

## **BROOK HOUSE INQUIRY**

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### **First Witness Statement of Shayne Munroe**

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I provide this statement in response to a request under Rule 9 of the Inquiry Rules 2006 dated 5 July 2021, and a supplemental request under Rule 9 dated 13 October 2021.

I, Shayne Munroe, of an address known to the Inquiry, will say as follows:

#### **Background**

1. My name is Shayne Munroe. My year of birth is DPA
2. I have a degree in Criminology. Before working with G4S, I worked in a betting office and a bank, and I did voluntary work with young offenders.
3. I worked with G4S from February 2016 to September 2017. I was hired for the role of a Detainee Custody Officer (“DCO”), but it took some time for my CRB check to come through. From March to May 2016, I did the role of an ACO (I cannot now recall what the letters stand for, but I think it was Assistant Custody Officer). ACOs had no detainee contact and were equivalent to an OSG (operational support grade) in the prison context. I passed the training for the DCO role in March 2016 but did not go into the role until 21 May 2016 when the CRB check came through.
4. I am no longer employed by G4S. At the end of April 2017, I was involved in an incident with a detainee when he became angry and threatening towards me. A few days later, I was suspended pending an investigation. I was dismissed at a disciplinary meeting on 17 September 2017 following broadcast of the Panorama programme. I provide further information at paragraphs 75 to 86 below.

that I was involved in drugs because I was a black woman from South London. It was very disturbing to hear, and because of these rumours, I stopped taking any belongings into the centre. I left my bag in the car and my food in the gatehouse where the ACO staff fridge was.

55. In August 2016, I was involved in an incident with Bonnie when she called me ‘a fucking black cunt’ in the presence of around six to eight other DCOs. I reacted to Bonnie’s comment by saying I would ‘slap her in the mouth’, although I backed away from the situation. Bonnie was encouraged by our line manager, DCM Dave Roffey, to submit an SIR about me. I submitted a grievance about this incident which provides full details [INN000002] and we were both suspended until December 2016. Bonnie denied that she had made this comment, and the other members of staff claimed they did not hear her say it. An investigation took place a few months after the incident, and other witnesses claimed they could not remember much of what had happened. Despite this they clearly remembered what I said and did during the incident, and they were certain that Bonnie had not said anything racist. I am aware that Bonnie is still employed at Brook House and is now a DCM.

56. I would often get friend suggestions on Facebook to connect with other DCOs. During my time at Brook House, DCM Jack Bannister came up as a suggested friend on multiple occasions. I had a look on his page and came across two pictures of him with black face. Although they were uploaded in 2010, these were profile pictures of his and are still there today. As I stated above, it was very cliquey in Brook House. DCM Jack Bannister, DCO Bonnie Spark, DCM Dave Killick, DCM Dave Roffey and DCM Steve Dix were all part of the same friendship group. Seeing Jack so brazenly posting black face pictures of himself on social media, made me even more cautious about engaging with him and any of the others that were within his friendship group.

57. I was not aware of any homophobic or misogynistic attitudes or behaviours amongst staff. I recall only one incident when I approached John Connolly, the use of force

instructor, to speak to him about becoming a use of force instructor myself. I had enjoyed the training and, as I wanted to progress on to escorting, I believed that being a qualified use of force instructor would be a beneficial skill. John said something along the lines of, this was excellent because they did not get many 'udder swingers' showing interest in becoming use of force instructors so I would be welcomed if I pursued it. Initially I did not have a clue what he was referring to and it was only later that day that I realised he was referring to female breasts. I am unsure if John had any other roles within Brook House, but I know he was a use of force instructor. He was significantly older than those who trained me during my eight-week training course.

58. I was told by detainees that some members of staff were bringing drugs and smartphones into Brook House. I never witnessed this myself, nor was I privy to any conversations with other members of staff who may have been aware of it. There were a few names that were frequently mentioned by detainees, but I never witnessed it myself. Whenever a detainee told me about staff bringing in drugs or contraband, I submitted an SIR report. I never saw that anything was done (e.g., increased staff searches when entering the building) and I came to the view that the security team and senior management must have been aware that it was going on but were choosing to ignore it.

59. I experienced bullying throughout my entire employment at Brook House. I submitted three grievances but nothing substantial came out of them (one incident was investigated while I was suspended). The claims I made appeared to be taken seriously at the point of receiving my grievance but were brushed to the side once the subject of the complaint gave their side of the story.

60. I never had any concerns about other staff being bullied.