1	A. Amongst some staff. Yeah, amongst some staff.	1	A. I'd like to say they would be encouraged to speak to
2	Q. Did other staff pull them up on this those kinds of	2	that person. A lot of the time, they didn't. If I was
3	comments, apart from you, who you've just said did?	3	put on a constant observation, I'd pick up the ACDT,
4	A. James Begg. I think I remember yeah, he would	4	read the assessment, or read the initiated read the
5	I think he pulled up someone. He pulled up people on	5	assessment, find out what the issue, and then try and
6	that. But as far as I know, no-one else. I can't speak	6	have a chat with them, go in the room, sit on the bed,
7	for anyone else. Only what I — only what	7	have a chat. Obviously, if someone — if it was safe to
8	I experienced.	8	A 4 C C C C C C C C C C C C C C C C C C
9	MS TOWNSHEND: Madam Chair, those are the questions I had	9	do so and have a chat, "Why do you feel like that?" Believe me, a lot of the time, someone's issue could
10	just in relation to mental health and vulnerabilities.	137	
11	Control of the region benefit and an experience of the region of th	10 11	be so — it could be quite small, and you could resolve
	I don't know whether you have any questions on that		it or you could talk someone out of something. You
12	topic?	12	know, you just it was all about communication. If
13	THE CHAIR: Just one brief one, actually, on the ACDT	13	you had good communication, that's how you keep people
14	process. You talked in your statement about when	14	safe.
15	somebody has been identified as being at quite high risk	15	THE CHAIR: So it might depend on the person who was doing
16	of suicide or self-harm, that they might be put on	16	it. Is that what you're saying, that some people may
17	a constant supervision or a constant observation. How	17	interact?
18	would you describe what the expectation is for that?	18	A. If someone cared, it worked. If someone didn't care, it
19	What does that staff member need to do? Is it simply	19	wouldn't work.
20	about observing or does it depend on the individual	20	THE CHAIR: Thank you. That's very helpful.
21	situation?	21	MS TOWNSHEND: I want to move now to the fourth topic,
22	A. It depends on the individual situation. I've had	22	managerial oversight.
23	someone who's made a statement who and I've got grave	23	A. Sorry, could you say?
24	concerns. Early on, I would have to literally fight to	24	Q. I want to now go on to the fourth topic about managerial
25	get that person on E wing, for instance. But later on,	25	oversight, and I'm going to then hopefully we can
	Page 93		Page 95
	1 age 75		1 age 75
1	it was listened to more. Around about the period of,	1	explore an example of management oversight or lack of
2	you know, the period we are talking about, it was still	2	it.
3	more if someone made a statement, they would be put onto	3	Firstly, dealing with staff culture and issues. We
4	a it would be listened to more. I know for a fact,	4	have touched on this already. I want to ask you about
5	if I made a statement, I'd make sure that person was	5	cliques within Brook House, cliques within the staff.
6	safe, not left alone, put on a constant observation,	6	You say, at paragraph 26 of your first witness
7	explain to that person why they are on a constant	7	statement, that when you returned to Brook House in
8	observation so they'd work with us, instead of thinking	8	2014, Jules Williams, who was the residential manager,
9	they are just — they're put there for a punishment.	9	found fault with staff in front of detainees and he
10	They've got to realise that they're not put there for	10	fostered cliques. You say at paragraph 26:
11	a punishment. There was a process of more $-$ if someone $% \left(\mathbf{r}\right) =\mathbf{r}^{\prime }$	11	"It was very cliquey and some of the DCMs were far
12	was on a constant supervision, they wouldn't be tied to	12	too close to DCOs within their social circles which led
13	their room. They could go around the centre with an	13	to a culture where inappropriate behaviour was not
14	officer. I thought that was a really good idea.	14	challenged."
15	I thought that made someone feel that they weren't	15	You give an example of Nathan Ring, a DCM, shown in
16	locked in.	16	the documentary, who behaved inappropriately but no-one
17	THE CHAIR: That's really helpful, thank you. Thinking	17	picked him up. How did these cliques affect the staff
18	about it from the staff member's point of view, would	18	who were not in the cliques?
19	there be situations where they would be required to,	19	A. One word: ostracised. Another word: you weren't part of
20	say, have some interactions with that person once an	20	the team. You never wanted to be part of that team, but
21	hour or once every 20 minutes or did it generally tend	21	you were never you weren't invited out on nights out.
22	to be you just have to make sure you have a line of	22	You were – there was suspicion over you, you weren't
23	sight with that person?	23	trusted. It goes on, really. You weren't part of that
24	A. If someone was on constant observation, sorry, chair?	24	gang.
25	THE CHAIR: Yes, yes.	25	Q. When you say "you", do you mean you?
	5		
	Page 94		Page 96

24 (Pages 93 to 96)

this is not a grievance or anything like that. It's, 2 "I just don't know how you got to that position, because you weren't even a good BOO." But they were put into that position.—there is one example of a DCO when I laws involved in a disciplinary as a rep for the union, and that DCO sat in the office with his legs up in the desk, with his tie undone to there, in front of the HBP one of the healthe from HR, and I actually said to the hely in IRF. 'I thought that was se upprofessional", and the same DCO, when I was delivering training on safer custody, him and another DCM had their feet on the table chatting away and I pulled them up on 18 H. They didn't like being pulled up by a DCO, but do you see what It mean? That respect, hat sort of 19 position." 11 THE CHAIR: Thank you. That's helpful, thank you. 18 MS TOWNSHEND: Just a follow-on question from that, chair. 19 Do you think they get to that position due to the cluye. We there any connection? 21 A. Yes, Delives as. 22 Q. I want to ank you shout the — If I can call then, the 23 "cuddy" comments from other DCO. 24 A. Ves, Delives as. 25 sey Indays others and other about with detainees? 26 A. Keith MacCoughan. 27 Page 109 1 A. Admin-himn. 2 Q. On one occasion, I think another DCO, 3 Reith McLaughlin — fonyte me, perhaps 'm saying his a mine incorrectly. 3 A. Yes, and then DCO Nathan Ring you describe 3 as acalling you a "caddy carb carb"; 4 A. Yes. 4 Yes, was busically such over the radio transmission. 4 Q. Another example you give its Saltim Ring said, "Why did 4 they sand him in? What's hig going to dee? Give them 5 A. Yes, I was busically such carb in 6 Q. Another example you give its Saltim Ring said, 19 helping a harmioun delainees? 20 Q. Another example you give its Saltim Ring said, "Why did 4 they and him in? What's he going to dee? Give 21 A. Lark's twas busically said over the radio transmission. 22 Q. What did you take these comments to mean? 3 A. A Yes, I be and the carb in fort of other DCOs 3 A. That's right, yes. 4 Lark's twas busically said	Day 11	Ti Brook Frouse inquiry / December 202			
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3 you weren't even a good DCO". But they were put into 4 that position—there is one example of a DCO when 5 I was involved in a disciplinary as a rep for the union, 6 and that DCO sat in the office with his legs up on the 6 dedianed grow. 6 the HIR—one of the ladies from HIR, and I actually said to the hely in HiR. "It thought that was so 1 upprofessional", and the same DCO, when I was delivering 1 training on safer custody, thin and another DCM had their 1 feet out the table chatting and put them up on 15 It. They didn't like being putled up by a DCO, but do 14 you see what I ment? That respect, that sort of 14 prosition". 1 THE CHAR. Thank you. That's helpful, thank you. 18 THE CHAR. Thank you. That's helpful, thank you. 18 THE CHAR. Thank you. That's helpful, thank you. 2 olique? Was there are connection? 2 olique? Was the connection? 3 olique are connection? 4 olique a					
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