



The Sheku Bayoh Public Inquiry

Witness Statement

Shirley Buttercase

Taken by [REDACTED] via Microsoft Teams on Wednesday 18 January
2023

Witness details and professional background

1. My full name is Shirley Buttercase. My date of birth is in 1965. My contact details are known to the Inquiry. I'm a retired police officer. I retired in July 2020.
2. I have 23-and-a-half years' service with the police, and when I was 55 I had the right to retire so that's what I did. I started in 1997 at Kirkcaldy until, I'm not too sure, maybe 1999 or 2000. During that time I did a secondment to community policing, which I really liked; went to Levenmouth; went back onto a regular Response Team; then had the chance to go back on the Community Team, which I did, and, I think in 2005, I became a Schools Liaison Officer ("SLO"). I joined the Community Safety Department in 2005 to be a SLO until 2010, I think. I'm not very sure.

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3. In 2006, I went to the Scottish Police College to undertake a four-week diversity course, called 'Train the Trainers' I believe, because Fife Constabulary, I think, had a legal obligation to do training to staff. I was asked if I would do it and train civilian staff, not police officers – that was never my role – so I did.
4. Following the end of the role of SLO and the realignment of the Community Safety Department, I undertook a short secondment to the Safer Neighbourhoods Team. I was asked to return to Fife HQ a few months later to undertake the organisation of a bi-yearly event, and a piece of work which had been done by a civilian and that had not been maintained once he retired.
5. Around that time the Equality Act 2010 came into legislation. Not only was there a requirement to take notice of the general duty, but Fife Constabulary required to evidence the seven Public Sector Equality Duty ("PSED") outcomes and report on their progress. There was a newly formed Community Planning and Equality Unit ("CPEU") within Fife Constabulary, and as I was still delivering equality and diversity courses and had a good knowledge of the Equality Act, I was asked to work in that department. There were three people, including me. I was tasked with producing and maintaining a strategic document to show how we were achieving the seven PSED outcomes. Five outcomes were public-facing, the remaining two outcomes were internal-facing. In line with the general duty, around 2010, I'm not certain of the exact time, I was asked to form a group from across Fife's diverse community comprising of people from community groups, charitable organisations, and other organisations. The group was formed and became known as the Lay Advisory Group, chaired by a senior officer every three months. The purpose was to better help Fife's communities and work towards the general duty and to achieving the seven PSED outcomes.
6. In 2013 I moved to Brunton House to work closer with partners. My role didn't change much, just the location. Brunton House is not a police station. It was a Fife Council building. A small part of it was the police station and the rest was

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a huge Fife Council building. I think there was maybe social work and other agencies in other areas of the building, and there was a small bit there where there was a group of us in the police that worked with a team in the council. A Community Safety Partnership, that's what it was called. I think every area had one.

7. I suppose you could say pretty much from 2015 onwards I really didn't have an operational role in the traditional sense, and in 2017 I didn't have an operational role because of [REDACTED] [REDACTED] long periods of absence. That's about it in a nutshell.

Role as at 03 May 2015

8. Around 2012/13, in partnership with Fife Community Safety Partnership ("FCSP") I implemented Third Party Reporting Centres ("TPRC") across Fife. A TPRC is an organisation or community group who received training in how to take a hate crime or hate incident report from a member of the public and send it to Fife Police. This was an additional tool to assist people.
9. Around 2013 I was tasked with setting up Keep Safe / I Am Me, a national initiative where shops, businesses and some organisations were given training to become a 'safe space' for people to go to if they were in crisis or needed help. There was an app people could download to 'map' their journey to safe spaces when out and about. Another additional tool to assist people.
10. I also do sign language, and I ran a number of courses in my own time for police officers because if we met someone whose first language wasn't English we could get someone on the radio, but if somebody's Deaf you have no way of being able to help them or be able to explain what they need because most Deaf people don't lipread. I, along with one of my Deaf, British Sign Language ("BSL") user friends, ran some courses for police officers, just to try and raise

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awareness, and for people to understand Deaf culture and to, maybe, learn some signs that, in the first instance, would help a Deaf person.

11. In 2006 I was involved in the formation of the first Police Deaf Text Messaging Service in the UK which I expanded to include other sensory impairments. We also contacted other emergency services, should one of our service users require it. I organised awareness training for the staff in the control room in Fife. In 2013, I'm not exact on the date, when the control room moved to Bilston Glen and the Deaf Text Messaging Service collapsed I arranged two public meetings in Fife and worked with some of our service users to come up with a new system which could be supported in Bilston Glen. I delivered training to the staff at Bilston Glen on Deaf awareness and Deaf culture along with a qualified interpreter. I also introduced pre-loaded texts both in BSL format and standard English so staff could send out a generic message *en masse*.

12. My shift pattern was 0800-1600 or 0900-1700, Monday to Friday.

Being tasked with the administration of CS and PAVA spray

13. I am asked what my role was in relation to administering CS and PAVA spray for P-Division between April or May 2013 and June 2015. It wasn't really a role. We had a firearms range for Fife Constabulary. Then on 01 April 2013, we became Police Scotland and the Firearms range ceased to belong to Fife and became a national resource. I believe I was on holiday – I actually have no recollection, but that was in my statement – and when I came back, I was asked to find out how many CS canisters were due to expire, where they were, and find out who the officers were that had them. They needed to know how many to buy, and order enough canisters to replace the ones that were expiring. So it wasn't a role.

14. I have been referred to the statement I gave to the Police Investigations and Review Commissioner ("PIRC") on 10 June 2015 (PIRC-00276; "my First

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Statement”), in particular to the first paragraph on page two in which I state that my Sergeant, “stated there was only about 12 CS canisters left in the division and about 300 were due to expire”. I am asked what that means. There was only 12 CS canisters that were still in date that the firearms unit must have handed back to [REDACTED], and hadn’t been issued. That would be Fife Constabulary that owned those. Because of the very first time we were all issued CS spray, we would have an idea roughly how many were due to expire. I think that’s why that was the problem: obviously when we had 12 canisters left that belonged to Fife Constabulary and we really needed to have 300 canisters.

15. I am asked if the role had changed by June 2015 when I gave my statements to PIRC. I think I still had it. I think there was still a cabinet at Cowdenbeath, but nobody wanted the CS or PAVA. Nobody was interested, and when I got landed with it, that was it. There was a CS cabinet at Cowdenbeath, and I think that’s where the rest of the PAVA was until, I think, the Divisional Coordination Unit then took it back, but I have no idea of when.

Excel spreadsheet

16. I was just told to go and do it because I could do an Excel spreadsheet, so I could find out the information from the back of SCOPE, and try and work out from there. I don’t know what else to say. I was very good with computer programs, and because there was some information on SCOPE, and nobody really knew what to do with that, I managed to get someone to download it for me and work out who had what and which ones were due to expire or near expiry. I think it was hundreds of CS canisters that were expiring at the same time because, I would imagine, when we all got CS, we would get it *en masse*. I seem to recall there was a lot, and that was why, because you can’t have officers without having to CS spray.
17. I am asked if I can recall what information was recorded in the spreadsheet that I created. I can picture the Excel spreadsheet and it had a lot of columns in it,

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but it is from ten years ago. The canister serial number, the name of the officer, the expiry date, the station where the officer was, maybe their team because I think there were four or five teams.

18. I am asked if I recall where the spreadsheet was saved, and if it was accessible only to me or to others in Fife Division or wider Police Scotland. We didn't have access to Police Scotland computers. That didn't happen until years later. It was on my computer, and I think probably the only way I could share it would be to e-mail it if you asked me for a copy and I was allowed to give you it. I needed it initially, because obviously I needed to know how many were expiring.
19. With the new CS spray I got access to Fife SCOPE, and I put it on each individual officer's record, and obviously supervisors would see that. I know that the supervisor of that officer can see that and I don't know if it goes above that. The timeline I'm not very sure of, but I remember having to go and ask permission to have the original numbers downloaded from SCOPE because we were no longer Fife Constabulary, and very quickly after that I lost any access to SCOPE, so the only thing I could see was my own record, and I think that would be the same for everybody. I then had to go to a Chief Inspector or a Superintendent, I have no idea, but it was a senior officer, to say, "Can I have access to this piece of SCOPE so that I can put these serial numbers on?". I would assume that they've then contacted somebody and said, "Give her access," because I got access to that very small training record so that I could see the CS on each individual officer, but I didn't get to see anything else.

Cross-referencing records

20. I am asked whether the information on SCOPE relating to who had what canister was ever cross-referenced with the officers themselves to check that they had the canister recorded on SCOPE. I can recall, at the early days of CS spray, your Sergeant would come up and say, "Show me your CS spray", like he said, "Produce your notebook," and he would sign it. It was something that's

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always been done to make sure everything was in order. Maybe it was still done by some Sergeants, maybe it wasn't. I have no idea, but that wasn't something that I was asked to do.

21. I got them to download SCOPE as a starting point, and there was a lot of missing information. I then had to go to a station and try and find it myself. [It might be that] there was no record of you having CS spray and I couldn't get you on the phone and maybe I could e-mail you and ask you. I don't know. I honestly don't recall, but I know that that wasn't for me to cross-check or cross-record. I suppose it would be borne out by the fact that the daily CS log, which you are required to sign your CS in and out, would show which CS spray an officer was using. Or it should.

22. I am asked if the daily CS log was formatted in such a way that an officer would sign against a canister number, or if they would fill in the log with a note of which canister they had taken at that time. When I got my first original CS spray as police officer, it was a blank Daily CS Log, "Team one, CS Spray". I had to fill in my name, my shoulder number, my canister serial number and the expiry date and the date and the time I took it out and the date and the time I brought it back. Now it might be that Sergeants got smarter with computers and put it all on their own so an officer just had to sign. I have no idea, because that's the responsibility of a team Sergeant. Initially it was a cabinet. It was potluck, I think. It wasn't really potluck. I think the point is that because you are signing out on an official form, I suppose it wouldn't matter. If you had left your CS spray in another station because you'd finished duty the night before and you had no way of getting it back and you were being deployed, I suppose there would be no issue with taking another one because you're signing an official form to say that's what you're taking. I honestly can't speak for what happened with individual teams at each of the stations, as I wasn't party to what each team or station did.

Procedures and guidance

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23. I have been referred to my First Statement, in particular the third paragraph on page two, which states, "[REDACTED] did not mention anything about checking force procedures regarding this, but I do recall checking Fife intranet for the Standard Operating Procedures for the use of force." I am told that the Standard Operating Procedure ("SOP") relating to Use of Force that may have been in force when I was tasked with carrying out this work is PS12359 ("the January 2013 SOP"). I have a feeling, which might not be right because it was nothing to do with me, that the Use of Force form was on SCOPE for Fife and it was the supervising officer who filled in the form on SCOPE. I wouldn't have read it to see if it gave any guidance, because I genuinely had no idea, but I don't think that's what the Use of Force form has guidance on.
24. I am asked if I recall whether it was a Use of Force reporting form, or a Use of Force SOP that I checked for guidance. I recall it was the SOP I would check for guidance because the Use of Force form is blank and meant to be completed by the supervisor, I think. We're talking about ten years ago. I can say that one of the documents that I have been sent in relation to giving this statement is all of the procedures for all of the forces that were put into one. We didn't get that. We didn't have access to very many documents, and we didn't have access to SOPs, once we became Police Scotland because the computers didn't talk to each other, so I would have looked at the Fife one before it got shut down. I don't remember that much.
25. I am referred to the second and third paragraphs on page three of my First Statement, which refer to an officer in Dumfries and Galloway and state that I contacted him about a Scottish Environment Protection Agency ("SEPA") return form. I have absolutely no recollection of speaking to somebody in Dumfries and Galloway, but I actually remember going to the SEPA office, which is round the corner from police headquarters, and having to buy a form so that I could send the CS spray back. I must have spoken to him because I wouldn't know

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that that's what I was supposed to do, but I don't remember speaking to the officer, but I remember going to get the form.

26. I am asked whether I recall having any other discussions with officers in other divisions who had been tasked with doing the same thing for their division. No, because when we became Police Scotland you had no idea who was working in any other division. I had no idea who worked in Edinburgh; I had no idea who worked in Glasgow. I had no idea on day one and probably for years afterwards, and I wouldn't be alone, as to what departments had responsibility for what, because no one ever explained it to the coalface. No. I wouldn't know who to contact.
27. In paragraph five on page two of my First Statement, the gentleman from PIRC asked me why I didn't get in touch with Jackton Training Office. You have to know something exists to be able to get in touch. You have to know who to contact. I don't wish to be critical because it was a unique event. However, I would have no idea who to contact and no way of finding out who to contact for information or advice. I wasn't even aware of the fact it was an Officer Safety Training Unit. I'd never been to Jackton.

Experience, supervision and support

28. I am asked if I had previously done similar work or had any experience that might have meant I was good person to be asked to do this task. Prior to joining the police I did a computer programming course at college and then went to work in a secondary school where I was heavily involved in working out a school timetable for pupils subjects for each year group, on a three, split-site school with almost 2,000 pupils at that time.
29. During my time as an SLO, twice every year for two weeks each time, three of us arranged an event involving every primary seven pupil across the 154 primary schools in Fife where the pupils attended a one-day safety event. I was

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responsible for working out the logistics of transport, done on an Excel spreadsheet.

30. In 2010 I was asked to sort the business alarms system previously done by a civilian and then unmonitored after his retirement. I had the information downloaded and arranged onto an Excel Spreadsheet and brought all the information contained up to date before passing it onto another department within Fife Constabulary to maintain.
31. I previously mentioned the PSED's seven equality outcomes. That was all evidenced on an interactive Excel spreadsheet to evidence our progress towards mainstreaming equalities.
32. Over a number of years, I wrote approximately 200 equality impact assessments, some on national SOPs, some on local documents and procedures. They were all recorded onto an Excel Spreadsheet so I could follow when they were due for review.
33. I am asked how I was supported in relation to the CS spray aspect of my work, and if it was supported or monitored by a more senior officer. It was not monitored. I was not offered support. I don't want to be overly critical and I don't want to say horrible things, but when we became Police Scotland it was a unique event. This is the only way I can explain this.
34. I have been referred to the third paragraph from the bottom of page two of my First Statement, in which I state that in April 2015 another officer, called PC [REDACTED], began to assist me with the role and with PAVA spray. I am asked whether, prior to [REDACTED] involvement, I shared the role with anybody or anybody assisted me in any way. When I moved to Brunton House in Cowdenbeath to be part of a team, it was split in half and there was preventions and interventions. The preventions side were made up of officers who did the community safety side of policing along with partners, whilst the

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interventions side targeted offenders and carried out the more traditional side of policing. They had vehicles, and if I had CS spray to go, then if they were going in that direction, they would take the CS spray for me along with a sheet to be signed and returned to me. That was probably the only difference. Or they would go and collect the CS spray that had expired.

35. I am asked what [REDACTED] role was and how the work was distributed between us. He wasn't allocated to help, and [REDACTED] was an Officer Safety Trainer. That was part of his role; that was an expertise that he had. When we got the PAVA, it was going to be such a big job because we had a whole lot of CS spray expiring and Police Scotland deciding these officers were to get PAVA. So what [REDACTED] had said was, well, "What we'll do is we'll split it together," because we had to weigh everything, we had to document everything, and he said, "We'll split it together and do it 50/50," because I recall there was a lot of PAVA the very first time. He did it, I think, as a good will gesture to say, "I'll give you a hand.". It was only for the PAVA.
36. I have been referred to the fifth paragraph on page two of my First Statement, in which I state, "Around this time I spoke to [REDACTED] at the Firearms Unit regarding what their processes were, but that didn't help me very much". I am asked if I recall what I asked him about or what I hoped he could help with. Prior to 01 April 2013, the Firearms Unit were responsible for the administration of CS spray. I had no idea where I was supposed to buy the CS spray from. I can only assume I've gone over because he was a Fife Constabulary officer, that's probably why I've spoken to him. He might have no idea because that might not be his role in the firearms, and I've obviously gone and said, "Do you know where I am supposed to buy it and how I'm supposed to go about it because I have no idea." He obviously couldn't answer whatever it was I had asked him.

Issuing canisters

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37. I have been directed to the first paragraph on page three of my First Statement, in which I state that, "I was responsible for the issue of CS canisters to officers however this was not done personally with them". I am asked what the process was for issuing canisters. In the beginning I was at police headquarters. Some people from police headquarters would come along to the office and they would get it. Some other cops came when they were on duty if they had a probationer, or they came and they got the canister through the day if they had been sent to HQ for something else. If I was going out somewhere and I happened to be going to a station, I would take a canister along if I had been asked for it. There was no set process. I am asked if there was always a supervisor involved. No. When I mentioned in my First Statement leaving canisters with a duty Sergeant, I think that's referring to when we had the hundreds of CS sprays that had to go out. You're not just talking about one CS to one station; you're talking about a sizeable amount, and probably what happened was there would be a box that would go. I know I put officers' names on the PAVA, even despite the processes were different. For CS I honestly don't know if I put the officer names on or listed them, because if I took a box of CS spray to a station, I can't just have handed it over to someone and said "there you go" because I would have no understanding of which officer had which number. So I must have put the name on each individual spray so that I would know who had which one. My First Statement says I put the officer's name on it on a sticker, because I would record that so that I knew what number because I put it on the SCOPE. I do recall now my First Statement is correct and I did put officers' names on each cannister.

38. I am asked if I knew when I was tasked with assisting with CS sprays that I would be involved in getting them replaced as well as pulling together a list of when canisters expired. I think I probably did. I think I was told at the start just go ahead and order and I didn't have any idea who I could even order them from. I had to go and find out.

Discharged canisters

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39. I have been directed to the fifth paragraph on page three of my First Statement, which reads:

“Where a CS canister was discharged during an incident then the process was that canister should be labelled as a production and contained in a double bag. However, before I get it the canister is not put through a production book. I would update my records of receipt and keep it for 3 months. After that, if there was no complaint made by the individual, then I would send the canister back to the company for destruction. I have never known any canisters to be used at court as a production in a case.”

It’s maybe just a typographical error. It says, “Before I get it, the canister is not put through a production book.” I don’t think that’s right because a supervising officer, it says in the SOP, has to seize that as a production, so they would put that through a production book. I think the statement taker has made an error. That’s nothing to do with me. Also, I have to be honest, I don’t remember a lot about my previous statement, but I don’t recall saying, “I have never known any canister to be used at court as a production in a case” because that’s not something I could say. I have no idea whether a canister’s been used as a production in court.

40. When a cannister was seized as a production, I marked in red on my Excel spreadsheet to show the cannister was a production. I would know if a specific cannister didn't come back because it remained red until I received it back. It didn't necessarily have to come back straight away because it's supposed to stay with whoever seizes it, I think, in case the court wants it, but when it was ready for destruction, if that didn't come back double-bagged with a label intact and signed, I wouldn't take it. It would be done properly.

Reporting the discharge of an incapacitant spray

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41. I am asked whether I had any responsibility in relation to the reporting of the discharge of an incapacitant spray in accordance with legal obligations, or was copied into correspondence about that. No. That's the responsibility of a supervisor or the inquiry officer. I am asked if I would be alerted to the fact that a spray had been discharged, and how that spray would ultimately make its way back to me. Generally the supervisor has sent me an e-mail and said they needed another spray for an officer because it was discharged and that there was one sitting in whichever office to go for collection. To be honest, I shouldn't be party to the circumstances of someone discharging their CS spray. It's not relevant.

Returning canisters

42. I have been directed to the fourth paragraph on page three of my First Statement, which reads:

"I was also responsible for the collection of all expired canisters which I returned to Primetake for destruction. This was recorded, however canisters were weighted en masse together and thereafter returned. As I didn't know the original weight they weren't weighed and recorded individually."

I am asked if that means is there was no benefit in weighing them individually when they were sent back because they hadn't been weighed before they were issued. Yes, and that was all of the canisters that we got back when there was the big expiry date. They all came back because if you were sending canisters back that were expired, it cost you money, but if you were buying canisters and sending things back, then it didn't cost you money. I think I was asked to get them all and send it back *en masse*. I think you had to fill in how much they weighed. In hindsight, perhaps Primetake might have known how much things had weighed, but they were purchased more than

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five years prior, so it didn't occur to me that contacting Primetake might have been an option. To me it didn't make sense to weigh things individually when I had no idea what their original weight was. I would imagine you'd have to do that for the form. I don't remember the SEPA form, but I would imagine that that's what you had to do it for.

43. I am asked if canisters that had been discharged and were being sent back to Primetake for destruction would have been weighed before they were sent back. It would, because I'm sure it said you had to put in exactly the overall weight of the package you were sending back. It should have been weighed by the Sergeant or the inquiry officer when it was seized as a production and detailed on the label. I would have weighed them with the packaging intact as it was sent to me. I would weigh it, but I don't think I would take it out of the bag because there could still be irritant. It would be weighed with the bag and the paper label. Everything was weighed. I am asked if that process would have remained in place in June 2015. It must have done because I definitely ordered CS spray twice. I don't know if I ordered it three times, but I definitely did twice because I remember there was a short period of time – it was maybe, I don't know exactly, six months or a year or 18 months – and there was going to be an awful lot more that were expiring, so I would have done that twice in that period of time.
44. I remember the form I got was three or four or five different coloured sheets and it really did need to know what was going back, how much things weighed. With one canister it was so badly damaged, and they gave guidance on how to pack it separately. I think it got put in a bag. Whether it had become damaged because it was sitting with the whole lot to go back, I don't know. I put it in a box with something else, and that got sent, because they were quite clear about how do they take things back. I can't remember what the guidance was, but I know that everything was weighed to go back to them.

Amending the system for the administration of CS and PAVA spray

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45. I have been directed to the first paragraph on page four of my First Statement, which refers to the introduction of a new written form following my discussion with the officer from Dumfries and Galloway. I am asked if I recall what prompted the introduction of that form. I don't, but whatever he said to me, I've obviously thought it's been a good idea or that it made perfect sense to include whatever it is I've included. I am asked if the information being recorded in that form was additional to what was already being recorded in my Excel spreadsheet. Some of it must be additional. The fact that I've mentioned that, having that discussion and obviously putting in additions.
46. I have been directed to the third paragraph on page four of my First Statement, which refers to me establishing, whilst giving a statement to PIRC investigators, that our processes for the administration of CS spray in the division were flawed and required to be changed. I am asked in what way the system was flawed. I think when they came, they expected to see signatures, and I tried to explain to them that this wasn't my role. I didn't have records for the hundreds of CS sprays which were issued prior to me being tasked with finding out which ones were due to expire. This was a unique thing. I had looked for guidance, couldn't find guidance, tried to do the best that I could, and the chap from Dumfries and Galloway obviously did extra things, so I took that on board. I have no idea whether the firearms unit took signatures for anything that was issued before me. I have no idea if they had records, so I didn't think that that was something that had to be done. Then they obviously thought I needed to provide a signature, so that's what I did. I got someone to sign for the canister.
47. I have been directed to the fourth paragraph on page four of my First Statement, which describes the changes I made to processes following giving a statement to PIRC about an incident in Victoria Hospital in Kirkcaldy. I am asked if a supervisor signed CS canister receipts. Yes, normally. The CS corresponds to a specific cop; I might have met them in the station, so there will be ones that will be signed by them themselves but, if not, it was a supervisor

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that signed for it. It might be that it was for a team that wasn't on duty, so it had to be the supervisor for a different team that would sign to say they were going to take the CS spray.

48. I am asked whether I ever saw a copy of the report that was produced by PIRC in relation to the incident that took place in Victoria Hospital (PIRC-04474), or was told what recommendations were made in the report, in particular the recommendation on page eight that states, "Police Scotland should ensure that it provides fuller guidance to officers in Fife Division in relation to the issue, use and storage of CS Spray and standardises these procedures throughout Scotland". No. Preparing to give this statement was the first time I'd seen it. I am asked if I was ever tasked with amending my system based on that recommendation. I didn't know it existed.

49. I am asked if I recall there ever being discussions about or changes made with a view to standardising processes across Scotland. I was never part of the discussions so I couldn't, obviously, comment beyond that. I am not aware of me being involved in any discussions about that.

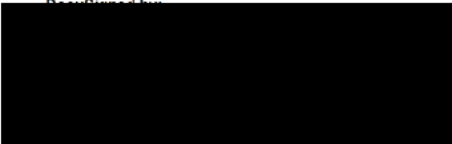
Daily control of CS and PAVA spray

50. I have been directed to the fourth paragraph from the bottom of page four of my First Statement, which reads:

"I have no idea what the individual officers or supervisors do on a daily basis as regards the CS canisters. As far as I know it is meant to be signed out and in on a daily basis although I don't think that's written down anywhere. I don't think there is anything that says it should be weighed."

I am asked if there was a reason that such detail wasn't included in the processes I implemented. Obviously, I don't know what happened at individual stations, but I know that, when I was on response and I had a CS,

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we signed it in and out on a daily basis on a canister control sheet. That's what was supposed to happen. I don't recall if it was actually written down in the SOP we had for Fife Constabulary as something we were meant to do, or if it was just because that was what happened when they were given their first CS spray. Obviously all the officers that came along, their tutor would say, "You have to do this. You have to do that." I have no idea. I don't recall if it was written down or not. If I had found any document that says something should be weighed, I would have weighed it. I didn't implement any processes. Sheets for signing CS in and out and stations and any guidance was in existence long before I was given this task.

51. I have been referred to the next paragraph of my First Statement, which refers to the weighing of canisters that were used by officers from outside divisions who were drafted in to work on Campaigns Against Violence. I am asked why canisters for visiting officers were weighed but canisters for other officers were not. The fourth paragraph from the bottom of page four of my First Statement relates to what an officer does on a daily basis. The control sheet doesn't say you have to weigh it. I have changed the process, and when I'm issuing one, it's weighed. Those paragraphs are talking about a different set of services. I am asked if it is the case that when I provided canisters for Campaigns Against Violence, I was essentially issuing a canister for the purposes of that campaign and then getting it back, so would have weighed it on issue in the same way that I would weigh the ones that were going to local the officers when they're issued. That's correct. I recall those cannisters were signed for and the signed sheets returned to me.

PAVA rollout

52. I have been directed to the last paragraph on page four and the first paragraph on page five of my First Statement, which refer to the initial rollout of PAVA spray, spreadsheets I introduced to record that and the information contained therein. I am asked if that information is what is being referred to when I

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discuss elsewhere in my First Statement "PAVA schedules". No. I have no recollection, but apparently I went to Jackton to go and collect the PAVA spray. I recall the first PAVA was brought over from Jackton by an officer and we had to sign for every PAVA. I went to Jackton at a much later stage to collect a PAVA for an event. Some chap from Jackton, I think, came over. They had a computer spreadsheet and showed me how to work it to record who was given which PAVA and which number, who weighed it, who signed it. When I got the boxes of PAVA, [REDACTED] and I weighed it and we documented it, because the instructions were different. I think that's the PAVA schedule sheet, and that's an accurate record of, "This is the day that I received the PAVA. We weighed it on scales that were verified to be the correct weight. This is the serial number, and this is who's going to get allocated." I think that's because that information had to go in a national computer, and I think it was like a PAVA co-ordination record or something. I got access to P-Division because I remember it being I could see all the other divisions, but I could only get into P-Division to amend the records. I'm not 100 per cent certain, but I think there was no reason for them to go outwith the office because, if I'm right and they were the schedules, there was no room for a signature on them. I could be wrong about the PAVA schedules, because unless I actually saw what one was, I can't recall. I'm guessing that's what it is. That's the sole reason I made up exactly the same, but with a space for somebody's signature. The proper signed records for PAVA made it a lot easier.

53. The Excel spreadsheet was, for want of a better description, a big A3 sheet of paper with every officer's name on it, their shoulder number, the PAVA they were getting, and then there was a space for them to sign to say they had received the PAVA. I took that whole record back. So that record was for me personally, after having had the discussion with PIRC previously that this is what they were looking for. I wanted to make sure that it wasn't just a computer record; we had a physical signature too. It was for my physical records. I did one for every team and every station so that I would have a record.

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54. I am asked if the PAVA schedules recorded similar information separately, focussing on the weight and issue of the PAVA. I think so.
55. Paragraph three on page five of my First Statement, which begins, "which was taken from my file records", tells me that the name "PAVA master schedules" are the A3 sheets that I had officers to sign, because PAVA was so new, the only person who discharged that was the lad at the Victoria Hospital and that would be why I got the sheet back. So the PAVA master schedules were the sheets I made up for signatures. As I recall, that's the only thing that I took out to the police stations with the PAVA. The PAVA schedule was a separate document.

Missing PAVA records

56. I have been referred to the fifth paragraph on page five of my First Statement, which refers to completed PAVA schedules and records that could not be found. I have looked at my previous statement to PIRC and can see that the A3 sheets I compiled were named "PAVA Irritant Master Schedule". These are the only sheets which went out to stations for signing by officers. The PAVA schedules are the A4 sheets [REDACTED] and I signed the day I received the PAVA, and they were filed and kept in my office. They never left. I am asked if that paragraph refers only to PAVA schedules, and not to the separate Excel records I was keeping. It was the big A3 sheets with the signatures that I expected to have back from the officers to say that they'd had their PAVA. That's what had gone missing. All of them from Kirkcaldy had gone missing with the exception of the CID department, because I handed theirs in to them because they're a separate department. That's why I was able to get theirs back. That was given to PIRC because two of the officers were in the CID. I can't remember if there was four teams or five teams at Kirkcaldy at that time. I couldn't find any of them.
57. It has been highlighted to me that the fifth paragraph on page five refers to an intention to recover PAVA schedules from Kirkcaldy Police Office. That's

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maybe what I called the Excel sheets. You'd have to show me what the documents were for me to be able to say to you, "This is what went," because my only recollection is the big sheet that had plenty of room for people's signatures, I wanted to make sure I got that back. That's all I recall going out with the PAVA.

58. I have been referred to the sixth paragraph on page five of my First Statement, which refers to replacement sheets being sent out for signing. I am asked whether those sheets were ever returned. I don't recall a second set of sheets going out. I don't recall printing a second set of replacement sheets and sending them out or what would have been the purpose of me dismantling a cabinet at Kirkcaldy to find the originals. I may have printed out a second set for signing but that doesn't make sense. I didn't remember until I read PIRC-00277 ("my Second Statement"), but I remember taking a cabinet to bits and finding them and they'd slipped down the back of the cabinet. One of them was quite badly ripped, but they were the original ones with the signatures. I don't think it was just Team Four. I think it was all of them, and it slipped down inside the back of a locked cabinet. So I did actually get them back, and I'm sure I gave them to PIRC.
59. I am asked if there was a particular reason for me to speak to Alan Seath about the missing sheets. It's because he was a Community Inspector, so he was kind of generally in the station. Most Community Inspectors were kind of generally in the station, whereas a police inspector – I don't remember if there was one still in every station by then – maybe wouldn't be the easiest person to find. He was the easiest person to go to because he was generally there on a daily basis. He would maybe go and say to somebody, "Go and see if you can find this," "Go and do this for me," and it was only because I knew him.
60. I have been referred to the first paragraph on page one of my Second Statement, in which I refer to making attempts to try to recover missing records following my interview with PIRC. I am asked if I recall why the PIRC interview

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prompted me to look for these signed papers, but John McGregor coming to speak to me on 08 May 2015, as described in the final paragraph on page five of my First Statement, didn't. I think because what he was asking me for was something completely different. Or I maybe just hadn't thought about it. But that's not what John McGregor came to ask me for.

Completeness and accuracy of records

- 61. I am asked whether my system for recording the administration of PAVA was incomplete or there was information missing from it until I found the PAVA master schedules down the back of a filing cabinet. No. The other sheets – the PAVA schedules – were the ones that we filled in there and then by [REDACTED] and I, when we weighed them and we allocated them to officers. Then we input that information onto the computer the same day that the PAVA would go down to the police station. I would put it on the computer on the same day that I took my sheets to be signed and took the PAVA to that station. It would be recorded on the computer, but for my peace of mind I wanted the signed sheets back, I suppose just to make certain that it had actually gone to the officer or that the right one had gone to the right officer.

- 62. I am asked whether without the signed PAVA master schedule being returned, I couldn't be sure that the PAVA canisters had been issued to the right officers. That's right, but I could be reasonably sure as officers' names were on labels on the front of each cannister.

- 63. I have been referred to the final paragraph on page six of my First Statement and the first four paragraphs on page seven, all of which relate to the fact that the CS canister number my records showed for PC Kayleigh Good differed from the canister number that PIRC thought she had. I am asked whether that confusion says anything about the systems that were used to administer CS and PAVA sprays, or if the confusion was a product of human error in a police station. I can't give you a date, but previously Special Constables weren't given

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CS spray in Fife. I don't know whose decision that was; this is long before me. So somebody made – and, again, I have no idea – somebody made the decision that Special Constables could be given CS spray because they had the same powers as police when they were on duty, and I happen to remember Kayleigh Good's name, and I know that the CS spray that's on her record was the CS spray that was allocated to her as a Special. I can't criticise her because she was a Special Constable. At that time, she was a volunteer. I would assume it would be the responsibility of the Sergeant to hand that CS spray back to wherever it was supposed to go when Kayleigh had resigned as a Special, but clearly that's not what happened. I wasn't party to that, and then I got an e-mail asking, "she was a regular, she had done her officer safety training, could she have a CS spray?".

64. I was so meticulous. When I checked the records, I saw she had been allocated one, so I e-mailed her to tell her that it had never been returned to me and for her to go to Levenmouth and check because that wasn't my responsibility to do that. It's an officer's responsibility. It may be that she didn't have time to go. She physically couldn't go in a police car because she hadn't done her driver training, so she'd be relying on having time and having a tutor constable to take her. So it may be that she didn't have time and she's used someone else's, which is not necessarily a problem, because I would assume it was signed out on the daily control sheets, same as if she'd taken a canister. Again, if you've left your canister overnight because you finished somewhere else, that would be the reasonable thing to do until you got your canister back, so my records are not wrong.
65. Perhaps in any officer's defence, by this time we were probably receiving e-mail upon e-mail upon e-mail on a daily basis because Police Scotland was continuously evolving. If an officer had been off on annual leave, you could fairly expect there'd be around 100 e-mails in an inbox when you came back. Now, I don't know if PC Good was on annual leave, but I sent her telling her I put it in Kirkcaldy and it may be that she didn't come across the e-mail so she

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maybe wasn't aware, and she's done the right thing to be able to come on duty that day and take someone else's assuming she signed it out. This shouldn't be a huge issue. The issue was I wasn't responsible for running after somebody else's CS spray.

Documents requested on 08 May 2015

- 66. I have been referred to the final paragraph on page five of my First Statement, which describes a request I received on 08 May 2015 from Detective Constable John McGregor for SCOPE and PAVA records for Team Four in Kirkcaldy and two CID officers, and the list of documents that begins on page five and continues onto page six. I am asked what those documents were.

- 67. The SCOPE print-out: I think everybody in Police Scotland had SCOPE when we were all individual forces. Then, when we became Police Scotland, they adopted SCOPE. It was an individual record for a police officer. It contained absolutely everything, down to the size of the uniform that you wore when it was issued. That was the bit I given access to put in people's CS spray records. The SCOPE records were probably just the shoulder number, the name of the officer, the CS spray serial number and the date of expiry and possibly the locker that it was locked inside and the key number, if there was one. I didn't put PAVA records on SCOPE. I'd lost access. They only went on to the PAVA Coordination SharePoint Register

- 68. The PAVA documents on the list were A4 printouts of the information that we documented on the day we got the PAVA and allocated it to an officer, and that included the weight and where the officer was going and who the officer's supervisor was. The PAVA record had to be signed by a cop that was receiving it and their supervisor or, say the cop was on holiday, the supervisor could sign both things to say that when you came back in three weeks' time, you'd be given that PAVA. That's acceptable, that's up to him. So that was a printout of what was on the computer, so there'd be no error. There'd be no

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physical signatures. My best recollection is it's just an electronic record of the canister, the expiry date, the serial number, which station it went to, which officer it went to, the shoulder number of the officer, and the supervisor of the officer. There might be more information on it, but I don't need recall that. I am asked if these documents described the canisters and the officer to whom it was allocated, but were not receipts and had not been signed. That's right. That's why I made up those other sheets – the PAVA master schedules – because I wanted a physical signature.

Audit of CS and PAVA canisters

69. I have been referred to paragraphs six and seven on page seven of my First Statement, which refer to the audit of CS and PAVA spray canisters. I am asked what, if anything, was my understanding of what those audits involved, or what I understood to be the purpose of such audits. An audit, I suppose, is to make sure that the canister's in order, that it's still in-date, there's no damage it. I can only go by when I had my first CS spray, which is years and years ago. There was the odd time my Sergeant would look at your CS spray and examine it, the same as the records to make sure you were signing them, the same as your notebook to make sure your notebook was in order, and just general day-to-day housekeeping. My assumption would be if that was still done, then that's what they would do, but that wasn't for me. No one person could do that.

Use of Force SOP from January 2013

70. I have been referred to the January 2013 SOP, which I am advised was published on 16 January 2013, and it has been highlighted to me that the publication date predates the formation of Police Scotland. I am asked whether I had access to the January 2013 SOP when I was first tasked with assisting with CS and PAVA, or whether I had access only to a SOP originating from Fife Constabulary. I might be a little bit out with the dates, but we are talking years down the line before we could even log on and look at Police Scotland

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documents. I only got to look at the Fife SOPs for a short period of time before you then had to go and ask for permission to download that and read it. I am asked if I had limited access to guidance and SOPs in this area. I did. I can tell you from the way that that was set up with V-Division and P-Division and A-Division, and all that. Every force that did something was all in there and eventually, and I'm talking a long time down the line, it was all made into one SOP and became Police Scotland, and then they did an equality impact assessment on it, and the only reason I know is because I was asked to equality impact assess some other SOPs that don't have any relevance to anything. Nobody would be able to read the January 2013 SOP. You couldn't get access to that.

71. I have been referred to page 76 of the January 2013 SOP, which is part of Appendix M: CS INCAPACITANT SPRAY – ISSUE, USE AND STORAGE. In particular I have been referred to the third paragraph of the section, "Initial issue of CS Incapacitant Spray", which reads:

"The initial issue of a CS Spray canister to any new or transferred officer is governed by local procedure and guidance can be found within the geographical appendices."

I am asked whether that means that there was no national approach to the initial issue of CS canisters and that each geographical division of Police Scotland dealt with this as they saw fit. That is right.

72. I am asked if the process for managing the initial issuing of CS was a part of what I had been tasked with doing in relation to CS spray. If an officer joined and they'd done their officer safety training and it was on their record and a supervisor contacted me and said, "I have a new officer starting, and I need a CS spray," then I would make an effort to get a CS spray for them, yes. I didn't create any guidance, though. I'm not aware that there was any guidance. In

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the January 2013 SOP it says that local guidance could be found in the appendix. There is no guidance in Appendix C, which is specific to Fife.

73. I was at Police Headquarters in 2013, and the CS spray was in the cabinet in my office because I was asked to order enough CS spray and I know that I was probably told to buy more, I don't remember how much. So the residue would be in that cabinet. So, yes, if somebody contacted me, then they would get a CS spray, assuming that they had done officer safety. I didn't have a car. Sometimes I could borrow a car, or other times people would have to come to the office, and I very much worked during the day.

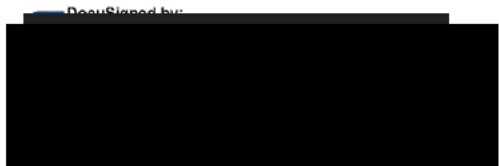
74. I have been directed to page 82 of the January 2013 SOP, in particular the section headed, "Used CS Incapacitant Spray Canisters", which reads:

"Once a CS Spray canister has been used, even partially, it will be withdrawn from use and replaced, even if it has not been fully emptied. The procedure for recording, packaging and returning used canisters varies nationally and as such users should refer to the relevant geographical appendix."

I am asked whether I was asked to set out a procedure for recording, packaging, and returning used canisters, and if I was involved in getting canisters back from officers if they'd been used. A used cannister is a production and should have been seized and packaged correctly at the time it was seized by a supervisor. Once the canister was no longer a production, I would take it back for disposal along with the expired cannisters. It just made sense to take them back also as everything had to be returned to Primetake for disposal at some point. I am asked if this became part of what I was doing because I already had a role in relation to CS spray. It did.

75. "Used CS spray," is not the same as the CS spray that had expired, because used CS spray is a production. That's nothing to do with me. Something would

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eventually come to me after the passage of time or maybe once the court had dealt with why ever it had been used. It had to come in the way that it had been seized as a production by whoever, a supervising officer sort of investigating or whatever. Some of them did eventually come to me because I sent a bulk back to that company for destruction. That would be common sense, but other than that, the used ones were nothing to do with me.

76. I am asked if expired canisters came to me when officers needed a replacement. They did. I am asked if dealing with canisters that were used in an incident was part of my role. Like any production, it would eventually come for disposal or to give back to the person, which obviously because it's CS spray that can't happen. So I did get some back eventually.
77. I have been referred to page 83 of the January 2013 SOP, in particular the fourth, fifth and sixth paragraphs, and am asked if the content of those paragraphs relates to the work I was doing.
78. The fourth paragraph reads:

“Every canister of CS Spray has a unique serial number and will be issued to individual officers against production of their Authorisation Card and signature in the Daily Control Log.”

Once someone's done their officer safety, they're given an authorisation card. Once training has been done, the Officer Safety Trainer who did the course inputs the date of passing the course onto the individual SCOPE record for that officer. I also had access to that part and could check if an officer was entitled to have CS. I think I did have an authorisation card. I think you're supposed to give that to your Sergeant and then your Sergeant says, “Okay, yes, you can have the CS spray”. Then it's up to every individual officer to fill out the daily control log, and that's nothing to do with me.

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79. I am asked if that every day an officer would have to sign the control log before being allowed to take a spray out. That's what I recall I had to do when I was operational, because it is a firearm. You can't just wander about. You have to sign that you're going out on duty with that firearm. I am asked if an officer would only be allowed to sign a spray out on production of their authorisation card, and if such cards were only issued on completion of training. Yes, and I would assume that if you're on a team with the same Sergeant, the Sergeant's seen your card, so he's not going to ask for it every day. Maybe they do. I have no idea because it's nothing to do with me. I am asked if sprays were signed in again at the end of the day. I would assume so. I recall that's what I had to do when I was operational.

80. The fifth paragraph reads:

"The issue and return of CS canisters will be strictly managed and recorded. Supervisors, authorised in use, will be responsible for ensuring that there is strict control on the upkeep of records."

I am asked if [REDACTED] tasking me with coming up with a system for CS spray was his way of meeting the requirement set out in that paragraph. No. The only reason I had an Excel spreadsheet is because we had no idea who had what CS spray. Nobody knew how to then find out, other than maybe we'll see the daily control logs are at every single station for every single shift. However many times, I don't know how often you would have to do that because there would be officers off sick so they wouldn't take the CS spray; there would be people on holiday, so that's not a reasonable thing to do. All I was asked to do was find out who had what CS spray and when it was going to expire. Reading that paragraph now, I believe it relates to every single supervisor officer with responsibility for people. That doesn't mean just one single supervisor; it means every team across Fife.

81. The sixth paragraph begins:

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“Occasions may arise where an officer terminates duty at a Police Station other than where they commenced duty and were issued with CS Spray. On such occasions officers may temporarily lodge their CS Spray at the station their duty terminated.”

That would be the responsibility of a Duty Sergeant at that station to oversee. I don't recall ever having done it, but if I was asked to go somewhere to a different station and finished there, I can't take my CS spray in my car, and everybody should know that because it's a firearm. I would lodge it in a secure CS cabinet at that station and when I came back on duty, I would go back and get it, or you would ask somebody else to bring it along to you. That's not my responsibility. That's nothing to do with me, and I think most people should know that regardless.

82. I have been referred to page 86 of the January 2013 SOP, which comprises three sections headed, “Station CS Canister Log”, “CS Daily Control Log” and “CS Temporary Storage Log”. I am asked whether these topics related to the task I had been given in relation to CS spray. They did not. They were already in existence, but I don't remember when Fife started using CS spray. I don't remember when I got my first one, but all those forms were in existence since then. You're talking way before, but I can't give you an idea because I've no idea.

Use of Force SOP from August 2013

83. I have been referred to a Use of Force SOP whose front cover states that it was published on 26 August 2013 (PS10933; “the August 2013 SOP”), in particular to the last paragraph on page 72, which states:

“Once trained and issued with an authorisation card, a CS canister can be issued by the designated person in each business area, on

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presentation of authorisation card or having confirmed the authority to carry by scrutinising the officer's SCOPE record."

I am asked if I recall this. I do recall I was granted access to the training part of an officer's SCOPE record. Once they had completed their Officer Safety Training, the trainer input their pass date into SCOPE.

84. I have been referred to page 76 of the August 2013 SOP, in particular the paragraph headed, "Productions", which states:

"All discharged CS spray canisters are to be seized by an on-duty supervisor and retained as productions within the Division / Department they were discharged. Prior to being logged, the canister must be safely packaged as per the established protocols. If the canister is leaking as a result of damage, defect or operational discharge, it should be placed in a safe location in a well ventilated area until the canister contents are exhausted or unlikely to leak further."

I am asked if that passage relates to the process with which I was involved. It does not. That's guidance issued to everybody.

PIRC statement

85. I think when PIRC took my First Statement, they maybe didn't understand that this wasn't a role. This was a unique circumstance where we had all these forces that then became one, and things disappeared that used to belong to different forces, and we have a duty to protect our staff or to do the best we can, and somebody obviously realised the canisters were going to expire and they asked me to find out, and I think maybe PIRC's maybe not quite understood this not a role. It was just a unique circumstance if you like. I am asked if it was a one-off task that I was asked to. That's exactly what it was.

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Incident on 03 May 2015 involving Sheku Bayoh

86. I am asked when I first became aware of the incident involving Mr Bayoh that took place on 03 May 2015. It was Monday 04 May 2015. The only reason it sticks in my head was because by that time, I was at Brunton House, and my inspector was Inspector Jane Combe. I believe that she was involved in the inquiry the day before, and when I turned up for work there was hardly anybody there. I'm not sure who it was that said, "There's been an incident with police involvement, and a death, so you're on your own", but that was fine. When I actually found out what was involved, I couldn't tell you. I just knew that that had been quite a serious incident that involved someone dying.
87. I am asked if I recall when and by whom I was first approached following the incident, and what it was they asked me about. I am assuming that John McGregor asking for records on 08 May 2015 would have been the first one that came after the incident. From memory, I don't think he really knew what it was that he was being asked for and, to be honest, neither did I, so we just tried to do the best we could. I think I had to sign document backing sheets that we couldn't find because processes had changed. I remember it being quite complicated. I think that was my first involvement. I don't recall anybody coming after that, until PIRC took my statement. I don't think I was asked anything between John McGregor and PIRC because obviously I would have documented it in my First Statement and it's not there.

Training received prior to 03 May 2015

88. I am asked what training I had received in relation to administering CS and PAVA sprays. None.
89. I am asked what training I had received in relation to the investigation of deaths in custody. None. There was a training package, I don't know what it was called, that Police Scotland introduced. For example, there were modules and

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things, and you had to answer questions on a computer. I have no recollection if that was one of them, but in terms of physical training, no. I don't know if there was a module that I was supposed to do but there'd be a record if there was.

90. I am asked what training I had received in relation to racial awareness and equality and diversity. I did a month's long course at the Scottish Police College to become an instructor, if you like, and that was provided by an outside company. I don't remember what the name of the company was, but I think the chap that owned the company was [REDACTED], who had quite a lot to do with the Scottish Government and Edinburgh and Lothians Regional Equality Council ("ELREC"), I think. I'm not sure if it was ELREC. I did that in 2006 and I continued to do other training courses, not necessarily things about racial awareness, but I attended numerous training courses in relation to the nine protected characteristics.

91. I am asked if that four-week course was over and above the standard training. Yes. I had racial awareness training in 1999 or 2000. You'd have to look at my record. I hadn't been in the police that long, and I think it was the NEOTs training – National Equality something Training – and that was a two or three-day course at police headquarters. I am asked if that was part of my basic training. No, I think I was out of my probation by then. I am asked if there would have been a component on the topic in my basic training. In 1997, I don't know. I think the training came on the back of the Stephen Lawrence inquiry and the MacPherson Report and the guidelines that came out. I think that was then all changed and that was why maybe I was two or three years in service. I don't recall the college, I'm afraid. That's 20-odd years ago.

92. I undertook numerous training courses over a number of years covering the nine protected characteristics within the Equality Act. Some were Police training courses, some were external. I did other training online as well as some physical courses with Police Scotland, I don't know what the names were. The big one that I did that other people didn't do was the one in Scottish

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Police College, and then I obviously delivered training. Every time legislation changed, the package that we delivered was tailored to make sure that it encompassed all of the legislative changes, not necessarily all to do with race because there are nine strands in the Equality Act 2010.

93. In 2016 I was the main police contact for the Syrian Refugee Resettlement Programme where Fife took 140 refugees. I had frequent interactions with the families to make them comfortable with the police. I undertook a home visit early on and provided them with a booklet about general Scottish law to keep them safe. I arranged a driving event because it became clear very early on that the families wanted to be able to drive. Fife Division was the only Division to do this. I arranged an event with Road Policing, invited the Procurator Fiscal Service, partners and local driving instructors and delivered legislation on driving and all the necessary paperwork and responsibilities that went with owning and driving a car, all done via a local Arabic interpreter.
94. I secured books from a local library closing down. The books were in a range of cultural languages and were put into the custody area in Fife for custodies whose first language wasn't English.
95. I was informed by a former Fife Inspector working in Custody Division that a Deaf BSL custody had complained that his needs hadn't been met over the weekend whilst in custody. The Custody Division had complied with providing an interpreter, but to ensure that Deaf BSL users could access the same rights I contacted [REDACTED], to use some of her signs in a custody setting. She waived copyright fee and around 10 A4 sheets of signs useful in a custody setting were produced and this was distributed across Custody Division for use.
96. I arranged visits and interactive workshops for the children and young people from the local mosques as well as visits to the local mosques. Visits to the Control Room for the Deaf and hard of hearing community to better understand

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how their call was received via the Fife SMS Text Messaging Service. I arranged numerous other visits from local community groups.

97. I engaged with Gypsies Travellers to better understand how one of our SOPs impacted upon their lives and to enable me to write a comprehensive equality impact assessment on the national SOP. I arranged an event for the Chinese community to offer them safety advice and security surveys in the run up to Chinese New Year. I engaged for many years with Fife Migrants Forum and delivered inputs to a group of Polish young people.
98. Whilst most of my work may not seem like traditional policing, all my work was to work towards everyone being able to access services and be provided with services in a way that worked for them.

Race

99. I am asked whether, when I was in the Police, I ever witnessed any examples of racial discrimination by police officers or by police staff. No, I would challenge that. How I would challenge it I suppose depends on the way that it was said because as language evolves words become acceptable or less acceptable. So perhaps if somebody said, "Oh, I met a coloured chap and such," I would say, "I don't think coloured is particularly a good word to use because Black is more preferred." If there's no intention and it's said in innocence, I wouldn't challenge quite as vigorously as perhaps I would if somebody said something I felt was completely inappropriate. I would challenge that by saying, "It is inappropriate, don't do it again." If I'm honest I've never witnessed that, and I don't know if it's because everyone knew I was the Equality and Diversity lead. I genuinely never witnessed any racist comments, any racist treatment, any racist anything by officers ever.
100. I am asked if I was aware of there being a protocol or a procedure to follow in terms of reporting racism. I wasn't aware of any protocol, but regardless of

Signature of witness...

whether there was I would report it to a senior officer – a more supervisory officer – if I felt that that was something that should be addressed. I would also challenge a senior officer, and I have done but not about racism.

Media

101. I am asked if I ever spoke to anyone from the press about the incident involving Sheku Bayoh. No.

102. I am asked if I was aware of anybody else having spoken to the press about Sheku Bayoh. No.

103. If there is any difference between this statement and my operational statement from 2015, my earlier statement should be preferred.

104. 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.

Date.....March 2, 2023 | 12:27 PM GMT. Signature of witness.....

