

Equalities, Human Rights and Civil Justice Committee
Tuesday 10 February 2026
4th Meeting, 2026 (Session 6)

Inquiry into Neurodivergence in Scotland

Overview

1. At its meeting on 13 May 2025 the Committee agreed to undertake an inquiry looking at the challenges facing neurodivergent people and the services for them in Scotland.
2. This inquiry was precipitated by the Scottish Government's decision in 2024 to delay the introduction of a Learning Disabilities, Autism and Neurodivergence bill.
3. Following this decision the Committee took evidence from [stakeholders](#) and the then [Minister for Social Care, Mental Wellbeing and Sport](#) to find out more about the impact of the decision and what could be achieved in absence of the Bill.
4. The Committee also heard from Autistic Disabled People's Organisations as part of an informal session in 2025.
5. Informed by these sessions, the Committee agreed to focus this inquiry on the experience of neurodivergent people in education, the workplace and the criminal justice system.
6. This is the Committee's second formal evidence session as part of its inquiry. On 20 January the Committee took evidence from the Royal College of Psychiatrists and a roundtable of autistic disabled people's organisations and ADHD organisations.
7. This week the Committee will continue its inquiry with two roundtable evidence sessions. The first will focus on the experience of neurodivergent people in education and the second will focus on their experience in the workplace. Specifically, the Committee will hear from:

Roundtable one – Education – 09:00-10:30

- Hannah Axon, Policy Manager, COSLA
- Dr Lynne Binnie, Head of Education, City of Edinburgh Council, representing the ADES (Association of Directors of Education in Scotland)
- Angela Evans, Head of Learning Services, The Donaldson Trust
- Marie Harrison, Service Manager (Children's Views), Children in Scotland
- Maura Kearney, Educational Psychologist, representing the Association of Scottish Principal Educational Psychologists (ASPEP)
- Dr Jason Lang, Clinical Senior Lecturer in Neurodevelopment, Honorary Consultant Child and Adolescent Psychiatrist, Lived Experience - University of Glasgow
- Gerard Wilkie, Equalities representative, Educational Institute of Scotland (EIS)

Roundtable two – Workplace

- David Cameron, Chief Executive Officer, Scottish Union of Supported Employment (SUSE)
- Jill McAlpine, Founder (inpurpose associates), representing the Federation of Small Businesses Scotland
- Chirsty McFadyen, Economist, Fraser of Allander Institute
- Fergus McMillan, Head of Equality and Diversity, Skills Development Scotland
- Mia Preston, neurodivergent mentor, (Olive or Fig), representing the Federation of Small Businesses Scotland
- Alan Thornburrow, Chief Executive Officer, Salvesen Mindroom Centre
- Marek Zemanik, Senior Public Policy Adviser (UK Nations), Chartered Institute of Personnel and Development (CIPD)

Committee consideration

8. The Committee is asked to note the information provided above.

Clerks to the Committee
February 2026