

The Sheku Bayoh Public Inquiry

Witness Statement

PI Jane Combe

Taken by [REDACTED] on MS Teams

on Tuesday 22 March 2022

Witness Details and professional background

1. My full name is Jane Combe. My date of birth is in 1970. I am 52 years old. My contact details are known to the Inquiry.
2. I have been retired for 3 years. My last post prior to retirement was in North East Fife in the role of Community Inspector for local policing in this area. I took up this post in January 2018. I carried out a number of Inspector roles during my police service. I was the Community Inspector there. I was Community Inspector for 2 years. I was promoted to Inspector in 2010 to various Inspector roles.
3. I joined Fife Constabulary as a Constable in 1991. I was promoted to a Police Sergeant in 2004. I've worked in Fife for most of my police career.
4. The only time I was not working in Fife was when I was seconded to London for the G8 Summit. That would be 2005. I was there for just over a year. I was

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temporarily promoted to Inspector for the National Public Order Intelligence Unit when I worked in London.

5. As a Sergeant, I did cover shifts in Kirkcaldy Police Station. When I was first promoted to Inspector in 2010, my first post was to Kirkcaldy Police Station.
6. I was an Inspector covering Kirkcaldy Police Station for just under 2 years. I was posted to North East Fife as a Community Inspector in 2012. I then moved to the Force Control Room, the Alcohol and Violence Reduction Unit based at [REDACTED] and returned to North East Fife in 2018 where I finished my police service.
7. In May 2015 I was in the Alcohol Violence Reduction Unit based in [REDACTED] I had a team which included Sergeants and police officers, but with a different role within the police service. I worked with partners looking at youth diversion schemes, at anti-social behaviour.
8. To reach the rank of Inspector you have to pass the relevant police exams and thereafter submit an application form and pass a competency related interview. Inspectors also have to attend the mandatory officer safety training which was every year. Every operational officer had to attend this training.
9. If you want to do specific roles within the police then you have to do ongoing training. For example, I was an Initial Firearms Commander. I attended training on that and this was every few months. If the organisation implemented training courses for other matters, for example domestic abuse, Inspectors would also be expected to attend this ongoing training session.

Fife police

10. Team 1, across Fife, would all work the same shift pattern. So did Teams 2, 3, 4, 5, etc. It may differ depending on how the Chief Inspector structured their

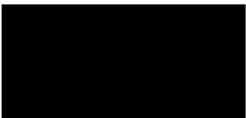
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areas. I can't remember exactly the teams I had in Kirkcaldy. Each of the Inspectors had responsibility for two teams. Although we work different shifts.

11. The shift pattern would be the same throughout Fife across the teams. Working two day shifts, two back shifts, two nights shifts, and then your days off.
12. I have been asked if I know the Team 4 officers who were in contact with Sheku Bayoh before his death. Yes, I know who the officers are. A couple of them were new officers, so I didn't have much contact with them. But most of the officers I've come across. I didn't actually have any responsibilities directly for them, but I knew who the officers were.
13. During my service I have been at incidents where some of these officers have been present. PC Craig Walker, after the incident, was posted to North East Fife. During my last posting at North East Fife, he was one of my officers. As was PS Scott Maxwell. Obviously, just in my last couple of years' service.

Team 4 officers

14. None of the Team 4 officers actually spoke about the incident to me. It was more about how they felt they were treated by the system afterwards that I recall. It was never about what actually happened on that day at that scene. It was about not being kept up to date, concern from them about how the public perceived them. Those were the types of details they would share with me. As part of my supervision for these officers I had responsibility for their welfare and ensuring they were given the appropriate time off for any solicitor appointment. They did not discuss the actual incident with me.
15. It wasn't my place to ask them about that incident. On reflection, it's probably always in the back of your head that it's not the right thing to do if there's an

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ongoing investigation. But I don't think that was a conscious decision by myself not to do it at that time.

16. I know who PC Daniel Gibson is but very limited dealings with him. Very young in service. I didn't know him very well at all.
17. PC Kayleigh Good is very similar. Didn't know that lady very much at all. I knew who she was. Can't recall her being at any incident I supervised.
18. PC James McDonough, again, young in service officer, didn't have much dealings with James. I think he might have been at one of the few football details that I did, but just on cordons, but not much dealings with James.
19. I knew who Nicole Short was. Didn't really have any dealings with Nicole in a supervisory capacity. I can't even recall any incidents or events that I had Nicole on my duty rosters, but I knew who she was. Didn't hear anything adverse about that girl. I just think being a female officer as well, because there wasn't that many females, you were aware of all the females in the station. That's why you knew of the names.
20. Ashley Tomlinson, young in service when this incident happened. I then came across him again when he was at [REDACTED] Police Station and he was trying to get into more of the proactive teams, CID, that sort of work. Heard him on the radio, was always first at the scene, but he was never on my team. Ashley was a positive officer from what I saw and heard from his radio messages and the way he presented himself: neat, tidy. Nothing else I could add. I don't really know him that well.

PC Alan Smith

21. I know Alan Smith. Alan was actually on one of my teams at one point in Kirkcaldy. I would describe Alan as a very quiet, steady, dependable officer.

Signature of witness. [REDACTED]

He was very unassuming. I could depend on Alan. He was very experienced. His paperwork was always in on time.

- 22. The less experienced officers looked up to him. He was an Officer Safety Instructor and a first aider. He required time away from the team to carry out this role. He was very respectful to senior officers. A steady pair of hands who I had no issues with sending him out on any duties that he had. When you got updates from Alan it was always very succinct, accurate and informative. You'd always give him probationers because you knew they would get taught properly. No issues with Alan at all.
- 23. I have been one of his students on his officer safety training, again, there was that air of calmness about Alan.

PC Craig Walker

- 24. Craig Walker, I know a bit better. Craig was obviously at Kirkcaldy when I was stationed there [REDACTED]
[REDACTED] Craig, going back a lot of years, I can't recall if he was definitely on one of my teams but as Inspector we would often share [REDACTED]
[REDACTED]
- 25. He was always desperate to get into traffic department. That was his aspiration. So I was aware if there were any traffic secondments that Craig always wanted to do that. Following the Sheku Bayoh incident, in my opinion, Craig appeared to be significantly impacted by this.
- 26. I think he struggled to deal with it. I'm not a psychologist, [REDACTED]
[REDACTED] waiting on updates and prior to a particular press release and a programme to be aired on the television, he raised concerns that his home or family could become a target. I was aware

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that instruction had been provided that extra patrols would be carried out to provide reassurance to him [REDACTED].

- 27. Because he was one of my officers I had personal dealings with him.
- 28. Craig was a competent police officer. I can't recall any complaints about his conduct.

PS Scott Maxwell

- 29. Scott Maxwell is an officer I had more interactions with. He was at Kirkcaldy when I was stationed there. He often performed the role of Acting Sergeant. As all Acting Sergeants do, they sometimes ask for mentoring from Inspectors.
- 30. On promotion, Scott Maxwell was one of my Sergeants up in North East Fife before I retired, who I had quite a lot of dealings with. I was his immediate line manager. From a welfare position, as the Sheku Bayoh Inquiry unfolded, I would be updated when the relevant press releases would be released so if I was required I could provide welfare support. I ensured he had time off to attend any solicitor appointment.
- 31. I found Scott to be very motivated. He was a very professional officer. In my opinion, he had high standards. He always wanted to do the best for his team. He was very good at staff welfare issues for his team and I found him to be a very trustworthy Sergeant. If you gave Scott a job to do, he would do that.
- 32. I think this incident and subsequent Inquiry did have an impact on his confidence. I would have no reservations about having Scott on one of my teams. He is a competent, professional and reliable officer.

Signature of witness, [REDACTED]

- 33. Whilst he was posted to North East Fife, if I attended a scene, Scott would have carried out the actions I would expect from a Sergeant. Regarding staff, securing of cordons, securing witnesses, securing evidence. When I worked with him, there was never any time I had issues with his conduct.

- 34. He was an officer who cared. He genuinely wanted to do the best for his team, and for the general public. He was one of those ones who did the job, in my opinion, for the right reason, that he wanted to make that difference. He was very professional. If he did do something he could've performed better, he actually took it really personally and he'd beat himself up about it, which I actually found an endearing quality about him.

PC Alan Paton

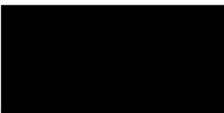
- 35. I know who Alan Paton was. He was at Kirkcaldy for quite a lot of his service. Knew of him, but again, didn't have any direct supervision of this officer. I knew who Alan Paton was. I would speak to him in the station.

- 36. I couldn't really comment on Alan as a police officer because I didn't have any direct supervision of him.

Police culture

- 37. I have been asked what "police culture" means to me. To me it is acceptable parameters in which we were working within. When I first joined back in 1991, the police culture was 100% different than it is now.

- 38. I'm not making excuses about what officers said, it was often just a release.

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- 39. When you're working in a more urban area like Kirkcaldy you have more officers around you. In this area you could expect more large scale violence and disorder.

- 40. Compared to somebody up in St Andrews or Cupar, where I actually started my service you had to take a different approach because your backup was maybe 10/15 miles away. Whereas in Kirkcaldy, if required and appropriate, officers could take a more robust approach, however officers should always adopt a policing style relevant to the situation.

- 41. I wouldn't advocate arresting individuals in a large crowd as this could often escalate a situation. You would devise a strategy to effect the arrest at a suitable opportunity for example when leaving the stadium at a football match or if the identity is known of the offenders to arrest at a later date.

- 42. In St Andrews or Cupar in a violent situation I think they would have to wait back unless it was going to be somebody's life at risk. They would have to pull back until the appropriate resources arrived to help them. So they'll have to do more of the negotiation tactic, talking people down.

- 43. I would expect any officer to adopt a tactic correct for the situation they are faced with. In the more concentrated areas in Fife, for example in Kirkcaldy, Glenrothes and Levenmouth, more resources will arrive there quicker than the more rural areas of Fife.

- 44. I wouldn't say that officers in urban areas acted any more robustly than other areas of Fife. As I have already highlighted, if you work in a more urban area your assistance from other officers would be more readily available and officers would be able to react accordingly. When working in a more urban area, these officers will probably face more violence on a regular basis.

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- 45. I have been asked if the police officers of Kirkcaldy, facing violent crime more frequently than some other places, would be shaped by their experiences and address any incident more robustly. No. Officers should have the skills to adopt a policing style appropriate to the situation they are faced with. They should deal with every situation on its own merit.
- 46. An example of this is a boy like Alan Smith, he was extremely adaptable. Alan could respond to a large scale disturbance appropriate and then be dispatched to an incident of a minor nature. He didn't come across as aggressive at any time.
- 47. Having worked down in London alongside the Metropolitan Police and larger forces, although Kirkcaldy is an urban area to police, the policing style is still very much a community style of policing. Many of the officers who work in Fife also live in the area they work. They cannot afford to alienate themselves because potentially they could have their property damaged.

Race

- 48. I have never heard any of the officers subject to this Inquiry say anything with a racial overtone. Like I've already said, I don't know all of the officers involved personally, however as an Inspector I would challenge them if I did hear anything of this nature.
- 49. Part of my role in the Alcohol and Violence Reduction Unit was to engage with all communities.
- 50. Following the tragic incident, there were concerns that there could be a negative and adverse reaction from the ethnic minority community in Fife and a breakdown in our engagement with these communities which could manifest in demonstration and protest. However due to the continued position community engagement and dialogue, this was avoided. Meetings took place

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with community leaders where any concerns could be addressed and discussed.

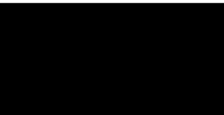
51. I have been asked if I know why there was not any kind of reaction from the community to the Sheku Bayoh incident as I have described. My own perception is because the local community trusted the police. There wasn't the perception of "a big cover up," by the police in Kirkcaldy or Police Scotland.

52. When I was in the job, I was the type of person, if I thought somebody had done something wrong, I would stand up and say it. I was never one of those ones who wouldn't. I said it how it was and wasn't frightened of that. I've challenged senior officers at times. So, if there was something that was wrong, I would say it was wrong. I wasn't frightened of that. I wasn't frightened of my organisation. There was sexism and things like that but, as I say, as far as officers under my command being really racist, no, never saw that. Sexism, homophobia? Yeah, definitely, there was that, there were issues.

53. I have been asked if there was sexism and homophobia, would I be expecting also for there to be racism. I'm not saying I wouldn't expect that. I'm not saying that that didn't exist in Fife Constabulary or Police Scotland officers, I'm not naive enough to say that. Did I witness anybody being treated differently because of race? No. Did I witness somebody different because they were gay or lesbian? Yes, I did witness that. If they were a female, were they treated differently? Yes, I did witness that.

Media

54. The approach to the media at Kirkcaldy Police Station was the same approach as at any other police office. When we moved from Fife Constabulary to Police Scotland, any local liaison we had with local media

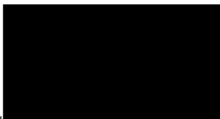
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changed. Any interaction with the media would go through the Police Scotland media department.

- 55. When it was Fife Constabulary, the local Inspector could be expected to speak to the local reporter, local radio, but then when we went to Police Scotland, everything went through a media department.
- 56. If a reporter arrived looking for a comment at an incident, the correct procedure would be to direct them to the media department.
- 57. I'd be really surprised if a reporter would phone the station. They would just be directed to the Police Press Office. They would know that.

CCTV

- 58. I cannot confirm when the CCTV cameras were installed in Kirkcaldy Police Office. I'm aware that they were installed at the front counter and throughout the custody suite.
- 59. As far as I was aware, they record 24/7. We couldn't, as Inspectors, go down and switch the CCTV on and off. It would always be our technicians who would download anything we needed.
- 60. To my knowledge, cameras were never in the canteen, the locker rooms or any offices. They were really in the main bit, where the public had access to. I'm not aware of any officers trying to circumvent going past the cameras. There was no need to. If they wanted to, there was different areas to come out of in Kirkcaldy. Not every exit had a camera on it.

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Officer communication

- 61. At the start of my police service, the use of mobile phones was not common. Later in my service it was still not an approved method for police officers to use as it was not auditable or recorded.
- 62. The only exception to that would be occasionally you might find that you have a black spot for Airwaves, and if that was the only way they could communicate to ask for help, I wouldn't have any objections to that.
- 63. I understand one of the reasons Airwaves was provided as an approved communication method was that it could provide the location of any officer in an emergency situation.

Previous statements

- 64. I have read my previous two statements. The first was an operational statement produced by me on 15 May 2015 (PIRC-00190). I ticked a box that it is verified as my own statement. I typed a true and accurate account of what happened. I would've been asked to produce this statement. Unfortunately I cannot recall who this request came from or who I sent it to.
- 65. The second was taken by PIRC who interviewed me on 8 March 2018 (PIRC-00191). They came to see me at Cupar Police Station. I told them the truth in the interview.
- 66. My operational statement would be the one that's most clear and I stand by that because I gave that shortly after the event. My PIRC statement will be less clear, likewise my later statement provided, given the passage of time. In 2018 my recollection of that incident will be the same as it is now. By "clear" I mean my recollection would not be affected by what I've seen in the media, particularly the Panorama programme and media reporting.

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67. The content of both statements are exactly the same other than the addition in the PIRC statement regarding the contact with the Force Medical Examiner (FME). I don't see any difference in the content of my first statement and my second statement. The only addendum they've put in there is the contact with the FME, and if I could remember any conversation with Nicole Short. I don't think there's any other difference. If there is a difference I stand by my operational statement because it was produced closer to the time.
68. I've also been interviewed numerous times as well by the officers working on behalf of the police officers. A Mr John Sallens and somebody else as well, during COVID, they've also been in contact. So I've given a statement, it's the same statement, and I've never changed it.
69. At police headquarters it was John Sallen and I think the other gentleman went and interviewed somebody else in another room. I have been asked who John Sallens was working for. I think it was Mr Peter Taylor, is that the police solicitor? I don't think all the police officers have the same solicitor. He just asked for a statement and, as I say, I've nothing to hide so I'll give a statement to anybody who wants it. I don't think the Public Inquiry was announced at that time. They asked if I would be prepared to speak to them and I was.

3 May 2015

70. I have been asked if I had a line manager or a senior officer giving me orders on 3 May 2015. No, I had the authority to deploy my officers where they were required.
71. My working assumption, from reading the STORM call cards on 3 May 2015, was that we were going to Kirkcaldy to assist officers who were responding to

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this call. They were responding to calls from a member of the public that a male was on Hayfield Road brandishing a knife.

- 72. I have been asked about the restriction that can be put on the STORM cards. Permission to access the call card is implemented by the Force Control Room. I cannot recall if I was given permission to access the call card at that time.
- 73. I have been asked if it was of my own volition that I went to help, and that nobody called or asked for support. Yes. From recollections, my instructions to my staff would be permission to use blue lights and sirens to get there. It was a serious incident. With blue lights and sirens you could get to Kirkcaldy from Cowdenbeath in under 10 minutes. I arrived around 8am.
- 74. I arrived in Kirkcaldy and spoke to Inspector Stevie Kay in his office. I would have asked "Where do you want my resources deployed?". Inspector Kay would have given directions where they were to go. It is my recollection that I would deal with all other incidents requiring an Inspector's oversight.
- 75. I quickly learned that officers directly involved with this incident remained on locus protection. I highlighted this matter to Inspector Kay and it would be a priority to relieve these officers and have them transported to Kirkcaldy Police Office.
- 76. When we were coming along to Kirkcaldy, we knew it was a serious incident but, at that time, I don't recall that we'd known that Mr Bayoh had actually passed away. We knew he was at hospital.
- 77. I later learned that sadly Mr Bayoh had died. Senior officers thereafter started to arrive at Kirkcaldy Police Office. They took control of this incident. My role thereafter was minimal, I was requested to act in a support role for Conrad Trickett.

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78. Conrad Trickett, I think he was Superintendent or Chief Inspector at the time, who was a Tayside officer but from Police Scotland, he came down and asked would I act as his liaison officer.


79. I have been referred to my statement to PIRC dated 15 May 2015 (PIRC-00190) at page 2: "About 1100 hours, same date, I was requested to act in a support role to the Post Incident Manager (PIM), who had been appointed, Chief Inspector Conrad Trickett." I have been asked what happened in the 3 hours in between arriving and this request. I didn't have any direct supervision of the incident so would have been supervising any other calls requiring a police response.

80. As soon as I would have learned that Mr Bayoh had passed away I would have expected an investigation into his death. It'd be before 11am before Mr Trickett was appointed. It'd be between arriving at Kirkcaldy Police Station and 11am.

81. Later that day, I'm not exactly sure of the time, I was requested if I would corroborate the taking of the female officers' clothing because they had to strip down to their underwear.

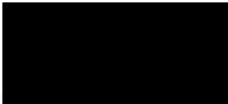
82. Having read my statement taken by PIRC and the request of this Inquiry and refreshed my memory, on the suggestion of Mr Trickett, I did go and secure the services of the FME, again, from a welfare point of view, to ensure these officers were fit to go home. At no time was this examination to be classed as an evidential gathering exercise.

83. The next day I reported for duty at Kirkcaldy Police Office where I assisted with some logistics duties.

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Canteen

84. I attended at the canteen within Kirkcaldy Police Office to ensure the welfare of the officers involved. By the time the officers had all returned to the canteen, I remember Amanda Givan (Federation rep) being present. The first time I went down was for a duration of approximately 5 minutes. I can't recall the exact time I went down there. It was probably mid-morning.
85. I don't know whether Nicole Short was there. I think, as far as my recollection, they were all there. I couldn't say categorically they were all there.
86. I just greeted Amanda. I have been asked if I remember if she said anything to the other officers or if the officers said anything to her. No.
87. As far as I remember they hadn't had any drink, waters, teas, coffees, Amanda was trying to arrange that for them. There was no chat. It was very quiet, and they just sat there. I do remember that they were just stunned. It's like they were in shock, and that's the only way to describe it.
88. It was just something that none of us would have ever wanted to be involved in. None of the officers would want to be involved in that.
89. There was nobody sitting and visibly crying. No officer looked more distressed than the others. They were just sitting in a collective group. That was my recollection 7 years ago, what I remember when I walked into that canteen.
90. I then went back to the canteen later with Mr Trickett. It'll be in Mr Trickett's statement because he was documenting his actions. He explained his role in my presence because the PIM is usually just for a firearms incident. They actually adapted that to fit this circumstance. So he explained what his role was to the officers. I didn't stay in the canteen with the other officers, I left with


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Conrad Trickett. Amanda Givan stayed there as the constant person who was with them. That was her role as a Federation rep.

91. From my recollection, I was never there when Stevie Kay spoke to the officers or was there with them. I can't recall at all ever being in his presence when he spoke to any of those officers on that day.
92. I have been asked why I left the officers on both occasions. That wasn't my role. I went down to check someone was with them, to make sure they were all back.
93. I attended the canteen with Mr Trickett in a liaison capacity and nothing more.

Force Medical Examiner

94. I've seen Dr Gillian Norrie, the Force Medical Examiner (FME). I think I've observed her at Kirkcaldy Police Station previously but can't recall any dealings with her. I didn't work in the custody suites; it's more the custody Sergeants and Inspectors who would work more closely with the FME and custody nurses.
95. Following the request from Mr Trickett to have officers examined before they left Kirkcaldy Police Station, it was initially thought that the custody nurses could carry out this request.
96. I was asked to explore this option, so I went and spoke to the nurse – can't remember who it was – and they said, no, that wouldn't be their role. They are only employed to speak to custodies and that would be well without their parameters, so you'd have to get the FME, which they agreed to get. That's how Gillian Norrie then was brought into the station.

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97. The purpose of this examination was to ensure the officers were fit to go home and as previously stated this was not part of an evidential investigation. At no time was I instructed to record Dr Norrie's findings. I was not present in the room when any of the officers were examined.

98. I'm not disputing what I've said to Dr Norrie, because that's my working assumption all the way along, that this person had a knife; the officers were presented with an aggressive male. I think I probably would have said to her at that time we would have known the gentleman's passed away now, and the officers are very stressed.

Seizing clothing and equipment

99. I have been referred to my previous statement to PIRC at page 2: *"From my previous statement I recall that at about 1808 hours to 1812 hours that day, Sunday 3rd May 2015, I in the presence of Detective Constable Jennifer McAuley seized the clothing and equipment of Police Constable Nicole Short."* I didn't take any clothing, it was DC McAulay in my presence. I was standing at the door to make sure no-one else would come in and walk in while she was in her underwear.

100. I've never met Jennifer before. She was at Tayside, she worked in Dundee, I think. I don't know where she came from, but she wasn't a Fife CID officer.

101. To prevent any further delay, I agreed to the corroboration of seizing the clothing.

102. I have been referred to my PIRC statement at page 2: *"I provided officers with reassurance that the Federation were there to support them explaining why we were seizing their clothing and equipment and making sure they had clothing to get home. I did not discuss the incident with them."* I have been asked if this is still accurate. Yes.

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103. It was 7 years ago, I couldn't remember what was said but there certainly would've been no dialogue with them. By this time, I think the females were getting a wee bit more agitated and upset while their clothes were taken. Unfortunately I can't remember any conversations I had with Nicole. Either PIRC or Mr Sallens asked me if I remember Nicole saying to me that she had been stamped on. I'm not saying she definitely didn't say that, but I can't remember her saying that to me.
104. I have been referred to my statement to PIRC at page 2 and 3: "I have been asked and I cannot recall if Nicole Short told me if she'd been stamped on or kicked. I cannot recall if Nicole Short's equipment specifically her body armour had any marks, dirt or footprints on it or if she pointed these out to me at the time. The clothing was not photographed whilst worn by the officers, nor when removed prior to being bagged as productions." I have been asked if this is still my understanding to the best of my recollection. Yeah.
105. I presume the reason the PIRC were asking about a footprint on the vest was that they had been told that there was. I'm not aware if the investigation team examined Nicole Short's protective vest or photographed any footprint on it.
106. I can't recall seeing Nicole's body or if I observed any injuries on any of the officers where I was present when their clothing was taken. I have been asked if, when the officers were undressing to remove their police clothes, at any point did I see Nicole Short's body, ribcage, torso area. I wouldn't have been looking at her body to see if there were any injuries.
107. I have been asked if this is something I was looking for. No, because at that time I did not consider the officers to be victims or accused persons.
108. I have been asked if I would be used to seeing officers with bruises. Yes, because on a daily basis when officers, especially if they're in contact with

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force, they quite often have bruises on their arms. Unless it was an excessive bruise, for example on their face, I probably wouldn't ask how they came about their injury. Also some officers play contact sports such as rugby or football.

109. I have been referred to my PIRC statement at page 2, where I was with Nicole Short between 1808 to 1812, and if 4 minutes was the length of time I spent with her. It will be, yes.

110. I can't remember anything that she said, whether she said she was injured or anything. I'm sorry, I just can't recall. I remember she was upset just by her demeanour. From my recollection, she was the one that was getting a wee bit more teary, being upset, but other than that I can't really say anything else.

111. I have been asked if I had heard she was attacked by the man. I know that now, but I don't think I knew at the time. But if I'd had to differentiate that, I certainly know that now.

112. If I'm an investigating officer that would be different, I would be expected to ascertain the facts.

Notebook

113. I have been asked if I completed my notebook as part of PIM. No, not as part of the PIM. The only parts of the notebook I completed, as you would be expected to do, was a corroboration of the productions that were seized in my presence.

114. I have been asked if it is normal not to complete a notebook for day-to-day duties of an Inspector. My entry would have started with duty on that day. I was not expected to take statements and as I was not acting as a scribe or

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staff officer for Mr Trickett there would be no expectation for me to take contemporaneous notes.

115. I'm aware that Chief Inspector Trickett did take notes. He timed and dated the notes as we went along, but I didn't take notes. The only notes that I did take was in relation to the seizing of officers' clothing and equipment.

116. As I've already highlighted, the role I was requested to undertake was to merely support Mr Trickett and facilitate any arrangements he required to fulfil his role as the PIM.

117. If I thought the action I had taken would have been pivotal to any subsequent inquiry, I would have taken notes, however as I have stated, I did not deem any actions I took were part of the evidential chain.

118. The evidential chain is anything deemed would have a significant bearing on the investigation. The investigating strategy and direction would come from the senior investigating officer. I did not consider taking notes given I was only providing assistance to Mr Trickett, who was keeping his own notes. If I thought I would've been interviewed I would have taken notes that day.

PC Alan Paton complaint

119. I think Alan Paton's complaint was about parking. I know it was somebody that knew him. I thought it was [REDACTED] and it was over something he said [REDACTED] or something about parking. I think it was complaining about his conduct and, from recollection, I think it was something to do with parking [REDACTED] or he was quite aggressive to this lady [REDACTED]. This is testing my memory now, but I think that was the sum total of what Inspector [REDACTED] was dealing with was his mannerism. I believe the complainer knew he was a police officer and expected him to act differently.

Signature of witness.. [REDACTED]

120. I was only present, from my collection, at one house when the statement of complaint was noted.

121. It's very seldom we would go unaccompanied to note a complaint. Inspector [REDACTED] had a statement to note, and I would go as his corroborating officer. Only one Inspector would note a statement of complaint.

122. I have been asked if I was involved in the decision making for this complaint. No, that's the investigating officer's decision and on that occasion it was Inspector [REDACTED]. I wouldn't be involved in that. I don't remember the outcome of this complaint.

123. I have been told it was reiterated to PC Paton that the expected standards of behaviour were. I can't comment on that because I can't recall that. As an Inspector you deal with numerous complaints therefore I cannot recall the exact details of this complaint or the outcome. If the complaint papers state that the investigating officer had to reiterate the expected standard I cannot comment on what he or she meant by this statement.

124. I have been referred to a decision relating to "Regulation 5(2)". That would be advice given, corrective advice. I couldn't remember Alan Paton's attitude and approach to the complaint process. I can't recall if I was present when the corrective advice was provided to PC Paton.

125. 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.

May 18, 2022 | 4:19 PM BST
Date..... Signature of witness..... [REDACTED].....