

WITNESS STATEMENT

Agency Ref : S276B  
PF Ref :

---

Surname : YOUNG Other or previous surname :

Forenames : James John DoB : [REDACTED] 1969 Age : 48

Occupation : Police Officer Other Occupation :

Police Station : Years Service : 21

Disclosable address : C/O POLICE SCOTLAND  
Police Scotland  
Eaglesham Road  
Jackton  
East Kilbride

Post Code:

This statement was taken :

Date and time : 12th of January 2018 11.30

By : T/IO ASHLEIGH LEITCH  
Place : Police Scotland Jackton

In the presence of : DSI WILLIAM LITTLE

I have/the witness signed/refused to sign this and all other pages

It was/not read over to the witness and was/not recorded on Audio tape and/or Video tape

States :

I am the above named person. I have been visited today (12/01/2018) by Trainee Investigator Leitch and Deputy Senior Investigator Little of the Police Investigations and Review Commissioner (PIRC) in respect of a pre-arranged appointment regarding PIRC's investigation in to the death of Sheku Bayoh in Kirkcaldy on 3 May 2015.

I am currently employed by Police Scotland as a Temporary Inspector. My current role is as the National Lead for Police Scotland Operational Safety Training (OST)

**WITNESS STATEMENT**

and first aid training. I have detailed my qualifications in a previous statement made to the PIRC on 11/12/2017 at 1330 hours.

The investigators have explained that the purpose of their visit today is to provide further information on the Officer Safety Training Manual within Police Scotland.

I came into post as National Officer Safety Coordinator in September 2014 and became the National Lead for Officer Safety Training in October 2016. I have been asked to provide a background with regards to the Scottish Police College Officer Safety Training course Manual, dated September 2013. This was the manual that was in place when I came in to post and must clarify that I cannot comment on this as I had no involvement in its formulation. As I am aware, this is the only document that was in existence at the time of me taking up this post. I can also say this is the document used as the Officer Safety Training course manual at the material time of 3rd May 2015. This document contains a variety of modules which are taught to probationer officers at the Scottish Police College. At this time, it was the college that were responsible for designing and delivering this course. This is supplemented by the National Practitioners Group, who were a forum of officers from legacy forces tasked to assist in its production and implementation. This document was also used at division level for refresher training of police officers for their Officer Safety Training.

After taking up my role within the department it became clear to me that what was being taught with regards to Officer Safety Training (OST) at division and what was documented within the aforementioned manual were disparate. I realised this following email conversations with trainers and through visits. In light of this, I sent an email out to all centres teaching OST to follow what was in the manual, given that I had concerns about this disparity. I think I sent this email out in May 2015. This OST Manual was then changed following the National Officer Safety Training Review, Review and Evaluation Report, April 2015. I am the author of this document, which has previously been handed to PIRC as a production for their reference. This review commenced on 1st December 2014 and was completed in March 2015.

There were 28 recommendations within this report, the majority surrounded standardisation. Some techniques were removed following this. The confrontational continuum model was removed and replaced with a tactical options model. For information purposes, the confrontational continuum model has historically been used by the police in Scotland. Academic research however suggested this was an outdated model. It was also found that it can be restrictive for officers, as the ethos of the model aligns a subject's resistance to an officer's response. The decision was made to remove this in line with the National Police Chiefs Council (NPCC) (as England, Wales and many other forces in Europe had previously replaced this with the tactical options model). This has now been replaced by this model, which allows officers to select the most appropriate tactical option, based on the circumstances faced by the officer at the time. With regards to page 7 of this document, the section headed 'Divisional Overview' within the previously mentioned review

Prod no

National Officer Safety Training Review, Review and  
Evaluation Report, April 2015

**WITNESS STATEMENT**

It was identified that there was a number of teaching methods which were used to deliver OST training nationally. It was decided that the problem/solution/teach model would be the teaching model to be used and has become the national standardised model for teaching. This method of delivery taught to demonstrate the technique, demonstrate the health and safety with regards to this and following completion of these demonstrations, to then teach it at that point. I refer to page 9 of this document which details that, "C Division uses its own version of assessment and course return forms. Trainers use the problem/solution/teach method of delivery. Officers apply the techniques to compliant subjects only". I must confirm that with reference to compliant subjects, this refers to the training environment and not on an operational day-to-day basis for officers on the street.

Following the review a new Officer Safety Training Manual was written, which was introduced on 1st of August 2015. This was a word only version. On 1st December 2016 another version of this manual was created, the only difference being that graphics were included. I must clarify there was no change to the content of this version and the word version previously introduced in August 2015, noted as Police Scotland OST (word) version 1.0. Today I have handed over

Prod no                                      Police Scotland OST manual version 1.1, dated  
01/12/2016

Which is the Operational Safety Training course manual, dated 1st December 2016. I have been asked to provide comment on the changes between this document and the previously referred to Officer Safety Training Manual, September 2013. The main changes are as follows:

1. The introduction of the use of force and conflict management modules. Use of force had previously been a section within the document but this was enhanced to provide greater information in the new manual. As mentioned earlier in the statement, the tactical options model was introduced and replaced the confrontational continuum model.
2. Tactical Communications. This module was enhanced to include de-escalating strategies and a number of techniques, which through evaluation were shown never to have been used and/or were too difficult so were removed. This was due to there being so many existing techniques documented within the previous manual that it was decided that officers should concentrate on being highly competent in a smaller number of techniques, rather than being less skilled or unaware of a higher number of these.
3. Medical Implications and Mental Health - This section was enhanced. A specific section was added in mental health guidance to include Acute Behavioural Disorder. There is also standalone training on Moodle on Acute Behavioural Disorder which is revisited in their annual refresher OST training.
4. Tactical Positioning - This module was enhanced by the inclusion of zones to give officers a better understanding of their positioning.

**WITNESS STATEMENT**

5. Personal Protection Shield - This was a new piece of equipment introduced to officers and the manual provided information on this.

6. Tactical Report Writing - This module was enhanced to provide officers with a better understanding of how to report use of force.

7. Edged Weapons - This module was enhanced to provide officers with further information and specific techniques to protect themselves from subjects with edged weapons.

In short, it was decided that the new manual would be prepared and provided with fuller information and made available to officers. Following this, another version of Police Scotland's OST manual was created and was published on 13 October 2017. There were very few changes made between this version and the previously discussed Police Scotland manual version 1.1. I have provided the Investigators

Prod no                                      OST manual change log

This document details the history of Police Scotland's OST manuals. In this, in the amendments column, is noted the changes from Police Scotland's OST manual 1.1 (01/12/2016) and the version published on 13/10/2017. The newest document is version 1.2 and I have provided a copy of this to the Investigators as below.

Prod no                                      Police Scotland OST manual version 1.2, dated  
13/10/2017

I have been asked by the Investigators if there is a record kept for documenting which instructor trained an individual officer. I can confirm that currently this information is recorded and is retained centrally within Officer Safety Training. Currently this information clearly details the officer in attendance, location of the training, details of the OST trainer providing each aspect of the training and a breakdown of the individual components. This was introduced from January 2016.

Prior to this, this information was held locally. As such, I cannot speak to how individual locations held and retained this information. I do not know what was in place in Fife or Lothian and Borders at that time in respect of documenting and retaining this information. I have handed over to the Investigators

Prod no                                      Blank OST course return sheet from November 2017

Which is an example of the sheets used in the West for this information prior to the National Standard in 2016. Currently, there are three coordinators who return these forms to central OST (East, West and North).

I have been asked regarding the recording OST training on Scope records. Particularly why some are recorded as pass and other times there are no details recorded alongside this. I cannot comment on this, and would suggest that speaking with [REDACTED], National Training Administration Manager based at Jackton would be the person to speak to regarding this.

**WITNESS STATEMENT**

I can confirm this is a true and accurate record.

Signed : (Witness)

.....

WITNESS STATEMENT

CONFIDENTIAL MATERIAL - NOT TO BE DISCLOSED

Surname : YOUNG                      Forenames:      James John  
Alias/known as :

Place of birth : [REDACTED]      Age : over 18

Home address :                      Telephone :

Post code :

Business address : Police Scotland College  
725 Eaglesham Road  
Jackton  
East Kilbride

Telephone : [REDACTED]

Post Code : G75 8GR

Mobile : [REDACTED]

Email : [REDACTED]

Fax/Pager :

Other :

Dates when unavailable in next 12 months :

Other Confidential Material :