

**POLICE SCOTLAND  
COMMUNITY IMPACT ASSESSMENT**

Death of Sheku Bayoh

**SECTION 1 BACKGROUND INFORMATION**

**Version 29**

|  |   |
|--|---|
| 1.1 Police Reference No:   | 1.2 Time and Date of event / Incident / Operation |
| Operation Birnie   | 0904hrs on Sunday 3 <sup>rd</sup> May 2015        |
| 1.3 What is the nature of the event / incident / operation?  |   |
| <p>Sudden Death of Sheku Bayoh, b. 31/9/83, [Redacted], Kirkcaldy (at this stage little is known about the nature of the event).</p> <p>Following several calls from members of the public about a man in possession of a knife in Hendry Road, Kirkcaldy, police officers from Kirkcaldy Police Station were dispatched to investigate. Officers traced the male (now deceased) and following restraint the male lost consciousness. Despite efforts to revive him he was pronounced dead at Victoria Hospital, Kirkcaldy.</p>  |   |
| 1.4 Location of the event / incident / operation   |   |
| <p>The locus is Hayfield Road, Kirkcaldy near to the junction with Hendry Road. The south side of the street is residential, consisting of Fife Council and former Fife Council properties, occupied in the main by working class families. To the north of locus there is an industrial estate, consisting of several small and medium sized units. The road is used as a main thoroughfare through the north of the town and is used as a route to the industrial estate and Victoria Hospital, Kirkcaldy.</p> <p>There is a mosque located at Cumbrae Terrace, Kirkcaldy which is a short distance from both locus and the deceased's home address [Redacted].</p> <p>Enquiries have identified a number of different loci:</p> <ol style="list-style-type: none"> <li data-bbox="145 1480 544 1514">1. [Redacted] – the deceased's home address</li> <li data-bbox="145 1541 520 1574">2. [Redacted] – the deceased's associate's house</li> <li data-bbox="145 1601 464 1635">3. [Redacted] – deceased was within the dwelling on 2<sup>nd</sup> May 2015.</li> <li data-bbox="145 1662 488 1695">4. Victoria Hospital – A&amp;E</li> </ol> |   |
| 1.5 What are the main communities and groups in this area?   |   |
| <p>The area consists of Fife Council and former Fife Council properties, occupied in the main by working class families. There is a mosque located at Cumbrae Terrace, Kirkcaldy which is a short distance from both locus and the deceased's home address.</p>  |   |
| 1.6 Resume of risk of the event / incident / operation   |   |

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There may be tensions in the community given the circumstances of the death and the deceased's ethnicity and religion.

Trigger points have been identified as –

- The result of the post-mortem examination and subsequent funeral.
- Negative comments on Social Media in relation to the actions of the police.
- Possible hostility towards the police by individuals associated to the deceased.
- The reactions of the family as the investigation develops

Police officers should be regarded as a separate community within this assessment and measures will be put in place to safeguard their wellbeing.

### *1.7 Objectives of Community Impact Assessment*

This CIA supports the Gold Strategic Intentions agreed by the Gold Group on 03/05/15 which are:

- To ensure the Scottish Police Service provides an effective and professional response to this incident at all stages.
- Provide support, reassurance and timely information to the family, other persons involved in the incident and our own staff,
- Provide reassurance to the community and public acknowledging the impact this incident may have had.
- To return the community to normality as soon as reasonably practicable at the conclusion of this incident, and
- Ensure early notification to PIRC to enable a transparent and robust independent investigation into the death of Sheku Bayoh

1.8 Assessment completed by

Date

Jimmy Adamson PS 692

4<sup>th</sup> May 2015

This section should be restricted to one page giving an overview of the incident, the high level risks identified within the assessment and the objectives the assessment is intended to achieve. Fuller detail can be entered in page 2.

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### Detailed Background Information

About 0715hrs on Sunday 3<sup>rd</sup> May 2015 numerous calls were received from the public regarding a male (Sheku Bayoh – now deceased) walking in the Hayfield Road area of Kirkcaldy carrying a knife. He was described as wearing a t-shirt and of large build and also walking on the road causing vehicles to swerve.

On arrival at locus, Hayfield Rd at its junction with Hendry Rd, the male engaged officers, PAVA spray was utilised on him and other safety equipment which had no effect.

During this time the male lost consciousness and CPR was given by the officers present. Bayoh was conveyed to the Victoria Hospital, Kirkcaldy where despite best efforts from medical staff he died at 0904hrs, same date.

Enquiries have identified a number of different loci:

5. **Hayfield Road, Kirkcaldy at the junction with Hendry Road, Kirkcaldy.**
6. **Colette Beattie's address at Arran Crescent – the deceased's home address**
7. **Dick/MacLeod home address – the deceased's associate's house**
8. **Saeed home address – deceased was within the dwelling last night.**
9. **Victoria Hospital – A&E**

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**SECTION 2 SCANNING AND CONSULTATION**

**Scanning**

**Equality and Diversity:**

2.1 Which community group (s) is most likely to be affected by this event / incident / operation? Why is this the case?

The community groups most likely to be effected are detailed in this section. The groups may be affected because of their relationship to the deceased, their faith and/or because they live in the area where the deceased lived or passed away. The groups may also be affected as a result of what is reported in the Media and discussions on Social Networking sites.

The community group most likely to be affected are family members and associates of the deceased. This potentially is in excess of 15 people. Some of these people are children and are aware of the incident. The now deceased is from Sierra Leone but has lived in this country since he was 14 years old. His mother still resides there but coincidentally is currently in the UK [REDACTED]. The deceased's wife has a 15 week old baby and another young child.

These people will be affected because of their relationship to the deceased and the traumatic nature of the incident.

It is understood that although members of the deceased's family are devout Muslims the deceased did not practice his faith. However it is likely that the death will impact on the Muslim faith groups in Kirkcaldy because of the deceased's religion and the fact that several relatives are devout Muslims.

Locus of the death was on the street at Hayfield Road, Kirkcaldy and residents in the area may be affected due to media intrusion and public perception in relation to the area.

As the enquiry develops, consideration will be given to the impact this incident has on the internal police community. This may include contacting staff associations such as the Muslim Police Association. Corporate Communications are developing internal messages as part of the reassurance group.

**Equality and Diversity:**

2.2 What (if any) religious / cultural factors need to be taken into consideration?

The deceased was Muslim and although believed not to be practising his faith this has to be taken into consideration throughout the Community Impact Assessment. It is vital that as the enquiry develops, any information pertaining to the cultural or other diversity needs of the deceased are communicated to CI Shepherd so to allow for local needs to be met. Equality Lay Advisors have been contacted and will form part of the reassurance plan. A separate Diversity and Engagement plan has been produced in support of this CIA that further identifies E and D considerations.

Cultural issues around funeral and post mortem arrangements although as yet unclear may raise cultural sensitivities.

**Equality and Diversity:**

2.3 What (if any) specific individuals, organisations or groups are likely to be affected?

As the enquiry develops more affected individuals may be identified. However, currently, the following people are likely to be affected:

Partner of the deceased - Collete Bell. Child [REDACTED] (15 weeks)

Sister and next of kin - Kadi Johnson [REDACTED] /77, [REDACTED]

Brother in Law - Adi Johnson (Lay Advisor for Fife / Director of FRAE Fife – BME organisation)

Mother-details to be added.

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Extended friends and family-details unknown at present.

Potentially the local school may be affected due to children of the deceased's friends and family being aware of the incident.

As the faith and extent of local worship (if any) of the family becomes more clear, the local mosque may be impacted upon..

As the wider community learns more about the incident, they may also be affected.

The Black Minority Ethnic community will be considered after guidance from lay advisors.

As the enquiry develops, consideration will be given to the impact this incident has on the internal police community. This may include contacting staff associations such as the Muslim Police Association and the Police Federation.

**2.4 What (if any) previous history of community tensions or concerns are known in this area?**

None.

**2.5 Are any other forces or agencies involved in this event / incident / operation?**

The incident is being investigated by the PIRC and is supported by the MIT.

As above, external lay advice has been sought via the National Safer Communities department with a view to seeking external independent advice on the reassurance approach and CIA.

**2.6 Is there any other intelligence or community information available to inform this assessment?**

Social media has picked up on the incident and has attracted some negative comments. This is being monitored by the DIO but any that impact on community tensions will be considered as part of this CIA.

**Consultation**

**2.7 Internal Consultation**

|                            |  |       |        |
|----------------------------|--|-------|--------|
| CPD Commander              | Chief Superintendent Garry McEwan            | Time: | 0800   |
|                            |  | Date: | 3/5/15 |
| SIO                        | Supt. Pat Campbell                           | Time: | 0800   |
|                            |  | Date: | 3/5/15 |
| Local Area Chief Inspector | Chief Insp Shepherd                          | Time: | 0900   |
|                            |  | Date: | 3/5/15 |
| Community Inspector        | Insp Seath                                   | Time: | 1500   |
|                            |  | Date: | 3/5/15 |
| Specialist Services        |  | Time: |        |
|                            |  | Date: |        |
| Media Unit                 | Lucy Adamson                                 | Time: |        |
|                            |  | Date: | 3/5/15 |
| Force Executive            | ACC Nicolson                                 | Time: |        |
|                            |  | Date: | 3/5/15 |
| Independent Advisory Group | <i>Lay Advisors have been contacted</i>      | Time: |        |
|                            |  | Date: | 4/5/15 |
| Crime Management           | Local CID aware                              | Time: | 0720   |
|                            |  | Date: | 3/5/15 |
| FLO                        | PIRC/ MIT                                    | Time: | 0800   |
|                            |  | Date: | 3/5/15 |
| Other                      | <i>List all other internal consultations</i> | Time: | 0900   |
|                            | Police Federation                            | Date: | 3/5/15 |
|                            |  | Time: |        |
|                            |  | Date: |        |

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| 2.8 External Consultation  |   |       |        |
|----------------------------|---|-------|--------|
| Independent Advisory Group | <i>May be considered both internal and external consultees depending on circumstances</i> | Time: |        |
|                            |   | Date: | 5/5/15 |
| Local Authority            |   | Time: |        |
|                            |   | Date: |        |
| Elected Officials          | CI Shepherd has made contact with local elected reps.                                     | Time: | 1900   |
|                            |   | Date: | 3/5/15 |
| Elected Officials          |   | Time: |        |
|                            |   | Date: |        |
| Elected Officials          |   | Time: |        |
|                            |   | Date: |        |
| Other Agency               |   | Time: |        |
|                            |   | Date: |        |
| Other Agency               |   | Time: |        |
|                            |   | Date: |        |
| Other Agency               |   | Time: |        |
|                            |   | Date: |        |

**SECTION 3 RISK ASSESSMENT**

| 3.1 Potential Risks |                 |                 |              |             |                   |                      |
|---------------------|-----------------|-----------------|--------------|-------------|-------------------|----------------------|
| Risk Type           | Public disorder | Property damage | To witnesses | To officers | To specific group | Incident replication |
| High                |                 |                 |              |             |                   |                      |
| Medium              | X               |                 |              | x           |                   |                      |
| Low                 |                 | X               | x            |             | X                 | x                    |

| 3.2 Predictive Event Risks |         |          |                     |         |                     |              |
|----------------------------|---------|----------|---------------------|---------|---------------------|--------------|
| Predictive Events          | Arrests | Searches | Release of suspects | Funeral | Trial / Convictions | Other events |
| High                       |         |          |                     |         |                     |              |
| Medium                     |         |          |                     | X       |                     |              |
| Low                        | x       | X        | x                   |         |                     |              |

| 3.3 Are there any additional risk factors?  |
|---|
| None identified.  |
| 3.4 Consider the impact of the event / incident / operation or any proposed action at Local, Force or National level. |

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There are reassurance patrols as part of the on going police activity in the area. These have already attracted the attention of local residents. To mitigate miscommunication of the incident, a pre prepared briefing has been supplied to local officers. Officers from other divisions are also being used locally so it is vital that they receive this briefing to ensure a corporate approach to what is disseminated.

It should be borne in mind that as the circumstances surrounding the death are reported in the Media locally, nationally and possibly globally the incident may be linked, by some, to events elsewhere where individuals from ethnic minority groups have died after being involved in altercations with the police.

There is an identified risk due to the involvement of on duty police officers. Their welfare and support has been considered within Police Incident Management (PIM) procedures. All officers involved have had consultation with representatives from the Police Federation.

Consideration is being given to an internal communications strategy with staff from Corporate Communications.

### Update from Community Impact and Reassurance Group Meeting held at 1100hrs on 5/5/15

The post-mortem results are reported by the PIRC as, "----- unascertained pending toxicology. The brain has been retained for further examination at this time. There is no evidence of any significant blunt force trauma to the deceased which would have been a contributory factor to his death."

It has been decided that high visibility reassurance patrols will continue during 5/5/15 however it is felt that continuing patrols beyond this date may have a detrimental effect and cause the public to become more concerned about the incident. However, officers will remain in the area carrying out high visibility house to house enquiries, which it has been assessed should provide appropriate reassurance.

National newspapers have covered the incident. The reporting has been described as balanced and unlikely to cause any adverse reaction from the public.

The incident is being discussed on Social Media. A previous partner, who has a child to the deceased, has posted concerns that she found out about the death from social media rather than being notified by the police. PIRC have been advised to contact the individual as a priority. Social media posts in relation to the incident are being monitored by the DIO. It was reported there had been no posts to suggest public unrest.

A representative from the Scottish Police Federation was present during the meeting. The officer explained that she was providing support to the officers concerned and had met most during 4/5/15. Police Incident Management debriefing will take place after discussions with the PIRC. The representative mentioned that several phone calls had been received from officers concerned that this may have been a terrorist incident. Media will discuss the matter with the Executive for consideration of an internal communications message to be sent to officers to allay any fears that the matter has a CT link.

### Update from Community Impact and Reassurance Group Meeting held at 1300hrs on 6/5/15

The incident has been covered as the headline story in the Courier and Advertiser dated 6/5/15. The article suggests that the actions of the police at the material time have been disproportionate. It should be noted that the article has been published after a reporter or reporters have interviewed associates of the deceased and no further media statement has been issued by the PIRC.

The DIO are continuing to monitor social media. It was established through social media that a public meeting was scheduled to take place at 1900hrs on 5/5/15 at Templehall Community Centre. Enquiries reveal that more than 75 people attended the meeting. It has been reported that a large group later congregated at Hayfield Road, Kirkcaldy, at the site of a floral shrine. It is believed that the group consisted of individuals who had been at the meeting. Both the meeting and gathering passed without incident.

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A further gathering has been arranged by other associates of the deceased to take place at 1900hrs on 6/5/15 at Hayfield Road, Kirkcaldy for the purpose of laying flowers at the scene. It is believed that the deceased's ex partner has organised this meeting.

Review of social media has also revealed that there is a Facebook page in the name of [REDACTED]. The page comments about the incident and the individual controlling the page is trying to encourage a public march. The individual trying to organise a march is adamant that it would be peaceful event. There is also a Twitter feed linked to the site with a similar message.

Additionally, monitoring social media has revealed that [REDACTED], Licensee of Blue Monday's Night Club, High Street, Kirkcaldy is organising a fund raising event during the evening of 8/5/15. Apparently, any money raised will be given to the deceased's family to pay for legal costs.

DIO will continue to review social media and updates will be provided during the Community Impact and Reassurance Group Meeting.

A bid is being made for additional resources to be in Kirkcaldy during the fund raising event on 8/5/15. Officers would only be deployed into the area in the event of any untoward incidents occurring linked to the event.

On 6/5/15 a meeting has been scheduled to take place between the Local Divisional Commander, the Inspector from the National Safer Communities Department, the Community Sergeant and Lay Advisors, to discuss the cultural and religious needs of the deceased's family. In advance of the meeting the SIO from the MIT has been tasked to ascertain from the PIRC the familial background of the deceased.

An internal communications message will be circulated reminding officers of the heightened state of alert however detailing that there has been no recent incidents involving the police in Scotland.

Response and CID officers involved at the scene are being supported by the Federation Representatives and the TRIM procedures are being arranged. Individual personal safety plans and deployment plans are being compiled for officers. Assessment will be made during these procedures in relation to any requirement for officers to receive additional support from counsellors.

### Elected members update

Chief Inspector Shepherd attempted to update local elected members at about 1600hrs on 6/5/15.

Two elected members expressed concern at the amount of speculation both in local communities and media around the circumstances. Chief Inspector Shepherd explained that PIRC were investigating the circumstances and that Police Scotland would not be providing any media releases. Elected members emphasised that they had been unable to provide any information to their constituents owing to a lack of information about the incident itself. Some have been asked if the incident was CT related and if the officers were firearms officers. Chief Inspector Shepherd was unable to comment.

Some asked about the condition of the female officer and were advised that she had been released from hospital pending treatment.

### Update from meeting which took place with Lay Advisors at 1300hrs on 7/5/15

Maciej Dukurno (Fife Migrant Forum), Azmet Sayed (lay advisor legacy Central Scotland Police), Chief Inspector Shepherd (Local Area Commander), Insp. Jane Combe, Detective Superintendent Gordon Crosan, PC Shirley Buttercase, Inspector Nadine Aliane (National Safer Communities Dept.) and PS Jimmy Adamson were present during the meeting. The meeting was chaired by Chief Inspector Shepherd.

After introductions were given by members Chief Inspector Shepherd provided a brief summary of the



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events know to Police Scotland. Chief Inspector Shepherd explained that the PIRC were dealing with the case in isolation of Police Scotland to preserve the integrity of the investigation and therefore only limited information was known regarding the circumstances of the death and the familial background of the deceased, in particular in relation to the deceased's faith.

It was the opinion of both lay advisors that the police should continue the positive work that they are carrying out in the community with both the Muslim and Black Minority Ethnic population. There was a discussion about community officers attending at the local mosques. It was agreed that local officers would have to obtain more information from the PIRC about the case before attending at any places of worship or meeting groups linked to the deceased because without the information the officers would be unable to answer questions, which was likely to have a detrimental effect on relationships.

Both Dukurno and Sayed volunteered to contact the mosque to act in an independent basis as intermediaries for Police Scotland to establish the faith of the deceased and his family and arrange a meeting between community officers and the Imam. At this stage it was decided that a decision would be made after further information had been made available from the PIRC regarding the mosque that the deceased and/ or his relatives attend.

There was a discussion about the fund raising event organised by ██████████ at Blue Mondays Night Club, which has been organised for the evening of 8/5/15. ██████████ is the licensee of the club. The lay advisors agreed that there would be no value in the police attending the event as there would likely to be hostility to the police given that patrons may have consumed alcohol.

The lay advisors were concerned about the lack of information that had been made available by Police Scotland to the public. Chief Inspector Shepherd reiterated that the investigation was being carried out by the PIRC and that any media release would be issued by the PIRC. A further discussion took place in respect of providing the public with a greater understanding of the role of the PIRC as it was felt that the general public would not realise that the PIRC was an independent body from the police. Detective Superintendent Crosan said that he would task Lucy Adamson from Corporate Communications to speak to the PIRC communications officer in relation to releasing more information to the public.

### Update from Community Impact and Reassurance Group Meeting held at 1500hrs on 7/5/15

Chief Inspector Shepherd, Inspector Seath, PS Davidson, PC Kaey and PS Adamson were present. The meeting was chaired by Chief Inspector Shepherd.

During the meeting the Chief Inspector provided a summary of what had been discussed with the lay advisors.

Inspector Seath explained that he had made a bid for OSU staff to be in the area on a "watch and brief" basis during the evening of 8/5/15 to respond if there were any incidents resulting from the event at Blue Mondays nightclub.

### Update from Community Impact and Reassurance Group Meeting held at 1400hrs on 8/5/15

Chief Inspector Shepherd, Detective Inspector Morris, Detective Inspector Wilson, Superintendent Milton, Inspector Seath, PS Davidson and PS Adamson were present. Chief Inspector Shepherd was the chair.

During the meeting Detective Inspector Wilson informed the group that immediately prior to the discussion he had received an update from the PIRC to the effect that a relative of the deceased had made comments, in the presence of PIRC staff, on two occasions, implying that there would be repercussions towards the police. It was clear that the remarks implied that officers' safety would be jeopardised. The comments had been made on 6/5/15 and 7/5/15. It was assessed by Superintendent Milton that the comments had probably been made through grief and given the fact that the remarks had been made some time ago, it was unlikely that they would be acted upon. Superintendent Milton said that he would discuss

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this matter with ACC Nicholson.

Detective Inspector Wilson agreed to try and establish from the PIRC the arrangements regarding the funeral and familial information pertaining to the deceased.

Detective Inspector Morris explained that the DIO had been monitoring social media. The officer said that there was a Facebook Page which had been set up publicising the event at Blue Mondays on 8/5/15 and seeking justice for Sheku. The page had peaked at about 6,000 followers. There was nothing to suggest that there was any concern about the content of the page.

Inspector Seath said that the TRIM process was being arranged and would take place with officers individually rather than in a group setting, as it had been agreed that this would be the best practice given the circumstances. Three of the officers involved are presently on sick leave and the process for these officers may differ in relation to counselling through occupational health. However, one of the officers on sick leave has stated that he would prefer to be involved in the TRIM process, which Insp. Seath is endeavouring to arrange.

OSU have been tasked through a bid submitted by Insp. Seath to be deployed on a "watch and brief" basis in Fife during the evening of 8/5/15. The Unit will be working in Cowdenbeath and will be available to respond to any incident in Kirkcaldy, particularly in relation to the event at Blue Mondays.

**All of the aforesaid information was compiled by PS Adamson**

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### Update from Community Impact and Reassurance Group Meeting held at 1430hrs on 9/5/15

Chief Superintendent Pow, Superintendent Edmonston, Inspector Leeson, PC Weir, PC Black, PC Campbell and PC Drummond (DIO) phoned link. Chief Superintendent Pow was the chair.

Chief Superintendent Pow will update Gold Strategy to facilitate the peaceful exercise of the rights of freedom of assembly and or association. He will also engage with ACC Robertson and seek guidance in regards to media report.

Due to the monitoring of social media it was discovered that a protest may be held outside Kirkcaldy Police Station about 1900hrs on 09/05/2015. As a result staff were to be identified to attend at the station for 1800hrs to be briefed by Inspector Revell. Protest Liaison Officers and NEGCO were also to be identified and attend at said briefing.

Confirmed that there were no issues regarding the fund raising event the previous night at Blue Mondays.

No protest materialised.

**Compiled by PC Weir**

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### Update from Community Impact and Reassurance Group Meeting held at 1100hrs on 11/5/15

Superintendent Milton, Chief Inspector Shepherd, Detective Inspector Morris, Inspector Seath, PS Davidson and PS Adamson were present. The meeting was chaired by Superintendent Milton.

The group were informed by Inspector Seath that the event at fund raising event at Blue Mondays had taken place without incident. It is believed that the event was attended by about 70 people and approximately £2,000.00 had been raised.

The Community Impact and Reassurance Group Meeting held on 9/5/15 focused on intelligence that there was to be a public gathering, in relation to the death, outside Kirkcaldy Police Station during the evening of 9/5/15. Inspector Seath informed the group that the gathering had not taken place.

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The DIO are continuing to monitor intelligence. Detective Inspector Morris said that there was no intelligence to suggest that any further events were planned or in relation to any civil unrest. It was agreed that the DIO would monitor social media twice daily, as opposed to every 4 hours, when the DIO staff were on duty.

Inspector Seath told the group that all officers, with the exception of one, had agreed to the TRIM process. The officer said that four of the staff involved were on sick leave and the remainder were expected to return to duty on 12/5/15. The officers would continue to do office based administrative duties until a decision was made in relation to the officers returning to normal duties.

To date, no further information has been gleaned from the PIRC in relation to the familial background of the deceased. However, Chief Inspector Shepherd will contact Insp. Aliane (National Safer Communities Dept.) in relation to organising a further meeting with the lay advisors.

It was decided that the Community Impact and Reassurance Group should reconvene at 1100hrs on 12/5/15. JA

### Update from Community Impact and Reassurance Group Meeting held at 1100hrs on 12//5/15

Superintendent Milton, Chief Inspector Shepherd, Detective Inspector Morris, Detective Inspector Stuart Wilson, Inspector Seath, PS Davidson and PS Adamson were present. Superintendent Milton chaired the meeting.

DI Wilson informed the group that he would update the group when he had been provided with information from the PIRC in relation to the date of the funeral and other familial information pertaining to the deceased's and the deceased's families faith, etc.

There was no fresh intelligence reported by DI Morris however social media continues to be monitored by the DIO.

Inspector Seath said that all officers including DS Davidson and DC Connell, with the exception of PC Paton had accepted the offer of TRIM and that the process was taking place on 12/5/15. PC Tomlinson, Walker, Gibson and Short are [REDACTED] however all were attending at Kirkcaldy Police Station to undertake the TRIM procedure apart from PC Short [REDACTED]. Arrangements are being made for the TRIM procedure to take place within her house. All of the replacement PPE and uniform had arrived at Divisional HQ and arrangements were being made for the items to be collected and delivered to Kirkcaldy Police Station on 12/5/15. Finally, the officer informed the group that on 13/5/15 the Chief Constable was visiting the officers involved in the incident, at Kirkcaldy Police Station, before making his way to visit PC Short at her home address.

### Update from Community Impact and Reassurance Group Meeting held at 1300hrs on 13//5/15

Superintendent Milton, Chief Inspector Shepherd, Detective Inspector Stuart Wilson, PC April Rodden, PS Davidson and PS Adamson were present. Superintendent Milton chaired the meeting.

Inspector Seath reported that deployment plans were in place for four officers (PCs McDonagh, Good, Smith and A/PS Maxwell) who planned to return to full operational duties on 14/5/15. In addition to TRIM, the officer's involved have been offered the opportunity, if required, for members of their families to be provided with the support of a counsellor. Concern had been raised by some of the officers involved regarding the quality of the generic leaflets provided to them by AXA PPP Healthcare. Inspector Seath said that he would contact a representative from AXA regarding whether consideration could be given to producing a leaflet for emergency services personnel. The officer also said that the Chief Constable had attended at Kirkcaldy Police Station on 13/5/15 and had a welfare meeting with the officers, prior to attending at PC Short's house where he visited PC Short. The TRIM process has been completed with all officers, with the exception of PC Paton who did not accept the offer for TRIM and PC Short, who is not in a

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position to return to work. The TRIM process for PC Short is being arranged to take place within her house.

Inspector Aliane had been contacted by Chief Inspector Shepherd and it had been agreed that Inspector Aliane would contact the Lay Advisors in relation to scheduling a meeting with the Lay Advisor's Sub Group. Chief Inspector Shepherd said that she was hopeful that the sub group would meet on the 14 or 15/5/15.

The DIO representative at the meeting was PC Rodden. The officer informed the group that intelligence had been received, which was documented on SID to the effect that there would be a vigil at locus, on a weekly basis. Superintendent Milton queried the intelligence and it was clear that the information was imprecise in respect of the time, date and any numbers who may be involved. Superintendent Milton said that the police response to any gathering would be proportionate to the intelligence received however on the basis of what was presently known would be "low key." PC Rodden told the group that the DIO would continue to monitor intelligence and social media.

No further information has been gleaned about the familial background of the deceased or when the funeral will take place. Detective Inspector Wilson said that he would contact the PIRC again after the meeting in an attempt to glean the information.

Superintendent Milton said that as far as he was aware there had been no further reports in the media relating to the incident and no members of the group to report to the contrary.

### Update from meeting which took place with Lay Advisors at 0930hrs on 14/5/15

Maciej Dukurno (Fife Migrant Forum), Azmet Sayed (lay advisor legacy Central Scotland Police), Chief Inspector Shepherd (Local Area Commander), Insp. Jane Combe and PS Jimmy Adamson were present during the meeting. The meeting was chaired by Chief Inspector Shepherd.

The meeting started in the absence of Sayed, whose attendance at the meeting had been delayed, because Dukurno had to attend another meeting to attend. The other meeting was not linked to this incident.

Chief Inspector Shepherd provided the group with a summary of the minutes of the meeting. The group agreed that this was an accurate account of the previous meeting.

The officer told the group that there had been a fundraising event at Blue Monday's Night Club (High Street, Kirkcaldy) on 9<sup>th</sup> May 2015. It has been assessed that there was between 60 -70 people at the event and it was reported on social media that approximately £2,000.00 had been raised to support the deceased's family with legal costs. The event had passed without incident. Chief Inspector said that there had been a floral tribute laid by family and other people (at locus) on 8<sup>th</sup> May 2015. Inspector Combe informed the group that Street Wardens had been in the area, at the time, and had reported that a large number had gathered, however there were no issues. Chief Inspector Shepherd detailed that intelligence had been received to the effect that there would be a peaceful protest outside Kirkcaldy Police Station on 9<sup>th</sup> May 2015 however this never materialized.

Chief Inspector Shepherd then went on to inform the members that it had been learnt that the family of the deceased were holding a press conference with their solicitor ( ), and meeting the Lord Advocate later that day (14/5). Dukurno said that it would be interesting what was reported and the public reaction to any news feeds.

Dukurno told the group that if there had been any tension within the community, it would appear to have dissipated and that very few people that he had talked to recently had mentioned the incident.

The Chief Inspector said that the defence had instructed a second post-mortem however the date of the post-mortem was not known. Dukurno mentioned that the findings of the post-mortem may cause tension within the community, if there were concerns about the cause of death or if the findings did not support what certain individuals may believe had happened. It was discussed that the funeral may also be a "trigger point" for the police. Dukurno said that it would be beneficial if the post-mortem results were shared with the public as it would demonstrate that the inquiry was transparent.

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In relation to community engagement Dukurno mentioned that the police should continue working with community groups and it was important for the community that the police did not withdraw from the good work that they were doing. He felt that although the police officers could not comment on the investigation, that if asked that reassurance was provided that the PIRC were conducting the inquiry and a broad explanation of the role of the PIRC was provided. Chief Inspector Shepherd responded agreed with Dukurno and suggested that the community team make efforts to liaise with members of the local mosques as a priority.

About 1020hrs, same date, Azmet arrived at the meeting. Chief Inspector Shepherd provided him with a summary of what had been discussed.

Azmet said that he had links to the Muslim community in Fife and had no concerns regarding any community tensions. When asked by Chief Inspector Shepherd about attending at the mosques, he suggested that the community team should do this informally. He provided the times when people would be attending for prayers and suggested that officers met the congregation as they arrived at the mosque.

He said that the deceased's wife had been very active on social media and had been trying to contact the African and Caribbean Network in Glasgow.

About 1045hrs, same date, Dukurno left the meeting.

Chief Inspector Shepherd informed the group that the community team would make the initial visit to the mosques, assess whether there was any community tension and provide feedback to Dukurno and Azmet.

### Update from Community Impact and Reassurance Group Meeting held at 1235hrs on 14/5/15

Superintendent Milton, Inspector Seath, Detective Inspector Wilson, Chief Inspector Shepherd, PS Davidson and PS Adamson were present. Superintendent Milton chaired the meeting.

Detective Inspector Wilson said that he was in regular dialogue with the PRC and that to date there was no date fixed for the defence post-mortem. He also said that he did not know the faith of the deceased. The officer informed the group that Superintendent Edmonston had notified Health and Safety about the death.

Superintendent Milton said that there was information to the effect that there was a fundraising event scheduled to take place on 17/5/15. The officer requested that Detective Inspector Wilson tried to establish from the PIRC anything else that is known about the event. Inspector Seath was asked by Superintendent Milton to ensure that the duty sergeant working backshift on 17/5/15 was sighted on the event. Chief Inspector Shepherd asked Inspector Seath to make sure that the duty sergeant was aware that the officers involved in arresting the deceased were not deployed or tasked to respond to any event linked to the deceased.

The Superintendent informed the group that [REDACTED] Welfare officer from Legacy Fife, had been asked to counsel the officers, after his services had been requested by some of the group of officers involved.

Chief Inspector Shepherd provided a summary of the discussions that had taken place with the lay advisors earlier that day.

Superintendent Milton asked Chief Inspector Shepherd to arrange for a further meeting with the lay advisors during the week commencing 18/5. The officer also asked Chief Inspector Shepherd to make sure that the Duty Chief Inspector and Superintendent for the weekend 16/5 and 17/5 were fully briefed.

### Update from Community Impact and Reassurance Group Meeting held at 1500hrs on 15/5/15

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Superintendent Milton, Chief Inspector Shepherd, Insp. Seath and PS Adamson were present. The meeting was chaired by Superintendent Milton.

Superintendent Milton said that the event at Blue Mondays was no due to take place on 31/5.

Staff welfare was discussed and Inspector Seath said that all of the Trim had been completed and that officers had also spoken to [REDACTED]. Lorraine Dewar had mentioned that she could do with support as she was working in the enquiry office at the time. She has also now spoken to [REDACTED].

It was agreed that the media coverage after the family of the deceased's press conference had been balanced.

Sergeant Adamson told the group that, along with a colleague, he had attended at the mosque at St Marys Place, Kirkcaldy on 14/5. The officer said that he had met the Imam and committee members. Sergeant Adamson said that he had introduced himself, explaining that he was the community sergeant and the role of the community team. The officer said that the Imam and committee members were pleased to speak to him and that the officer had no concerns regarding any community tension, In fact a committee member said that he enjoyed living in Kirkcaldy, describing it as a peaceful community. Sergeant Adamson was invited back to the mosque and the officer will make an appointment with a committee member to meet the congregation.

It was agreed that the Community Impact and Reassurance Group should meet every second day and that meetings would take place on 18, 20 and 22/5.

### Update from Community Impact and Reassurance Group Meeting held at 1430hrs on 18//5/15

Superintendent Milton, Chief Inspector Shepherd, Inspector Seath, PS Davidson and PS Adamson were present. Superintendent Milton chaired the meeting.

Superintendent Milton informed the group that there had been discussions on social media naming PC Short as the officer who had been injured. After discussion it was decided that it would be prudent to install a CID alarm in the officer's house to provide her with reassurance and ensure that in the unlikely event of an incident at the officer's house there would be an immediate response by officers. [REDACTED]  
[REDACTED]

Superintendent Milton went on to say that there was no new intelligence.

Inspector Seath remarked that he had tasked the DCU with preparing an Operational Order in relation to the fundraising event at Blue Mondays Night Club, scheduled to take place on 31/5/15.

The officer responded when Superintendent Milton asked about resources to cover the absences on the team affected, informing the group that the RMU were coordinating resources to cover any shortfall.

PS Adamson asked whether the Lay Advisors should be contacted so that a further Community Impact and Reassurance Group, Lay Advisors' Sub Group meeting could be arranged. Chief Inspector Shepherd said that a further meeting was required and asked PS Adamson to arrange a meeting with the sub group.

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### Update from Community Impact and Reassurance Group Meeting held at 1000hrs on 20/5/15

DI Wilson, Insp. Seath, Chief Insp. Shepherd, PS Davidson and PS Adamson were present. The meeting was chaired by Chief Insp. Shepherd, via video conference, as the officer was at Glenrothes Police Station, whilst the other attendees were at Kirkcaldy Police Station.

Inspector Seath informed the group that Insp. Revelle had been appointed silver commander and T/Sgt Snowdon bronze for the fundraising event scheduled to take place at Blue Mondays Night Club on 31/5/15. Insp. Seath said that the briefing note was in place and that there would be 6 constables on patrol in the area to respond to any incident linked to the event.

Chief Inspector Shepherd told the attendees that a meeting with the lay advisors had been organised by PS Adamson and was going to take place at 1000hrs on 22/5/15.

DI Wilson said that the defence post-mortem had not taken place and as such there was still no date for the funeral and that the arrangements for the funeral were still not known.

Chief Inspector Shepherd discussed the fact that there was a [REDACTED] website, which had named PC Short as the officer who had been injured by the now deceased. The team involved had been named as team 4. Inspector Seath said that he was providing the officers involved with regular updates and they had been informed about the site.

It was discussed that the events had not recently been reported in the media.

Inspector Seath said that he had compiled briefing papers in relation to the welfare of the officers affected, as requested by HR.

It was agreed that there would be a another visit to a local mosque and Chief Inspector Shepherd tasked Insp. Seath to have further dialogue with elected members prior to the Lay Advisor's meeting to gauge whether there was any community tension.

### Update from meeting which took place with Lay Advisors at 1000hrs on 22/5/15

Maciej Dukurno (Fife Migrant Forum), Azmet Sayed (lay advisor legacy Central Scotland Police), Chief Inspector Shepherd (Local Area Commander), Insp. Seath and PS Adamson were present during the meeting. The meeting was chaired by Chief Inspector Shepherd and took place within Chief Insp. Shepherd's office.

Chief Inspector Shepherd provided a verbal summary of what had been discussed during the last meeting with the lay advisors (14/5). The officer explained that PS Adamson had recorded the minutes from the meeting and that PS Adamson would forward the minutes to those who had attended the previous meeting as soon as possible.

When the group had last met the deceased's family had held a press conference. The Chief Inspector Shepherd provided the attendees with a brief summary of the response made by the Police Federation after the press conference.

Chief Inspector Shepherd said that the Daily Record had contacted Police Scotland with a series of questions, which the paper were requesting responses to, in relation to the death. The Chief Inspector detailed that Police Scotland were not in a position to make any comments to the request as the matter was being investigated by PIRC.

Dukurno said that making no comment could be viewed with suspicion by the public. He suggested that it may be prudent for Police Scotland to provide an account of the role of the PIRC and the reason why Police Scotland cannot make any comments about the case to the media, rather than having no dialogue

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with the press whatsoever. Chief Inspector Shepherd said that she would contact Corporate Communications to discuss this matter further and that she would report this back to the group at a later date. Sayed agreed that the public would benefit from more information and asked whether the police were using social media. Chief Inspector Shepherd said that at both a national and local level the police were very good at using social media however were completely restricted in posting using the medium in relation to the death because the investigation was being conducted by the PIRC. Dukurno mentioned that it may be useful if the Police Federation made a further statement covering the role of the PIRC and the reason that Police Scotland could not comment about the investigation. He went onto remark that it was important that the police officers, working in the community, were briefed in relation to what they could say when asked. Chief Inspector Shepherd said that she would contact PIRC in relation to a form of words that could be used in such situations.

Inspector Seath said that he had recently contacted the elected members, by phone, to provide an update, whilst at the same time assess any concerns that they may have, particularly in relation to community tensions. He said that the elected members had not highlighted any issues in relation to community tensions however there was a general feeling that there was lack of information surrounding the death and that the elected members could not understand why Police Scotland were not commenting about the incident.

Sayed mentioned that the death had featured in a Glasgow newspaper, purchased generally by the muslim community and that the article had criticised the police. He did not go into detail however said that he would email a copy of the article to Chief Inspector Shepherd. He went onto say that he had links to the African community in Glasgow and that certain sections of that community were concerned that the police had done something wrong.

In response to this and other concerns about a lack of communication the Chief Inspector said that she would take a task to prepare and send out a form of words to elected members, explaining why the police cannot make any comment about the death and detailing the role of the PIRC, which would hopefully alleviate concerns in the public domain.

Inspector Seath mentioned to the group that he had spent some time the previous day speaking to corporate communications about a press release being issued by Police Scotland. Whilst Corporate Communications said that they would highlight the work being carried out by officers at a local level, it was made clear to the officer that no statement would be made in relation to the death, at this time.

Chief Inspector Shepherd told the group that there was a car wash on 23/5/15 and an event at Blue Mondays night club on 31/5 to raise funds for legal costs.

It was agreed that the group would meet again during the week commencing 25/5/15.

### Update from Community Impact and Reassurance Group Meeting held at 1200hrs on 22/5/15

Superintendent Milton, Chief Inspector Shepherd, Inspector Seath, Detective Inspector Wilson, PS Davidson and PS Adamson were present. The meeting took place at the Video Conference Room at Kirkcaldy Police Station. All members were at Kirkcaldy, with the exception of Superintendent Milton, who chaired the meeting from P Division HQ.

Superintendent Milton said that the event at Blue Mondays scheduled to take place on 31/5 was mentioned on social media and that there were a limited number of "likes", indicating at this stage that there may not be a lot of people attending the event.

Detective Inspector Wilson remarked that it was still not known when the defence post-mortem or the funeral would take place. The officer said that the PIRC had requested that the MIT recover all CCTV footage from Kirkcaldy Police Station, that had been recorded, for a certain period, after the death.

Chief Inspector Shepherd said that the Police Federation Solicitor was intending approaching the Crown to discuss whether posts on the [REDACTED] website page, in which the author makes derogatory remarks about Chief Superintendent McEwan constituted a crime.



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Inspector Seath led a discussion about staff welfare. The officer said that PC Short had been referred to a [REDACTED]. He also said that it had been suggested that PC Walker may want to be posted outwith Kirkcaldy and that PC Tomlinson will start working at Methil Police Station during the week commencing 25/5.

When asked by Superintendent Milton, Inspector Seath said that staff had been arranged to be working in Kirkcaldy to respond to any incident linked to the event at Blue Mondays on 31/5/15.

Chief Inspector Shepherd provided a summary of what had been discussed during the meeting with the lay advisors earlier that day and her intention to contact Corporate Communications to discuss whether consideration could be made for a press release to provide clarity in relation to the position of Police Scotland and the role of the PIRC, in relation to the death. Superintendent Milton suggested that she contacted Andrew Walker from Corporate Communications to discuss the matter. The Chief Inspector then read an extract from a copy of the article in the Daily Record dated 22/5/15. Superintendent Milton thought it likely that there would still be no comment from Police Scotland, after the Chief Inspector discussed the matter with Corporate Communications, but perhaps Police Scotland could provide further clarity in relation to the rationale for this stance.

### Update from Community Impact and Reassurance Group Meeting held at 1530hrs on 25/5/15

Chief Insp. Shepherd, Supt. Milton, DI Wilson, Insp. Seath and PS Adamson were present. The meeting was chaired by Supt. Milton.

Inspector Seath informed the group that he had completed the welfare paper. The officer confirmed that resources were in place for the event at Blue Mondays on 31<sup>st</sup> May 2015.

It was discussed that there should be another meeting with the lay visitors, preferably for the afternoon of 28<sup>th</sup> May 2015.

### Update from Community Impact and Reassurance Group Meeting held at 1430hrs on 27/5/15

Chief Insp. Shepherd, Supt. Milton, DI Wilson, Insp. Seath, PS Davidson and PS Adamson were present. DI Wilson, Insp. Seath, PS Davidson and PS Adamson were in the video conference room at Kirkcaldy, whilst Supt. Milton was in the video conference room at P Division HQ and Chief Insp. Shepherd was in the video conference room at Glenrothes Police Station.

DI Wilson said that the PIRC had been unable to establish the religion of the deceased.

Chief Inspector Shepherd told the group that she was hoping to have a form of words agreed by the Crown to go out to elected members. The Chief Inspector informed Insp. Seath that he should continue his dialogue with elected members to gauge public opinion pending any form of words being agreed.

Inspector Seath said that PC Walker [REDACTED] and that on 20<sup>th</sup> May 2015 PC Paton [REDACTED]

Superintendent Milton asked about resources and Insp. Seath said that team 4 was up to strength as officers from Kirkcaldy Police Station had been redeployed.

### Update from Community Impact and Reassurance Group Meeting held at 1430hrs on 29/5/15

Chief Superintendent McLaren, Superintendent Milton, Inspector Seath, PS Davidson and PS Adamson were present. The meeting took place utilising video conference. Chief Superintendent McLaren and Superintendent Milton were in the video conference room at P Division HQ, whilst Inspector Seath, PS Davidson and Adamson were in the video conference room at Kirkcaldy.

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Inspector Seath said that he had been telephoning elected members to gauge any tension within the community. The officer informed the group that the elected members he had spoken to had not raised any heightened community tension because of the death.

Superintendent Milton asked whether there had been a recent meeting with the Lay Advisors. Insp. Seath informed Superintendent Milton that there had not been a meeting with the lay advisors during the week commencing 25/5/15 because the lay advisors had other commitments however a meeting would be scheduled for the week commencing 1/6/15.

Inspector Seath confirmed that there were resources in place to respond to any incident linked to the event at Blue Mondays Night Club on 31/5/15. Superintendent Milton said that officers would not be attending in the area of the night club unless an incident was reported to the police.

Staff welfare was discussed and Inspector Seath said that PCs Walker, Paton, Short and Gibson [REDACTED]. Inspector Seath told the group that PC Short [REDACTED]. Inspector Seath said that PC Tomlinson would commence duty at Levenmouth Police Station during the week commencing 1<sup>st</sup> June 2015.

### Update from Community Impact and Reassurance Group Meeting held at 1200hrs on 1/6/15

Superintendent Edmonston, Insp. Fitzgerald, PS Davidson, PS Adamson and PC Cree (Intelligence) were present. The meeting took place in the large hall at Kirkcaldy Police Station.

Superintendent discussed that the Courier newspaper had reported in the issue dated 1/6/15 that the funeral was taking place on 7/6/15. Superintendent Edmonston tasked PS Adamson to make contact with elected members, notifying them what was known about the funeral and whilst doing so establishing if there are any concerns within the community. The Superintendent said that the deceased's brother-in-law Ade Johnson had been in contact with Chief Superintendent McEwan and that Chief Superintendent McEwan had arranged to meet with Ade Johnson during the morning of 2/6/15 to discuss arrangements for the funeral. Chief Superintendent McEwan had asked that PS Adamson attended the meeting with him.

Superintendent Edmonston tasked PS Adamson to arrange a mid week meeting with the Lay Advisors.

PC Cree told the group that intelligence suggested that the funeral cortege would travel from the deceased's home address, stop briefly at Kirkcaldy Police Station, for a peaceful protest, prior to heading to the mosque at St. Marys Road, Kirkcaldy. It had been suggested that after the funeral family and friends would meet at Kirkcaldy High School.

PS Adamson informed the group that there had been several hoax treble nine calls made to the police during the early hours of the morning on 1/6/15. The calls had all been in relation to male with knives at Hayfield Rd, Kirkcaldy. Superintendent Edmonston asked PS Adamson to request that DI Fenton reviewed the case so that the matter was investigated thoroughly and if possible brought to a conclusion as soon as possible.

DS Davidson was tasked by Superintendent Edmonston to have dialogue with DCU regarding scoping what additional resources could be redeployed to Kirkcaldy, if required, on 7/6/15.

Superintendent Edmonston said that he would speak to DCU in relation to preparing an Operational Order for the 7/6/15.

### Update from Community Impact and Reassurance Group Meeting held at 1230hrs on 3/6/15

Superintendent Edmonston, DI Wilson, Insp. Seath, PC Roberston and PC Kinsell were present. The meeting took place in the main hall at Kirkcaldy Police Station.

Inspector Seath discussed what had been learnt from social media about the funeral arrangements. PC Robertson confirmed that the DCU were compiling an Operational Order to facilitate the funeral procession.

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Superintendent Edmonston said that he wanted police motorcyclists to lead the procession to ensure the safety of those attending.

DI Wilson informed the group that he had been asked by the PIRC to contact the officers involved in apprehending the now deceased and request that they provide statements. The officer said that a number of officers had agreed to provide statements to the PIRC. The officer went on to say that he had organised rooms at the Scottish Police College, for the officers to meet staff from the PIRC, and that the officers would be interviewed to provide their statements.

Superintendent Edmonston said that he would contact Corporate Communications and request that a member of staff from the Dept. attended at Kirkcaldy Police Station on the day of the funeral, to provide support.

### Update from meeting which took place with Lay Advisors at 1000hrs on 04/6/15

Maciej Dukurno (Fife Migrant Forum), Azmet Sayed (lay advisor legacy Central Scotland Police), PS Adamson and PC Kinsell were present. The meeting took place within the large hall at Kirkcaldy Police Station.

PS Adamson provided the group with a verbal summary, from the minutes of the Lay Advisors Sub Group Meeting, of what had been discussed during the meeting on Lay Advisors Sub Group Meeting on + 22<sup>nd</sup> May 2015.

The officer said that the body had been released and that according to media reports the second post mortem had taken place and had been inconclusive in relation to the cause of death.

PS Adamson informed the group that, at the request of Ade Johnson (deceased's brother-in-law) he had coordinated hotel accommodation, for family members to stay at, when they were attending for the funeral. The officer said that Johnson had also asked for help obtaining minibuses to transport family members to the funeral. PS Adamson said that he had also arranged for a local company to hire the vehicles for the event. Sayed remarked that it was good that Police Scotland had supported the family in this way.

In order to coordinate the arrangements regarding the accommodation and hire of vehicles, Chief Superintendent McEwan and PS Adamson had a meeting with Ade Johnson and his wife on 2<sup>nd</sup> June 2015. PS Adamson informed the group that the meeting went well and Johnson appeared pleased with the support that Chief Superintendent McEwan was providing, in relation to accommodation and the hire of vehicles.

PS Adamson provided the itinerary for the funeral and that it was planned that there would be a silent protest outside the police station, as the cortege made their way to the mosque. The officer showed Dukurno and Sayed a copy of a local edition of the Sun newspaper dated 4<sup>th</sup> June 2015, which had the headline story entitled, "Unrest In Peace." The article was in relation to the death and detailed the plans for the funeral and silent protest. It was agreed that the article was balanced.

PS Adamson said that Johnson had remarked during the meeting with the officer and Chief Superintendent McEwan that elders would be present during the protest and that the elders would intervene if any of the gathering was not behaving appropriately, in an effort to keep order, however in the event of anyone becoming unruly the police would be contacted by one of the elders.

Sayed said that he believed it would be beneficial for all parties for him to attend the funeral, so that he could provide his support and pay his respect to the now deceased. It was agreed within the group that this would be welcomed and PS Adamson said that he would contact him at a later date to make arrangements for Sayed's attendance.

Albeit the religion of the deceased and his family is known, the exact denomination is unknown. Azmett said that he would contact the Imam from the mosque to establish this, so that the police had a further understanding of the denominations customs.

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Both advisors agreed that if the police required any support prior to the funeral that they could be contacted by phone.

### Update from Community Impact and Reassurance Group Meeting held at 1500hrs on 4/6/15

Superintendent Edmonston, DI Wilson, Insp. Seath, PC Robertson, PS Davidson, PC Cochrane and PS Adamson were present. The meeting took place in the large hall at Kirkcaldy Police Station.

Superintendent Edmonston informed the group that PS Derek Allan from Operational Support was coordinating the traffic officers deployment to assist the safe passage of the cortege on 7/6/15.

Inspector Seath said that, accompanied by PS Davidson he had attended at the home address of Ade Johnson, earlier same date, and that Ade Johnson had provided him with the itinerary for the funeral. The officer provided details of the itinerary. Inspector Seath said that Ade Johnson did not know how many people would attend however along with family members, a group from the gym that Ade Johnson had been a member of along with work colleagues would be attending. The officer went on to say that Ade Johnson had informed him that elders from the mosque would be in attendance, wearing fluorescence jackets. The elders would intervene if anybody behaved inappropriately to discourage rowdy behaviour. In the event that their intervention did not have the desired effect the elders would call the police.

There was a discussion in relation to the staff required to police the event, with extra staff being in the area if required.

DI Wilson said that several officers who had been involved in apprehending the now deceased were being interviewed and providing statements, as witnesses, that day (4/6) by the PIRC.

Inspector Seath informed the group that the officers providing the statements would return to Kirkcaldy Police Station prior to terminating duty and that he had made arrangements for welfare checks to be carried out, on the staff, by their first line manager and Inspector.

Superintendent Edmonston led a discussion on where any media could park their vehicles if they attended the event. The group agreed that the car park at Adam Smith College would be a good site, if the media attended in the area outside the police station and PS Adamson was tasked with speaking to the College and requesting that the gates to the car park remained open during the afternoon of 7/6.

There was also discussions about areas where vehicles could park at Hayfield Road, Kirkcaldy (meeting place for the funeral procession), St. Marys Road, Kirkcaldy (location of the mosque where ceremony is being held) and [REDACTED], Kirkcaldy (location of [REDACTED]). It was agreed that in the event of a large number of vehicles attending at Hayfield Road that the road was wide enough to accommodate cars and that in the event of the road becoming congested drivers would be advised to park in the grounds of a nearby industrial estate, or alternatively may be able to park in the car park at Gallaghers public house. PS Adamson informed the group that during a recent conversation with Ade Johnson he had said that he had provided information to people attending the funeral regarding car parks that could be utilised near to the mosque. It was agreed that [REDACTED] could accommodate a large number of parked cars.

The next meeting was scheduled for 1100hrs on 5/6.

### Update from Community Impact and Reassurance Group Meeting held at 1100hrs on 5/6/15

PC Robertson, PC Cree (Divisional Intelligence Office), Supt. Edmonston, PS Davidson, PS Adamson and Insp. Seath were present.

Inspector Seath said that Insp. Fitzgerald and PS Stuart had spoken to the officers after they had returned from the Scottish Police College, having been interviewed by the PIRC, and that there was no concern regarding the officers' welfare.

PC Cree was tasked with ensuring that intelligence in relation to the funeral was monitored over the

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weekend and there was sufficient staff on duty during Sunday within the intelligence office to provide support to officers deployed at Kirkcaldy.

PS Adamson informed the group that contact had been made with Adam Smith College and that the car park would be open during the weekend and that there were no issues in relation to the media parking their vehicles in the car park. The officer said that he would make contact with staff at Gallaghers pub to make them aware that the funeral procession was congregating near to the premises and establish whether the car parking area at the pub could be used if required.

Inspector Seath said that he would call the officers who had provided statements to the PIRC later that day (5/6) to once again check their wellbeing.

PC Robertson provided the group with a summary of what was contained within the Operational Order for the funeral procession. The officer was tasked by Superintendent Edmonston to liaise with Protest Liaison Officers, with a view to having them attend at Kirkcaldy Police Station on 7/6.

There was a discussion around whether the Corporate Communications should be contacted regarding circulating a press release in relation to traffic disruption due to the funeral procession and Superintendent Edmonston said that he would discuss this with Corporate Communications.

PS Adamson was asked to advise a member of the committee from St. Brycedale Church that the event was taking place and may effect the congregation leaving the church after the Sunday service.

### Update from Community Impact and Reassurance Group Meeting held at 1520hrs on 9/6/15

Inspector Seath, Supt. Edmonston, Chief Insp. Shepherd and PS Adamson were present. The meeting was chaired by Supt. Edmonston.

It was discussed that from a policing perspective the funeral had went well and that there had been positive feedback from Mr Syed (lay advisor) who had attended the funeral.

There was also a discussion regarding a fundraising event that had been scheduled to take place on 12/5/15 from 10pm – 3am. It was agreed that there would be a bid for extra staff to be in Kirkcaldy who would attend the venue if there were any incidents reported to the police.

Inspector Seath discussed the welfare of the staff involved in the incident, informing the group that he had spoken to Occupational Health on 8/6/15 requesting that the occupational reports regarding the staff were made available to him.

### Update from meeting which took place with Lay Advisors at 0930hrs on 16/6/15

Inspector Seath, Mr Dukurno, Mr Syed and PS Adamson were present. The meeting was chaired by Inspector Seath.

Inspector Seath provided a summary of what he had observed during the funeral and information that he had gleaned from colleagues involved in the event.

Mr Syed, who had attended the funeral, was complementary in relation to the support provided to the event by the police. He said that he had spoken to several people at the funeral and he did not feel that there was any tension within the community to be overly concerned about. The only concern that people had was the lack of information released by the PIRC.

Both lay advisors said that the police and in particular the community officers should continue the good work that they are carrying out in the community.

Neither advisor believed that at this stage there was any need to reschedule any further meetings.

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### Update from Community Impact and Reassurance Group Meeting held at 1330hrs on 26/6/15

The meeting took place over video conference with Inspector Seath, Detective Inspector Wilson, Chief Inspector Shepherd, PS Davidson, PS Adamson, DC Givan being in the video conference room at Kirkcaldy whilst Superintendent Milton, Superintendent McEwan and Chief Inspector Woods were in the video conference room at P Division Headquarters. The meeting was chaired by Superintendent Milton.

Chief Inspector Shepherd informed the group that the Herald had run a story naming PC Nicole Short as the officer injured in the incident. The article detailed that she had a pending criminal conviction for an offence contrary to the data protection act. The officer went on to say the PC Short had been in contact with her, informing her that the press (Daily Record) had attended at PC Short's home address on 25/6/15. PC Short had answered her door and made no comment to the reporter.

There was a discussion about PC Short's welfare and Chief Inspector Shepherd informed the group that the officer was satisfied that she had a police alarm installed at her house and that regular contact was being made with PC Short and further measures would be taken if required.

There was further discussion about the welfare of the other officers involved. Inspector Seath and DC Givan said that they were in regular contact with the officers and would continue monitoring the situation highlighting any concerns as they arise.

### Update from DIO on 15/7/15

Justice for Sheku Ahmed Tejan Bayoh website reveals campaign launch for Sheku and deaths in custody conference being held at the Renfield Centre, 260 Bath Street Glasgow on 25<sup>th</sup> July 2015 (11am – 5pm).

Facebook posts made by a person purporting to be [REDACTED]. Inference of criminality in that reference made to race and nationality of deceased. Other persons on page openly state they believe the comments to be racist. An investigation led by DI Duncan will be initiated.

Comment posted on page by Adeyemi Johnson that PC Nicola Short should tell "us" what Sheku's last words were when police officers lay on top of him.

### Update from Insp. Neill on 28/8/15

On Sunday 6<sup>th</sup> September 2015 a march has been organised to seek justice for Sheku Bayoh and others who have died in Police custody.

Due to national and local media reporting community tensions are heightened in relation to this event and there may be the possibility of disorder during or following this event, particularly aimed at Police Officers.

TPI Neill and CI Hamilton met with the family of Mr Bayoh who informed them that it was their intention to hold a peaceful march through Kirkcaldy starting at the Town House and finishing at Gallagher's public house on Hendry Road. The proposed schedule is almost a reverse route of the one taken by the funeral of Mr Bayoh and is as follows:

- 1400 - Gather at Town House, Kirkcaldy – speeches to be made by prominent persons.
- 1430 - March to leave town house for Whytehouse Avenue onto High Street, Kirk Wynd, Townsend Place passing the Police Station, Bennoch Road, Hendry Road, Gallagher's Public House. The family state they do not intend to stop at the Police station but this would be unlikely.
- 1530 - Arrive at Gallagher's Pub which overlooks the locus of the incident, stalls, further speeches, live music both inside the premises and in the car park to be held.
- 2000 - Estimated termination of the event.

TPI Neill has updated elected members via email that the event is taking place and asked that if

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they believe that there is tension within the community they should report their concerns to the police.

The lay advisors have also been informed and there is a meeting scheduled to take place at 1400hrs on 2/9/15 between the advisors, PS Adamson and TPI Neill.

### Update from Insp. Neill on 2/9/15

#### Environmental scan required for proposed route of march

- Retail crime have completed a task to inform retail premises along the route of the proposed march and the possibility of temporary disruption. No adverse feedback.
- Mosques to be visited in a routine manner prior to the 4/9/15 to determine if there are any tension within the community. This was completed on 2/9/15 and no mention has been made of the proposed march. The officers were welcomed to the mosque and invited to revisit at a later date.
- Places of worship on the route to be visited to raise awareness and establish if there are any events or activities that may conflict with the march. This was completed on 2/9/15 and whilst there are services scheduled they will not coincide with the march.
- Any other premises on the route that may be affected by the march to be identified and visited. This was completed on 2/9/15 and the premises identified was the Adam Smith Theatre. On the day of the march there will be a blood transfusion service within the Adam Smith Theatre between 1000hrs to 1800hrs. Staff have been spoken to and it is not expected that the service will impact on the march as there will be a steady flow of people attending the service, in relatively low numbers, during the course of the day.
- The TA Centre, Hunter Street, Kirkcaldy will be visited to raise awareness and ensure that there are no events or operational activity that day.

#### Gallagher's Public House

This is where the march will terminate with tents set up in the car park for face painting and associated activities, speeches by prominent attendees and live music both outside and inside the premises. Community officers visited the premises on 31/8/15 and spoke with the licensee who informed them that the person who had arranged the event is Ade Johnson and he had no further information at this time because Ade Johnson had not been back in contact to confirm the numbers of people who would attend the event at Gallagher's.

On 1/9/15 PS Craig Ritchie, Licensing Dept., met with the licensee of Gallagher's, who informed PS Ritchie that he did not expect to be serving any alcohol to any of the attendees and confirmed that the premises can hold 200 persons. The function room, where the bands are expected to play, can hold 60 people. He is expecting this to be a peaceful gathering. Chief Superintendent McLaren instructed that no further visits were to be carried out at the premises unless intelligence requires this.

#### Other groups who may affiliate themselves with the campaign

On 1/9/15 Chief Inspector Hamilton was made aware that the family of long-term missing person [REDACTED] was affiliating themselves with the organisers of this march and the intention to try and involve the families of the individuals involved in the M9 incident and the family of a long-term missing person from the Fraserburgh area. There is a possibility that some may be wishing to move this march towards addressing issues with Police Scotland as a whole rather than just the initial intention of the organisers.

#### Update from meeting which took place with Lay Advisors at 1420hrs on 02/9/15

Inspector Neill, Mr Dukurno, Mr Syed and PS Adamson were present. The meeting was chaired by Inspector Neill.

Inspector Neill provided the group with a resume of what is known about the proposed march, including the

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route, who was organising the event and the estimated numbers likely to attend.

Mr Dukurno was of the opinion from what he had read on social media that the event would be politically motivated. He went onto say that he believed that in the event of other groups, who were dissatisfied with Police Scotland, being involved that they may be more problematic than those directly linked to the campaign organised by Ade Johnson. He remarked that it would appear to be a march against Police Scotland and that this may prove adverse to the history of good policing in Fife. Mr Syed said that when he had attended the funeral the comments that members of the public made about the police were good however on this occasion it is felt that those attending will be there for the sole purpose of protesting about the police and their attitude may be different.

Mr Dukorno told the group that he had read on Facebook that the local representative for Solidarity will be attending the event and reading a statement on behalf of the leader of Solidarity, [REDACTED]. He went onto say that Kingdom FM were advertising the event reporting that "no knife had been found." He remarked that it was perhaps unfortunate that the Fife Free Press were reporting that a officer from Kirkcaldy was to stand trial in relation to using police data to stalk a number of females. He said that he was aware of a lot of good work, in particular Operation Park Safe, being carried out by officers locally and thought that it would be great to release this and other good news stories to the media. PS Adamson informed him that there was an article in today's Courier highlighting the success of Operation Fireblade and that he had plans to release an article featuring the success of Operation Park Safe.

PS Adamson informed the group that elected members had been contacted and that they had not raised any concerns regarding community tension. The officer said that the community officers had not had any concerns raised to them when engaging with members of the public.

### Update from meeting with Roger Mullen MP

On 3/9/15 Insp. Neill and PS Adamson had a meeting with Roger Mullen MP. During the meeting Mr Mullen informed the officers that he was aware of the march and had been asked to speak on behalf of the family at the event. He said that he had to decline the offer because he was on parliamentary business in London and would not be in Kirkcaldy. Mr Mullen had not sensed from his constituents that there was heightened community tension.

### Update from meeting with David Torrance, Member of Scottish Parliament

On 4/9/15 Insp. Neill and PS Adamson met with David Torrance who said that he had been invited by the family of Sheku Bayoh to attend the event taking place on 6/9/15. He informed the officers that he had other commitments that day and would be out with Fife. He said that he had spoken to a lot of constituents however had not sensed that there was tension within the general community.

### Update from Insp. Neill

PI Neill at Kirkcaldy contacted by PS Kirk Donnelly who is the FLO for the family of [REDACTED]. He states he had a conversation with the father of [REDACTED] on 4/9/15 who has been invited to attend the march on 6/9/15 in Kirkcaldy by the Bayoh family. He stated it will now be a double march with supporters of the find [REDACTED] campaign attending. A joint Facebook page has been created with images of both males thereon.

[REDACTED] father and uncle will be speakers at the march.

SID to follow through local DIO office.

### Update from PS Stuart 12/10/15

On 12/10/15 PS Stuart received a phone call from Pamela Paton advising that they had received information from solicitor Peter Watson that the BBC Panorama programme were televising an episode on Thursday 15<sup>th</sup> October 2015 naming Alan Paton as one of the Officers involved in the restraint of Sheku Bayoh. The current response plan in place in relation to PC Alan Paton is

- Address tagged on STORM for immediate response.
- CID alarm installed at home address.



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Following consultation with the Paton family the following response actions have been agreed

- The dayshift Duty Sgt and Backshift Duty Sgt will make contact with the Paton family via telephone [REDACTED] on a daily basis around 0800 hours and 1600 hours to ensure there are no matters raising concern.
- At least one drive by [REDACTED], [REDACTED] per set of shifts to ensure no suspicious activity. No approach is to be made to the address.
- Contact with Bilston Glen ACR to reinforce the need for a priority response to this address.

Should any issues arise the matter should be escalated to Inspector level.

The response plan will be reviewed on a continuous basis.

Information has been received that PC Alan Paton is to be publicly named as an officer involved in the Sheku Bayoh case.

With **immediate** effect the following response plan is to be implemented and times / officers attended recorded below. This will be reviewed on a continuous basis.

The dayshift Duty Sgt and Backshift Duty Sgt will make contact with the Paton family via telephone [REDACTED] on a daily basis at **0800 hours** and **1600 hours** to ensure there are no matters raising concern.

PS MERCER contacted Mrs Paton on Sunday 25<sup>th</sup> October 2015 at 0800hrs. At this time she sounded calm and asked if the two phone calls every day at 0800hrs and 1600hrs could be stopped as she does not feel at risk at the moment, she is happy with the alarm fitted at her home address. PI Menzies aware and this has now to STOP unless informed otherwise.

At least one drive by with marked vehicle of [REDACTED] per set of shifts to ensure no suspicious activity. No direct approach is to be made to the address.

A CID Alarm is installed at home address and STORM is tagged for immediate response.

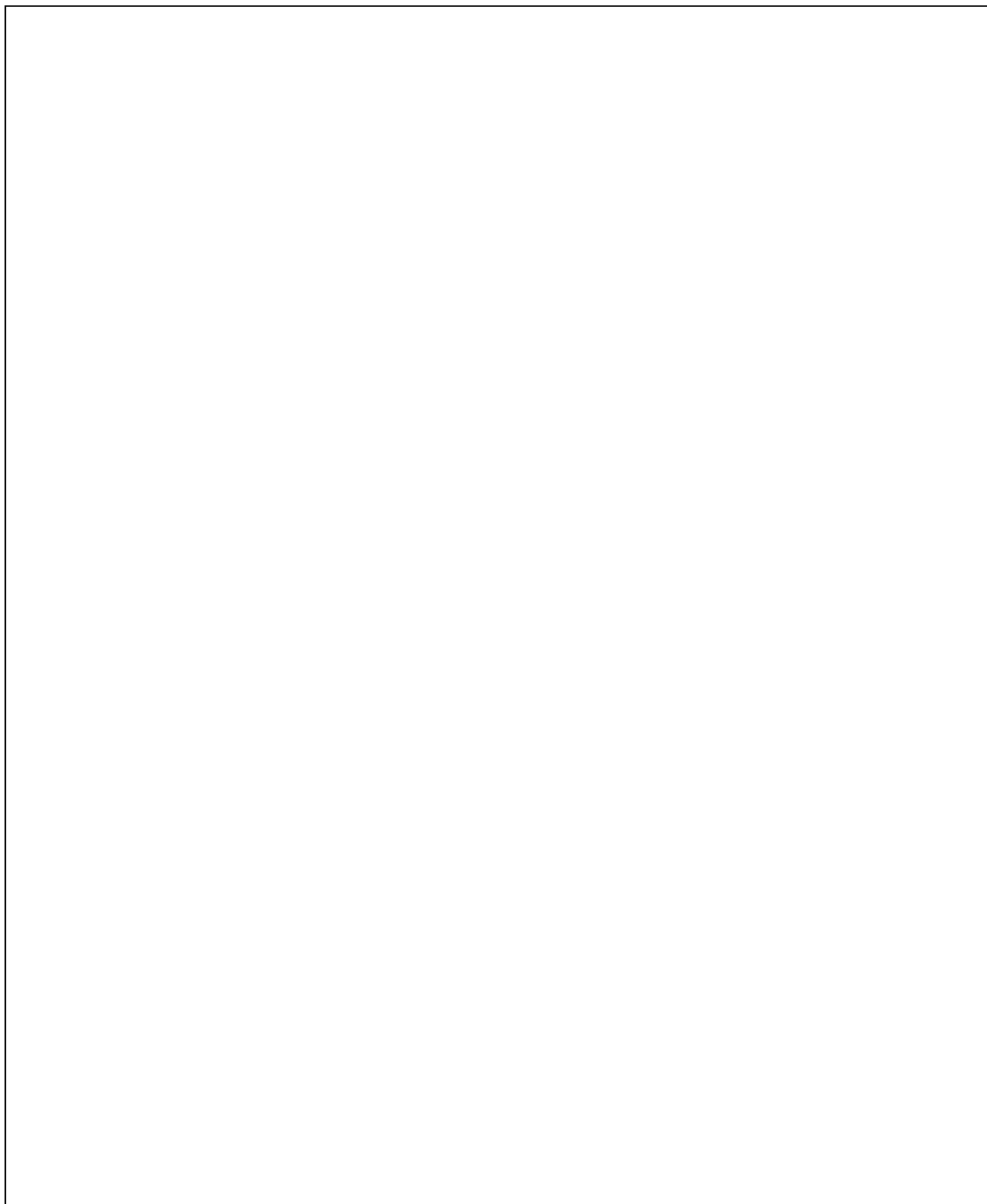
Should any issues arise the duty Inspector must be contacted immediately.

| Phoncall by Sgt (0800) |      | Dayshift drive by |     | Phoncall by Sgt (1600) |          | Backshift drive by |          | Nightshift drive by |          |
|------------------------|------|-------------------|-----|------------------------|----------|--------------------|----------|---------------------|----------|
| SGT                    | TIME | OFFICERS          | SGT | TIME                   | OFFICERS | TIME               | OFFICERS | TIME                | OFFICERS |
|                        |      |                   |     |                        |          |                    |          |                     |          |
|                        |      |                   |     |                        |          |                    |          |                     |          |

Issues Raised -

Dayshift –  
Backshift –  
Nightshift

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| SECTION 4 RISK RESPONSE PLAN |            |   |                               |                |
|------------------------------|------------|---|-------------------------------|----------------|
| 4.1 Potential Risks          |            |   |                               |                |
| Identified Risk              | Risk Level | Actions Required  | Officer Allocated             | Date Completed |
| Public Disorder              | Medium     | ADCOP and reassurance patrols.  | Community & Response Officers |                |
| Property Damage              | Low        | ADCOP and reassurance patrols.  |                               |                |
| To Witnesses                 | Low        | To be monitored   |                               |                |
| To Officers                  | Medium     | Self – Risk Assessment<br>Staff briefings<br>TRIM process instigated<br>Federation consulted and in attendance<br>Corporate Comms message | Community & Response Officers |                |
| To Specific Group            | Low        |   |                               |                |
| Incident Replication         | Low        |   |                               |                |
| Other Risk                   |            |   |                               |                |
| Other Risk                   |            |   |                               |                |

| 4.2 Predictive Events |            |   |                   |                |
|-----------------------|------------|---|-------------------|----------------|
| Identified Risk       | Risk Level | Actions Required  | Officer Allocated | Date Completed |
| Searches              | Low        | Locus protection officers in situ   |                   |                |
| Result of PM          | Medium     | The result of the PM is likely to affect the family and it is vital that an appropriate response is provided in order to reassure them. |                   |                |
| Funeral               |            |   |                   |                |
| Media                 | Medium     | Intel Cell; to monitor  |                   |                |
| Other Event           | N/A        |   |                   |                |

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|  |  |  |  |  |
|--|--|--|--|--|
|  |  |  |  |  |
|  |  |  |  |  |

| 4.3 Administration         |  |      |      |
|----------------------------|--|------|------|
| Signed                     |  | Time | Date |
| Local Area Chief Inspector |  |      |      |
| Superintendent Operations  |  |      |      |
| SIO                        |  |      |      |

A Diversity Engagement Plan has been developed to support this CIA with a more comprehensive list of considerations regarding diversity and engagement relating to Operation Birnie.

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| SECTION 5 EVALUATION AND CLOSURE  |  |                      |
|---|--|----------------------|
| <b>5.1 Monitoring and Review</b>  |  |                      |
| Date  | Review Outcome   | Review Conducted by: |
|   | Enter details of ongoing reviews, where necessary add actions to the Risk Response Plan to ensure the objectives of the CIA are being met. In the early stages of the Risk Response Plan reviews be required regularly, as the community impact lessens weekly reviews should be conducted until the objectives are met. This will be done as a part of the daily TTCG process and tasked via the CPDIO. |                      |
|   |  |                      |
|   |  |                      |
| <b>5.2 Objectives</b>   |  |                      |
| Objective No.   | Details  | Date Achieved        |
| 1.  |  |                      |
| 2.  |  |                      |
| 3.  |  |                      |
| <b>5.3 Evaluation</b>   |  |                      |
| This is a free text section that can be used to detail the methods and actions used to address the identified risks associated with this Community Impact Assessment and to evaluate whether or not they were successful within the timescales set in the objectives. Both successful and unsuccessful methods should be evaluated so as to capture future learning that can be used to inform future CIAs. |  |                      |
| Description of action or method used  | Assessment of effectiveness  |                      |
|   |  |                      |
|   |  |                      |

Only when the evaluation section above has been completed can the CIA be closed. The victim, family or relevant community and other consultees should be informed of the outcome of the CIA and of the return to normal operational policing in the area.

| <b>5.4 Closure Statement</b>  |      |      |  |
|---|------|------|--|
| The objectives of this Community Impact Assessment have been met and the relevant individuals involved in the consultation process have been updated with the outcomes of the Risk Response Plan. The CIA can now be closed and the policing response in the area returned to normal. |      |      |  |
| Signed  | Time | Date |  |
| Local Area Chief Inspector  |      |      |  |
| Superintendent Operations   |      |      |  |
| SIO   |      |      |  |