

**SHEKU  
BAYOH  
INQUIRY**

**The Sheku Bayoh Public Inquiry**

**Witness Statement**

**Jimmy Adamson**

**Taken by** [REDACTED]

**At Capital House**

**on Thursday 26<sup>th</sup> January 2023**

**Witness details**

1. My full name is Jimmy [REDACTED] Adamson. My date of birth is in 1971. My contact details are known to the Inquiry.
2. On 3 May 2015, I was a Police Sergeant posted to the Community Wards Policing Team at Kirkcaldy Police Station. I was in my twenty-sixth year of police service. I remained in this role until my retirement in January 2020. I had completed 30 years of service. Whilst January 2020 was when I officially retired, I left the police in December 2019.

**Previous Statement**

3. I have had sight of the statements I prepared dated 27 May 2015 (PIRC-00234) and 24 November 2015 (PIRC-00235). Whilst I can't remember preparing these statements, I don't disagree that I prepared them. As a matter of routine, I would have been asked to submit statements.

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4. I believe my memory outlined in my operational statements was clearer at the time of giving these statements than it is now just with the passing of time. The operational statements I gave were given to the best of my memory at the time and I did my best to be truthful and accurate in what I said. I expect that the operational statements I gave will be more accurate than what I can recall now. If there is any discrepancy between what I have said in this statement and my operational statements, my operational statements should be preferred.

### **Community Policing**

5. Prior to 3 May 2015, I had been working for the Community Wards Policing Team for probably a year or so. At that time - and I don't know if it's still the case - the community wards policing team were primarily given the job of engaging with the community. So it wasn't a case of going to the response calls. Of course that may happen, but primarily their job was engaging with the community, and community groups.

### **Community Impact Assessment (CIA)**

6. I would have found out about the incident, I believe, on the morning of 4 May, when I started duty. I can't recall how I found out about it but I certainly know that I had a discussion with my inspector, who at that time was Inspector Alan Seath.
7. At some point during that day, he had asked me to become the first author of the CIA for the death of Sheku Bayoh.
8. A CIA is a tool that's used by the police to assess the impact of an incident on the community. There's a risk matrix, and whilst you're compiling a CIA, you look at the matrix and you make an assessment based on your knowledge: personal knowledge of the incident, the knowledge of your colleagues and the experience and feedback you're getting from the wider community in relation to how they feel about the incident. The matrix assesses or gives you guidance in terms of what measures you should put in place to reassure the public.

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9. I am referred to my first operational statement (PIRC-00234), where I discuss being told about the support provided by Inspector Nadine Aliane from the National Safer Communities Department in preparing the CIA. Ordinarily, the CIAs were very much at a local level, but this was also a national issue. Since the inspector came from the National Safer Communities team, she was given the role of providing the support within her expertise.
10. Inspector Aliane came, certainly for the first week or so, to Kirkcaldy Police Station and provided support. She had access to networks which I wouldn't have access to at a local level. It was a local issue, but this also was a national issue. I think Inspector Aliane, in her position, had access to other groups within the wider society in Scotland who'd be able to give her feedback and provide her with information.
11. In terms of anything that Inspector Aliane did, I can't remember. Certainly at a local level, officers would be visiting groups of people and engaging with them and establishing to the best of our ability any concerns they may have and any measures we can take to enhance performance.
12. I've been asked how I prepared the CIA. It's hard to remember, given the time, but I would update it regularly, probably daily in the initial part of the Inquiry. It would have maybe then been agreed that it could be weekly, maybe fortnightly, perhaps even monthly eventually, or alternatively updated if anything significant had occurred.
13. I've been asked if I have ever worked on a CIA for an incident before May 2015. Yes, I had. I think it was viewed that community sergeants, given the kind of unique position that we held being primarily involved in community engagement, were probably best placed to take on that role.
14. I've been asked what kind of incidents have I worked on CIAs for. I can't comment exactly, because I have done a lot of them, but any high-profile incident or crime in Kirkcaldy, there would ordinarily be a CIA for. At that point I would be given the job

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to complete it. The incident would need to be viewed as having a serious impact on the community for a CIA to be initiated.

15. I've been asked if I have ever prepared a CIA for a death in custody case prior to 3 May 2015. No, I hadn't.

16. I've been asked if I ever received training to prepare a CIA. I can't remember. It's been such a long time. I know that certainly, there's a lot of training given within the police so I don't know if that was taught. It was only the sergeants who tended to take on the CIA drafting role. I'm not aware of any training that was provided for CIA drafting post-May 2015. That doesn't mean there wasn't any training, I just don't know.

### **Community Impact and Reassurance Group Meetings**

17. As part of my role in preparing the CIA, I would attend the Community Impact and Reassurance Group Meetings. The meetings were very much talking about the feedback we were getting from the community and measures we could take to alleviate concerns and what extra measures we could put in place to support the community. Part of that process as well would be tasking or making sure the tasking was done so we knew who was to take control of certain areas within that meeting.

18. My role would be noting anything relevant, or what was deemed relevant for the community impact assessment. I don't know if somebody, a chair, had said to me, "Could you make sure that's recorded in the community impact assessment?", or not.

### **Lay Advisors Sub-Group Meetings**

19. In addition to attending the Community Impact & Reassurance Group meetings, I would also attend the Lay Advisors Sub-Group meetings.

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20. A lay advisor is somebody who is independent from the police who can provide the police with information in terms of opportunities for the police to engage with the community.

21. My role at the meetings was to update the CIA based on the discussions at the meetings.

22. I've been asked if I had any involvement in the appointment of the lay advisors. I did not.

### **Community Visits**

23. As part of my efforts in compiling the CIA, I was tasked with visiting the local mosques in Kirkcaldy. I can't remember anything specifically about my visits for this case. I'd been to the mosques on a number of occasions before and after this incident.

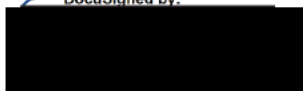
24. The purpose of visiting the local mosques was for the community impact aspect of my role. Speaking to people about the death of Mr Bayoh and any measures we could take, and speaking about their own feelings and the impact the incident has had on them.

25. Any information I gathered from my visits to the mosques would be fed back to the Inspector.

### **Contact with the Bayoh Family**

26. I have been referred to my second statement (PIRC-00235) where I describe my contact with the Bayoh family. I did speak to the Bayoh family about the funeral arrangements, because that was quite important for the community impact assessment. I remember making a call to the Bayoh family about that and, as far as I understand, the call was well-received. They were looking for support for the funeral and we had to put in place contingencies around that because it was going to be a rather large funeral.

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27. I'm asked about the support I provided to the family. I remember we supported the family in renting a minibus and organising hotel accommodation. I do remember there was support provided to the family, which, in fairness, the police do.
28. After the funeral, I cannot remember if I had any further contact with the family. I may have, I may have not, but there's nothing significant that I could think of.
29. In terms of assisting with funeral arrangements, this is something I have done prior to 3 May 2015. I have arranged for police officer attendance at funerals to provide traffic support. I have assisted with funerals in the past where police presence has been required due to concerns about potential trouble at the funeral. In those cases, we might have police in the area, to provide quicker assistance if required.
30. In terms of training for assisting with funeral arrangements, I have not received any.

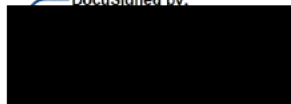
#### **Database Access**

31. I have been referred to page 3 of my second statement (PIRC-00235), where I discuss checking the police system for Ade Johnson's phone number. All I can remember is what is in my statement. I just recall getting contacted by a sergeant in Stirling, who wanted the number. I couldn't find it on a written record, and then I accessed the system. I believed this was for a legitimate policing purpose, given the sergeant's role and the fact that he was asking on behalf of a more senior officer.

#### **TRiM Request**

32. I am asked about a TRiM request form, I completed for the principal officers on 7 May 2015. I believe that a TRiM request helps in the support of officers and their wellbeing. Other than that, I may have known more at the time but I certainly don't now.

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33. I can't remember preparing a TRiM request form for this incident. I can't recall having prepared a TRiM request for any cases I was involved with prior to 3 May 2015. I can't recall receiving any training on how to prepare a TRiM request. I think the officers who were providing the TRiM support to officers would be given training.

34. I believe the facts stated in this witness statement are true. I understand that this statement may form part of the evidence before the Inquiry and be published on the Inquiry's website.

February 28, 2023 | 11:20 AM GMT

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