

Assistant Solicitor to the Inquiry

[REDACTED]

[REDACTED]



Mrs Fiona Taylor

By email only: [REDACTED]

28 March 2024

Dear Mrs Taylor

RULE 8 REQUEST

I am writing on behalf of the Chair to the Sheku Bayoh Public Inquiry (“the Inquiry”).

Under Section 21(2)(a) of the Inquiries Act 2005 the Chair may, by notice, require a person to provide evidence in the form of a written statement. Rule 8 of The Inquiries (Scotland) Rules 2007, provides that the Inquiry may send a written request to any person for a written statement of evidence. I hereby request you provide a written statement to the Inquiry by **5pm on 18 April 2024**.

It is a criminal offence to fail to comply with this request without reasonable excuse. I refer you to Section 35(1) of the Inquiries Act 2005.

The Annex to this letter sets out the areas to be covered in your written statement.

Please provide your written statement by email to [REDACTED]

Section 22(1)(a) of the Inquiries Act 2005 states that a person may not be required, under section 21, to give, produce or provide any evidence or document if you could not be required to do so if the proceedings of the Inquiry were civil proceedings in a court. If you are of the view that Section 22 applies to your evidence please advise the Inquiry of this and the reasons why you believe Section 22 applies.

Your statement may be disclosed to the Core Participants in the Inquiry and may be published on the Inquiry’s website. Any personal information not relevant to your evidence will be redacted prior to disclosure.

The Inquiry may issue a further Rule 8 request or Section 21 notice to you at a later date.

The written statement will form part of the evidence of the Inquiry. For that reason it is important that it is in your own words. In addition, you may be asked to attend a hearing to give oral evidence to the Inquiry. The Inquiry will contact you in future to confirm.

I remind you of the Chair's [Restriction Order](#). This Rule 8 request letter and your response thereto is Restricted Material as defined in the Order.

If you have any questions regarding this letter or the content of your written statement please contact the legal team by email at [REDACTED]

Yours sincerely

[REDACTED]
Assistant Solicitor to the Inquiry

ANNEX

HEARING ON RACE

AREAS FOR WITNESS STATEMENT

MS FIONA TAYLOR

Please provide your **full name** and **date of birth**.

Please provide as much detail as you can in relation to each of the following questions. Please mark on your statement the number of the paragraph of questions you are answering.

Roles and responsibilities

1. Please set out the roles you occupied from when you joined Police Scotland in July 2018 to your retirement in February 2024.

Accountability and discipline

2. Please explain your role in overseeing and managing Police Scotland's disciplinary procedure.
3. Please explain your role in overseeing Police Scotland's protocols and practice in relation to monitoring and addressing discrimination in policing.
4. What issues and trends were apparent in relation to race discrimination in Police Scotland during your time in the organisation? What aspects of your discipline portfolio were intended to overcome these issues or trends? Were you successful in overcoming these issues or trends?
5. In your understanding, during your time at Police Scotland were black and minority ethnic police officers over-disciplined by Police Scotland? What was done about this?
6. At the time of your retirement, please explain what, if any, policies and strategies were in place for monitoring compliance with good practice and, if necessary, disciplining officers in relation to the following aspects of policing:
 - (i) use of force;
 - (ii) seizing property;
 - (iii) searching property;
 - (iv) conduct with witnesses; and
 - (v) complaints handling.

Sheku Bayoh Gold Group

7. With reference to the email with DocID PS04868, what were the circumstances of you being appointed Chair of the Sheku Bayoh Gold Group on or around 16 September 2018?
8. What were your roles and responsibilities as Chair of the Gold Group?
9. In your capacity as head of the discipline portfolio and/or as Chair of the Sheku Bayoh Gold Group, were you responsible for recommending or actioning any Police Scotland disciplinary proceedings in respect of any of the officers involved in the incident involving Sheku Bayoh on 3 May 2015 or any officer involved in any aspect of the Police Scotland post incident management? If not, who was responsible?
10. Were disciplinary proceedings taken in relation to any officer? Please explain the basis for this to the best of your knowledge and understanding.

Police Scotland culture

11. What was your understanding of the values and attitudes sometimes referred to as “canteen culture” during your time in Police Scotland, (i) in general and (ii) in relation to race specifically?
12. What if any provisions were in place for monitoring canteen culture?
13. What is your understanding of Police Scotland’s culture in relation to discipline? Did this culture change in the course of your time in Police Scotland? At the time of your retirement, were there any aspects of policing culture in relation to discipline that you think should change?
14. During your time in Police Scotland, was there a culture in relation to responding to complaints from other staff, officers or members of the public?
15. During your time in Police Scotland, was there a culture in relation to the attitude of experienced police officers towards the training that probationer’s received at the Scottish Police College?
16. What was different or unique about the culture of Police Scotland compared to other police services in your experience?
17. Were you aware of any racist jokes or comments being made by officers in Police Scotland? What was done about this?
18. What does it mean for Police Scotland to be “anti-racist”?
19. During your time in Police Scotland, were you aware for any reason of what equality and diversity policies, strategy or impact assessments were in place in 2015 and how they applied in practice?

Institutional racism

20. What is your understanding of institutional racism and what makes an organisation institutionally racist?
21. On 25 May 2023, the former Chief Constable Sir Iain Livingstone stated "Police Scotland is institutionally racist". Please outline the roles of the following officers in the determination and decision to state that Police Scotland is institutionally racist:
 - (i) Sir Iain Livingstone;
 - (ii) you; and
 - (iii) former ACC David Duncan.
22. Please confirm the name and involvement of any other key person who was involved in the decision to make this statement.
23. What was the background to this statement being made? Please refer to any research, reviews, documents or other information which were a factor in the decision to make this statement.
24. Were any lessons learned from the events involving Sheku Bayoh in Kirkcaldy on 3 May 2015 and the post-incident management thereafter a factor in the decision to make this statement?
25. What concerns about Police Scotland did you and your colleagues have that led to the decision to make this statement?
26. Did you attend any meetings regarding institutional racism in Police Scotland? Who was present at these meetings and what was their input?
27. From what point in time was Police Scotland an institutionally racist organisation? Was Police Scotland an institutionally racist organisation in 2015? In what ways was Police Scotland institutionally racist in 2015 and how did this manifest in policing?

Policing Together strategy

28. What is Police Scotland's Policing Together strategy? Please explain:
 - (i) the background to its conception;
 - (ii) its purpose, aims and objectives; and
 - (iii) how it operates in practice.
29. What was your role in Policing Together?
30. To what extent, if at all, did Policing Together achieve its purpose, aims and objectives in the time you were involved in it?

31. Please state the following in the final paragraph of your statement:-

“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.”

32. Please sign and date your statement.