

<p>1 Friday, 4 March 2022</p> <p>2 (10.00 am)</p> <p>3 THE CHAIR: Good morning, thank you.</p> <p>4 MR LIVINGSTON: Good morning, chair. We will now be hearing</p> <p>5 from Ms Shayne Munroe.</p> <p>6 MS SHAYNE MUNROE (affirmed)</p> <p>7 Examination by MR LIVINGSTON</p> <p>8 MR LIVINGSTON: Thank you, Ms Munroe.</p> <p>9 Just before we start, chair, I think Rob confirmed</p> <p>10 it earlier, but just to let you know, there are going to</p> <p>11 be three witnesses today -- Ms Munroe,</p> <p>12 Mr Babatunde Fagbo and Mr Calvin Sanders -- so we will</p> <p>13 be sitting closer to normal hours today rather than</p> <p>14 Friday hours.</p> <p>15 THE CHAIR: Understood, thank you.</p> <p>16 MR LIVINGSTON: Ms Munroe, good morning.</p> <p>17 <b>A. Good morning.</b></p> <p>18 Q. You provided a statement to the inquiry which is at our</p> <p>19 reference &lt;INN000013&gt;. That's at tab 1 of your bundle</p> <p>20 there of your folder of documents. I am asking the</p> <p>21 chair to adduce that in full?</p> <p>22 THE CHAIR: Indeed.</p> <p>23 MR LIVINGSTON: What that means, Ms Munroe, is I don't need</p> <p>24 to ask you about every paragraph because that statement</p> <p>25 is in evidence before us. I am going to ask you about</p> <p style="text-align: center;">Page 1</p>	<p>1 Brook House, I think you say in your statement that you</p> <p>2 thought it would be a stepping stone to overseas</p> <p>3 escorting work; is that right?</p> <p>4 <b>A. Yes.</b></p> <p>5 Q. When did you realise that the job description was wrong</p> <p>6 about that?</p> <p>7 <b>A. When I got there and was doing the training and they</b></p> <p>8 <b>said that Tascor had the overseas escorting contract.</b></p> <p>9 Q. And you'd thought that it was G4S, and so you could work</p> <p>10 there for a bit and then also --</p> <p>11 <b>A. Yeah, it was still posted on their website at the point</b></p> <p>12 <b>of me applying.</b></p> <p>13 Q. Okay. At that point, when you realised that, did you</p> <p>14 think about leaving?</p> <p>15 <b>A. No, because I'd left my previous job, so where was</b></p> <p>16 <b>I going to go?</b></p> <p>17 Q. Okay. One of the things you say in your statement is</p> <p>18 that you felt that the job description and the training</p> <p>19 weren't an accurate reflection of the role. You say</p> <p>20 that the job description implied a controlled</p> <p>21 environment and didn't reflect the challenges that you</p> <p>22 experienced when you were actually working there. What</p> <p>23 did you expect from the training and the application</p> <p>24 process?</p> <p>25 <b>A. I don't know what I expected, to be honest with you, but</b></p> <p style="text-align: center;">Page 3</p>
<p>1 some of the stuff in the statement, and you can turn to</p> <p>2 it if you want, but you don't have to every time, and</p> <p>3 some documents may be brought up on screen as well.</p> <p>4 First of all, just to confirm, you worked at</p> <p>5 Brook House from February 2016 until</p> <p>6 about September 2017; is that right?</p> <p>7 <b>A. Correct.</b></p> <p>8 Q. You were initially an assistant custody officer for</p> <p>9 a few months, and then a DCO for the rest of the time?</p> <p>10 <b>A. Yes, because my CRB check didn't come through in time.</b></p> <p>11 Q. Because your CRB check didn't come through?</p> <p>12 <b>A. Yeah.</b></p> <p>13 Q. Just to let you know, in case of I'm sort of repeating</p> <p>14 stuff, there are transcribers there that are typing what</p> <p>15 you are saying, so, to the extent that you can, speak so</p> <p>16 they can hear you under the mask. I know it is</p> <p>17 difficult. That would be appreciated.</p> <p>18 You say that you were only actually working at</p> <p>19 Brook House for about four weeks during our relevant</p> <p>20 period because of the disciplinary investigation during</p> <p>21 the rest of the time; is that right?</p> <p>22 <b>A. Correct.</b></p> <p>23 Q. That would have been in April 2017?</p> <p>24 <b>A. Yeah.</b></p> <p>25 Q. In terms of what attracted you to working as a DCO at</p> <p style="text-align: center;">Page 2</p>	<p>1 <b>what we were told in the classroom in comparison to what</b></p> <p>2 <b>was there was two completely different things.</b></p> <p>3 Q. I know this is inviting you to speculate a little bit,</p> <p>4 but do you have any feeling as to whether they were sort</p> <p>5 of deliberately making it seem better than it was or do</p> <p>6 you think they didn't know?</p> <p>7 <b>A. They definitely knew. I just think that people -- you</b></p> <p>8 <b>sell yourself, don't you? So they're going to sell</b></p> <p>9 <b>their job as though it's the best thing in the world,</b></p> <p>10 <b>and it really wasn't.</b></p> <p>11 Q. You were obviously with other people on the training</p> <p>12 course. Do you think that your colleagues, as well,</p> <p>13 sort of thought that you'd been sold one thing and then</p> <p>14 walked into Brook House into another?</p> <p>15 <b>A. Definitely. Some people left before they even finished</b></p> <p>16 <b>the training.</b></p> <p>17 Q. One of the things you say in your statement is that</p> <p>18 Tinsley House was a lot calmer and quieter. Did you</p> <p>19 ever work at Tinsley House?</p> <p>20 <b>A. Not often. Maybe about four or five times, if that.</b></p> <p>21 Q. You say that Tinsley seemed calmer, quieter, the staff</p> <p>22 seemed more content, and you say that that might have</p> <p>23 been because it was more open, with natural light, fewer</p> <p>24 doors and fewer keys; is that right?</p> <p>25 <b>A. Yes.</b></p> <p style="text-align: center;">Page 4</p>

<p>1 Q. One of the things you said earlier in your statement,</p> <p>2 Ms Munroe, is that you didn't think the physical layout</p> <p>3 of Brook House had an impact on the care of detainees.</p> <p>4 Do you think that things like light and doors and keys</p> <p>5 might have impacted on the care of detainees?</p> <p>6 <b>A. Well, it's built like a category B prison, isn't it? So</b></p> <p>7 <b>if you're putting them in an environment that resembles</b></p> <p>8 <b>a prison, it's -- you're going to get that kind of</b></p> <p>9 <b>behaviour. So what -- as I said in my statement, a lot</b></p> <p>10 <b>of them used to say, "Oh, this isn't prison". A lot of</b></p> <p>11 <b>them had served their time, had been out in the</b></p> <p>12 <b>community and then Home Office have said, "Okay, we are</b></p> <p>13 <b>detaining you today", because they have gone to sign on</b></p> <p>14 <b>and they've said, "You're not going home". You can't</b></p> <p>15 <b>have someone free and then throw them into something</b></p> <p>16 <b>that they have already served their time for. So</b></p> <p>17 <b>I don't think it impacted the care of them, but did it</b></p> <p>18 <b>impact their behaviour? Yeah, I think so.</b></p> <p>19 Q. That's, I suppose, the detainees' side of</p> <p>20 the environment. Do you think that it being built like</p> <p>21 a category B prison, or the environment, impacted on how</p> <p>22 staff saw it as well?</p> <p>23 <b>A. I don't know. For me, it made no difference. For</b></p> <p>24 <b>everybody else, I don't know. I can't comment.</b></p> <p>25 Q. One of the things you say -- I'm just going to ask you</p> <p style="text-align: center;">Page 5</p>	<p>1 <b>I respected people. So when you know how to speak to</b></p> <p>2 <b>people, you're not really going to need to use your</b></p> <p>3 <b>hands.</b></p> <p>4 Q. I know you can only comment on your own experience, but</p> <p>5 you sort of said there that because of the way -- you</p> <p>6 talk about de-escalation in your statement as well. Do</p> <p>7 you think that there were more spontaneous uses of force</p> <p>8 that didn't involve you because people didn't know how</p> <p>9 to escalate situations -- de-escalate situations?</p> <p>10 <b>A. I think so, and I think a lot of people aggravated</b></p> <p>11 <b>situations as well.</b></p> <p>12 Q. Just going back to the training on use of force, was</p> <p>13 there an emphasis on de-escalation in that training? Do</p> <p>14 you remember?</p> <p>15 <b>A. No.</b></p> <p>16 Q. There wasn't an emphasis?</p> <p>17 <b>A. No.</b></p> <p>18 Q. Do you remember, was there any part of that training</p> <p>19 which talked about the particular things you might need</p> <p>20 to take into account if you were using force against</p> <p>21 someone with mental health problems?</p> <p>22 <b>A. No. There was no discussion about that.</b></p> <p>23 Q. Was there any training at all on how to deal with</p> <p>24 detained people with mental health problems?</p> <p>25 <b>A. No.</b></p> <p style="text-align: center;">Page 7</p>
<p>1 a couple of things about training. You say that</p> <p>2 training, as a whole, was very informative but didn't</p> <p>3 adequately prepare DCOs for the role. Is that the same</p> <p>4 type of thing we were talking about earlier, that</p> <p>5 nothing could prepare you for that?</p> <p>6 <b>A. Nothing could prepare you for it.</b></p> <p>7 Q. You describe the use of force training, in particular at</p> <p>8 paragraph 34 of your statement, as being of excellent</p> <p>9 quality. You say that it was enjoyable, that the whole</p> <p>10 group was shown -- the whole group was able to do what</p> <p>11 was demonstrated and there was an emphasis on the need</p> <p>12 to complete a use of force report whenever you had to</p> <p>13 place hands on a detainee. In your experience, did that</p> <p>14 happen? Was a use of force report completed every time</p> <p>15 someone laid hands on a detainee?</p> <p>16 <b>A. Again, I can only comment on myself. I don't -- I think</b></p> <p>17 <b>there might have been maybe once or twice that I've had</b></p> <p>18 <b>to put my hand on a detainee to usher them away. I've</b></p> <p>19 <b>never used force like such on the Panorama show.</b></p> <p>20 Q. Do you have any idea -- you might not -- why you weren't</p> <p>21 involved in use of force or control and restraint?</p> <p>22 <b>A. Planned? No idea. But, as we have heard from other</b></p> <p>23 <b>witnesses, there were a lot of people who were</b></p> <p>24 <b>constantly called to do that. Spontaneous? I never</b></p> <p>25 <b>needed to. I knew how to speak to people and</b></p> <p style="text-align: center;">Page 6</p>	<p>1 Q. Did you have any -- I know you've worked in probation</p> <p>2 before?</p> <p>3 <b>A. No, I didn't.</b></p> <p>4 Q. Oh, sorry, I may have got that wrong. Sorry, you</p> <p>5 currently work as a probation officer. You'd done</p> <p>6 voluntary work before with young offenders; is that</p> <p>7 right?</p> <p>8 <b>A. Correct.</b></p> <p>9 Q. Did you have any idea, before you went into Brook House,</p> <p>10 of the number of people that would have mental health</p> <p>11 problems?</p> <p>12 <b>A. No.</b></p> <p>13 Q. Did you feel adequately prepared to deal with that?</p> <p>14 <b>A. No.</b></p> <p>15 Q. I want to come on to ask you about an issue about</p> <p>16 security information reports and smuggling of items by</p> <p>17 staff and others. You say in your statement, you talk</p> <p>18 about checks being done to prevent drugs being smuggled</p> <p>19 in, and you say you were told on your training that</p> <p>20 random searches would be carried out, but this only</p> <p>21 happened once during your employment, that you can</p> <p>22 remember?</p> <p>23 <b>A. Correct.</b></p> <p>24 Q. Does that mean that every other time you and your</p> <p>25 colleagues walked into the building to do a shift, there</p> <p style="text-align: center;">Page 8</p>

<p>1 was no checks?</p> <p>2 <b>A. Correct.</b></p> <p>3 Q. That one search that did happen to staff, do you have</p> <p>4 any recollection of when that was?</p> <p>5 <b>A. It would probably have been between maybe -- I don't</b></p> <p>6 <b>even know. No.</b></p> <p>7 Q. Okay.</p> <p>8 <b>A. Because, obviously, I was off for long periods of time</b></p> <p>9 <b>in between the two periods of time that I was actually</b></p> <p>10 <b>in work.</b></p> <p>11 Q. Yes.</p> <p>12 <b>A. But, yeah, it was only once, so I don't remember.</b></p> <p>13 Q. Was that random search -- were you searched when you</p> <p>14 were going in or were you searched whilst you were</p> <p>15 there?</p> <p>16 <b>A. When you were going in.</b></p> <p>17 Q. One of the things you say in your statement is that</p> <p>18 there were a lot of rumours going around about staff or</p> <p>19 specific officers bringing things in. You say that</p> <p>20 there were times when detainees spoke to you and told</p> <p>21 you that members of staff were bringing things in for</p> <p>22 them and for other detainees, such as smart phones,</p> <p>23 cannabis, spice, money, clothes, footwear, and you say</p> <p>24 that there were a few names that were frequently</p> <p>25 mentioned by detainees. Which members of staff were</p> <p style="text-align: center;">Page 9</p>	<p>1 Q. You say in your statement that you used SIRs, security</p> <p>2 information reports, to record conversations with</p> <p>3 detainees that you thought might be helpful to the</p> <p>4 security team, but you felt that doing so made things</p> <p>5 worse. Why do you think it made things worse for you?</p> <p>6 <b>A. Because, as I said in my statement, everybody was quite</b></p> <p>7 <b>friendly, overfriendly, with each other. There were</b></p> <p>8 <b>blurred boundaries between the professional and the</b></p> <p>9 <b>social, and I just felt like it would become pub talk,</b></p> <p>10 <b>so keep myself out of it.</b></p> <p>11 Q. I know you can probably only speak from your own</p> <p>12 experience, but did that just mean that, at one point,</p> <p>13 you just would stop or not bother putting in SIRs?</p> <p>14 <b>A. Yes.</b></p> <p>15 Q. Because you'd be worried about the consequences?</p> <p>16 <b>A. Yes.</b></p> <p>17 Q. Just going back to the specific issue about bringing in</p> <p>18 drugs, you say in your statement that it seemed clear to</p> <p>19 you that management knew who was bringing in drugs, but</p> <p>20 they weren't doing anything about it. Do you mean</p> <p>21 senior management there, or do you mean the DCMs, or</p> <p>22 both?</p> <p>23 <b>A. Both.</b></p> <p>24 Q. Both?</p> <p>25 <b>A. Yes.</b></p> <p style="text-align: center;">Page 11</p>
<p>1 frequently mentioned?</p> <p>2 <b>A. I'm not going to mention those names, but they have been</b></p> <p>3 <b>mentioned throughout the inquiry.</b></p> <p>4 Q. Is Luke Instone-Brewer one of them?</p> <p>5 <b>A. They have been mentioned throughout the inquiry. I'm</b></p> <p>6 <b>not mentioning names, but ...</b></p> <p>7 Q. Is there any reason, particularly, why you're unwilling</p> <p>8 to mention names?</p> <p>9 <b>A. Because I didn't witness it myself. Because the names</b></p> <p>10 <b>that have been mentioned in the inquiry are also names</b></p> <p>11 <b>that I have heard, I can only assume that the detainees</b></p> <p>12 <b>were being a bit honest on that occasion, but I never</b></p> <p>13 <b>witnessed it, so I'm not going to call names.</b></p> <p>14 Q. Okay. One of the things you say in your statement is</p> <p>15 that when this happened, when you were told about names,</p> <p>16 you wrote SIRs, the security information reports, to</p> <p>17 report it. Do you remember how many times that</p> <p>18 happened?</p> <p>19 <b>A. I can't remember.</b></p> <p>20 Q. If you can try and think back to that time when you</p> <p>21 wrote the security information reports, did you write</p> <p>22 the names of the staff then or did you just write --</p> <p>23 <b>A. Yeah, I would have written the names, and I would have</b></p> <p>24 <b>stated which detainee told me that, but what happened</b></p> <p>25 <b>with that then onwards, I don't know.</b></p> <p style="text-align: center;">Page 10</p>	<p>1 Q. Why did you get that impression, that they knew about</p> <p>2 it?</p> <p>3 <b>A. Because nothing was really happening, and it was</b></p> <p>4 <b>a constant problem. It can't just be coming in through</b></p> <p>5 <b>visits and post. It has to be coming in somewhere else.</b></p> <p>6 <b>You're not increasing staff searches, you're not -- it</b></p> <p>7 <b>didn't appear like much was being done to fix the</b></p> <p>8 <b>problem. So I just felt like they were all just</b></p> <p>9 <b>allowing it to happen, really.</b></p> <p>10 Q. Do you have any thoughts, or did you have any thoughts,</p> <p>11 as to why they were allowing it to happen?</p> <p>12 <b>A. Because they don't care.</b></p> <p>13 Q. Don't care?</p> <p>14 <b>A. There is no consequences for anything in that place, so</b></p> <p>15 <b>they didn't care.</b></p> <p>16 Q. I want to ask you a few questions about the culture at</p> <p>17 Brook House. You contrast in your statement when you</p> <p>18 worked briefly as an ACO for the first couple of months,</p> <p>19 you say everyone was lovely and helpful to each other,</p> <p>20 but then, when you moved to the DCO role, it became</p> <p>21 evident that it was quite a cliquy culture; is that</p> <p>22 right?</p> <p>23 <b>A. Correct.</b></p> <p>24 Q. Was there one predominant clique? There is a point in</p> <p>25 your statement where you mention a sort of friendship</p> <p style="text-align: center;">Page 12</p>

1 group. Is that the clique you're talking about or is it  
 2 more than that?  
 3 **A. Yeah, to me, they were a dominant clique, but to others,**  
 4 **there could have been others, or they might pretend like**  
 5 **they didn't know that there was any groups or anything**  
 6 **like that.**  
 7 Q. In your experience, was the SM -- the senior management  
 8 team also part of that clique?  
 9 **A. Some members of senior management, yes.**  
 10 Q. I think you mention in your statement that  
 11 Michelle Brown was part of that group?  
 12 **A. Yes.**  
 13 Q. And Jules Williams as well?  
 14 **A. Yes.**  
 15 Q. Did those cliques, or that clique, just involve G4S  
 16 staff or were the Home Office staff part of that; do you  
 17 know?  
 18 **A. I never saw the Home Office. I very rarely saw them.**  
 19 **So, yeah, mainly G4S staff.**  
 20 Q. We have heard a couple of witnesses talk about  
 21 Home Office staff being on a different floor, I think,  
 22 in an office. Did you just not really see them while  
 23 you were at Brook House?  
 24 **A. You just didn't see them. You heard from them on the**  
 25 **phones, but you never saw them, and, if you did see**

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1 **them, you'd just say, "Oh, who's that?" Like, you just**  
 2 **don't know who they are.**  
 3 Q. There was no-one you knew by name --  
 4 **A. No.**  
 5 Q. -- really to sort of talk to?  
 6 **A. No.**  
 7 Q. Thinking about that clique, because we are trying to  
 8 look at the culture at Brook House, it's one of  
 9 the things that the inquiry has to look at, what sort of  
 10 influence, in your experience, did that clique have over  
 11 things at Brook House?  
 12 **A. What do you mean?**  
 13 Q. You've talked about there being staff and senior  
 14 management. Do you think they had an influence over who  
 15 got selected for different tasks at Brook House --  
 16 **A. Oh, yeah, definitely.**  
 17 Q. -- and things like that?  
 18 **A. Yeah, yeah.**  
 19 Q. What was that clique's attitude to detainees, as far as  
 20 you could tell?  
 21 **A. Generally, they got on with them. But there were, you**  
 22 **know, sometimes people used some terms and it would be,**  
 23 **like, "Mmm", or they'd just say things and it's, like,**  
 24 **well, "Do you really understand what it is you're**  
 25 **saying?", kind of thing.**

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1 Q. I know this is a bit of a generalisation, but do you  
 2 think there was a sort of lack of understanding  
 3 sometimes about the experiences of detainees?  
 4 **A. Absolutely, yeah, because I had to correct a few members**  
 5 **of staff sometimes as well.**  
 6 Q. On what sort of thing?  
 7 **A. Like, some detainees might have convictions for things**  
 8 **that is less socially acceptable here, but where they're**  
 9 **from it's more widely acceptable, and the names that**  
 10 **they might call them. It's like, "Oh, he's that" or**  
 11 **"He's this", and I had to pull them up on it. "Like,**  
 12 **you need to not do that, because that could potentially**  
 13 **be harmful to him if other people hear that", because**  
 14 **other detainees -- detainees don't talk about their**  
 15 **convictions and, if they hear us, as staff, talking like**  
 16 **that, "That's not a nice conviction to have", and that**  
 17 **could potentially cause problems within -- amongst them**  
 18 **and we don't need that.**  
 19 Q. We have heard some witnesses talking and there is some  
 20 transcript recordings of staff accessing criminal  
 21 records of detainees. Is that something you ever did?  
 22 **A. I don't recall being able to access the criminal**  
 23 **records, but on, like, the movement sheets and stuff, it**  
 24 **would have a brief overview of what their criminal**  
 25 **history was. So if someone had a violent history, it**

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1 **might say "firearms", it might say "ABH", "GBH",**  
 2 **whatever. But, in comparison to what I do now, they**  
 3 **didn't have much in relation to people's convictions.**  
 4 Q. Did you feel that there was a culture of staff treating  
 5 detainees differently depending on what their criminal  
 6 records were?  
 7 **A. I wouldn't say so.**  
 8 Q. One of the things you say in your statement is that  
 9 morale was generally good amongst staff; is that right?  
 10 **A. Yeah. People just got on with the job, really.**  
 11 Q. You say you felt like morale was a bit poorer on D wing.  
 12 Is there any reason for that?  
 13 **A. When I went there, the staff that I was working with,**  
 14 **they were fairly new, in comparison to me, even though**  
 15 **I was still quite new. Just didn't seem very**  
 16 **interested, seemed a bit bored. Maybe because they**  
 17 **weren't working with people that were their friends.**  
 18 **But that few days that I did work on D wing, I didn't**  
 19 **like it. I wanted to go back to where I'd just come**  
 20 **from.**  
 21 Q. One of the things you say, at paragraph 11 of your  
 22 statement, is that you didn't pick up on any foul  
 23 attitudes towards detainees and you thought that,  
 24 generally, everyone got on well, which meant you were  
 25 shocked when you saw Panorama; is that right?

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4 (Pages 13 to 16)

<p>1 <b>A. Yeah, I was.</b></p> <p>2 Q. You may have had the chance to think about it, but do</p> <p>3 you have any thoughts as to why you didn't witness any</p> <p>4 of this stuff that was shown in Panorama?</p> <p>5 <b>A. As I said in my statement, there were a lot of</b></p> <p>6 <b>behaviours and a lot of discussions and things that</b></p> <p>7 <b>I weren't privy to. It could be because I'm the type of</b></p> <p>8 <b>person to call out bullshit, for want of a better</b></p> <p>9 <b>description, and I didn't -- I chose to keep myself away</b></p> <p>10 <b>from certain people. As I've said, again, I didn't go</b></p> <p>11 <b>in the staff room.</b></p> <p>12 Q. Yes, you say that you didn't use the communal staff</p> <p>13 room, you preferred to eat lunch on your own in your</p> <p>14 car. Why was that?</p> <p>15 <b>A. Because I just didn't have a nice introduction from my</b></p> <p>16 <b>colleagues when I started -- well, not all of them, but</b></p> <p>17 <b>the vast majority of them. I just didn't want to</b></p> <p>18 <b>associate with them. I didn't go to work to make</b></p> <p>19 <b>friends. I went to work to do a job and to be paid.</b></p> <p>20 Q. One of the things that you say is that you didn't have</p> <p>21 any real concerns about how the culture of G4S and</p> <p>22 Brook House impacts on the protection of detainees. But</p> <p>23 given what you said, and we will come on to the response</p> <p>24 to your grievances, but given your concerns about the</p> <p>25 management culture in responding to your complaints, did</p> <p style="text-align: center;">Page 17</p>	<p>1 the inquiry's reference &lt;INN000001&gt;. We don't need to</p> <p>2 turn to that, but I ask for that to be adduced, chair.</p> <p>3 THE CHAIR: Thank you.</p> <p>4 MR LIVINGSTON: You complain in that, Ms Munroe, about being</p> <p>5 belittled in front of detainees, about your requests for</p> <p>6 help being disregarded, about being criticised for</p> <p>7 interacting with detainees and being put into difficult</p> <p>8 situations by other staff. Already, at that time, you</p> <p>9 said in your grievance that you were sceptical about</p> <p>10 putting it in writing because you'd already had a sour</p> <p>11 experience and you were worried about continued</p> <p>12 retaliation; is that right?</p> <p>13 <b>A. Correct.</b></p> <p>14 Q. You say in your statement that, in fact, you didn't</p> <p>15 experience any retaliation after making this first</p> <p>16 grievance, but that you did feel unable to approach some</p> <p>17 DCMs, as you sensed resentment in their tone; is that</p> <p>18 right?</p> <p>19 <b>A. Correct.</b></p> <p>20 Q. Do you think that was resentment that you'd raised</p> <p>21 a grievance, basically?</p> <p>22 <b>A. Yes.</b></p> <p>23 Q. Because they felt that that's --</p> <p>24 <b>A. Because the grievance was against them.</b></p> <p>25 Q. Because the grievance was against them?</p> <p style="text-align: center;">Page 19</p>
<p>1 you think that staff felt able to make complaints about</p> <p>2 the treatment of detainees?</p> <p>3 <b>A. In comparing how they have dealt with my complaints,</b></p> <p>4 <b>I would assume staff wasn't comfortable. But I didn't</b></p> <p>5 <b>witness any -- or I hadn't been around any staff who had</b></p> <p>6 <b>witnessed mistreatment of detainees. So I don't know.</b></p> <p>7 Q. I know this is hypothetical, but you've said that you</p> <p>8 were the type of person to "call out bullshit". Do you</p> <p>9 think that if you'd seen a staff member mistreating</p> <p>10 a detainee, whether physically or verbally, you would</p> <p>11 have felt able to complain, or you would have</p> <p>12 complained?</p> <p>13 <b>A. I would have complained, but whether or not I thought</b></p> <p>14 <b>that anything would have been done from that complaint,</b></p> <p>15 <b>no, I wouldn't.</b></p> <p>16 Q. We will come on to your grievances, as I said, but do</p> <p>17 you think you would have -- would that have been</p> <p>18 a complaint you would have made to a DCM or to senior</p> <p>19 management, or ...?</p> <p>20 <b>A. Senior management.</b></p> <p>21 Q. Just briefly about the first grievance you raised, that</p> <p>22 was quite soon after you'd started the DCO role,</p> <p>23 I think, in June 2016; yes?</p> <p>24 <b>A. Mmm-hmm.</b></p> <p>25 Q. You complained about a number of things, and that's at</p> <p style="text-align: center;">Page 18</p>	<p>1 <b>A. As I've said in my statement, it's always, "Oh, it's</b></p> <p>2 <b>a misunderstanding", so I misunderstand everything,</b></p> <p>3 <b>according to them.</b></p> <p>4 Q. You say that, as far as you were aware, there was no</p> <p>5 formal -- there was no investigation into that</p> <p>6 grievance. That's one where you just say the managers</p> <p>7 said, "There's been a misunderstanding"?</p> <p>8 <b>A. Correct.</b></p> <p>9 Q. And that's it?</p> <p>10 <b>A. Yes.</b></p> <p>11 Q. Do you think that that culture of, as you say, sort of</p> <p>12 saying, "There's been a misunderstanding", did that make</p> <p>13 officers less likely to challenge or report one another?</p> <p>14 <b>A. I think so.</b></p> <p>15 Q. We have talked a little bit about the cliques issue</p> <p>16 before, and you talk in your statement about existing</p> <p>17 intimate relationships and friendships between senior</p> <p>18 management, DCMs, DCOs, and that you felt that that</p> <p>19 meant officers and management couldn't separate their</p> <p>20 personal relationships from their professional</p> <p>21 behaviour; yes?</p> <p>22 <b>A. Yes.</b></p> <p>23 Q. Do you think that that sort of -- these friendships</p> <p>24 affected people's willingness to raise concerns about</p> <p>25 a fellow staff member? So if, for example, there was</p> <p style="text-align: center;">Page 20</p>

1 a member of the senior management team who was good  
 2 friends with a DCM or a DCO, would that make you less  
 3 likely to make a complaint to that senior management?  
 4 **A. I think so.**  
 5 Q. Do you think it led to managers dismissing complaints  
 6 about people they were friends with?  
 7 **A. I think so.**  
 8 Q. You say, Ms Munroe, in your statement, that you think,  
 9 for a lot of staff, if they had concerns, they were more  
 10 likely to keep them to themselves because it was  
 11 unlikely to go anywhere; yes?  
 12 **A. Yes.**  
 13 Q. Was that something you ever actually talked to  
 14 colleagues about?  
 15 **A. Yeah.**  
 16 Q. And --  
 17 **A. A lot of the time.**  
 18 Q. A lot of the time?  
 19 **A. A lot of the time.**  
 20 Q. And colleagues would say something, but then say they  
 21 weren't going to make a complaint?  
 22 **A. Yeah, a lot of us -- and I say "us", because there are**  
 23 **quite a few things that I just didn't bother to**  
 24 **pursue -- we would have those conversations and we would**  
 25 **just be, like, "Well, what's really going to come of**

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1 **it?"**  
 2 Q. One of the things you talk about in your statement,  
 3 Ms Munroe, at paragraph 37, is about engaging with  
 4 detainees, and you say that you found that a lot of  
 5 black detainees gravitated towards you and appeared  
 6 happy to see another officer in the wings that looked  
 7 like them. Did you feel, given the demographics of  
 8 people who were detained at Brook House, that there was  
 9 sufficient diversity amongst staff?  
 10 **A. No. No. I could count on two hands the amount of black**  
 11 **or Asian DCOs that worked in Brook House. They were**  
 12 **more ACOs, who had less detainee contact. The**  
 13 **representation in there was rubbish.**  
 14 Q. Do you think that that affected -- we talked a little  
 15 bit earlier about the ability of people to understand  
 16 detainees. Do you think that that had an effect, that  
 17 lack of diversity?  
 18 **A. Yep.**  
 19 Q. One example you give in your witness statement,  
 20 Ms Munroe, at paragraph 38, is about a detained person  
 21 who was willing to do what you asked but refused to do  
 22 it when DCO Darren Tomsett asked him, and said to you,  
 23 "Because he's rude and treats people like shit and has  
 24 his favourites in here, but you, you're all right,  
 25 because you don't treat people differently". You said

Page 22

1 earlier in your statement that it was never brought to  
 2 your attention by detainees that staff were treating  
 3 people badly. Did this count as a DCO treating people  
 4 badly?  
 5 **A. I wouldn't have perceived that as him treating people**  
 6 **badly because I've never seen him treat people badly.**  
 7 **It may be his approach and how he spoke to them might**  
 8 **have been a bit more abrupt. They might not have liked**  
 9 **it as much. But, personally, I didn't see a problem**  
 10 **with how he dealt with detainees when I worked with him.**  
 11 Q. You didn't have any concerns about his behaviour?  
 12 **A. No.**  
 13 Q. Were there any other examples where detained people said  
 14 any staff members were treating them "like shit"?  
 15 **A. Just generally, they'll say it, but there was never**  
 16 **a specific incident or -- it was never -- yeah, there**  
 17 **was nothing highlighted to me that, "Oh, this happened,**  
 18 **and this is what they did", but, in general, they'll**  
 19 **say, "Oh, they treat us like shit in here. It's not**  
 20 **prison. They need to start treating us like that", but**  
 21 **it was never specific.**  
 22 Q. So it was more like --  
 23 **A. More general, yeah.**  
 24 Q. -- "Yeah, this person treats us like shit", not, "On  
 25 19 April, this person said this to me and it was shit",

Page 23

1 so it was more general?  
 2 **A. Mmm.**  
 3 Q. Okay. One of the things you say in your statement is  
 4 that there were some staff who you believed thought they  
 5 were working in a prison. Why did you get that  
 6 impression from them?  
 7 **A. Again, it boiled down to how they spoke to people, how**  
 8 **they spoke to the detainees a bit more rough. From what**  
 9 **I understood of the role, we were there to look after**  
 10 **them, as such. We didn't have the same powers as**  
 11 **a prison officer. So -- how to -- I don't know how to**  
 12 **describe it here, but in seeing it, it was just like,**  
 13 **okay, well, that person's kicking off, what are you**  
 14 **going to do about it? How are you going to de-escalate?**  
 15 **Like, just learn to talk to people, because that's the**  
 16 **most we can do.**  
 17 Q. Okay. One of the things you say is that it appeared to  
 18 you that anyone who got on exceptionally well with  
 19 detainees was considered, by a certain set of DCOs and  
 20 DCMs, to be displaying inappropriate behaviour. Why do  
 21 you think this was?  
 22 **A. Because there'd be rumours about those members of staff**  
 23 **bringing things in, there'd be rumours about those**  
 24 **members of staff being in relationships with detainees.**  
 25 Q. Do you think -- did you think that there was a feeling

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6 (Pages 21 to 24)

1 that staff who got on well with detainees were betraying  
 2 colleagues by doing so?  
 3 **A. Possibly. Maybe.**  
 4 Q. Did you sort of -- I suppose the way to ask it is, did  
 5 it feel like a sort of "them and us" attitude, where --  
 6 **A. Yes.**  
 7 Q. -- if you became friendly -- or if you got on well with  
 8 a detainee, it felt to some officers like they were sort  
 9 of going over to the other side?  
 10 **A. Yes.**  
 11 Q. One of the things that you have talked about a couple of  
 12 times, in the context of control and restraint and use  
 13 of force, is that you felt you could calm situations,  
 14 whereas other officers would antagonise them; yeah?  
 15 **A. Yeah.**  
 16 Q. You gave an example where something you heard a number  
 17 of times was officers saying things like, "At least I'm  
 18 going home to my family tonight"; is that right?  
 19 **A. Yes.**  
 20 Q. Do you remember which officers would say this?  
 21 **A. No, there are too many.**  
 22 Q. Did you see that as them deliberately antagonising the  
 23 detainees?  
 24 **A. Yeah.**  
 25 Q. In the context -- that was in the context of control and

Page 25

1 **We can't force people. There is a load of other people**  
 2 **here. So you either have to be patient or just wait".**  
 3 Q. Did you know at all about the ACDT process?  
 4 **A. Yes.**  
 5 Q. If somebody threatened self-harm, would you open an  
 6 ACDT?  
 7 **A. If they threatened self-harm because they weren't**  
 8 **getting their own way, no, I wouldn't have opened one.**  
 9 Q. So it would be more if you genuinely thought they were  
 10 going to self-harm?  
 11 **A. Correct.**  
 12 Q. Just briefly on management as a whole, you say that the  
 13 quality of leadership by senior management was poor.  
 14 Why did you feel that?  
 15 **A. I didn't see them. Hardly saw them. Didn't really come**  
 16 **down. Didn't really interact with us or detainees.**  
 17 Q. Is there anyone in particular that you had problems with  
 18 from senior management, or was it just the team?  
 19 **A. Didn't see them enough to have a problem with them.**  
 20 Q. You talk about your experience of being managed at  
 21 Brook House as disastrous, referring to multiple  
 22 instances when DCMs were rude to you or disregarded you.  
 23 Were you allocated a specific manager? Did you have  
 24 someone who was your manager?  
 25 **A. Yeah.**

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1 restraint and use of force. In the context of detainees  
 2 self-harming, did you ever actually experience  
 3 a detainee self-harming or threatening to self-harm?  
 4 **A. No, I don't think so.**  
 5 Q. You say in your statement that there was -- there were  
 6 some occasions when officers or managers responded to  
 7 detainees by not taking them seriously because of  
 8 a perception that detainees were trying to manipulate  
 9 the situation; is that right?  
 10 **A. Yeah.**  
 11 Q. Did that come sort of just from general discussions with  
 12 staff, then, rather than from specific incidents?  
 13 **A. No. There were quite a few times, and I think you guys**  
 14 **have included a report that I wrote, but there were --**  
 15 **detainees would say, "Oh, if you don't get the**  
 16 **Home Office, then I'm going to do this" or "If someone**  
 17 **doesn't come and talk to me now, then I'm going to do**  
 18 **that". That is manipulating the situation.**  
 19 Q. Would that affect the way they were treated when they  
 20 did threaten self-harm?  
 21 **A. No, because if you threatened that, then it would just**  
 22 **be like, "Okay, well, you have to wait for -- the**  
 23 **Home Office aren't going to come down because you say**  
 24 **so" or "Someone is not going to deal with your request**  
 25 **right now just because you're threatening to do this.**

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1 Q. Was that DCM Roffey at the beginning?  
 2 **A. Yes.**  
 3 Q. Was he your manager throughout or were there other  
 4 people --  
 5 **A. No, he got changed. So partway through, it changed to**  
 6 **Steve Webb.**  
 7 Q. You say there were multiple instances where DCMs were  
 8 rude to you or disregarded do you. The inquiry has  
 9 heard quite a lot of evidence about the sort of DCMs'  
 10 role and there was a Verita investigation afterwards  
 11 which talked about the DCM role. Did you think there  
 12 was a sort of wider issue with how DCMs operated at the  
 13 centre?  
 14 **A. In general, with everyone? No, I just think, because**  
 15 **they were quite protected and they knew that -- they**  
 16 **knew what to say and how to get themselves out of**  
 17 **the situations. So they didn't really -- they didn't**  
 18 **really do -- they didn't manage very well.**  
 19 Q. Did you ever have anything like appraisals or --  
 20 **A. No.**  
 21 Q. -- performance reviews, or anything like that?  
 22 **A. No.**  
 23 Q. Did you feel that your DCM, or any of your DCMs, and  
 24 I know they changed, you could go to with problems?  
 25 **A. Steve, I could. Dave, I wouldn't.**

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7 (Pages 25 to 28)

<p>1 Q. Dave Roffey?</p> <p>2 <b>A. Roffey, yeah, I wouldn't approach him for anything.</b></p> <p>3 <b>Yeah. There weren't very many DCMs that I would go to.</b></p> <p>4 Q. Did you think that senior management tended to believe</p> <p>5 what DCMs said rather than what DCOs said?</p> <p>6 <b>A. Yeah.</b></p> <p>7 Q. I want to come on to the issue, or the issues, of racism</p> <p>8 and sexism and relationships with other staff members.</p> <p>9 You say, Ms Munroe, at paragraph 50, that you</p> <p>10 experienced a lot of racist behaviours and attitudes</p> <p>11 from staff, both overtly and covertly, and you say that</p> <p>12 racism was present from DCO level right up to senior</p> <p>13 management level; is that right?</p> <p>14 <b>A. Correct.</b></p> <p>15 Q. We will come on to the DCO level in a minute, but in</p> <p>16 terms of it going right up to senior management level,</p> <p>17 what examples or impressions did you have of racism at</p> <p>18 senior management level?</p> <p>19 <b>A. There was no representation. There was hardly any black</b></p> <p>20 <b>or Asian or nonwhite management in that building. The</b></p> <p>21 <b>one black manager that was there was the race and</b></p> <p>22 <b>diversity manager.</b></p> <p>23 Q. Is that Conway Edwards?</p> <p>24 <b>A. Yeah, which wasn't surprising to me, that that was his</b></p> <p>25 <b>role. DCOs had gone for higher roles and just never got</b></p> <p style="text-align: center;">Page 29</p>	<p>1 paragraph 54, is that you were told by other members of</p> <p>2 staff and detainees that there were rumours going around</p> <p>3 that you were the go-to person if detainees wanted drugs</p> <p>4 brought in, and you say that this wasn't true and that,</p> <p>5 in your opinion, this was a form of racism and</p> <p>6 stereotyping, essentially assuming that you were</p> <p>7 involved in that because you were a black woman from</p> <p>8 south London; is that right?</p> <p>9 <b>A. Correct.</b></p> <p>10 Q. Did you ever establish where those rumours came from?</p> <p>11 <b>A. Again, I was told by detainees which officers would say</b></p> <p>12 <b>it. I'm not at liberty to express who they are now.</b></p> <p>13 <b>But, yeah.</b></p> <p>14 Q. Coming on to an incident between you and Bonnie Spark,</p> <p>15 you describe how, on 12 August 2016, she called you, and</p> <p>16 I quote, "a fucking black cunt" in the presence of six</p> <p>17 to eight other DCOs, and you say you reacted by saying</p> <p>18 you would slap her in the mouth but backed away from the</p> <p>19 situation; is that right?</p> <p>20 <b>A. Correct.</b></p> <p>21 Q. You raised a grievance about it the following day,</p> <p>22 I think --</p> <p>23 <b>A. Yes.</b></p> <p>24 Q. -- in which you made that allegation to management. As</p> <p>25 you have seen from the documents, in a subsequent letter</p> <p style="text-align: center;">Page 31</p>
<p>1 <b>them, and it did feel like a "face fits" type of</b></p> <p>2 <b>environment.</b></p> <p>3 Q. We will come on to the sort of broader issue of</p> <p>4 disciplinary action later, but one of the things you</p> <p>5 have said in paragraph 50 of your statement is that the</p> <p>6 disciplinary process and outcomes for black staff seemed</p> <p>7 to be more severe to you than it was for white staff; is</p> <p>8 that right?</p> <p>9 <b>A. Absolutely.</b></p> <p>10 Q. Do you have any feeling about why that was?</p> <p>11 <b>A. I don't know. But we can just see from the outcomes</b></p> <p>12 <b>here, as we have seen on the Panorama show, quite a lot</b></p> <p>13 <b>of foul language being used there. I've been relieved</b></p> <p>14 <b>of my job because of use of foul language. An officer</b></p> <p>15 <b>that used quite foul language towards me still works</b></p> <p>16 <b>there and is a manager now. So ...</b></p> <p>17 Q. The difference of outcomes --</p> <p>18 <b>A. Correct.</b></p> <p>19 Q. I think you describe that in your statement as sort of</p> <p>20 covert racism?</p> <p>21 <b>A. Correct.</b></p> <p>22 Q. So not explicit, but something that was in the</p> <p>23 background?</p> <p>24 <b>A. Yes.</b></p> <p>25 Q. One of the things you say, just on this issue, at</p> <p style="text-align: center;">Page 30</p>	<p>1 that you sent, in November 2016, a few months later,</p> <p>2 after the grievance had been -- a decision had been</p> <p>3 made, you said at that point that you were happy to</p> <p>4 accept that what you heard -- that you heard incorrectly</p> <p>5 what was said and that no racist language was used.</p> <p>6 What's your position now?</p> <p>7 <b>A. I know what I heard. I'm not deaf. But that was an</b></p> <p>8 <b>incident whereby "It was a misunderstanding" or</b></p> <p>9 <b>"I didn't say that" and, again, as I said, a lot of</b></p> <p>10 <b>staff were quite protected, and Bonnie Spark is one of</b></p> <p>11 <b>those members of staff who is quite protected in</b></p> <p>12 <b>Brook House. A lot of the members of staff that were</b></p> <p>13 <b>present were Bonnie's friends, one of which was her</b></p> <p>14 <b>ex-boyfriend, and it was, "Oh, she's not a racist".</b></p> <p>15 <b>No-one said she was a racist, I'm saying this is what</b></p> <p>16 <b>came out of her mouth. It took a while for everyone to</b></p> <p>17 <b>be interviewed, so a good few months later. A lot of</b></p> <p>18 <b>people were hazy and couldn't remember much of what was</b></p> <p>19 <b>said, but everybody remembered everything that I said,</b></p> <p>20 <b>and no-one heard what Bonnie said.</b></p> <p>21 Q. Did you feel like this was staff closing ranks to</p> <p>22 protect Ms Spark?</p> <p>23 <b>A. Yes.</b></p> <p>24 Q. When you sent that letter in November saying that you</p> <p>25 were happy to accept you'd heard incorrectly, did you</p> <p style="text-align: center;">Page 32</p>



<p>1 feel pressured to write that?</p> <p>2 <b>A. Not pressured, but, at that point, it had been dragged</b></p> <p>3 <b>on for long enough, I'd been out of work for long</b></p> <p>4 <b>enough. I could have continued and said, "No, this is</b></p> <p>5 <b>what happened", but where was it going to get me?</b></p> <p>6 <b>Nowhere. So, sometimes, you just have to accept that</b></p> <p>7 <b>this is what the decision is and move on from it.</b></p> <p>8 Q. In that grievance that you raised the next day, after</p> <p>9 the incident -- and just for the record, that's at</p> <p>10 &lt;INN000002&gt; -- you said that the day after the incident</p> <p>11 you'd been told that Bonnie Spark had been saying that</p> <p>12 it wasn't fair, you always got away with anything</p> <p>13 because you always played the race card, and you</p> <p>14 suggested in that grievance that race was obviously an</p> <p>15 issue for Ms Spark and that it made you uneasy to think</p> <p>16 about that. Is that right?</p> <p>17 <b>A. Correct.</b></p> <p>18 Q. I think that you say in your statement that, after this</p> <p>19 incident, instead of trying to resolve it, your manager</p> <p>20 at the time, Dave Roffey, encouraged Ms Spark to submit</p> <p>21 an SIR, a security information report, rather than</p> <p>22 talking to you both about it; is that right?</p> <p>23 <b>A. Correct, which I found was a bit crazy, because I'm not</b></p> <p>24 <b>going to back away from the fact that I did say I would</b></p> <p>25 <b>slap her in the mouth, but in that moment, I left --</b></p> <p style="text-align: center;">Page 33</p>	<p>1 <b>A. I think the issue was more so they're comfortable.</b></p> <p>2 <b>There are going to be things that people say in the</b></p> <p>3 <b>presence of others, and it might slip out from time to</b></p> <p>4 <b>time, and then they just think, "Oh, shit, I need to</b></p> <p>5 <b>retract that", but it's already been said. I can't say</b></p> <p>6 <b>what the others heard. They are adamant that that's</b></p> <p>7 <b>what they heard and I know what I heard and I stick by</b></p> <p>8 <b>what I heard.</b></p> <p>9 Q. The outcome of the grievance, as you note in your</p> <p>10 statement, was that Mr Haughton concluded that both of</p> <p>11 you used inappropriate language but he concluded that no</p> <p>12 racist language was used. How did you feel about that</p> <p>13 as an outcome?</p> <p>14 <b>A. It was a bit shit, but it was what it was. I wasn't</b></p> <p>15 <b>expecting much more than that anyway.</b></p> <p>16 Q. I know we have talked a little bit about overt and</p> <p>17 covert racism and issues about disciplinary and about</p> <p>18 representation in management, and things like that.</p> <p>19 Were there any other occasions during your employment</p> <p>20 where someone made a racist comment equivalent or</p> <p>21 similar to this one?</p> <p>22 <b>A. I think I raised it in -- I provided a grievance</b></p> <p>23 <b>where -- a comment was made. I wouldn't say it was</b></p> <p>24 <b>racist, but it wasn't necessary.</b></p> <p>25 Q. Is this the one from Dave Killick?</p> <p style="text-align: center;">Page 35</p>
<p>1 <b>I tried to leave, should I say, and another officer</b></p> <p>2 <b>stopped me from going through the wing doors, and I had</b></p> <p>3 <b>to ask her a few times to, "Move out of my way, because</b></p> <p>4 <b>I don't want to be around you guys. If you can stand</b></p> <p>5 <b>there and allow for someone to talk to me like that,</b></p> <p>6 <b>then it's time for me to go".</b></p> <p>7 Q. The letter setting out the outcome to your grievance, if</p> <p>8 we can have it up on screen, is &lt;CJS0073027&gt;. It is</p> <p>9 a letter from Dan Haughton on 15 October 2016, so</p> <p>10 I think two months after the incident, roughly.</p> <p>11 In the second paragraph, he notes that most of</p> <p>12 the witnesses interviewed described themselves as being</p> <p>13 close by during the exchange, but none recalled hearing</p> <p>14 the word "black" being used by Bonnie Spark and she</p> <p>15 denied using that word. You have already sort of talked</p> <p>16 about that response. What did you make of none of them</p> <p>17 recalling what they'd heard?</p> <p>18 <b>A. It wasn't surprising to me. I wasn't expecting any of</b></p> <p>19 <b>her friends to hear her say that and, as I said, her</b></p> <p>20 <b>ex-boyfriend explicitly said, "Oh, she's not a racist".</b></p> <p>21 <b>No-one accused her of being a racist. This is just what</b></p> <p>22 <b>came out of her mouth in that moment.</b></p> <p>23 Q. Did you feel there was almost a disconnect between the</p> <p>24 idea that someone is a racist and someone having made</p> <p>25 a racist remark?</p> <p style="text-align: center;">Page 34</p>	<p>1 <b>A. Yes.</b></p> <p>2 Q. We will come on to that in a bit, if that's okay. Have</p> <p>3 you had a chance to listen to some of the other evidence</p> <p>4 to this inquiry in the last couple of weeks?</p> <p>5 <b>A. Yeah.</b></p> <p>6 Q. I don't know if you heard some of the evidence of</p> <p>7 Dan Small on Monday?</p> <p>8 <b>A. Some of it, not all of it.</b></p> <p>9 Q. And some of the things that he was recorded as saying,</p> <p>10 racist comments that he was saying, including about</p> <p>11 foreigners and about telling people to "speak fucking</p> <p>12 English", and there's obviously an allegation that was</p> <p>13 recorded as John Connolly using the N word. Did you</p> <p>14 ever hear anything like that from other staff?</p> <p>15 <b>A. They wouldn't say those things around me.</b></p> <p>16 Q. Did you get the feeling that staff felt able to make</p> <p>17 certain comments in their own groups, but not around</p> <p>18 you?</p> <p>19 <b>A. Yes, and that's partly why I wouldn't go to the staff</b></p> <p>20 <b>room.</b></p> <p>21 Q. One of the things that we just talked about, just</p> <p>22 a minute ago, was that you said that you'd been told</p> <p>23 that Bonnie Spark had accused you of playing the race</p> <p>24 card, and I think, after this grievance outcome, you</p> <p>25 said in your letter that the grievance hadn't come to</p> <p style="text-align: center;">Page 36</p>

1 any resolution about that comment. Was that ever  
 2 discussed after that?  
 3 **A. Not as far as I'm aware, but I don't know.**  
 4 Q. Did anyone else, at any time, ever use that sort of  
 5 phrase to you, like "the race card"?  
 6 **A. No, it wasn't used to me. It was another member of**  
 7 **staff, an ACO, had overheard it when she was coming out**  
 8 **that evening.**  
 9 Q. Is that Nicola Kaminski?  
 10 **A. Yeah. So I left significantly earlier, I think about**  
 11 **20 minutes earlier, than what I should have and went**  
 12 **home, and she said that Bonnie and some other members of**  
 13 **staff -- I can't remember who -- were standing outside**  
 14 **in the smoking area and she said -- her words were that**  
 15 **she was sobbing and that's what she said, "Oh, she gets**  
 16 **away with everything because she plays the race card".**  
 17 **I'm not sure where that idea would have come from**  
 18 **because, at that point, I'd left.**  
 19 Q. Okay.  
 20 **A. At that point, there had been no allegation of that**  
 21 **being thrown, so how could I have used the race card in**  
 22 **that moment?**  
 23 Q. The reason I ask is because one of the transcripts that  
 24 was put to Dan Small on Monday was a conversation about  
 25 London becoming minority white, and he said, "I wonder

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1 if I can use the race card then?", so I was wondering  
 2 whether that was a phrase that you heard --  
 3 **A. Oh, no, I wouldn't have heard that. They wouldn't have**  
 4 **had those conversations around me.**  
 5 Q. Around you?  
 6 **A. Yeah, not around me.**  
 7 Q. You will perhaps have seen in your folder of documents  
 8 that Bonnie Spark gave a witness statement to the  
 9 inquiry, and essentially she denies that she used racist  
 10 language and says that she never said that you were  
 11 using the race card. Do you have any comment to make on  
 12 that?  
 13 **A. Of course she does.**  
 14 Q. But you maintain that you --  
 15 **A. Yeah.**  
 16 Q. -- know what you heard?  
 17 **A. My hearing works very well.**  
 18 Q. At paragraph 56 of your statement, you also refer to  
 19 finding images on Facebook of a DCM with blackface,  
 20 which -- the pictures were from 2010, but they were  
 21 still up on his profile, I think at the time of writing  
 22 your statement?  
 23 **A. They're still there now.**  
 24 Q. They're still there now. When you saw those, did you  
 25 consider reporting them to anyone?

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1 **A. No.**  
 2 Q. Any reason why not?  
 3 **A. They're all friends on Facebook, so they will have seen**  
 4 **it.**  
 5 Q. How did seeing that make you feel?  
 6 **A. That was a DCM that I actually got along with, and it**  
 7 **just changed my perspective all over again. I kept my**  
 8 **distance and limited my interactions with him and his**  
 9 **other friends in the building.**  
 10 MR LIVINGSTON: Ms Munroe, there is a slight technical  
 11 glitch with the stream of this. So if I can ask the  
 12 chair to just take a very short break while that gets  
 13 resolved?  
 14 THE CHAIR: Of course. Would you like me to rise,  
 15 Mr Livingston?  
 16 MR LIVINGSTON: No, I don't think you need to. It will just  
 17 be a minute or two.  
 18 THE CHAIR: Apologies, Ms Munroe. Hopefully it won't take  
 19 very long. (Pause).  
 20 MR LIVINGSTON: Sorry about that, Ms Munroe.  
 21 Chair, I think we can continue now.  
 22 THE CHAIR: Thank you.  
 23 MR LIVINGSTON: Just one more question on that issue I was  
 24 just asking about. So you say that you saw those and it  
 25 led to you keeping your distance from interactions with

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1 him. Did the fact that, as you say, other staff were  
 2 friends with him on Facebook and would have seen that,  
 3 did that affect your impression of staff as a whole at  
 4 Brook House?  
 5 **A. No, it just confirmed what I'd already seen, that they**  
 6 **will turn a blind eye to a lot of things and, when it**  
 7 **comes to their friends, they will protect them.**  
 8 Q. Obviously, the context in this inquiry is that we are  
 9 looking at a centre which was an immigration removal  
 10 centre with a large proportion of the detained people in  
 11 there being black or from other ethnic minorities. Do  
 12 you think that that sort of turning a blind eye, the  
 13 comments that were made to you, where do you see that in  
 14 the context of, you know, a staffing group that's meant  
 15 to be looking after hundreds of black detainees?  
 16 **A. Not great, but what could I do about it?**  
 17 Q. Turning briefly to the issue of sexism amongst staff,  
 18 one of the things you mention in your statement is an  
 19 occasion where you approached John Connolly about  
 20 becoming a use of force instructor, and he said  
 21 something along the lines of this being excellent  
 22 because they didn't get many "udder swingers" showing an  
 23 interest. What was your reaction to that?  
 24 **A. I was confused as to what the hell he was talking about,**  
 25 **but it was only when I walked away, I was like, "Oh,**

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10 (Pages 37 to 40)

1 **I see what he means".**  
 2 Q. John Connolly was asked about this a couple of days ago.  
 3 **A. Yeah, I saw he denied it, but -- don't expect any**  
 4 **different.**  
 5 Q. Did you consider reporting that comment?  
 6 **A. No, because I just didn't think it would go anywhere**  
 7 **anyway. I didn't take offence to it in that moment,**  
 8 **because I was really confused what he was talking about,**  
 9 **but afterwards I just didn't -- didn't bother.**  
 10 Q. Did you see misogynistic attitudes more broadly among  
 11 staff?  
 12 **A. No, I wouldn't say so, but, again, that's not behaviour**  
 13 **that I would be privy to.**  
 14 Q. You also give an example at paragraph 166(f) of your  
 15 statement that he would refer to people as "coloured".  
 16 Is that something that you heard him say?  
 17 **A. Yes.**  
 18 Q. A number of times?  
 19 **A. A handful of times. I didn't really see him much**  
 20 **anyway, but yeah.**  
 21 Q. How did you see that? Sorry, I should rephrase that.  
 22 I don't mean physically how do you see it; what was your  
 23 reaction to that?  
 24 **A. Again, he's -- as I've said in my statement, he's an**  
 25 **older gentleman. He's using dated language. Did I take**

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1 **offence to it? No. But he should know better.**  
 2 Q. One of the things you say in your statement is that,  
 3 since Panorama, you've bumped into some formerly  
 4 detained people who have said things like, "That place  
 5 is full of racists. I don't know what made you want to  
 6 work there". Did any detainee ever report a specific  
 7 incident of racism to you whilst you were at  
 8 Brook House?  
 9 **A. No, it was just a generalisation, "Oh, it's because**  
 10 **we're black, it's because this", and, as a black person**  
 11 **myself, I do usually pull my own up about it and, "Stop**  
 12 **playing into the stereotype. Stop 'This is because I'm**  
 13 **black' talk", but they might have been right.**  
 14 Q. Briefly, going back in the sort of chronology, you  
 15 raised a grievance about Bonnie Spark. The conclusion  
 16 was that you'd both used language but they didn't uphold  
 17 your allegation about the specific comment that was  
 18 made, and I think you both were subject to disciplinary  
 19 proceedings for it and admitted sort of swearing,  
 20 eventually, at each other and you received a written  
 21 warning. Is that right?  
 22 **A. Yes.**  
 23 Q. You say that, actually, after you both returned to work  
 24 after that, although you were meant to be split up, you  
 25 ended up working with her and your relationship actually

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1 improved a little bit. Is that right?  
 2 **A. Yeah, we appeared to get along better. We didn't work**  
 3 **on the same wing anymore. I was put on B wing, she**  
 4 **remained on A wing, so our paths did cross quite a bit.**  
 5 **In those crossings, we were polite.**  
 6 Q. Just briefly, you mentioned it earlier, but the third  
 7 grievance you raised was in March 2017. You raised  
 8 a grievance about DCM Dave Killick. For the record,  
 9 that's <INN000004>. One of the allegations that you  
 10 made was that he'd asked you, "How was Jamaica?", and  
 11 when you said, "It was fantastic", he said, "So why did  
 12 you bother coming back?" Is that right?  
 13 **A. Yes.**  
 14 Q. What did you make of that comment?  
 15 **A. I don't have words with regards to that man, because**  
 16 **I didn't like him and he didn't like me, and I just felt**  
 17 **that he was being very disrespectful and very rude.**  
 18 Q. Did you see that it was just a rude comment or did you  
 19 see it as a racist comment?  
 20 **A. A bit of both.**  
 21 Q. Because I think you say in your grievance that his tone  
 22 and attitude suggested that it wasn't meant in a comical  
 23 way and it definitely wasn't banter; is that right?  
 24 **A. No, it wasn't because, as I said, we weren't friends.**  
 25 **By this point, it was very clear that I didn't like him**

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1 **and he didn't like me.**  
 2 Q. Was there any outcome to this grievance?  
 3 **A. Not as far as I'm aware, but while I was off following**  
 4 **my second period of suspension, I was asked if he could**  
 5 **have a copy of my grievance because of a wider**  
 6 **investigation for something else. So maybe something**  
 7 **had been going on elsewhere with regards to other**  
 8 **allegations, but he still worked there after I wasn't**  
 9 **there, so nothing came of it.**  
 10 Q. Were you ever interviewed as part of an investigation  
 11 into DCM Killick?  
 12 **A. No.**  
 13 Q. I want to come on to ask you about the incident  
 14 in April 2017 and what happened thereafter. Just before  
 15 I do, you've mentioned the two periods of suspension you  
 16 had. After you raised the grievance in what  
 17 Bonnie Spark had said to you, you were suspended for how  
 18 long?  
 19 **A. I think that was August, and I never went back to work**  
 20 **until December.**  
 21 Q. Were you told why you were being suspended?  
 22 **A. Because there's an investigation going on with regards**  
 23 **to -- no, actually, it was that -- I was called into an**  
 24 **office. We had Sara Edwards and we had Dave Roffey and**  
 25 **Jack Bannister -- I'm going to say they're security**

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11 (Pages 41 to 44)

<p>1 guards, because I still don't know what the purpose of</p> <p>2 them being there was. I was instructed to go over to</p> <p>3 Tinsley House because there was an allegation that I'd</p> <p>4 threatened to assault somebody. This was about halfway</p> <p>5 through the day. Well, if I've threatened to assault</p> <p>6 someone, I've been here half the day, I've seen her</p> <p>7 today, have I assaulted her? No, I haven't. So it was</p> <p>8 a bit of an empty threat. I was told to go over to</p> <p>9 Tinsley House and then I typed up my grievance while</p> <p>10 I was sitting at Tinsley House and someone took it over</p> <p>11 to Brook for me and then I went off sick.</p> <p>12 So while I was off sick, that's when they told me</p> <p>13 that I was going to be suspended because Bonnie had also</p> <p>14 submitted whatever allegation she'd submitted. So</p> <p>15 initially, no, I wasn't. I wasn't suspended. It was</p> <p>16 a little bit after.</p> <p>17 Q. Then you were suspended for a month?</p> <p>18 A. Yes.</p> <p>19 Q. So on to the incident in April 2017, I'm just going</p> <p>20 to -- you talk about this in quite a lot of detail in</p> <p>21 your statement, so I'm going to refer to the paragraph</p> <p>22 numbers, but we may not need to turn to it at each</p> <p>23 point.</p> <p>24 But, broadly, you say that before this, at least,</p> <p>25 you knew D119, who was the person involved in the</p> <p style="text-align: center;">Page 45</p>	<p>1 something -- I can't remember. I've put it all in the</p> <p>2 statement.</p> <p>3 Q. Mmm.</p> <p>4 A. He made some comments and then I told him to get over</p> <p>5 it, because I thought he was referring to the exchange</p> <p>6 that we'd had a few days before. And then Henry asked</p> <p>7 Will if he was aware of -- if his dad had told him about</p> <p>8 what had happened the night before. Will didn't really</p> <p>9 make much of a -- Will, kind of, didn't get involved in</p> <p>10 that conversation either, so I asked Will what happened,</p> <p>11 because, if something went on -- kicked off last night</p> <p>12 before lock-up and we've just unlocked, we need to know</p> <p>13 about it, "What happened?".</p> <p>14 And he started explaining, and then the detainee</p> <p>15 came in and kicked off at me.</p> <p>16 Q. And, as you will know, he says that the detainee said,</p> <p>17 when he was interviewed, that he heard you tell</p> <p>18 Will Fagbo, "That prick over there had an argument with</p> <p>19 your dad". What do you say about that?</p> <p>20 A. I couldn't have told him that because I wasn't there the</p> <p>21 day before, so I wouldn't have known.</p> <p>22 Q. He also alleges that you said to him, after he snapped</p> <p>23 at you, "I can say whatever I want. You do something</p> <p>24 about it. I don't like you". What do you say about</p> <p>25 that?</p> <p style="text-align: center;">Page 47</p>
<p>1 incident, and you got on very well with him; yes?</p> <p>2 A. Yes.</p> <p>3 Q. But you say that a few days before the incident in</p> <p>4 question, he'd made abusive comments to you about your</p> <p>5 weight and called you a "black bitch"?</p> <p>6 A. Yes.</p> <p>7 Q. And you will remember from the investigation that</p> <p>8 a staff member called Henry Hutton-Maudsley alleges</p> <p>9 that, on that occasion, so where he called you that,</p> <p>10 that you were both screaming at each other. What do you</p> <p>11 say about that?</p> <p>12 A. Henry's memory is a bit hazy, according to him, so --</p> <p>13 I've got no comment on what Henry had to say.</p> <p>14 Q. Do you say that you were screaming at each other or just</p> <p>15 that he was making these comments?</p> <p>16 A. Did it get loud? Yeah, it did get a little bit louder,</p> <p>17 but it wasn't screaming and yelling like what Henry's</p> <p>18 portrayed it to be.</p> <p>19 Q. The incident on 22 April 2017. You say that you were</p> <p>20 talking to Will Fagbo and Henry Hutton-Maudsley and</p> <p>21 there was discussion about an incident the night before</p> <p>22 between D119 and Babatunde Fagbo and that D119 overheard</p> <p>23 the conversation and started shouting; is that right?</p> <p>24 A. I wasn't actually talking, I was head down in the wing</p> <p>25 diary and that detainee had come downstairs, he'd said</p> <p style="text-align: center;">Page 46</p>	<p>1 A. No.</p> <p>2 Q. You didn't say that?</p> <p>3 A. No.</p> <p>4 Q. In your statement, you say what happened next. You say</p> <p>5 that D119 hurled abuse at you and waved his hands in</p> <p>6 your face?</p> <p>7 A. Yes.</p> <p>8 Q. You told him to stop shouting and take his hands out of</p> <p>9 your face?</p> <p>10 A. Correct.</p> <p>11 Q. He asked you to -- there was a conversation about</p> <p>12 whether you'd been talking about him and he asked you to</p> <p>13 swear on your child's life, I believe?</p> <p>14 A. That's correct.</p> <p>15 Q. And you said that you did because you hadn't been</p> <p>16 speaking about him and he responded by saying that you</p> <p>17 were a "shit mum" and your child would die because of</p> <p>18 it?</p> <p>19 A. Correct.</p> <p>20 Q. And you say that, in response, you said something along</p> <p>21 the lines of, "Fuck you" or, "Fuck off" or "Shut the</p> <p>22 fuck up"?</p> <p>23 A. Something of that kind, yeah.</p> <p>24 Q. As you will know, there is a suggestion that the phrase</p> <p>25 you used was "fucking dickhead". Do you remember</p> <p style="text-align: center;">Page 48</p>

1 whether it might have been that?

2 **A. No.**

3 Q. You don't remember or you don't think it was?

4 **A. I didn't use that -- to Henry, yeah. To him, no.**

5 Q. Okay. So you used -- I think you say in your statement

6 that you called Henry Maudsley a "dickhead" but you say

7 you wouldn't have called D119 --

8 **A. I didn't call him that, no.**

9 Q. As again you know, D119 said in his interview, and just

10 again for the record that's at <CJS005880> that he

11 called you a bitch and that you said "suck your mum" in

12 response, but you deny saying that; is that right?

13 **A. I don't use that language.**

14 Q. As you know, Henry Maudsley also said that you used that

15 phrase, "suck your mum", but you say that that's wrong?

16 **A. The detainee said that to me a few times but, as I've**

17 **said in my statement, it was -- there's a lot of**

18 **emphasis on the fact that I'm of Jamaican heritage.**

19 **That wasn't something that I hid away from in**

20 **Brook House. And that's a term that the other black**

21 **officer that was there would have understood the level**

22 **of disrespect that that term comes with. That officer**

23 **didn't hear me say that.**

24 Q. Is that Will Fagbo, do you mean?

25 **A. Yes. But Henry heard it loud and clear and the detainee**

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1 **allegedly heard it. Again, I've put in my statement,**

2 **that's not a term that I use. Like, throughout the**

3 **inquiry, and even in Brook House, you know, detainees**

4 **are living off trauma, they have experienced traumatic**

5 **things. I've experienced traumatic things from hearing**

6 **that term being used. So I don't use that term. But**

7 **Henry wouldn't know that. But I'm alleged to have said**

8 **that. I've not -- I've never used that term in my life.**

9 Q. One of the things you say, talking about

10 Henry Hutton-Maudsley's account of the incident, is that

11 you believed there were undertones of racist

12 stereotyping in his description of the incident. Why do

13 you say that?

14 **A. We were screaming and yelling, it was loud. He didn't**

15 **want to back up somebody who behaved like that. There**

16 **was a lot of typical language that I've heard used to**

17 **describe black females over the years, and it's a loud,**

18 **angry black female. That's what came out to me from**

19 **Henry's statement.**

20 Q. There's also -- as you know, there was another detainee

21 who said that he witnessed the incident, who we call

22 D720, but you say that he wasn't actually present at the

23 time?

24 **A. He wasn't there. His room was upstairs. He was nowhere**

25 **near.**

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1 Q. As you know, he said -- for the record, it's at

2 <CJS005888>. He alleges that you said, "Look at this

3 waste, man, and hit me, go on, hit me"?

4 **A. I would never encourage someone to hit me and, as**

5 **I said, he wasn't there. No-one bothered to check CCTV**

6 **to corroborate that.**

7 Q. I know this is speculative, but I'm going to ask anyway:

8 do you have any feelings or views as to why D720 would

9 sort of say that he was there and say that he witnessed

10 those things?

11 **A. To give his friend -- put back-up to his friend's story,**

12 **basically.**

13 Q. D720 and D119 were good friends?

14 **A. Yes.**

15 Q. Again, in your statement, you note that you were shaken

16 about the incident and upset that your colleagues hadn't

17 stepped in to support you, and you said that to them at

18 the time; yes?

19 **A. Yep.**

20 Q. You then reported the incident to DCM Page --

21 **A. Correct.**

22 Q. -- is that right? And you accept that D720 came to try

23 and speak with you a few hours later about the incident,

24 and you said it had nothing to do with him?

25 **A. Correct.**

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1 Q. I think you say in your statement that D720 told you he

2 was helping D119 to write a complaint, and you told him

3 to go ahead?

4 **A. Yep.**

5 Q. So you knew, at that point, that there was likely to be

6 a complaint about what had happened?

7 **A. That's correct.**

8 Q. I suppose one thing I wanted to ask about this incident

9 as a whole is, was this -- I know because

10 the consequences were so severe for you it's something

11 that you will remember in quite a lot of detail. Was

12 this a sort of quite common interaction? Was this the

13 sort of thing that was happening every week or couple of

14 weeks, or month, or was this a one-off?

15 **A. Between them and I?**

16 Q. Yes. Not specifically them, but whether that's the sort

17 of interaction you had with detainees?

18 **A. No, and that was the first interaction that I'd had with**

19 **D119, and even D720. Like, as I said, they were**

20 **resident on a wing, on A wing, before and we got on**

21 **perfectly fine. D119, he was quite disruptive**

22 **throughout Brook House. He was quite a -- I won't say**

23 **a bold character, but he was quite disruptive, and he**

24 **did behave in a nuisance a lot of the time, but I never**

25 **got that disruptive behaviour towards me, but I never**

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13 (Pages 49 to 52)

1 had any issues with communicating with him and engaging  
 2 with him. We got along very well. So, as I said in my  
 3 statement, the first interaction that we had that wasn't  
 4 positive, it immediately sparked in me that there might  
 5 be something going on for him, and, again, I've said it  
 6 was my intention to find out what the problem was that  
 7 morning, but, unfortunately, Henry's conversation took  
 8 it -- basically set the precedent for the day.

9 Q. Just in terms of the chronology of what happened next,  
 10 so you've said in your statement you were then, a couple  
 11 of days later, called into Michelle Brown's office and  
 12 told you were being suspended following the complaint?

13 A. Yes.

14 Q. And you note that D119 didn't actually mention you or  
 15 the incident in his initial complaint. His complaint  
 16 only referred to the incident with Babatunde Fagbo the  
 17 night before; is that right?

18 A. Correct.

19 Q. You then attended the meeting, I think with  
 20 Michelle Brown, it was the first meeting, to address the  
 21 allegations, in September 2017; is that right?

22 A. I think, yeah.

23 Q. Do you have any idea --

24 A. I don't think it was with Michelle, though.

25 Q. Okay. Was the first meeting with Steve Skitt as well?

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1 why?

2 A. No idea why.

3 Q. Ultimately, of course, that resulted in your dismissal  
 4 by Steve Skitt, and that was on 22 September 2017.

5 One of the things you say in your statement,  
 6 Ms Munroe, is that you think that Panorama, which had  
 7 come out a couple of weeks before that, had  
 8 a significant impact on proceedings. Do you mean on the  
 9 outcome or do you mean on the investigation as a whole?

10 A. I think on the outcome.

11 Q. You say that you believe the disciplinary outcome was  
 12 based on the incident potentially being perceived in the  
 13 same light as what was seen on Panorama. Do you think,  
 14 if it hadn't been for Panorama, you would have been  
 15 dismissed?

16 A. I don't think so. But it's hard to tell with that  
 17 place.

18 Q. Do you think that the outcome that was reached, that you  
 19 were dismissed, was in any part related to your race?

20 A. I think so.

21 Q. You've said, at paragraph 50, talking about disciplinary  
 22 sanctions as a whole, you talked about it as covert  
 23 racism, is that what you see this as?

24 A. Absolutely.

25 Q. Can you expand on that at all?

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1 A. Yes.

2 Q. We don't have the record of your meeting, I believe.

3 A. No, I only had -- the meeting with Michelle was the one  
 4 where she told me I was being suspended. That's the  
 5 only meeting I had with her.

6 Q. There was never an investigation meeting with you about  
 7 it?

8 A. No.

9 Q. Do you have any idea why it took -- sorry, I'm trying to  
 10 calculate in my head -- about four or five months to get  
 11 from the complaint being made about an incident to  
 12 a disciplinary hearing?

13 A. They don't know what they're doing. They don't know how  
 14 to run investigations. And everybody's interviews  
 15 constantly happen so long after the event that  
 16 everyone's recollection of events is hazy.

17 Q. I mean, one of the things that's noteworthy from this  
 18 investigation, and you will have seen some of them, is  
 19 that there were actually interviews with lots of  
 20 the people involved quite soon afterwards in this case,  
 21 but then it took another four or five months from those  
 22 interviews, so D119, D720 and Henry Hutton-Maudsley,  
 23 they were all interviewed at the end of April 2017, but  
 24 it took them four and a half months before  
 25 a disciplinary hearing. Is that -- you've got no idea

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1 A. I'm pretty certain here we've seen quite a bit of --  
 2 there's been a lot of accusations of officers using bad  
 3 language. It's on the Panorama show. But the one  
 4 officer that sticks out to me right now is the  
 5 Dave Killicks, the Bonnie Sparks, who were still working  
 6 there. Bonnie Sparks still works there now.

7 Q. You say in your statement that you had concerns about  
 8 the quality of the investigation, but you were dismissed  
 9 before you could raise them; is that right?

10 A. Yes.

11 Q. When you were asked -- this is my final question -- in  
 12 your statement about what could change for the better at  
 13 Brook House, you say that you think the process could be  
 14 improved by having investigations carried out by  
 15 external sources, or even by internal Home Office staff;  
 16 is that right?

17 A. Yeah, and I think maybe they might need some new staff,  
 18 because, even though Serco run it now, it's the same  
 19 staff working in the building, so what really is  
 20 changing? Nothing. It's just a different uniform.

21 MR LIVINGSTON: Those are all the questions I have for you,  
 22 Ms Munroe. Do you have any other comments you wish to  
 23 make?

24 A. No.

25 MR LIVINGSTON: The chair might have some questions for you.

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14 (Pages 53 to 56)

<p>1 Questions from THE CHAIR</p> <p>2 THE CHAIR: Thank you, Ms Munroe. Only a couple. Thank</p> <p>3 you. We have heard from some witnesses, and I don't</p> <p>4 know whether you will have seen any of their evidence,</p> <p>5 the people that mention this, about a culture that was</p> <p>6 macho, people being told to "man up", in terms of both</p> <p>7 staff dealing with some of the pressures that they</p> <p>8 encountered working at Brook House, and also for</p> <p>9 detainees. I'm interested in your experience as</p> <p>10 a female member of staff. You talked about the lack of</p> <p>11 diversity, in terms of people in leadership positions</p> <p>12 who were black or Asian. Do you have any opinion about</p> <p>13 the representation of women throughout Brook House and</p> <p>14 the management at Brook House?</p> <p>15 <b>A. Not really, because there were -- I don't recall much</b></p> <p>16 <b>female DCMs. I think maybe one or two. But there were</b></p> <p>17 <b>a few senior management. But I wasn't really concerned</b></p> <p>18 <b>about representation. Because of the type of job that</b></p> <p>19 <b>it was, it's either -- as a female, you either liked it</b></p> <p>20 <b>or you didn't, and if you didn't want to, like, those</b></p> <p>21 <b>females would leave. So it didn't really bother me that</b></p> <p>22 <b>there wasn't much females to represent, as such.</b></p> <p>23 THE CHAIR: Thank you. Also, just two slightly more</p> <p>24 specific questions. Mr Livingston asked you a little</p> <p>25 bit about access to conviction information for detained</p> <p style="text-align: center;">Page 57</p>	<p>1 in your evidence about that you were able to talk to</p> <p>2 people and, therefore, de-escalate some situations, and</p> <p>3 that perhaps some members of staff didn't have those</p> <p>4 skills or even aggravated certain situations.</p> <p>5 Did you ever witness incidents where other members</p> <p>6 of staff aggravated situations to the extent that it</p> <p>7 then resulted in force being used on those individuals?</p> <p>8 <b>A. No. I never witnessed that. Might have happened, but</b></p> <p>9 <b>that would have been a behaviour that I wasn't exposed</b></p> <p>10 <b>to. That would have been kept away from me.</b></p> <p>11 THE CHAIR: And do you -- from that, do you mean that that</p> <p>12 might have -- that you would deliberately not have been</p> <p>13 exposed to it?</p> <p>14 <b>A. Yeah.</b></p> <p>15 THE CHAIR: Thank you. Those are all the questions that</p> <p>16 I have, Ms Munroe. I know it isn't an easy experience,</p> <p>17 and I'm very grateful for your evidence. So thank you</p> <p>18 for coming this morning.</p> <p>19 (The witness withdrew)</p> <p>20 MR LIVINGSTON: Thank you, chair. If I can invite you to</p> <p>21 take a break and return at 11.40 am. I think we will be</p> <p>22 hearing from Mr Fagbo next.</p> <p>23 THE CHAIR: Thank you very much. Thank you, Ms Munroe.</p> <p>24 (11.22 am)</p> <p>25 (A short break)</p> <p style="text-align: center;">Page 59</p>
<p>1 people, and you told us that you had to sometimes</p> <p>2 correct people in how they were referring during casual</p> <p>3 discussions -- and please correct me if I have</p> <p>4 misinterpreted anything of what you said -- because</p> <p>5 there were ramifications of individuals being referred</p> <p>6 to in a certain way based on their convictions.</p> <p>7 Do you have anything that you can tell us about --</p> <p>8 in your experience, was information about the</p> <p>9 convictions of people that were being held, was that</p> <p>10 disclosed to other detainees about those detainees, if</p> <p>11 that question makes sense?</p> <p>12 <b>A. Not as far as I'm aware, but the -- if we were looking</b></p> <p>13 <b>at stuff on the computers, it wasn't very -- like, there</b></p> <p>14 <b>wasn't any, like, privacy screens, or anything like</b></p> <p>15 <b>that. So if someone looked over your shoulder, they</b></p> <p>16 <b>could see what you're looking at. So, no, it wasn't</b></p> <p>17 <b>intentionally -- or I never witnessed anyone</b></p> <p>18 <b>intentionally disclosing anyone's criminal backgrounds,</b></p> <p>19 <b>but, yeah, it may have got out a few times, it might not</b></p> <p>20 <b>have, I'm not sure.</b></p> <p>21 THE CHAIR: But you don't have any direct experience --</p> <p>22 <b>A. No.</b></p> <p>23 THE CHAIR: -- of anybody doing it deliberately?</p> <p>24 <b>A. No.</b></p> <p>25 THE CHAIR: Thank you. You also said something earlier on</p> <p style="text-align: center;">Page 58</p>	<p>1 (11.40 am)</p> <p>2 MR LIVINGSTON: We will now be hearing from</p> <p>3 Mr Babatunde Fagbo.</p> <p>4 MR BABATUNDE FAGBO (affirmed)</p> <p>5 Examination by MR LIVINGSTON</p> <p>6 MR LIVINGSTON: Good morning, Mr Fagbo.</p> <p>7 <b>A. Good morning.</b></p> <p>8 Q. We have three inquiry statements from you. They are at</p> <p>9 tabs 1, 2 and 3 of your folder. As I said, I'm going to</p> <p>10 be asking a bit about them, but you don't need to turn</p> <p>11 to it every time?</p> <p>12 <b>A. Okay.</b></p> <p>13 Q. Chair, those are at &lt;BFA000002&gt;, which is the one at</p> <p>14 tab 2; then &lt;BFA000001&gt;, which is at tab 1; and</p> <p>15 &lt;BFA000003&gt;, which is at tab 2B. If I can ask for them</p> <p>16 to be adduced in full.</p> <p>17 THE CHAIR: Indeed, thank you.</p> <p>18 MR LIVINGSTON: What that means, Mr Fagbo, is that the</p> <p>19 statements are then part of the evidence to the inquiry,</p> <p>20 so everything you have said in those statements can be</p> <p>21 relied on by the chair. I don't need to take you</p> <p>22 through every word or every sentence.</p> <p>23 Just a few questions about the background. Before</p> <p>24 I do, one of the things you said in your statement,</p> <p>25 Mr Fagbo, is that you wish to use this opportunity to</p> <p style="text-align: center;">Page 60</p>

<p>1 apologise to the detained individuals who have been let 2 down due to what you put down to ill-trained, 3 misinformed and bad management; is that right?</p> <p>4 <b>A. That's correct.</b></p> <p>5 Q. You have obviously had an opportunity to reflect on what 6 happened in 2017. Do you think that it is just 7 management that were to blame for what happened to 8 detained people, or do you think DCOs and DCMs as well?</p> <p>9 <b>A. Everyone's got a part to play, so I can't blame 10 management alone, but management should take the 11 majority of the fall because we warned them, we told 12 them constantly. When we had the episode of spice in 13 the centre, we said to management, "We can't cope with 14 this". It was an everyday occurrence. Every day we 15 come to work, it's a struggle and it was affecting us 16 all. I mean, I, as a person, I had to ask for 17 a transfer from the wings to work somewhere else because 18 it was getting to a stage where I'm getting ready for 19 work and I'm feeling anxious. I told management that -- 20 in my statement, I said, "I need to come off the wings".</b></p> <p>21 Q. Thank you, Mr Fagbo. Just going back, then, so you 22 joined Brook House around 2009?</p> <p>23 <b>A. That's correct.</b></p> <p>24 Q. So very early on in its operation. You'd previously 25 worked for five years at Harmondsworth?</p> <p style="text-align: right;">Page 61</p>	<p>1 Q. Then you essentially, straight away, started running 2 a wing with 120 detainees on it, with little or no 3 assistance; is that right?</p> <p>4 <b>A. That's correct.</b></p> <p>5 Q. Was that a bit of a shock to you?</p> <p>6 <b>A. It was a shock because, by rights, there should be three 7 officers running a wing, not one, not two, because if an 8 incident happens, if, say, we have a C&amp;R incident, there 9 have to be three officers, not two, not one.</b></p> <p>10 Q. But you felt you were left, essentially, alone?</p> <p>11 <b>A. That's correct.</b></p> <p>12 Q. Again, I know that you were employed there for a long 13 time and we are focusing on sort of the last period, 14 around 2017, but is that something that stayed the case 15 right up to 2017 or did it get better?</p> <p>16 <b>A. Up till I left the place, nothing changed. Nothing 17 changed.</b></p> <p>18 Q. One of the things you say in your statement is that the 19 recruitment process did little to help with the role 20 because it was concentrated on the theory rather than 21 the day-to-day physical activities; is that right?</p> <p>22 <b>A. That's correct.</b></p> <p>23 Q. You say in your second statement that there wasn't much 24 help coming from colleagues because they were either new 25 themselves or they were management who were more</p> <p style="text-align: right;">Page 63</p>
<p>1 <b>A. That's correct.</b></p> <p>2 Q. In the control room at Harmondsworth?</p> <p>3 <b>A. Correct.</b></p> <p>4 Q. So, at Harmondsworth, you didn't have much interaction 5 with detainees; is that right?</p> <p>6 <b>A. That's correct.</b></p> <p>7 Q. You note that when you were first shown around 8 Brook House, what stood out for you was the pyramid of 9 top officials and the prison-like atmosphere?</p> <p>10 <b>A. That's correct.</b></p> <p>11 Q. Was that an atmosphere that you think stayed throughout 12 the time that you were employed there?</p> <p>13 <b>A. Yes.</b></p> <p>14 Q. I think you started at Brook House in the control room 15 as well; is that right?</p> <p>16 <b>A. That's correct.</b></p> <p>17 Q. Was that as an ACO at that point?</p> <p>18 <b>A. No, as a DCO.</b></p> <p>19 Q. A DCO, but in the control room?</p> <p>20 <b>A. That's correct.</b></p> <p>21 Q. You say that, once you started, you felt a little bit 22 forgotten in the control room and then the opportunity 23 arose to move to the wings. I think you swapped with 24 somebody else?</p> <p>25 <b>A. Yes.</b></p> <p style="text-align: right;">Page 62</p>	<p>1 interested in profit margins, and you say, and I'm 2 quoting from your second statement here:</p> <p>3 "All management was concerned about were their 4 profit margins, whilst the task of keeping the detained 5 persons safe took a back seat on their agenda."</p> <p>6 Is that right?</p> <p>7 <b>A. That's correct.</b></p> <p>8 Q. What gave you that impression?</p> <p>9 <b>A. Like I said to you earlier, we were complaining to 10 management about shortage of staff because we couldn't 11 cope with the pressure of them introducing us to 12 ex-prisoners. We weren't trained for ex-prisoners in 13 the DCO phase. They'd just say, "Ah, we're having an 14 ex-con". You know, we don't know how to deal with 15 prisoners. I've never worked in a prison before, I've 16 never had that experience of dealing with, but then we 17 were lumbered with ex-prisoners, and we struggled, we 18 struggled a lot. And each time we spoke to management 19 about it, they'd say, "Ah, we're recruiting", but 20 nothing happens or they recruit and the people end up 21 leaving because they're thinking, "Well, we've been sold 22 a pack of lies here".</b></p> <p>23 Q. So why did you think it was about profit margins rather 24 than care? Where does the profit margins bit come into 25 it?</p> <p style="text-align: right;">Page 64</p>



<p>1 <b>A. We hear about how much G4S makes as profit yearly, so</b>  2 <b>that's where I got that from, you know.</b>  3 Q. Coming on to the issue of the culture within Brook House  4 and the issue of racism at Brook House, you say in your  5 statement that your experience of working at Brook House  6 was overshadowed by institutionalised racism at the  7 mercy of management and a handful of detained  8 individuals. Can you explain a little bit more what you  9 mean by institutionalised racism?  10 <b>A. What I meant by that was the day-to-day dealing with</b>  11 <b>officers from my ethnicity. I've had loads of</b>  12 <b>experiences that I can relate to you right now, but I'm</b>  13 <b>clouded in my thinking, so I can't really specify, you</b>  14 <b>know, which.</b>  15 Q. Okay. I suppose, when you're talking about the racism  16 you experienced, is that comments that are made, is it  17 decisions that are made?  18 <b>A. It's things that were done or things that I believe how</b>  19 <b>come the other officer -- for instance, I remember one</b>  20 <b>incident where I was having a cigarette in the courtyard</b>  21 <b>with three members of staff, my -- DCOs, you know. We</b>  22 <b>were having a cigarette. I remember Michelle Brown, one</b>  23 <b>of the managers, came up to me and said to me, "In the</b>  24 <b>space of ten minutes you've had two fags". I said,</b>  25 <b>"Excuse me?" "She said in the space of ten minutes</b></p> <p style="text-align: right;">Page 65</p>	<p>1 difficult question. But you were there for a long time.  2 <b>A. Yes.</b>  3 Q. You must have seen a lot of staff interacting with other  4 staff, with detainees. Did you feel that staff treated  5 detainees the same, regardless of their background?  6 <b>A. We should be treating them the same as -- I don't think</b>  7 <b>anyone should treat anyone differently.</b>  8 Q. But did they treat them the same?  9 <b>A. I can't say that. I can't answer that question.</b>  10 Q. Did you ever see anyone making racist comments towards  11 detainees?  12 <b>A. If they were making racist comments, they weren't making</b>  13 <b>where I'm at. I'll put it that way. Because -- let me</b>  14 <b>think of how to explain this properly. For instance,</b>  15 <b>there's a C&amp;R incident, say we have to do a C&amp;R.</b>  16 <b>I noticed that, if all of us are sitting in a room --</b>  17 <b>say six of us are sitting in a room, everything would be</b>  18 <b>normal, but quiet, but as soon as I walk out of</b>  19 <b>the room, then, you know, they start talking -- I don't</b>  20 <b>know what they're talking about, and so I can't really</b>  21 <b>give you an answer.</b>  22 Q. Obviously, you don't know what was said when you weren't  23 there, but you felt people were waiting until you were  24 out of the room before saying things?  25 <b>A. Yes.</b></p> <p style="text-align: right;">Page 67</p>
<p>1 you've had two fags. I said, "Can we go up to the  2 control room, and if you can prove to me I have had two  3 fags in the space of ten minutes, I will apologise to  4 you?" She goes, "No, we don't need to do that". But  5 then, after saying that and walked away, she gave me  6 a letter to say, "Here's [my] roles and  7 responsibilities, blah, blah, blah, blah, blah", and I'm  8 thinking, "Wait a minute, you said -- there's three of  9 us -- there's four of us smoking, and I'm the only one  10 you've come up to say 'You've had two fags in the space  11 of'" -- so I put in a grievance against her.  12 Q. Were you the only one of your colleagues that was black?  13 <b>A. Yes, even my colleagues were shocked to say, "Babs, why</b>  14 <b>did she confront you? How come she didn't speak to</b>  15 <b>us?", and I said, "I don't know. I can't answer that</b>  16 <b>question".</b>  17 Q. And you see that as part of the sort of  18 institutionalised racism?  19 <b>A. Yes.</b>  20 Q. You say in your statement that you treated everyone the  21 same, regardless of their background?  22 <b>A. Yes.</b>  23 Q. Do you think that other staff took the same approach?  24 <b>A. I can't speak for everyone else.</b>  25 Q. I appreciate that. I know that's a very broad and</p> <p style="text-align: right;">Page 66</p>	<p>1 Q. One of the things you say is that you started to pick up  2 "if your face doesn't fit" or you're not part of  3 a certain group of officers, you'd find it difficult to  4 progress. That's exactly the same phrase we heard this  5 morning from Ms Munroe, Shayne Munroe, as well. Where  6 did you get that idea about your "face fitting" from?  7 <b>A. We get promotion exercises and different activities to</b>  8 <b>do, and I noticed that sometimes, for instance, with</b>  9 <b>promotion, we'd know who's going to get the promotion</b>  10 <b>before it's even advertised, and that can't be right.</b>  11 Q. With the "face doesn't fit" idea, is that you talking  12 about, you know, if you're not part of the clique, then  13 you don't get in, or is it about race?  14 <b>A. If you're not socialising -- if you don't socialise with</b>  15 <b>them, say they go out on a weekend out or a night out,</b>  16 <b>then you won't.</b>  17 Q. You mention in your statement, Mr Fagbo, that when  18 Ben Saunders took over around 2013, you all thought that  19 things were changing for the better. Did they change  20 for the better?  21 <b>A. It did for a -- he wasn't there for a long period.</b>  22 <b>I think after the Panorama, or before the Panorama, he</b>  23 <b>left.</b>  24 Q. He was there, I think, from 2013, and then he went to  25 Medway for a period in 2016 and then came back to</p> <p style="text-align: right;">Page 68</p>

<p>1 Brook House.</p> <p>2 <b>A. Came back briefly, yes.</b></p> <p>3 Q. So do you feel they started to change for the better?</p> <p>4 Is that what you were saying?</p> <p>5 <b>A. It changed when he started, but when he left and came</b></p> <p>6 <b>back, things weren't the same.</b></p> <p>7 Q. You have already talked a bit about this, but you say</p> <p>8 between 2013 and 2016 the centre was struggling with</p> <p>9 high turnover of staff and your requests for extra</p> <p>10 manpower fell on deaf ears; is that right?</p> <p>11 <b>A. That's correct.</b></p> <p>12 Q. Just to sort of get an idea how specific we're talking,</p> <p>13 would this sort of literally be you or colleagues saying</p> <p>14 to managers, "We need more staff" and them just not</p> <p>15 doing anything about it?</p> <p>16 <b>A. Yes.</b></p> <p>17 Q. Did you ever actually say to a manager, "We need more</p> <p>18 staff"?</p> <p>19 <b>A. I've raised it in -- we had morning briefings. I've</b></p> <p>20 <b>raised it in morning briefings, I believe.</b></p> <p>21 Q. Would they ever explain -- I think you said previously</p> <p>22 that they'd say, you know, "We're doing a recruitment</p> <p>23 exercise". Was that the response you got?</p> <p>24 <b>A. Yes.</b></p> <p>25 Q. Any other explanation ever given to you? Was there ever</p> <p style="text-align: center;">Page 69</p>	<p>1 <b>know. I'm not in that position to.</b></p> <p>2 Q. Did you ever witness explicit racism from members of</p> <p>3 the senior management team -- comments or things like</p> <p>4 that?</p> <p>5 <b>A. No, not that I can remember.</b></p> <p>6 Q. Is that part of -- I mean, you said earlier about -- you</p> <p>7 think that things wouldn't have been said whilst you</p> <p>8 were there?</p> <p>9 <b>A. That's correct.</b></p> <p>10 Q. Did you ever hear of any complaints about racism being</p> <p>11 made by staff?</p> <p>12 <b>A. Not that I can remember.</b></p> <p>13 Q. The inquiry has seen a few occasions in which detainees</p> <p>14 complained that different staff members were being</p> <p>15 racist towards them. Did you ever -- did anyone ever</p> <p>16 come to you about that?</p> <p>17 <b>A. No.</b></p> <p>18 Q. Just on the sort of diversity and management issue, you</p> <p>19 refer to a few occasions where you acted up as a DCM,</p> <p>20 but you say that you kept on then applying for the</p> <p>21 permanent role and you didn't get it and so you started</p> <p>22 refusing to act up; is that right?</p> <p>23 <b>A. Yes.</b></p> <p>24 Q. Did you feel that your race was a factor in not getting</p> <p>25 the DCM role, or do you think it was other things?</p> <p style="text-align: center;">Page 71</p>
<p>1 any other explanation given to you as to why they</p> <p>2 couldn't get more staff, for example?</p> <p>3 <b>A. No.</b></p> <p>4 Q. You say that, throughout your eight years of working for</p> <p>5 G4S, what stood out to you was the total disregard of</p> <p>6 management for DCOs in the front line. Why do you say</p> <p>7 that?</p> <p>8 <b>A. I believe, if they regard what we do as DCOs, if they</b></p> <p>9 <b>regard the challenge that we have to face on a daily</b></p> <p>10 <b>basis, they would have listened to us, at least.</b></p> <p>11 Q. One of the things you mention in your statement, and we</p> <p>12 heard similar evidence from Shayne Munroe this morning,</p> <p>13 was about the lack of inclusion of ethnic minorities in</p> <p>14 the top positions at Brook House; yes?</p> <p>15 <b>A. That's correct.</b></p> <p>16 Q. You say that the centre lacked equal opportunity for</p> <p>17 all. Do you, or did you, feel that the lack of ethnic</p> <p>18 minorities amongst the management team affected the way</p> <p>19 that staff were treated?</p> <p>20 <b>A. I believe so.</b></p> <p>21 Q. What about detained people?</p> <p>22 <b>A. I believe so.</b></p> <p>23 Q. Do you think that the senior management team at</p> <p>24 Brook House understood the issue of racism?</p> <p>25 <b>A. I can't speak for management because I can't -- I don't</b></p> <p style="text-align: center;">Page 70</p>	<p>1 <b>A. The race, I believe, played an important role in it.</b></p> <p>2 <b>Because at the moment, I don't know if things have</b></p> <p>3 <b>changed now, at the moment, as at the time I was there,</b></p> <p>4 <b>there was only one ethnic minority team leader, and he</b></p> <p>5 <b>was promoted not too long, you know, before I left.</b></p> <p>6 Q. Was that Conway Edwards?</p> <p>7 <b>A. That's correct.</b></p> <p>8 Q. One of the things you talk about in this culture is that</p> <p>9 you say that when control and restraint teams were</p> <p>10 selected, there would often be a team of all Caucasian</p> <p>11 officers. Why did you think that was?</p> <p>12 <b>A. Because it happens.</b></p> <p>13 Q. Who selected the control and restraint teams?</p> <p>14 <b>A. It depends. Sometimes it's the Oscar, sometimes it's</b></p> <p>15 <b>the DCMs.</b></p> <p>16 Q. You say in your statement that if it was a mixed</p> <p>17 group -- I presume you mean a racially mixed group --</p> <p>18 you couldn't help but notice the awkwardness because</p> <p>19 they would know they couldn't inflict pain as most of</p> <p>20 you wouldn't support the idea of inflicting more pain</p> <p>21 than necessary. Are you saying that, if it was an</p> <p>22 all-white or all-Caucasian team for C&amp;R that they would</p> <p>23 be more likely to inflict excessive pain? Is that what</p> <p>24 you're saying?</p> <p>25 <b>A. Yes.</b></p> <p style="text-align: center;">Page 72</p>

<p>1 Q. Did you feel like that's because they felt they could 2 get away with it if it was an all-white team? 3 <b>A. I believe because they're friends with -- you know, 4 they've got friends higher and above, you know, they 5 feel they can do whatever they like and get away with 6 it.</b> 7 Q. In your experience, did officers use control and 8 restraint to intentionally inflict pain on detained 9 people they didn't like? 10 <b>A. Not that I can remember.</b> 11 Q. So why do you think that -- you talk about this idea of 12 inflicting pain and about whether it would -- in support 13 of the idea of inflicting more pain than necessary, did 14 you know of, or hear of, any occasions where staff were 15 inflicting more pain than necessary? 16 <b>A. Sorry, I'm trying to think of an incident I can bring 17 up, but nothing's coming to my mind at the minute. It 18 might come back.</b> 19 Q. You can't think of any specific instance, and 20 I appreciate this was a while ago now, but you had that 21 general impression -- did you have a general impression 22 that staff sometimes inflicted excessive pain? 23 <b>A. Yes, after watching the Panorama, yes.</b> 24 Q. So does that come from watching the Panorama? 25 <b>A. Yes.</b></p> <p style="text-align: center;">Page 73</p>	<p>1 Q. The inquiry has heard evidence over the last couple of 2 weeks about that phrase being used on multiple 3 occasions, at least two or three occasions, the phrase 4 being, "If he dies, he dies". Did you ever hear staff 5 using that term? 6 <b>A. On the shop floor, no.</b> 7 Q. Just on Panorama? 8 <b>A. Yes.</b> 9 Q. One of the things you say in your statement is you say 10 the management and leadership culture at Brook House was 11 "applauded". I think, do you mean "appalling"? 12 <b>A. Appalling, yes.</b> 13 Q. Appalling. 14 <b>A. Sorry.</b> 15 Q. No, that's okay. You say that all they cared about was 16 profit margins -- I have already asked about that -- and 17 pleas from staff to change the system fell on deaf ears. 18 Is that the same issue we were talking about before -- 19 <b>A. Yes.</b> 20 Q. -- about you requesting more manpower and them not 21 being -- 22 <b>A. Yes.</b> 23 Q. I now want to ask you about some issues which have been 24 raised about your conduct in the years before 2017. If 25 we can have up on screen, please, &lt;CJS0073677&gt;, and the</p> <p style="text-align: center;">Page 75</p>
<p>1 Q. I see. Just back to the culture issue, you say that due 2 to the shortages of staff, the pressure of work, the 3 morale of staff was extremely low; is that right? 4 <b>A. That's correct.</b> 5 Q. And you talk about -- I think you said at one point that 6 you were finding it so horrible to think about going 7 into work that you moved off the wings; is that right? 8 <b>A. That's correct.</b> 9 Q. Did you talk to colleagues about this, about how 10 horrible it was? 11 <b>A. I spoke to some colleagues that I was close to, you 12 know. They see how I've been and how I've, you know -- 13 so, yes.</b> 14 Q. Were other people, in your experience, feeling the same 15 way as you? 16 <b>A. I'm sure there are.</b> 17 Q. Did anyone ever tell you they were feeling like that? 18 They did? 19 <b>A. No.</b> 20 Q. One of the things you say in your statement, Mr Fagbo, 21 is that seeing some of the officers on Panorama saying 22 that they didn't care if a detained person lives or dies 23 was appalling. Did it surprise you to see that on 24 Panorama? 25 <b>A. Yes.</b></p> <p style="text-align: center;">Page 74</p>	<p>1 bottom of the page, please. This is an email, Mr Fagbo, 2 Mr Stacie Dean to Ben Saunders and Steve Skitt 3 in October 2015, and it says: 4 "This detainee made a complaint to me about his 5 treatment by DCOs Fagbo and Instone-Brewer. He claims 6 they have spent the last week goading him, taking it in 7 turn to give warnings, ignoring him and deliberately 8 going to his room to remove items (such [as] a pillow he 9 claims another member of staff gave him??). He claimed 10 that yesterday they came to his room while he was asleep 11 to issue a warning and shouted in his face, which is why 12 he 'lost it'. Don't get me wrong, he is far from the 13 nicest detainee and has a bad history but every time 14 there is an issue on D wing I always receive complaints 15 about these two in particular." 16 Do you remember this incident, Mr Fagbo? 17 <b>A. I do not remember this incident. But, looking at this 18 now, I believe it's when we done room search. We 19 normally do room search. And when we do room search, if 20 a detainee has more pillows or duvets, more than one, 21 some of them say, ah, because the bed is not 22 comfortable, they have to have, like, six or seven 23 duvets on a bed and someone else -- another detainee 24 hasn't got access to duvets. So what we do is, when we 25 do our room search, we collect them, and that's probably</b></p> <p style="text-align: center;">Page 76</p>

<p>1 <b>what this guy's complaining about.</b></p> <p>2 Q. Did you ever deliberately goad a detainee?</p> <p>3 <b>A. No.</b></p> <p>4 Q. Do you remember ever shouting in someone's face while</p> <p>5 they were asleep?</p> <p>6 <b>A. No.</b></p> <p>7 Q. At the end of the email, which is, I think, over the</p> <p>8 next page, the final paragraph, Stacie Dean says:</p> <p>9 "Other staff and DCOs also told me that they need</p> <p>10 splitting up as they are always causing issues and</p> <p>11 whilst D5100's behaviour was far from appropriate they</p> <p>12 also felt he had been goaded. I do think this needs</p> <p>13 looking into as much as I would love to trust the staff</p> <p>14 and their account I simply don't. Hope that doesn't</p> <p>15 sound too harsh."</p> <p>16 Do you remember, was this allegation ever looked</p> <p>17 into? Were you ever interviewed about it?</p> <p>18 <b>A. That's why I'm surprised to see this now, because this</b></p> <p>19 <b>never came up, this never came up at all.</b></p> <p>20 Q. Okay.</p> <p>21 <b>A. I haven't even got a document on me regarding this at</b></p> <p>22 <b>all.</b></p> <p>23 Q. You mention this in your statement, because this</p> <p>24 allegation was put to you, and you said that the</p> <p>25 allegation was false and part of the vindictive attitude</p> <p style="text-align: center;">Page 77</p>	<p>1 <b>A. Yes.</b></p> <p>2 Q. If we can go back to the previous page of this document,</p> <p>3 please, as you will see from the top, Mr Fagbo, so the</p> <p>4 original email was sent in October 2015 and then there's</p> <p>5 an email in the middle which has Stacie Dean forwarding</p> <p>6 it I believe to Lee Hanford, saying:</p> <p>7 "Hi Lee.</p> <p>8 "As discussed earlier, this is just one of a few!"</p> <p>9 And then, at the top of the page, Lee Hanford</p> <p>10 replies, saying:</p> <p>11 "Thanks Stacie,</p> <p>12 "No such thing as coincidences ...</p> <p>13 "Worth viewing the CCTV with them when conducting</p> <p>14 the interview to see what they say about it ... I would</p> <p>15 suggest that you can leave it 'hanging' that you will</p> <p>16 also be viewing the BWC footage."</p> <p>17 I then want to put another document on screen,</p> <p>18 &lt;CJS0073633&gt;, tab 27, chair.</p> <p>19 THE CHAIR: Thank you.</p> <p>20 MR LIVINGSTON: That's at page 4, please. Mr Fagbo, just to</p> <p>21 give you some context, this is a transcript of an</p> <p>22 interview. Stacie Dean was interviewed in January 2017,</p> <p>23 and the third paragraph down, Stacie Dean says:</p> <p>24 "When Medway occurred it was reported that we</p> <p>25 monitored C&amp;R but this never got actioned and at the</p> <p style="text-align: center;">Page 79</p>
<p>1 of senior management's bullying tactics, and you said,</p> <p>2 if you, as an officer, disagree with a member of senior</p> <p>3 management, they pass you on to the next commandant</p> <p>4 which then displays the same attitude, and you say</p> <p>5 Stacie Dean is good friends with Michelle Brown. Did</p> <p>6 you have a problem with Stacie Dean whilst you were</p> <p>7 working at Brook House?</p> <p>8 <b>A. No.</b></p> <p>9 Q. Is there any reason that she would -- are you suggesting</p> <p>10 that she made up the allegation or are you suggesting</p> <p>11 that the detainee made it up or you don't know?</p> <p>12 <b>A. I'm not going to point fingers at, you know, her, saying</b></p> <p>13 <b>she made up, because I -- I can't say that. I can't</b></p> <p>14 <b>remember. But this, I believe, like I said, is maybe</b></p> <p>15 <b>one of the room searches we done and they brought this</b></p> <p>16 <b>up.</b></p> <p>17 Q. Just while we are on that issue, in one of your</p> <p>18 statements you talk about Michelle Brown and her crew.</p> <p>19 Who was part of that crew?</p> <p>20 <b>A. Stacie Dean's in that crew.</b></p> <p>21 Q. Okay.</p> <p>22 <b>A. Steve Skitt's in that crew. And there's other DCMs, you</b></p> <p>23 <b>know, and DCOs.</b></p> <p>24 Q. What do you mean by "crew"? Do you mean they would</p> <p>25 socialise?</p> <p style="text-align: center;">Page 78</p>	<p>1 time I raised reports about two members of staff</p> <p>2 bullying and nothing was done. My take on this is that</p> <p>3 we are all good that issues are monitored on camera, but</p> <p>4 the risk is those bullies that do this away from cameras</p> <p>5 and there are 2 staff that responsible for this."</p> <p>6 "JP", who is Jerry Petherick, says:</p> <p>7 "Can I ask for the names of those staff?"</p> <p>8 And she says:</p> <p>9 "Luke Instone-Brewer and Babs Fagbo.</p> <p>10 "I had reported this before and documented this to</p> <p>11 Steve and Ben (most complained about officers at Brook)</p> <p>12 complaints from detainees with regards to them</p> <p>13 antagonising and goading and this raised alarm bells</p> <p>14 from Medway. Just prior to Lee leaving I was asked to</p> <p>15 undertake an investigation and Lee was sent an email</p> <p>16 detailing what was sent to Ben and Steve but clearly</p> <p>17 nothing had been done. When Ben returned I was removed</p> <p>18 from this investigation for Ben to complete and was</p> <p>19 asked to look at a matter of Luke and his C&amp;R. Ben said</p> <p>20 he was going to give this investigation to someone else</p> <p>21 (Jules), but my concerns is that Jules is known to be</p> <p>22 friendly with other DCMs and officers and staff are</p> <p>23 concerned about raising issues and that staff sickness</p> <p>24 was looked into."</p> <p>25 So this is Stacie Dean saying that -- describing you</p> <p style="text-align: center;">Page 80</p>

<p>1 and Luke Instone-Brewer as bullies and saying that you</p> <p>2 were the most complained-about officer at Brook -- or</p> <p>3 you and he were the most complained-about officers at</p> <p>4 Brook. What do you say in response to that?</p> <p>5 <b>A. I disagree totally with that because, if we are the most</b></p> <p>6 <b>complained of officers, why was I still there till 2017,</b></p> <p>7 <b>and if that's the case, how come there's no reports, you</b></p> <p>8 <b>know, to show that this was investigated properly and</b></p> <p>9 <b>I signed anything to say, okay, yes, you did, you know,</b></p> <p>10 <b>appear in this?</b></p> <p>11 Q. If I can go to another document, &lt;CJS005907&gt; at page 9,</p> <p>12 please. This is part of an interview between you and</p> <p>13 Michelle Brown. The interview was about the incident</p> <p>14 with D119, which I'm going to come on to later, but if</p> <p>15 we look at the top of the page you say -- it's got:</p> <p>16 "BF -- my professionalism has not come in to play</p> <p>17 for 8 years until that night.</p> <p>18 "MB -- I disagree. There was a complaint about your</p> <p>19 conduct last May, you were interviewed. It was about</p> <p>20 D4215."</p> <p>21 And you say:</p> <p>22 "I recall be spoken to about it but not</p> <p>23 interviewed."</p> <p>24 Do you remember being spoken to about an incident in</p> <p>25 2016 with D4215?</p> <p style="text-align: center;">Page 81</p>	<p>1 bullying and inappropriate behaviour, which was</p> <p>2 substantiated, and she says that James Begg investigated</p> <p>3 and reported to Jules Williams. Do you remember</p> <p>4 James Begg -- do you remember James Begg?</p> <p>5 <b>A. Yes.</b></p> <p>6 Q. Do you remember him investigating you for that?</p> <p>7 <b>A. I can't remember that.</b></p> <p>8 Q. She notes, two paragraphs down from that:</p> <p>9 "Babs Fagbo had significant periods of absence and</p> <p>10 the case against him did not go to disciplinary because</p> <p>11 his return to work was not completed."</p> <p>12 Do you remember a period where you had significant</p> <p>13 periods of absence?</p> <p>14 <b>A. No.</b></p> <p>15 Q. In your statement, Mr Fagbo, on this issue, you say you</p> <p>16 just cannot recall the allegations against you as no</p> <p>17 investigation was carried out; is that right?</p> <p>18 <b>A. That's correct.</b></p> <p>19 Q. Does it surprise you now to see a description of you</p> <p>20 having been subjected to three complaints in 2015 and</p> <p>21 one in 2016 that was upheld?</p> <p>22 <b>A. Pardon?</b></p> <p>23 Q. You were obviously told about this in 2017, but could</p> <p>24 you remember at that time?</p> <p>25 <b>A. No.</b></p> <p style="text-align: center;">Page 83</p>
<p>1 <b>A. I remember faintly.</b></p> <p>2 Q. Okay. Ms Brown notes that, as a result of the complaint,</p> <p>3 you and another officer were split up in October 2016.</p> <p>4 Was that you and Luke Instone-Brewer?</p> <p>5 <b>A. (No audible response).</b></p> <p>6 Q. Ms Brown notes that, overall:</p> <p>7 "That was in May and you were moved in October."</p> <p>8 It says:</p> <p>9 "You say there were no other complaints about you,</p> <p>10 but there were 3 in 2015 and the one in 2016 which was</p> <p>11 upheld about your behaviour affecting a detainee."</p> <p>12 Were you aware of three complaints being made about</p> <p>13 you in 2015?</p> <p>14 <b>A. No.</b></p> <p>15 Q. Do you remember the one in 2016 being upheld, being</p> <p>16 substantiated?</p> <p>17 <b>A. No.</b></p> <p>18 Q. If we can turn, please, to &lt;CJS0073671&gt; at page 3,</p> <p>19 please. This is an occasion when Michelle Brown is</p> <p>20 being interviewed by Stephen Cotter in October 2017,</p> <p>21 Mr Fagbo. You can see, about a third of the way down,</p> <p>22 she's asked whether she can tell them any more about</p> <p>23 Luke Instone-Brewer and Babs Fagbo. She says -- I'm</p> <p>24 summarising -- that, in 2016, a detainee made complaint</p> <p>25 against you and Luke Instone-Brewer for poor behaviour,</p> <p style="text-align: center;">Page 82</p>	<p>1 Q. I want to ask you briefly about an issue in relation to</p> <p>2 drugs at Brook House. As you're aware, there are some</p> <p>3 allegations made. If we can bring up on screen</p> <p>4 &lt;CJS0073679&gt;, the bottom of page 1, I believe. Page 1</p> <p>5 is an email from Stacie Dean talking about an email</p> <p>6 regarding DCOs Fagbo and Instone-Brewer. If we go over</p> <p>7 to the next page, please, at the top, the second</p> <p>8 paragraph says:</p> <p>9 "In the case of the DCOs we discussed, they are also</p> <p>10 known to be supplying spice to detainees. Yet there has</p> <p>11 not been a single staff search since this information</p> <p>12 has been known. Steve constantly fobs off decisions."</p> <p>13 Mr Fagbo, when you were asked about this in your</p> <p>14 statement, you said that the allegations are untrue; is</p> <p>15 that right?</p> <p>16 <b>A. That's correct.</b></p> <p>17 Q. You say that spice -- you don't even know what it looks</p> <p>18 like and you've never seen it. Did you never do a room</p> <p>19 search?</p> <p>20 <b>A. I wouldn't even know where to get it from, (inaudible)</b></p> <p>21 <b>what it looks like.</b></p> <p>22 Q. One of the things you say in your statement is you were</p> <p>23 usually routinely searched --</p> <p>24 <b>A. That's correct.</b></p> <p>25 Q. -- before entering the premises. We heard this morning</p> <p style="text-align: center;">Page 84</p>

1 from Shayne Munroe that, in her time at Brook House, she  
 2 was only searched once. How often were you searched?  
 3 **A. It depends on if there's an incident like this spice**  
 4 **incident. Say there's a report saying someone's brought**  
 5 **something in, then, yes, everyone gets searched.**  
 6 Q. Did they get searched when going into the premises or  
 7 whilst they're there?  
 8 **A. Going into the premises or coming out.**  
 9 Q. And coming out?  
 10 **A. Yes.**  
 11 Q. Again, I know you were there for a long time, so it's  
 12 difficult to sort of differentiate in your mind, but  
 13 thinking towards the end of your employment in  
 14 2016/2017, can you remember how often you were being  
 15 searched at that point? Obviously it is not going to be  
 16 exact, but are we talking once a day, once a week, once  
 17 a month, once a year?  
 18 **A. It would be once, probably, a year.**  
 19 Q. Once a year?  
 20 **A. Yeah, probably once a year.**  
 21 Q. So that's what you mean by "routinely". I think you  
 22 would have been aware of this allegation -- were you  
 23 aware of this allegation about you bringing in spice  
 24 before the inquiry, or was this the first time you heard  
 25 of it?

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1 **A. It was during this inquiry this has come up. I've never**  
 2 **heard about this once before.**  
 3 Q. You say -- one of the things you say in your statement  
 4 is that you were encouraged to build bonds with detained  
 5 individuals, but in the process of doing so, you got  
 6 "accused of bringing in illegal substances for detained  
 7 individuals, especially if you happen to be a person of  
 8 colour, even though [the] majority of officers that got  
 9 caught bringing in illegal substances for the detained  
 10 individuals were mostly Caucasian officers and mostly  
 11 A wing officers. As an ethnic working in that  
 12 environment, if you bring in anything illegal, you will  
 13 be handed straight over to Gatwick police".  
 14 **A. That's correct.**  
 15 Q. Were you aware of anyone else being investigated for  
 16 bringing in drugs?  
 17 **A. There's two officers -- I can't remember their names**  
 18 **right now. One of them was a DCO, and he goes out with**  
 19 **Stacie Dean. I can't remember his name, though. He's**  
 20 **got tattoos on his arms, you know, that's what I can**  
 21 **remember.**  
 22 Q. Was he still there at the time you left?  
 23 **A. I think he got sacked or he left, yeah, I'm not too**  
 24 **sure. I can't remember.**  
 25 Q. The other person?

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1 **A. The other person, too, was an A wing staff, and he had**  
 2 **an argument with this guy that I'm talking about, and**  
 3 **that's how we knew about it.**  
 4 Q. Now, we know from this allegation from Stacie Dean that  
 5 she is alleging also that Luke Instone-Brewer was  
 6 bringing in spice. Were you aware of him being  
 7 investigated?  
 8 **A. Not that I'm aware of. This is the first time. Like**  
 9 **I said, this is the first time I'm reading that me and**  
 10 **Luke Instone-Brewer was investigated for bringing in**  
 11 **spice.**  
 12 Q. You said in your statement that the majority of officers  
 13 that got caught bringing in illegal substances for  
 14 detained individuals were mostly Caucasian officers and  
 15 mostly A wing officers. Is it just the two that you  
 16 remember? And you don't remember either of their names?  
 17 **A. No, I don't, unfortunately.**  
 18 Q. Although I don't think we need to bring it up on screen,  
 19 Steve Skitt was interviewed in October 2017 -- for the  
 20 chair's reference that's at <CJS0073682>, page 2. He  
 21 notes that you and Luke Instone-Brewer were being looked  
 22 at from a corruption prevention point of view. Did you  
 23 ever know about that at the time?  
 24 **A. No.**  
 25 Q. Does it surprise you to see it now?

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1 **A. Yes, it does.**  
 2 Q. I read it out before but didn't actually ask you about  
 3 it. You said in your statement -- talking about being  
 4 accused of bringing in illegal substances, especially if  
 5 you happened to be a person of colour. Do you think  
 6 that that's related to why you were accused?  
 7 **A. Exactly.**  
 8 Q. You do?  
 9 **A. Yes, I agree with that.**  
 10 Q. Is there any particular reason why you think that?  
 11 **A. It just goes to show you the kind of people we are**  
 12 **dealing with, because you -- you say something to them**  
 13 **or you do something, this is how they counter -- you**  
 14 **know, counter -- I can't find the right word to use for**  
 15 **that. This is how they play the system, like, find**  
 16 **something against you to stick.**  
 17 Q. I know you're trying to find the right words. Do you  
 18 feel that this was people sort of maliciously accusing  
 19 you of this?  
 20 **A. Yes.**  
 21 Q. You were never spoken to by anyone about this issue?  
 22 **A. (No audible response).**  
 23 Q. I want to come on to some different allegations against  
 24 you. If we could have up on screen, please, <DPG000021>  
 25 at page 26. Mr Fagbo, this is part of a witness

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22 (Pages 85 to 88)

<p>1 statement that was given by someone whom we refer to as</p> <p>2 D687. You will see him down there. I'm just going to</p> <p>3 read out the comments that he makes and then ask you</p> <p>4 about it. Under the heading "DCO Babatunde Fagbo" it</p> <p>5 says he has been able to identify you as a person</p> <p>6 described to the PSU and then he says, a few sentences</p> <p>7 in to paragraph 83:</p> <p>8 "He was particularly abusive and racist to me. He</p> <p>9 was a bully. He was regularly sarcastic and insulting</p> <p>10 to me, like he was trying to provoke me for a reaction.</p> <p>11 Sometimes he would do this by making stupid comments or</p> <p>12 asking about my immigration circumstances, which he knew</p> <p>13 I wouldn't know, and sometimes he was just outright</p> <p>14 racist. Some of the comments I remember him saying are</p> <p>15 'Why are you still here? Your own country is better</p> <p>16 than being in detention'; 'Maybe you should go back to</p> <p>17 your own country rather than staying here'; 'This</p> <p>18 country [doesn't] want you'; and 'Why are you begging to</p> <p>19 be here?'. Throughout he was saying I wasn't British.</p> <p>20 He was being sarcastic and, if I reacted, he would laugh</p> <p>21 and then go and tell other officers. There were</p> <p>22 occasions when I saw him laugh in the face of detained</p> <p>23 people who couldn't speak English. He would say to the</p> <p>24 other officers things like, 'He can't even speak</p> <p>25 English. How did he get in the country?'. Even if this</p> <p style="text-align: center;">Page 89</p>	<p>1 for ten minutes, laughing at him, calling him names such</p> <p>2 as "little girl", "waste of space" and saying he'd get</p> <p>3 locked up, whereas the staff were going home to their</p> <p>4 families."</p> <p>5 Then if we can have on screen &lt;CJS005888&gt;, please,</p> <p>6 at page 2. This is a complaint, although it is dated</p> <p>7 the 21st, I think it was the same day, from someone we</p> <p>8 know as D720, and he says in similar terms, he witnessed</p> <p>9 six staff members trying to intimidate a detainee,</p> <p>10 laughing at him, calling him names and saying things</p> <p>11 like, "I get to go home and you're stuck here" and</p> <p>12 taunting him, saying, "Bye bye, little girl".</p> <p>13 If we can have up on screen also, please, Zaynab, or</p> <p>14 next, &lt;CJS005280&gt;. This is a security information</p> <p>15 report. You will see, at the bottom, that you were the</p> <p>16 initiator of the report. If we go to page 2, please,</p> <p>17 this is your report and you record that D119 was told by</p> <p>18 a colleague that you'd reported him, wrongly, I think</p> <p>19 you say, and that he responded by calling you a "snake",</p> <p>20 a "coconut" and a "sellout", and that later he and</p> <p>21 others called you "slave" as well, and you also say that</p> <p>22 the previous night D119 called you names, saying that he</p> <p>23 hoped your son had a car crash and died. Do you</p> <p>24 remember that?</p> <p>25 <b>A. Yes.</b></p> <p style="text-align: center;">Page 91</p>
<p>1 wasn't in the face of the specific detained person,</p> <p>2 other detained persons would hear. That sort of thing</p> <p>3 grates you."</p> <p>4 What do you say to the suggestion that you were</p> <p>5 racist towards this man?</p> <p>6 <b>A. This is the first time I'm seeing this. Not true.</b></p> <p>7 Q. And the idea that you were regularly sarcastic and</p> <p>8 insulting. Is that true?</p> <p>9 <b>A. That's not true. That's not the kind of person I am.</b></p> <p>10 Q. I read out some of the comments that he says that you</p> <p>11 made, "Why are you still here?", "Your own country is</p> <p>12 better than being in detention", "This country doesn't</p> <p>13 want you". Did you ever say anything like that?</p> <p>14 <b>A. That's not true. That's not true.</b></p> <p>15 Q. Would you say to other things like, "He can't even speak</p> <p>16 English"?</p> <p>17 <b>A. No.</b></p> <p>18 Q. I want to come on then to ask you about the incident</p> <p>19 in April 2017, which ultimately led to a disciplinary</p> <p>20 investigation. If we can have up on screen, actually,</p> <p>21 &lt;CJS001594&gt;, and if we can go to the next page, please.</p> <p>22 This is a complaint, Mr Fagbo, which I suspect you've</p> <p>23 seen before, by D119. He says -- the complaint is made</p> <p>24 on 22 April 2017. He says, the night before, a group of</p> <p>25 seven to eight officers surrounded him, antagonised him</p> <p style="text-align: center;">Page 90</p>	<p>1 Q. At the time you completed this security information</p> <p>2 report, did you know that there was a complaint about</p> <p>3 you?</p> <p>4 <b>A. No.</b></p> <p>5 Q. Now, I don't think we need to get them all up on screen,</p> <p>6 because you know the allegations against you, so I'm</p> <p>7 just going to put them to you, but, as you know, D119</p> <p>8 was interviewed about his complaint and he alleged that</p> <p>9 you called him a "dickhead", that he called you</p> <p>10 a "dickhead" back, and then that you said you were going</p> <p>11 home to see your family, suggesting that he couldn't.</p> <p>12 Did you ever say anything about you being able to go</p> <p>13 home and detainees not being able to go home?</p> <p>14 <b>A. These are part of the phrase that was twisted, you know,</b></p> <p>15 <b>me saying I want to go home to my family, you know, when</b></p> <p>16 <b>I know I'm dealing with a situation here. How can --</b></p> <p>17 <b>this is what I said to Michelle Brown. I said to her,</b></p> <p>18 <b>"After a 13-hour shift, I am entitled to go home to my</b></p> <p>19 <b>family", and they have twisted that around as though</b></p> <p>20 <b>I said, "I'm going to my family", I said "I'm doing</b></p> <p>21 <b>this, I'm doing that". I don't know -- I've lost touch</b></p> <p>22 <b>now of what the real thing is, what the real truth is,</b></p> <p>23 <b>about the whole situation, because it's a different</b></p> <p>24 <b>story every day. It's a different story.</b></p> <p>25 Q. As you will probably remember from the investigation,</p> <p style="text-align: center;">Page 92</p>

<p>1 various members of staff and D720 were also interviewed,</p> <p>2 and they allege that you called D119 a "fucking</p> <p>3 dickhead" and that you were being aggressive and</p> <p>4 antagonising him. Do you accept that you called him</p> <p>5 a "fucking dickhead"?</p> <p>6 <b>A. Like I said in my statement, that's language that</b></p> <p>7 <b>I didn't grow up around, and I didn't use.</b></p> <p>8 Q. Which bit of it? The "fucking" or the "dickhead"?</p> <p>9 <b>A. The "dickhead", the "fucking dickhead", it's a language</b></p> <p>10 <b>that I didn't grow up around.</b></p> <p>11 Q. You said in your statement, in one of your statements,</p> <p>12 that he was being verbally abusive to you, and you've</p> <p>13 obviously put some of the examples in this report, and</p> <p>14 about him saying, "I hope your son dies", and in your</p> <p>15 statement you said that that was the final straw and</p> <p>16 that's why you might have said "You are the fuck</p> <p>17 dickhead"?</p> <p>18 <b>A. In response to what he was saying to me.</b></p> <p>19 Q. Is that something you might have said?</p> <p>20 <b>A. Yes.</b></p> <p>21 Q. Sorry to ask the same question again, but just to be</p> <p>22 clear, and I know this was a while ago, so, to the best</p> <p>23 of your recollection, did you call him a "fucking</p> <p>24 dickhead" or did you just call him a "dickhead"?</p> <p>25 <b>A. Not that I can remember.</b></p> <p style="text-align: center;">Page 93</p>	<p>1 Q. If we can get up on screen, please, &lt;TRN0000099&gt; at</p> <p>2 page 2, please, Mr Fagbo, this is a conversation between</p> <p>3 Callum Tulley and an officer called "Ginge". Was</p> <p>4 "Ginge" Luke Instone-Brewer's nickname?</p> <p>5 <b>A. That's correct.</b></p> <p>6 Q. He describes you in his statement as a friend,</p> <p>7 Luke Instone-Brewer. Is that right? Were you friendly</p> <p>8 with him?</p> <p>9 <b>A. Who has described me as --</b></p> <p>10 Q. Luke Instone-Brewer.</p> <p>11 <b>A. That's correct.</b></p> <p>12 Q. Did you know each other fairly well?</p> <p>13 <b>A. Yes, we worked together.</b></p> <p>14 Q. I know you weren't part of this conversation, but it's</p> <p>15 about you, so I'm going to just read some of it out. So</p> <p>16 to summarise, Callum Tulley asks why you'd been</p> <p>17 suspended, and it has Luke Instone-Brewer replying</p> <p>18 saying that you were getting a load of racial abuse and</p> <p>19 it says, "Babs being Babs", you told the detainee "to go</p> <p>20 and fuck himself". Do you think you might have told the</p> <p>21 detainee to "go fuck himself"?</p> <p>22 <b>A. Me?</b></p> <p>23 Q. Yes.</p> <p>24 <b>A. No.</b></p> <p>25 Q. It says "Babs being Babs", is this -- did you regularly</p> <p style="text-align: center;">Page 95</p>
<p>1 Q. Do you remember calling him a "dickhead" at all?</p> <p>2 <b>A. Like I said, in response to what he was saying to me at</b></p> <p>3 <b>the time, I might have, you know, that's what I said,</b></p> <p>4 <b>I might have.</b></p> <p>5 Q. Before we sort of carry on with some of this, obviously</p> <p>6 you have given some examples in this security</p> <p>7 information report of some of the language that D119</p> <p>8 used to you, and you've given -- you gave examples when</p> <p>9 you were interviewed as well. Do you think that</p> <p>10 management appreciated the impact that being called</p> <p>11 things like this would have on you?</p> <p>12 <b>A. No.</b></p> <p>13 Q. Just to get an idea of your experience of Brook House,</p> <p>14 you know, the language here -- a "snake", a "coconut",</p> <p>15 a "sellout" -- were those the sort of things that you</p> <p>16 were called regularly, or was that a one-off?</p> <p>17 <b>A. On a daily basis.</b></p> <p>18 Q. How did you cope with that?</p> <p>19 <b>A. Same way I'm coping with all the things that I'm seeing</b></p> <p>20 <b>here now and I'm thinking, "Wait a minute, when did this</b></p> <p>21 <b>happen? Where is this coming from?"</b></p> <p>22 Q. Do you think you got -- do you think the management were</p> <p>23 supportive of you in response to getting this type of</p> <p>24 abuse?</p> <p>25 <b>A. No.</b></p> <p style="text-align: center;">Page 94</p>	<p>1 respond to detainees like this?</p> <p>2 <b>A. No.</b></p> <p>3 Q. Do you have any idea what he might mean by "Babs being</p> <p>4 Babs"?</p> <p>5 <b>A. I think, like I said in my statement, I don't recall</b></p> <p>6 <b>this intercom or this conversation.</b></p> <p>7 Q. You weren't in the conversation.</p> <p>8 <b>A. Okay.</b></p> <p>9 Q. Because you were suspended?</p> <p>10 <b>A. So I don't know what they were referring to there.</b></p> <p>11 <b>Sorry.</b></p> <p>12 Q. One of the things, just one last thing, is at the bottom</p> <p>13 of this page, Callum Tulley says:</p> <p>14 "He wants to leave, Babs, doesn't he, anyway?</p> <p>15 "...</p> <p>16 "Babs wants to leave anyway, doesn't he?"</p> <p>17 Before you were suspended, had you expressed a view</p> <p>18 that you wanted to leave?</p> <p>19 <b>A. No.</b></p> <p>20 Q. Now, on 10 May 2017, you were interviewed by</p> <p>21 Michelle Brown about this incident, &lt;CJS005907&gt;. This</p> <p>22 document will be adduced so I don't need to take you</p> <p>23 through the whole thing, but at page 6, please, some of</p> <p>24 the allegations are put to you, and you say:</p> <p>25 "He is the one shouting abuse at me."</p> <p style="text-align: center;">Page 96</p>



<p>1 Ms Brown says: 2 "What was he shouting at you?" 3 And you repeat the language that we have already 4 used, so he says: 5 "You are a dickhead, a sellout, a coconut, what kind 6 of black officers do they employ in this establishment?" 7 She asks: 8 "Did you call him a dickhead?" 9 And you say: 10 "I might have." 11 She says: 12 "In interview others say they heard you call him 13 'fucking dickhead'. 14 And you say: 15 "I might have called him that, but not with the 16 swearing." 17 If we can turn to page 9, please, halfway down the 18 page, there's, again, a discussion about whether you 19 called him a "dickhead" or a "fucking dickhead", and you 20 say: 21 "... they are lying." 22 You wouldn't have said "fucking" and Michelle Brown 23 says: 24 "Do you know why they're saying that then?" 25 And you say:</p> <p style="text-align: center;">Page 97</p>	<p>1 Q. This was put to you with some CCTV, a suggestion that, 2 after that exchange, you said, "Get in your room." 3 I want to go home. I'm going home to see my family" and 4 then waved bye bye at him. Do you remember whether you 5 did that or not? 6 <b>A. No.</b> 7 Q. You don't remember or you didn't do it? 8 <b>A. My hands are raised in the video, and my hands being 9 raised is what they interpret as me saying goodbye, you 10 know.</b> 11 Q. You're not sure whether you were waving or not? 12 <b>A. (Witness shakes head).</b> 13 Q. As you know, Mr Fagbo, you ended up going to 14 a disciplinary hearing with Steve Skitt and you had one 15 disciplinary hearing on 1 August and then it was 16 reconvened a couple of weeks later on 16 August. Just 17 for the chair's record, the record of those minutes are 18 at &lt;CJS0073303&gt; and then &lt;CJS0072930&gt;. We don't need to 19 bring them up on screen, Mr Fagbo, but, ultimately, that 20 resulted in you being dismissed for gross misconduct; 21 yes? 22 <b>A. That's correct.</b> 23 Q. Your dismissal was for verbal abuse towards a detainee? 24 <b>A. That's correct.</b> 25 Q. Are you aware of any white officers being dismissed or</p> <p style="text-align: center;">Page 99</p>
<p>1 "For promotion?" 2 Is that why you thought people might have been 3 lying? 4 <b>A. Yes.</b> 5 Q. Just to summarise the rest of the interview, it was put 6 to you that you were being aggressive, but you denied 7 being aggressive to him? 8 <b>A. I won't deny being aggressive, not aggressive to fist 9 and -- you know, but my voice -- my voice went higher, 10 you know, went up a notch.</b> 11 Q. Okay. 12 <b>A. That's all. Like I said to her, that's all that I can 13 say, my voice went up, but I wasn't aggressive, like 14 physically aggressive, you know.</b> 15 Q. Is it fair to say that you responded angrily because he 16 called you those names? 17 <b>A. Those names, like I say, are called on a daily basis, so 18 one incident would make me lose my cool? I don't think 19 so.</b> 20 Q. It was also put to you that you deliberately provoked 21 him. Do you deny that? 22 <b>A. Like I said in my statement, we got a radio message to 23 make our way to D wing to help with lockdown, so how can 24 I have gone from then, the radio announcement, to me 25 going there aggressively to go?</b></p> <p style="text-align: center;">Page 98</p>	<p>1 disciplined for verbal abuse towards detainees prior to 2 Panorama? 3 <b>A. No.</b> 4 Q. Did you feel at the time that the disciplinary action 5 taken against you was in any way related to your race? 6 <b>A. Yes.</b> 7 Q. Why do you say that? 8 <b>A. Because there was an incident where -- I believe she 9 still works there now. She -- it's a female officer. 10 I can't remember her name. She physically -- no, she 11 racially -- she swore at a detainee. She didn't deny 12 it. Everyone heard her. And yet nothing happened to 13 her, even though the detainee put in a complaint. 14 Because she's white, nothing happened to her.</b> 15 Q. Do you remember -- 16 <b>A. I believe, if the Panorama wasn't in the thing, they 17 probably would have given me a warning or a final 18 written warning or first written, second written 19 warning, as they say it is my first, you know, but then 20 there's a string of allegations on there that I don't 21 even ...</b> 22 Q. I'm going to come back to the Panorama issue in 23 a second, but on what you just said about another 24 officer, a white officer, swearing at a detainee and not 25 facing any consequences, do you remember, was that</p> <p style="text-align: center;">Page 100</p>

25 (Pages 97 to 100)

1 around the same time as this or was that years before?

2 **A. It was a year before, or so, or two.**

3 Q. So 2015/2016, around then?

4 **A. Mmm.**

5 Q. You can't remember her name? If you can't remember now

6 and you think of it later, you can always write in to

7 the inquiry with it, Mr Fagbo.

8 **A. No, I can't remember, sorry.**

9 Q. Just to pick up on something you just said there, you

10 said that you feel like, if it wasn't for Panorama being

11 in the works, then you might have just got a final

12 written warning. But you were told you were being

13 dismissed on 16 August and Panorama -- G4S weren't

14 notified about Panorama until the week later, I think.

15 So is there any reason why you think --

16 **A. The 16th?**

17 Q. Of August. That's when you were told that you were

18 being dismissed and then the BBC were only notified

19 about Panorama a week after that?

20 **A. There was rumours before the Panorama came out. I think**

21 **it was a week, or two weeks, before the Panorama came**

22 **out, that "A Panorama is coming out and officers are**

23 **going to be in it", blah, blah, blah, and that's all we**

24 **heard about it.**

25 Q. How did you hear about that if you were suspended?

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1 **A. Pardon?**

2 Q. How did you hear about that if you were suspended at the

3 time?

4 **A. This happened before I got suspended.**

5 Q. So --

6 **A. I'm sure it happened before I got suspended, because**

7 **since I've been suspended from there, I don't hear**

8 **nothing that goes on there. I don't even -- I'm not**

9 **interested in what goes on in there. So this happened**

10 **before I got suspended, I believe.**

11 Q. But you were suspended in April 2017 after the incident?

12 **A. No, I was suspended, I think, August. Oh, suspended?**

13 Q. Sorry, I mean suspended rather than dismissed, sorry.

14 **A. Dismissed in August, I believe.**

15 Q. Yes.

16 **A. Yeah, August.**

17 Q. I suppose what I'm asking is, you say there were rumours

18 about Panorama, but you weren't at work in August, were

19 you?

20 **A. No, I wasn't.**

21 Q. So how would you have heard the rumours? Was it from

22 speaking to colleagues outside of work?

23 **A. I can't give you an answer to that, sorry.**

24 Q. Just one final question from me, Mr Fagbo. One of

25 the quotes in your witness statement is:

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1 "I like to treat people with respect and dignity,

2 but, as human beings, not everything pans out the way we

3 always want it to be."

4 Should we take that as meaning that you didn't

5 always manage to treat detained people with respect and

6 dignity?

7 **A. No, no.**

8 Q. You didn't or we shouldn't take it like that?

9 **A. Don't take it like that.**

10 Q. Okay.

11 **A. Sorry, don't take it like that, no.**

12 Q. How should we take it then, with the "not everything

13 pans out the way we always want it to be"?

14 **A. As human beings, we make mistakes, so that's what I'm**

15 **trying to say there. It's nothing to do with -- you**

16 **know, it didn't work out the way I wanted it to work**

17 **out.**

18 Q. Is that how you -- I know we are now four or five years

19 on. Is that how you look back on that incident with

20 D119, as a mistake?

21 **A. Probably I could have handled it better. Probably**

22 **I should have stepped back and let someone else take**

23 **control of the situation. When I got to the wings,**

24 **I noticed that my colleague was struggling, and that's**

25 **why I stepped in. Maybe if I stepped back and let**

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1 **someone else deal with it, I wouldn't be sitting here**

2 **today and I wouldn't be sacked from my job.**

3 Q. Did you watch Panorama when it came out?

4 **A. Yes.**

5 Q. Having watched Panorama and then you having been

6 dismissed for this incident, how did that make you feel?

7 **A. I kind of feel bad because I worked in an environment**

8 **where it's easy to get sucked in in what's going on and**

9 **not see the bigger picture of things, if I'm making**

10 **sense there.**

11 Q. Do you look back and think that you missed what was

12 going on in Panorama? You didn't see it?

13 **A. Can you rephrase that, please?**

14 Q. Obviously, you will have seen what's going on, what was

15 shown in Panorama?

16 **A. Mmm.**

17 Q. I suppose the first question is, did you ever witness

18 anything like that?

19 **A. No.**

20 Q. So then the next question is, do you have any thoughts

21 on why you didn't see anything like that?

22 **A. Like I said before, when things like that is about to**

23 **happen, we are eliminated from those kind of things, and**

24 **that's probably why I've not witnessed things like that.**

25 Q. Is there anything else you would like to say about your

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26 (Pages 101 to 104)

<p>1 time at Brook House, Mr Fagbo?</p> <p>2 <b>A. Can I take a break, please?</b></p> <p>3 Q. Yes. We can have just a couple of minutes.</p> <p>4 THE CHAIR: Mr Fagbo, it is really important that if you</p> <p>5 have things that you feel the inquiry needs to hear,</p> <p>6 I do really want to hear that. If you would like to</p> <p>7 take a small break and then return, then that is</p> <p>8 absolutely fine. Shall we do that?</p> <p>9 <b>A. Yes, please.</b></p> <p>10 THE CHAIR: I will rise for five minutes.</p> <p>11 <b>A. Thank you.</b></p> <p>12 <b>(12.52 pm)</b></p> <p>13 <b>(A short break)</b></p> <p>14 <b>(1.05 pm)</b></p> <p>15 MR LIVINGSTON: Mr Fagbo, if you would like to say anything,</p> <p>16 then obviously this is your opportunity to do -- this is</p> <p>17 an opportunity to do so. If you don't feel able to,</p> <p>18 then you can always put something in writing afterwards.</p> <p>19 So on you go, I guess.</p> <p>20 <b>A. I'm sorry I feel the way I feel, because all this has</b></p> <p>21 <b>opened the old pain that I felt when I got sacked from</b></p> <p>22 <b>my job. I am a person that would admit if I make</b></p> <p>23 <b>mistakes. I would apologise to the person that I made,</b></p> <p>24 <b>you know, feel uncomfortable, but the things I'm seeing</b></p> <p>25 <b>in this inquiry has just confirmed how I was thinking</b></p> <p style="text-align: center;">Page 105</p>	<p>1 now when it was you first became, or applied for, the</p> <p>2 position of DCO at Brook House?</p> <p>3 <b>A. I don't remember when I applied for it, but I started my</b></p> <p>4 <b>training January 2017.</b></p> <p>5 Q. I think we are going to have trouble hearing you.</p> <p>6 Mr Sanders, either if you can move forward or pull the</p> <p>7 microphones back, please. Thank you.</p> <p>8 What did you just tell us? January 2017, you</p> <p>9 started your training?</p> <p>10 <b>A. Yes.</b></p> <p>11 Q. I'm going to put a document up on screen, and you will</p> <p>12 see the screen to your left in front of you,</p> <p>13 &lt;CJS006653&gt;, tab 2, chair, for you.</p> <p>14 THE CHAIR: Thank you.</p> <p>15 MR ALTMAN: If we go to page 3 when we get there,</p> <p>16 Mr Sanders, as I think you know, Mr Connolly -- do you</p> <p>17 remember John Connolly, he was a trainer, a C&amp;R trainer?</p> <p>18 He gave evidence to us a couple of days ago, and he</p> <p>19 recalled an officer who failed his C&amp;R part of</p> <p>20 the course to begin with. Unable to recall the name,</p> <p>21 but said that the officer ripped his helmet off. If we</p> <p>22 look on your training record, this is a use of force</p> <p>23 referral form dated 24 February of 2017. Do you see the</p> <p>24 box at the bottom in handwriting "Helmet thrown in</p> <p>25 anger. Loss of control". Did you find control and</p> <p style="text-align: center;">Page 107</p>
<p>1 they came to their conclusion about this. I'm sorry if</p> <p>2 I can't give as much as I want to give. I can't do it.</p> <p>3 MR LIVINGSTON: Thank you, Mr Fagbo. Chair, do you have any</p> <p>4 questions for Mr Fagbo?</p> <p>5 THE CHAIR: I don't have any questions for you, Mr Fagbo.</p> <p>6 I have listened very carefully to all the evidence you</p> <p>7 have given today and I know it is a very difficult</p> <p>8 experience but I'm very grateful that you have come and</p> <p>9 that you have spoken to us today.</p> <p>10 <b>A. Thank you.</b></p> <p>11 THE CHAIR: We will get you some lunch.</p> <p>12 <b>(The witness withdrew)</b></p> <p>13 MR LIVINGSTON: Although it is slightly after 1.05 pm,</p> <p>14 I think if we return at 2.00 pm.</p> <p>15 THE CHAIR: Thank you.</p> <p>16 <b>(1.08 pm)</b></p> <p>17 <b>(The short adjournment)</b></p> <p>18 <b>(2.00 pm)</b></p> <p>19 MR KALVIN SCOTT SANDERS (affirmed)</p> <p>20 Examination by MR ALTMAN</p> <p>21 MR ALTMAN: Mr Sanders, give us your full name, if you</p> <p>22 would, please.</p> <p>23 <b>A. Kalvin Scott Sanders.</b></p> <p>24 Q. Mr Sanders, I'm going to ask you just a few questions,</p> <p>25 to begin with, by way of introduction. Do you remember</p> <p style="text-align: center;">Page 106</p>	<p>1 restraint a bit difficult?</p> <p>2 <b>A. No, I was actually -- if you spoke to John Connolly,</b></p> <p>3 <b>I was actually top of the class during C&amp;R. Now, again,</b></p> <p>4 <b>what they say, the loss of anger or loss of control, but</b></p> <p>5 <b>what they don't tell you is that, during training, they</b></p> <p>6 <b>teach you to remove all weapons. Now, the helmet,</b></p> <p>7 <b>I didn't take it off, it was taken off by the acting</b></p> <p>8 <b>detainee, so it came off during a struggle. So it</b></p> <p>9 <b>wasn't thrown in anger, it was thrown because they teach</b></p> <p>10 <b>you to remove all weapons in a room. So it was an</b></p> <p>11 <b>attempt to remove a useful weapon -- which could</b></p> <p>12 <b>potentially be a weapon.</b></p> <p>13 Q. But as a result of it, and together with, perhaps, other</p> <p>14 factors, did you fail that part of the course?</p> <p>15 <b>A. Yes.</b></p> <p>16 Q. Did you not protest, given what you have just told us,</p> <p>17 that you had failed unfairly?</p> <p>18 <b>A. Well, again, they allowed me a chance to retake it,</b></p> <p>19 <b>which I then passed afterwards, so ...</b></p> <p>20 Q. Yes. Connolly told us that if a person failed the C&amp;R</p> <p>21 element of their initial training, they'd have no</p> <p>22 detainee contact until they took another week's control</p> <p>23 and restraint training. So that's what you had to do.</p> <p>24 If we look on page 1 of the same document, please, so if</p> <p>25 we go to the beginning of it, you will see it again up</p> <p style="text-align: center;">Page 108</p>

27 (Pages 105 to 108)

<p>1 on screen, you will see the date 6 March 2017, and we</p> <p>2 scroll to the bottom. On this occasion, it looks like</p> <p>3 you achieved the competence level achieved, they put</p> <p>4 a "Yes". So you were able, then, to become</p> <p>5 a fully-fledged detention or detainee custody officer;</p> <p>6 is that right?</p> <p>7 <b>A. Yes, sir.</b></p> <p>8 Q. If we go to page 4, this goes back to the original use</p> <p>9 of force referral form from February. There are</p> <p>10 a couple of things I just want to ask you about, because</p> <p>11 other aspects of your initial training in control and</p> <p>12 restraint were noted up as -- this is at the top --</p> <p>13 "moments of withdrawal following scenario, appeared</p> <p>14 agitated and unwilling to communicate issues". Do you</p> <p>15 agree with that?</p> <p>16 <b>A. There's a lot of facts going on. It was a stressful</b></p> <p>17 <b>environment and they put you in real-life scenarios.</b></p> <p>18 <b>Now, that was my first ever position, like, job, where</b></p> <p>19 <b>I'd come into, like, a physical contact.</b></p> <p>20 Q. What had you done before applying to G4S?</p> <p>21 <b>A. Before that, I was a civil enforcement officer, so in</b></p> <p>22 <b>layman's terms, it was a traffic warden.</b></p> <p>23 Q. So a completely different career?</p> <p>24 <b>A. This is my first ever career in any sort of, like --</b></p> <p>25 Q. Security type of job?</p> <p style="text-align: center;">Page 109</p>	<p>1 Q. You said your life was full of struggles and you had to</p> <p>2 deal with it yourself. Looking back now, do you think,</p> <p>3 whatever those struggles were, that this was the right</p> <p>4 job for Calvin Sanders?</p> <p>5 <b>A. I got into it because, you know, like, I wanted to, sort</b></p> <p>6 <b>of, like, help people, you know. I know, obviously,</b></p> <p>7 <b>I made up some things that I shouldn't have and my --</b></p> <p>8 <b>the fact my mates are saying -- you know, after that,</b></p> <p>9 <b>I got into security to still help people, you know. I'm</b></p> <p>10 <b>a dog trainer now and I kind of do that because I want</b></p> <p>11 <b>to help make people's lives better, you know, because</b></p> <p>12 <b>dogs are misunderstood, you know. That's the initial</b></p> <p>13 <b>thought of it. So the prospects are still the same but,</b></p> <p>14 <b>yes, working in a detention centre is probably something</b></p> <p>15 <b>that I wouldn't do again.</b></p> <p>16 Q. No. That's some background to you, Mr Sanders, and</p> <p>17 I want to ask you about events on 24 April. I want to</p> <p>18 put up another document now, please, tab 5, chair,</p> <p>19 &lt;CJS001085&gt;, at page 3. In fact, let's start at page 2</p> <p>20 so we can put it in context. You were asked to do, on</p> <p>21 24 April, constant observations on a detainee we know as</p> <p>22 D1527. If we scroll towards the bottom of this page, if</p> <p>23 you look on screen, you will recognise this document</p> <p>24 because these are the entries which are made on a record</p> <p>25 form of an individual who is being supervised. At 3.15</p> <p style="text-align: center;">Page 111</p>
<p>1 <b>A. Yes.</b></p> <p>2 Q. Then a little further down under the heading "Teamwork</p> <p>3 and communication" in the central box:</p> <p>4 "Struggled a little under pressure."</p> <p>5 Do you think that was fair?</p> <p>6 <b>A. I think, again, like, there are other aspects that -- in</b></p> <p>7 <b>day-to-day life, I'm good with pressure, but I had</b></p> <p>8 <b>things going on in my home life, you know, it was</b></p> <p>9 <b>something that I was -- it was all coming together.</b></p> <p>10 <b>Some of the teams, we weren't exactly, like, being like</b></p> <p>11 <b>a team, you know, and it was just something that ...?</b></p> <p>12 Q. The observation on page 4, do you see the second box in</p> <p>13 which there is some handwriting:</p> <p>14 "Clearly has a lot going on at the moment."</p> <p>15 From what you have told us, that sounds about right.</p> <p>16 So this was a bad time for you?</p> <p>17 <b>A. Yes.</b></p> <p>18 Q. Did those issues sort themselves out eventually?</p> <p>19 I don't want to know what they are, Mr Sanders, I'm not</p> <p>20 going to pry, and they are not material, but did they</p> <p>21 sort themselves out once you passed the course, do you</p> <p>22 think?</p> <p>23 <b>A. Eventually, but, again, my life is full of struggles and</b></p> <p>24 <b>you know, I have to deal with it myself, you know. It's</b></p> <p>25 <b>just something ...</b></p> <p style="text-align: center;">Page 110</p>	<p>1 that afternoon, 15:15, and then at 15:20, let me</p> <p>2 summarise those two entries, one made by Nathan Ring and</p> <p>3 the other by Gary Croucher. At that point, D1527 tried</p> <p>4 to self-harm, if not attempt suicide, by putting</p> <p>5 a ligature around his neck. It was seen. It was</p> <p>6 removed. It came about because he had come off C wing</p> <p>7 and wanted to go back and was worried about his</p> <p>8 possessions, so that was the background. When</p> <p>9 Nathan Ring told him that that wasn't possible, the</p> <p>10 result was he self-harmed in the way I have just</p> <p>11 described. So that's 3.15 that afternoon. Then 3.20.</p> <p>12 If we go, then, to the top of the next page, at 15:37,</p> <p>13 he refused to engage with healthcare, and then, at</p> <p>14 15:40, he was spoken to, it appears by DCO Croucher,</p> <p>15 still trying to get him to change rooms, and then, at</p> <p>16 15:40, you came on duty to do your stint of constant</p> <p>17 observations.</p> <p>18 Do you think you must have known, if not read, the</p> <p>19 earlier entries when you came on duty so you knew what</p> <p>20 he had done not very long before you came on?</p> <p>21 <b>A. The thing is, when I got in there, I didn't really look</b></p> <p>22 <b>back at previous, like, comments.</b></p> <p>23 Q. Right.</p> <p>24 <b>A. I just got there, sat there and was told to observe him.</b></p> <p>25 Q. So are you saying that you didn't appreciate what had</p> <p style="text-align: center;">Page 112</p>

1 happened?

2 **A. So I got told of what had been going on and, like, he**

3 **was -- like, that he came from C wing. But it wasn't**

4 **told to me that his possessions wasn't, like, allowed to**

5 **him. You know, actually, like, I was told that he was**

6 **feeling suicidal and asked to keep an eye on him.**

7 Q. That's the important thing. The underlying reason maybe

8 you didn't realise. But what I'm really driving at,

9 because I think we do have some footage which I think

10 shows you in the area of that particular room at around

11 the time actually he did what he did and Nathan Ring and

12 others were around, including Michelle Brown, and

13 Yan Paschali turns up. But that's really not the issue,

14 what he wanted or why he self-harmed. But did you

15 understand he was suicidal?

16 **A. Yeah, yeah, like I mentioned earlier, I was there to,**

17 **like, help him, you know. I understand that the footage**

18 **makes it out that I had ill intentions, which I didn't,**

19 **you know, because, if you have all the footage, you**

20 **would notice that the conversation I had with the DCO at**

21 **the time --**

22 Q. Mr Sanders, forgive me, let me just stop you, I'm

23 talking about different footage.

24 **A. Yeah.**

25 Q. I'm not even sure it's footage --

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1 **A. I know, I'm talking about the same footage, where it**

2 **says in the footage -- I don't know if it's footage they**

3 **showed -- where it says, "I'll get through to him**

4 **eventually". That's the footage I'm referring to.**

5 Q. It's not that footage I'm talking about.

6 **A. Okay.**

7 Q. There is some other footage at around 3.15, just after

8 he had attempted to take his life with a ligature, where

9 the CCTV -- it is CCTV footage, not Callum Tulley

10 footage, which shows individuals around the room at the

11 time the ligature was taken off. You don't see it's

12 happening, but you see down, if you can imagine, looking

13 down on the room and, if my memory serves me, you are

14 somewhere on the landing area?

15 **A. Yeah, yeah, so I was on -- even at the time, I do recall**

16 **that incident, but, again, I don't -- I didn't know the**

17 **incidents before he came onto E wing. That's what I was**

18 **trying to get at.**

19 Q. I'm interested in this particular incident, whether you

20 actually knew -- half an hour before you came on duty,

21 whether you realised he'd tried -- he put a ligature

22 around his neck?

23 **A. Yes, I think, because I know there's like -- it's not**

24 **like a struggle, but, again, like, the --**

25 Q. So you knew the basics?

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1 **A. Yes.**

2 Q. Fine, that's all I want to know. Then let's just look

3 at your entries. At 15:40:

4 "DCO Calvin Sanders doing constant obs [or 'ob' or

5 'OB'] on D1527. Appears to be lying on his front with

6 his head buried in his arms."

7 Ten minutes later, 15:50:

8 "Is still lying on his front. Appears to be crying.

9 Ask him what was wrong. No response."

10 Is that still your handwriting, Mr Sanders, 15:50?

11 **A. Yes. It changes rapidly.**

12 Q. Do you think it's yours or somebody else's?

13 **A. No, no, that's definitely mine.**

14 Q. What did you say, definitely yours?

15 **A. Definitely mine.**

16 Q. At 15:52, two minutes later:

17 "D1527 was banging his head on the base of his bed

18 repeatedly. I went in to prevent him doing any further

19 damage."

20 That's at 15:52. Should we understand, Mr Sanders,

21 assuming that's your entry, that you actually unlocked

22 the door and went in?

23 **A. The door was already unlocked. The door was -- always**

24 **stayed open.**

25 Q. Literally open? The door was open?

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1 **A. Yeah, so we sit at the front door in a chair that you**

2 **place at the front door, and we look in. So the door**

3 **was always open.**

4 Q. Was he in E7 at the time with the big viewing panel or

5 a different room?

6 **A. The one he was in was the one right next to the office.**

7 **So where you've got the DCO office, his room was right**

8 **next to it.**

9 Q. So that would not be the one with the big viewing panel

10 but, what, a smaller viewing panel?

11 **A. I really can't remember.**

12 Q. Then at 16:03:

13 "Is trying to drive his index either side ..."

14 Presumably you meant finger:

15 "... either side of his neck with extreme

16 pressure -- I have asked him to stop or I will place my

17 hands on ..."

18 Then you cross through three words and add:

19 "... his hands to pull them away to prevent him

20 injuring himself."

21 At 16:16:

22 "Keeps banging his head on the base of his bed.

23 I am trying to talk him out of it and to sit up and talk

24 to me so I can try and help."

25 The previous word having been crossed through,

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29 (Pages 113 to 116)

<p>1 perhaps for a misspelling. 16:35:  2 "Continues to cry with his head on the base of  3 the bed."  4 16:47:  5 "Has [engaged] in conversation and is now talking to  6 me -- wishes to go to the mosque."  7 At 17:05:  8 "Operations Manager Caz Dance-Jones has come into  9 [his] room to see what's wrong."  10 This is still your handwriting, I take it,  11 Mr Sanders? Then over the page to page 4, I think three  12 more entries are yours, tell me if I am right as we go  13 through. At 5.15, 17:15:  14 "DCM Stewart Povey came to speak to D1527 as he  15 wishes to move back to C wing."  16 17:34:  17 "Appears to be calm now and is engaging in more  18 depth conversation."  19 And then 17:42:  20 "Have tried in persuading 1527 to eat but says he  21 won't eat unless he goes back to C wing. Then he will  22 eat."  23 So I stop there because the next entry is clearly  24 DCO Copping. All of those entries I have just read  25 then, you're happy are yours?</p> <p style="text-align: center;">Page 117</p>	<p>1 did."  2 Forget that:  3 "Another officer said look away, hope find him  4 swinging."  5 That was Aaron, so nothing to do with you. But this  6 is to do with you. This is a note that was taken or  7 made about what Callum Tulley recalled you saying, and  8 we will see that you did say this:  9 "Another officer talking about detainee banging his  10 head, at one point grabbed his head, started doing it  11 for him. Calvin Sanders."  12 Although spelling your first name with a C, not a K:  13 "Not sure if bragging."  14 Then on the next page, page 19 of this document,  15 under Monday, 8 May, "In the afternoon ..."  16 Do you see those words, Mr Sanders:  17 "In the afternoon had a conversation with  18 Calvin Saunders [mistyped] who was saying he had smacked  19 an Egyptian detainee's [believed to be D1527's] head on  20 a table and twisted his wrist."  21 So that is a note that was taken of what you said to  22 Callum Tulley, and he followed up that account by making  23 a statement to the police on 23 November &lt;SXP000120&gt; at  24 page 7. Chair, the next tab for you, tab 7. If we look  25 halfway down, you will see the date 4 May, and then if</p> <p style="text-align: center;">Page 119</p>
<p>1 <b>A. Yes.</b>  2 Q. Out of interest, did you also know -- I mean, you knew  3 about the attempted suicide, because you have told us  4 that much. Did you also know that he had refused food  5 from about 19 April?  6 <b>A. No, it weren't until, obviously, it was mentioned to me,</b>  7 <b>when obviously I came on and I took over, that he hadn't</b>  8 <b>eaten that day. So that's why I was trying to encourage</b>  9 <b>him to eat something.</b>  10 Q. I just want to get your assistance, then, with -- we  11 have already made reference to this, but I just want to  12 take you through some of the things Callum Tulley has  13 said and told us about things that you said to him about  14 this period of time on 4 and 8 May. Can we, first of  15 all, very briefly, go to a document -- chair, tab 6 for  16 you -- &lt;CPS000025&gt; at page 18. Again, it will come up  17 on screen, Mr Sanders. What this is, is a BBC log.  18 What we are about to see are notes of what Mr Tulley  19 clearly told the BBC when he was working undercover.  20 It's hard to make out because the typescript is quite  21 dense, but if you cast your eye down to the first word  22 of the sentence that begins "Clayton", can you see that,  23 where we see the name "Clayton"? This is about 4 May.  24 Thank you, Zaynab:  25 "Clayton said best way to handle him was what Yan</p> <p style="text-align: center;">Page 118</p>	<p>1 we drop down to the next paragraph beginning:  2 "Later the same day, I was on escort duty with  3 DCO Stokes and DCO Sanders. Whilst we were all  4 together, Kalvin suggested that he slammed D1527's head  5 on the desk and bent his fingers back."  6 Then he adds what Aaron had said to him during the  7 course of that period of his duty. Then:  8 "Four days later, on Monday, 8 May, whilst on duty,  9 I walked into the office of C wing where a female DCO  10 whose name I don't know and DCO Kalvin Sanders were.  11 I said 'I was with your mate the other day', referring  12 to D1527. Kalvin then said 'I went out of the room to  13 make sure no-one was watching. When he was banging his  14 head on the table, on the bounce I went ...' and he then  15 demonstrated banging his head on the table with his  16 hand. At this point, he paused and said he locked his  17 hand or arm to stop him from doing it. He then  18 demonstrated twisting D1527's fingers. Kalvin went on  19 to say that 'If you're self-harming, you're an  20 attention-seeking little prick', or similar. It was as  21 though he was bragging about what he had done."  22 So with that in mind, please, Mr Sanders, can we  23 just look at the transcripts, two short transcripts, we  24 have of, in fact, what was said, the first of which,  25 chair, at tab 16, is &lt;TRN0000096&gt;. If we go to the next</p> <p style="text-align: center;">Page 120</p>

<p>1 page, and we can expand that, this is 4 May, Mr Sanders, 2 and you will have seen some footage of this because some 3 of this was broadcast, you will remember, on the 4 Panorama programme, which I'm sure you saw. This is 5 you: 6 "You know ... [something is missed/inaudible] 7 lockdown when you (inaudible) I was in sitting in his 8 room, and no-one else was there, I was on constants, it 9 was me and him there. He was being a right prick, he 10 was trying do that to his neck ..." 11 The square brackets indicate what the footage shows: 12 "[pressing index finger into side of neck]": 13 "... so after when he did that, I fucking just went 14 like that, like that." 15 And the footage shows you squeeze the free hand 16 around the index finger pressed into the side of his 17 neck and Tulley says: 18 "What is the best way to deal with somebody like 19 D1527?" 20 And Aaron Stokes, who was present, says: 21 "Turn away and hopefully he's swinging, probably." 22 And then you say: 23 "Do you know what, what I do is, if he's fucking 24 banging his head on the base of the bed as he's bent 25 down, put my hand down and went ..."</p> <p style="text-align: center;">Page 121</p>	<p>1 Literally I was talking to him and obviously, looked 2 around to make sure no-one was looking, banging his head 3 and as he was banging it, I went ..." 4 And you gestured with your hand, slamming on the 5 desk: 6 "... held it right there. And he's trying to do 7 that to himself, pushing his finger right in his neck. 8 So I got his finger and thumb and went, 'told you I stop 9 you doing it'. 10 And then, with one hand, an index finger and thumb 11 are extended and, with the other hand, you squeeze the 12 index finger towards the thumb. And then there's some 13 more conversation about that. 14 At line 24, Tulley says: 15 "Yeah, I remember when you [were] down there." 16 And indeed he did, as he was later to tell the BBC 17 that he put two and two together and realised that you 18 had been talking about the event on the 24th when Tulley 19 had seen you on constant observations with this man, and 20 you say: 21 "Cause I was sitting on a table, weren't I?" 22 And he said: 23 "Yeah, I remember seeing you, thinking why does he 24 look so chirpy on a constant?" 25 And you laugh. Then at line 39 you say:</p> <p style="text-align: center;">Page 123</p>
<p>1 And you made a gesture with your hand, I think, on 2 the head: 3 "... boom." 4 And then that results in laughter. Stokes says: 5 "What's that?" 6 And then, again, gesturing pushing the head down, 7 and towards the bottom, as the conversation continues, 8 Aaron Stokes is gesturing in the way suggested in the 9 square brackets: 10 "Did you not have the urge to just punch him in his 11 face as he's gone up and 'bang'?" 12 And he gestures a punch. 13 Then four days later, on 8 May, chair, the next 14 tab for you, different transcript for us, &lt;TRN0000097&gt; 15 at page 2, Tulley is asking about whether that was after 16 he was on the netting, and you say that was before, 17 because he was on -- if we are talking about D1527, he 18 was also protesting on the netting on 4 May, and you 19 say: 20 "He was on E wing on constant and I was in the room 21 with him. And normally you're set up, sat across, 22 sitting outside watching him. 23 "... 24 "But I still couldn't see what he was doing. So 25 I sat in there, on the table right next to him.</p> <p style="text-align: center;">Page 122</p>	<p>1 "You know, I was saying to a mate, if you're gonna 2 do it, hurt someone, fucking hurt me, at least get your 3 time's worth out it. You know, hurting yourself, you're 4 attention seeking, aren't you, you little prick. Can't 5 stand it. If you're going to hurt fucking someone, hurt 6 yourself -- hurt like an officer, you know. Get your -- 7 get to brag about it, fucking, you know, 'I took a swing 8 at him' instead of fucking trying to hurt yourself. 9 Because hurting yourself is just fucking attention 10 seeking, gonna get you nowhere." 11 Then at line 46: 12 "Haven't got any sympathy for any of them." 13 You will agree, I'm sure, Mr Sanders, that, in both 14 those transcripts, what you were telling Callum Tulley, 15 and indeed others who were present, was that, during the 16 constant observations, which has to relate to 24 April, 17 rather than what the note says, you had, in fact, gone 18 in and assaulted him in two different ways. What do you 19 say about that? 20 <b>A. What the note says and what the truth is, you know, the 21 comments I made to the DCOs were just my attempts trying 22 to fit in. Of course, what the notes don't say is that 23 the conversation before what I said was -- all led up to 24 the recent C&amp;Rs that everyone had done. Being new 25 there, obviously, you know, I was just trying to sort of</b></p> <p style="text-align: center;">Page 124</p>

1 **fabricate some story in which, you know, it would make**  
 2 **me seem more interesting to them, you know? Being on**  
 3 **a constant was the only sort of time that would -- it's**  
 4 **close to anything that they had done, you know.**  
 5 Q. But, first of all, it wasn't a control and restraint,  
 6 was it, it was a constant observation, so the story  
 7 you're telling has nothing to do with C&R because it was  
 8 a constant observation?  
 9 A. Yeah, but -- I know, that's what I'm saying, but it's  
 10 the closest, like -- what I said wasn't even true. You  
 11 know, I didn't do anything. You know, it was just  
 12 like -- it's a lie that I made up just to try and get  
 13 people to like me, you know? I understand it's  
 14 a mistake now, but what's done is done. I can't change  
 15 that.  
 16 Q. No. But let me ask you a couple of other questions.  
 17 You say, for example, during 8 May:  
 18 "I looked around to make sure no-one was looking."  
 19 Some might say, Mr Sanders -- and I'm sure you  
 20 understand the point -- it is one thing to make up  
 21 a story. It is another to add unnecessary detail. And  
 22 some might say that unnecessary detail was, when you're  
 23 making up a story, that "I looked around to see if  
 24 anyone was looking". Do you take the point?  
 25 A. I take your point, you know, but I still stand by my

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1 story, you know, like, I didn't do what I did, you know,  
 2 if I was looking to hurt him, I wouldn't go out of my  
 3 way to make sure -- I'd say, one, he got to go to the  
 4 mosque, which, under constant observation, no-one's  
 5 allowed to leave the wing, whereas I'd spoken to the  
 6 DCM, Stuart Povey, and had arranged that he was allowed  
 7 to be taken off E wing to go visit the mosque so he  
 8 could pray, which is clearly in my notes. You know,  
 9 I also arranged for new clothing for him to be worn  
 10 because he had torn his up. You know. So none of these  
 11 are intentions of someone who wants to harm someone.  
 12 You know, these are just lies that I made up to try and  
 13 fit in with some people who weren't even, like, great  
 14 people, you know?  
 15 Q. It's hard for anybody to understand, though, why, in  
 16 order to fit in, you had to make up a story of you, who  
 17 had -- as you say, you'd only really started a couple of  
 18 months before, what the need was to make up stories like  
 19 this?  
 20 A. Again, as I -- it was the nature of the conversation  
 21 that people liked talking about prior to me saying that,  
 22 you know, so I thought I had to make up something  
 23 similar just in order for them to sort of pay any  
 24 interest in me.  
 25 Q. When you say it was the nature of the conversation that

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1 people had before that compelled you to make up a story  
 2 or make up a story -- the conversation before must have  
 3 begun on 4 May?  
 4 A. No, what I'm saying, it's, like, in the event -- at that  
 5 moment in time when people are talking -- like, as in  
 6 seeing me saying that, the officers that are around me,  
 7 they're swapping stories of all the things that they had  
 8 done. So --  
 9 Q. I get that. But why did you persist in the story four  
 10 days later, on 8 May?  
 11 A. Because it's two different officers.  
 12 Q. "Different" ...?  
 13 A. It was different officers, you know, I was just like,  
 14 again, same piece what happened, speaking to different  
 15 officers, they're swapping stories, I'll use that same  
 16 one to sort of, like, go on the basis of, you know?  
 17 Q. When you said, as we saw with the transcript we have up  
 18 on screen, from lines 39 to the bottom, this is the  
 19 8 May one, about being an "attention-seeking little  
 20 prick", was that your view or was that something you  
 21 made up as well?  
 22 A. Something I made up. Again, I don't feel like that at  
 23 all because, you know, my brother has killed himself,  
 24 you know, from suicide, so that's not my views at all.  
 25 Again, it's just me acting the way everyone else was.

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1 That's -- it wasn't just me who, like, said those  
 2 things, because everyone else was saying it.  
 3 Q. Had you heard others talk about vulnerable detainees as  
 4 attention seeking?  
 5 A. Yes.  
 6 Q. So you're saying you were really just running with the  
 7 same ball. Right. What about having no sympathy for  
 8 them? Where did you get that from?  
 9 A. Again, it's like -- I was just fitting in. It was just  
 10 like -- I don't know. It's just like -- it's hard to  
 11 recall exactly why I did it back then, but it's just  
 12 like -- any attempts that I had is, like -- even if you  
 13 spoke to some of the detainees I had contact with, I was  
 14 never aggressive with anyone, I would never hurt any of  
 15 them. I only ever had one C&R and it was a planned  
 16 removal, so that was completely planned and in a safe  
 17 environment. So it's not like I've had any sort of real  
 18 experience in it.  
 19 Q. But had you heard other DCOs?  
 20 A. Many, DCMs --  
 21 Q. Hang on a sec, Mr Sanders. Listen to the question. Had  
 22 you heard any other DCOs or DCMs saying, "I've got no  
 23 sympathy for them". Had you heard those words from  
 24 others?  
 25 A. Yes.

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32 (Pages 125 to 128)



<p>1 Q. You had? Do you remember any names of people who used</p> <p>2 those words or regarded detainees as attention seekers?</p> <p>3 A. No.</p> <p>4 Q. You can't remember any?</p> <p>5 A. No.</p> <p>6 Q. I'm not going to take you to it. It's a document that</p> <p>7 we have seen many times. It is the Professional</p> <p>8 Standards Unit investigation report, &lt;CJS001107&gt;.</p> <p>9 Chair, it is your tab 10. I'm going to save you,</p> <p>10 Mr Sanders, having to go through it. But you may</p> <p>11 remember -- I say "you may remember", maybe you don't.</p> <p>12 But do you realise the PSU found against you on the</p> <p>13 balance of probabilities? In other words, they said</p> <p>14 they found it more likely than not that what you were</p> <p>15 saying here was the truth? What do you say about that?</p> <p>16 A. That's their views. I know what I didn't do, I know</p> <p>17 what I did do, you know, and all I can say is that</p> <p>18 I didn't assault that detainee at all. You know, in the</p> <p>19 moments I said I was banging his head down, in reality,</p> <p>20 I was actually placing a pillow under his head to stop</p> <p>21 him hurting it, you know? And, rather than using</p> <p>22 restraints to remove his hands, I actually, just like he</p> <p>23 was a child, just tried to pull his hands away. So no</p> <p>24 restraint techniques were used, you know.</p> <p>25 Q. One of the other things you said in this transcript was</p> <p style="text-align: center;">Page 129</p>	<p>1 A. You know, it's, like, I had no intention of hurting him.</p> <p>2 I would never hurt him. You know, I made out -- I sort</p> <p>3 of did what I did to my -- to the colleagues, you know,</p> <p>4 to try and fit in. But that was -- the only reason that</p> <p>5 story was made up, you know, was to try and fit in, you</p> <p>6 know, and even that failed.</p> <p>7 Q. So that we understand, when you say -- and you have said</p> <p>8 it several times -- "try to fit in", when you say "fit</p> <p>9 in", are you talking about trying to fit in with what</p> <p>10 you tell us were previous conversations about C&amp;R, or do</p> <p>11 you mean more widely trying to fit in with a toxic</p> <p>12 culture at Brook House of physicality and this kind of</p> <p>13 conversation?</p> <p>14 A. It's not just trying to fit in with a toxic culture,</p> <p>15 it's just trying to fit in generally, like, to have</p> <p>16 people, like -- to make friends, like, at work, you</p> <p>17 know, just like -- feel like people can, like, talk to</p> <p>18 you and stuff or -- not even just about C&amp;R, but any of</p> <p>19 these things, you know, just to feel like you belong</p> <p>20 somewhere or you've got people that you can relate to,</p> <p>21 and obviously I don't relate to anyone.</p> <p>22 Q. As a matter of interest, Mr Sanders, I mean, do you</p> <p>23 agree, rather than say anything at all, saying nothing,</p> <p>24 would that have made you any less of a friend of these</p> <p>25 people, do you think? I mean, what was the necessity?</p> <p style="text-align: center;">Page 131</p>
<p>1 that, in that long answer or long speech you made at</p> <p>2 line 39:</p> <p>3 "You know I was saying to a mate if you're gonna do</p> <p>4 it, hurt someone fucking hurt me, at least get your</p> <p>5 times worth out of it. You know hurting yourself, you're</p> <p>6 attention seeking aren't you, you little prick. Can't</p> <p>7 stand it, if you're gonna hurt fucking someone hurt</p> <p>8 yourself -- hurt like an officer you know."</p> <p>9 What was the point of all of that?</p> <p>10 A. I don't know. It was just -- like, I never even said</p> <p>11 that to the detainee, so, like, I don't know what my</p> <p>12 thought process was behind that, so I can't think to how</p> <p>13 I was thinking back then, you know, but I never said</p> <p>14 that to a detainee.</p> <p>15 Q. What it suggests is, you're saying to the other officers</p> <p>16 who are listening to you that, in other words, make it</p> <p>17 worth it. You know, rather than hurt yourself, because</p> <p>18 you're attention seeking, hurt one of us and make it</p> <p>19 worth your while. Do you not think that's the kind of</p> <p>20 thing -- that was the intention behind what you were</p> <p>21 saying at that point?</p> <p>22 A. No, I don't -- I can't remember why I said what I said</p> <p>23 in regards to that, you know. All I know is, that is</p> <p>24 not something I even said to the detainee.</p> <p>25 Q. No?</p> <p style="text-align: center;">Page 130</p>	<p>1 That's, I suspect, what everybody is struggling to</p> <p>2 understand: what was the need to say this sort of thing</p> <p>3 rather than say nothing at all?</p> <p>4 A. Again, like, from my experience, trying to be myself has</p> <p>5 led, you know, like, wrongly, you know; people don't</p> <p>6 accept me for who I am or I get made fun of or bullied,</p> <p>7 and stuff, so I feel like I have to become someone else</p> <p>8 or make them believe I'm someone else before -- for</p> <p>9 people to even just become friends with me, you know.</p> <p>10 Q. You were trying to be something you weren't?</p> <p>11 A. Yeah.</p> <p>12 Q. From your experience, and I'm going slightly away from</p> <p>13 the topic of these transcripts, and this is a question</p> <p>14 I'm asked to ask on behalf of others in this room, do</p> <p>15 you accept there was a culture of dismissing self-harm</p> <p>16 and not taking it seriously, though, because staff</p> <p>17 thought these detainees were attention seeking?</p> <p>18 A. Yes, I do believe back then self-harm was not as big of</p> <p>19 an issue as it should be.</p> <p>20 Q. In other words, not taken seriously?</p> <p>21 A. Yes. You know, the real serious cases, they were taken</p> <p>22 to hospital and dealt with, like, accordingly, but</p> <p>23 I don't think detainees had the proper help they should</p> <p>24 have, you know.</p> <p>25 Q. We spoke a little earlier about your training, but that</p> <p style="text-align: center;">Page 132</p>

1 was focused on C&R. More generally, do you accept that,  
 2 whatever training you did receive while at Brook House,  
 3 it was insufficient to prepare you to care, which is  
 4 what you said you wanted to do, to care for detainees  
 5 properly within the general culture of that place?  
 6 **A. Again, they teach you how to get physical, they teach**  
 7 **you the laws and stuff, but they don't teach you how to**  
 8 **actually deal with an incident and, like -- not just the**  
 9 **physical but emotional. They don't teach you what to do**  
 10 **in that event, you know. It's just like ...**  
 11 Q. One other question I'm asked to ask: first of all, were  
 12 you ever aware of Home Office staff in the building?  
 13 **A. I know they came in to, like, do, like, meetings and**  
 14 **stuff, because we had -- it was like a corridor or**  
 15 **something that the detainees had to come into to, like,**  
 16 **plead their legal case or something. I remember that**  
 17 **much.**  
 18 Q. If you were either a member of the Home Office or, for  
 19 that matter, the Independent Monitoring Board, the IMB,  
 20 who would be in the building regularly, making statutory  
 21 visits, does it surprise you if those people,  
 22 Home Office staff, IMB staff, were totally unaware of  
 23 the general culture at Brook House?  
 24 **A. I don't understand the question, sorry. Can you ...**  
 25 Q. If people who worked for the Home Office who would work

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1 in Brook House, or those who made visits on behalf of  
 2 the IMB, IMB members, looking around the place, just  
 3 making sure that everything was working as it should do,  
 4 IMB members, Home Office staff who were present there in  
 5 the building, if they were to tell you that they had no  
 6 idea about the culture at Brook House and the sort of  
 7 problems that existed there, would that surprise you?  
 8 **A. It would, yeah, because it was a daily occurrence.**  
 9 Q. Do you think that the culture at Brook House -- you said  
 10 a number of things to the Professional Standards Unit,  
 11 which is in the document I mentioned -- and, for  
 12 reference, paragraph 6.34 and paragraphs -- in fact,  
 13 going before that, 6.33 and 6.34. One of the things you  
 14 told the PSU was -- because you were one of those who  
 15 actually spoke to the PSU for their investigation,  
 16 didn't you? You said, with a few officers, including  
 17 Tulley, that you were all swapping stories on C&R -- so  
 18 that's what you have told us. You said you had said  
 19 you'd hurt 1527 to try and match them, to get the other  
 20 officers to like you and to fit in -- so that's exactly  
 21 what you have told us. And you said that, during the  
 22 conversation, the other officers didn't say that they  
 23 had abused detainees, but they discussed how much of  
 24 a fight a detainee had put up during C&R. That's not in  
 25 this transcript, or either of the transcripts, so that

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1 must be before? These were the previous conversations  
 2 you're telling us about, are they?  
 3 "How they got the C&R over quickly and that they  
 4 felt pumped."  
 5 Was that one of the words that you remember being  
 6 told, how they felt pumped during C&R?  
 7 **A. I remember one officer bragging about how he cut open**  
 8 **a detainee's leg with a riot shield. I remember, like,**  
 9 **that he had AIDS as well or something, I remember him --**  
 10 **and also bragging that he cut open a detainee's leg with**  
 11 **the shield during the planned removal.**  
 12 Q. Who was that, do you remember?  
 13 **A. No.**  
 14 Q. Are you sure?  
 15 **A. Yeah, I'm sure.**  
 16 Q. You don't remember?  
 17 **A. No.**  
 18 Q. Do you remember telling the PSU that one officer from  
 19 Tinsley House said he smashed a detainee with a shield.  
 20 So you're talking about a Tinsley House officer?  
 21 **A. Yes.**  
 22 Q. One officer from Tinsley House said he smashed --  
 23 **A. That's the same officer I'm talking about.**  
 24 Q. That's the one you're talking about?  
 25 **A. Yes.**

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1 Q. "... Said he smashed a detainee with a shield, hit him  
 2 so hard he cut his knee", and you told the PSU that you  
 3 didn't wish to name any officers, but officers said they  
 4 had done things and stuff, and, when they were the head  
 5 officer, to get the detainee to stop squirming, they  
 6 would squeeze the detainee's throat a bit. Do you  
 7 remember somebody telling you that?  
 8 **A. Yes.**  
 9 Q. Again, I will ask you, can you give us a name?  
 10 **A. No, I honestly can't remember.**  
 11 Q. Is it you remember but you don't want to tell us or you  
 12 simply can't remember?  
 13 **A. I simply can't remember.**  
 14 Q. To be fair to you, in your account to the PSU -- this is  
 15 paragraph 6.36 of the PSU investigation report -- you  
 16 apologised for the comments you had made, that you felt  
 17 stupid for making them, and you regretted making them.  
 18 Do you remember telling the PSU that? This is the final  
 19 question on this I am going to ask you. Are you  
 20 prepared to agree, Mr Sanders, that the reason you  
 21 behaved or spoke in the way you did is because  
 22 Brook House was, and I'm going to suggest this to you --  
 23 you can agree or disagree as you wish -- a brutal and  
 24 dehumanising place for everyone involved, including  
 25 staff members like you?

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34 (Pages 133 to 136)

1     **A. I agree.**  
2     MR ALTMAN: Chair, I'm not going to ask any more. We have  
3     Mr Sanders' dismissal record. We don't have to go  
4     through that. Perhaps one other question, though.  
5     No action was taken against you by the police; is  
6     that right?  
7     **A. That's correct.**  
8     MR ALTMAN: Thank you.  
9     THE CHAIR: Thank you, Mr Altman.  
10    I have no questions for you, Mr Sanders. I know it  
11    is a difficult experience and I'm very grateful for you  
12    coming and giving your evidence today. Thank you.  
13    MR ALTMAN: Thank you very much. Thank you, Mr Sanders.  
14    (The witness withdrew)  
15    MR ALTMAN: It is 2.45 pm, chair. I think that is all the  
16    evidence for this week, and so I will invite you to rise  
17    and we start again at 10.00 am on Monday morning with  
18    more evidence.  
19    THE CHAIR: Thank you very much. Thank you. Take care.  
20    Thanks, Mr Sanders.  
21    (2.45 pm)  
22    (The hearing was adjourned to  
23    Monday, 7 March 2022 at 10.00 am)  
24  
25

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