



ABOUT FJSS GROUP





About Us

Fair Justice System for Scotland (FJSS) Group is a grassroots legal charity based in West Calder, West Lothian. We are dedicated to championing racial equality and diversity within the Scottish justice system.

Our work is centred on advocacy for a more inclusive workforce—one that mirrors the vibrant, multicultural fabric of modern Scottish society. Through active policy formulation and development, we influence justice delivery at every level in Scotland.



Our Vision

For a fair, just, tolerant, and inclusive Scotland — one where opportunities are defined by need and the diversity of talent, not by background or bias.



Our Mission

To serve as a leading voice for justice sector reform in Scotland, championing equality, inclusion, and community empowerment through advocacy, research, education, and practical support.



Our Values

We believe that justice must reflect the people it serves. Guided by our four **C**'s:

Commitment → **C**ompetence → **C**onsistency, and → **C**ontinuity

What We Do



Advocacy and Policy Influencing: We engage in policy development to ensure justice sector reforms align with equality principles, convening key stakeholders through our annual Justice Sector Equalities Conference, mini-symposiums, and roundtables.



Immigration Advice and Support: We support immigrants with reliable legal and welfare guidance, helping them understand their rights, regularise their stay, and access essential services.



Anti-Racism Education: We promote social cohesion and cross-cultural understanding through community events, school engagements, and public education initiatives across West Lothian and beyond.



Legal Services: We offer free, high-quality legal aid to help individuals navigate legal challenges with competence and dignity, ensuring fair access to justice for all.



Human Rights Safeguarding: We help community members understand, assert, and advocate for their fundamental human rights, contributing to a fairer and more inclusive society.



Community Welfare Support: We provide free essential food support to promote equity and preserve cultural identity, and culturally sensitive mental health services for the Black African community in Scotland.



Youth Mentorship: We empower young people from ethnic minority backgrounds with confidence, leadership skills, and awareness of racial justice issues through targeted training and mentorship.



Volunteering Opportunities: We offer meaningful volunteer roles that build capacity, foster civic responsibility, and equip individuals with hands-on experience in advocacy, community support, and leadership.

Our Impact

Over the years, **FJSS Group** has built a reputation for credible, community-rooted impact. In 2024–2025 alone, we reached over 4,000 people through our legal and welfare support, advocacy programmes, and youth engagement initiatives.

Through flagship projects such as the **Justice Sector Equalities Conference (JSEC)** and the **Justice Sector Interface Group**, we have created spaces for collaboration between government agencies, legal institutions, higher institutions, and communities — ensuring that equality and inclusion remain at the heart of Scotland's justice reform agenda.



We also advanced our humanitarian and social welfare work through partnerships such as the **Accelerated Knowledge Transfer (AKT) Project** with Edinburgh Napier University, focused on fairer, more compassionate addiction and justice support for Black communities in Scotland.

Our Windrush Consultative project, amplified the stories and experiences of the Windrush generation in Scotland, spotlighted the living conditions of those still alive and expedited government-provided compensation for them.

Beyond policy and advocacy, our community programmes have provided direct, practical assistance — from **food welfare distribution** and **legal aid** to **mentorship and leadership development for young people**. Additionally, our **Secondary School Debate Series** enlightens and raises awareness about prejudice and discrimination to foster empathy and solidarity among the younger generation.

Partnerships & Collaboration

Our work thrives on partnership. **FJSS Group** is proud to partner with a wide range of organisations — from government authorities and academic institutions to justice bodies and civil society organisations.

Our Partner Engagement Strategy

We work with partners to move **policy to performance**, **turning government commitments into visible change**. Together, we **promote sector accountability**, **public trust**, and **measurable outcomes**, helping Scotland lead by example through the journey toward its **first sector-wide equality scorecard**.



Our Promise to Community and Grassroots

We ensure **fair representation** by making sure every voice is heard and valued in justice reform. We **turn voices into action** by transforming lived experiences into real policy change. And we **connect experience to law** by building bridges from personal stories to lasting legislative and institutional reform.

Key Partners



Judicial Office
for Scotland



Scottish Courts
and Tribunals



FUNDERS:



A GLOBAL NGO NETWORK
FOR PRINCIPLED AND EFFECTIVE
HUMANITARIAN ACTION



BUSINESS MEMBERSHIPS:



Contact Us:



Justice House
24-26 Main Street
West Calder,
West Lothian EH55 8DR
Scotland, United Kingdom



www.fjssgroup.org



info@fjssgroup.org



+44 (0) 131 285 1013



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@fjssgroup



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