

<p>1 Friday, 25 February 2022</p> <p>2 (10.00 am)</p> <p>3 (Proceedings delayed)</p> <p>4 (10.06 am)</p> <p>5 THE CHAIR: Good morning. Mr Altman?</p> <p>6 MR ALTMAN: Chair, our witness today is Nathan Ring. Thank</p> <p>7 you.</p> <p>8 MR NATHAN DEAN RING affirmed)</p> <p>9 Examination by MR ALTMAN</p> <p>10 MR ALTMAN: Your full name, please?</p> <p>11 A. Nathan Dean Ring.</p> <p>12 Q. Mr Ring, first of all, can you confirm, please, that you</p> <p>13 have made two witness statements --</p> <p>14 A. I have, yes.</p> <p>15 Q. -- for the inquiry, respectively <MIL000002>, which, in</p> <p>16 fact, is the first of your two statements, and</p> <p>17 <MIL000001>, which is the second of your two statements.</p> <p>18 Chair, I will ask for those to be adduced in full?</p> <p>19 THE CHAIR: Thank you.</p> <p>20 MR ALTMAN: Mr Ring, I see you've got in front of you hard</p> <p>21 copy files. By all means, have your statements in front</p> <p>22 of you. We may refer to them from time to time. But</p> <p>23 you may find it easier to use the documents which come</p> <p>24 up on screen from time to time; all right?</p> <p>25 A. Okay.</p> <p style="text-align: center;">Page 1</p>	<p>1 Q. But you'd done all the assessments?</p> <p>2 A. Yeah, I was waiting on a placement.</p> <p>3 Q. But, as you say, because the locations which you might</p> <p>4 have been posted to were not suited to you, you went for</p> <p>5 the next option, which was working at Brook House?</p> <p>6 A. That's correct.</p> <p>7 Q. Was that more convenient in terms of locality, then?</p> <p>8 A. Yes.</p> <p>9 Q. What had you done before? What was your occupation</p> <p>10 before that?</p> <p>11 A. I was in construction.</p> <p>12 Q. So, having commenced in 2009, what training did you</p> <p>13 undertake?</p> <p>14 A. After starting?</p> <p>15 Q. Yes.</p> <p>16 A. I think it was a six-week training course.</p> <p>17 Q. The initial training course?</p> <p>18 A. The initial training course, yes, the ITC, which</p> <p>19 consisted of one week which was first aid and one week</p> <p>20 control and restraint and some other bits and pieces in</p> <p>21 the classroom.</p> <p>22 Q. But that lasted six weeks?</p> <p>23 A. Six weeks in total and I think, within that six weeks,</p> <p>24 it was a week of shadowing on the floor.</p> <p>25 Q. Eventually promoted to a detainee custody manager?</p> <p style="text-align: center;">Page 3</p>
<p>1 Q. So let's see how we get on.</p> <p>2 First of all, tell me something about yourself.</p> <p>3 First of all, when did you start at Brook House?</p> <p>4 A. I think it was around the summer time of 2009.</p> <p>5 Q. As a DCO?</p> <p>6 A. Yes.</p> <p>7 Q. Or as an ACO?</p> <p>8 A. As a DCO.</p> <p>9 Q. Was that in answer to an advert or did you get to work</p> <p>10 there through some other means?</p> <p>11 A. It was sort of through word of mouth. I previously got</p> <p>12 through the prison system.</p> <p>13 Q. Through the ...?</p> <p>14 A. Through to the Prison Service system, and I was waiting</p> <p>15 for sort of like a placement, but a lot of the</p> <p>16 placements were far too far for me to travel and I got</p> <p>17 word of mouth about the Brook House, which is obviously</p> <p>18 a similar area.</p> <p>19 Q. So how far down the road, as it were, of working as</p> <p>20 a prison officer did you get?</p> <p>21 A. I got through all the -- I was literally just waiting on</p> <p>22 a placement. I'd been and done all the assessments and</p> <p>23 interviews and things like that.</p> <p>24 Q. Not training?</p> <p>25 A. No, no.</p> <p style="text-align: center;">Page 2</p>	<p>1 A. Yep.</p> <p>2 Q. Which was when?</p> <p>3 A. I don't recall when exactly it was.</p> <p>4 Q. I think you say in one of the paragraphs of your first</p> <p>5 statement, paragraph 28, around three years, after three</p> <p>6 years of working at Brook House?</p> <p>7 A. It was after -- yeah, it was after at least two or three</p> <p>8 years, yes.</p> <p>9 Q. So, what, 2012-ish?</p> <p>10 A. Yes.</p> <p>11 Q. You say you made several application attempts.</p> <p>12 A. Yes.</p> <p>13 Q. What did you mean by that?</p> <p>14 A. Well, I applied for the -- I applied for the position of</p> <p>15 DCM several times.</p> <p>16 Q. And why did you not succeed on the previous attempts?</p> <p>17 A. I have no idea.</p> <p>18 Q. Did you ask for feedback?</p> <p>19 A. I did, but very little feedback.</p> <p>20 Q. Have you no inkling at all as to why --</p> <p>21 A. No.</p> <p>22 Q. -- during several previous attempts to become a DCM --</p> <p>23 A. No.</p> <p>24 Q. -- you were unsuccessful?</p> <p>25 A. No. I wasn't given any specific reason.</p> <p style="text-align: center;">Page 4</p>

1 Q. Can you detect any reason why you were successful
2 eventually or whether there was any distinction?
3 **A. I think probably experience --**
4 Q. Yes.
5 **A. -- I would have said, towards the end.**
6 Q. What did it involve, in order to gain promotion from DCO
7 to DCM? What did you have to do in order to get
8 promotion?
9 **A. There was nothing in particular.**
10 Q. Well, any courses, any --
11 **A. No.**
12 Q. -- exams?
13 **A. Purely as an ACO, or even as an outsider, you just had**
14 **the interview and that was it.**
15 Q. That was it?
16 **A. That was it.**
17 Q. Who interviewed you?
18 **A. At the time, I believe it was the -- it was either the**
19 **director or deputy director.**
20 Q. Who was that?
21 **A. I think it was Derek Milliken at the time.**
22 Q. Derek ...?
23 **A. Milliken. He was a director, someone from HR and Nathan**
24 **Ward from Cedars, because they were -- Cedars and**
25 **Tinsley family suite, because they were taking on family**

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1 **and custody managers as well at the same time.**
2 Q. As far as you recall, your promotion to DCM from DCO,
3 roughly in 2012, was simply a question of an interview
4 with three people?
5 **A. Yes.**
6 Q. How long did that interview last?
7 **A. Off the top of my head, probably 45 minutes to an hour.**
8 Q. Do you remember the nature of the kind of questions?
9 **A. Sort of competency-based questions.**
10 Q. Yes.
11 **A. I couldn't remember what the actual questions were, I'm**
12 **afraid.**
13 Q. Did you have to complete an application form to apply to
14 become a DCM?
15 **A. Only in the form of a letter that you were interested in**
16 **the position.**
17 Q. That was it?
18 **A. Yes.**
19 Q. So an informal letter, not any formal type of
20 document --
21 **A. No.**
22 Q. -- you had to complete?
23 **A. No.**
24 Q. Anyway, roughly 2012, you gained promotion to DCM, and
25 your employment, for reasons we all understand, ended in

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1 around September 2017?
2 **A. September 2017, yes.**
3 Q. I think you tendered your resignation when you realised
4 you'd be subjected to disciplinary process?
5 **A. Yes.**
6 Q. Now, thinking about the original recruitment process
7 when you first applied to become a DCO and you did
8 become a DCO, do you think all of that prepared you for
9 the reality of Brook House?
10 **A. No.**
11 Q. Because?
12 **A. I think the lack for me -- probably the lack of people**
13 **that had actually done the job recently doing the**
14 **training. I think, as I say in the statement, the**
15 **actual second-to-last week, the week of shadowing on the**
16 **floor, you get a much better feel for the job and**
17 **probably learnt a lot more on the floor than you did in**
18 **the classroom.**
19 Q. Did you feel, after the shadowing week, which, as
20 I understand what you are saying, was more beneficial
21 than everything else --
22 **A. For me personally.**
23 Q. Yes, but did you feel that that prepared you for the
24 reality of Brook House, even so -- even the week
25 shadowing?

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1 **A. Partially, because obviously it's only a short snippet**
2 **and you're only doing a day or two in each area. You**
3 **don't know where you're going to be based and the sort**
4 **of things you will face on a daily basis.**
5 Q. Well, what you said at your paragraph 8, and I think
6 here you're talking about the -- obviously the
7 recruitment process for becoming a DCO. You say:
8 "It didn't prepare me for the role ..."
9 This is your first statement:
10 "It consisted of a written and numeracy test,
11 competency-based questions in the interview and a group
12 exercise. The recruitment process is unrelated to the
13 job itself and this might be one reason why Brook House
14 had such high staff turnover rates."
15 Let me ask you about that. What did you mean by the
16 recruitment process being unrelated to the job itself?
17 **A. Not really giving you an insight into what the job**
18 **actually entailed.**
19 Q. Yes. While we have that page open, you will see, at
20 paragraph 9, you say:
21 "I'm not sure how I would describe the specific
22 culture at Brook House during the relevant period, but
23 staff morale was often low because we were always
24 under-resourced and understaffed. It was a stressful
25 environment."

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2 (Pages 5 to 8)

<p>1 Obviously you're writing this statement in the last</p> <p>2 few months, but is your impression now, looking back,</p> <p>3 that the culture that you there described was a constant</p> <p>4 throughout your whole time there? So from 2009 through</p> <p>5 to 2017 when you left?</p> <p>6 A. Yes, yes.</p> <p>7 Q. In other words, was there never a time when you felt</p> <p>8 there was sufficient staffing resource at Brook House?</p> <p>9 A. No.</p> <p>10 Q. Was there ever a time when it wasn't a stressful</p> <p>11 environment?</p> <p>12 A. Not really, no.</p> <p>13 Q. Do you agree with one of the terms that we have heard --</p> <p>14 I'm sure we will hear again often -- that there was</p> <p>15 a "toxic culture" at Brook House?</p> <p>16 A. With regards to?</p> <p>17 Q. Well, the people who worked there?</p> <p>18 A. I wouldn't have said "toxic".</p> <p>19 Q. You don't agree with that term?</p> <p>20 A. Not "toxic". I don't know what you mean by "toxic</p> <p>21 culture" within the staff.</p> <p>22 Q. Well, toxic, the way people behaved, that it was the</p> <p>23 kind of place where people might abuse the detainees,</p> <p>24 where people were effectively out of control?</p> <p>25 A. I don't believe that at all, no.</p> <p style="text-align: center;">Page 9</p>	<p>1 Alan James, Anthony Morgan, David Aldis, Joe Marshall,</p> <p>2 Luke Hutchinson, Nathan Ring, Simon Brobyn and</p> <p>3 Stephen Marnar. This group were protected and favoured</p> <p>4 by Jules Williams and this dynamic is representative of</p> <p>5 the hierarchies that operated in Brook House amongst the</p> <p>6 staff which fostered a sense of collusion and impunity.</p> <p>7 If you were in Jules Williams' inner circle, you knew</p> <p>8 that you would be protected."</p> <p>9 Is there anything you want to say about that,</p> <p>10 Mr Ring? Do you agree with it, disagree with it?</p> <p>11 A. I don't agree with it.</p> <p>12 Q. What is it you don't agree with?</p> <p>13 A. I don't believe there was any sort of inner circle, as</p> <p>14 you say. For myself, obviously I can't speak for anyone</p> <p>15 else, for myself, I never worked with Jules, or under</p> <p>16 Jules, at all.</p> <p>17 Q. So the impression Nathan Ward had that you were part of</p> <p>18 this inner circle, that you were protected and favoured,</p> <p>19 part of a clique, from your perspective, your evidence</p> <p>20 is that's plain wrong?</p> <p>21 A. Yes.</p> <p>22 Q. Or wrong as far as you're concerned, at least?</p> <p>23 A. Yes, completely wrong.</p> <p>24 Q. He also, in his evidence, if we go to tab 24, chair, for</p> <p>25 you, and if we can just put up on screen the transcript</p> <p style="text-align: center;">Page 11</p>
<p>1 Q. You don't believe that at all?</p> <p>2 A. I don't believe it was toxic, no.</p> <p>3 Q. Not in those terms, at least?</p> <p>4 A. No.</p> <p>5 Q. Right. Can I ask you about some of the things we have</p> <p>6 heard from Nathan Ward, who gave evidence during the</p> <p>7 first phase of this inquiry. First of all, let me put</p> <p>8 up on screen, please -- Mr Ring, you may well have this</p> <p>9 in one of your files, but you may find it easier if we</p> <p>10 put the document up on screen. Chair, it is right at</p> <p>11 the back of your second bundle, tab 35?</p> <p>12 THE CHAIR: Thank you.</p> <p>13 MR ALTMAN: Let's put up on screen <DL0000141> at page 59,</p> <p>14 please. This is the first statement of Nathan Ward. If</p> <p>15 we go to page 59 at the bottom, paragraph 168:</p> <p>16 "While I was at Gatwick IRCs, I had a particular</p> <p>17 issue with residential manager Jules Williams, who was</p> <p>18 in charge of all of the residential staff and therefore</p> <p>19 responsible for setting the tone and attitude of</p> <p>20 the staff/detainee relationships. Jules didn't embody</p> <p>21 the values of respect and dignity; he would simply get</p> <p>22 the job done and was dedicated to making things happen,</p> <p>23 regardless of the human cost. He was surrounded by</p> <p>24 a number of staff for which I felt he was</p> <p>25 inappropriately close, such as Graham Purnell,</p> <p style="text-align: center;">Page 10</p>	<p>1 <INQ000101> for 7 December, and if we go, please, to</p> <p>2 page 24 of that transcript, by which I mean the</p> <p>3 relativity page 24, and if we look at the bottom right</p> <p>4 quarter, page 96 within the transcript, this was Nathan</p> <p>5 Ward giving evidence on 7 December last. He said:</p> <p>6 "Firstly, dealing with staff culture and issues."</p> <p>7 That's at line 3:</p> <p>8 "We have touched on this already. I want to ask</p> <p>9 you ..."</p> <p>10 This is the question:</p> <p>11 "... about cliques within Brook House, cliques</p> <p>12 within the staff. You say at paragraph 26 of your first</p> <p>13 witness statement, that when you returned to Brook House</p> <p>14 in 2014, Jules Williams, who was the residential</p> <p>15 manager, found fault with staff in front of detainees</p> <p>16 and he fostered cliques."</p> <p>17 And the paragraph is quoted:</p> <p>18 "'It was very cliquey and some of the DCMs were far</p> <p>19 too close to DCOs within their social circles which led</p> <p>20 to a culture where inappropriate behaviour was not</p> <p>21 challenged'.</p> <p>22 "You give an example of Nathan Ring ..."</p> <p>23 That is the question being put to him:</p> <p>24 "... a DCM, shown in the documentary, who behaved</p> <p>25 inappropriately but no-one picked him up. How did these</p> <p style="text-align: center;">Page 12</p>

<p>1 cliques affect the staff who were not in the cliques?"</p> <p>2 And his answer is:</p> <p>3 "Answer: One word: ostracised. Another word: you</p> <p>4 weren't part of the team. You never wanted to be part</p> <p>5 of that team, but you were never -- you weren't invited</p> <p>6 out on nights out. You were -- there was suspicion over</p> <p>7 you, you weren't trusted. It goes on, really. You</p> <p>8 weren't part of that gang."</p> <p>9 Do you recognise that or not, Mr Ring?</p> <p>10 A. No.</p> <p>11 Q. So none of what he says?</p> <p>12 A. Not with regards to cliques or gangs. There was</p> <p>13 obviously groups of staff. If you were working in</p> <p>14 a certain department, you're with those same individuals</p> <p>15 for 13 and a half hours a day, so you're -- naturally,</p> <p>16 you're going to bond a bit closer with the people you're</p> <p>17 directly working with, but cliques and gangs within the</p> <p>18 centre, no.</p> <p>19 Q. If we move on to page 28 of the Relativity reference,</p> <p>20 please, and it is page 110 of the actual transcript,</p> <p>21 towards the bottom, at line 16. The question to</p> <p>22 Reverend Ward was:</p> <p>23 "Question: Another example you gave is Nathan Ring</p> <p>24 said, 'Why did they send him in? What's he going to do?</p> <p>25 Give them a cuddle?' He's referring to you negotiating</p> <p style="text-align: center;">Page 13</p>	<p>1 Q. Yes, this is the evidence he gave last December, on</p> <p>2 the 7th. What I'm asking you, first of all, is, his</p> <p>3 characterisation of you, walking around with a scowl on</p> <p>4 your face all the time. Do you think that's fair and</p> <p>5 accurate?</p> <p>6 A. No.</p> <p>7 Q. No.</p> <p>8 A. I don't believe I've ever called Mr Ward a traitor</p> <p>9 either. I didn't have that many interactions with him.</p> <p>10 Q. Well, that was the next question --</p> <p>11 MR KELLY: I'm sorry to interrupt, but I understand that</p> <p>12 that is the transcript of Owen Syred, not --</p> <p>13 MR ALTMAN: Forgive me. I think you may be right.</p> <p>14 A. That was the question.</p> <p>15 Q. You may be right. It is not Nathan Ward. This is</p> <p>16 Owen Syred. Thank you, Mr Kelly. This is Owen Syred.</p> <p>17 A. Right. So that's what was confusing me slightly.</p> <p>18 Q. No, it is my fault. Forgive me. Do you agree that you</p> <p>19 walked around with a scowl?</p> <p>20 A. No.</p> <p>21 Q. Did you call him a traitor?</p> <p>22 A. Not to my recollection, no.</p> <p>23 Q. Why do you think Owen Syred would have said that about</p> <p>24 you?</p> <p>25 A. I have no idea.</p> <p style="text-align: center;">Page 15</p>
<p>1 and helping a Jamaican detainee who was on the netting?</p> <p>2 "Answer: That's right, yes.</p> <p>3 "Question: What did you take these comments to</p> <p>4 mean?</p> <p>5 "Answer: Let's just put this in perspective. I was</p> <p>6 the complete opposite of Nathan Ring. I didn't walk</p> <p>7 around with a scowl on my face. I wanted to interact</p> <p>8 with the detainees. From the day I started working with</p> <p>9 him, he was consistent. What you saw on Panorama was</p> <p>10 every day. And so he regarded me as someone who was</p> <p>11 more for the detainees than staff. I was -- yeah, I was</p> <p>12 just the opposite of him. So he pretty much -- the very</p> <p>13 much disdain he showed to me is what he showed to the</p> <p>14 detained guys.</p> <p>15 "Question: He also called you a 'traitor'. What do</p> <p>16 you think he was referring to there?</p> <p>17 "Answer: I was -- I was more -- I had a better</p> <p>18 engagement with the detained guys than I did staff.</p> <p>19 That's that comment."</p> <p>20 Now, two things. First of all, do you agree --</p> <p>21 A. Sorry, can I ask, who is -- where is this transcript</p> <p>22 from? You said Nathan Ward -- did you say Nathan Ward</p> <p>23 at the beginning?</p> <p>24 Q. Yes.</p> <p>25 A. This is from Mr Ward?</p> <p style="text-align: center;">Page 14</p>	<p>1 Q. He's clearly got this impression of you, this</p> <p>2 characterisation of you, from somewhere. Can you think</p> <p>3 of any engagement you had with him that would compel him</p> <p>4 to say these things about you or pick on you in this</p> <p>5 particular way?</p> <p>6 A. No. I worked with him very little when he was at</p> <p>7 Brook House the first time around, but then, since he</p> <p>8 left and came back, I didn't really work with him at</p> <p>9 all.</p> <p>10 Q. So, looking at this, you have no understanding as to why</p> <p>11 he said what he said about you?</p> <p>12 A. No.</p> <p>13 Q. Let's move on. In your first witness statement, going</p> <p>14 back to that, if we can, please, at page 11, you were</p> <p>15 asked about your opinion of the management and</p> <p>16 leadership culture at Brook House, and you say they were</p> <p>17 caught between the terms of the Home Office contract and</p> <p>18 the frustrations of staff:</p> <p>19 "The Home Office contract was [you say] very</p> <p>20 prescriptive, particularly in terms of how many hours</p> <p>21 G4S would be paid for. Staff on the ground, however,</p> <p>22 generally felt that Brook House was understaffed. On</p> <p>23 a good day, we were lucky to have 50 officers in the</p> <p>24 whole centre. On evenings, you might be lucky to have</p> <p>25 six DCOs and two DCMs. It left staff on the ground of</p> <p style="text-align: center;">Page 16</p>

<p>1 the centre often feeling vulnerable, overworked and 2 uneasy."</p> <p>3 First of all, tell us what you meant by saying that 4 they were caught between the terms of the contract and 5 the frustrations of staff?</p> <p>6 A. So my personal opinion is, trying to fulfil the contract 7 with the Home Office, not being able to give us any more 8 staff, things like that.</p> <p>9 Q. What was it about the contract, though?</p> <p>10 A. I don't know. I don't know the ins and outs of 11 the contract. That's what I mean, I think they were -- 12 they were more worried about the contract and trying to 13 follow the contract and they're sort of between a rock 14 and a hard place.</p> <p>15 Q. What did you understand the contract imposed on G4S?</p> <p>16 A. Just the restrictions -- for me, from what I can recall, 17 it was all with hours, the DCOs would come and -- you'd 18 have a certain amount of hours for DCOs, and then those 19 hours would be either for the day and then worked up to 20 the week.</p> <p>21 Q. You continue at paragraph 12 by saying: 22 "As a DCM, I felt caught in the middle of 23 the tension between DCOs and senior management. I was 24 expected to professionally put policies into action but, 25 simultaneously, I was also on the ground with the DCOs</p> <p style="text-align: right;">Page 17</p>	<p>1 no repercussions other than rule 40 --</p> <p>2 Q. Right.</p> <p>3 A. -- which would be very minimal time spent down there, 4 obviously.</p> <p>5 Q. But you're talking about misbehaving detainees. What 6 about vulnerable --</p> <p>7 A. I don't know if you class assaulting someone as 8 misbehaving, but, yeah, something that warranted 9 rule 40, yes.</p> <p>10 Q. What about vulnerable detainees?</p> <p>11 A. What do you mean?</p> <p>12 Q. Well, those who were put on E wing, were you able to 13 make a distinction between those who deserved, to use 14 the word you used, repercussions, rather than vulnerable 15 detainees who were just mentally ill and couldn't 16 prevent themselves behaving in the way they were?</p> <p>17 A. If they were down there for medical reasons, like you 18 say, they would be on E wing.</p> <p>19 Q. Yes.</p> <p>20 A. We wouldn't generally use E wing, as such. Although it 21 was classed as E wing, there was a separate section at 22 the back of, I believe, six rooms --</p> <p>23 Q. CSU?</p> <p>24 A. -- yeah, that was generally used for rule 40 and things.</p> <p>25 Q. It is a question I have asked others: how good were you</p> <p style="text-align: right;">Page 19</p>
<p>1 and understood their concerns."</p> <p>2 What were the tensions?</p> <p>3 A. One thing off the top of my head would be an officer 4 being assaulted or something along those lines. The 5 individual would get put onto rule 40 for their 6 behaviour, so within 12 hours or so, they would be 7 reviewed by the duty director and Home Office and then 8 just go straight back to their room. So literally, 9 there would be no punishment, as such. They would 10 literally just spend the night down there on E wing, 11 straight back to their room in the morning. The police 12 would never really be interested.</p> <p>13 Q. What punishment was available in the detention centre 14 for a misbehaving detainee?</p> <p>15 A. It would depend on what they'd done, but rule 40.</p> <p>16 Q. That was it?</p> <p>17 A. Yes.</p> <p>18 Q. Was it regarded as a punishment?</p> <p>19 A. I don't -- personally for me, I don't think so, no.</p> <p>20 Q. Well, it is a word you used. I'm just interested why 21 you equate the word "punishment" with going onto 22 rule 40?</p> <p>23 A. Repercussions, then, sorry, that's probably a better 24 word. That would be the only repercussion. It's not 25 a punishment as such. That's the only -- or there were</p> <p style="text-align: right;">Page 18</p>	<p>1 at being able to spot the difference between 2 a vulnerable, ill person who was behaving in a way that 3 might lead to him going on E wing, on constant 4 supervision, or on the CSU, and somebody who was just 5 being plain disruptive or manipulative?</p> <p>6 A. Obviously, it's something that you -- it gets better 7 with experience. If it is going to go along the lines 8 of rule 40, it always -- if you are going to say mental 9 health, then healthcare would be involved before any of 10 those decisions were made.</p> <p>11 Q. Do you think, at any time during your experience, 12 mistakes were made and people who were genuinely --</p> <p>13 A. None that I can recall.</p> <p>14 Q. Let me finish the question. People who were genuinely 15 vulnerable were actually believed simply to be attention 16 seekers or manipulative?</p> <p>17 A. No.</p> <p>18 Q. You don't think any mistakes were ever made?</p> <p>19 A. None -- not that I can recall. I don't think there was, 20 no.</p> <p>21 Q. Here you say at paragraph 12 that you felt caught in the 22 middle. We have also been through understaffing, which 23 you told us about; low staff morale, which you have told 24 us about, through understaffing and under-resourcing. 25 Did you raise concerns with anybody?</p> <p style="text-align: right;">Page 20</p>

<p>1 A. There was one incident in particular when I was at 2 Tinsley House, I raised concerns with Mr Ward. 3 Q. About what? 4 A. About the level of staff we had on a night shift. 5 Q. Where, at Tinsley or at Brook House? 6 A. At Tinsley House. 7 Q. Forget Tinsley, because we are focusing on Brook House. 8 Did you ever raise concerns with anybody more senior 9 than you about Brook House? 10 A. Not to my recollection. It was always a topic of 11 conversation, but I don't remember bringing it up 12 officially, no. 13 Q. Any reason why not? 14 A. It was almost a general topic of conversation. 15 Q. Sure, but we can all have general topics of 16 conversation, but it doesn't get us anywhere. I mean, 17 if people have genuine concerns, then they escalate 18 those concerns in the hope that something will be done 19 about them. You were a DCM from around 2012. Why did 20 you never raise concerns with senior management? 21 A. It wouldn't have got anywhere. 22 Q. Because? 23 A. Well, like I say, I know you don't want me to say about 24 Tinsley, but previously we were talking about the SMT. 25 Dealing with the situation with very minimal staff,</p> <p style="text-align: center;">Page 21</p>	<p>1 escalate that complaint formally upwards? 2 A. Not to my recollection. 3 Q. So if a DCO came to you and had a general complaint of 4 understaffing, what did you do about it? 5 A. Generally, every morning, there would be a morning 6 briefing with the duty director and all the staff, 7 similarly like we are today, in a room, and they would, 8 more often than not, complain straight to the duty 9 director. It's not something they would come to a DCM 10 with. 11 Q. Were any complaints ever made to you that you can think 12 of which didn't have to do with staffing but on any 13 other topic about Brook House? 14 A. Not direct to me, no. 15 Q. Are you saying you can't -- you simply can't remember 16 any -- 17 A. I don't remember any direct comments to me, no. 18 Q. Yesterday, Yan Paschali told us that he raised concerns 19 with senior management regarding the use of the same 20 people for control and restraint. Did you know that? 21 A. No, I wasn't aware of that. 22 Q. Had he ever said to you or made any complaint to you, 23 "It's the same old people being used for control and 24 restraint all the time"? 25 A. No, because I very rarely ran control and restraint.</p> <p style="text-align: center;">Page 23</p>
<p>1 lower than what should have been there, I was told, 2 "Well, you dealt with it", or words to that effect. 3 Q. And that was Nathan Ward? 4 A. Mr Ward, yes. 5 Q. You mention that, don't you, in your statement, and we 6 can find it later, but he made some quip that you record 7 about, you know, "You're management, just get on with 8 it", something like that? 9 A. Yeah, basically, "You managed, didn't you?" or words to 10 that effect, yes. 11 Q. Yes, exactly, "You've managed so far" or words to that 12 effect? 13 A. Yes. 14 Q. Are you saying that experience, certainly insofar as 15 staffing is concerned, what, put you off from raising 16 that kind of concern again? 17 A. No, I just think they were fully aware and it would have 18 been a waste of breath to try and bring it up. 19 Q. Did any DCOs ever raise complaints with you about their 20 lot? 21 A. About lack of staff? 22 Q. About anything? 23 A. There was always complaints. People bickering and 24 moaning about lack of staff and things like that. 25 Q. Was there any process by which you, as a DCM, had to</p> <p style="text-align: center;">Page 22</p>	<p>1 Q. You very rarely ...? 2 A. I very rarely ran -- like, took control of the control 3 and restraint. 4 Q. Does that mean that no complaint would ever have been 5 made to you about it? 6 A. Not really, no. 7 Q. Or that you wouldn't have heard that Yan Paschali has 8 made a complaint of that kind to -- 9 A. I wouldn't have done -- I wouldn't have been picking the 10 teams or anything like that. 11 Q. No, no, I'm not suggesting you would be, but what I'm 12 simply trying to understand from you is -- I don't know 13 if you heard his evidence yesterday when he said that, 14 but is that news to you, that he raised that kind of 15 concern with the senior management team, that people 16 like him were always being asked to do control and 17 restraint? 18 A. I wasn't aware of Yan's -- 19 Q. You have not heard that? 20 A. Not from Yan, no. There was generally people that were 21 experienced that were probably used more often, but 22 I never heard any complaints like that, no. 23 Q. Why do you think people were used more often than 24 others? 25 A. Experience, probably. It would purely depend on the</p> <p style="text-align: center;">Page 24</p>

<p>1 individuals as well -- size, you know, strength -- if</p> <p>2 you try and pick a team.</p> <p>3 Q. So, ideally, you want people who perhaps psychologically</p> <p>4 and physically are going to be able to handle it?</p> <p>5 A. Yeah, you're putting my words in my mouth a little bit.</p> <p>6 Q. What was that?</p> <p>7 A. Putting words in my mouth a little bit there, I think.</p> <p>8 Q. I'm not. I'm asking you a question. You can answer it</p> <p>9 as you wish, Mr Ring.</p> <p>10 A. If you had someone -- we had people in that were -- did</p> <p>11 mixed martial arts and things like that, yeah, we would</p> <p>12 try and pick a team -- or aware they would pick a team,</p> <p>13 that people were a bit stronger and a bit bigger, yeah.</p> <p>14 Q. That's all I'm asking. I'm not putting words in your</p> <p>15 mouth. You can answer any question I ask you in any way</p> <p>16 you wish. What I'm asking you is whether you agree that</p> <p>17 the type of person who would be asked to do control and</p> <p>18 restraint -- you have agreed with one part of it --</p> <p>19 physically -- in fact, you initiated it, that they were</p> <p>20 large enough to handle it. My other question, the other</p> <p>21 part of this question, is whether also -- whether they</p> <p>22 were mentally fit to do it, in the sense that they were</p> <p>23 up for it. Do you agree that that was part of the --</p> <p>24 A. I don't think mentally fit would come into it.</p> <p>25 Q. You don't think so?</p> <p style="text-align: center;">Page 25</p>	<p>1 Q. Oh, you're not talking about the staff members?</p> <p>2 A. No, I meant bigger detainees, physically fitter</p> <p>3 detainees.</p> <p>4 Q. In terms of, you know, physicality of some of the staff</p> <p>5 members, Yan Paschali is a big man, muscular?</p> <p>6 A. It depends who you're comparing him to, but yeah.</p> <p>7 Q. And Derek Murphy is a big man?</p> <p>8 A. Fairly big man, yeah.</p> <p>9 Q. You go on to talk about, in your witness statement at</p> <p>10 paragraph 14, that you vaguely remember an inspection,</p> <p>11 an HMIP inspection, carried out at Brook House</p> <p>12 in November 2016, and you were asked whether you were</p> <p>13 ever shown any of the recommendations. I'm not going to</p> <p>14 put it up on screen. You were asked to look at an</p> <p>15 action plan, which the inquiry has -- I will simply give</p> <p>16 the relativity number -- <VER000116>. Have you ever</p> <p>17 seen that before, the action plan?</p> <p>18 A. If you could show me.</p> <p>19 Q. It was a document that set out a schedule. I'm not</p> <p>20 going to put it up on screen here --</p> <p>21 A. I can't recall any documents I was shown. If you can</p> <p>22 show me, it might jog my memory, but I can't remember.</p> <p>23 Q. I'm not going to for a particular reason. Can I just</p> <p>24 read out what you said here, Mr Ring:</p> <p>25 "I vaguely remember that in November 2016 HMIP</p> <p style="text-align: center;">Page 27</p>
<p>1 A. If they weren't mentally fit, they shouldn't have been</p> <p>2 at work, full stop.</p> <p>3 Q. I'm not talking --</p> <p>4 A. Because it's part of the role as a DCO that you may be</p> <p>5 required to use force at any time. So if you are not</p> <p>6 mentally fit to do that, you shouldn't be at work.</p> <p>7 Q. So if you are sort of an anxious type, then you</p> <p>8 shouldn't be a DCO?</p> <p>9 A. I think if it was something that affected your job, that</p> <p>10 should have been picked up previously, yes.</p> <p>11 Q. So your take on the kind of people who were asked to do</p> <p>12 control and restraint is, somebody who was physically</p> <p>13 fit?</p> <p>14 A. I think if you spoke to all of the DCOs, all of them</p> <p>15 would have done it at some point.</p> <p>16 Q. Yes.</p> <p>17 A. But that would be something probably in the back of your</p> <p>18 mind, if you had someone who was an absolute giant,</p> <p>19 then, yeah, you would try and pick staff that you had</p> <p>20 who were a bit bulkier.</p> <p>21 Q. I suppose two of the giants --</p> <p>22 A. That's obviously for the safety of the staff as well as</p> <p>23 anything.</p> <p>24 Q. Two of the giants, one, Paschali, who was a big man --</p> <p>25 A. I meant giants, as in detainees.</p> <p style="text-align: center;">Page 26</p>	<p>1 carried out an inspection of Brook House but I was not</p> <p>2 shown the recommendations. I have been provided with</p> <p>3 the action plan by the inquiry [with the reference</p> <p>4 I have just given] which I had not seen prior to making</p> <p>5 this statement."</p> <p>6 So when you made this statement, you looked at the</p> <p>7 document and you said you'd not seen it before?</p> <p>8 A. Correct.</p> <p>9 Q. Is that right?</p> <p>10 A. Yes.</p> <p>11 Q. Then you added:</p> <p>12 "I have been made aware by the inquiry that, as part</p> <p>13 of the same inspection, HMIP carried out a survey of</p> <p>14 detained individuals in which 18 per cent said they had</p> <p>15 experienced victimisation by staff and 46 per cent had</p> <p>16 reported it. I never received any complaints relating</p> <p>17 to this, but because I worked in reception, the</p> <p>18 complaints I had generally related to missing items or</p> <p>19 luggage. Generally, if there was an issue with a member</p> <p>20 of staff, it would be investigated by the designated</p> <p>21 Safer Community or race relations and diversity</p> <p>22 officers."</p> <p>23 When you say "because I worked in reception", did</p> <p>24 you work in reception the whole time?</p> <p>25 A. As a DCM?</p> <p style="text-align: center;">Page 28</p>

<p>1 Q. Yes.</p> <p>2 A. As DCM, I was always an Oscar 2. So that was part of my</p> <p>3 area to look after.</p> <p>4 Q. Was that throughout your work as a DCM, from 2012</p> <p>5 through to 2017?</p> <p>6 A. At Brook House, yes. And -- sorry, and at Tinsley,</p> <p>7 I was Oscar 2 at both.</p> <p>8 Q. How often did you flip between the two centres?</p> <p>9 A. I didn't. When I first got promoted, as I say, with the</p> <p>10 interim, Mr Ward, and things, I was promoted to DCM at</p> <p>11 Tinsley. I believe I was there for at least a couple of</p> <p>12 years, and then before -- they had a bit of a move</p> <p>13 around, and I moved back to Brook House.</p> <p>14 Q. So, what, the last period of your employment with G4S</p> <p>15 was at Brook House?</p> <p>16 A. Yes.</p> <p>17 Q. How long do you think that was?</p> <p>18 A. I don't know off the top of my head.</p> <p>19 Q. Your paragraph 18 in your first witness statement. You</p> <p>20 then deal with the 60 additional beds that were</p> <p>21 introduced into Brook House. You say:</p> <p>22 "Although more detainees were now being housed,</p> <p>23 staffing levels remained the same, which did nothing to</p> <p>24 improve either staff or detainee morale. The extra beds</p> <p>25 were fitted above the existing beds which created</p> <p style="text-align: center;">Page 29</p>	<p>1 not going to go through them all, but there you set out</p> <p>2 each and every one of those policies and your response</p> <p>3 to them. But it's paragraph 25 I want to ask you about</p> <p>4 on page 11. You say:</p> <p>5 "Policies and procedures were never drummed into</p> <p>6 staff. Notices were placed into ring binders in the</p> <p>7 staff room, but it was up to staff whether they read</p> <p>8 them. I used to go through a lot of the policies, but</p> <p>9 mainly the ones that related to my role. In my opinion,</p> <p>10 very few staff went through the policies, but they would</p> <p>11 know what needed to be done just from learning on the</p> <p>12 job. Everyone was aware of the key points they needed</p> <p>13 to take from a policy without going directly to that</p> <p>14 policy."</p> <p>15 So is the impression we gain from that that, unless</p> <p>16 you were particularly interested and wanted to</p> <p>17 familiarise yourself with the policies that there were,</p> <p>18 you could effectively go through your whole employment</p> <p>19 as a DCO or a DCM without ever reading them?</p> <p>20 A. It's possible, yes.</p> <p>21 Q. Do you recall now whether, when you were trained,</p> <p>22 policies were spoken about?</p> <p>23 A. Not to my recollection, no.</p> <p>24 Q. But people knew where to find the policies if they had</p> <p>25 to?</p> <p style="text-align: center;">Page 31</p>
<p>1 challenges if staff needed to remove an individual from</p> <p>2 a bed on the top level. Concerns were raised about this</p> <p>3 issue but, to my knowledge, no action was taken to</p> <p>4 resolve it."</p> <p>5 From your recollection, were those beds used?</p> <p>6 A. Yes.</p> <p>7 Q. What, from the time that they were installed?</p> <p>8 A. No, they weren't used straight away, but, by the time</p> <p>9 I finished there, they were being used.</p> <p>10 Q. Were they not abandoned at any particular time that you</p> <p>11 recall, or not?</p> <p>12 A. There was -- I don't recall. I think there may have</p> <p>13 been a time at the beginning there was a reason why they</p> <p>14 weren't used, but I don't recall what it was.</p> <p>15 Q. To whom were concerns raised about the addition of those</p> <p>16 beds?</p> <p>17 A. As soon as they mentioned it, so it was brought up in</p> <p>18 morning briefings and stuff like that, staff would voice</p> <p>19 their concerns.</p> <p>20 Q. Did you voice your concerns about those beds?</p> <p>21 A. In general conversation. Not officially.</p> <p>22 Q. Now, at paragraph 24 of this statement, Mr Ring, you</p> <p>23 were referred to, and you say you were referred to,</p> <p>24 several policies that were in force during the relevant</p> <p>25 period, and you were asked to comment about them. I'm</p> <p style="text-align: center;">Page 30</p>	<p>1 A. Yeah, there was a folder very similar to these in each</p> <p>2 wing office and in the staff rooms.</p> <p>3 Q. Were they updated?</p> <p>4 A. Yes.</p> <p>5 Q. By whom?</p> <p>6 A. Either admin staff, sometimes DCMs would get asked to go</p> <p>7 and put the new policies in the binders.</p> <p>8 Q. But the fact is, you weren't compelled to read these?</p> <p>9 A. No.</p> <p>10 Q. It was something that was voluntary. If you were</p> <p>11 sufficiently interested, you could. But most people</p> <p>12 just learned on the job?</p> <p>13 A. Yes.</p> <p>14 Q. Now, thinking about your training, please, you deal with</p> <p>15 that at 26, paragraph 26, you have told us something</p> <p>16 about that already. Let me ask you this: was there any</p> <p>17 different training or specific training when you became</p> <p>18 a DCM?</p> <p>19 A. Only a little bit more on ACDTs, to be a case manager.</p> <p>20 Q. So you didn't have to go through any new course?</p> <p>21 A. No.</p> <p>22 Q. You just -- effectively were just promoted and carried</p> <p>23 on as before?</p> <p>24 A. Yes.</p> <p>25 Q. Except you operated --</p> <p style="text-align: center;">Page 32</p>

<p>1 A. I don't know if it mentions in there, but I think it 2 mentions in one of my statements that when there was 3 knowledge that somebody wanted to become a DCM, we'd 4 often, if they were short on DCMs, get asked to act up 5 on that day. 6 Q. On that day? 7 A. Literally on that day. On that morning, I'd get a phone 8 call, literally, "Go and get a white shirt out of 9 the store room and put a shirt on". 10 Q. While you mention uniforms, the DCMs were white shirts? 11 A. White shirts. 12 Q. And the DCOs wore blue shirts? 13 A. Polo shirts. 14 Q. That's how we distinguish them if we look on the 15 footage? 16 A. Yes. 17 Q. We can look, please, at a document on screen, and there 18 is something I just want to ask you about one of your 19 training documents, <CJS006646>, please. Chair, tab 3 20 at page 1. This is a use of force revalidation document 21 dated November 2016. If we go to the bottom, please, we 22 see that one of your instructors was John Connolly. 23 First of all, tell us about this form. What's this form 24 about? 25 A. This is a self-declaration, I think, to show you're</p> <p style="text-align: center;">Page 33</p>	<p>1 Q. We can ask him. But he was somebody who was respected? 2 A. I believe so, yeah. That's why he was given that 3 position. 4 Q. Which brings me to asking you some general questions 5 about the attitudes of staff to the detained men. You 6 deal with this, going back to your first statement, if 7 you wish to refer to it, at paragraphs 36 to 38. You 8 say, from your perspective, you always tried to engage 9 with detainees in a respectful and friendly way; yes? 10 A. Yes. 11 Q. Where there was a language barrier, you used 12 a combination of techniques. Language Line, easy to 13 access, which was often used for ACDT reviews, and you 14 would call and ask for an interpreter to facilitate 15 a three-way conversation on speaker, or you'd ask other 16 members of staff and detainees who spoke different 17 languages to assist in translation. 18 You say that you were not aware of any racist 19 attitudes or behaviours amongst staff. It wasn't 20 something that would ever have been tolerated. And you 21 say: 22 "I know that an example features on the Panorama 23 documentary, and I was shocked by it. I never saw or 24 heard anything like it." 25 Presumably, you're referring to John Connolly,</p> <p style="text-align: center;">Page 35</p>
<p>1 physically fit, you haven't got any injuries, and you're 2 capable to carry out a C&R refresher. 3 Q. Is this part of a training course? 4 A. It's just a one-day refresher each year. 5 Q. So this was your refresher in November 2016. Your 6 instructor was John Connolly. What was your view of 7 John Connolly? 8 A. Very experienced officer. I think he spent a bit of 9 time at Brook House, but he was at Tinsley House mainly, 10 that's where I knew him from. He spent time as C&R 11 coordinator at Brook House. 12 Q. Was he somebody generally who was looked up to? 13 A. Yes. His experience, C&R experience, that's why he was 14 made C&R coordinator. 15 Q. What does "coordinator" mean? What does that term -- 16 A. I couldn't tell you the specific job role, but he 17 would -- any body-worn camera footage and things, he'd 18 be downloading it, looking after that. With regards to 19 booking people and preparing C&R courses or the advanced 20 control and restraint courses, getting people booked 21 onto those. As I say, with the kit and things like 22 that. 23 Q. But you don't know what "coordinator" means, or meant, 24 for -- I mean, I -- 25 A. I couldn't tell you the exact job description.</p> <p style="text-align: center;">Page 34</p>	<p>1 Mr Ring -- 2 A. I believe so, yes. 3 Q. -- where he uses the N word during a conversation on the 4 stairwell while D275 is protesting on the netting on 5 17 May 2017; yes? 6 A. Yes. 7 Q. A respected man who was looked up to, John Connolly, but 8 there he is, of course not knowing he's being recorded, 9 using that word, in fact, more than once, if we look at 10 the transcript, and you say you were shocked by it? 11 A. Yes. 12 Q. Does that mean you had never heard any racist word used 13 by anyone, at any time, in all the years you were at 14 Brook House? 15 A. Not by staff, no, in that way. 16 Q. Never? 17 A. No. 18 Q. A racist -- 19 A. Only with regards to reporting an incident. 20 Q. By which you mean? 21 A. If a detainee had used that language, obviously when 22 you're putting it in a report, that language would get 23 repeated in the report, but not staff using that 24 language, no, towards detainees or about detainees. 25 Q. So in all the time you were there, Mr Ring, not once did</p> <p style="text-align: center;">Page 36</p>

1 you hear any one of your colleagues use racist language,
 2 racist ideas --
 3 **A. No.**
 4 Q. -- about anybody?
 5 **A. No.**
 6 Q. Not once?
 7 **A. No.**
 8 Q. Is that reality?
 9 **A. Yes, I believe so.**
 10 Q. What do you mean by, "It was not something that would
 11 ever have been tolerated". Tolerated by whom? Who
 12 wouldn't have tolerated it?
 13 **A. Well, staff.**
 14 Q. Other staff?
 15 **A. Yes, I believe so, yes. I can't speak for anybody else,**
 16 **but for me personally, no. If I heard a member of staff**
 17 **speaking to a detainee or about detainees like that.**
 18 Q. What would you have done about it?
 19 **A. I would have brought it up with them straight away.**
 20 Q. Brought it up with?
 21 **A. Spoken to that member of staff straight away.**
 22 Q. And what would you have said?
 23 **A. Just that it was inappropriate and then it would be**
 24 **a decision whether that was taken further or not.**
 25 Q. Whose decision?

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1 **A. Well, my decision.**
 2 Q. Let's assume you had been in the presence of
 3 John Connolly and you'd heard him use the N word. What
 4 would you have done?
 5 **A. In the context, it would depend on the context and**
 6 **things, but I --**
 7 Q. Well, is there any context in the working environment,
 8 do you think, when the N word was appropriate?
 9 **A. In that instance, no.**
 10 Q. No. Well, in any instance? Can you envisage
 11 a situation where an officer at Brook House would speak
 12 of, about or to a detainee using that word or any
 13 similar word, for that matter?
 14 **A. No. Only -- like I said before, only if you were**
 15 **reiterating what a detainee had said.**
 16 Q. So let's imagine that you were in the presence of
 17 John Connolly and, as a DCM, he had used that word, in
 18 the circumstances in which he used it. What would you
 19 have done about it?
 20 **A. I would have raised a concern about that.**
 21 Q. With him?
 22 **A. Yes.**
 23 Q. What would you have said to him?
 24 **A. Off the top of my head, I don't know. Just that it's**
 25 **inappropriate. And then it'd be whether it was taken**

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1 **further or not.**
 2 Q. Well, do you agree in principle, Mr Ring, it would never
 3 be appropriate to use that word --
 4 **A. In principle, no.**
 5 Q. -- in particular --
 6 **A. No.**
 7 Q. -- of or about or to a detainee? Right. So if we agree
 8 that, what would you have done, had John Connolly used
 9 that word in front of you?
 10 **A. I would have probably raised it with my line manager.**
 11 Q. Who was?
 12 **A. At the time, Chris Milliken, I believe.**
 13 Q. Have you any idea what might have happened if you had
 14 escalated it like that?
 15 **A. I have no idea.**
 16 Q. You don't know?
 17 **A. No. I'm sure it would have been investigated, but**
 18 **I have no idea what the outcome would have been.**
 19 Q. You see, we have seen an example of an investigation by
 20 Chris Donnelly, who was also a DCM, when it was alleged
 21 that a DCO had called a detainee a knobhead
 22 in July 2017. Now, you know, there are degrees of
 23 abuse, but I suppose most would agree that "knobhead" is
 24 not a term of racial abuse, whereas the word that
 25 John Connolly used certainly is. But what we do know is

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1 that Chris Donnelly investigated the use of that word
 2 and other behaviours by that particular DCO around the
 3 use of that word "knobhead". So would you agree that,
 4 if the use of the word "knobhead" was part of an
 5 investigation that a DCM conducted, then the use of
 6 the N word was almost certain to be investigated in
 7 a similar, if not more extreme, way, for obvious
 8 reasons?
 9 **A. Yes.**
 10 Q. In general terms, then, as far as you're concerned, your
 11 attitude and relationship with the detained men was,
 12 what, good?
 13 **A. Yes.**
 14 Q. Always respectful?
 15 **A. Yes. So I didn't always -- I was generally with new**
 16 **people arriving or with people leaving. I wasn't**
 17 **generally on the residential units.**
 18 Q. No.
 19 **A. Although I did spend a small bit of time on the units.**
 20 **I wouldn't have had the rapport, as such, as some of**
 21 **the other DCMs that were working on the units with them**
 22 **day in, day out.**
 23 Q. So less inclined to take risks, presumably, with your
 24 language with people?
 25 **A. What do you mean "less inclined to take risks"?**

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10 (Pages 37 to 40)

<p>1 Q. If you had less engagement with some of the detainees,</p> <p>2 if you didn't know them well enough to have banter with</p> <p>3 them, then you were less likely to take risks with the</p> <p>4 language you used towards them?</p> <p>5 A. If I didn't know them, yes.</p> <p>6 Q. What about homophobic or misogynistic language? Were</p> <p>7 you ever aware of any of your colleagues using that?</p> <p>8 A. No.</p> <p>9 Q. What about bullying? Any other bullying by staff of</p> <p>10 detainees?</p> <p>11 A. No.</p> <p>12 Q. Or of each other? No?</p> <p>13 A. Not that I was aware of, no.</p> <p>14 Q. Any physical abuse that you ever witnessed?</p> <p>15 A. No.</p> <p>16 Q. Nothing?</p> <p>17 A. No.</p> <p>18 Q. So if we just stand back for a moment and think about</p> <p>19 your evidence, Mr Ring, apart from low staff morale</p> <p>20 because of understaffing, your agreement with the fact</p> <p>21 that it was likely that certain people were used more</p> <p>22 than others for C&R, was Brook House a great place to</p> <p>23 work, apart from the stresses that the understaffing</p> <p>24 caused? I mean, the picture you're painting doesn't</p> <p>25 seem to be a particularly bad one of Brook House.</p> <p style="text-align: right;">Page 41</p>	<p>1 on his back. Then there comes a point in time when --</p> <p>2 he says he jumped forward. He certainly is leaning over</p> <p>3 him and, with his hands around his neck, he whispers,</p> <p>4 "You fucking piece of shit, I'm going to put you to</p> <p>5 fucking sleep" or "because I'm going to put you to</p> <p>6 fucking sleep". Did that not shock you?</p> <p>7 A. Perhaps some of the language.</p> <p>8 Q. Perhaps? Perhaps? That doesn't shock you?</p> <p>9 A. It's the context. I wasn't there. I don't know. You'd</p> <p>10 have to ask Yan, the context. Swearing and things like</p> <p>11 that are commonplace. I wasn't there. I can't comment</p> <p>12 on that.</p> <p>13 Q. Well, I did ask Yan, as you know, and now I'm asking</p> <p>14 you. So what I'm asking you, Mr Ring, is, having viewed</p> <p>15 it, did it not shock you?</p> <p>16 A. Swearing and language like that? No.</p> <p>17 Q. No. So that was commonplace, was it?</p> <p>18 A. Swearing and bad language is commonplace both ways, yes.</p> <p>19 Q. We're not talking about both ways, we are talking about</p> <p>20 one way at the moment. Calling a detainee "you fucking</p> <p>21 piece of shit", was that something you ever did?</p> <p>22 A. No.</p> <p>23 Q. You didn't. Did you ever hear any other staff member</p> <p>24 using anything like that in all the time that you were</p> <p>25 there?</p> <p style="text-align: right;">Page 43</p>
<p>1 I mean, what was the bad there? If you were a detainee?</p> <p>2 A. If I was a detainee?</p> <p>3 Q. If you were a detainee, do you think it was</p> <p>4 a particularly pleasant place to be?</p> <p>5 A. A very frustrating place to be, I would have thought,</p> <p>6 for a detainee.</p> <p>7 Q. Yes. From your perspective, people weren't abused,</p> <p>8 verbally or physically. What you saw on Panorama with</p> <p>9 John Connolly was shocking, but that was it. What about</p> <p>10 what you witnessed from having seen what Yan Paschali</p> <p>11 did to the individual on 25 April? Did that shock you?</p> <p>12 A. I wasn't there. I don't know. I don't know what</p> <p>13 happened. I've only seen what you have seen on the</p> <p>14 footage.</p> <p>15 Q. Well, you were there, but you weren't in the room. You</p> <p>16 were there during the course of that --</p> <p>17 A. I was there that day, but I didn't witness what</p> <p>18 happened.</p> <p>19 Q. I'm not suggesting you did. But you've witnessed it</p> <p>20 now. So what I'm asking is for your view of what you</p> <p>21 saw. Did you find it shocking?</p> <p>22 A. I don't know exactly what happened. I don't --</p> <p>23 Q. Well, you do know what happened because you were able to</p> <p>24 see it on Panorama. You could see Yan Paschali with his</p> <p>25 knees and thighs either side of this man's head. He is</p> <p style="text-align: right;">Page 42</p>	<p>1 A. No.</p> <p>2 Q. So this was completely off the scale?</p> <p>3 A. I've never witnessed anything like that, no.</p> <p>4 Q. But it shocks you, perhaps?</p> <p>5 A. Speaking to someone like that, yeah. As I say, I wasn't</p> <p>6 there, I don't know why it was said.</p> <p>7 Q. Let me ask you about drugs, drugs coming into the</p> <p>8 centre. You deal with this in both your witness</p> <p>9 statements. First of all, you've probably got open your</p> <p>10 first witness statement at paragraph 39. Let's have</p> <p>11 a look there at page 14. You say you were aware of</p> <p>12 a member of staff bringing cannabis into Brook House for</p> <p>13 his own personal use; yes?</p> <p>14 A. There was one incident I recall, yeah, that one of</p> <p>15 the ACOs, I don't recall his name, but one of the ACOs</p> <p>16 was searched and had a bit of cannabis on him for his</p> <p>17 own use. But, yeah, ACOs were in the gatehouse. They</p> <p>18 weren't coming into the centre.</p> <p>19 Q. And he was walked off the premises by police. So the</p> <p>20 police were called?</p> <p>21 A. I believe so, yes.</p> <p>22 Q. "... who would often arrive unexpectedly to carry out</p> <p>23 random spot checks for drugs."</p> <p>24 Is that right, that the police would arrive and</p> <p>25 carry out random spot specks?</p> <p style="text-align: right;">Page 44</p>

<p>1 A. It didn't happen very often, but they would be there 2 before staff arrived. 3 Q. Why were the police there? Was this a police initiative 4 or was this a G4S initiative or Home Office, do you 5 know? 6 A. I don't know. I never worked in the security 7 department -- 8 Q. No, no -- 9 A. -- and that was in the security department. 10 Q. Fine. But I'm simply asking if you happen to know whose 11 initiative it was for the police to turn up? You can't 12 help? 13 A. I've no idea, but I would have thought G4S. 14 Q. You say that person never came back and you were 15 "unaware of any other employees bringing drugs into 16 Brook House for personal use. Other than this ...", you 17 say, and you turn to Owen Syred, who was friendly with 18 detainees, and gave cigars to them. 19 That was an incident of personal use. If we look at 20 your second witness statement, at paragraphs 61 to 63 -- 21 start at 62 and then I want to look at an email with 22 you. At 62, page 16, you say: 23 "The drug supply to Brook House was an impossible 24 problem to solve because every time one route of entry 25 was closed down, another opened up. I can remember</p> <p style="text-align: center;">Page 45</p>	<p>1 "Information has just been received that drugs 2 suppliers will be changing the method they get drugs 3 into the centre. Apparently they will now be trying to 4 use shoes as a method of supplying. Could you please 5 make all reception, gatehouse and reception staff that 6 you are responsible for aware of this." 7 So was this kind of thing -- getting emails, 8 intelligence sent around -- fairly routine? 9 A. Yeah, something like that. 10 Q. Informing everything of the different methods by which 11 drugs could be brought into the centre. 12 You said it was an impossible problem to solve. You 13 say that in your paragraph 62. Why was it impossible to 14 solve? 15 A. As I say, they'd always find new -- new ways to get 16 things in. Spice, for one, is one of the hardest 17 things, from my recollection -- it's genetically 18 modified so they can change -- so if you trained a dog 19 to sniff it out, they could change the genetic makeup of 20 it so the dog no longer senses it. Things like that. 21 Q. But that's just spice. Were other drugs coming into the 22 centre as well, or was it uniquely spice? 23 A. Spice was the biggest one. 24 Q. What did management do about it, do you know? 25 A. I wouldn't know, off the top of my head.</p> <p style="text-align: center;">Page 47</p>
<p>1 tennis balls being packed with drugs and hit over the 2 fences. I remember collecting the balls before 3 detainees were allowed into the courtyards. I remember 4 spice being incorporated into paint or paper and what 5 looked like children's pictures being produced. The 6 detainees would then rip off strips and smoke them. One 7 point on which I am confident is that no officer would 8 have done anything to facilitate the entry of drugs to 9 Brook House. Nobody hated the drugs problem at 10 Brook House more than the DCOs and DCMs who had to deal 11 with the fallout from drug use." 12 You're not saying by that, Mr Ring, are you, that it 13 is impossible for an officer to have smuggled drugs into 14 the centre? 15 A. It wouldn't be impossible, no. 16 Q. But there were various means by which drugs were clearly 17 entering the centre? 18 A. Yeah, there had -- yeah, there must have been, yeah. 19 Q. If we put up on screen, please, <CJS0072791> -- chair, 20 tab 11 -- this is an email to a number of you -- 21 I suspect all the DCMs, but I may be wrong? 22 A. There's a number of DCMs, yes. 23 Q. 1 June. Who was Jason Murphy? 24 A. He was a DCO who worked in the security office. 25 Q. The subject line is "Drugs":</p> <p style="text-align: center;">Page 46</p>	<p>1 Q. I mean, there weren't routine searches every day you 2 came into the centre, were there? 3 A. No. 4 Q. No. The idea, I guess, is that the police only turned 5 up randomly for spot checks, for whatever reason they 6 did, and so, if somebody was determined to get drugs in, 7 be it through the visitors hall, be it a staff member 8 who was making money out of it, or any other means, it 9 was carrying on regardless? 10 A. The only way I know for sure there was drugs that came 11 into the centre, as I say, it was passes and things in 12 visits. 13 Q. Right. 14 A. But as soon as that was caught, that'd be -- the 15 security office would deal with that and they would 16 speak to the police. 17 Q. Do you know offhand whether, when visitors came into the 18 centre, they were always searched? 19 A. Yes, as far as I'm aware, searched by an ACO in the 20 gatehouse. 21 Q. So if those searches were done properly and every 22 visitor who came to visit a detainee was searched, then 23 drugs ought not to have come in through that route, 24 although, of course, occasionally they can have done? 25 A. The level of search you were allowed to do on a visitor,</p> <p style="text-align: center;">Page 48</p>

12 (Pages 45 to 48)

<p>1 if someone had secreted something --</p> <p>2 Q. No, of course --</p> <p>3 A. -- you were never going to find it.</p> <p>4 Q. -- they weren't --</p> <p>5 A. Whether it was in their underwear or secreted, you were</p> <p>6 never going to find it.</p> <p>7 Q. They weren't full body searches, so there were always</p> <p>8 means, but at least there were searches. But in terms</p> <p>9 of staff, the impression we get from what you tell us is</p> <p>10 searching wasn't routine?</p> <p>11 A. Searching visitors --</p> <p>12 Q. No, staff.</p> <p>13 A. -- but searching of staff, no, no, it was only a handful</p> <p>14 of times that happened.</p> <p>15 Q. Can I put up, please, another document I'd like you to</p> <p>16 look at. It's a BBC document which calls itself</p> <p>17 annex A, <SXP000057>, chair, tab 13, at page 2.</p> <p>18 Do you see there is a date there, "On the 12th</p> <p>19 of May", towards the bottom as it is on screen, relating</p> <p>20 to a detainee D852 who was on E wing:</p> <p>21 "... after being observed high on spice. He is</p> <p>22 believed to have been given the illegal narcotic without</p> <p>23 his consent spiked by other detainees. This</p> <p>24 demonstrated failure to protect a detainee who said he</p> <p>25 was only 14 ..."</p> <p style="text-align: center;">Page 49</p>	<p>1 you've heard of this, apart from the guinea pig side of</p> <p>2 things, which, from the way you describe it, is not the</p> <p>3 same thing, that if there were such spice attacks, you</p> <p>4 were unaware of it. If people were deliberately spiked,</p> <p>5 you were unaware of it?</p> <p>6 A. I was not aware of people deliberately spiked, no.</p> <p>7 Sorry, can you just clarify what you mean by a "spice</p> <p>8 attack"?</p> <p>9 Q. Well, somebody being given spice somehow without their</p> <p>10 knowledge.</p> <p>11 A. I wouldn't describe that as a spice attack.</p> <p>12 I personally believe a spice attack would be someone</p> <p>13 that's had spice and then is uncontrollable, whether</p> <p>14 they have passed out, vomiting, things like that.</p> <p>15 Q. No, I get that. But here you see, in line 22 of this</p> <p>16 document "without his consent, spiked by other</p> <p>17 detainees"?</p> <p>18 A. I understand what you're saying about the spiked bit,</p> <p>19 but for me when you say "spice attack" it means someone</p> <p>20 who's almost overdosed, along those lines.</p> <p>21 Q. I suppose it's being a spiked attack rather than a spice</p> <p>22 attack?</p> <p>23 A. Yes.</p> <p>24 Q. The point is, from your perspective, you say you never</p> <p>25 experienced that?</p> <p style="text-align: center;">Page 51</p>
<p>1 Were you aware of not only individuals voluntarily</p> <p>2 taking spice, but also other detainees being</p> <p>3 deliberately spiked with spice?</p> <p>4 A. No.</p> <p>5 Q. In other words, a spice attack?</p> <p>6 A. No.</p> <p>7 Q. Is that the first time you've ever heard anything like</p> <p>8 that?</p> <p>9 A. About being spiked? They'd have -- you could tell when</p> <p>10 a new batch of spice had arrived in the centre.</p> <p>11 Q. How?</p> <p>12 A. They would have, generally -- there'd be the same</p> <p>13 faces -- from what -- from what I believe, they were</p> <p>14 obviously trying to work out the strength and things of</p> <p>15 the drug, so they would give to what they called guinea</p> <p>16 pigs, give a small handful of detainees some of it to</p> <p>17 try to see what happened.</p> <p>18 Q. And the guinea pig, or guinea pigs, were they volunteers</p> <p>19 to taking it?</p> <p>20 A. As far as I'm aware, because they were probably getting</p> <p>21 it for free, but I can't speculate on that.</p> <p>22 Q. I suppose you can't, but you can't also say whether they</p> <p>23 weren't deliberately spiked with it somehow?</p> <p>24 A. No, but that's the first time I've heard about that.</p> <p>25 Q. It rather suggests, Mr Ring, if this is the first time</p> <p style="text-align: center;">Page 50</p>	<p>1 A. No.</p> <p>2 Q. Now let me ask you, please, something about use of</p> <p>3 force. In your first witness statement, at</p> <p>4 paragraph 70, on page 20, and paragraph 71, but starting</p> <p>5 at 70:</p> <p>6 "During my time as DCM, I only led two or three</p> <p>7 C&Rs. A DCM or and Oscar 1 would generally be leading</p> <p>8 a C&R and I was generally an Oscar 2."</p> <p>9 A. Which statement is that, sorry?</p> <p>10 Q. Your first one, page 20, paragraph 70.</p> <p>11 A. I've got that on page 18 here.</p> <p>12 Q. It may just be my print version is different to yours.</p> <p>13 A. "Transcript of Mr Tulley's recording about the reaction</p> <p>14 to spice". It is not about use of force, I don't think.</p> <p>15 Q. Just a moment. No, I'm looking at your first witness</p> <p>16 statement, Mr Ring. You're probably looking at the</p> <p>17 wrong thing. It is paragraph 70. It may be your</p> <p>18 page 18. I have a slightly different print version.</p> <p>19 A. Sorry, one second. Yep.</p> <p>20 Q. Got it?</p> <p>21 A. Yes, thank you.</p> <p>22 Q. You say:</p> <p>23 "During my time as DCM, I only led two or three</p> <p>24 C&Rs. A DCM or an Oscar 1 would generally be leading</p> <p>25 a C&R and I was generally an Oscar 2. As an Oscar 2,</p> <p style="text-align: center;">Page 52</p>

<p>1 I would be filming any planned C&Rs. During my last 2 6 months, I don't remember being involved in any C&R. 3 I do not recall having any concerns about C&R incidents 4 in which I was not involved but which I became aware of 5 through my role as a DCM. Planned C&Rs were generally 6 routine." 7 Then at 71: 8 "To the best of my knowledge, C&R techniques were 9 not used excessively or as a mechanism to control 10 behaviour. Aside from the planned events, I can only 11 count a tiny number of times where an unplanned C&R took 12 place during my employment at Brook House, certainly 13 less than ten. During my initial training course, I was 14 told that our voice was our best weapon, and we were 15 taught to reason with detainees. This was a successful 16 strategy, which is why C&R was used so infrequently. It 17 was also an essential technique, given that you would 18 often find yourself alone with over 100 detainees." 19 Now, "our voice was our best weapon, and we were 20 taught to reason with detainees". First of all, whose 21 instruction was that, do you remember? 22 A. I remember hearing that on my ITC. 23 Q. Was John Connolly your trainer at that time -- 24 A. No. 25 Q. -- or somebody else?</p> <p style="text-align: center;">Page 53</p>	<p>1 Q. Well, it is not one anybody should use. It is certainly 2 strong, but it is not a command, is it; it's abuse? 3 A. I wasn't there. I can't comment on the context of -- 4 Q. No. You're not prepared to comment on that, but you 5 will agree with me it is not a command, won't you? To 6 call somebody "a fucking piece of shit" is not 7 a command. We can agree with that, can't we, Mr Ring? 8 A. Yes. 9 Q. Thank you. So voice was your best weapon, talk to calm 10 things down, but if that didn't work, C&R was the last 11 resort; yes? 12 A. Always the last resort. 13 Q. I've asked you a little about mentally unwell detainees. 14 Did you ever have any mental health training of any 15 kind? 16 A. No. 17 Q. Nothing? 18 A. Not that I recall, no. I spent a little bit of time 19 with ACDT reviews and things with sort of the mental 20 health nurses and things like that -- 21 Q. Yes. 22 A. -- during reviews, but no official training, no. 23 Q. You go on, at your paragraph 74 of your first witness 24 statement, to talk about drug use by individuals was an 25 issue at Brook House which staff were constantly trying</p> <p style="text-align: center;">Page 55</p>
<p>1 A. No. 2 Q. It wasn't him. What was meant by "voice is our best 3 weapon"? 4 A. It's your best tool, speaking to people, trying to get 5 to the bottom of problems. C&R was always a last 6 resort. 7 Q. So to de-escalate? 8 A. Yes. 9 Q. So before you even get to C&R, you talk to somebody? 10 A. Always, yes. 11 Q. "... our voice was our best weapon ... we were taught to 12 reason with detainees", and that's why C&R is a last 13 resort. Do you remember anything about strong commands? 14 A. Yes, you would give strong commands during a C&R. 15 Q. During C&R? 16 A. Yes. 17 Q. Would that mean swearing at somebody? 18 A. It may do, in the heat of the moment. If they're 19 shouting and things and swearing, you may do that as 20 well. 21 Q. What is a command? How do you command somebody? Do you 22 say, "Do something", "Don't do something"? Calling 23 somebody "a fucking piece of shit" is not a strong 24 command, is it? 25 A. It's not one I would use, no.</p> <p style="text-align: center;">Page 54</p>	<p>1 to combat, and you say it was a problem, spice, because 2 its components can be altered so it's no longer 3 detected. You have told us something about that. Then 4 you say at 76: 5 "I feature in the Panorama programme when an 6 individual has taken spice. This was the fourth time 7 I had called for a medical response for this individual 8 and on each previous occasion I had spent time with him 9 talking about the effect the drug was having and why it 10 wasn't a good idea. I thought I'd gotten through to him 11 and then I saw that he had again overdosed. It was the 12 disappointment of the situation that led to me making 13 a stupid comment." 14 Well, we will come back to that comment afterwards. 15 But so that we are clear, were you talking here about 16 the event with D1275 on 14 June? When you were making 17 comments like "div", "scrotum", that sort of thing? 18 A. Yes. 19 Q. We will come back to that, as I say. Also, in terms of 20 generality, before I turn to specific issues, Mr Ring, 21 food refusal and the like you deal with at paragraph 79, 22 which is self-harm, and how that would trigger the ACDT 23 process. But I want particularly to ask you about what 24 you say at paragraph 80 and paragraph 81. At 25 paragraph 80, you say:</p> <p style="text-align: center;">Page 56</p>

<p>1 "If an individual had refused food provided by the</p> <p>2 centre within a 24-hour period, an ACDT would be opened.</p> <p>3 The only meal which was not monitored by Brook House was</p> <p>4 breakfast."</p> <p>5 Did that mean a detained man could refuse breakfast</p> <p>6 every day of the week but that wouldn't be monitored?</p> <p>7 A. Yes, you wouldn't know whether they'd taken it or not.</p> <p>8 Q. "Often individuals preferred to buy their own food from</p> <p>9 the shop because they disliked the food at the centre.</p> <p>10 However, because they had not taken a meal from the</p> <p>11 kitchen, they would be marked down as refusing food. If</p> <p>12 staff then saw the individual had eaten, then the ACDT</p> <p>13 could be closed but the pattern would reoccur daily, so</p> <p>14 often, the ACDT would be left open."</p> <p>15 Then, at paragraph 81, you turn attention back to</p> <p>16 Panorama:</p> <p>17 "The Panorama programme shows Callum Tulley</p> <p>18 reporting to me ..."</p> <p>19 We are going to come back to this, because this</p> <p>20 deals with an event on 31 May:</p> <p>21 "... that an individual had refused food. This</p> <p>22 individual had been in Brook House for a few days, and</p> <p>23 I'd been doing all I could to help him. The detainee</p> <p>24 refused to eat food provided by the centre canteen but</p> <p>25 was purchasing from the shop. I was aware that he had</p> <p style="text-align: center;">Page 57</p>	<p>1 that you had, as a DCM, done all you could to aid these</p> <p>2 detainees, but, in effect, they had let themselves down</p> <p>3 or had behaved in a way which was contrary to the advice</p> <p>4 or helping you'd been giving them?</p> <p>5 A. With regards to the spice, yes.</p> <p>6 Q. And with regard to the food refusal up to a point,</p> <p>7 because you had been doing all you could to help that</p> <p>8 man as well?</p> <p>9 A. I had been assisting him, yeah, for a considerable</p> <p>10 amount of time, yes.</p> <p>11 Q. Against all of that, please, let's turn away from, as it</p> <p>12 were, general topics to specific ones. I am going to</p> <p>13 start with 24 April in relation to D1527. Chair, if you</p> <p>14 go, please, to tab 18, at page 20, <CJS001107>, please,</p> <p>15 at page 20. This is something you refer to, Mr Ring,</p> <p>16 perhaps understandably, in relation to your dealings</p> <p>17 with D1527 on the day before the Paschali incident, if</p> <p>18 I can call it that for short. Scroll down to the bottom</p> <p>19 of page 20:</p> <p>20 "Allegation.</p> <p>21 "To investigate the incident in the Panorama</p> <p>22 programme of officer Nathan Ring mocking ... D1527 while</p> <p>23 he had a phone battery in his mouth."</p> <p>24 If we go to the next page, please, in your second</p> <p>25 witness statement, at paragraphs 26 to 27, you point out</p> <p style="text-align: center;">Page 59</p>
<p>1 plenty of food in his room from the shop and had seen</p> <p>2 him eating his own meals. I knew that there was no</p> <p>3 welfare issue. This was frankly a piece for camera by</p> <p>4 Callum and if he had genuine concerns he ought to have</p> <p>5 opened an ACDT. He didn't do so."</p> <p>6 So in respect of both those bits of Panorama -- as</p> <p>7 I say, we are going to come back to them -- the one in</p> <p>8 relation to comments you made about somebody who had</p> <p>9 overdosed on spice and in relation to a conversation you</p> <p>10 had with Tulley on 31 May -- in fact, it predates the</p> <p>11 other occasion by about two weeks -- about the food</p> <p>12 refusal, in both instances what you are saying in your</p> <p>13 statement is that you had not so much relationships, but</p> <p>14 you had engaged with both detainees, the one about</p> <p>15 taking spice -- yes?</p> <p>16 A. Yes.</p> <p>17 Q. And he had not listened to you, and you had engaged, on</p> <p>18 31 May, with the detainee who had been refusing food,</p> <p>19 and, in his case, you'd been doing all you could to help</p> <p>20 him?</p> <p>21 A. I spent a considerable amount of time, yes, trying to</p> <p>22 help him.</p> <p>23 Q. So in respect of both of those instances, one on 31 May</p> <p>24 and the other on 14 June, different types of</p> <p>25 circumstance, what you say in your witness statement is</p> <p style="text-align: center;">Page 58</p>	<p>1 what is said by the PSU in this report at paragraph 7.28</p> <p>2 and we will come back to the things you said:</p> <p>3 "For balance, as DCM Ring has not contributed to</p> <p>4 this investigation, it was noted that there was evidence</p> <p>5 that DCM Ring had shown D1527 an appropriate level of</p> <p>6 assistance on 24 April. DCM Ring was the duty manager</p> <p>7 who conducted an ACDT case review. D1527 was upset and</p> <p>8 wanted to return to his room on C wing. In addition,</p> <p>9 his possessions had not been cleared from his old room.</p> <p>10 DCM Ring took action and called C wing to see if D1527</p> <p>11 could have his old room back, but another detainee had</p> <p>12 already moved in. D1527 was upset and angry about this</p> <p>13 and DCM Ring, recognising this, told his officers to</p> <p>14 watch D1527. D1527 then attempted to strangle himself</p> <p>15 in his room and officers intervened, including DCM Ring,</p> <p>16 who cut a ligature. He then assigned an officer to</p> <p>17 constantly supervise D1527. DCM Ring also created two</p> <p>18 new actions on his care plan to address his issues at</p> <p>19 that time, including that he was not sleeping well and</p> <p>20 needed a medical appointment. Therefore, whilst</p> <p>21 Panorama showed DCM Ring only in a negative light,</p> <p>22 mocking detainees and disregarding policies, this</p> <p>23 evidence showed that this may be a [representation]."</p> <p>24 You rely upon that, don't you?</p> <p>25 A. Yes, sorry, can I just --</p> <p style="text-align: center;">Page 60</p>

1 MR KELLY: I'm sorry --

2 **A. I don't believe it was me that cut the ligature.**

3 MR KELLY: I'm sorry to interrupt, but, yet again,

4 Mr Altman, it is not a "representation", it is a

5 "misrepresentation".

6 MR ALTMAN: I'm sorry, I'm not understanding --

7 MR KELLY: The last word, you said it was a

8 "representation".

9 MR ALTMAN: I didn't. I said "misrepresentation".

10 MR KELLY: Well, I heard it as "representation".

11 MR ALTMAN: No, I'm sorry, I said "misrepresentation".

12 MR KELLY: Well, we are all clear now, then.

13 MR ALTMAN: Yes, well, that's what the word says, Mr Kelly,

14 and that's what I read, even if the transcript doesn't.

15 **A. Sorry, can I also just say, I don't believe it was me**

16 **that cut the ligature.**

17 Q. Well, you may be right --

18 **A. Since I have asked some officers to go and check on**

19 **him --**

20 Q. I think you're right about that.

21 **A. So it wasn't me that went.**

22 Q. I know, but that's not the point here, Mr Ring. They

23 may have got that wrong, the person who wrote this

24 report.

25 The point is, you rely upon this in your witness

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1 statement as showing another side to you; as a balance,

2 a counterbalance, to the depiction of the Panorama

3 programme?

4 **A. Yes, I don't believe it is another side to me, yes, that**

5 **is what I did on a daily basis.**

6 Q. The reason I was putting this there, in case Mr Kelly is

7 in any doubt, is it does show a counterbalance. That's

8 the whole point of my citing this, not the converse.

9 As a matter of interest, why didn't you contribute

10 to the investigation, nonetheless?

11 **A. I believe it was probably after I left.**

12 Q. Do you remember being invited --

13 **A. No.**

14 Q. You don't?

15 **A. No, I don't, no. I don't know the date of this, but I'm**

16 **assuming that was probably after I was dismissed.**

17 Q. If we look at the top at 7.26:

18 "DCM Ring was dismissed by G4S without interview

19 following the Panorama programme broadcast. DCM Ring

20 was invited to participate in this investigation but he

21 declined. Therefore, there is no explanation provided

22 by DCM Ring for consideration."

23 So according to the PSU, you were invited but you

24 don't remember that?

25 **A. I have no recollection of that, no.**

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1 Q. Let's look, then, at the ongoing record of observations

2 from that day, please -- chair, at tab 6, <CJS001085> at

3 page 2. We can pick up from the observations log what

4 happened. At the bottom, we have 24 April at 15:15:

5 "After completing D1527's review and informing him

6 that he won't be returning to his old room due to his

7 low mood and demeanour, D1527 began to throw his chair

8 around his room in anger. D1527's chair has now been

9 removed from his room and he will remain on Eden wing

10 until he is reviewed again tomorrow."

11 That's your signature, is it?

12 **A. Yes. Well, I can't see the signature but that's my name**

13 **at the end and it looks like my handwriting.**

14 Q. Forgive me. You have printed your name and the

15 signature has been redacted out, but that's what

16 I meant?

17 **A. Yes.**

18 Q. Five minutes later, at 3.20:

19 "D1527 was under his cover attempting to ..."

20 I'm not sure if that is a verb or not:

21 "... tie" --

22 **A. "Ligature".**

23 Q. -- "a ligature around his neck. Myself and DCM

24 Michelle Brown, with the help of Oscar 1, Nathan Ring,

25 we removed the ligature."

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1 That's Gary Croucher, but you say you didn't

2 actually cut it from him, somebody else must have done

3 it?

4 **A. I don't believe I cut the ligature off.**

5 Q. But it doesn't really matter.

6 **A. No.**

7 Q. You were instrumental in helping him. Then at the top

8 of the next page, at 15:32, it looks like, or 15:37:

9 "Refused to engage with healthcare. Verbalised that

10 he didn't want physical observations to be undertaken."

11 That was a healthcare assistant; is that right?

12 **A. "HCA", yeah. I can't quite make out the name but "HCA"**

13 **would be a healthcare assistant.**

14 Q. I think it looks like "Ewan" or --

15 **A. I don't know.**

16 Q. If we then, please, go to another document, just to pick

17 this up, there was a use of force report at <CJS005538>,

18 chair, at tab 7, at page 7, which Gary Croucher

19 completed. If we go to the next page:

20 "I DCO G Croucher, as part of my duty at Brook House

21 working on Eden wing 24 April at approximately 3.20,

22 went to check on detainee D1527. On entering his room,

23 I noticed that he was under his cover and, on not

24 getting a verbal response from him, I removed his cover

25 and I noticed a ligature around his neck which he was

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16 (Pages 61 to 64)

<p>1 holding with his right hand. I informed</p> <p>2 DCM Michelle Brown who was standing in the doorway of</p> <p>3 his room. She called for help to the wing office.</p> <p>4 I took hold of D1527's wrist and arm to prevent him</p> <p>5 applying more pressure to the ligature and was joined by</p> <p>6 DCM Nathan Ring."</p> <p>7 Next page, please, at the top:</p> <p>8 "D1527 released the ligature [is how it reads] and,</p> <p>9 whilst holding his right wrist, I unwound the ligature</p> <p>10 and removed it. This concludes my report."</p> <p>11 Finally in this regard, in terms of documents, can</p> <p>12 we go to <HOM000152>, which is at tab 8?</p> <p>13 A. Sorry, can I just say as well, he keeps referring to</p> <p>14 DCM Michelle Brown. She would have been the duty</p> <p>15 director, she wouldn't have been a DCM by that point.</p> <p>16 She would have probably been there because it was</p> <p>17 constant supervision.</p> <p>18 Q. Here we have a record of case review. You are shown as</p> <p>19 the case manager. It is 24 April. You see the time is</p> <p>20 15:30. Is this your document, Mr Ring? Would you have</p> <p>21 completed this?</p> <p>22 A. It is something I would have done, yes. If my</p> <p>23 signature -- I can't see the whole document at the</p> <p>24 moment.</p> <p>25 Q. We will scroll down. Unfortunately, the signature has</p> <p style="text-align: center;">Page 65</p>	<p>1 just wanted to return to his old room on Clyde wing.</p> <p>2 I explained to D1527 that this decision would be made</p> <p>3 after his review. I also felt that D1527 was only</p> <p>4 talking to me as he wanted something, as this has</p> <p>5 happened on previous occasions with myself. D1527 has</p> <p>6 point blank ignored me on previous attempts to review</p> <p>7 him. However, he then approached me asking if he could</p> <p>8 move rooms."</p> <p>9 So do you think this is you writing this?</p> <p>10 A. Possibly, yes.</p> <p>11 Q. "D1527 has refused to communicate with healthcare this</p> <p>12 morning and the Home Office have no updates with regards</p> <p>13 to his case at this time.</p> <p>14 "After we had completed D1527's review, I phoned</p> <p>15 Clyde wing to enquire about his old room and his</p> <p>16 property. I was informed that someone else had already</p> <p>17 moved into his room and so he could not return to it.</p> <p>18 When I informed D1527 of this, he returned to his room</p> <p>19 and began to throw his chair at his door."</p> <p>20 So it very much looks like this is your document,</p> <p>21 doesn't it?</p> <p>22 A. Yes.</p> <p>23 Q. "I asked the officers on the unit to keep an eye on him</p> <p>24 and only a few moments later I was alerted that D1527</p> <p>25 had now ripped up one of his sheets and wrapped it</p> <p style="text-align: center;">Page 67</p>
<p>1 been obliterated. Let's see what the text says:</p> <p>2 "D1527 appeared fairly withdrawn during his review</p> <p>3 and failed to make any eye contact whatsoever. D1527</p> <p>4 stated that he didn't know why he self-harmed last night</p> <p>5 and that he just wants to return to his old room on</p> <p>6 Clyde wing."</p> <p>7 Pausing there, assuming that this was your</p> <p>8 narrative, because you had the conversation with him at</p> <p>9 3.15, does it rather suggest he'd self-harmed the night</p> <p>10 before, which is why he was on E wing in the first place</p> <p>11 on the 24th?</p> <p>12 A. I don't know. If he'd self-harmed before, then it would</p> <p>13 be -- if it was his first time, that would be in the</p> <p>14 opening paperwork of that ACDT.</p> <p>15 Q. Right.</p> <p>16 A. Or if it -- if he was already on an ACDT, the previous</p> <p>17 review would show that.</p> <p>18 Q. Yes.</p> <p>19 A. I don't recall. I couldn't tell you.</p> <p>20 Q. No. All I'm looking at is what's written here. It does</p> <p>21 rather suggest, though, that he may have self-harmed the</p> <p>22 night before. Whether that brought him onto E wing at</p> <p>23 that point or not, we can't tell from this document is</p> <p>24 what I think you're saying, yes?:</p> <p>25 "He didn't know why he self-harmed last night and he</p> <p style="text-align: center;">Page 66</p>	<p>1 around his neck. The sheet was immediately removed and</p> <p>2 D1527 was seen by healthcare. However, he stated that</p> <p>3 he didn't want anyone to touch him. Healthcare then</p> <p>4 left and D1527 was placed onto a constant supervision.</p> <p>5 D1527 then refused to communicate whatsoever. D1527</p> <p>6 will be reviewed again tomorrow morning with a duty</p> <p>7 director present."</p> <p>8 So that series of documents shows us what happened</p> <p>9 on 24 April, and your part in it, and it's because of</p> <p>10 that that enabled the PSU to write what they did at</p> <p>11 paragraph 7.28 about you as counterbalancing the</p> <p>12 representation about you by the Panorama programme?</p> <p>13 A. Yes.</p> <p>14 Q. Out of interest, Mr Ring, you mention here the</p> <p>15 Home Office. Did you make any representations to the</p> <p>16 Home Office about him that you recall, or any concerns</p> <p>17 or any changes about his condition as a result of what</p> <p>18 had happened?</p> <p>19 A. I'm just looking here. It would appear, yeah, I would</p> <p>20 have spoken to -- I don't know if I'm allowed to say the</p> <p>21 name, but on this document, the individual from the</p> <p>22 Home Office gave me information, so I would have spoken</p> <p>23 to them prior to the review and explained what was going</p> <p>24 on.</p> <p>25 Q. Yes.</p> <p style="text-align: center;">Page 68</p>

<p>1 A. And if he was already down on Eden wing, then 2 Home Office would have already been aware of that as 3 well and why he was there. 4 Q. It looks as if you had engaged the healthcare. I mean, 5 presumably you spoke with somebody from healthcare? 6 A. Yes. A mental health nurse. 7 Q. In order, what, to voice concerns you had about him or 8 for some other reason? 9 A. It's a general thing I would have done with all of my 10 ACDTs. So I would always speak to the Home Office and 11 healthcare and get their involvement. Preferably for 12 them to attend, but as this was down on the -- I guess 13 it was on E wing, and the time and things, but, yeah, 14 I would generally always want -- preferably get them to 15 attend. 16 Q. Now, in a while, Mr Ring, I am going to ask you about 17 some of the things you've said, and if we absolutely 18 have to, and if you want to, we can always look at the 19 video itself, but let me just ask you first, as it were, 20 by way of preface, what you said in your witness 21 statement about it. Because if we look at paragraph 27 22 of your first witness statement -- you will find it on 23 page 7. In paragraph 27, you deal with, effectively, 24 what we have just been asking you about, and 25 paragraph 28. You refer there to the Home Office</p> <p style="text-align: center;">Page 69</p>	<p>1 which it was selectively edited by the BBC, but when it 2 actually came to actions, I generally did what 3 I considered was to be right and in accordance with my 4 training and operating procedures." 5 Right? That's what you said? 6 A. Yes. 7 Q. As I say, we will come to, you know, the actual words 8 that you used on this occasion, and indeed others, but 9 before we come to consider those words, so that we 10 understand what your position is on this, the words that 11 you used, you're saying is, what, just bad taste humour? 12 A. Yeah, they were silly comments, but, as I say, you'll 13 come on to it. More out of frustration than anything. 14 Q. Frustration at what? 15 A. With the individual that I had -- you previously 16 mentioned that I had some sort of rapport with and 17 thought I was getting through to. 18 Q. The two other incidents I mentioned to you from your 19 witness statement were actually not this one that we are 20 about to deal with, which is D1527 on 5 April. What 21 I was asking you about were passages in relation to 22 a food refusal on 31 May and a spice attack on 14 June. 23 This is a third instance which I haven't yet asked you 24 about. 25 A. Right.</p> <p style="text-align: center;">Page 71</p>
<p>1 report, which is the one I started with. Then this, 2 paragraph 29: 3 "On reflection, I feel that the manner in which this 4 incident was portrayed by the BBC is representative of 5 the manner in which I was portrayed throughout the 6 entire Panorama documentary." 7 A. Sorry, this is my first statement? 8 Q. Yes. 9 A. Paragraph 29? 10 Q. Have you got that, "On reflection"? 11 A. "Reflecting on my time as a DCM"? 12 Q. No. 13 A. That's what I've got here. 14 Q. My fault. It is the second witness statement, not the 15 first. Sorry. 16 THE CHAIR: Page 7, I think. 17 MR ALTMAN: Page 7, sorry. 18 A. Thank you. 19 Q. "On reflection, I feel that the manner in which this 20 incident was portrayed by the BBC is representative of 21 the manner in which I was portrayed throughout the 22 entire Panorama documentary. I firmly believe that 23 I did my best to help and get along with the detainees 24 generally. My sense of humour might not be to 25 everybody's taste, particularly given the manner in</p> <p style="text-align: center;">Page 70</p>	<p>1 Q. Did you feel that you had some rapport with D1527 then? 2 You say it was frustration, what was the frustration? 3 A. You'd have to refer me to the actual incident. 4 Q. Sorry? 5 A. You'd have to refer me to the actual incident. 6 Q. It's the Paschali incident, the sleep hold, the "you 7 fucking piece of shit" incident? 8 A. The gentleman I dealt with on the ACDT previously and 9 had spoken to at length? 10 Q. Yes. 11 A. Yes. 12 Q. So you're telling us, before we come to it, just so we 13 understand the context, from your perspective, was that 14 the words you used -- and you will remember "Duracell 15 bunny", "sucking on the dummy", all of those things -- 16 should be seen in the context that you were frustrated 17 with him? 18 A. Yes, and the way he was behaving, yes. 19 MR ALTMAN: Chair, it is almost 11.45 am, if not 11.45 am. 20 Can I suggest we take our break now? And because we 21 will have a shorter day, it being Friday, I think it is 22 half an hour today. 23 THE CHAIR: Indeed. I have one general question. Does it 24 make sense to ask it now, perhaps, if we are going to 25 move on to specifics?</p> <p style="text-align: center;">Page 72</p>

1 MR ALTMAN: Of course.

2 THE CHAIR: Mr Ring, you talked about a member of

3 the Home Office being involved in discussions when

4 somebody is being held on Eden wing, or on E wing.

5 **A. Yes.**

6 THE CHAIR: How often were the Home Office staff actually

7 present on that wing, from your memory?

8 **A. Every morning they would go down, if someone was on**

9 **rule 40. They would go down to E wing every morning.**

10 **After their general morning meeting, the duty director,**

11 **the Home Office duty officer and the Oscar 1 would go**

12 **down and do reviews.**

13 THE CHAIR: Did that mean, in practice, that it was pretty

14 much a daily occurrence?

15 **A. Every day.**

16 THE CHAIR: Was there always somebody on rule 40?

17 **A. There would always be someone down there; I would have**

18 **thought so, yeah.**

19 THE CHAIR: Okay. Thank you very much.

20 **A. More often than not, yes.**

21 THE CHAIR: Thank you. That was my only question. So we

22 will return at 12.15 pm, after our break. Thank you,

23 Mr Ring.

24 (11.45 am)

25 (A short break)

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1 (12.19 pm)

2 MR ALTMAN: Mr Ring, just to remind you, what I am about to

3 ask you about are some of the things you said during

4 those incidents, or the three parts of the one incident,

5 whichever way you care to look at it, with D1527 on

6 25 April; all right? Just so we understand, one of

7 the questions I am asked to ask you, on behalf of

8 Duncan Lewis, who represents a number of the core

9 participants in this inquiry, is whether you made any

10 use of force report after the events on that day and, if

11 not, why not?

12 **A. Which incident is this, sorry?**

13 Q. The one I'm just talking about, Mr Ring, 25 April, when

14 D1527, first of all, put a ligature around his neck, it

15 was removed by Mr Loughton with Clayton Fraser's fish

16 knife, and then, when that was over, he put a battery in

17 or around his mouth, and we will come to see what you

18 have said about it in a short while, and then, when that

19 was over, he sought to self-strangulate, when we had the

20 Yan Paschali incident. What I'm asked to ask you, and

21 I am asking you, is whether you made a use of force

22 report afterwards and, if not, why not?

23 **A. I don't believe I was there for the bit with**

24 **Steve Loughton. The incident where Steve Loughton was**

25 **present cutting the ligature, I wasn't present, and the**

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1 **other bit, I didn't use force at all.**

2 Q. Does it boil down to, if you are not part of the use of

3 force that was used, even if you might have witnessed

4 aspects of it, you don't make a use of force report?

5 **A. You don't do a use of force report, no.**

6 Q. Do you agree -- this is another question from and on

7 behalf of Duncan Lewis's clients -- under the Detention

8 Centre Rules -- you're aware of the Detention Centre

9 Rules, or you were, I assume?

10 **A. Yes, I don't recall all of them now, but ...**

11 Q. No, of course not. But under rule 45(6):

12 "At all times, the treatment of detained persons

13 shall be such as to encourage their self-respect,

14 a sense of personal responsibility and tolerance towards

15 others."

16 Do you remember that one?

17 **A. Not off the top of my head, no.**

18 Q. By 45(3):

19 "A detainee custody officer exercising custodial

20 functions shall pay special attention to their duty to

21 attend to the well-being of detained persons."

22 Do you remember that one?

23 **A. I don't recall the majority of them off the top of my**

24 **head, I'm afraid.**

25 Q. The question will arise, and it is one that I suspect

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1 they would like you to have very much in mind as I ask

2 you questions about your performance on 25 April,

3 whether you agree your actions on the 25th were

4 consistent with those duties, all right? So let's just

5 have in mind whether what you did encouraged their

6 self-respect, a sense of personal responsibility and

7 tolerance towards others, and whether your performance

8 paid special attention to your duty of well-being to

9 detained persons.

10 As I say, we are going to look at some transcripts

11 and, if you really wanted to, Mr Ring, I'm sure we could

12 play the videos to you, but let's begin, please, chair,

13 for you, tab 26, and can we put up on screen, please,

14 <TRN0000001> at page 6.

15 To be clear about the sequence of events, the first

16 part of the incident, where the detained man had managed

17 to put a ligature around his neck and it was

18 Steve Loughton who removed it with Clayton Fraser's fish

19 knife, has happened, and, by this point, he has taken

20 a battery and, as far as Steve Loughton understood it,

21 he'd tried to swallow it. At the top of page 6, in the

22 right-hand column, Steve Loughton makes the comment:

23 "... a battery in his mouth, the cock."

24 Then we see your name. So you have turned up at the

25 scene:

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19 (Pages 73 to 76)

<p>1 "Has he?"</p> <p>2 Somebody else says, "He swallowed it."</p> <p>3 And you say:</p> <p>4 "Going all night isn't he?"</p> <p>5 Jo Buss, who was there, "Yeah":</p> <p>6 "Going all night, Duracell bunny, isn't he? Going</p> <p>7 all night now, isn't he? Swallowing batteries? You're</p> <p>8 full of it. Burn his tongue."</p> <p>9 Now, how would you describe or characterise your</p> <p>10 comments there, Mr Ring?</p> <p>11 A. I was outside the room. They weren't comments directed</p> <p>12 at the detainee.</p> <p>13 Q. Sorry, can you repeat that?</p> <p>14 A. I said I believe I was outside the room. So the</p> <p>15 comments I made, although they were a bit facetious and</p> <p>16 a bit silly, they weren't actually directed at the</p> <p>17 detainee.</p> <p>18 Q. Do you think that makes a difference?</p> <p>19 A. Yes.</p> <p>20 Q. I suppose it's one thing directly to abuse a person to</p> <p>21 his face; it's another thing to talk about that person</p> <p>22 in the presence of others, where that person about whom</p> <p>23 the comments are being made may not hear them. But if</p> <p>24 that's right, and what you were saying was not directed</p> <p>25 to the individual, what kind of model does it set for</p> <p style="text-align: center;">Page 77</p>	<p>1 At the foot of page 7:</p> <p>2 "... a child ..."</p> <p>3 And to the top of the next column:</p> <p>4 "... you know ... which isn't going to happen.</p> <p>5 "...</p> <p>6 "They just sit and sulk."</p> <p>7 And then, towards the bottom of page 7, on the</p> <p>8 right:</p> <p>9 "He's just a dick."</p> <p>10 Presumably, you were calling the detained man</p> <p>11 a child?</p> <p>12 A. Yeah, it appears that way, yeah.</p> <p>13 Q. But you knew that wasn't childish behaviour, this was</p> <p>14 a man who was mentally unwell?</p> <p>15 A. I can't comment on his mental health. I'm not medically</p> <p>16 trained. But, for me, the behaviour he was displaying</p> <p>17 was, when he wanted something that didn't happen, he</p> <p>18 would then do something to get a reaction, which, in my</p> <p>19 opinion at the time, was the way like one of my children</p> <p>20 would act.</p> <p>21 Q. So are you saying you didn't regard him as mentally</p> <p>22 unwell or are you saying that you regarded him as being</p> <p>23 simply disruptive and manipulative, or are you telling</p> <p>24 us you simply don't know what it was one way or the</p> <p>25 other?</p> <p style="text-align: center;">Page 79</p>
<p>1 junior officers and others around you?</p> <p>2 A. As I say, it depends who I'm saying it to.</p> <p>3 Q. Well, who is it acceptable to say it to and who is it</p> <p>4 unacceptable to say it to?</p> <p>5 A. As you say, it probably doesn't set a good precedent for</p> <p>6 young, not experienced officers.</p> <p>7 Q. Why do you think you said it?</p> <p>8 A. As I said before, frustration. You have said before how</p> <p>9 many dealings I've had with this gentleman trying to</p> <p>10 help him. Yeah.</p> <p>11 Q. So that we understand, is this just banter or is it</p> <p>12 just --</p> <p>13 A. You can tell it's banter.</p> <p>14 Q. Well, I can't tell anything. I'm asking you. Is it</p> <p>15 banter or is it just a bad joke? What do you think?</p> <p>16 A. Probably banter between officers that have been dealing</p> <p>17 with him for some time, yes.</p> <p>18 Q. It carries on into the next page:</p> <p>19 "What are you waiting for?</p> <p>20 "Callum Tulley: Why? Do you want me to leave?</p> <p>21 "No, I was just wondering why we're all sat in here?</p> <p>22 "I don't know. Just to support the nurse. I want</p> <p>23 to speak to him. I didn't really want to leave the</p> <p>24 nurse in the room."</p> <p>25 "A child" is what you say. Something was missed.</p> <p style="text-align: center;">Page 78</p>	<p>1 A. I can't comment on his mental health.</p> <p>2 Q. I'm not asking you to comment. I'm asking you what your</p> <p>3 state of mind was, what your belief was?</p> <p>4 A. I believed he was acting quite childishly. Why he was</p> <p>5 doing that, I don't know.</p> <p>6 Q. Of course, you had dealt with him the day before when he</p> <p>7 had put a ligature around his neck which had to be</p> <p>8 removed. You were instrumental in talking to him?</p> <p>9 A. Tried to help him as well.</p> <p>10 Q. You completed a care review, a case review, which we had</p> <p>11 seen, and -- I don't know, Mr Ring, by this time, when</p> <p>12 this battery business was taking place, do you think you</p> <p>13 knew that, again, on the 25th, he had tried to harm</p> <p>14 himself in putting a ligature around his neck which</p> <p>15 Steve Loughton had to remove? Do you think you knew</p> <p>16 that by now?</p> <p>17 A. Do I think I knew what?</p> <p>18 Q. What?</p> <p>19 A. Do I think I knew what?</p> <p>20 Q. That he had put a ligature around his neck a second</p> <p>21 time, this time on the 25th, in the evening?</p> <p>22 A. I wasn't sure if I wasn't there.</p> <p>23 Q. So you don't know if you knew one way or the other?</p> <p>24 A. No.</p> <p>25 Q. But you did know from the case review that he'd</p> <p style="text-align: center;">Page 80</p>

<p>1 self-harmed the evening before. Do you remember we read</p> <p>2 that before the break?</p> <p>3 A. Yes.</p> <p>4 Q. So by the time you're making these comments, you've had</p> <p>5 a lot of information about this man. You knew he had</p> <p>6 attempted suicide, if that's not putting it too high, on</p> <p>7 24 April. You were directly instrumental in that, in</p> <p>8 helping him. You knew that the night before 24 April he</p> <p>9 had self-harmed in some way. And even if you didn't</p> <p>10 know on the 25th that he had tied a ligature around his</p> <p>11 neck which had to be removed, he'd certainly done</p> <p>12 something with a battery, potentially tried to swallow</p> <p>13 it. Now, do you think all of that warranted calling him</p> <p>14 a child?</p> <p>15 A. The way he was behaving when I dealt with him, I thought</p> <p>16 was childish.</p> <p>17 Q. Do you think that that comment, calling him a child, was</p> <p>18 born of the fact that you'd had no training to tell you</p> <p>19 when somebody was genuinely mentally unwell or simply</p> <p>20 being manipulative, or was it just because you didn't</p> <p>21 care one way or the other?</p> <p>22 A. Well, I had no mental health training, or anything like</p> <p>23 that.</p> <p>24 Q. So you make the comment simply because you think he's</p> <p>25 behaving in a childlike manner?</p> <p style="text-align: center;">Page 81</p>	<p>1 "I want to die", "I'm going to die here". At line 28,</p> <p>2 we see Steve Loughton talks about "sulking". And we saw</p> <p>3 on the page before that you spoke about sulking. So</p> <p>4 potentially Steve Loughton has picked that up from you.</p> <p>5 Do you see how these things spread?</p> <p>6 A. Well, Steve Loughton was also on scene before I was. So</p> <p>7 why would he be picking things up from me? He'd have</p> <p>8 had just as many dealings with the gentleman as I had.</p> <p>9 Perhaps it wasn't just my perception. Perhaps other</p> <p>10 people thought the same thing.</p> <p>11 Q. Well, a few moments before, you agree you used the word</p> <p>12 "sulk"?</p> <p>13 A. Mmm-hmm.</p> <p>14 Q. And Loughton is using the word "sulking". Are you</p> <p>15 prepared to accept he could have just been picking up</p> <p>16 the baton from you and running with it?</p> <p>17 A. I wouldn't say that, no.</p> <p>18 Q. You wouldn't say it?</p> <p>19 A. No.</p> <p>20 Q. Then on the next page, 9, we have got whoever staffer 3</p> <p>21 was, at line 27, saying:</p> <p>22 "Bellend might be off my wing."</p> <p>23 So, so far, he's been called "a cock" by</p> <p>24 Mr Loughton, he's been called "a dick" by you, he's now</p> <p>25 being called a "bell end", all within the space of a few</p> <p style="text-align: center;">Page 83</p>
<p>1 A. Yes.</p> <p>2 Q. If we look at the comment at line 59, "They just sit and</p> <p>3 sulk", that's presumably what you thought he was doing,</p> <p>4 because he couldn't get his own way, whatever that was.</p> <p>5 To go back to --</p> <p>6 A. It must have been, yes.</p> <p>7 Q. -- C wing, which is what you knew he wanted to do?</p> <p>8 A. Which I tried to assist him with, yes.</p> <p>9 Q. Why was he "a dick"?</p> <p>10 A. I'm guessing just frustration, again, about his</p> <p>11 behaviour.</p> <p>12 Q. Yes, but why "a dick"? Why can't you say "I'm so</p> <p>13 frustrated by his behaviour" as you just said to us?</p> <p>14 Why do you have to call him "a dick"?</p> <p>15 A. I can't say.</p> <p>16 Q. You can say. This is your word, Mr Ring, not mine?</p> <p>17 A. Like I said before, foul language and things like that</p> <p>18 was just commonplace. I don't know why I chose that</p> <p>19 word. It could have been one of many. I don't know why</p> <p>20 I chose that word.</p> <p>21 Q. Presumably, it's not the first time you will have said</p> <p>22 something like that about a detainee?</p> <p>23 A. Possibly not, no, to a member of staff.</p> <p>24 Q. If we go over the page, page 8, at this point, you'll</p> <p>25 see all the labelling for D1527. We get him saying</p> <p style="text-align: center;">Page 82</p>	<p>1 moments. Was this common, this sort of thing?</p> <p>2 A. It may have been between members of staff, but I never</p> <p>3 witnessed anything directly at a detainee.</p> <p>4 Q. Do you think any of that was acceptable?</p> <p>5 A. It's just the sort of thing that was used day in, day</p> <p>6 out.</p> <p>7 Q. Do you think any of it was acceptable?</p> <p>8 A. In a private conversation, yes.</p> <p>9 Q. These weren't really private conversations. Anybody</p> <p>10 could hear them. They weren't designed --</p> <p>11 A. It's only amongst a few staff.</p> <p>12 Q. -- not to be heard by others, were they?</p> <p>13 A. They weren't designed to be heard by others.</p> <p>14 Q. Detainees could have been walking past?</p> <p>15 A. No, they wouldn't have done at that time.</p> <p>16 Q. "No, they wouldn't have done", but you don't know that?</p> <p>17 A. I do, because it was on Eden wing, which was a small</p> <p>18 unit, and if something like that was happening, it would</p> <p>19 have been locked down. There wouldn't have been any</p> <p>20 other detainees around.</p> <p>21 Q. So it was acceptable because it was private?</p> <p>22 A. In a private conversation.</p> <p>23 Q. So it was acceptable?</p> <p>24 A. I don't see why not, no.</p> <p>25 Q. Then on page 10, we see, at line 19, Yan Paschali is</p> <p style="text-align: center;">Page 84</p>

<p>1 asking who is on constant and, at lines 24 to 26, 2 Clayton still is, because Clayton Fraser was on constant 3 observations, as we saw yesterday, and then 4 Callum Tulley explains to him, when Yan Paschali is at 5 the scene, what has gone on, at the top of page 10. 6 Tulley says: 7 "... what, I think, he tied something around his 8 neck, he was trying to strangle himself." 9 Then, towards the bottom of the page and into the 10 next, there was some confusion about what he tied 11 himself to or the ligature to. We don't need to look at 12 that. Then on page 11, in the right-hand column, we 13 see, at lines 60 and 61, there is a conversation between 14 you, Yan Paschali and Clayton Fraser, and you say this: 15 "He ain't got a battery in his mouth, had he? Nah, 16 I said to you it's all good ... He put the battery round 17 his mouth and pretended to chew it up. And when 18 I checked it, it was all in the drain. He picked it up, 19 put it round his face ..." 20 A. Sorry, I can't see any of that here. 21 Q. Sorry, scroll down, please: 22 "He put the battery round his mouth and pretended to 23 chew it up. And when I checked it, it was all in the 24 drain. He picked it up, put it round his face and 25 chunked it all down the drain to look like he'd</p> <p style="text-align: center;">Page 85</p>	<p>1 So by that point, whatever he had done, was, as you 2 put it, in your opinion, I think as you said, 3 a pretence. The physical part of the battery, is what 4 you are telling was down the drain, all the physical 5 part of the battery? 6 A. I couldn't see all of it. 7 Q. No. Then on to page 12. Tulley asks at line 14 "How 8 old is this guy". Paschali says "It's kind of like he's 9 fucking three". So Paschali is talking, like you had, 10 behaving like a child. Then he uses the words "The 11 battery ... Fucking news flash, he won't stop. 12 "... 13 "... He's going to start shouting and screaming." 14 Then you say, at the top of 12, on the right-hand 15 side: 16 "Like a Duracell bunny, fully charged." 17 So were you picking up from Yan Paschali's comment 18 that he's gonna start shouting and screaming and he's 19 not going to stop? Is that what you meant by that, he's 20 going to carry on like a Duracell bunny? 21 A. No. 22 Q. What did you mean? 23 A. It was a stupid comment about him having a battery 24 inside him -- 25 Q. Having a ...?</p> <p style="text-align: center;">Page 87</p>
<p>1 [something] the toilet." 2 I want you to explain what you were saying there: 3 "He ain't got a battery in his mouth ... I said to 4 you it's all good ... He put the battery around his 5 mouth and pretended to chew it up." 6 What were you saying? 7 A. I believe he'd broken the battery and the liquid that 8 was inside, put it around his mouth and there's a small 9 drain in the room under the sink that he'd tried to 10 disguise and hide parts of the battery in there to make 11 it look like he'd eaten it. 12 Q. So it was a pretence? What he was doing was a bit of 13 a pretence? 14 A. In my opinion, yes. 15 Q. As you see, it's the word you use "pretended": 16 "And when I checked it, it was all in the drain. He 17 picked it up, put it round his face." 18 What do you mean by "put it round his face"? 19 A. Like I just said, the contents of the battery around his 20 mouth to make it look like he'd eaten it. 21 Q. But not in it, but around his mouth? 22 A. Well, all around his lips and mouth, from what I can 23 remember. 24 Q. "... chunked it all down the drain to look like he'd, 25 like he'd [something] the toilet."</p> <p style="text-align: center;">Page 86</p>	<p>1 A. -- or a battery in his mouth. 2 Q. The thing is, if we go back to page 11, I just want to 3 be clear about this, Mr Ring, because at lines 66 and 67 4 you said he hasn't got a battery in his mouth. Those 5 are the plain words from what you said. So by that 6 stage, it appears -- 7 A. I said, "He ain't got a battery in his mouth, had he?" 8 It sounds more like a question to me. 9 Q. But you're stating a fact "He ain't got a battery in his 10 mouth, had he? It's all good". What does "It's all 11 good" mean? 12 A. I think that was a question. 13 Q. Do you? "He put the battery round his mouth and 14 pretended to chew it up". If we continue to 15, so to 15 the last page of this particular transcript, at the 16 bottom of the left-hand side, right at the bottom, 17 Charlie Francis: 18 "Did he give the, did he give the battery up?" 19 Tulley: 20 "I didn't see it happen but I believe he has done, 21 yeah, because he's chatting away in there ..." 22 The detained man, 1527, has made statements about 23 this and, if needs be, we can look at them, but his 24 recollection, when he made these statements, once to the 25 police and once for the purposes of civil litigation,</p> <p style="text-align: center;">Page 88</p>

<p>1 says the battery was removed from his mouth. Now, do</p> <p>2 you remember it being actually physically removed from</p> <p>3 his mouth at this point or at any point?</p> <p>4 A. No, I didn't see that at all.</p> <p>5 Q. If we go then to the next transcript as this incident</p> <p>6 develops -- chair, it's tab 27, transcript <TRN0000002>,</p> <p>7 and if we start on page 2, please, Jo Buss, top right,</p> <p>8 outside the room, if one looks at the video:</p> <p>9 "He's an arse basically. He can't get what he</p> <p>10 wants."</p> <p>11 So there's the healthcare nurse expressing a view</p> <p>12 that, in effect, he's being manipulative. And</p> <p>13 Callum Tulley asks at 77, line 77:</p> <p>14 "What do you think the best way to deal with him</p> <p>15 is?"</p> <p>16 It doesn't appear to get an answer. Then if we move</p> <p>17 on, page 4 -- let's go back, actually, to 3 at the</p> <p>18 bottom, just to pick up what's going on here. At the</p> <p>19 bottom of page 3, at line 84, Jo Buss says:</p> <p>20 "He's got water in there.</p> <p>21 "No, he's just breaking it, that's all. So if he</p> <p>22 uses it on himself --"</p> <p>23 Then to the next page:</p> <p>24 "-- we will have to go in afterwards.</p> <p>25 "He'll be trying to get water into the light.</p> <p style="text-align: center;">Page 89</p>	<p>1 Q. Sorry?</p> <p>2 A. You've obviously just picked out select lines. There's</p> <p>3 big chunks of the conversation missing. I don't know</p> <p>4 what --</p> <p>5 Q. If there is, this is the transcript, or the best</p> <p>6 transcript, that's been provided, but do you think --</p> <p>7 A. I would assume his door was still open. I don't know,</p> <p>8 you've got the footage. And that I've been in and</p> <p>9 physically looked at him.</p> <p>10 Q. What, to see if he's got anything around his neck?</p> <p>11 A. I'm guessing so, from that, yes.</p> <p>12 Q. Then you say:</p> <p>13 "If he's sucking a battery, he's sucking a battery.</p> <p>14 So if he wants to use it as his dummy, fine, I'm okay</p> <p>15 with that. Do you want to watch him for a bit, Callum?"</p> <p>16 Pausing there, this is a conversation between you</p> <p>17 and Callum Tulley at this point and Yan Paschali was not</p> <p>18 present. But at this point, "if he's sucking</p> <p>19 a battery", what did you mean by that?</p> <p>20 A. If he had a battery in his mouth.</p> <p>21 Q. Yes, but you didn't know he had one?</p> <p>22 A. You couldn't tell. He had his mouth closed.</p> <p>23 Q. Certainly part of it, you were telling them, was down</p> <p>24 the drain?</p> <p>25 A. Yes. We didn't know how much of it.</p> <p style="text-align: center;">Page 91</p>
<p>1 "So he's got water in there?"</p> <p>2 "Yeah" says Jo Buss, "I don't really want to do a</p> <p>3 [whatever].</p> <p>4 "He couldn't have shattered ... the casing."</p> <p>5 Was he trying to smash the light in his room?</p> <p>6 A. I don't recall. I don't know, I'm afraid.</p> <p>7 Q. Tulley says:</p> <p>8 "... he hasn't shattered it."</p> <p>9 Then, on page 5, at line 35, Tulley says:</p> <p>10 "I'm not on this constant, yeah?"</p> <p>11 Indeed, as the record shows, it was Clayton Fraser.</p> <p>12 To the right-hand column, you say at line 53:</p> <p>13 "Well, it's up to you if you want to stand here too</p> <p>14 ..."</p> <p>15 Callum Tulley having said, "I can do, do you know</p> <p>16 I mean? If you want me to be the ... it's all right".</p> <p>17 At the top of the page, there's some more</p> <p>18 conversation. You say:</p> <p>19 "Still breathing, nothing round his neck, I've</p> <p>20 checked."</p> <p>21 So pausing there, at line 69, when you say, "Still</p> <p>22 breathing, nothing round his neck, I've checked", what</p> <p>23 do you remember about that?</p> <p>24 A. I don't, I'm afraid. There's big chunks missing out of</p> <p>25 that.</p> <p style="text-align: center;">Page 90</p>	<p>1 Q. If anybody believed there was still a battery in his</p> <p>2 mouth, why was nothing done to remove it?</p> <p>3 A. Because you can't remove anything from somebody's mouth.</p> <p>4 Q. So, what, you might just allow him to swallow it or</p> <p>5 don't talk to him about it?</p> <p>6 A. As I said before, I personally believed, and it's clear</p> <p>7 some others believed, he was acting quite childishly,</p> <p>8 and I thought perhaps just walking away and ignoring</p> <p>9 him -- we didn't want to use force on him</p> <p>10 unnecessarily -- there's no written way -- you don't put</p> <p>11 your fingers in someone's mouth. Even if he did have it</p> <p>12 in his mouth, you can't take it out of his mouth.</p> <p>13 Q. And no point talking to him and saying, "If you have</p> <p>14 a battery, or part of a battery in your mouth" --</p> <p>15 A. I believe he had already been spoken to at length.</p> <p>16 Q. By whom?</p> <p>17 A. I don't know. I wasn't there at the beginning, but</p> <p>18 there was obviously people in the room before I even got</p> <p>19 there, and he was under constant supervision.</p> <p>20 Q. "If he wants to use it as a dummy, fine", so you have</p> <p>21 this childlike idea he's a baby sucking on a dummy.</p> <p>22 Then you say:</p> <p>23 "Do you want to watch him for a bit, Callum?"</p> <p>24 So that's you asking Tulley to, what --</p> <p>25 A. Take over the constant watch, I'm guessing.</p> <p style="text-align: center;">Page 92</p>

<p>1 Q. Take over at that point. But within seconds, literally, 2 if we go to page 6: 3 "What are you doing? Stop it. Stop, mate. Don't 4 do that. Give us a hand, guys, please." 5 Then at line 68 on the right-hand side, Paschali: 6 "What's he doing? What's he doing? 7 "Don't do it, mate. Just don't. Stop, stop, stop." 8 Then there's talk about locking down the wing. Then 9 on page 7, at line 24, Tulley is saying: 10 "I don't think he had anything in with him. 11 I couldn't really see. I was just pulled in. Nathan 12 just asked me to come in and have a look. Relax." 13 Lines 38/39: 14 "Relax", says Paschali. 15 By this time, of course, we know that Paschali is 16 straddling his head with his hands around his neck and 17 says at the top of page 7, which is what the words were, 18 "You fucking ... you fucking piece of shit, because I'm 19 going to put you to fucking sleep". Nothing about 20 "Don't move" or "I don't want to put you to sleep", 21 which is, of course, what he said to the police, but 22 those weren't his words. Did you hear those words? 23 A. No, I wasn't present at the time. 24 Q. If you had heard them, what would you have done about 25 them?</p> <p style="text-align: center;">Page 93</p>	<p>1 A. Speaking to them. 2 Q. To whom? 3 A. To whoever had said it in the first place. 4 Q. So if you had been present and heard Yan Paschali saying 5 this, what would you have done? Would you have allowed 6 him to continue the use of force and, when it was over, 7 then ask him -- 8 A. It would completely depend on the circumstances. 9 Q. You wouldn't have pulled him away? 10 A. Not if there were no other officers about. As far as 11 I'm aware, there's only three or four in the room. If 12 it's not safe to do so, I couldn't pull him away. 13 Q. Do you agree it sounds like a threat, "I'm going to put 14 you to fucking sleep"? 15 A. It depends on the circumstances. 16 Q. With the man's hands around the other man's neck, and 17 so, what, you'd allow that to continue if you had seen 18 it or heard it and then -- 19 A. I wasn't in that situation. I don't know. 20 Q. So you're not prepared to tell us what you would have 21 done? 22 A. I don't know, in that situation, no. 23 Q. Certainly Callum Tulley didn't think it was all right, 24 because we know he said, "Yan? Yan? Easy". 25 Charlie Francis:</p> <p style="text-align: center;">Page 95</p>
<p>1 A. If I'd heard them, or knew there was an incident like 2 that, I would have instantly rushed to attend. 3 Q. To do what? 4 A. Obviously some sort of commotion, to go and find out 5 what was going on, for a start. 6 Q. If somebody is threatening somebody else to put them to 7 sleep, who would have been the focal point of your 8 attention? If you had heard those words, "You fucking 9 piece of shit because I'm going to put you to fucking 10 sleep" coming from an officer -- not from a detainee but 11 from an officer towards a detainee -- in circumstances 12 in which Paschali was using force on this detained man, 13 what would you have done about it? 14 A. I wasn't there. I don't know the circumstances of why 15 that language was used or what happened. I wasn't 16 there. 17 Q. Mr Ring, you're avoiding the question. You're a DCM. 18 I'm asking you, if you had heard those words, what would 19 you have done about it? 20 A. What, if I had been present? 21 Q. If you had heard those words, which means clearly you 22 would have been present to hear them, what I want to 23 know is, as a DCM, what would you have done about them? 24 A. I would have had to find out why that was said. 25 Q. How would you have done that?</p> <p style="text-align: center;">Page 94</p>	<p>1 "Did he swallow the battery? 2 "... no. It's here." 3 I asked Yan Paschali yesterday about line 78 "In his 4 mouth -- where?" because, I think he agreed, it sounded 5 like two different persons were saying those words. One 6 person said "In his mouth" and somebody else said 7 "Where?" and staffer 5 said "It's here" and 8 Callum Tulley says "It's over there". In other words, 9 the battery was never in his mouth at all, is what the 10 evidence tends to show. 11 Then on the next page, we have Charlie Francis, who 12 says: 13 "Right, you're going to stop being a tool now ... 14 You're going [to] be -- stop being an idiot. Yes or no? 15 Yes or no?" 16 And, as we saw yesterday, the detainee complains 17 about his neck because Yan Paschali is still holding his 18 neck: 19 "Right, are you going to stop being a tool ... yes 20 or no?" 21 "My neck. You have to [something] my neck." 22 Then at the top of page 8 on the right, 23 Charlie Francis: 24 "Right ... we're going to release you, and then we 25 will speak to healthcare. Do you understand? ... can</p> <p style="text-align: center;">Page 96</p>

<p>1 you put him on his side? Into the recovery position ...</p> <p>2 "...</p> <p>3 "Calm yourself down, calm yourself down."</p> <p>4 Now, do you agree or disagree that calling the</p> <p>5 detainee "a tool" and "an idiot" was inappropriate?</p> <p>6 A. It depends in the context and the way they have been</p> <p>7 conversing with him before.</p> <p>8 Q. So you allow for the possibility that calling</p> <p>9 a detainee --</p> <p>10 A. If he had been down on E wing for a considerable time</p> <p>11 and that's the way that officer and that detainee spoke</p> <p>12 to each other, it's the circumstances. How well they</p> <p>13 know that person. I don't know.</p> <p>14 Q. Well, the circumstances were Yan Paschali had his hands</p> <p>15 around the man's neck and here is Charlie Francis</p> <p>16 calling him "a tool" and "an idiot". Now, you don't</p> <p>17 think it's appropriate, you don't think it's</p> <p>18 inappropriate or you're not prepared to say?</p> <p>19 A. I wasn't there in the circumstances.</p> <p>20 Q. On page 9, at the bottom, at lines 45 and 46:</p> <p>21 "... we're getting bored."</p> <p>22 At the top of page 9 on the right:</p> <p>23 "... we're getting bored with this now", says</p> <p>24 Charlie Francis:</p> <p>25 "... are you ... a man or a mouse?"</p> <p style="text-align: center;">Page 97</p>	<p>1 transcript that we saw, sucking on batteries and all the</p> <p>2 rest of it, all of that is really, you know, private, so</p> <p>3 it's all right?</p> <p>4 A. I believe so, yes.</p> <p>5 Q. That he's a child, that he's sulking. That's all right</p> <p>6 because it's private?</p> <p>7 If we go back, please, to page 12 of this</p> <p>8 transcript, because you said it all being private that</p> <p>9 sort of made it all right. If we look at line 35, do</p> <p>10 you see "Detainee 3". Transcript 2, we have a detainee</p> <p>11 who walks on the scene. The point you made earlier was</p> <p>12 there were no other people around because it was on</p> <p>13 E wing, do you see? But we have a detainee 3 at line 35</p> <p>14 in transcript 2; yes?</p> <p>15 A. Yes.</p> <p>16 Q. Do you see what I'm pointing out?</p> <p>17 A. Yeah, yeah.</p> <p>18 Q. If you go back to transcript 1 at pages 12 to 13 -- it</p> <p>19 start at 12, this is the time, do you remember, when you</p> <p>20 were saying he was acting -- Paschali was saying he's</p> <p>21 acting like he's 3. On page 12, you have detainee 5 at</p> <p>22 the top of the page on the right, line 59. There's</p> <p>23 a detainee 2 at line 87. And on 13, detainee 2 is still</p> <p>24 around the area. I mean, the truth of the matter is,</p> <p>25 when you're having what you call private conversations,</p> <p style="text-align: center;">Page 99</p>
<p>1 "Oy, oy, I'm talking to you. Come on, stop being</p> <p>2 a baby."</p> <p>3 So we are back to the child analogy. Did you hear</p> <p>4 any of this, Mr Ring?</p> <p>5 A. No, I'm not present -- if I was present and I could tell</p> <p>6 that there was a use of force going on, I would have</p> <p>7 attended instantly. By the sounds -- by the -- you</p> <p>8 know, the amount of things being said, the amount of,</p> <p>9 you know, conversing between them, I would have heard.</p> <p>10 So I must have been off the wing.</p> <p>11 Q. So that we understand your position, before I move on</p> <p>12 from this, then, Mr Ring, the words you used that we saw</p> <p>13 a little earlier you're prepared to accept that perhaps</p> <p>14 you ought not to have used them, but you used them in</p> <p>15 the circumstances where it was just a private</p> <p>16 conversation, which was all right?</p> <p>17 A. Yes.</p> <p>18 Q. So it was just, what, bad humour, bad taste --</p> <p>19 A. Yes.</p> <p>20 Q. -- bants, whatever, and, for the rest, in truth -- and,</p> <p>21 in truth, for the rest, you're really not prepared to</p> <p>22 voice an opinion because you weren't there?</p> <p>23 A. Yes.</p> <p>24 Q. The first part of the conversation, you say, was all in</p> <p>25 private, and so, when you're talking about, in the first</p> <p style="text-align: center;">Page 98</p>	<p>1 there are detainees walking around, aren't there?</p> <p>2 A. Not that I was aware of.</p> <p>3 Q. But the risk is, if you're having conversations like</p> <p>4 this, even with what you regard as bad taste jokes,</p> <p>5 other people are going to hear?</p> <p>6 A. This is exactly the same time, is it?</p> <p>7 Q. This is the first transcript we looked at. You said at</p> <p>8 the top of page 12, "Like a Duracell bunny, fully</p> <p>9 charged". I'm making a more general point here,</p> <p>10 Mr Ring.</p> <p>11 A. I understand what you're saying. But at this point,</p> <p>12 I was just wondering what the time difference was</p> <p>13 between me making the comments and if there was any</p> <p>14 detainees around at the time. Because, obviously, it</p> <p>15 only takes a couple of -- it would take ten seconds to</p> <p>16 walk from one end of that unit to the other. You're</p> <p>17 talking about people being within earshot. I don't</p> <p>18 believe there was.</p> <p>19 Q. I'm not going to look at the footage in order to</p> <p>20 establish what the timing was, but I'm trying to make</p> <p>21 a general point that there was always a risk when, even</p> <p>22 if you thought you were making a funny to a fellow</p> <p>23 colleague or something that could be regarded as</p> <p>24 offensive or derogatory, it could be heard by somebody</p> <p>25 else whom you hadn't intended to hear it?</p> <p style="text-align: center;">Page 100</p>

25 (Pages 97 to 100)

<p>1 A. There could have been, but at that time, I don't believe 2 there was, no. 3 Q. I mean, this kind of language, and I think you agree, we 4 are obviously looking at just one incident which 5 Callum Tulley managed to capture and record. Do you 6 think this kind of thing was normal at Brook House, that 7 kind of language? Was it normal, everyday occurrence? 8 A. What sort of language are you referring to? 9 Q. Well, the joking and calling -- 10 A. For some people, yeah. 11 Q. For you? 12 A. Like I mentioned in my statement, the sort of things you 13 see day in, day out, it was sort of my way of coping 14 with certain things. It's not to everybody's taste. 15 Q. Did you think people were desensitised to what they 16 experienced? 17 A. To a certain extent, yes. 18 Q. Colleagues and yourself, desensitised to what you had to 19 work with? 20 A. I think if you were there every day, seeing the things 21 we saw and had to deal with, if you couldn't desensitise 22 to a certain extent, it would probably have an effect on 23 your mental health. 24 Q. Do you think it had a dehumanising effect on you, in 25 other words, the way you viewed detainees?</p> <p style="text-align: center;">Page 101</p>	<p>1 nonetheless examples of the sort of normalisation of 2 language. Then on the same page: 3 "Fuck him. He is a childish prick." 4 Do you see? 5 A. Yes. 6 Q. While we are on this transcript, can I ask you about 7 something that appears on the next page, page 6, at 8 line 80. The context is, Tulley is asking you: 9 "What is the little boy saying now? [Are] you 10 closing it? 11 "No. 12 "Why not?" 13 And your response at line 80 is: 14 "I wasn't supposed to be doing this. Darren has 15 fucking written it that the geezer is going to hurt 16 himself. Don't fucking write it in the document." 17 And you laugh. Any idea what that is about, what 18 you were advising not to write in a document? 19 A. I haven't advised anybody not to write something in 20 a document. 21 Q. It does say, "Don't fucking write it in the document", 22 doesn't it? 23 A. It's a conversation about someone else. I'm not 24 advising a certain individual not to write something in 25 the document. I believe it was a comment about writing</p> <p style="text-align: center;">Page 103</p>
<p>1 A. No, not dehumanise, no. 2 Q. Or disrespectful of them? 3 A. No. 4 Q. You don't think that? 5 A. No. I think, like I said before, I treat everyone 6 individually. I treat people as they treat me. 7 Q. You will remember G4S came to the conclusion -- we can 8 look at their report if needs be -- that the language 9 was inappropriate and unprofessional. Are you prepared 10 to accept that? 11 A. The language I used in parts, yes. 12 Q. You agree it wasn't isolated. It's something you accept 13 in your second witness statement, that these were not 14 the only instances of the use by you of derogatory 15 language, and if we take up, for example, a transcript 16 of 1 June -- chair, tab 30, <TRN0000088> -- let's look 17 at page 4. Of course all of these things, Mr Ring, are 18 a matter of degree. But at page 4 we have you referring 19 to somebody, at line 52, who looks like a lesbian; yes? 20 A. Yes. 21 Q. On the next page, page 5, at line 65, somebody asks you: 22 "[Are] you closing ACDT people off? 23 "No. It's that muppet from 107. Saying stupid 24 things." 25 These are just two, maybe minor, examples but</p> <p style="text-align: center;">Page 102</p>	<p>1 something in the document that he'd heard from someone, 2 not directly from the individual himself. 3 Q. Yeah. 4 A. So it's writing something in the second person rather 5 than factual information. Like you see, I also go on to 6 carry on following up the ACDT procedure and completing 7 the review and speaking to the gentleman. 8 Q. So you were just having a conversation about somebody 9 else, but this wasn't your instruction to -- 10 A. That's not an instruction to someone not to write in the 11 document, no. Because I believed that was -- that's 12 what opened the ACDT and the process was followed. 13 That's not instructing someone. 14 Q. Can I touch on, then, something else for a different 15 reason? Can we put up on screen, please, chair, tab 10 16 for you, <CJS005651>. I want to ask you about a use of 17 force on another detained man on 27 May, D1914. If we 18 go to page 10 of this document, you weren't involved 19 directly in the use of force, but if we look down the 20 document, if we scroll down, you will see the camera 21 operator for this intervention is -- Steve Loughton's 22 name is crossed through and yours is put in in 23 handwriting. 24 You were asked about this, and if you want to 25 refresh your memory from your witness statement, go to</p> <p style="text-align: center;">Page 104</p>

26 (Pages 101 to 104)

<p>1 your second witness statement at paragraph 47.</p> <p>2 If we were to look at page 35 of this use of force</p> <p>3 report, Steve Loughton did sign the report of detainee</p> <p>4 injury, as we can see on that page, on the same date.</p> <p>5 So he took some part in the use of force. Any idea why</p> <p>6 you were asked to come in and use -- it was a handheld</p> <p>7 camera. If we were to look at the CCTV, but I'm going</p> <p>8 to resist doing that, we will see you using a hand-held</p> <p>9 camera?</p> <p>10 A. I've seen the footage, yes.</p> <p>11 Q. Can you remember now why, if he was involved in part of</p> <p>12 this intervention, you would have been asked to hold the</p> <p>13 camera? How did that work?</p> <p>14 A. I don't know.</p> <p>15 Q. Did you say a little earlier that that was something</p> <p>16 that the Oscar 2 was asked to do from time to time?</p> <p>17 A. Yes.</p> <p>18 Q. So this would be --</p> <p>19 A. It didn't have to be the Oscar 2.</p> <p>20 Q. No.</p> <p>21 A. Generally, a lot of the planned use of forces would be</p> <p>22 done during -- not in association time, so during</p> <p>23 lockdown. They'd be after lockdown when everyone else</p> <p>24 has gone home. You've got less staff, so the two</p> <p>25 managers, Oscar 1 and Oscar 2, 1 would be running it and</p> <p style="text-align: center;">Page 105</p>	<p>1 lack of consideration for the condition of D1914, who</p> <p>2 appeared unwell and unlikely to present a safety risk</p> <p>3 towards staff."</p> <p>4 Now, you said it was or appeared to you to be well</p> <p>5 planned and well executed and you have heard what</p> <p>6 Mr Collier says. Do you have any comment to make about</p> <p>7 that?</p> <p>8 A. Only on the use of PPE. With a planned use of force,</p> <p>9 you were in full PPE. There was no half or not. There</p> <p>10 was never a planned use of force where you weren't in</p> <p>11 PPE.</p> <p>12 Q. So --</p> <p>13 A. So it was always PPE. There were no half measures.</p> <p>14 Q. So that was a standard?</p> <p>15 A. Yes.</p> <p>16 Q. It was planned, everybody got kitted up apart from the</p> <p>17 DCM?</p> <p>18 A. Yes. The team of at least three/four officers would be</p> <p>19 fully kitted.</p> <p>20 Q. Do you want to say anything about his view that he was</p> <p>21 concerned at the lack of consideration for the man's</p> <p>22 physical condition?</p> <p>23 A. That would be down to healthcare. I couldn't comment on</p> <p>24 that.</p> <p>25 Q. Let's move on, then, to something else, please. When</p> <p style="text-align: center;">Page 107</p>
<p>1 2 would be on the camera.</p> <p>2 Q. At your paragraph 48, you were asked if you had any</p> <p>3 comment in relation to the actual use of force. To you,</p> <p>4 it appeared to be well planned and well executed with</p> <p>5 D1914 being treated respectfully by the officers</p> <p>6 involved and the minimum amount of force applied to</p> <p>7 carry out the Home Office's directions, with healthcare</p> <p>8 present to monitor any health risk to the detained man.</p> <p>9 Can I just ask you this: we are going to hear from</p> <p>10 Jon Collier, who is an expert on use of force, and we</p> <p>11 have his report. I don't need to put it up on screen.</p> <p>12 I hope you will have seen it. For the record, it's</p> <p>13 <INQ000111> at pages 29 to 33. One of the things he</p> <p>14 says -- and I just want your view about it, if you are</p> <p>15 able to give one. He says, in his opinion:</p> <p>16 "My opinion and the reason for this incident being</p> <p>17 of high concern ..."</p> <p>18 Which is what he described it as:</p> <p>19 "... is that D1914 did not offer a level of threat</p> <p>20 to staff that justified their actions. If a full</p> <p>21 assessment had taken place prior to the intervention,</p> <p>22 I wouldn't have expected to see them in full PPE. The</p> <p>23 force used was not necessary and more time should have</p> <p>24 been taken to try and persuade compliance with the</p> <p>25 instruction to move. I'm even more concerned at the</p> <p style="text-align: center;">Page 106</p>	<p>1 Callum Tulley gave evidence to the inquiry last year --</p> <p>2 and we can look, if needs be, at the transcript of his</p> <p>3 evidence, but I'm going to try to avoid it. Let me read</p> <p>4 to you what he said:</p> <p>5 "On 31 May 2017, I reported a food refusal to</p> <p>6 DCM Nathan Ring whilst covering a break on B wing.</p> <p>7 A detainee, whose name I can't now recall, had told me</p> <p>8 that he was refusing food, apparently because he hadn't</p> <p>9 been transferred. I reported this to DCM Ring, who told</p> <p>10 me to cross him off; in other words, record that the</p> <p>11 detainee had eaten. DCM Ring then referred to the</p> <p>12 detainee in disparaging terms and told me that he was</p> <p>13 aware the detainee had said he was not going to eat</p> <p>14 unless he was transferred. The detainee's name should</p> <p>15 not have been crossed off because he hadn't eaten. This</p> <p>16 was the mechanism for monitoring whether detainees were</p> <p>17 eating and so no record was being made of his food</p> <p>18 refusal."</p> <p>19 So that is the background. You have already</p> <p>20 mentioned this incident a little earlier. Do you</p> <p>21 remember?</p> <p>22 A. Yes.</p> <p>23 Q. Let's just look at the transcript, please. It is tab 29</p> <p>24 for you, chair, <TRN0000079> at page 7.</p> <p>25 If we look on this page, we have Callum Tulley</p> <p style="text-align: center;">Page 108</p>

<p>1 saying: 2 "I will wait till 107 ..." 3 What does "107" refer to? We have already seen 4 that? 5 A. The room number the gentleman was in. 6 Q. Of which wing? 7 A. B wing, I believe. 8 Q. Right: 9 "I will wait till 107, he's not eaten ..." 10 And although it says "so", it should be "because 11 they won't transfer him. 12 "Who?", you ask: 13 "107. 14 "Oh fucking ... I will fucking cross him off, the 15 prick." 16 The transcript is wrong, according to Tulley's 17 evidence, he said it should read "Oh, fucking, fucking 18 cross him off, the prick" and Tulley says: 19 "Because he's refusing. 20 "Well, don't worry about him. 21 "Shall I cross him off?", says Tulley: 22 "Yeah, yeah, penis." 23 Then you say: 24 "Spat his dummy out." 25 I mean, not the first time you've used the word</p> <p style="text-align: center;">Page 109</p>	<p>1 which is another clip, we have you saying: 2 "This fucker here in the white T-shirt grey jeans." 3 Tulley: 4 "He is the one that said to me he said he is not 5 going to eat until he gets to do transfers. 6 "I said to him how you gonna get transferred you ... 7 yesterday. So we picked him up this morning ... I wanna 8 make enquiries, I want to see the Home Office. You been 9 here a couple of days, they will see you in next couple 10 of days if you want to see them then you have to apply 11 then they will give you an appointment. 12 "You can't book an appointment ..." 13 Then we have Tulley saying: 14 "They're not going to know are they? That he 15 is ..." 16 I think he told us the words "is not" are wrong and 17 I'm struggling to read my own handwriting of what he 18 substituted, but it was something other than "is not". 19 He said: 20 "Keep knocking his name off, no-one is going to know 21 anyway." 22 The final line, or the final substantive line here, 23 at line 229, although it reads "Nobody will then care", 24 Tulley, having listened to this, said it's: 25 "Don't know. I don't care", is what you said.</p> <p style="text-align: center;">Page 111</p>
<p>1 "dummy" as we saw a little earlier in relation to 2 25 April: 3 "He said, 'What's happening, what happening', told 4 him to 'wait' and he just said 'well I'm not going to 5 eat if you won't tell me what's happening'. 'Okay see 6 you later'. Penis." 7 Tulley: 8 "I said to him -- I said 'Do you want to eat or 9 not'. 10 You said: 11 "He's here on [something inaudible]. 12 "... Did you get any soup, Nath? 13 "I just chucked another bowl at him. What a needy 14 fucker he is." 15 Tulley says: 16 "... I tried going to the shop for him the other 17 day. E wing? 18 "He gets out there, he gets out there and walks 19 about. 20 "He's got crutches." 21 Here, according to Callum Tulley, when you get to 22 the point talking about "chucked another bowl at him", 23 apparently, as I understood him, you were talking about 24 another detainee altogether. So that's the first part 25 of it. Then if we go, please, to the next page, page 8,</p> <p style="text-align: center;">Page 110</p>	<p>1 Now, he said, in between lines 225 and 226, the pair 2 of you had changed location, so there was a bit of 3 a pause between two parts of this short transcript, 4 which aren't apparent on the page. 5 Do you recall any of this? 6 A. Yeah, parts of it. 7 Q. This is the incident, is it, that you were talking about 8 a little earlier when you told us that this was somebody 9 you had been dealing with, and because, what, he had 10 been eating, you were satisfied he had been eating or 11 buying food from the shop, you had no concerns, and 12 that's why you told Tulley to cross him off? 13 A. He had been eating, he had lots of food in his room, 14 I think, from the shop. 15 Q. Yes. 16 A. I had been dealing with that gentleman for quite a bit 17 of time, helping him out, going to the Home Office, 18 trying to help him. He wanted more and more, and he's 19 asked me to do things I couldn't do, which I can't 20 particularly remember off the top of my head. Like 21 I say there, and I was saying it to Callum, it's what 22 I'd already explained to the gentleman, because he 23 hasn't been there long, he will be seen by the 24 Home Office and, if he's applied again, then he's just 25 got to wait for the appointment. It was out of that</p> <p style="text-align: center;">Page 112</p>

<p>1 frustration that I tried to help him and help him, and 2 yet he's still making comments like that. Callum knew 3 how frustrated I was with the gentleman. That's why he 4 approached me and started asking me questions. 5 Q. Which is why you say, "Fucking cross him off, the 6 prick". You call him "a penis" twice on the page 7 before. "Spat his dummy out", so again a reference to 8 him acting in a child-like way. Somebody else was 9 "a needy fucker". Then, on the page we are looking at, 10 when Tulley was saying in respect of him or somebody 11 else, "Keep knocking his name off. No-one is going to 12 know anyway", according to Tulley, at line 229, you're 13 saying, "Don't know, don't care". It doesn't sound very 14 good, does it, Mr Ring? 15 A. It doesn't the way that's written, no. 16 Q. No. 17 A. But, as I pointed out before, if Callum was doing the 18 meal list, it was down to him go and report any food and 19 food refusals or people that hadn't eaten. It wasn't 20 down to me to say what to do. If he had any concern or 21 he knew that someone hadn't eaten, it was down to him to 22 go and fill out the food refusal log. Those comments 23 are obviously made to him purely out of frustration, but 24 me saying that to him would have had no impact 25 whatsoever on whether he did his job correctly and</p> <p style="text-align: center;">Page 113</p>	<p>1 Callum Tulley had any such concerns about a detainee, 2 then he ought to have opened an ACDT as well. 3 I understand that in his oral evidence on 30 November 4 Mr Tulley says that, in acting upon my instructions to 5 cross a detainee off as having eaten, he was simply 6 acting as envisaged by the BBC protocol." 7 You refer to that again at paragraph 56. You say at 8 57: 9 "Further, in his evidence on 30 November, Mr Tulley 10 says I didn't record detainee's food refusals because 11 I took pleasure in the suffering of detainees and that 12 I got a kick from it. Nothing could be further from the 13 truth. I absolutely refute the allegation. Mr Tulley 14 has portrayed many of the former G4S employees as 15 monsters, but overwhelmingly DCOs and DCMs tried to get 16 on with and help detained people and that's abundantly 17 evident from other aspects of the evidence which the 18 inquiry has amassed. The Home Office's findings of my 19 conduct on 24 April being one example discussed 20 elsewhere in this statement." 21 That's the PSU report which I have already referred 22 to. 23 So what you are saying is, first of all, despite 24 what we see on the transcript, if Tulley had any 25 concerns, he should have done something about it.</p> <p style="text-align: center;">Page 115</p>
<p>1 filled out the log in the office. 2 Q. So it is his fault, not yours? 3 A. If the log wasn't completed correctly, that would have 4 been Callum's responsibility. 5 Q. Yes. 6 A. But I don't know if we have a copy of that. I have not 7 seen one. 8 Q. You deal with this at pages 12 and 13 of your second 9 witness statement. We don't have to look through it 10 all. But from paragraphs 52 to 58, you state your case, 11 as it were, about all of this in lengthier terms to what 12 you have said in your evidence. 13 What you do say is that, if he had concerns, he 14 ought to have opened an ACDT, and you also add, at your 15 paragraph 55, he was simply -- according to what he 16 said, he was simply acting as envisaged by the BBC 17 protocol. Have you got this paragraph in front of you, 18 Mr Ring? 19 A. Which paragraph, sorry? 20 Q. It is page 12. 21 A. Yes. 22 Q. Paragraph 55. 23 A. Yes: 24 Q. "If I had any concern about the welfare of a detainee, 25 then I'm certain I would have opened an ACDT and if</p> <p style="text-align: center;">Page 114</p>	<p>1 Secondly, the portrayal by him of yourself and others in 2 the programme and, indeed, what he says about you in 3 particular about gaining pleasure is all completely 4 wrong and misconceived and, in any event, you point to 5 that example in the PSU investigation report of your 6 conduct on 24 April as showing a different side to 7 Nathan Ring. Yes? 8 A. Mmm-hmm. 9 Q. Is that a fair summary of what you're saying? 10 A. Well, yeah, the few minutes that Callum captured of me 11 on camera aren't really what the hours and hours of ACDT 12 documents and things like that would show if you went 13 back through the history, no. 14 Q. You accept, don't you, that food refusal was an 15 important issue? 16 A. I do, yes. As I'm sure you're aware, absolutely anybody 17 could open an ACDT if they had any concerns at all. 18 Q. Yes, they could, you're right about that. But it was an 19 important issue because it could indicate that somebody 20 was mentally unwell, if they were refusing food? 21 A. If they were refusing, yes. 22 Q. If that person's food refusal was knocked off the list 23 day after day after day, that person could be going 24 without food and nobody would be the wiser? 25 A. They could be. I was -- that never happened, as far as</p> <p style="text-align: center;">Page 116</p>

<p>1 I'm aware.</p> <p>2 Q. Let me ask you now, please, about 14 June and the spice</p> <p>3 attack involving D1275. This is the detainee who had an</p> <p>4 overdose of spice and then was removed to his room from</p> <p>5 the courtyard. Do you remember that?</p> <p>6 A. I wasn't there for the courtyard bit but, yeah, after he</p> <p>7 was back in his room.</p> <p>8 Q. Did you know anything about that particular detainee,</p> <p>9 that he was vulnerable?</p> <p>10 A. I'd spoken to him several times before about him having</p> <p>11 issues with spice and things and spoken to him at length</p> <p>12 about the damage he was doing to himself, yeah.</p> <p>13 Q. If we go to tab 32, the transcript is <TRN0000092> at</p> <p>14 page 34. In actual fact, let me start a little later,</p> <p>15 please. Page 37 to begin with, sorry. But it starts at</p> <p>16 page 34 and this is part of the key footage. We have</p> <p>17 Derek Murphy. I just want to ask you about this for</p> <p>18 a moment. At line 1097, so we need to scroll up,</p> <p>19 saying:</p> <p>20 "I've no fucking sym, look at the state of that,</p> <p>21 look. Imagine bringing that home to your mother."</p> <p>22 Any views about that kind of thing?</p> <p>23 A. I don't believe I was there. I don't know.</p> <p>24 Q. No, but I'm asking you if you have any views about that</p> <p>25 kind of thing, that kind of language?</p> <p style="text-align: center;">Page 117</p>	<p>1 Q. Well, it's mocking, isn't it, Mr Ring?</p> <p>2 A. I don't believe so, no.</p> <p>3 Q. You don't think so?</p> <p>4 A. No.</p> <p>5 Q. It was just, what, a few words born of frustration?</p> <p>6 A. Yes, as well as the others, which I'm sure you will show</p> <p>7 me.</p> <p>8 Q. And "chewing your face off" or "chewing it off" is</p> <p>9 a term of art to mean you're high on spice?</p> <p>10 A. That you're gurning, yeah, it's a facial expression.</p> <p>11 Q. On the next page, page 40 -- you weren't present for</p> <p>12 this, but I want to ask you about this as well, at 1231:</p> <p>13 "Derek Murphy: I've no sympathy for them,</p> <p>14 absolutely no sympathy for them at all. If he dies, he</p> <p>15 dies."</p> <p>16 Any views about that, Mr Ring?</p> <p>17 A. As you say, I wasn't present. I have no idea what the</p> <p>18 conversation is about, so I couldn't comment on that.</p> <p>19 Q. Well, the conversation is about this individual --</p> <p>20 A. But I don't know that. I don't know what the</p> <p>21 conversation is. I wasn't there.</p> <p>22 Q. "I have no sympathy for them, absolutely no sympathy for</p> <p>23 them at all. If he dies, he dies."</p> <p>24 Have you ever heard anybody else saying "If he dies,</p> <p>25 he dies"?</p> <p style="text-align: center;">Page 119</p>
<p>1 A. Which language in particular?</p> <p>2 Q. The one I just read out to you?</p> <p>3 A. I don't know which bit you're referring to.</p> <p>4 Q. "I've no fucking sym, look at the state of that, look.</p> <p>5 Imagine bringing that home to your mother."</p> <p>6 Any views about that?</p> <p>7 A. No.</p> <p>8 Q. Don't want to say anything about it?</p> <p>9 A. No.</p> <p>10 Q. Then, when we turn, please, through 38 to page 39,</p> <p>11 you're present towards the bottom of the page. By this</p> <p>12 time, if my memory is right, he's been removed from the</p> <p>13 courtyard to a room. I don't think you were in the</p> <p>14 courtyard, as you've just said. On page 39, please, at</p> <p>15 line 1194 at the bottom:</p> <p>16 "Does your face taste nice? Cause you appear to be</p> <p>17 chewing it off."</p> <p>18 Why do you say that?</p> <p>19 A. As I say, the gentleman was very high on spice and it's</p> <p>20 a common terminology for somebody who was gurning and</p> <p>21 chewing.</p> <p>22 Q. And your point is? I mean, you were having -- you were</p> <p>23 mocking him, weren't you?</p> <p>24 A. I was very frustrated with him. Not mocking him, no.</p> <p>25 That's a turn of phrase to describe what he was doing.</p> <p style="text-align: center;">Page 118</p>	<p>1 A. Have I ever heard anybody else?</p> <p>2 Q. Anybody else. Any of your other colleagues using that</p> <p>3 kind of phraseology, "If he dies, he dies"?</p> <p>4 A. Not to my recollection.</p> <p>5 Q. We know that there are other examples of it, but you'd</p> <p>6 never heard it before?</p> <p>7 A. No, not to my recollection, no.</p> <p>8 Q. If we carry on all the way to page 45, please, at</p> <p>9 line 1442, the detainee says something which is</p> <p>10 inaudible. Your response:</p> <p>11 "How do you pronounce that?"</p> <p>12 Clearly he says something and you respond "Knob!"</p> <p>13 and then "We'll stick with 'Div!'".</p> <p>14 How do you explain that, Mr Ring?</p> <p>15 A. I think I was asking him, or somebody asked him, how to</p> <p>16 pronounce his surname. We were trying to get his</p> <p>17 details.</p> <p>18 Q. So you end up with "knob" and "div"?</p> <p>19 A. I said, yeah, "We'll stick with 'Div!'", out of</p> <p>20 frustration, yeah.</p> <p>21 Q. Frustration? Justifiable?</p> <p>22 A. Frustration for myself.</p> <p>23 Q. Do you think it's justifiable?</p> <p>24 A. I do. For want of a better word, yeah, I thought he was</p> <p>25 being stupid. Judging on the conversations I'd had with</p> <p style="text-align: center;">Page 120</p>

30 (Pages 117 to 120)

<p>1 him previously, several times, about the damage he was</p> <p>2 doing to himself, and the fact it had made him that</p> <p>3 unwell, I just put on there -- whether I call him an</p> <p>4 "idiot", a "div", yeah. I would put this along the</p> <p>5 lines of going out with friends and one of them has</p> <p>6 a bit too much to drink, how you would deal with that</p> <p>7 sort of individual.</p> <p>8 Q. The trouble is, Mr Ring, he wasn't your mate?</p> <p>9 A. No, but it was someone I conversed with and thought</p> <p>10 I had a bit of a rapport with.</p> <p>11 Q. He was in your care, wasn't he? He is not your mate,</p> <p>12 you're not socialising with him and, even if you have</p> <p>13 a rapport, he was in a position to hear what you said?</p> <p>14 A. I don't believe he was, no.</p> <p>15 Q. Well, he was physically present, wasn't he?</p> <p>16 A. He was present, but there's no way he understood what</p> <p>17 I said.</p> <p>18 Q. So that makes it all right?</p> <p>19 A. No, because it was more of a comment to the others --</p> <p>20 like I say, again, the officers that were there, not</p> <p>21 directly at him.</p> <p>22 Q. You're not setting a great example to those around you,</p> <p>23 are you, do you think?</p> <p>24 A. Myself and the other manager that was there.</p> <p>25 Q. Do you think you were setting a good example?</p> <p style="text-align: center;">Page 121</p>	<p>1 joking about the fact that he's singing, but, over and</p> <p>2 above that, "Stay still, you div" and you call him</p> <p>3 a scrotum. Do you think those words were justified in</p> <p>4 those circumstances? This was a medical emergency,</p> <p>5 wasn't it?</p> <p>6 A. "Stay still, you div", that was because healthcare were</p> <p>7 trying to help him, I believe.</p> <p>8 Q. Yes, it was a medical emergency. Do you think those</p> <p>9 words were justified in those circumstances?</p> <p>10 A. I purely said them out of frustration.</p> <p>11 Q. Then, towards the bottom of the page, line 1501:</p> <p>12 "I'll get him cold water, that will sort his heart</p> <p>13 out, that will do it the world of good."</p> <p>14 What did you mean by that?</p> <p>15 A. I'd had a previous conversation talking about how cold</p> <p>16 water can stop you from sort of passing out and things</p> <p>17 like that and how it affects your heart rate. That was</p> <p>18 just another silly joke/comment, really.</p> <p>19 Q. Right. Then the top of page 47. Let me ask you about</p> <p>20 this to clear this one up one way or the other. At</p> <p>21 line 1512, the way it's been transcribed and heard by</p> <p>22 the transcriber is:</p> <p>23 "Jules hairy ball sack."</p> <p>24 Did that have anything to do with Jules Williams or</p> <p>25 is that a mistranscription?</p> <p style="text-align: center;">Page 123</p>
<p>1 A. Probably not with those comments, no.</p> <p>2 Q. No.</p> <p>3 A. But, as I say, in the context and the rapport I had with</p> <p>4 him, I didn't see an issue.</p> <p>5 Q. Let's get to the next page, 46, because here, if we</p> <p>6 remember the footage, he is on his bed singing, and</p> <p>7 there's a nurse there and somebody called Hayley.</p> <p>8 Nurse 1 says:</p> <p>9 "Put your arm down for me. I need to check ..."</p> <p>10 So healthcare is there. You say:</p> <p>11 "Hurry up and get to the chorus, I know that bit."</p> <p>12 And Hayley says:</p> <p>13 "I wonder if he knows the dance to ..." whatever it</p> <p>14 is, some lyric:</p> <p>15 "Is there any more? Is that it? Encore."</p> <p>16 Then he talks about never forgetting you having</p> <p>17 said, "Do you take requests?" and Hayley says:</p> <p>18 "I'll never forget ... the detainee [singing]</p> <p>19 Barbie Girl over karaoke."</p> <p>20 Then at line 1478:</p> <p>21 "Stay still, you div."</p> <p>22 And at line 1482:</p> <p>23 "Scrotum."</p> <p>24 Around you are other people -- Hayley, a nurse,</p> <p>25 you're in the room with the detained man, and you're</p> <p style="text-align: center;">Page 122</p>	<p>1 A. I saw this footage yesterday. What it is, it's another</p> <p>2 officer that -- it was a bit of an in-joke. A lot of us</p> <p>3 called each other "Jules". It was joking with the other</p> <p>4 officer that turned up.</p> <p>5 Q. Why were you calling each other "Jules"?</p> <p>6 A. It was just an in-joke. Like, I believe someone spoke</p> <p>7 to Jules once and their voice broke or said it funny.</p> <p>8 I don't know. It's a silly joke, really. In-joke.</p> <p>9 Q. So the "hairy ball sack" was to another officer?</p> <p>10 A. Yes, to the officer that arrived, yes. That's quite</p> <p>11 clear, I think, on the footage.</p> <p>12 Q. Then, at the top of 48:</p> <p>13 "What's he doing now?", says Callum Tulley:</p> <p>14 "Probably gurning. Checking out the inside of his</p> <p>15 skull. His eyes are rolling around."</p> <p>16 What was that? A joke, born of frustration,</p> <p>17 mocking, banter? What do you think?</p> <p>18 A. As I say, I think that was outside of the room, just me</p> <p>19 and Callum. But I think just a joke, I think.</p> <p>20 Q. I mean, you said in your witness statement or you refer</p> <p>21 to much of this as facetious. Is that what you think it</p> <p>22 was, just facetious comments?</p> <p>23 A. A couple of silly comments, yes.</p> <p>24 Q. But, in the circumstances, if I have understood you</p> <p>25 correctly, justified?</p> <p style="text-align: center;">Page 124</p>

<p>1 A. From my frustration, yes. As I say, I don't think any 2 of this hindered him getting the care he needed at the 3 time. 4 Q. You say that in your witness statement. You also say 5 you don't accept that you had been particularly 6 offensive towards the detainee, nor did you accept, as 7 you have just said, that your actions in any way 8 compromised or acted to the detriment of the level of 9 care D1275 was receiving, particularly from the 10 healthcare staff. Is that right? 11 A. Yes. 12 Q. But you don't think anything you did was undermining of 13 the detainee? 14 A. Not directed at him, no. 15 Q. So, as far as you're concerned, it had no impact on 16 others around you or the treatment that he was 17 receiving? 18 A. No. 19 Q. There is one more incident that I am going to quickly 20 touch on, because it is the day after this, and relates 21 to another detainee who was overdosing on spice, D149, 22 on 15 June. Can we take this transcript down, please, 23 chair, divider 33 for you, it is a video diary of 24 Callum Tulley of the same date, 15 June, <TRN0000069> at 25 page 5. At the bottom:</p> <p style="text-align: center;">Page 125</p>	<p>1 stuff. And there was all this effort. There's a big 2 crowd of people watching. The resources that it took to 3 see to this guy who was not in a good way it was 4 incredible. And in the end the paramedics who arrived 5 they injected him with some sort of thing. They got the 6 defibrillator out. I'm not sure if they used that on 7 him. They took him away in a stretcher and he got on 8 the ambulance and then off he went on an emergency 9 escort to hospital. It was shocking. It was really, 10 really shocking and I genuinely believe that staff 11 thought this guy might die, he might die, and they were 12 having this conversation. One of the managers, 13 Michelle, and a couple of nurses, whilst they were 14 seeing to this detainee, were saying, 'It's only 15 a matter of time before someone is taken out in a body 16 bag because of their reaction to spice' and I said to 17 the nurse 'Do you really think someone is going to die 18 here?' and she said 'It's only a matter of time before 19 someone ... dies'. That can't happen. That can't 20 happen. Things need to change before someone in that 21 place dies." 22 He was asked what sort of jokes were staff cracking 23 and at the top of the next page: 24 "Oh God. No, I can't remember." 25 Let me ask you just a couple of things, please,</p> <p style="text-align: center;">Page 127</p>
<p>1 "So this detainee, it is the third detainee I've 2 seen on spice, admitted into E wing to be monitored. 3 I continued going down the corridor back towards the 4 library. When I get back, healthcare have arrived and 5 they're seeing to him and the usual jokes, the usual 6 smears from the managers and the officers can be heard. 7 Only you notice healthcare aren't actually laughing this 8 time. They know. They're aware that something quite 9 serious is happening. This detainee ... he's coming in 10 and out of consciousness. His heart rate is going 11 through the roof and then it's plummeting dramatically. 12 He is not in a good way at all. And it's probably one 13 of the worst spice attacks I've seen in the whole two 14 years that I've been there. He was fitting. He was 15 having seizures. He was frothing at the mouth. He was 16 being sick. Every possible reaction you can have to 17 spice, it appeared that he was having. And it was not 18 a pretty sight and it was really, really sad to see. 19 This guy from Kosovo, he is a challenging individual, 20 who really is, but it just breaks your heart when you 21 see someone like that because he was just a mess, an 22 absolute mess. I can't understand why people want to do 23 this to themselves. And it got so bad that the 24 healthcare said 'We need to call an ambulance' and an 25 ambulance was called and they injected him with some</p> <p style="text-align: center;">Page 126</p>	<p>1 about this, Mr Ring. If we go to the transcript for 2 that incident, <TRN0000093> at page 9 -- chair, tab 34. 3 At line 258, we have Tulley saying: 4 "This man needs to be seen. 5 "D149 is kneeling on the floor with two medical 6 staff holding him." 7 So this is a description: 8 "The man is moaning and appears to have vomited." 9 The female member of staff says: 10 "Let it run its course." 11 And he's clearly screaming and moaning. Then the 12 incident continues, and then, at the bottom of the page, 13 we have you, at line 288, saying: 14 "So you've got this one and you've got D149 throwing 15 his ring up in the corridor." 16 What does that turn of phrase mean? 17 A. Vomiting violently. 18 Q. Then, at page 17, and this is, I expect, what 19 Callum Tulley had been referring to, on line 623: 20 "It's only when one gets [carried] out in a body bag 21 they're going to learn." 22 At line 623, 625: 23 "Do you think one will?" 24 631: 25 "Do you think someone will die here soon?"</p> <p style="text-align: center;">Page 128</p>

1 "It's a matter of time, innit? [It's only a] matter
2 of time."
3 Do you think it was a miracle, Mr Ring, that nobody
4 died at Brook House?
5 **A. Probably, yes. We were always told about other centres
6 or prisons that G4S were running where individuals had
7 passed away from spice, yes.**
8 Q. This was clearly a medical emergency, wasn't it?
9 **A. Well, I don't know the specific stats of each
10 individual. The fact the nurse has said "Let it run its
11 course", she's obviously not that concerned about that
12 individual. But I believe, at this point in time,
13 there's numerous people, which would go back to what
14 I said earlier about guinea pigs, numerous people
15 dropping like flies all over the centre with very
16 similar side effects from the spice.**
17 Q. If this individual had to be taken off in an ambulance
18 to hospital, that rather does suggest --
19 **A. The first one, yes. Sorry, I was referring to the other
20 one.**
21 Q. I think what you're saying --
22 **A. I wasn't present for the first one.**
23 Q. There are two individuals --
24 **A. I was referring to the one that I'm obviously near to.**
25 Q. Yes, there are two individuals, I think, being discussed

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1 here, but whichever was the Kosovan, he had to go off to
2 hospital and I think we can all agree that sounds very
3 much like medical emergency at the extreme end?
4 **A. Yeah.**
5 Q. One last document for you, then, please, Mr Ring.
6 Chair, for you, it is tab 12, <CJS0073672>. This is an
7 email from Stephen Cotter on 13 September 2017 to
8 somebody called Peter Small. It is regarding you. Do
9 you know who Stephen Cotter was?
10 **A. No.**
11 Q. Or Peter Small?
12 **A. No.**
13 Q. "Pete,
14 "Spoke to Michelle (informally).
15 "In 2013 she moved over to Tinsley House as
16 residential manager.
17 "She identified 4 or 5 of the DCMs needed
18 performance management and Nathan Ring was one of
19 them~...
20 "Why Nathan R? DCOs were raising concerns about him
21 about management of staff and rosters."
22 Is this something you remember?
23 **A. I'm not aware of this. I've not seen this.**
24 Q. You should have seen this. It should have been in your
25 workspace on Egress, and it is certainly in the evidence

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1 proposal, but let's work through it, Mr Ring.
2 Does the content of it indicate anything that you
3 recognise about concerns being raised about your
4 management of staff and rosters?
5 **A. Not that I recall.**
6 Q. No:
7 "Her view [that's Michelle] of Nathan Ring at the
8 time was that he was lazy and easily influenced by his
9 established shift partner ..."
10 The name is given as "Tony", but we know it's Yan --
11 **A. No, it's not.**
12 Q. -- "Paschali"?
13 **A. No, it's not, sorry.**
14 Q. What, it's somebody else, is it?
15 **A. My shift partner, I'm trying to think of his -- it was
16 Anthony. It was an Italian gentleman. That's not Yan.
17 This is about my time at Tinsley House, long before --**
18 Q. It's got nothing do --
19 **A. -- my time at Brook House. It's got nothing to do with
20 Yan. Pagniani(?), sorry, Anthony Pagniani.**
21 Q. So whoever has written this email has mixed up two
22 people?
23 **A. Yes.**
24 Q. Tony Pagniani --
25 **A. Pagniani.**

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1 Q. And Yan Paschali?
2 **A. This would have been at Tinsley, back when I first went
3 down there, in 2012.**
4 Q. Did you ever work with Paschali, then, or not?
5 **A. Paschali? Only really if I was down on E wing, where he
6 was based, to do ACDT reviews, and things like that.**
7 Q. I mean, were you ever friendly with him, with
8 Yan Paschali?
9 **A. With Yan? Only to talk to about common interests, like
10 the gym, and things like that, as I say, whilst being
11 down on E wing.**
12 Q. Right. So whoever wrote this email, and it looks as if
13 it is Stephen Cotter, has mixed up two people?
14 **A. Yes.**
15 Q. And it is to do with Tinsley House, not --
16 **A. This would have been when I first went down to
17 Tinsley House, back in 2012, I think you said it was.
18 But this is years before the relevant period of
19 the inquiry.**
20 Q. The email continues:
21 "She took the DCMs through the training, procedural
22 stuff and management of staff.
23 "Was there any concerns re the treatment of
24 detainees at this time re Nathan Ring? No.
25 "Of the DCMs performance managed, some of them left

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33 (Pages 129 to 132)

1 and Nathan Ring moved to Brook House and improved.
 2 "Michelle managed Nathan Ring for a second time,
 3 this was at Brook House between June 2016 and May 2017
 4 and she had no concerns with his conduct, he had
 5 improved since she last managed him at Tinsley House, no
 6 absences, never late ... He was one of the consistent
 7 good managers for her.
 8 "Were you especially disappointed with him when you
 9 watched the programme? Yes, devastated and appalled.
 10 "I understand his personality ...
 11 "Is he liked by his peers and colleagues? Yes.
 12 "Am I surprised by some of his comments? No. He
 13 socialises with a lot of the managers, but that language
 14 should not be used. As Jerry said on a radio
 15 interview ..."
 16 I imagine that must refer to the director,
 17 Jerry Petherick:
 18 "... not everyone is appropriate 100 % of the time,
 19 but it is concerning as Nathan Ring is a manager.
 20 "Staff complained about Nathan Ward, he was
 21 investigated and one grievance was substantiated against
 22 him."
 23 Now, the "Michelle" whose information this is, do
 24 you recognise that Michelle?
 25 **A. Michelle Brown, yes.**

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1 Q. If it's Michelle who was unsurprised by your comments,
 2 albeit she was disappointed, as well as devastated and
 3 appalled, but understood your personality, does that
 4 concern you?
 5 **A. Well, I would have thought it would be something she**
 6 **would have brought up with me, if she had an issue with**
 7 **it, being a senior manager.**
 8 Q. Well, if she'd heard it --
 9 **A. I was one of the individuals she actually picked to go**
 10 **down to Tinsley House with her when she was newly**
 11 **appointed, and from this and her wanting to performance**
 12 **manage, and things, I'm guessing it was just her**
 13 **being -- trying to put a stamp on her new authority and**
 14 **her new position.**
 15 Q. But this is the information that she gave Mr Cotter, and
 16 she's asked the question, "Were you especially
 17 disappointed with him when you watched the programme?":
 18 "Yes, devastated and appalled. I understand his
 19 personality."
 20 She said you were liked, but she wasn't surprised by
 21 some of your comments. Does the fact that she was
 22 devastated and appalled concern you at all?
 23 **A. No.**
 24 MR ALTMAN: Chair, that's all I'm going to ask Mr Ring, so
 25 if you have any questions?

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1 THE CHAIR: I do have a few follow-up questions, Mr Ring.
 2 Questions from THE CHAIR
 3 THE CHAIR: Could you describe for us what you remember the
 4 battery looking like that was used -- you told us that
 5 you saw part of it at the drain at the base of the sink
 6 on 25 April. Can you describe what kind of battery it
 7 was?
 8 **A. It would have been from one of the old, very simple**
 9 **Nokia phones, so about 3mm or 4mm thick, almost like**
 10 **a rectangle sort of shape.**
 11 THE CHAIR: Thank you. You also mentioned that you were not
 12 allowed to, that you weren't able to, remove something
 13 from a detainee's mouth if they had placed something in
 14 their mouth. Were told that in training? Can you tell
 15 us a bit more about that?
 16 **A. Yeah, there is no procedure, as it were, no written**
 17 **procedure, on how to do that.**
 18 THE CHAIR: So --
 19 **A. You don't get something out of somebody's mouth. You're**
 20 **not going to put your fingers in someone's mouth.**
 21 THE CHAIR: What was your understanding of what you should
 22 do, in those circumstances?
 23 **A. So, it purely depends. We have had it before, when**
 24 **people put razorblades and things in their mouth. There**
 25 **is nothing you can do about it.**

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1 THE CHAIR: Would you have spoken to healthcare? Would you
 2 have called a manager?
 3 **A. At that time, that gentleman was already on constant**
 4 **supervision, so he was being monitored.**
 5 THE CHAIR: Thank you.
 6 **A. You wouldn't generally have someone walking around with**
 7 **something like that in their mouth.**
 8 THE CHAIR: Okay. Thank you. You also mentioned coping
 9 mechanisms in the context of Mr Altman's questions
 10 around use of language. Do you recall conversations
 11 about other coping mechanisms that were in place? Did
 12 you have mentoring, conversations with managers, did you
 13 talk about some of the things that you were exposed to
 14 during the work?
 15 **A. As I say, not really. I can't talk for anyone else.**
 16 **Purely, for mine, it was humour. Obviously, sometimes**
 17 **it was misplaced, and things, but that was my way.**
 18 **A lot of the things I saw and had to deal with,**
 19 **I wouldn't be taking home to my wife and the kids. That**
 20 **was just me.**
 21 THE CHAIR: Did you talk to anybody about that at work?
 22 **A. Not particularly, I don't think, no. No-one did,**
 23 **really.**
 24 THE CHAIR: Thank you. They are all the questions I have,
 25 Mr Ring. Thank you for giving your evidence. I know

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34 (Pages 133 to 136)

1 it's not an easy experience, but it's been important to
 2 hear it. So thank you.
 3 **A. Thank you.**
 4 MR ALTMAN: Chair, that's it for today. We are back on
 5 Monday, I think at 10.00 am, when we should be hearing
 6 from Clayton Fraser and some other people. I can't
 7 remember who else we have coming but certainly
 8 Clayton Fraser. Mr Goodman reminds me, Daniel Small,
 9 apparently.
 10 THE CHAIR: Thank you. I will see you on Monday at
 11 10.00 am. Thank you very much. Thank you, Mr Ring.
 12 (The witness withdrew)
 13 (1.50 pm)
 14 (The hearing was adjourned to
 15 Monday, 28 February 2022 at 10.00 am)
 16
 17
 18 I N D E X
 19
 20 MR NATHAN DEAN RING affirmed)1
 21
 22 Examination by MR ALTMAN1
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