

Interview Date: 3rd May 2017
Interview Time: 09:33
Location: Michelle Brown's office
Interviewee: Neha Walia (NW)
Note Taker: Karen Goulder (KG)
Representative: n/a
Interviewer: Michelle Brown (MB)

MB – Thanks for meeting with me today. I have explained to you that I wanted to talk with you regarding a complaint which I am officially investigating. Just to clarify, it is not you I am investigating, however, you have been identified by CCTV and I am trying to find out what you saw and what you heard. It was an official complaint and it is important that you are open and honest. Please don't discuss this with anyone-else as it could compromise the investigation.

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and could end up with you in a disciplinary, so please keep it discreet. I am trying to ensure the investigation is not compromised.

NW – Yes, ok.

MB – Do you have any idea why we are meeting today?

NW – No.

MB – I have received a complaint from [D119] It is regarding the 21st of April and I have some CCTV footage to show you. It is against a member of staff and when I looked at the CCTV, you were in the vicinity. *Showed footage*

NW – I remember this.

MB – Ok, so talk me through it.

NW – What I remember is that I was working in Visits and there was a call out to go to D Wing to help with lock up. There was me, Babs and 2 other officers. We went and [D119] was being loud as usual.

MB – Who was saying to [D119] about locking up?

NW – There were quite a few people. I said "come on" when he was sat on the pool table. We were locking up other people, then other officer said "come on, lock up". Then he and Babs argued.

MB – What was said?

NW – [D119] said to Babs "Why do you even work here, you are a traitor, you outed me out". I can't say word for word, you know, along those lines. Babs was like "I want to go home".

MB – So did he say "I want to go home"

NW – He said "I want to go home" and so did some of the other officers. He then walked around and then went back to his room.

MB – In your opinion, how do you think it was handled?

NW – It was getting aggressive, he was not going into his room. I saw it as an argument, [D119] was being verbal and Babs was raising his voice. He was not being intimidating but being quite vocal. I would call it an argument.

MB – Did you hear any language said?

NW – [D119] was swearing; I'm not sure if Babs swore, but it was a heated conversation from where I was standing.

MB – Were there any gestures from Babs?

NW – From Babs, there were hand gestures like when you have an argument; not aggressive; to emphasise his point though.

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MB – So just so I am clear, you went to D wing to help with lock up. [D119] refused to lock up. Babs challenged him which lead to an argument. Was his tone raised?

NW – Yes a raised tone. I can't remember any name calling. I am not sure if [D119] said anything to Babs or vice versa. We were trying to calm [D119] down, but even when [D119] was going to his room, he and Babs were still going at it.

MB – *Showed footage*. But you had a reaction; you and one other person had a reaction. What happened there?

NW – I really don't know.

MB – Are you aware of any friction between Babs and [D119]

NW – Not really, I do not usually work in visits to work with Babs. I have worked with [D119] before. What he was doing was his usual attitude,

MB - Why do you think is he ok with you?

NW – Because I work on the wings, we have a mutual understanding, if I give you respect, you get respect back. He is ok with me I feel; he doesn't have a mouthy tone with me.

MB – Here is [D119] and theres you (on CCTV). That's Babs talking there. Could you hear anything there?

NW – [D119] has a loud voice, he says F off and it echod but that is his usual voice.

MB – Could people there hear it?

NW – People by the pink door could hear and they were banging on the doors. [D119] went up and did his usual. He sat on the pool table. He started off ok then he got louder and louder with the conversation. We said to him to go back to his room. There were quite a few officers the other side all saying the same thing along the lines of "it is lock up time why are you doing this". He was focusing on what Babs was saying though and it went on for a while.

MB – Babs did arm actions

NW – I can't remember what words were said. I was tired and wanted to go home, I didn't listen to the conversation, but it was loud and they were aggressive with each other, I can't

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say if he used abusive language but I know he used hand gestures for a fact. I don't know why I did that shocking face,

MB – And Babs is smiling too, then you walked this way.

NW – I wish I could remember but if I do, I will let you know. See what my face says, I genuinely wanted to go home and I was fed up.

MB – Do you know what you said to Jordan?

NW – Probably just that I want to go home and he said the same. Stood at the door saying come on. If I remember anything I will let you know for sure. Then this is when he agreed to go back

MB – did you see Babs make any gestures?

NW – I'm not sure, I was standing the other way. I was focused on getting [D119] into his room, it could have been a bye.

MB – It had been reported that he said "Bye,Bye" waving his hand

NW – Again I can't recall it. I was focused on getting [D119] into his room; we were all focused on getting him into his room so we could go home.

MB – I have been there, I have worked the floor before, I worked on C wing. In your opinion, they were arguing and there were raised voices?

NW – Yes.

MB – Do you think Babs could've handled it differently?

NW – Babs was getting aggressive and there would have been an easier way to do it. I didn't say that to him but they were both wrong, it was an unnecessary argument. [D119] could have listened and Babs could have been calm. It is justified after a long day to want to go home and [D119] is a difficult person, maybe [D119] has something against Babs, deliberately trying to be difficult. but Babs could have approached it better. I understand why Babs was the way he was. After a long day you would be like come on [D119]

MB – I just need to understand what happened.

NW – They were getting aggressive, but I can't remember word for word the conversation.

MB – When you say aggressive, if you did not hear the words why do you say that it was aggressive?

NW – The body language and raised voices really.

MB – Thanks for talking with me. Karen will capture the information and you will get a copy and if you have any amendments, please feel free to make them and then return them to me.

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Please do not discuss anything with anyone, but you are welcome to speak to myself or Karen if you remember anything.

Meeting closed at 10:00

Signed: _____ Date: _____

Member of Staff: Neha Walia

Signed: _____ Date: _____

Chair of Investigation Meeting Name: Michelle Brown

Signed: _____ Date: _____

Note Taker Name: Karen Goulder