the role can be met.

Media checks for candidates invited to interview

The selection panel may consider publicly available information about candidates, including posts on social media platforms. Any findings that the selection panel agree are pertinent to the role or that may call into question suitability for the appointment, credibility of the appointments process or the public body will be discussed with candidates at interview. Consideration of any issues will take place openly and transparently to establish the facts. Candidates will be given an opportunity to respond to any concerns. This information will be handled in line with the [Privacy Notice](#) for public appointments.

Gender Representation on Public Boards (Scotland) Act 2018

The Gender Representation on Public Boards (Scotland) Act 2018 sets a gender representation objective that 50% of non-executive members of public boards should be women.

Where two or more candidates are assessed as equally qualified for appointment, and at least one candidate is a woman and one is not, section 4(3) of the Act requires the appointing Minister to appoint the woman where this would help the board achieve, or make progress towards achieving, the gender representation objective*.

Once you apply, the Scottish Government will write to you to collect the required information regarding your sex.

*To note, under section 4(4) of the Act, the appointing Minister may instead appoint a candidate who is not a woman where another characteristic or circumstance appropriately justifies doing so.

Common questions and answers

Who can I contact to speak about this role?	Please contact the Chairing Member of JABS, Lindsay Montgomery at Lindsay.Montgomery@jabs.gov.scot .
Who can I speak to about a disability related reasonable adjustment?	Please contact the Public Appointments Team Email: Public.appointments@gov.scot Deaf, deafblind and BSL users can contact the team via contactSCOTLAND-BSL .
I am having a problem with the application process who can I speak with?	Please contact the Public Appointments Team (see contact details above).
Do you have any advice for candidates attending interviews?	Yes. More information is provided here: Introduction - Public appointments: guide - gov.scot (www.gov.scot) .
I can't attend the interview in person, can I attend remotely?	Yes. You can request to attend the interview using MS teams. Please contact the Public Appointments Team. Email: Public.appointments@gov.scot .
Will you reimburse expenses for attending an interview?	Yes. You can claim reasonable expenses. A claim form will be issued with your invitation to interview, along with instructions.
What does 'appointed on merit' mean?	Appointed on merit means that the people who are appointed most closely meet the criteria that is sought for the board vacancy at a point in time. People are assessed on the evidence that they present in the appointments process and the findings of the fit and proper person test.
What role does the Ethical Standards Commissioner (ESC) have in the appointments process?	The ESC regulate and monitor the public appointments process . The Commissioner plays a role in ensuring appointments are made on merit and use fair methods. More information about the Commissioner's role is provided here: Public appointments Information leaflet Ethical Standards Commissioner .

Can I apply if I am not a British citizen?	Yes. You can apply for and be appointed to the Boards of Public Bodies if you are not a British citizen. However you must be legally entitled to work in the UK.
Would remuneration for a public appointment impact on my benefits?	Possibly. Taking up a remunerated public appointment may affect benefits payments. This will depend on individual circumstances and you should seek advice from your benefits provider. More information is provided here: Public appointments and welfare benefits: information - gov.scot (www.gov.scot) .
Do the selection panel see information from the diversity monitoring form?	No. Diversity monitoring information provided by applicants is not shared with the selection panel. If applicants opt for a guaranteed interview this information will be shared with the selection panel. Information about a reasonable adjustment may be shared with the selection panel to ensure that requirements are met (e.g. if a BSL interpreter is required).
Do I need to provide an email address and contact details at application stage?	Yes. You must provide your contact details, including an email address, when submitting your application. This information is required so that we can contact you regarding your application and, if you are successful, to support the appointment process. As part of the Baseline Personnel Security Standard (BPSS) requirements, the Scottish Government may need to verify the identity and credentials of candidates who are recommended for appointment. Contact details are also needed by the public body to arrange induction. Applications submitted without the required contact information will be rejected.
How will my personal information be handled?	All personal information will be handled with great care and in line with UK GDPR and data protection requirements. Further information can be found in the Privacy Notice .

Can I get feedback on my application or interview?	Yes. You can request feedback. Candidates have 20 working days from the date of notification of the outcome of their application to make the request in writing.
Is any training provided if I am offered and take up an appointment?	Yes. Each board has their own induction process and training offer, they will make contact directly should you be appointed. New appointees are also invited to attend an induction day hosted by the Public Bodies Support Unit of the Scottish Government.
Is it possible to hold more than one public appointment?	Yes. It is possible to have more than one public appointment. You should also check that you can make the time commitment for an additional appointment and that there are no unmanageable conflicts of interest.
Are public appointments announced?	Yes. Every appointment is announced here: Public appointments: news releases - gov.scot (www.gov.scot) The board may also announce new appointments on their own website and social media platforms. Information published will include a biography and details of any political activity within the last 5 years.
What standards are expected of board members?	The conduct expected of board members of Scottish public boards is set out here: Members of devolved public bodies: model code of conduct - December 2021 - gov.scot (www.gov.scot) (this includes the Principles of Public Life). You should also take time to consider the JABS Member Code of Conduct
How can I complain about the public appointments process?	Further information about the complaints process for public appointments can be found here: How to apply - Public appointments: guide - gov.scot (www.gov.scot) . Anyone concerned about public appointments can raise a complaint and have it independently investigated by the Ethical Standards Commissioner. Investigation process public appointments Ethical Standards Commissioner

For further information

Please contact the Public Appointments Team, Scottish Government

Email: Public.appointments@gov.scot.

Deaf, deafblind and BSL users can contact the team via [contactSCOTLAND-BSL](#).



Scottish Government
Riaghaltas na h-Alba