

Training Hearing – List of Issues

The Inquiry's terms of reference require it to:

- “establish ... any **defects** in ... training ... which **contributed** to the death”
- “make **recommendations** ... covering ... improvements to ... training ... which might realistically prevent other deaths in similar circumstances”
- “examine the post-incident management process ... including (i) the effectiveness of procedures for gathering and analysing information, (ii) the securing and preserving of evidence ... (iv) liaison with the family of the deceased ... and make recommendations ...”

As well as hearing about post-incident management by PIRC and COPFS in January 2024, the evidence will cover relevant training provided to staff in PIRC and COPFS.

The Training Hearings (November 2023 and April 2024) will cover training provided by Police Scotland and the Scottish Police Federation.

Training in Police Scotland

1. Grading of calls in the Area Control Room (ACR).
2. Management of a Knife Incident, including roles and responsibilities of ACR (on duty Inspector; Controller; and Call Handlers); PIO; Sergeants and members of a Response Team.
3. Authorising an ARV; declaring a firearms incident.
4. Risk Assessment, specifically dynamic risk assessment.
5. Tactical Options open to a response team responding to an alleged knife incident; including those described in evidence as (i) RVP; (ii) Observe, Wait & Feedback; (iii) De-escalation; and (iv) Verbal Dominance or the 'Hard Stop' Approach.
6. Profiled Offender Behaviour and identifying the appropriate level; the Reasonable Officer Response and identifying the appropriate level of response.
7. Justification for the use of force, including determining whether and to what extent the use of force is necessary; reasonable; and proportionate.

8. Use of Personal Protective Equipment in the use of force including the use of batons; the use of sprays; the use of leg restraints; and the use of handcuffs.
9. Restraint: the approach to be taken in a restraint of a subject, having regard to the number of available officers; the management of a restraint; the positions to be adopted by officers engaged in the restraint; the roles and responsibilities of each officer engaged in restraint; the allocation of a safety officer; the application of weight/pressure/force to the body of the subject during the restraint; the risk of asphyxia, including positional asphyxia; monitoring of the subject, including breathing and pulse.
10. Identifying a mental health disorder or intoxication through drink and/or drugs; and assessing the need to call for medical assistance, including an ambulance.
11. Identifying (i) Acute Behavioural Disturbance and/or (ii) Excited Delirium; and assessing the need to call for medical assistance, including an ambulance.
12. First Aid Training, including assessing the need for CPR; and how to perform same; and the need to call an ambulance.
13. Scottish Police Emergency Life Support (SPELS) Training, including assessing the need for CPR; and how to perform same; and the need to call an ambulance.
14. Risks (or any additional/statistical risks) associated with the restraint of black subjects; including experiences and learning from other jurisdictions of restraint of black subjects.
15. Equality and Diversity and Inclusion, including specific training in relation to race and racial discrimination.
16. Investigations into Deaths in Custody.
17. Seizure of properties; entry into properties; search of properties; and securing the necessary authority to carry out same.
18. Liaison with next of kin; liaison with family and friends of a deceased; delivery of a death message.
19. Lessons learned.
20. Completion of paperwork, including statements; forms; and notebooks.
21. Post Incident Procedures, including recovery of equipment and clothing; obtaining basic facts; initial accounts or statements; supporting an ongoing investigation.
22. Health and Wellbeing post-incident.

Scottish Police Federation

Evidence will also be led to identify the nature and scope of training provided by the Scottish Police Federation to officers and representatives, in relation to the following topics:

1. Advice to be given to officers after a death in custody and death following police contact
2. Identifying the status of officers post incident, as suspects or witnesses; and advice to be given to officers depending on their status
3. Advice to be given on completion of paperwork post incident
4. The provision of and arrangements for obtaining/providing legal advice to officers post incident
5. The provision of wellbeing advice and support to officers post incident

6. The responsibilities of Police Scotland for officers after a death in custody and death following police contact, including supervision; and completion of paperwork; including statements, forms, notebooks

Evidence will be sought in relation to, but not restricted to, the relevant Standard Operating Procedures (SOP), including the Use of Force SOP; the Armed Response SOP; the Post Incident Procedures SOP; the Officer Safety Training Manual [PS 10938]; PowerPoint presentation [PS 17208] and the current training provided by Police Scotland in 2023. Some evidence may cover training provided in other jurisdictions.

Following the evidence, the Chair will consider the following questions:

1. What training the 9 attending officers had received and the materials used in that training;
2. Whether the training provided in 2015 was defective; and whether any of those defects contributed to the death of Mr Sheku Bayoh;
3. Bearing in mind any improvements that may have been made between 2015 to date, whether any further recommendations can be made for improvements to training, which may realistically prevent other deaths in similar circumstances
4. Whether training provided in relation to the post-incident management process was effective, in gathering and analysing information; securing and preserving evidence; in liaising with the family of the deceased.