

Chronology of matters related to David Waldock and Speak Out

- On **25 January 2017** Vanessa Smith (Home Office) emailed Paul Gasson (Home Office) about David Waldock's rudeness to Guyatri Mehraa (G4S DCO), and the general unhelpfulness of G4S Visits staff (including David Waldock).
- On **25 January 2017** Paul Gasson emailed Caz Dance-Jones (G4S) forwarding the complaint and asking for reassurance in this area.
- On **26 January 2017** David Aldis (G4S Detainee Custody Manager) circulated an email to the G4S Operational Management team requesting that 'for the foreseeable future can DCO David Waldock NOT be detailed in the visits area.....'
- On **28 January 2017** David Waldock returned to work and noted he was detailed on the wings rather than visits.
- On **1 February 2017** Paul Gasson (Home Office) sends an email to Ben Saunders (Centre Director), Steve Skitt (Centre Deputy Director) and Caz Dance-Jones stating that the Visits corridor is still an issue and provides a list of concerns from their internal team meeting.
- On **2 February 2017** Steve Skitt met with David Waldock and Caz Dance-Jones. David Waldock was told of the complaint from the Home Office and was told he was going to be moved out of visits. David Waldock requested that an investigation be carried out. He strongly denied that the Home Office would have heard anything and requested an investigation, which was refused. During this meeting Steve Skitt told David Waldock that he was going to be subject to behavioural monitoring.
- Subsequently Caz Dance-Jones informed Dave Roffey (David Waldock's line manager) that Steve Skitt required David to be performance managed, the main concern being around David saying things that he shouldn't. Caz Dance-Jones stated that Dave Roffey was unsure of what he needed to do and intended to go the HR for guidance.
- On **3 February 2017** Caz Dance-Jones confirmed to Paul Gasson that DCO Waldock has been moved from visits and is currently being performance managed, and detailed measures taken to address Home Office Concerns.

On **9th February 2017** David Waldock telephoned the Speak Out hotline. The key points recorded by the call handler were:

- David Waldock had been reported by another employee
- Because of this, Steven Skitt, the Deputy Director told him "if you make any more trouble you will be terminated".
- David Waldock does not know what he had been reported for.
- Ben Saunders, the Director, might also be involved.
- The caller wants this to be investigated and therefore be contacted directly by G4S.

On **13th February 2017** David raised a grievance at Brook House which also covered this ground. This was to be heard by Sarah Newland, G4S Head of Tinsley House IRC, and as such no further central action in relation to the Whistleblowing was deemed necessary at that point although they took a watching brief. For various reasons the grievance investigation took a long time to complete and on 15th April 2017 David sent an email to Ashley Almanza text in red below:

Dear Mr Ashley Almanza