



OPERATION BIRNIE
DEATH OF SHEKU BAYOH
DIVERSITY CONSIDERATIONS AND COMMUNITY IMPACT

Introduction

About 0715hrs on Sunday 3rd 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.

Aims

This Diversity considerations and CIA support 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

Critical Incident

Operation Birnie has been identified as a Critical Incident. A Critical Incident is defined as;

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

This highlights the importance of actions taken by the police and the potential impact it can have on the perception of the family or the wider community. It is therefore paramount that diversity and cultural considerations are a priority in all contact with the family and community.

INITIAL DIVERSITY CONSIDERATIONS (Provided by CI Boulton 3/5/15)

Independent Advice

Independent advice will form a critical part of this enquiry moving forward particularly given the circumstances of the involvement of the deceased's brother-in-law (Who has been used as a Lay Advisor by legacy Fife previously). Independent Lay Advice has been instigated via the East On-call coordinator Gary Wilson [REDACTED]. He has been given very brief details this evening (Sunday 3/5/15) and will await a call 4/5/15 – he will arrange the attendance of a suitable lay advisor to provide ongoing assistance.

Community Groups/Local Mosque etc

Should FLOs ascertain the contact that the deceased has had with any local groups then these along with already established local contacts should be utilised to share any Community Reassurance messages as agreed via Gold. Mr Manders has requested that a resource be supplied to support the Community Reassurance Group and this person will be identified and deployed for 1030 hours 4/5/15. (Update 4/5/15 - PI Aliane attended from National Safer Communities).

Cultural Awareness

At this time it is believed that although the deceased has been identified as of the Muslim faith, it is thought that he does not practice his religion but that other members of the immediate family may be more devout. Initial advice has been given in relation to cultural awareness.

Additional cultural Awareness advice is available via the Diversity Handbook found on the force intranet

[REDACTED] . This will include information about the return of the body to the family and their possible requests in relation to the body before burial. (DCI Stuart Houston has been advised re this).

Lay Advice may be sought in relation to this as more information becomes available with regards to the deceased.

Community Impact Assessment (CIA)

Ch Supt McEwan and CI Shepherd will lead on the Community Reassurance Group and as such will be responsible for the development and completion of the CIA.

Ch Supt McEwan and CI Shepherd will capture community tensions as they develop and note community engagement and reassurance as it occurs. National Safer Communities will provide ongoing support to this group.

Media interest will have an impact on how community tensions change.

Local SPOCs and networks should be utilised to monitor tensions and deliver reassurance messages as required. National Safer Communities will provide support in addition to any available from local Safer Communities teams.

Consideration should be given to the Internal Reassurance messages which may be deemed necessary and consideration should be given to utilising the SPMA and Semper Scotland.

(Update 5/5/15 – the CIA has now been commenced and is being updated by the Community Reassurance group).