



**Witness Statement for Sheku Bayoh Public Inquiry**

**Witness - Ian MacIntyre**

Date of birth - [REDACTED], 1957

Home address - [REDACTED]

**Professional background and experience**

**Question 1 - Please provide a summary of your professional career including the job titles, dates held and a short summary of your duties. Please include details as to any further or higher education you have undertaken.**

I served as a police officer with Strathclyde Police from May of 1976 until my retirement in 2007. The latter part of my police career was spent in the Criminal Investigation Department (CID), where I was involved in the investigation of serious and series crime. At the time of my retirement I was performing the role of Detective Inspector.

In 2007, I took up a civilian position as a Deputy Review Investigation Manager with the Historical Enquiries Team, [REDACTED]

[REDACTED]  
[REDACTED]  
[REDACTED] I left this position in 2010.

In 2010, I took up a a civilian position with the Scottish Crime and Drug Enforcement Agency (SCDEA), performing the role of Disclosure Officer. [REDACTED]

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left this position in 2013.

On 25 March 2013, I took up a civilian position with the Police Investigations Review Commissioner (PIRC), performing the role of Deputy Senior Investigator. In this role I carried out independent investigations into certain incidents involving the police which had been referred to PIRC by the Crown Office and Procurator Fiscal Service (COPFS), Police Scotland, or by other police agencies. I was responsible for a team of four investigators who were engaged in a number of various enquiries including the recovery of evidence and the interviewing of witnesses and suspects. I retired from PIRC on 3 October 2023.

**Question 2 - Prior to 3 May 2015, what, if any, contact had you had with the following Police Scotland officers: Craig Walker, Alan Paton, Nicole Short, Ashley Tomlinson, Alan Smith, Kayleigh Good, Daniel Gibson, James McDonough and Scott Maxwell?**

Prior to 3 May 2015, I had no contact with the officers listed within question 2

**Question 3 - Prior to 3 May 2015, had you had any contact with the Police Scotland officers you encountered in the course of the PIRC investigation? Please include detail as to how and when you met them, and your relationship as at May 2015.**

Prior to 3 May 2015, I have no recollection of having had contact with Police Scotland officers that I encountered in the course of the PIRC investigation.

**The Police Investigations and Review Commissioner**

**Question 4 - Between May 2015 - August 2016, do you feel that there was adequate resourcing for PIRC to comply with its statutory obligations in terms of:**

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**1.4.1 Funding;**

**1.4.2 Staffing numbers;**

**1.4.3 Training opportunities; and**

**1.4.4 Expertise of staff.**

**If not, why not?**

1.4.1 Funding

I don't feel that I have sufficient knowledge to be able to make comment on the Funding aspect.

1.4.2 Staffing Numbers

During the period referred to in the question, it was apparent that there were insufficient resources to deal with the volume of information and investigation resulting from the incident. I will provide further information later in my statement with regard to resourcing issues.

1.4.3 Training Opportunities

I believe that there was a lack of training opportunities for staff during the period highlighted in the question. Unfortunately, this continued after the aforementioned period. I believe that PIRC suffered from not having a proper training strategy in place.

1.4.4 Expertise of Staff

I believe that there was adequate resourcing in relation to expertise of staff involved in the Sheku Bayoh investigation. I was aware that a number of my colleagues had extensive experience and knowledge in a number of important investigative areas including scene management, family liaison and CCTV recovery. I believe that this was beneficial to the PIRC investigation.

**Question 5 - In what ways do you regard the role of a police officer and the role of a PIRC investigator to be similar or different?**

A PIRC investigator has all the powers of a police constable, including the power of arrest however, I cannot recollect the power of arrest having been used by a PIRC

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investigator. I found that the PIRC investigator role was more similar to the role of police detective officer rather than a police uniformed officer. By that I mean that both are involved in interviewing witnesses, suspects, gathering evidence from various sources i.e. CCTV footage etc and compiling reports. In the case of PIRC investigators it would only occasionally result in having to interview a suspect.

**Question 6 - Do you feel that your background in policing has any advantages or disadvantages for your work at PIRC? If so, please provide full details.**

I believe that my background in policing has been an advantage whilst working at PIRC. I found that the role I was performing at PIRC was very similar to my latter role in the police as a Detective Inspector. In both cases I was leading a small group of investigators, utilising a computer management system, allocating tasks to the investigators and directing the investigation. At the conclusion of the investigation I would compile a report, in the case of PIRC the report was submitted to either COPFS, Police Scotland or other policing agency.

**Question 7 - In 2015-2016 PIRC had various staff members who had previously held roles within the police. Do you feel that PIRC as an organisation was impacted positively or negatively by staff having held roles within the police? Please explain why you hold this view.**

With reference to the period referred to in the question, at this time there was a large proportion of former police officers working at PIRC but were also investigators who came from a non police background i.e. fire service, military and trading standards. It was my understanding that the proportion of police officers working at the PIRC would reduce over the following years however this has not happened, if anything, there appears to have been an increase of former police staff joining the PIRC. I believe that this has been a detrimental step and has had a negative impact upon PIRC.

**Question 8 - In 2015, how was it identified that investigators and staff required, or would benefit from, training? Was it necessary for investigators and staff to**

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**request training, or were training needs identified by line managers and other senior members of staff at PIRC? Who was responsible for ensuring that PIRC's investigators were sufficiently well trained?**

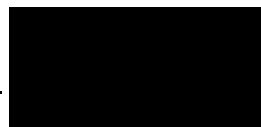
It was my understanding that the need for training was identified from the annual appraisal system which involved discussion between the investigator/staff member and his or her line manager. My recollection was that there were few training opportunities available. PIRC senior management were responsible for ensuring that PIRC investigators were sufficiently well trained, they also had the final decision with regard to who attended any training opportunities.

**Question 9 - Did you feel adequately trained to carry out your role at PIRC? Please explain why, or why not. What, if any, additional training would have assisted you in your involvement in the investigation?**

I did feel that I was adequately trained to carry out my role at PIRC. As I explained earlier, the role I was performing at PIRC had been very similar to my latter role as a Detective Inspector with Strathclyde Police. Whilst serving with the police I had received continuous professional development through attendance at conferences, seminars, courses and workshops, this included input regarding investigation administration, communications, data collection, diversity and equality, family liaison and media training. From the knowledge and experience gained with the police and whilst working with the HET and the SCDEA, I felt confident in carry out my role at the PIRC.

**Question 10 - Is there any process within PIRC to assess "lessons learned" from investigations? If so, what does this process entail? Did any "lessons learned" exercise take place following the investigation following the death of Mr Bayoh? If so, what did this involve? If not, why did this not take place? Do you think PIRC would have benefited from such a "lessons learned" exercise following that investigation?**

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I am not aware of any process within PIRC in relation to 'lessons learned'. I am aware of conversations that would have taken place with regard to good practice arising from the investigation, I do not recollect details, but I do not know if his information was documented at the conclusion of the investigation. I believe that improvement can always be gained from each investigation, and yes, I think a 'lessons learned' exercise would have been beneficial with a view to improving processes and outcomes.

### **Involvement with the PIRC investigation as Office Manager**

#### **Question 11 - Your PIRC self-statement details:**

**"I was appointed as the Office Manager within an incident room created for the PIRC investigation, regarding the circumstances surrounding the death of Mr Bayou.**

**This role involved utilising the Clue 2 computer management system to provide the Lead Investigator, DSI Little, with an accurate record of all relevant information relating to the PIRC investigation, together with the enquiries made and results obtained.**

**Working alongside my colleague Laura White, I was involved in reading all statements and documents, and indicating content to be indexed and identifying Actions to be raised. I was responsible for filing documents and Actions when satisfied that had been processed correctly." (PIRC-00353)**

**On how many occasions had you fulfilled the role of Office Manager with an incident room prior to 3 May 2015?**

I had not fulfilled the role of Office Manager within an incident room at PIRC prior to 3 May 2015. However, I had performed the role on several occasions whilst with Strathclyde Police. This involved several murder investigations where the amount of witnesses averaged one hundred in number. In addition, whilst working with the HET

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and SCDEA I gained further knowledge and experience whilst using some of the skills required in the role of office manager.

**Question 12 - Was this role required in all PIRC investigations? If not, why was this role required for this investigation?**

This role was not required in all PIRC investigations. The role was required for this investigation as it was anticipated to be a high profile investigation due to the circumstances of Mr Bayoh's death. It was expected that during the course of the investigation a large amount of information would be received from numerous sources and that the investigation would receive significant media interest. As a result, PIRC senior management decided that the role was required for the investigation.

**Question 13 - Who, in addition to you and Laura White, worked in the incident room across the PIRC investigation following the death of Mr Bayoh?**

My recollection is that a member of our administration team assisted Laura White and myself within the incident room.

**Question 14 - Do you feel that there was sufficient staffing and resources within the incident room team to complete the work with which you were tasked? If not, why not, and what impact, if any, did this have on the investigation?**

During the early part of the investigation I came aware that there was insufficient staffing within the incident room. I realised that we were struggling to cope with the large volume of information being received. This impacted on our work as it slowed down the processing of documentation relating to the investigation. However, although the documentation process was slowed I believe that the priority actions pertaining to the investigation were being progressed.

**Question 15 - As Office Manager you provided William Little with "an accurate record of all relevant information relating to the PIRC investigation, together**

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**with the enquiries made and results obtained”. How did you pass this information to William Little? How did you determine what information was “relevant” to the PIRC investigation?**

I was responsible for ensuring that information received by the incident room was correctly evaluated to allow lead investigator William Little to control and direct the investigation. I would be in daily contact with William Little who would indicate his investigative priorities. I would have regular discussions with William Little where I would update him on all information received by the incident room, in particular, with regard to actions, statements and messages.

**Question 16 - How were you kept informed of the priorities and progress of the investigation? Who kept you informed of the investigation’s progress and priorities?**

I was kept informed of the priorities and progress of the investigation by having regular contact with William Little and John McSporrان and attending briefings which would take place on a daily basis. I would also take the opportunity to speak to various investigators who had been allocated tasks relating to the investigation.

**Question 17 - Who was responsible for reviewing the record compiled by you and issuing instructions as to further investigatory steps required?**

I was responsible for allocating actions relating to the investigation. An action is a written instruction to carry out a task in connection with the investigation. I would discuss the allocation of all actions with William Little to ensure they were in line with his investigative policy. Each action would contain sufficient information to enable the enquiry investigator to complete it. Completed actions would be signed and endorsed with the time and date.

I would discuss the completed actions with William Little to ensure that he was content with the result provided. Details of all actions were recorded within the clue 2 information management system.

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**Question 18 - Who within PIRC was ultimately responsible for reviewing an item, such as a completed witness statement, and deciding what further investigatory actions were required?**

I was responsible for initially reading and checking statements relating to the investigation.

I would identify if any urgent actions required to be raised in respect of the statement. It was the job of the incident room to record all relevant information from documents in such a manner that it could be retrieved easily. If I was satisfied that the statement had been correctly dealt with, I would approve the statement for filing. I would discuss all statements with William Little who would have the final decision whether any further action was required.

**Question 19 - If this was your role, how did you satisfy yourself that all necessary investigatory steps had been undertaken following a statement's completion? How did you satisfy yourself that all necessary lines of questioning had been explored with witnesses within their statements?**

Please see my response to question 18.

**Question 20 - What were the safeguards to ensure that every necessary investigatory step was raised as a result of a statement or other piece of evidence?**

With regard to the safeguards to ensure that every necessary investigatory step was raised in relation to a statement or other piece of evidence. There was regular dialogue between William Little, John McSporrان and the incident room regarding ongoing actions. In addition, enquiry teams involved in taking statements and recovering evidence received sub-briefings along with the regular daily briefings, which allowed discussion on any issues arising from the actions of the investigators. The lead investigator was also aided by the clue 2 investigation management system which

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assisted in recording, organising, and managing information received during in the investigation. Clue 2 also enabled the efficient retrieval of relevant material when required.

**Question 21 - Did any member of the investigatory team (such as William Little or John McSporran or yourself) consider every document and statement arising from the investigation? If no individual member of the investigatory team considered every document and statement, how was this responsibility split between different members of the team?**

As I stated earlier, I was responsible for ensuring that all information received by the incident room was correctly evaluated to allow William Little to control and direct the investigation. The information was recorded on the clue 2 information management system. I had regular discussions with William Little and John McSporran regarding the information received and any instructions they wished to give. In particular, any action arising from the investigation that I had marked for 'filing' would be subject of review, with William Little making the final decision on his.

**Question 22 - After the terms of reference of PIRC's investigation were expanded by COPFS, for example, to include allegations from Mr Bayoh's family that they were provided with misleading and erroneous information concerning the death of Mr Bayoh and to include issues of race, were any documents, such as completed statements, reviewed for a second time with the expanded investigation in mind? If so, which documents were so reviewed for a second time? How was that review carried out? Following that review, what additional points, if any, were identified for consideration as part of PIRC's investigation?**

I believe that when the terms of reference were expanded regarding the allegations from Mr Bayoh's family, I was no longer performing the role of office manager. I do not recollect having any involvement in this aspect of the PIRC investigation.

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**Question 23 - Did PIRC compare and contrast the statements received from the nine officers involved in Mr Bayoh's arrest to identify areas of consistency and inconsistency? What involvement, if any, did you have in this process?**

I had no involvement in this process.

**Question 24 - What consideration, if any, was given to taking further statements from the officers involved in Mr Bayoh's arrest to question inconsistencies between their respective accounts, or to explore lines of questioning resulting from the expanded terms of reference received by PIRC from COPFS? Why were further statements not taken from the officers?**

Please see my response to question 23.

**Question 25 - Were you content with the support and direction that you received from your colleagues at PIRC, including colleagues in positions senior to you, throughout the investigation? If not, why not?**

I was content with the support and direction received from colleagues throughout the investigation, which included senior staff.

2015

**Question 26 – On 15 July you emailed Police Scotland stating: “We are still monitoring social media, for your information and that of Fife intel, can you view the ‘justice for Sheku Bayou’ [sic] website regarding derogatory remarks made by an [redacted], which prompted a response from Zahid Saeed”. (PS09864) What was the purpose of this email?**

The purpose of this email was to ensure that Police Scotland were aware of the derogatory remarks made on the ‘justice for Sheku Bayou’ website and comments made in reference to PC Nicole Short, should there be a requirement for a police

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response. You will see that the subject of the email was headed 'Community Impact Information'. I was essentially informing Police Scotland of media information that may require a policing response with regard to the derogatory remarks made on the previous mentioned website. I believe that the reference I made to PC Short, would be to ensure that the officer received appropriate welfare support. I contacted Police Scotland on several occasions to inform them of a number of issues which may require a police response, for example, witnesses complaining of press intrusion

**Question 27 - Can you expand on what you meant by "monitoring social media, for your information and that of Fife intel"? Was PIRC monitoring social media for Police Scotland?**

It is my view that PIRC were not monitoring social media for Police Scotland. My PIRC media colleagues would monitor social media with regard to any articles relating to the investigation and liaise with PIRC senior investigation staff and myself. As I previously mentioned I would contact Police Scotland should there be a need to inform them of a matter that may require a policing response.


**Question 28 - Is it common for PIRC to monitor social media in investigations following deaths in custody? If not, why was PIRC monitoring social media in this investigation?**

It is common for PIRC to monitor social media following deaths in custody, as it may result in gaining evidence relating to the incident in question, for example, the identification of an additional witness. On occasions there may also be a need for PIRC senior management to respond to media articles.

**Question 29 - When did this monitoring end?**

The monitoring of social media would continue beyond the conclusion of the PIRC investigation, by PIRC media staff. This would ensure that PIRC senior management would be in a position to respond to media articles where appropriate.

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**Question 30 - Who within PIRC issued the instruction to undertake monitoring of social media?**

I believe that the lead investigator William Little, in line with similar PIRC death investigations, would ensure that cognisance was given to media coverage of the incident.

**Equality and diversity**

**Question 31 - How diverse was PIRC as an organisation in 2015? How did the level of diversity at PIRC change between May 2015 and the date at which you left PIRC, if at all?**

I would have to say that there was a poor level of diversity in 2015, and unfortunately that did not change up until the date I retired from PIRC on 3 October 2023. I felt that there was a lack of female investigators and investigators from a non police background. In particular, I was disappointed that the senior managers, were all former senior officers. I had been led to believe that during the lifetime of the PIRC, efforts would be made to introduce senior managers who had no association with the police, unfortunately this did not happen.

**Question 32 - Who was responsible for diversity and inclusion matters at PIRC in 2015? Who was responsible for such matters on the date at which you left PIRC?**

It was my understanding that the responsibility for diversity in 2015, lay with the PIRC senior management.

**Question 33 - Has any PIRC policy or practice relating to equality and diversity changed following the Bayoh investigation? If so, which policy or practice has changed and in what way?**

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I am aware that a number of PIRC policy documents were updated after 2015, but I do not know if this was related to the Bayoh investigation.

**Race**

**Question 34 - Was anything you have stated above done or not done because of Mr Bayoh's race?**

I do not believe that any of my actions during the PIRC investigation were influenced by Mr Bayoh's race.

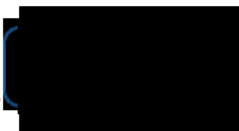
**Question 35 - Prior to the instruction from COPFS to investigate issues of race, had you or anyone at PIRC given consideration to race being a factor in the incident? If so, in what way? If not, why not?**

Prior to the instruction from COPFS to investigate issues of race, I had not considered that race had been a factor in the incident. From the evidence that I had viewed, I saw no indication that race had played a part in the incident.

**Question 36 - What training had you completed by 3 May 2015 in relation to equality and diversity issues, or in relation to unconscious bias? What did this training involve? Which aspects of this training, if any, were applicable to your role? Would you have benefited from additional training in this regard? If so, in what way?**

Prior to 3 May 2015, I had received training in relation to equality and diversity whilst with Strathclyde Police and when employed by HET and at the SCDEA. My recollection is that the training would have taken the form of lectures and workshops on the topic. Whilst at PIRC prior to 3 May 2015, we received in house training in a number of areas but I cannot recollect if equality and diversity was discussed. I have no recollection of having received training regarding unconscious bias prior to 3 May

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2015. I believe that I would have benefited from additional training in the areas of equality and diversity and unconscious bias, which I believe would have enhanced my skills and knowledge when carrying out my role.

**Question 37 - Do you think you and PIRC were sufficiently equipped to investigate issues of race relating to deaths in police custody or deaths following police contact on 3 May 2015? Please confirm why this is your view.**

I believe that PIRC and myself were sufficiently equipped to investigate issues of race relating to deaths in police custody or deaths following police contact on 3 May 2013. I would have perhaps benefitted from additional training identified from previous similar incidents however, I felt that along with my colleagues we did our very best to ensure that we carried out an independent, transparent and effective investigation with regard to the death of Mr Bayoh.

**Question 38 - With particular reference to the issue of race, is there anything you have stated above that, knowing what you know now, you would have done differently?**

In relation to the issue of race, there is nothing that I would have done differently.

**Miscellaneous**

**Question 39 - Knowing what you know now, is there anything you would have done differently within this investigation?**

There is nothing that I can think of which I would have done differently within the investigation.

**Question 40 - Knowing what you know now, is there anything you feel PIRC as an organisation should have done differently within this investigation?**

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I feel that this question is best answered by senior management of PIRC and the former Commissioner. I believe that they had a better grasp of issues that developed after I had concluded my involvement in the investigation and had reverted back to my normal duties as a Deputy Senior Investigator.

**Question 41 - You completed two PIRC statements covering your involvement in the investigation (PIRC-00354, PIRC-00353). Please confirm that the content of these statements is true and accurate. Was your recollection of events better when you completed your statements than it is now? Should there be any discrepancy between the content of your PIRC statement and this statement to the Inquiry, which account should be preferred?**

I can confirm that the content of my two previous statements is true and accurate. This current statement is more detailed due to responding to a number of questions. Should there be any discrepancies I would hope to address them.

**Question 42 - The Inquiry's Terms of Reference are contained within Annex B. If there is anything further that is relevant to the Terms of Reference which you are aware of, but you have not included in your answers to the above questions, please provide detail as to this.**

I have nothing to add.

I believe the facts stated in this witness statement are true. I understand that this statement may form part of the evidence before the Inquiry and be published on the Inquiry's website.

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