

## Witness Statement for the Brook house / Home office inquiry

It has not been an easy task writing this witness statement, as I can barely remember what I did yesterday, talk less than 4 or 5 years ago, especially, when the pain remains raw. Furthermore, the focus of the inquiry to my humble understanding is from 1 April to 31 August 2017.

Before I introduce myself, may I use this opportunity to apologize to all the detained individuals we have let down consciously or subconsciously in delivering a safe and duty of care environment whilst under our care, due to what I will put down to ill-trained, misinformed and bad management. But this, in my opinion, should not be a platform for pointing a finger at a single individual or senior management, but rectifying where we failed, and for history not to repeat itself.

My name is Babatunde Afolabi Fagbo. I was born on the [DPA] at [DPA] [DPA] Both parents migrated from [DPA] to London in the early 60s, married for more than 50 years, and a good [DPA] They spent 9 years in the UK studying, working, and raising 3 boys.

In the year [DPA] my parents decided to return back to [DPA] I was 6 years old at the time. I resided in [DPA] for 15 years, which cover my elementary/secondary educational foundation, before returning to the UK at age 21. My parents gave me the option between the UK & the States. I chose my country of birth for immigration reasons, as it meant that I would have had to apply for a green card if I opted for the States.

On the 16<sup>th</sup> of December 1988 my dream, became a reality, even though my parents tried to persuade me not to travel at that period in time as it was the festive season, and being on my own for the very first time was daunting for them, but exciting for me, without a thought of the challenges that came with being a young adult. Just before departure, my dad sat me down and lectured me about staying out of trouble, in his words he said that 'son you are off to your country of birth, I will not be there to guide and protect you, you are going to have to grow up fast and be a man, he concluded by saying do not commit a crime, he said that if I do, my name will be blacklisted for life, this helped in navigating my way through independent living, without falling on the wrong side of the law.

In over 30 years of living in the UK, I have studied, always had a full-time job and at the same time believe I am a great father and grandfather to my 5 kids age range from 11 – 26, and 2 grandsons 2 – 4 yrs.

I consider myself to be God-fearing, down to earth, generous soul insider /out, shy. I like to treat people with respect and dignity, but as human beings, not everything pans out the way we always want it to.

My hobbies are music, a slight workout to keep fit and travelling when I can. I have been on summer breaks to Turkey three times, Spain, Prague and Holland. I am always curious about other people's culture, customs & beliefs.

## **Summary of Career**

I joined Benefits Agency Shoreditch ILO between 89/2000 my role was to support and engage with claimants who are in urgent need of benefits by processing and awarding the claim, based on their circumstances. I left the department in 2000 in pursuit of a BSc Hons in computing with business management at Kingston University.

In 2004 – 2009 I joined the Immigration Removal centre Harmondsworth, as an axillary officer job role:

Accounting for the incomings & outgoings of a detained person.

Dealing with post into the centre, searching and x-raying before delivering to the detained person.

Accepting/processing/searching/confiscate contraband on visitors & detainees.

Escort, Detainee custody officers to the hospital with detainees.

I left Harmondsworth IRC in 2009 due to the fact that I was made redundant by the new company that took over. Just before I left, I recollected to G4s attending centre to advertise for detainee custody officer's vacancies at Brook house Gatwick.

I joined Brook house immigration removal centre in 2009 as a detainee custody officer after weeks 6-8 weeks of training.

what stood out for me, was the set-up of the pyramid of top officials and the prison look-alike atmosphere, during our tour around the centre. Operation of a multi-cultural centre like brook house, I expected a diverse mixed set-up of officials at the top, but that was not the case. This made me question how a detained person will feel coming into the centre for the very first time. It was part of the reason I may have mentioned in my application that, I would not mind working anywhere apart from the control room, as I had done over 5 years of it at Harmondsworth IRC. The control room was exactly where I was deployed to, but when I questioned it, I was told that the trainer said that I would not survive on the wings and that the detainees will eat me alive. I was a forgotten soul in the control room until I found a member of staff DCo Ashley Jordan who wanted to swap the wings for the control room. Management had no choice but to approve my request to move to the wings, that was how I ended up on the wings and I enjoyed every moment of working on the wings, I came across a lot of people from all across the globe, it made my job easy on the wings that I started running a wing of 118 – 120 detainees with little or no assistance. As the company, G4s did not have the manpower between 2013-16.

My job role as a DCo involved supporting, safeguarding, assisting with immigration enquiries with the home office, and engaging in exercising their daily route of chasing up their immigration status or bail application, escorting a detained person to the hospital for general or serious injury e.g., self-harmer.

I started to pick up that if your face doesn't fit or you are not part of a certain group of officers you will find it difficult to progress. It stems from applying for basic things, like booking time off 'annual leave. This was my first encounter with management and grievances were handed in as it was apparent that the manager in charge of HR's allocation of shift and time off, was playing favouritism.

A second grievance was handed in again re: being singled out during a short cigarette break, whilst 3 other colleagues who are of Caucasian origins. I remember feeling deflated, feeling like an outsider, trying to fit in.

The very one grievance that broke the camel's back for me was the whole month's wages that got deducted off my wages at a period I had just travelled back from [DPA] after burying my dad in 2011.

Then there were the promotional issues which seems to be filled by the time it's advertised; we have a rough idea of who's got the job before they carry out the normal professional routine.

It hasn't been all doom and gloom at Brook house around 2013 Mr Ben Saunder took over and we all thought things were changing for the better, started getting job recognition gratitude letters/certificates and was given the opportunity to act up the grade above DCo even after the experience covering that position more than once, I was still turned down for the next promotional exercise. The painful experience is the fact that you have to chase management up for feedback on the promotional exercise and also the fact that we know who's got the job before it is even announced was normal practice at Brook house.

The year 2013/14 /15 & 16 saw the centre struggling with the highest turnover of staffs and the drug war of 'Spice' on the wings, in spite of our requests for extra manpower on the wings, our pleas fell on deaf ears. There was a shortage of staff due to staff leaving after going through the training process and finding out that they have been sold a pack of lies, some left because of the constant attack on staff members with little or no support whatsoever from management. Staff's sickness level hit an all-time high. And there was the spice episode which took a huge chunk out of staff's morale. The staff's that remained after the turnover, began application to leave the wings, to work in other areas of the centre where there was less detainee contact, to avoid the danger of being attacked. I was one of those officers that opted to leave the wings and it was not a straightforward move as I had to reiterate that I was a fit and able person before I took up employment with G4s under the umbrella of the home office in 2009, but I have started to have anxiety, sleepless nights and bowel problem when coming to work. It was then I was moved to work in visits where I still had detainee contact, but it was less than what I had to deal with on the wings. My health improved drastically during this change of work location and I was beginning to enjoy the job I was doing again. But that did not last long as we were still deployed to assist on the wings with lockdown, as the new staff members were constantly given the run around by detained individuals, who knew they were new to the job and can read the fear on their faces on a daily basis.

In April of 2017, there was a distressed message over the radio requesting all available officers to make their way to D - wing and assist our colleagues with lockdown as they were struggling and this had become a regular occurrence. In good faith, I put myself forward to assist with lockdown so we can go home after a 13 hours shift, so I made my way to D - wing and to my surprise, some detainees were still running around the wing and the new officers were left helpless. But the situation that caught my attention was that of a group of 7 to 8 officers surrounding a detained person by the name [D119] Detainee [D119] is known throughout the centre, according to intel from the security department, as one of the biggest drug dealers in the centre, every visitor he has coming to the centre are highly scrutinised as they end up passing drugs which he brings onto the wings. I took it upon myself to ask the officers to step aside as it may come across the cameras as if they were bullying or antagonising the detained person, so I tried to speak to [D119] as I have had a hot and cold rapport with him whilst I was on the wings. He is one that will blow a fuse or two, then would come to you later to apologise, but this particular night, he was not calm at all, which was no surprise, considering the circumstance. I recollect the first thing he said to me was 'Who the f... are

you? if these white boys can't stop me, who the f... are you? He then went on to say that 'they' (meaning the company) have sent you forward because you are black, and that you must be the bold one' the sell-out and coconut. We went back and forth with each other; my voice went up a notch is what I can remember further. I am by no means claiming to be perfect, nor am I going to deny that maybe I could have managed the situation better than I did. Hence, why I started this statement with an apology.

it was iterated to him that he can either walk to his room voluntarily or would have to be assisted to the block which is the segregation unit, if he carries on being verbally and physically aggressive towards staff, he eventually decided to go to his room and that was the end of it I thought. We went home that night and it was when I came back to work the following day, I was cornered by senior manager Michelle Brown who stated that a detainee made a complaint about me last night and I explained to her that it cannot be any other detained person other than [D119] he did not want to go to his room and we were deployed to help in assisting the new DCos with the lockdown. She then said that there will be a fact-finding to establish what went on between myself and [D119] Fact-finding turned to investigation without warning or the recording of any conversation I had with them, and it was their version against mine in my opinion. Then she showed me the complaint that was written by [D119] and at no point did the detained person mention my name in his complaint, so I point that out to Ms Brown but she ignored my plead and instead took it upon herself to re-write the complaint with the detained person [D119] which I found out from [D119] conversion to my son who was a DCO too at the time. The new report showed 'Officer' my name officer Babatunde did this, said that, and nothing about the officers that surrounded him. I believe Ms Brown magnified and manipulated the investigation in retaliation to previous grievances put in by myself, against her. By the time I figured out Ms Brown's motive and the direction of her investigation, it was too late. In order to redeem me, I requested for her to be taken off the investigation, but the damage was already done. My son confirmed what playing on my mind by stating that [D119] told him that, it was Ms brown that pressured him into Changing or rewriting his complaint to reflect my name as the main culprit, and also went on to say that tell your dad if it goes to court that he will change his statement, but he was released from the centre shortly afterwards and there was no way of getting hold of him.

I was suspended with pay, pending the outcome of the investigation on the 26<sup>th</sup> of April 2017.

The speed and the conclusion of the investigation raised my suspicion, as the panorama on channel 4 was aired and it was obvious, they(G4s), were after scapegoats to cover up their incompetency and also to cover for some of their friends. The allegation of calling a detainee a 'dickhead' which I cannot recollect saying up to this day. But then went I received a letter from the Brook house inquiry it became clear that my name was included in the names of those officers that were on the panorama.

It was my intention to sue the company G4s and the home office after the conclusion of the investigation, but a letter was sent to me by Steve Skipp one of the management team, a good friend to Ms Brown. He took over the investigation from where Ms Brown left off. Stated in his letter that if I lose the case against them, I will have to pay for their legal expenses of £40,000 and that was what put me off pursuing the case.

As a result of my dismissal, I have been financially and emotionally crippled, even though it's been over 4 years I am still paying the price. I have lost weight not eating or sleeping properly at night time.

I currently work for a new private establishment called [Sensitive/Irrelevant] the primary goal of this company is working with Kids between the ages of 16 – 18 years old preparing them for independent living. My job role entails prompting the young person for school/college,

doctor/dentist appointments, meeting with the local authorities, supporting them doing the basic everyday routine. i.e., take care of their personal hygiene, finances and other essential things to help with their development. I started as a key worker, and now I am a night manager in charge of 5 homes.

As stated above, I got made redundant from the immigration removal centre at Heathrow Harmondsworth IRC, at the time of my redundancy G4s call to advertise for DCoS vacancies at Brook house. When I was at Harmondsworth detainees that caused trouble or were uncontrollable were sent to Brook house. I was curious to work there to observe what it was they did and how they contain the troubled detained individual.

The recruitment process did little to help with the role as a DCo, as it concentrated on so much of the theory side of the job rather than the day-to-day physical activities of the job role, but when you get to the shop floor after your training, the theory side of the training goes out the window. Every day is different and you are forever on your toes dealing with one issue or another. And not much help coming from your colleague because they are either new themselves, with less support from management who were more interested in their profit margins.

## Culture

In the 8 years spent working for G4s under the umbrella of the home office, what stood out for me was the total disregard of management for DCos on the frontline. This was why there was a high turnover of staff at the centre. As I stated above, we needed senior management' support when we were short of staff to cope with the extreme pressure of the centre harbouring hardcore criminals from prison from 2013 – 2016 and then we had the spice episode to cope with. All we got from management in return were lame excuses such as certification & vetting issues, sickness, absentees and promises that never materialises.

Drug dealing culture was not dealt with appropriately, as staff on the wing, we were able to identify who the drug leaders of the centre were, put in a security incident report which get nowhere. The staff ends up taking the rap for the detainee's high misuse of substances by getting attacked. Some of them even say to us that they run the centre and not us officers. The impact this had on most of us mentally and physically was exhausting. Some members of staff were caught bringing in drugs for detainees.

The lack of inclusion of ethnics in the top positions at the centre was another form of the brook house culture that was noticeable during the period I worked there, it was impossible not to acknowledge the lack of inclusion without noticing the management pyramid from the top all the way to the bottom, it was apparent that the centre lacks equal opportunity for all.

I was the first ethic to be given the role to act up as DCM in the history of brook house in 2013, shadowed the DCM for one day and the following I was in charge of the C & D wing. The first time I did it I was not paid for it; I was told that it will help when there is a vacancy for the job. But when they start giving it to my Caucasian colleagues they started paying, so the second time I acted up I got paid for it this time. A promotional exercise became available in 2013, but I was not successful after acting up twice, then there was another promotional exercise for a diversity manager's job, I was unsuccessful for that also in 2014, then management had the cheek to ask me to act up again for the third time, but that was declined as I stated to them that I don't understand how I can do the job that required

of me acting up, but when it comes to getting the job on a permanent basis, I wasn't good enough? The sad news about the process is that most of us already know who's got or getting the promotion before even applying for the vacant position as management plays a lot of favouritism. So, the third time I was approached to act up, I declined the request and never applied for any promotional exercise until I left the centre.

Another culture that was noticeable at brook house was the selection of a control and restraint team. Whenever there is a C&R exercise and it one of the detainees that they have had a running with in the past they take it upon themselves to select a team of all Caucasian colleagues and at times if it's a mixed team, you cannot help but notice the awkwardness in the group and silent treatment because they know that they cannot inflict pain on the detainee and that most of us will not support the ideas of inflicting much pain than is deemed necessary.

mixed team, you cannot help but notice the awkwardness in the group and silent treatment because they know that they cannot inflict pain on the detainee and that most of us will not support the idea of inflicting much pain than is deemed necessary.

Favouritism was another culture that was experienced at brook house If the face fits. If you socialize with the senior management crew, you are bound to get a promotion or a grievance against you crushed.

Due to the shortage of staff, the overwhelming pressure of work and the expectation of management the morale of staff were extremely low, especially when the panorama was released of the ill-treatment of detainees in our care. To also think that some of the officers on the panorama saying that they do not care if the detained person lives or dies was applauding. I do not wish for anyone to die under my watch, be it accidental or self-inflicted.

In line with the relevant period the treatment of the detained person was as normal in accordance with the rules and policies of the centre, I did not witness anything out of the ordinary.

The general protection of the individuals detained at brook house was of great concern to me as the overstayers in the UK were mixed with the hard-core criminals coming from cat A prisons, there is also the bullying of the vulnerable, at the hands of other detained individuals.

Favouritism of certain staff members by management did not help the situation either. To then to watch the actions and listen to what was said and done by some of my colleagues on the documentary sums up the impact. If the public did not go crazy after the documentary, I believe some of the staff members that were in the documentary will still be at the centre working. Management instead of addressing the issue looked for an easy way out by sacking people for petty offences.

In my humble opinion, the management and leadership culture at brook house was applauded. All they cared about were the profit margins, pleads from staff members for changes to improve the system falls on deaf ears. Some of the management team view themselves as mini gods, you say good morning to them and they walk past you like you do not exist, or stare at you as if you are beneath them.

The values and priorities of the senior management appear grand on paper, but when examined closely, there were apparent cracks that should have sent the alarm bells ringing. Put it in simple context all management was concerned about were their profit margins whilst the task of keeping the detained person safe took a back seat on their agenda. From 2013, 14, 15, & 16 staff members were pleading to management to provide the centre with more qualified DCOs as we were struggling to cope with the pressure of ex-cons from prison, and an individual who displayed mental health. I hope that this whole ordeal brings peace to myself and others involved I hope that this ordeal brings those that need to be held accountable to justice this whole ordeal and situation has had a dramatic impact on my mental health during my dismissal period I had experienced a great ordeal of suicidal thoughts due to my financial circumstances of losing my job which prohibited me from providing for my 5 children which included 3 who at the time of my dismissal were under the ages of 18 years old. this made me feel like a failure and an under provider unable to look after my own children although it has been 4 ½ years long since my departure from the company I'm still suffering from the financial and mental and emotional strains it has caused in my life I strongly feel that I was not treated fairly and the outcome of my dismissal was wrongful and protocols and procedures were not followed professionally I have never received an informal warning during the investigation which is a hierarchy of protocols that were implemented to follow in the workforce I have never received a complaint about my management concerning my performance at work today I stand as a [DPA]-year-old homeless man without a stable environment to live in, earning [DPA] an hour I truly believe that what is stated in this statement of a witness is nothing but the truth, I understand that the



proceedings for contempt of court may be brought against anyone who makes or causes to be made a false statement in a document verified by a statement of truth without an honest believe in the truth.

I Mr Babatunde Fagbo declare my authorisation in the statement made above. 30/12/21.

## **Section B**

After reviewing CJS006397 I can confirm I received training on “acting Inclusively” on the 21<sup>st</sup> October 2013 & 16 November 2015. Working for G4s under the umbrella of the House Office, did it make me feel included in my work environment? absolutely not, but on paper, the doctrine seems effective enough.

My work experience instead was overshadowed by institutional racism at the mercy of management and a handful of detained individuals. For instance, I recall having to look over my shoulder on a daily basis. Management encourages us as officers to build a bond with detained individuals to take their minds off their plights as the environment could be daunting for first-timers especially those that have never been to prison, but overstayers being in that environment can drive you crazy. But then, in the process of building this bond, you as an officer get accused of bringing in legal substances for detained individuals, which at the end of the day creates more chaos than solve the issue.

Regardless of the scrutiny, I got on well with everyone, but people from my neck of the wood, or should I say that is similar to me in terms of culture and colour, initially find it hard to get on with me but when they get to know me as a person and realise that I treat everyone the same regardless of their background or status their perspectives of me start to change, when they get to know me as a person and not an officer. Some of them seem to think because we are from the same place that I will treat them any different to how I will deal with individuals from different backgrounds.

If the record stated that I had training on the 22<sup>nd</sup> June 2017, it may be accurate, because I know that if you are not on a full ticket, you cannot take DCO responsibilities nor can you have contact with a detained person.

Annually.

I do not recall what the abbreviation MMPR stands for, so I cannot confirm nor provide you with dates.

On the 21<sup>st</sup> of April, 2017 DCOs in the control room sent out a radio message which requested all available officers to make their way to D wing and assist the new members of staff with the lockdown. We only receive messages of this nature, when it is urgent or when we are short of manpower or when it's building up to home time.

At the time the message from the control room was sent, my work location for the day was in visits, I recall we had finished our task for the day, with the immigration call list, and the visitors in the visit hall. So, we sat down chatting until the radio message. In order for us to finish at our contractual

time, we left visits for D wing. On getting to D wing through the first-floor landing, I observed there were a few detained individuals running around the wing and refusing to comply with officers pleading with them to go to their respective rooms. As we entered the wings some of the detainees realised, they were outnumbered, so they retreated to their room, whilst the detained individual by the detainee named [D119] was inciting others not to go to their rooms, saying that these officers are "rushing to bang us up so they can fuck off to their families whilst we are stuck here."

At this point, [D119] was speaking to 7 or 8 officers, when I came onto the wing, I felt uncomfortable with the number of officers that were around the detained person as it would come across on CCTV as if he is being bullied by officers, so I advised my colleagues to step back and let me try to see if I can persuade [D119] to return to his room without any confrontation as the most experienced officer on the shop floor at the time. I thought that I may be able to use my interpersonal skills, I was wrong. I also thought that the fact that I had engaged with [D119] before, would be to my advantage.

[D119] in the short space of time spent with [D119] when I was on the wings, I am able to give a short description of his character, he is the kind of person who has a mood swing of blowing hot and cold especially if he doesn't get his way. [D119] will manipulate you if he knows your weak spot, in another word, if he can condition you, he would not hesitate to.

How I got to know him was, he was transferred to Brook House from Harmondsworth IRC due to his drug activities in the centre, if I am totally spot on. Upon his arrival at the centre, nothing had changed in terms of his drug ring circle, according to the intel in security at the time, he was one of the top drug dealers at the centre, hence why he was placed on close visits majority of the time. When he saw my surname, he said to me have you got a son that works in Harmondsworth IRC? I replied yes, since then when he sees me if he is in a good mood, he will come over to say hello to me or speak to me with other detained individuals in the courtyard whilst having a cigarette, and when he steps out of line, he says sorry as he regarded me as an elder, again that a cultural thing for people from our neck of the wood (African descendants).

As I stepped forward to speak to [D119] to advise him to make his way to his room, he squared up to me face to face in an aggressive manner shouting with verbal abuses in the context of "what the fuck is this fucking sell out doing here". At this point, none of my colleagues interfered as they watched the situation escalate to the point where [D119] was hovering over me. I believe my tone of voice went up a notch and I also recall saying to [D119] that if he does not comply by going to his room voluntarily, he leaves us with no choice but to assist him to the CSU unit. He ignored my advice and decided to sit on the pool table saying "I dare you to fucking touch me, what are you fucking rushing home for anyways?" at least you get to see your family daily, and my response was, I am contacted to work 13 hours and after the contractual hour, I am entitled to go home to see my family. Meanwhile, he was verbally showering me with hurtful and personal abuses to the extent that he said that "I hope your son dies in a car crash". This was the final straw that broke the camel's back for me, I looked around for help because, at that point, I felt like walking away from the atmosphere in order to de-escalate the situation and further confrontation occurring but I believe my emotions took control over me causing me to raise my voice as the threats touched me as it was about my only son, but no one stepped in to diffuse the situation apart from an Asian female officer by the name of Neha Walia, but even she couldn't stop or control the situation and I can't remember if we sent for a team leader's presence or not. But to my surprise, even control room DCOs that sent us to the wing did nothing to deescalate the situation by getting hold of a member of senior management, nobody turned up.

After a few minutes of the display, in his own time, [D119] decided it was time for him to go to his room when he realised that the rest of the detained individuals that was inciting to stay out had already gone to their rooms.

As soon as he went to his room, I and my colleagues were relieved that we did not have to control and restrain [D119] and not a single one of my colleagues complained of how we finally managed to get him behind his door with no one getting hurt, officers and detained individuals. We then exchanged goodbyes to each other before leaving the wing to make our way home.

I believe I was off for 2 days after the incident. When I returned to work, I was invited to Michelle Brown's office, who said to me that a detainee had put in a complaint about me, about the incident that happened on D wing. She said something along the lines that "it's just a fact-finding exercise to establish if there was any wrongdoing". I recall during the interview I felt like I needed to approach the situation with caution because I was not comfortable with where she was heading with her terms of wording 'fact-finding' process, it felt like I was in a full-blown investigation for 'wrongdoing' and it felt like she was more accusing me than actually trying to find out the root of the problem and the actions that were taken during the incident. She then handed me the complaint written by detained person [D119] and at no point in the statement did he mention my name, this was pointed out and then at the next meeting there was a new drafted statement report by [D119] only this time he has had assistance from MB who was meant to be investigating the incident on D wing. The rewritten statement now shows 'officer Fagbo done this', 'officer Babatunde done that' and then I came to discover that the officers that were surrounding the detained person are now potential witnesses against me. I remember saying that if my conduct towards [D119] were deemed to be unprofessional why didn't any of my colleagues' step in as I did when I first came onto the wings. As I took over from Henry a white officer who started him off in the first place. She said nothing and what I discovered was every time I raised a point, she either used it against me or to build up a case that will stick, so I decided to literally sit back and watch how this unfolds. She started off with an allegation of calling a detained person a 'dickhead' all through the interview and then in between it turned to me allegedly swearing at the detainee and I said to her "MB I am a grown man and I know it will be wrong and unprofessional for me to behave in that manner", but she was still not satisfied. I thought it's best if this woman does not lead this investigation as I had issues with her in the past, so I felt as if she was making it her mission to get me sacked from my duty, so I requested that she's taken off the investigation, but at the time this was honoured the damage had already been done. I felt intimidated as it was if a picture was painted of me to come across as a monster who is feared by his colleagues and the detainees and I felt failed by my team as it was made out as if I was an outsider/the fall guy. I'm not painting myself to be a saint I hold my hands up to mistakes maybe If I left the situation, I wouldn't be in this situation I find myself today, however, me as a person and the passion I had for my role I would not be content with the duty of care if I decided to walk away from the situation as I would have felt that I've let my team down. I requested for the audio recording in my meeting so I can apologise to [D119] in person if it was established, I said anything out of context during the heat of the moment but the recording was never played to me. Following my request to get MB off the investigation Steve Skitt took over the investigation from where MB left off. I was then sacked from my role as a DCO and my badge was revoked by the home office. I tried to appeal on grounds that I was unhappy about the investigation and put forward my version of events, but it was used against me.

As stated above the SIR was not completed until the day after the incident I believe because I was off for 2 days.

The first time he came me a slave was on D wing.

As I stated above, I was off duty, but this was not highlighted in the interview/report, as it won't paint the picture of me, they were trying hard to portray.

I can not remember their names at the top of my head, but I am assuming that they are the same 2 detainees who were in their rooms and also claimed to witness the whole incident.

SIR is used by anyone to be completed and submitted no longer than 48 hours after an incident, I apologise if this is wrong it's been a while.

When I started working at Brook House in 2009, we used to receive short receipt slips as acknowledgement for our SIR/IR. Then it changed to the front page that had been actioned by the security department.

I can't recall at the top of my head, but I came across one of the SIR' that was submitted on 11/01/2017 in regards to a detained person by the name [D3376] he was transferred from one of the prisons to our establishment, he was not allowed to the association if I can remember correctly. The day he was let out to the visit hall, he almost punched a female officer. The same detained person threatened to stab me in the neck if I open his room door. I can not tell you what the outcome of that was, as I never got feedback from the security department but I believe he was moved for his own safety.

What I said was if we as officers had the full backing and support of senior management when we were requesting more staff for years, although that pleads fell on deaf ears, it may have helped in resolving the issues with staffing.

This is a word that I did not grow up around or use in my everyday life especially around my children. But the way it was worded made it seem as if I accepted or admitted calling him a dickhead.

Confirmed.

I must have forgotten to include it, which I put down to human error.

As stated above, it's a word that I never use.

I recall asking why I would walk away from the situation that I found myself in when it was clear that I was deployed to the location for a purpose. But that information was edited to fit the profile they were building against me.

On reflecting if one of my colleagues stepped in as I did when I first came onto the wing, I would have stepped back and given them total control as they saw me struggling. I regret my decision to stay till today.

This is absolutely untrue.

- A. Yes, I do smoke in the D wing courtyard in the designated smoking area. I also requested proof of the footage of me blowing smoke in his face, no one could provide me with that evidence.
- B. No.

The control of my voice pitch which I am still working on at present and improving on my body language skills, which I deem could be sending out the wrong signals.

I do not recall this comment or understand what it is about.

I was not there so I can't comment on what was discussed between Callum and Ging about my suspension. In conclusion to my interview conducted by Michelle brown I believe I was not given the chance to plead my plea the questions that were directed to me were questions that seemed to demean my character from written statements that were used to assassinate my character as I always felt that Michelle has always had some type of animosity towards me, which may have been the reason why I wasn't able to express my feelings and thoughts towards the investigation that

alleged that I had called a detainee an expletive word which was an dickhead which I do not recall or recollect calling a detainee a dickhead for which does not align with my principles and values and professional conduct.

I was suspended from work due to the pending investigation for allegedly calling a detained person a dickhead I was suspended under gross misconduct.

unable to respond to this question.

the level of support I received was non-existence as I felt like my life was over as I had lost one of the most things that I enjoyed doing the most which were my job this affected me by losing my income and becoming solely dependant on my family to support my shortage in my income.

in my truthful opinion I strongly believe that the disciplinary process and conduct was not professional and fair I believe that this process was taken out to assassination me as a professional worker and as a human being, I believe that an agenda was taken against me. As I strongly protest that I did not place myself to lose my job as I felt that the investigation was rushed and was not looked at thoroughly to add insult to injury to the badge that I had maintained for 8 years which was revoked which felt like an ultimate punishment.

the conduct of Michelle brown was degrading towards me and the pending investigation that took place during my dismissal I believe that the investigation should have been looked into properly and the right procedures should have been taken into consideration. From the investigation, I believe that Michelle brown has some sort of dislike towards me as her attitude towards me.

I believe that question that is stated in this question is somewhat inaccurate as the alleged heated argument is seen in a video that has no sound audio this allegation was based on my body language in the video.

between 2015-2016 I cannot recall the allegations made against me as no investigation was carried out.

I cannot account for this question. I believe the investigation that was constructed earlier was taken out to portray a negative picture of me which is very much untrue as I have always maintained and conducted myself professionally as I have attached evidence of my certificates that I received for my good performance which in comparison to what is written about my performance from 2016-2017 I believe that this plot to assassinate my character was pre-mediated.

unable to respond to this question

unable to respond to this question

unable to respond to this question

I believe that my race has a lot to play a part in for example if they can not get their own way around you, I can recall many events when this particular incident has taken place.

I do not recall.

I do not recall

I don't recall.

I have enclosed this letter as a template witness to speak nothing but my truth and the sole truth in this enquiry I hope that the evidence I have stated in my witness statement will reflect on the bigger picture and will bring justice to those affected this whole ordeal has made a dramatic effect on my mental health as well as my physical which has resulted in me losing a huge amount of weight I I constantly have nightmares and I'm considering going into counselling as I have been encouraged by family and friends.

13/01/22. Babatunde Fagbo.