

This is the second and final statement I intend to make concerning my recent removal from Shotts & Dykehead Caledonia Pipe Band.

This has been an extremely difficult time for my friends who have resigned from the Shotts band and they are slowly coming to terms with the situation in their own ways, but I can say that all of the well-meaning messages of support we have received are helping us cope. So, thank you if you were one of the many who took the time to contact any one of us, we appreciate it.

I have no desire to drag this out any further beyond this statement or make an already difficult situation any more awkward, but I am in an impossible position. Ryan Canning has told seven different versions of his/the band's position through media outlets. Every time he has done so, the story changes and the integrity of myself and the Shotts drum corps are further diminished. Yet if I reply to the false and damaging information, some will accuse me of having an axe to grind. My only motivation is to protect the integrity and welfare of the people who have been adversely affected and it is impossible to do so without a response to the false information in circulation.

My intention is to eliminate any doubts or questions about the conditions present in the band that essentially removed me from my position as leading drummer before I was even told I was being removed. As I think is clear to be seen now, my removal was not as was reported and it is essential that I am afforded the opportunity to conclude the factual version of events as they were. It should become apparent to you that Ryan Canning, Blair Brown and Glenn Brown maneuvered me into an impossible situation that hindered me from performing my duties as leading drummer to the best of my ability and allow me to retire from the Shotts band with any dignity.

I appreciate a few days have passed following my last statement and I am keen to put my side of the story to rest and allow all the band, its members, the former Shotts drum corps and myself to move forward. I have read Ryan Canning's statements which were published today on pipes|drums and The College of Piping website, and there are a number of points which must be addressed.

I feel the easiest way to explain what I was contending with prior to my removal is by presenting the issues one at a time. Some issues are inter-related and others are not, but hopefully they are clear enough for you to understand.

- At a band practice held prior to the 2014 British Pipe Band Championships at Bathgate, Ryan Canning singled out a particular group of female band members and issued a harsh reprimand for having their fingernails painted and warned them that they would be excluded from the band's performance at the championship unless they removed it. These were young girls who had their fingernails painted for their end of school exam parties. Both girls chose pale colours deliberately so they would not draw adverse attention within the band. The reprimand humiliated and upset the girls in the presence of other band members. One senior member of my drum corps made a remark to Ryan Canning in response. I spoke to Ryan Canning afterwards and informed him I believed the reprimand was unnecessarily harsh and suggested he should make an apology to the group concerned. Ryan Canning subsequently contacted the senior member of the drum corps and apologised. I was satisfied this was a

fair resolution that cleared the air. It became evident at a later time that this in fact this was not the end of the matter.

- Ryan Canning made reference to a meeting Blair Brown and I had in October, 2014. We met in a coffee shop in Glasgow and the purpose of the meeting was indeed to discuss "*a challenging time in his personal life*" of Blair Brown. During the course of this meeting, Blair Brown, raised the subject of my retirement. This was not something I expected, nor was it the purpose of meeting up. I felt compromised and uncomfortable talking about something that I hadn't even discussed with my wife. I played the matter down, joking, "*I've been retiring for the last twenty years*". Ryan Canning's portrayal of this meeting is false and I wouldn't know how he would know what Blair Brown and I spoke about if he was not present.
- During a drum corps practice in the Shotts band hall, Blair Brown made a disparaging and inappropriate comment towards the girls in the bass section while they were rehearsing a passage of music that required refinement. A senior member of the drum corps responded with a facial gesture and a comment. Innocuous as this sounds, Ryan Canning used this and the previous incident to justify what I can only describe as a campaign of hatred and character assassination against the senior member of the drum corps. He accused the individual of being disrespectful to him and the "*future leading drummer*", while excusing his own prior conduct that he apologised for, and the conduct of Blair Brown towards the girls in the bass section. How was the individual to know Blair Brown was the "*future leading drummer*" when neither the drum corps nor I knew either?
- Blair Brown approached a senior member of my drum corps and instructed him to report back to him on the quality of performance of the newest snare drummer in the drum corps. Blair Brown did so without my knowledge or consent. Such underhand conduct could have proved fatal to the confidence of the new snare drummer. The player concerned reported this unsettling approach to me.
- Ryan Canning made reference to a meeting that took place on the Monday before the 2015 World Pipe Band Championships with he, Blair Brown and myself in a diner close to Todds Bar in Glasgow. I was the one who asked for the meeting and the purpose was to confront Blair Brown for undermining me by saying to members of my drum corps "*Kilpatrick will be gone*" and asking them if they would play under him as leading drummer at the end of the season. I purposely asked Ryan Canning to be present at the meeting, as I was not comfortable meeting Blair Brown alone given the circumstances. The outcome was Blair Brown denied talking to any of the drum corps. I then confirmed with Ryan Canning that I wished to remain as leading drummer until the end of the 2016 World Pipe Band Championships, where it would be my 60th birthday and my 30th year as leading drummer of the band. Ryan agreed fully, no questions were asked and we left it at that. Ryan Canning then raised a matter concerning the bass section. I said I would consider his thoughts and would address the matter after the 2015 World Pipe Band Championships. On leaving the diner, Blair Brown said in the presence of my

wife “*I thought I was brought here to be sacked.*” I did not respond and we parted company. Ryan Canning’s account of why this meeting took place is untrue.

- During a meeting with the bass section of my drum corps which took place on Tuesday 18 August, 2015, we discussed concerns raised by Ryan Canning and resolved them without any problem. I asked all the tenor drummers if there was anything they wished to say before we closed the meeting. One tenor drummer admitted being the poorest player in the section and believed that the musical content and arrangement was too challenging, and visual sequences were unmanageable. The individual contended that both the musical content and visual sequences should be adapted to accommodate their limited level of ability, something that is clearly out of the question at Grade One level. It is not the responsibility of the majority of tenor drummers to lower their standards to accommodate one individual. This would apply in the Shotts pipe corps too. In the days following the meeting, I made a decision to release the player in question from the drum corps for musical reasons and identified two suitable candidates to recruit to the bass section. It was my intention to release only one tenor drummer, not two as Ryan Canning falsely alleges. To the contrary, I actually promoted one of the tenor drummers he named to the position of lead tenor drummer. Therefore, Ryan Canning’s account of the bass section situation could not be further from the truth.
- When Ryan Canning discovered I intended to release the tenor drummer in question, he told me my decision did not have his support and in fact stated should I proceed with it, he would reverse the decision immediately upon my retirement from the band and appoint that individual in a leadership position within the Shotts drum corps. That would have been a matter for Ryan Canning’s future discretion and did not concern me in itself. However, he told me that the reinstatement of that individual would be accompanied by the removal of a senior member of my drum corps with whom he had a problem.
- The senior member of my drum corps in question was the same individual who was present when Ryan Canning harshly reprimanded the young female tenor drummers and who responded to Blair Brown’s disparaging comment with a facial gesture and a comment. He accused her of having no respect for him, Blair Brown or Glenn Brown, being dishonest, having questionable integrity and for causing non-existent problems within the drum corps. Ryan Canning told me that he refused to talk to her on any level and stated he would not believe a word that came out of her mouth and did not trust her. Ryan Canning marginalised the player by stating he would refuse to travel to Canada with her to a workshop he, Blair Brown and a Shotts tenor drummer were invited to participate in, but he would travel and teach with any of the other tenor drummers. This is despite her being an experienced member of the drum corps held in the highest regard in her field. Ryan Canning stated that it was his intention to “*remove (or in some way restrict)*” - I have no idea what he means by “*restrict*” - that senior member of the drum corps whenever I retired, although he would tolerate her as long I was in the band long enough to “*manage*” and “*control*” her. I took from this that her position was only safe while I remained. This placed me in a compromising position of having to

turn a blind eye to this vendetta if I was to remain in the band, something I would be clearly unwilling to do. Ryan Canning told me Glenn Brown said he would not remain in the band if the senior member of the drum corps were in the band next season. Ryan Canning told me he would not believe anything another drummer related to the senior member would say because they were family, yet it was clear he was willing to accept anything that his brother-in-law Blair Brown and his brother Glenn Brown told him. These blatant double standards astonished me. The drum corps members in question have been members of the Shotts band for 14 years and 9 years respectively. Both have impeccable track records of behaviour, discipline, attendance, appearance, performance standards, commitment and integrity and are well-mannered, respectful, happy and co-operative members of my drum corps. Their wider family also form a significant part of the band's invaluable support network behind the scenes. I would not lose either of the players in question for a second. It was clear to me Ryan Canning, Glenn Brown and Blair Brown have harboured grudges towards the player and intended to end the careers of both she and her relative upon my retirement in a manner that would have resulted in humiliation for both within the band and in the wider pipe band community. I held grave concerns about their future welfare. To make myself clear, I refuse to condone the victimisation, discrimination, harassment or bullying of any females or anyone else in any environment, either in the band or outside of it. Neither of these players deserved or merited this sort of unwelcome attention and I viewed this behaviour as misconduct that would not withstand scrutiny in any wider forum.

- As a result of the foregoing vicious attack on one of my drummers, I emailed Ryan Canning my response in what he has described as being “*relatively short*” and in a “*frosty*” manner. This was my response:
- *“Hi Ryan, It was a long email and a lot to digest. I have written a couple of even longer detailed emails in reply, but deleted them as I felt I was getting into the same kind of 'he said - she said' scenario. Firstly, I have nothing against [tenor drummer 1] and [tenor drummer 2]. I think they are two lovely girls, and being part of my drum corps and out of respect, I won't be saying anything derogatory against them. I certainly won't be getting into any kind of 'hate campaign' or character assassination that is currently going on, aimed at [senior member of my drum corps]. I'm above that...”* In the context of Ryan Canning's unprovoked attack upon the band member concerned, my reaction was one of disbelief and my response was controlled, respectful and remained dignified and cordial. It is clear to see that it is anything but “*frosty*”.
- Ryan Canning raised the subject of my future in the band and sought meetings to discuss my future in the Shotts band upon return from holiday.
- Meetings were held, during which it became clear Blair Brown had been positioned to replace me. Ryan Canning then presented me with a number of conditions that I was required to have imposed upon me in my final year in the Shotts band. I don't know if the terms devised were compiled in conjunction with the band's committee, or whether they had been concocted between Ryan

Canning and Blair Brown. It was also evident at that time no selection process had been undertaken to consider other possible candidates for the leading drummer position and that neither me or the band's membership had been consulted prior to this agenda being forced upon me. Any appointments of pipe major or leading drummer position are subject to the band's constitution, which allows all band members to have their say and vote on the matter. This appeared to be absent in relation to Blair Brown's appointment. It appears to me that Ryan Canning has ignored the band's constitutional process.

- Ryan Canning mentioned in the Express newspaper on 20 October that I was unwilling to accept his terms in my remaining time in the band. The terms to be imposed included 1. Blair Brown to be included in all management communications, 2. Blair Brown to be consulted on all management decisions, 3. Blair Brown to be consulted on all player appointments and releases, 4. Blair Brown to be consulted on all aspects of the day-to-day running of my drum corps. **My only condition was that I would be allowed to run my drum corps in my final year in the same manner I have always done in the last 29 years.** This was not acceptable to Ryan Canning.
- It became apparent that an impasse had been reached insofar as my position as leading drummer had been absolutely undermined to such an extent that my position was untenable. I repeatedly expressed my wishes to stay in the band and that we could work everything out easily and without any fuss. This was rejected, Ryan Canning maintained his position and was unwilling to compromise on anything. It was clear that no other way forward existed. Ryan Canning said to me *"are you just going to resign?"* I said I could either resign or alternatively I could be dismissed. It was said that it was better I resign for the image of the band. Ryan said he was going to announce Blair Brown's appointment before Saturday (17 October). At that point, we parted company and that was the last face to face contact I had with the Shotts & Dykehead Caledonia Pipe Band. I did not submit my formal resignation before Blair Brown was appointed to my position, so I was effectively ousted as leading drummer before tendering my resignation.
- Several senior members of the Shotts drum corps called Ryan Canning to try and resolve the situation, however he was adamant with each one of them that his decision stood and would not be reversed.
- The public announcement about my "retirement" was online before my resignation was tendered and before the band's emergency meeting was actually held on Monday 12 October, 2015. I was having coffee with two friends from my drum corps when one of them received a call from a member of the band to inform him of the band's statement. This was prior to the start of the band's emergency meeting. Before the meeting convened, a band member asked a committee member what was going on, as the statement had already been published online. The answer given was *"oops, that wasn't supposed to go up until eight o'clock."* Therefore, Ryan Canning's account of the timing of the band's press release is untrue.

- At the emergency meeting, Glenn Brown produced a private e-mail I had sent to Ryan Canning and he used the content of it to attempt to mislead one of the tenor drummers into believing I was about to remove her from the Shotts drum corps. She was offended by the misleading information. This was the same tenor drummer I had only recently appointed as my new lead tenor drummer.
- On 13 October, 2015 at 01:25:28 GMT+01:00, almost 6 hours after the band's emergency meeting and the pipes|drums story going online, I submitted my resignation and the block resignations of nine drummers. Other drummers have submitted their resignations personally.
- **I DID NOT RESIGN BEFORE BLAIR BROWN WAS APPOINTED LEADING DRUMMER.**
- Several days after my removal had been publicised, I received a phone call from another female band member who expressed serious concerns about remaining in the band, as she alleges she has been verbally abused and bullied by Ryan Canning and Glenn Brown while engaged on official band duties. She has since resigned from the band. It is now clear that the conduct being directed towards female members of the Shotts drum corps was not an isolated episode.

That's everything that has gone on surrounding my departure from the band. I know it is unconventional for the news of the removal of a leading drummer to be circulated in this way, but I can assure you there was nothing conventional in the behaviour I witnessed in the band and in the way Ryan Canning handled my removal.

In my career, I have never experienced such disrespectful, underhanded and malicious behaviour depicted by senior band members towards others, in particular females. I appreciate sometimes pipe majors and leading drummers must make unpopular decisions, but mostly they are undertaken as sensitively as possible and with a modicum of respect and decorum. That is certainly my experience of the great pipe majors and leading drummers I have served with.

I can't think of a previous leading drummer in the history of the Shotts band who was subjected to such undermining and lack of support at any stage of their respective careers.

The original story in the band's press release appears to take on a new dimension every time Ryan Canning speaks to the media. My position will remain unchanged; it is supported by evidence; namely band members and other interested parties who have come forward, documentary evidence in Ryan Canning's own words and the e-mail letter of resignation submitted to the band **after** Blair Brown's appointment was announced. The facts do not misrepresent the truth.

Ryan Canning said in his statement "*For the members that continue to make up Shotts & Dykehead Caledonia, this has been the most worrying, horrible and life changing moment that the majority of us have every experienced. It makes all of our worlds a darker, sadder place.*" I could say the same about the members of my drum corps

who did not ask for any of this, and are trying to pick up the pieces of the unconstitutional removal of their leading drummer. Whose fault is that?

Whilst Ryan Canning is painting the picture of himself as the victim of online abuse, he has failed to mention or criticise the online abuse directed at my drum corps, my friends, my supporters and myself by relatives of Blair Brown and Glenn Brown. Why does he fail to acknowledge this?

Having said that, Ryan Canning made two points with which I agree. The first is that there are no winners in this situation. He has tried to draw a line under my pipe band career and in doing so has effectively tainted the pipe band careers of the majority of the band's drum corps who are also victims of the aftermath of his press release. The second point is that no one is bigger than the band. To underline that point, the band has a constitution and Ryan Canning was the one who did not adhere to it.

A coup d'état involves the illegal seizure of power in an act of overthrow instigated by a group of existing rulers to depose the current leadership and install new leadership in its place. Ryan Canning contests that a coup d'état did not take place. If that is so, then the band's constitution would have been adhered to and the band's membership would have been consulted and allowed to vote on my status as leading drummer and the appointment of Blair Brown. Furthermore, had my removal from the band been constitutional, I'm sure Ryan Canning would have been spared the effort of providing seven different accounts of why I am no longer the leading drummer of Shotts & Dykehead Caledonia Pipe Band.

Ryan Canning displayed his complete misunderstanding of the current situation when he said *"Yes I know Jim has a huge following of fans that he has built up over 30+ years. I myself cannot compete with that. I've only been at Shotts for three seasons. The band itself at 105 years old, also cannot compete with Jim's fans. We all accept that."* Sorry, I do not accept that. It's not a popularity contest between Ryan Canning, the Shotts band and me. It's about what is the right way to treat people and what is not. Had people been treated properly from the outset and put before the wants and needs of a small minority of the band, perhaps we wouldn't be where we are right now.

I can only hope for the sake of the band's remaining members and its reputation that lessons have been learned that will prevent others from being treated in the same undignified and underhand manner in which myself and other band members have been in recent times. I love the Shotts band with all of my heart and feel genuine sadness for what the band has become amidst such an invigorating period of musical rejuvenation and success.

This concludes my statement and I look forward to what the future has in store for the former Shotts drum corps.

A handwritten signature in black ink that reads "Jim Kilpatrick." The signature is written in a cursive style with a large, sweeping initial "J" that extends under the rest of the name.

Jim Kilpatrick MBE
23 October, 2015