



The Sheku Bayoh Public Inquiry

Addendum to SBPI-00689

Professor Augustine John

September 2024

Correction to SBPI-00689

1. In my statement to the Inquiry SBPI-00689 signed on 11 September 2024, at paragraph 198, I referred to a document: PIRC-04739.
2. I have now been told that the document was provided to me in error as it did not relate to training in 2014/15 but to more recent training provided by PIRC.
3. I have been told that the document I should have been provided with was PIRC-04744 which consists of slides relating to the training provided on 23 October 2014, the timetable of which I have commented on at paragraphs 196 and 198 of my statement (being PIRC-04726).
4. My further comments on PIRC-04744 are as follows:
 - a. The definitions of Equality and Diversity given in this powerpoint presentation, whilst being succinct are misleading in a number of respects. Equality as 'equal rights and equal treatment of individuals and groups' obscures the difference between equality and equity and can suggest that equal treatment means treating all people the same. Diversity is more than just 'valuing difference'. Valuing difference is a moral position that individuals or/and organisations can choose to

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adopt. Diversity is a fact of life and people's civil liberties and human rights must be upheld whether you believe in diversity or not. The 'valuing difference' construct is invariably coupled with benefits and advantages for organisations, rather than the fundamental rights of individuals. It also fails to address the notion of 'normality' and who and what defines it. Similarly, the statement that 'meritocracy guarantees fairness' is that 'everyone is assumed to be equal' is rather contentious.

- b. The 'purpose of the PSED' is more than 'a proactive approach to promoting equality and eliminating institutional discrimination'. Bullying, harassment, victimisation and other oppressions that individuals suffer are done within an institutional/organisational culture, but are acts of individuals. Hence the importance of having a focus on structural, cultural, institutional and *personal* manifestations of discrimination, as I have argued elsewhere in my statement. With regard to 'Specific Duties', one of those is listed as 'publish gender pay gap information'. It was acknowledged long before 2014, including by the former Commission for Racial Equality, that evidence of the 'ethnic penalty' Black and Global Majority people pay is the ethnic pay gap. There is no reason why that should not have been flagged in discussion of the Specific Duties. On the 'Importance of Equality and Diversity, the 'moral case, business case and reputation' are mentioned. This is as seen very much through the lens of the organisation. For individual employees and the groups to which they belong, irrespective of ethnicity, the importance is having their fundamental rights and entitlements acknowledged, respected and delivered and all barriers to achieving that eliminated.

Date 25-09-24 Signature of witness



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