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**Operation BIRNIE**  
**Diversity and Engagement Strategy**

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## Introduction

Operation Birnie is the enquiry into the death of Sheku Bayoh b.31/09/1983, (PIRC inquiry, further details locked down).

Although at this stage, the ethnicity, faith and cultural background of Bayoh has not been confirmed, the enquiry should be conducted with the diversity and cultural needs of Bayoh's immediate and extended family, and wider community at the heart of all that is done. Engagement with Bayoh's family and the wider community is key to achieving this. This approach is underpinned by the PSoS Ethics and Values strategy whilst ensuring everyone is treated with integrity, fairness and respect.

This strategy should be incorporated into the Community Impact Assessment for Operation Birnie. The aims of this Diversity and Engagement strategy are:

## **Aims**

- Take all possible action to ensure the welfare, and safety of Bayoh's immediate and extended family.
- Provide support and reassurance to his family and to the wider community.
- To ensure PIRC has all necessary and relevant information and assistance to progress the enquiry into the death of Bayoh.
- Ensure all possible evidence is recovered.
- Ensure the professional integrity of Police Scotland is maintained.
- Develop and implement a communications strategy to support the enquiry.
- Maximise the safety of the public and risk to local officers.
- Ensure that counselling for staff is available should it be required and that all staff have access to discuss any issues to an identified supervisor.
- Ensure that the FLO for the family is fully briefed on what information can and cannot be disclosed.
- Ensure the FLO gathers information on cultural needs and diversity issues in relation to family.

## **Critical Incident**

Operation Birnie has been classified as a 'Critical Incident'. A Critical Incident is defined as:

"Any incident where the effectiveness of the police response is likely to have a significant impact on the victim, the family and/or the community".

This highlights the importance of any action the police take and the potential impact it can have on the perception of the family or community. As such, it is paramount that diversity and cultural considerations are a priority in all contact with the family and wider community.

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## Consultation and Engagement

### **Independent Advice**

Independent advice at both critical and other police incidents is well documented as being extremely valuable and has become a moral duty developed by police forces nationally since the Macpherson report into the death of Stephen Lawrence in 1993.

As such, the use of Police Service of Scotland (PSoS) Lay Advisors should be considered at regular stages of Operation Birnie. Their role includes offering advice and assistance from a lay perspective as well as challenging and critiquing decisions and proposed actions of the operation and acting as a 'critical friend'. Once the ethnicity, faith and other cultural needs of deceased and his family have been confirmed, consideration should be given to ensuring that the appropriate advisor is sought, that is not directly connected to the family or has a conflict of interest with the enquiry. Lay advisors from out with Fife can be identified, if necessary, via the National Safer Communities On Call.

### **Community Groups**

The PSoS are continually engaging with all communities to establish concerns and ensure our service is tailored to their needs throughout the country. Part of this process has included developing strong working relationships with many partner agencies and community groups. On-going engagement should continue in this regard as part of Operation Birnie and consideration given to actively identifying these groups that may be of particular assistance with the diversity and cultural considerations of the enquiry.

### **Key Individual Networks (KINs)**

KINs are a community engagement mechanism advocated by the Association of Chief Police Officers and are now embedded across Scotland as an effective means of engaging with our communities. A 'Key Individual' is someone who has lived or worked in a community for a long period of time. The purpose of KINs include:

- To encourage community engagement with the police
- To develop networks of contacts within the community who can be consulted with on a regular basis.
- To gather information about local experiences of the police, their concerns and identify problems in the area, which the local police can respond to.
- To consult with all groups within the community.

KINs, therefore, can assist in mitigating disproportionate reactions to police investigations and activity and can be a conduit for communicating with those local communities most concerned about any activity.

### **Cultural Awareness**

Guidelines on many cultural issues are available from the Police Scotland Diversity guidance booklet via

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<https://spi.spnet.local/policescotland/guidance/Documents/Diversity%20Booklet%20-%20A%20Practical%20Guide.pdf>

Advice is contained within this document on many faiths and cultures and explains considerations when engaging with them. Lay Advisors and partners such as Fife Centre for Equalities, FRAE Fife, but given the family connection with Adi Johnson, who works at FRAE Fife, other avenues should be considered, such as Edinburgh and Lothians Regional Equality Council (ELREC) and Edinburgh Interfaith Association (EIFA) can complement this information if necessary. Bronze Diversity will be able to assist in identifying potential local groups and National Safer Communities with regards national groups.

Consideration of whether an Interpreter for the family is required. Consultation with PIRC to ascertain whether this is relevant.

### **Community Impact**

Police Scotland has a major role to play in recognising the early signs of community tensions within all our communities and take appropriate measures to reduce the potential for escalating tensions within the relevant divisional area before, during and after these events. It is essential that Police officers understand the importance of positive engagement with minority communities in enhancing their sense of security and wellbeing. This will assist us to develop an appropriate and proportionate response to any emerging issues.

Operation Birnie will potentially attract local and national media and details of the enquiry will become available globally.

A Community Impact Assessment (CIA) has been instigated and is fully populated with considerations and ways to mitigate any tensions or concerns. Community tensions are high worldwide and in view of this the National Safer Communities department will remain responsible for monitoring tensions and hate crime nationally, while linking in at a local level. Consideration should be given to commencing a national CIA to support this CIA to monitor any tensions, hate crime or other concerns nationally.

The use of SPOCs and reassurance networks are essential in this process and relevant SPOCs should be requested to make face-to-face contact with key members of their community to deliver any external Police messages. All external communication messages should be coordinated with the PIRC team and Media Relations to ensure the message does not inadvertently increase tension, damage relationships and hinder the efforts of the enquiry officers.

Although not an exhaustive list, an engagement plan is shown in Appendix A and will be added to where appropriate.

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## Specific Community Impact

### **Local Neighbourhood Community**

The local community within Kirkcaldy will be fully aware of this incident but may not be in possession of the full facts. Over a short period of time, this is likely to become headline news and may impact on the majority of the Police community, residents and community-based groups.

### **Islamic Community**

The public and press interest may make links with Bayoh's perceived ethnicity or religion, which in turn has the potential to raise concerns within the community. Consideration should be given to having reassurance measures put in place specific to the Islamic community and any place of worship in which the subject was associated. Once the ethnicity and faith of Bayoh and his family is confirmed, this should be revisited and any inter faith tensions examined.

### **Police Community**

The Police Service of Scotland can be classed as a community in itself and, as such, its staff should be taken into consideration during the progress of this strategy. It is important, therefore, that the relevant staff Associations are not only consulted, but are central to this strategy to ensure any officer, or police staff member is not adversely affected. Both SEMPERScotland and the Muslim Police Association will be an integral part of this strategy as it develops. Local managers should identify officers in need of TRIM assessment, and progress this expediently.

## E Division – Prevention, Interventions & Partnerships

The Preventions, Interventions & Partnerships (PIP) team can offer advice and guidance in all diversity and equality matters. There is potential for this enquiry to affect or impact on members of the minority communities mentioned in this strategy but also the wider community in general due to public and media interest. Appendix A highlights the actions that have been identified as a result of this strategy.

The National Safer Communities Inspector is assisting preparation of the Community Impact and Reassurance strategy. Inspector Alian can be contacted directly on [REDACTED] or through PC Shirley Buttercase, AVRU on [REDACTED] Ext [REDACTED].

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### Death of Sheku Bayou – Diversity and Engagement Strategy Actions – May 4<sup>th</sup>, 2015 Appendix A

No.	Consideration	Action	Resources/Information
1	Consideration should be given to having Independent Lay Adviser involvement in reviewing the progress of the enquiry at an early stage	Diversity Lay Advisor, to be contacted, when deemed relevant and appropriate.	2 NISAG Independent Lay Advisors within Fife. Other National Lay Advisors can be contacted if required.  Regular update will be provided and they will endeavour to attend GOLD meetings where possible.
2	Consideration should be given to having Diversity Lay Advisor review progress of Community Impact Assessment at regular intervals	Diversity Lay Advisor, to be contacted. 2 NISAG Independent Lay Advisors within Fife, who can be contacted in relation to the CIA	As above CIA will be reviewed regularly.
3	Full assessment of subjects background, cultural and religious needs	Following Gold Commanders Meeting, <ul style="list-style-type: none"> <li>• Assessment to include:</li> <li>• Background information provided regarding deceased's culture and religious needs.</li> <li>• Advice from appointed DLA.</li> </ul>	<a href="https://spi.spnet.local/policescotland/guidance/Documents/Diversity%20Booklet%20-%20A%20Practical%20Guide.pdf">https://spi.spnet.local/policescotland/guidance/Documents/Diversity%20Booklet%20-%20A%20Practical%20Guide.pdf</a>

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4	Full assessment of family background, cultural and religious needs.	<p>Assessment to include:</p> <ul style="list-style-type: none"> <li>• Background information regarding culture and religious needs. (It is understood that decesased's mother travelled from Sierra Leon to Croydon to take part in and Islamic event. The information is hyperlinked in the next column)</li> <li>• Advice from appointed DLA.</li> <li>• Updates from PIRC.</li> </ul>	<a href="#">croydon islamic event.jpg</a>
5	Language issues including interpreting and translation	<p>Force I &amp; T procedures highlighted.</p> <p>Ascertain whether an Interpreter is required for any family members.</p>	<p><a href="#">Force GO for use of Interpreters – instruction on methods</a></p> <p><a href="#">Pan Justice Working Group on Interpreting and Translation (WGIT) Guidelines</a></p>
6	Rise in tension within local Community	<p>SPOC's to monitor tensions in local Islamic communities, particularly aimed towards Police – any changes or issues raised to be included in CIA.</p> <ul style="list-style-type: none"> <li>• Consideration given to having reassurance measures put in place.</li> <li>• Media strategy to reflect diversity impact</li> </ul>	

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7	Review of police actions and planning	Diversity Lay Adviser and National Safer Communities to be contacted and CIA reviewed once PIRC has concluded its investigation.	
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## Community Reassurance and Engagement Plan

### Appendix B

Name of organisation	Contact and details	Owner and recommended action	Target Date to be Delivered	Person(s) conducting visit, date, person/s spoken to and outcome
		Message to be delivered by SPOC		
		Message to be delivered by SPOC		
		Message to be delivered by SPOC		



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National Safer Communities	Inspector Nadine Aliane	Message and information to be delivered by PIP		
Divisional Safer Communities Departments		Message and information to be delivered by PIP		