

My name is Alan Paton, now retired officer of the Police Service of Scotland. I am 48 years of age born on the [REDACTED] 1973 and my address is care of KM Law, 18 London Road, Glasgow.

I have been asked to answer several questions annexed to a Rule 8 notice. For ease of reference I have answered questions corresponding to the number attributed to them.

My operational statement I made on the 4th June 2015 is at all times my best recollection of the events of the 3rd May 2015. Anything thereafter is from a memory that may be corrupted following an elapsed period of seven years.

From the outset I state categorically that Mr Bayoh's race or perceived race played no part in my decision making or actions that day.

I reserve the right to rely on the privilege against self-incrimination should any issue arise at a future date that has not already been addressed.

I refute any suggestion from any source that I have a prejudice against people that are not white. Any suggestion to the contrary is from people that have an ulterior motive. I have supplied names of people that I worked for as a teenager, friends I grew up with, fellow officers I served with, medical professionals all who are from ethnic minorities to my solicitor. I understand the Inquiry does not want to know the names of any of them or wish copies of their statements.

1. I was on uniform mobile patrol with my partner. Whilst in Nicol Street I overheard transmitted messages of a male with a knife in Hendry Road. Being the only crewed mobile unit out at that time we took the call and made our way there.
2. I was in a marked police transit van.
3. I cannot recall given the passage of time.
4. I do not recall any particulars of the airwave transmission mentioned.
5. While I cannot recall any risk assessment I undertook I will have done one, this evidenced by me exiting the marked police vehicle when I attended Hayfield Road.
6. I cannot recall what risk factors I considered upon my arrival although at the time I would have quickly considered them as I would have considered the risk to myself, the public and other officers. His race or perceived race played no part in any decision I made.

7. I completed numerous training courses throughout my career. I cannot recall any specific ones entitled Risk Assessment, but I will have received training in how to assess a situation.
8. I cannot recall due to the passage of time of my conversation with PC Walker.
9. Again, I cannot recall what I was feeling. I can imagine what I was thinking but this may not be accurate of what I was thinking on May 2015.
10. None
11. I exited the marked police vehicle when it stopped.
12. I would refer you to my operational statement. I cannot recall what Pc Walker did other than he exited the police vehicle.
13. Due to the passage of time I cannot recall but would refer you to my operational statement.
14. There may have been officer training courses albeit a lot of training is done on the job.
15. Nearly all individuals I dealt with as a response officer had an issue of either alcohol, drug dependency or mental health problems. There are specific examples contained in my PDRs. I have attached copies of the ones I have to my statement.
16. Whilst my statement takes precedent, I can only recall Mr Bayoh appeared to be on a mission. By that I mean he was walking with purpose.
17. I have undertaken training throughout my career and have been tasked on numerous occasions to deal with incidents involving people armed with knives and offensive weapons.
18. From memory there is an example contained in my PDRs, attached.
19. I would refer to my answers to questions 17 and 18. I have dealt with numerous situations where I have had to respond to incidents involving people alleged to have been carrying a knife throughout my 14 year career. I cannot recollect any specific examples however.
20. Yes
21. From memory I issued him instructions which were ignored.
22. No given the circumstances.
23. Yes

24. I used my force radio when my instructions were ignored by depressing the red emergency button. I also used my Police Issue CS spray. I deployed the CS Spray. I believe my use of my equipment was in keeping with the training I received given the unique circumstances I faced that day.
25. No. It would have made no difference to the way I acted that day had Mr Bayoh been white.
26. Regarding the Incident with PC Short I was not involved. I cannot recall when Police Constables Tomlinson and Short attended.
27. I do not know when they attended so cannot comment what I was doing at that time.
28. I believe at that time I was incapacitated. I have no knowledge of any incident.
29. I cannot comment I do not know the actions of PC Tomlinson.
30. I was incapacitated at the time.
31. When I had the ability to, I assisted PC Short to a police vehicle. I cannot recall any other officers assisting her.
32. I have no comment.
33. When I became involved in Mr Bayoh's restraint he was already on the ground with other officers. As per my statement I attempted to restrain his left bicep by using a police issue baton.
34. At no point did I see Mr Bayoh prone. I do not recall how long for or if his position changed prior to my involvement with him.
35. My position never changed throughout my involvement in Mr Bayoh's restraint.
36. My best recollection is my operational statement made on the 4th June 2015. I cannot comment why others may have Mr Bayoh in a different position.
37. As per my statement I used a police issue baton on his left bicep. It is only with reference to my statement do I recall that I used a police issue baton on his left bicep. "I was holding both ends of the baton and I was in a push up position with my whole body weight with the pressure on the baton over the boy's bicep but he was still struggling. I know that this is not a trained method of restraint but in the circumstances I was trying to bring him under control to assist with keeping in control and for handcuffs to be put on him."
38. Please see answer to question 37.
39. I cannot recall.

40. From memory he was violently resisting. He was not saying anything.
41. I cannot recall what, if anything, I said during Mr Bayoh's restraint.
42. No
43. By reference to my statement I can only recall PC Walker.
44. I cannot recall specifically what PC Walker was doing however I recall him being opposite me but to my left on the other side of Mr Bayoh lying across him.
45. I have no comment it was a fast moving dynamic situation.
46. I will have received training regarding restraint and use of force but can no longer recall exactly what these were given the passage of time. I can state though that anything I did in my restraint was in my opinion proportionate to the circumstances I faced.
47. As per my answer to question 37
48. I have no comment.
49. As per my statement I was informed he was unconscious. He was lying face up on the ground. When I became aware that Mr Bayoh was unconscious, I stopped restraining him
50. From my statement I was convinced he was breathing. I believe I saw the rise and fall of his chest. I also believe this was in keeping with my training.
51. I do not know.
52. Yes, as per my statement. I recall I administered chest compressions after failing to get the mouth valve in for PC Smith. My full actions are detailed in my statement.
53. I have no comment but was comforted by PC Smith being there.
54. Yes
55. I was trying to assist in saving his life.
56. He was unconscious.
57. I do not know who called the ambulance
58. No
59. After giving the attending paramedics an update of the situation I returned to my van. I have no knowledge of what they did thereafter.

60. Whilst I cannot immediately identify myself in the photograph by a process of elimination I can confirm it appears to be me as identified.

61. From memory no.

62. In the marked police van with Pc Walker. We must have spoken about what had just happened although I cannot recall what was exactly discussed.

63. As described in my statement. I do not recall the specifics of my conversation with PC Barratt.

64. Ultimately, I was directed by someone to the canteen. I cannot recall who was there at that time, although every officer eventually attended there.

65. I cannot remember.

66. I believe other than to hand over my uniform I was there for the rest of the day until I was instructed to go home.

67. I cannot recall.

68. We must have discussed it in general terms but I cannot recall. I was by that time was in shock.

69. I do not remember

70. No

71. Not that I recall. I did not speak about it.

72. I do not know

73. No

74. No

75. I was wearing my police issue uniform. I cannot recall if I was wearing a high visibility jacket or not.

76. My uniform and equipment were seized by other officers. I was asked to deposit them into a brown bag. I cannot recall the name of the officer(s), their rank or department.

77. I believe all issued equipment was seized from me save my baton.

78. I cannot recall.

79. I believe that all other officers had their uniforms and equipment seized.

80. I thought I was a witness.

81. Not that I recall.

82. I cannot recall

83. I cannot recall any specific conversations with any senior officers or Scottish Police Federation representatives.

84. No

85. I cannot recall but would refer you to my statement given in June 2015.

86. When I trained to be a police officer I would have been given advice on how to make use of my police issue notebook, I can no longer recall exactly what the guidance was.

87. I was in shock when I was in the canteen and cannot recall if I was aware that I had not completed the paperwork.

88. While I can no longer recall my obligations to complete paperwork, I do remember that being in the canteen I had no opportunity to do so and was eventually told to go home.

89. I have no recollection of any discussion about the completion of paperwork. I don't believe I would have given any advice to any other officer. I sat by myself for most of the day as I wanted to be left alone.

90. Unfortunately I cannot recall if I was spoken to or given advice by PC Given.

91. I cannot recall. I remember someone told me to call my family, possibly PC Given, I don't think I did however. I was eventually told to go home, albeit I do not recall who told me. I was signed off ill thereafter.

92. Yes

93. I cannot recall if my height and weight measurements were taken or if I provided them to the examiner.

94. I cannot recall if I was 17 stones on the 3 May 2015 but have no reason to dispute the forensic examination report. At that time I had been a police officer for 14 years and was 6'4" in height.

95. I cannot recall

96. No

97. No

In so far as questions 6,10,13,25,42,73,74 and 84 relate to me I can advise that categorically Mr Bayoh's race or perceived race played no part in any of my decision making process or actions on the 3rd May 2015.

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.

Signed electronically by Alan Paton on the 5th May 2022



NATIONAL PDR
Performance and Development Review

Performance Through People

1. Personal Details

Finish Date: 18/07/2012

Personal Details

Reviewee Name: ALAN PATON
Pay No: [REDACTED]
Post:

Division/Dept: /
Rank/Grade: PC

PDR Participants

Reviewer: [REDACTED]
Manager: [REDACTED]
Senior Manager: [REDACTED]

Driving Licence Check [REDACTED]

Night Shift Assessment Check [REDACTED]

1a Are there any welfare concerns that the reviewee wishes to discuss?

[REDACTED]

1b Is the reviewee fully aware of current health and safety practices relevant to their role?

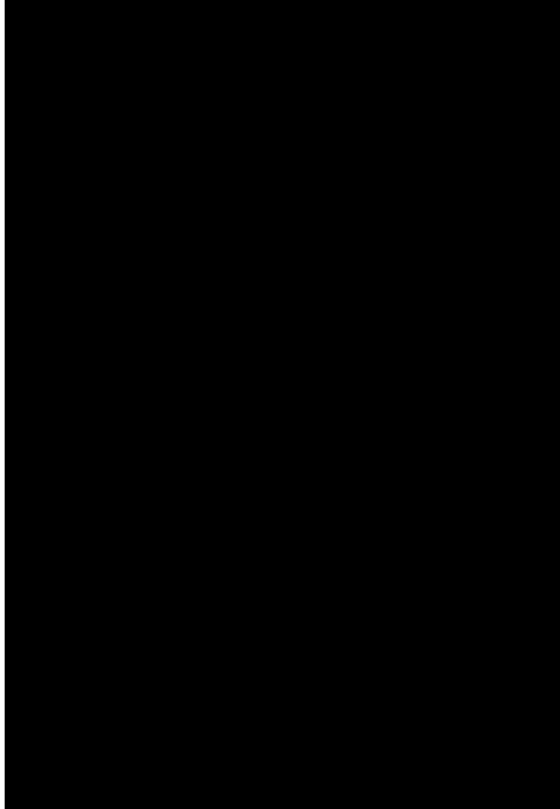
[REDACTED]

[REDACTED]

Review Period

Start Date: 19/07/2011

[REDACTED]



Team Working

"Develops strong working relationships inside and outside the team to achieve common goals. Communicates within groups and considers others in discussions and decisions. Actively helps and supports others."

Score: Exceptional Exceeds Competence Competent Developing Competence Unsatisfactory

Comments: On [redacted] 11 information was received by Fife Constabulary that a named motor car was travelling on a specific street and that it was the opinion of the complainer that the driver was under the influence of either drink or drugs. PC Paton and his colleagues immediately made their way to the area, traced and stopped said vehicle. PC Paton and his colleague then checked out the 2 occupants of the vehicle. Upon checking out the occupants their nominals were noted by a local CID officer who recognised them as being [redacted] heavily involved in the drugs scene. After liaising with the CID department the occupants were detained for the purposes of a search and a substantial amount of drugs were recovered.

Personal Awareness

"Recognises how feelings and emotions affect their own performance and how this may impact on others. Handles difficult or sensitive situations with empathy and diplomacy."

Score: Exceptional Exceeds Competence Competent Developing Competence Unsatisfactory

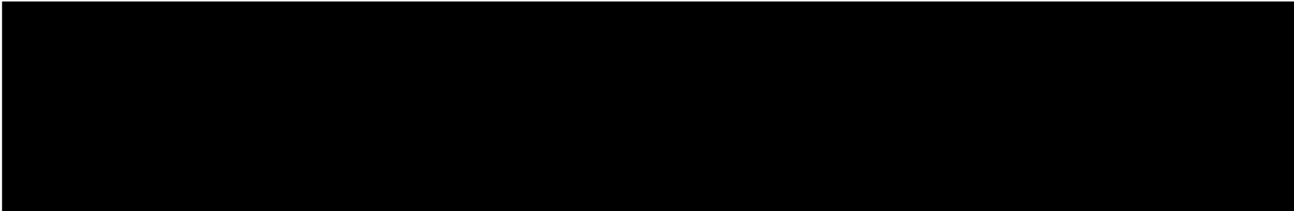
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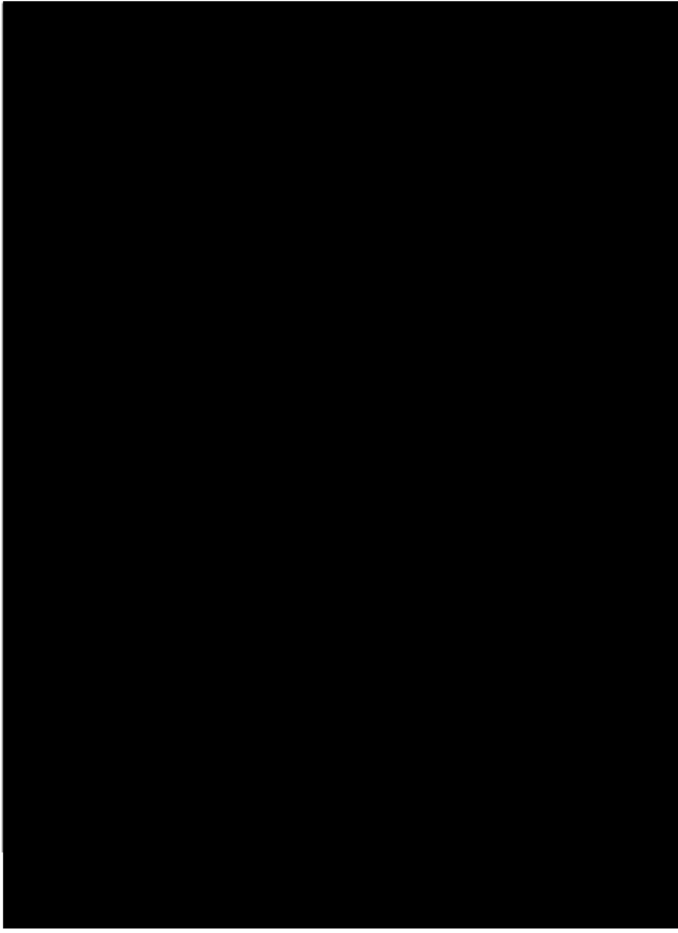
rappor with the male involved. In the absence of a trained negotiator PC Paton took up this role. Due in no small part to the rappor PC Paton established, the male person, surrendered his weapon and climbed down safely. On [REDACTED] 2012, PC Paton was involved in the local launch of the Policing Plan. The event was attended by Police colleagues, partners, senlor management and members of the community. PC Paton provided an excellent presentation on an initiative he has developed in relation to Kirkcaldy's Central Retail Park.

Respect for Diversity

"Respects, values and considers the opinions, circumstances, feelings and views of colleagues and members of the public, taking into account their diverse backgrounds. Is tactful and diplomatic when dealing with people, treating them with dignity and respect at all times. Understands and is sensitive to social, cultural, gender, disability, religion/faith, age and racial differences and needs."

Score: Exceptional Exceeds Competence Competent Developing Competence Unsatisfactory





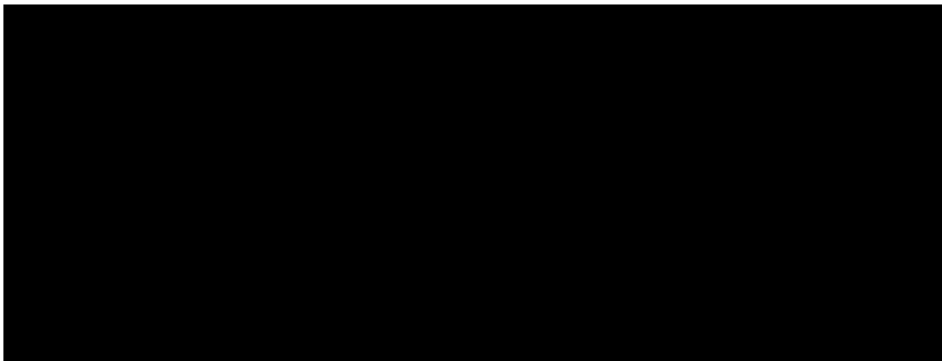
EVIDENCE FOR THE PDR PERIOD 19/07/2014 - 18/07/2015

Added by [redacted] on [redacted] 2014 at: 00:31:49 for Effective Communication

Male on roof [redacted] threatening to jump. PCs Paton [redacted] were first off at locus. PC [redacted] engaged with the male. PC Paton took a vantage point level with roof. PC [redacted] gained access to roof and stayed at a safe distance. PC [redacted] closed access to AE turning circle and relayed updates. PC [redacted] attended liaised with security identified male thereafter took control of RVP which was in place at turning point for Main Entrance. PS [redacted] attended as ASIST officer. A cordon was put in place, Ambulances placed on standby. Main entrance of hospital opened and all casualties other than cardiac attacks diverted via main entrance. all pedestrian access diverted to main entrance.

An excellent example of team work and communications. All officers worked together effectively and efficiently. PS [redacted] took over communications with PC [redacted] supporting. Male agreed to come off roof and agreed for PC [redacted] to approach and put hands on. Male agreed to walk towards them to do this to ensure safety of all involved. Fire Service assisted and used a ladder and height equipment. Male was put in a harness and thereafter safely removed from the roof at which time he was detained under the mental health act. Safe resolution without the requirement of the intervention of negotiators.

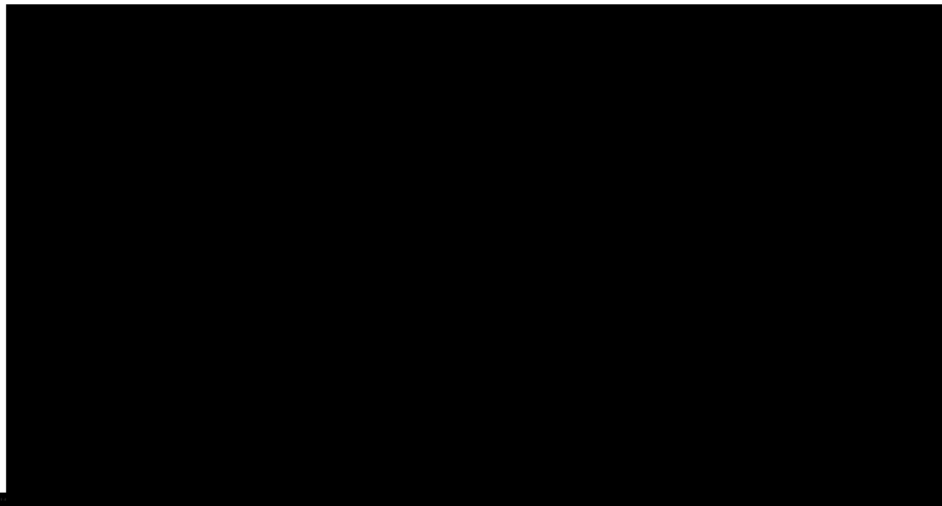
- Exceptional Exceeds Competence Competent Developing Competence Unsatisfactory

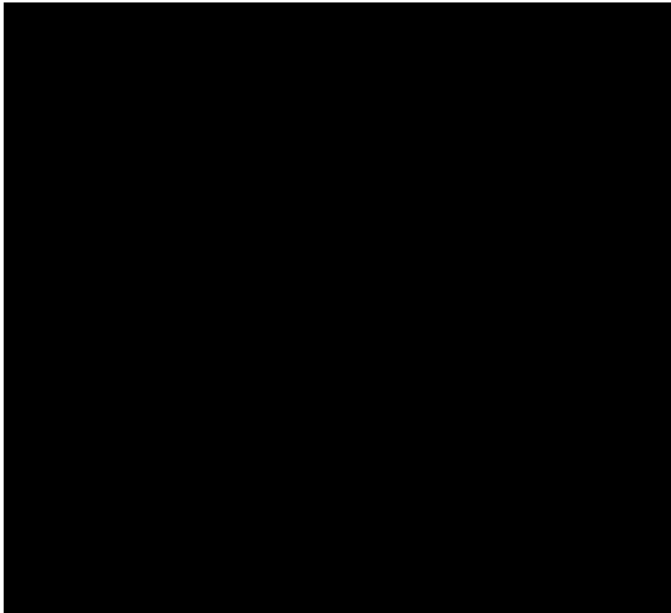


Added by [redacted] on [redacted] 2015 at: 22:20:20 for Leadership

About 0650 hours on [redacted] 15 a call was received to Fife ACR from a male person stating he was going to commit suicide by jumping off a bridge. From the description of the area given and his local knowledge, PC Paton identified the bridge. He immediately made his way there and made contact with the suicidal male who was leaning over the bridge with a bottle of alcohol. PC Paton directed other Officers where to attend and maintained contact with the ACR providing regular updates whilst remaining calm and composed. He engaged the male in conversation and convinced him to move away from the edge. PC Paton thereafter seized the opportunity to restrain the male ensuring his safety and bringing the matter to a safe conclusion. His actions ensured the male received the necessary medical assistance.

- Exceptional Exceeds Competence Competent Developing Competence Unsatisfactory





8. Final Check

I have reviewed and checked the above form:

9. Reviewee Comments

Date of confirmation that you reviewed the form: 08/08/2012

Comments:

Performance Discussion Confirmation

Date performance discussion has taken place with the reviewee: [redacted] 2012

Interim Discussions · NATIONAL PDR

