

The Sheku Bayoh Public Inquiry

Witness Statement

Victoria Anthony

Taken by

On MS Teams

on Friday 18th November 2022

Witness details

- 1. My full name is Victoria Anthony. My date of birth is in 1972. My contact details are known to the Inquiry.
- 2. On 3 May 2015, I was working as a police staff supervisor in the Bilston Glen Area Control Room (ACR). I had been working at Bilston ACR in this role for approximately 1.5 years prior to May 2015.

Police staff supervisor

- 3. In my role as a police staff supervisor, I manage one of the four divisions within the Control Room in terms of supervising incidents that are transferred through from the Service Centre.
- 4. I have managerial responsibilities where I look after the welfare issues of the controllers within my division, i.e. providing relief breaks etc.

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- 5. In terms of my supervisory responsibilities, I monitor the calls that are coming in from the Service Centre and assist the controllers in my pod by checking that the appropriate grading has been given to the call and arranging specialist resources i.e. dogs unit, where needed.
- In terms of the responsibilities and functions I carry out in my job as an ACR supervisor, this is no different to the job performed by the 3 Sergeants who also supervise in the Control Room.

Training and Debriefs

- 7. Before joining the ACR as a supervisor, I worked as a call handler in the Service Centre at Stirling. When I first joined the Police 16-17 years ago, I received STORM training through what was at the time, Central Scotland Police. STORM is the command and control system used to record incidents dealt within the ACR. I also received Integrated Communication Control System (ICCS) training which assists in the use of our radios. Since joining the ACR, I received training on the various intelligence databases that can be used to assist with calls such as the Police National Computer (PNC), Criminal History System (CHS) and the Vulnerable Persons Database (VPD).
- 8. I have been asked whether I received specific training on how to supervise incidents. I would have at the time, but I can't specifically remember when this training took place. In terms of training I received for risk assessing incidents, I have received training on this, but I cannot remember when I was initially trained on this subject. Incident risk assessment skills is something that supervisors are routinely assessed on.
- 9. I have received Equality and Diversity training during my time with the police. I can't specifically remember when I last received this training and what type of training was provided. I do remember that it took place within a lecture theatre setting whilst I was still working at Stirling ACR. Now, we have learning modules available on the online learning system called Moodle. Aside from the training, Equality and

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Diversity is highly promoted in terms of the force's ethics, with posters hanging around the ACR building and resources easily accessible on the staff intranet.

10.I am aware that 'lessons learned' opportunities can take place within the Control Room. I have been asked whether a lessons learned debrief session was held for the incident concerning Mr Bayoh on 3 May 2015. I cannot recall a debrief taking place.

Recall of Events on 3 May 2015

- 11.I deal with multiple serious incidents each day in the Control Room, so I would struggle to remember specific details about an incident which occurred 7.5 years ago. This is also the first time I've been asked to discuss this incident. I've never provided a Police Scotland operational statement, or a statement to the PIRC.
- 12. I've been asked if I kept a notebook or other written materials for recording my involvement with incidents. I only recorded my own actions and decisions on the incident's STORM log.

3 May 2015 – Commencing Shift

- 13. On the morning of 3 May 2015, I was supervising the C Division which covers Forth Valley. I was working dayshift, so I would have been working 07:00-15:00. I typically entered the Control Room early at around 06:20 to take over from the nightshift police staff supervisor. I prefer to start my shift earlier to check my staffing levels for the day in case I have to move resources around where there is a staff shortage.
- 14. In terms of the other three Sergeants on duty that morning, I can remember Sergeant Steven Bisset was covering P Division, but I cannot remember who the other two Sergeants were.
- 15.I have been asked about the message received from Inspector Steven Stewart about the staff kitchen being left in a mess by the nightshift staff. I can't remember

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this message being passed through, but I do remember that Steven Bisset was absent from his desk at the time that the calls were received for Mr Bayoh's incident.

16. I've been asked whether Steven Bisset announced that he was leaving his desk in the Control Room and asked specifically for supervision of his pod to be managed by one of the remaining supervisors in his absence. I can't remember specifically if Steven Bisset announced his absence, but typically supervisors would let the other supervisors know that they would be leaving their desk and the approximate amount of time that they would be away for. I was not asked to supervise the P Division controllers in Steven Bisset's absence.

3 May 2015 - Awareness of Incident

- 17. I remember one of the controllers shouting towards the supervisors' desks that an incident was occurring in Kirkcaldy. At the time, the supervisors' desks sat upon a platform in the Control Room so it was easy for controllers to shout up to us for assistance. I can't remember if it was the Kirkcaldy controller (Scott Masterton) or one of the other P Division controllers who shouted up towards the supervisors' desks. The other P Division controllers would have been aware of the incident since their desks sat close together and they are typically aware of each other's work.
- 18.I have been asked why I specifically supervised the incident. I can't remember if the other two remaining Sergeants were already busy that morning, but we are all trained to supervise Grade 1 knife incidents. I was experienced in supervising knife calls prior to 3 May 2015. I assisted with this particular incident that morning since I had the capacity to do so.
- 19.I have been asked at what time I was made aware of the incident. I can't remember the specific time, but it would have been very quickly into the incident being transferred through from the Service Centre.

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- 20.I have been shown Inspector Steven Stewart's Inquiry statement¹ at paragraph 15, where Inspector Stewart discusses his absence from Overview when the initial calls for the incident were coming in. I can't remember if Inspector Stewart was present in the Control Room that morning. I don't know who made Inspector Stewart aware of the incident.
- 21.I have been shown the incident STORM log² and I can see an entry at 07:21:25 from 'SUPV_E03'. I can identify that I am 'SUPV_E03' since my collar number is identified next to the desk name. I don't recall speaking to the dog unit that morning. I believe that Michelle Hutchison, who was the Overview force communications officer, was the person who contacted the dogs unit. I have likely added this entry on the STORM log as I have heard from the hailing channel (INTOP1) that SD18 has agreed to attend the incident. I would have been listening to the Kirkcaldy local airwave channel as well as the specialist resources hailing channel at the same time.
- 22. I have been asked why I am not heard on the Kirkcaldy local airwave channel as the incident is being dealt with by the Control Room. As the supervisor, I am overseeing the incident as it is being assessed and resourced by the controller. I would have been liaising with Scott Masterton by calling out to him on the Control Room floor, and in incidents where I have deployed specialist resources, my voice will be heard on the hailing channel. It is common for the supervisor to not be heard on the local channel throughout the period of time that the incident is being attended to by the Control Room.

3 May 2015 – Initial ambulance request to Scottish Ambulance Service (SAS)

23.I remember calling the ambulance service several times during the incident. I can see an entry on the STORM log at 07:26:18 where I have confirmed that the ambulance service has been contacted and that two ambulances have been arranged, one for the injured officer and one for Mr Bayoh. I can also see that at

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¹ SBPI-00084

07:26:37, Steven Bisset has also recorded this information on the log. When Steven Bisset returned to his desk, he has likely overheard me speaking to the SAS on the phone. I have then likely informed him about the incident and he has updated the log regarding the ambulance to ensure this information is recorded. His entry also acts as an acknowledgement of the fact that he is aware of the incident and is aware of the medical resource that has been allocated.

- 24. In terms of the information I am providing to the SAS, I can't remember specifically where I have been gathering this information from. I would have been phoning for the first ambulance based on the information from the local airwave channel that an officer has been injured. I have been shown the entry on the combined audio and visual timeline³ at 07:23:34 where acting Police Sergeant Scott Maxwell requests an ambulance for PC Short. I can't remember if I have made the call based on this specific request for an ambulance or just intuitively as a result of hearing over the local channel that a person at the locus has been injured. For the second ambulance request, someone has spoken to me in the Control Room, but I cannot remember whom.
- 25. On the first call with the SAS, I have initially provided the locus address as Victoria Road, which I have corrected to Seafield Road during the call. At the time of making the call, it was my understanding that the address was Victoria Road in Kirkcaldy. During the call, a colleague has updated me in person to the fact that the locus address has changed to Seafield Road. At this point I have been speaking to the SAS and have been unaware of any developments on the Kirkcaldy local airwave channel. I have been pointed to the combined audio and visual timeline where at 07:19:35, PC Alan Paton suggests that the locus is in fact Hayfield Road, which is confirmed by controller Scott Masterton at 07:19:44. I cannot recall hearing these transmissions that morning.
- 26. I have been asked about the information that I provided during this call to the SAS about the injured officer. I cannot remember if this was information I gathered from

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listening to the Kirkcaldy local airwave channel or whether someone in the Control Room has shouted up to me.

3 May 2015 - Updating Locus Address to SAS

- 27.I can see an entry in the STORM log at 07:29:09 where I have confirmed that the SAS have been updated with the new locus location. I had phoned the ambulance as soon as I was made aware that the correct locus address was Hayfield Road. I cannot remember how I became aware of the updated address.
- 28.I have been shown the combined audio and visual timeline where I can see that 'CON1' who is Scott Masterton confirms at 07:26:47 that two ambulances were confirmed for Seafield Road. I can then see an entry at 07:27:58 from 'Alpha 10' that confirms the correct address as Hayfield Road.
- 29. In terms of updating the STORM log, entries are submitted as soon as I am able to do so. I acknowledge looking at the timings on the STORM log that the initial call to the ambulance was entered on the STORM log at 07:26:18, and the second call to update the locus address was entered on the STORM log at 07:29:09.
- 30.I am aware that PC _____, who was the Overview RAID officer, has also called the SAS to update the locus address to Hayfield Road. I can see an entry on the STORM log at 07:29:52 by 'OVIEW_E06', which is _____, that confirms this.

3 May 2015 – Update to SAS for Mr Bayoh's Condition

31.I remember calling the SAS to provide an update that Mr Bayoh's condition had deteriorated, he has stopped breathing and that CPR had commenced. I can see that I have updated the STORM log at 07:31:26. I can't specifically remember where I received the information about Mr Bayoh's change in condition, but it was broadcast on the local channel and I can also see an entry on the STORM log by 'OP002' at 07:30:14 to confirm this update.

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32. The ambulance are updated about a patient's condition because they grade their calls similarly to the police ACR. Where the patient's condition has deteriorated, this will impact on the SAS's call grading and therefore can impact the allocation of resources to the call.

3 May 2015 - Expected Time of Arrival (ETA) requests to SAS

- 33.I can see my entry on the STORM log at 07:32:40 confirming that the ETA for the ambulance arrival is 2 minutes. This was the ETA for one of the ambulances of the two requested.
- 34. During this call, I updated the SAS that Mr Bayoh was now in cardiac arrest. I was receiving information from colleagues on the Control Room floor. Again, providing an update that Mr Bayoh was in cardiac arrest, will impact the SAS's call grading.
- 35.I have made a further call to the SAS for an ETA for the second ambulance. I can see that I have updated the STORM log at 07:40:05 to confirm that the ETA is 5 minutes.
- 36. I remember that I called the ambulance service for the final time to stand down the second ambulance. I have updated the STORM log accordingly at 07:41:29. I believe that this action was based on the request from acting Police Sergeant Scott Maxwell transmitted on the Kirkcaldy local airwave channel at 07:40:09.
- 37. After standing down the second ambulance, I can't remember having any further involvement in the incident.

Supervision of the Incident

38. I have been asked when supervising an incident for a Division that is not my own i.e. where the typical supervisor is absent from their desk - when I would hand back
supervision to the Sergeant upon their return to their desk. Typically I would hand
back the incident to the Sergeant once they are back situated at their desk and I
have provided a brief update on the incident. I recognise that I have continued to

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be involved in this incident and appear to have continued my supervision after Sergeant Bisset has returned to his desk. I can't remember exactly why I had continued to supervise this incident. It might have been that Steven Bisset was then busy with other things upon his return, or it might have been because I was involved in contacting the SAS and so I have maintained my involvement for this reason.

Deployment of Resources

- 39.I have been asked whether sending unarmed officers to a knife call is a routine deployment response. Yes it is, as officers still have other protective equipment at their disposal such as their sprays and batons. Officers will be asked to attend the scene as the initial deployment response, and will be expected to feed back to the Control Room if they need assistance from specialist resources such as the dogs unit, firearms officers etc.
- 40.I have been asked whether the fact that multiple calls were received in for the incident would have an impact on the risk assessment performed. The number of calls received from the public wouldn't heighten the risk of the incident. The fact that the incident happened on a Sunday morning also wouldn't typically change the risk assessment of the call. Knife calls can happen at any time on any day of the week.

Delivery of 'Stay Safe' Message

41. The 'stay safe' message can be delivered by anyone in the Control Room, including the controllers. As the supervisor, I could prompt the controller to deliver the 'stay safe' message if it hadn't already been given to attending officers. Attending officers should be aware of their officer safety training and are required to report back to the Control Room for further assistance. I cannot recall that morning if I was aware of the delivery of a 'stay safe' message to officers.

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Miscellaneous

- 42.I have been asked if I ever spoke to any colleagues about the incident on 3 May 2015. I can't recall any discussions taking place.
- 43. I have not followed any media reports concerning the investigation into Mr Bayoh's death. I have only followed the Inquiry hearings since they commenced in May of this year. I have been watching parts of the hearings on the Inquiry's YouTube channel as well as reading and watching items I have seen in the news. In terms of the witnesses who have attended at the Inquiry hearing to give oral evidence, I have only recognised Inspector Steven Stewart.
- 44. 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.

November 24, 2022 | 12:58 AM GMT

Date......Signature of witness......