

# **SHEKU BAYOH INQUIRY**

## **The Sheku Bayoh Public Inquiry**

### **Witness Statement**

**PC Stephen Boyd**

**Taken by [REDACTED] by MS Teams  
on Tuesday 3 October 2023**

### **Personal details and background information**

1. My full name is Stephen Boyd. My date of birth is in 1963. My contact details are known to the Inquiry.
2. The date of my appointment to Fife Constabulary was 12 January 1982 but, prior to that, I was in the Police Cadets for two years. I started at Cowdenbeath, moved on to Burntisland, stationed at Kirkcaldy, then a short period in road policing, then into the recruitment and training department and also worked on support teams a couple of times within operational support.
3. Alongside those roles as a Constable, I was also an officer safety instructor responsible for delivery of training, along with others, to officers within Fife Constabulary. That was training for officers and latterly for instructors as well.
4. I completed 30 years' service on 11 January 2012, so that would be my official retirement date. The last time I worked in Fife Constabulary would be in November 2011, before going on terminal leave. My last posting was a Constable within the operational support department within Fife Constabulary.

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Since retirement, I have had no involvement with any aspect of Office Safety Training with either Fife Constabulary or Police Scotland. I have never been employed, nor had any dealings with Police Scotland.

### Previous statements

5. I have read my previous PIRC statement dated 28<sup>th</sup> September 2017 (**PIRC-00497**). I previously gave a statement to the Inquiry on 10<sup>th</sup> March 2022 (**SBPI-00116**). I remember signing these statements.
6. I spoke to [REDACTED] recently from Police Scotland but I did not give her a statement. These statements were a true and accurate account to the best of my recollection at the time. My PIRC and Inquiry statements were accurate at the time and I just answered the questions that were put to me at the time.

### Training background

7. I have been asked to give a fuller picture of the training I underwent for my role as OST trainer. The officer safety training was starting to get rolled out in the early '90s, just as a result of a number of police assaults, including very highly publicised ones, like Lewis Fulton being murdered. As a result of that, there was an increase, or a build-up nationally, for officer safety training, across England and Scotland. England were well ahead of the game compared to Scotland. I can remember rigid handcuffs getting rolled out by a number of officers. I was just a PC receiving the training at the time.
8. I can't recall how I got chosen to go on a course, but there was a number of us – about 12, maybe slightly more – who were chosen to go on a course that was held. It was run by two Strathclyde police officers that were trained up to that intermediate level for the PR24 side handled baton, as well as other officer

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safety techniques and handcuffing techniques. It was then that I became an instructor through that course. I have been shown my training records **(PS18794)** and I see that I completed the instructor course on 24 October 1995.

9. After that, I was just involved in the general delivery of officer safety training that was rolled out throughout the entire force. There was quite a comprehensive training package put in place. It was something like a five-day training package for all officers and, again, a number of instructors including myself were involved in the delivery of that training. That went on for quite some period of time.
10. In the initial stages, I was just one of the instructors that was there to deliver OST training. I wasn't overly involved in the planning of the initial course.
11. While dealing with training, I had the normal role of a police constable as well. We were drafted in periodically. There was a number of us from Fife who delivered the training. All of us were present so that we could see how it was being delivered, and we could be involved in the delivery, and everybody was doing the same thing, and saying the same things, and delivering it in the same manner. We were ensuring consistency within Fife Constabulary.
12. Things progressed after that. There was other pieces of equipment brought into being. We went onto the use of CS spray and I was trained up to deliver that specific training after the trials were conducted in Tayside Police and Strathclyde Police. It was going to get rolled out nationally. I was trained up as an instructor in that, along with a number of other officers from Fife. We delivered that training. I think it was round about 1999/2000 we delivered that training to all officers within Fife Constabulary.
13. I was involved in the recruiting and training department at that time, I was involved with the practitioners' group at the Scottish Police College. The aim of this group is standardising the training throughout all the police forces, the eight

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police forces as it was then. That was hosted by the Scottish Police College and there was an inspector or a chief inspector from Strathclyde, [REDACTED], or [REDACTED], I think his name was, and a constable from Lothian and Borders, [REDACTED]. They were the two main drivers of this Officer Safety Practitioners' Group, and they were trained for their role. They had gone to America to become even further advanced instructors on the likes of PR24, ASP, the extendable baton, and the CASCO extendable baton.

14. They also held a course in the Scottish Police College in which a number of officers were invited along to become intermediate instructors so that they could then train instructors in-house in each of the forces, and I was included in that group to become an intermediate instructor. Then, it was just a matter of taking things back to the force. All of this was my training.
15. I completed my Officer Safety Instructor Course held at The Scottish Police College between 12<sup>th</sup> April and 16<sup>th</sup> April 1999 (confirmed by certificates issued). I was in between being actually posted within the recruitment and training department and also being within the community support team, which was an operational support role. You'd be involved in the delivery of the training to help with the planning and the design of the training, and also responsible for delivering the training to instructors, and also the planning and design of refresher training that would be delivered to instructors, and then also out to practitioners, regular police officers. I would also be involved in that training as well. I wouldn't just be training instructors and then leaving it. I'd be involved in the actual delivery of the officer safety training to police officers. But I wouldn't always be doing that, I would still be doing my other job. Latterly, when I was in Operational Support, I would still be doing my role, and periodically doing officer safety training.
16. I have been asked how often I was delivering OST. I couldn't tell you, but I was quite involved in it. I did a lot of work at home in my own time, in order to deliver it to plan in the training, and also the instructor training as well. I would be

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given time to do that, because obviously it was quite an important element, but I would still have to do my regular work as well.

### **Recertification of OST Instructor Training**

17. I have been asked how often I had to go on a recertification course. I can't recall. But the Officer Safety Practitioners' Group did recertifications at least maybe once a year. This would be concentrating on new equipment and things like that. We covered most of the elements of OST again. I would deliver training for instructors prior to the rollout of the refresher training to practitioners. They would get either a three-day course or a five-day course because it would be about looking at the rationale behind what we're training and delivering the training to them, and then having them deliver the training back to us to ensure that it was up to the same standard.

### **Involvement in probationer training**

18. I have been referred to my Inquiry statement page 2 at paragraph 6 where I have stated I was not involved in probationer training. I was in the recruitment and training department so I was involved in probationer training. What I meant in my initial Inquiry statement in relation to OST for probationary officers was that when the initial OST courses were being rolled out / taught to all police officers, this included probationary officers. After this period of training was completed The Scottish Police College took on the Initial Training of OST to probationary constables in both their first and second years courses. Once an officer had completed their probationary term they would then be included in the roll out of OST refresher training in their respective force areas. If you imagine you've got all of your officers trained within the force, any new officers coming in would then get trained up in the basics of officer safety training at the Scottish Police College. They took ownership of delivering training to the probationers to what was a common minimum standard. Then, if there was any additional bits and pieces beyond that, that individual forces had, then they would receive additional training when they came back to force.

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19. I was involved in this additional training when I was in the recruitment and training department for a short time in 1999-2001. When officers came back to force from the college, if they needed something additional, such as leg restraints or Fastrap, which wasn't done by all police forces, they would get specific training in relation to that. They might get some refresher training in conjunction with that, because Fastraps was not used in isolation, it's also used with holds and restraints and handcuff techniques.

### **Involvement in OST recertification training**

20. In the last few officer safety refreshers that I was involved in, I helped to design and plan the actual content of the training, including all the lesson plans and risk assessments and everything that goes along with that, and training materials such as PowerPoint presentations, or any equipment that was required. I would liaise with various other departments as well in order to inform that training, or the content of the training, put together a package. Then, I would deliver, or myself and other intermediate instructors would deliver that training to the instructors, including the informing of the rationale behind the decision for the content of the training. Then, they would then take that on from there and it would be practiced, and they would then have to deliver it back to us in a competent manner as well.
21. That delivery back to us would be assessed. There were also written exams for the intermediates. There were sometimes written exams for practitioners as well to confirm their knowledge base, especially for CS spray. There was a national standard test for CS spray. Written tests were done through OST.
22. I have been asked to explain my involvement in OST recertification training. Initially, early on as an officer safety instructor, I would just be involved in the delivery of the recertification training. The last few times we delivered officer safety refresher training, I was heavily involved in the design and planning of that course, including all the training materials that went along with that. Myself,

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and other intermediate instructors, would train the instructors that are going to deliver this training to the officers, and we would deliver the training package to them, so they would have a specific training package that they would follow. There would be certain elements they would have to cover, such as the inclusion of emergency life support, basic first aid, if you like, CPR. There would be an element where they would do some baton work, where they would do some handcuffing, where there would be some holds and restraints involved. There might be some theory aspects, some situational awareness. We did videos and scenario training. There was a whole host of options available to us, but we did produce a specific package for instructors to deliver at certain times within the refresher training periods. It wasn't down to officers having poetic license, it was just down to the delivery styles as to how they got that across.

23. I can't remember if I actually delivered the training in 2011 or not, but for regular officers, there was a rota, a list that provided who was attending the training. There were obviously checks done to make sure that those officers were present and, if they weren't present, we would find out why. That would be followed up.

24. The officers would have to show a degree of competency, sometimes it was written tests, sometimes it wasn't written tests. The attendance records were passed on to either the recruitment and training department or human resources for them to include the attendance and recertification of Officer Safety Training in the training records.

### **Officer Safety Training Practitioners' Group**

25. I joined Officer Safety Training Practitioners' Group around 1999.

26. I was part of the group until my retirement in 2012. I can't remember when it last met. Because the Scottish Police College took over a lot of the training and things were more standardised throughout all of the police forces, there was less need for the group to meet as often. Rather than meeting four times or two

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times a year, it probably went down to maybe once a year, and it was hosted by the Scottish Police College.

27. The Officer Safety Group Practitioners' Group got together to standardise the training across the eight police forces. That occurred before I retired in 2012 prior to the inception of Police Scotland. That was to make sure that there was a general degree of standardisation.

28. The meetings involved sitting and discussing things. You would also practice some of the techniques in the meetings.

29. I have been asked if I remember any of the gaps or issues that were raised in the group that needed to be worked on in the training. I can't recall.

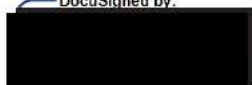
I have no knowledge of whether the Officer Safety Practitioners' Group still existed as at 2014/2015 or to date.

#### **Creation and implementation Officer Safety Training materials**

30. I have been asked if I am aware whether any of the training materials I worked on up to 2011 were used after the inception of Police Scotland. I would imagine some of it might have been used. For example, empty hand techniques don't change, or haven't changed most of the time I'd been involved in officer safety training. Handcuffing techniques have changed slightly. There used to be about 30-odd different moves, and that was condensed down to about nine different moves, just to reduce the complexity of it. PR24 was phased out and replaced so it was all down to straight extendable batons for all of the force, and that was made into a common minimum standard as well. There wasn't individual training programs going on for different types of batons. CS training was all standardised training as well, so all national-based training. All of that training material would probably continue on into Police Scotland.

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31. It is not accurate to say that all materials were standardised as there were different types of batons at varying times within the eight police forces, but it would be in the early to mid 2000's that work was carried out to create a common minimum standards document for The Scottish Police College.
32. I was also involved in the Scottish Police College. There was myself, a sergeant from the Scottish Police College who was ex-Strathclyde-- or was Strathclyde, he was working in Police College. It was myself, it was Frank from Tayside, and John from Strathclyde. The four of us, including the sergeant, put together a common minimum standards booklet for all of the forces and the Scottish Police College to ensure there was a common minimum standard across the board in officer safety training for empty hands, for handcuffs, for batons, for spray. There was a commonality, and that was way before there was even any decisions about Police Scotland. There was a sharing of policy documents and guidance in that as well so, again, there was a degree of commonality across the forces. Prior to Police Scotland, it was all standardised. The officer safety training was pretty much standardised across forces, very similar across forces.
33. I have been told that the Inquiry has heard evidence that although training may have been updated, it can take some time for the training to filter its way through to instructors and then to officers. I have been asked for my comment on this. In Fife Constabulary, training was implemented as quickly as they could. If there were any changes to be done, it would be caught up in the refresher training for the next period. I can't think of any major changes to training in the period that I was involved in, apart from the introduction of new batons, the introduction of new kit and equipment and things like that. I mean, I wasn't involved in the PAVA rollout because that was after my time, so any instructional manuals or training manuals after 2010/2011, I couldn't tell you because I wasn't involved in it. When we were delivering training to the instructors within Fife Constabulary, we would provide them with the full training package so they had all that information immediately to hand.

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34. I have been asked how I would be made aware of gaps in the training provided to probationers at the Scottish Police College. All eight forces knew exactly what the probationers were getting delivered in relation to officer safety training, because the Scottish Police College were part of the Officer Safety Practitioners' group, so you knew exactly what was getting delivered. Myself and a few other colleagues wrote up common minimum standards for police forces and the Scottish Police College in relation to the delivery of training. All the forces knew exactly what their officers were getting trained in, and if there were any gaps within that, then it would get caught up in force.

### **Improving Officer Safety Training materials**

35. I have been referred to my Inquiry statement (**SBPI-00116**) at page 6 paragraph 15 -17 where I have explained that I would go to Professional Standards and ask where complaints against officers were coming in. I have been asked for the purpose in looking at these complaints. It was just a means of informing the refresher training as to how it should go, what direction it should take. One of the big things from Professional Standards came was the throwaway comments made by the officers. The one-off remarks, the dismissive remarks they made, or the manner or the tone in which they communicate with people. There was a lot of complaints about that. There was a lot of complaints about handcuffing techniques being applied incorrectly and things, so from that I would then inform trainings. For example, I would maybe do a situational awareness type training, or Health and Safety.

36. I talked to [REDACTED], who was the Health and Safety manager at the time, he said the majority of assaults on police officers were actually occurring after arrest, when there was supposed to be a degree of control applied, such as in police stations, in custody suite areas, or in the back of police vans, where somebody's already been handcuffed. It was just that matter of raising situational awareness, raising their awareness of their surroundings. I would produce a number of video packages with officers' permission about actual

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incidents, CCTV-type incidents of officers within Fife that had been assaulted in certain situations. It was to inform training so that best practice could be delivered during refresher training, and then we could maybe concentrate a bit more. Say there was a lot of complaints coming about handcuffing. We could concentrate a bit more on ensuring that handcuffing was given a bit more priority training.

37. That was me informing how I was wanting to design and deliver refresher training, not just officer safety training as a whole. It was about ensuring that the training that the officers were getting within Fife Constabulary were specific for their needs, if you like. If we had problems arising, how could we do better in officer safety training to ensure not only the safety of officers, but the safety of others as well.

38. It was my decision as to how to go about delivering the retraining, as long as we covered elements of first aid, empty hand techniques, holds and restraints, baton, CS spray and handcuff techniques. As long as there were elements covered within that refresher period, we could add what was specific to the needs of Fife Constabulary.

### **Fife Constabulary Use of Force SOP (PS10939)**

39. I have been referred to my Inquiry statement (**SBPI-00116**) at paragraph 20 where I have explained the resources I used to create the Fife Constabulary Use of Force SOP. I have been asked what measures were taken to ensure the content was accurate and up to date. There was already SOPs and policies in relation to use of force one, there was a handcuff one, there was a CS spray one, there was a prisoners' SOP as well. There was lots of different policies and SOPs. When I was in the training department, I was tasked with getting them all together. I brought these policies together into one formal police use of force guide for standard operating procedures and policies. Now, there's a policy department within Fife Constabulary and they were the quality assurer. They provided me with a template framework in order to set out the policies and

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the guidance documents. They were the quality assurers, if you like. As to the content, most of the content comes from manufacturers' guidelines, manufacturers' policies and that as well. A lot of the policies are standardised policies throughout the nation. Scots law is different to English law, so there was obviously differences in that. The European Convention of Human Rights was incorporated into it. That's standardised throughout the training. Empty hand techniques have been on the go since year dot, rigid handcuffs has been on the go for a long time, and all of these policies and guidance were already in place. It was just a matter of getting a lot of this stuff together.

40. Having been given that task to author it, I was also given the task to quality assure it, as well as making sure that the information was up to date and current. I had to review those policies on a yearly basis. But it wouldn't just be me doing quality assurance, my line manager would quality assure as well. Some of the information would come from best practice from the Officer Safety Practitioners' Group to be included. Some of the information would come from the predecessor to the College of Policing down in England, I don't know its name. This predecessor would identify the best practice within certain elements, then that would be incorporated because that was already tried and tested, if you like.

41. This SOP would be annually reviewed and that would go up through my line manager and be sent to the department for quality assurance on each annual review.

42. I have been asked what the student to instructor ratio was when I was an OST instructor. Student to instructor ratios were governed by equipment manufacturers guidelines and lesson plans. Classes could be as high as 20 plus but Instructor ratios would be adhered to, and were part of the safety brief checks that would be carried out before any training could commence. It would be down to the college and forces to ensure that these ratios were being complied with, but ultimately it was an instructor responsibility to ensure

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compliance with ratios, because if an officer was injured during training and the ratios were below what they should be then the instructor could be held liable.

43. I have been referred to my PIRC statement (**PIRC-00497**) at page 2:

*“The information that I used in this document (SOP) that is referenced under the heading Mental Health Issues, Disorders, and Syndromes and also Medical Conditions and Implications, I got from training material that I had been supplied with during various training courses on both officer safety and firearms.”*

I have been asked if I remember the sources for the training material cited. This was police training material. There's a whole section on dealing with vulnerable persons in the police firearms training manual and guidance. There's a whole training package in relation to dealing with vulnerable persons and firearms. That was part of the information that was used. That was current and it was constantly reviewed in the firearms world. The medical research we used had been done by the likes of the training companies, Monadnock for the PR24, Monadnock for the extendable baton, CASCO which I think is part of Monadnock. Medical implications of ASP had research in relation to them. There had been studies done in relation to handcuff neuropathy, which is damage caused by handcuffing techniques. A lot of that information had already been done by the English police forces down south.

44. I have been referred to the Use of Force SOP (**PS10939**). This looks like the one I drafted. It was created because there was a number of different SOPs and policies that all sat separate from each other. There was a use of force SOP, there was a handcuff SOP, there was a baton, a CS spray policy one, there was prisoners' handling manual that was separate, and so it was just a matter of trying to combine these into one overriding document and a guidance. I thought it was earlier than the date shown on the SOP, but it must have been about then. I would agree that an SOP is not mandatory for officers to read but they are encouraged to use them as a point of reference.

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45. I have been asked whether it is possible that officers in 2014/2015 were still using the guidance from the Fife Constabulary Use of Force SOP that I draft in 2008. I have no knowledge about whether the officers in 2014/2015 were still using that guidance or not.

46. I have been shown the governance document for the SOP **(PIRC-002215(a))**. This would always need to be completed when drafting an SOP and when reviewing it as well. The draft would have gone through all the operation groups such as Professional Standards, the Justice Department, Health and Safety etc. If there was any discrepancies in relation to their field they would review that and submit it back.

#### **Communication with other witnesses**

47. I have been asked if I have spoken with any of the other witnesses in this case or discussed the case with them.

#### **Media**

48. I've only seen what is on the telly. I haven't seen any documentaries but I've seen some things reported in the news. There was a couple of things on Facebook, people making comments about the Inquiry, but that's it. I've not followed the Inquiry or engaged in any conversations about it.

#### **Declaration**

49. 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.

October 23, 2023 | 6:53 PM BST  
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