

Interview Date: 10th May 2017
Interview Time: 09:30
Location: Michelle Brown's office
Interviewee: Babatunde Fagbo (BF)
Note Taker: Karen Goulder (KG)
Representative: Conway Edwards (CE)
Interviewer: Michelle Brown (MB)

MB – Thanks for meeting with me today. The purpose of this meeting is to meet with you in an official capacity concerning an investigation I have been commissioned to carry out. I am investigating the facts concerning a complaint which has been received. This is not a disciplinary. Before I start, can I just do a bit of housekeeping? Can I confirm that you have had 48 hours' notice of this meeting?

BF – Well I got the letter yesterday.

MB – Only yesterday well you can have 48 hours' notice and we can meet tomorrow?

BF – I might as well do this today as I am here.

MB – Ok, and I see you have brought with you a workplace representative. Conway, you are not here to answer questions but you are just here as a support for Babs. You can ask to adjourn and we can reconvene at any time. Do not discuss this as it could compromise the investigation and could cause a disciplinary. It is important to speak clearly and slowly so we can capture everything.

BF – Yes

MB – In your suspension letter it states it was a mutual act and in your investigation letter it stated that it I am investigating the alleged inappropriate conduct towards a detainee. Do you have any idea what incident this might be talking about?

BF – I don't think I know what this is about, but I have a faint idea of who might have put in the complaint because a detainee told me he helped him write the complaint.

MB – What is the faint idea you have?

BF- It was to do with [D119] he refused to lock up at 9:15pm and he was inciting other detainees. We had a call from control to go and help D Wing bang up. There were newbie staff on the wing and detainees were going in the showers at 9:15pm. We asked "Everyone, can you make your way to your rooms", some went but 5 or 6 were hanging around. As soon as [D119] saw me, he thought you know what I am not doing that and went and sat on the pool table. 2 days before he said "you are a snake; I was put on closed visits because of you". I said I have been off for 2 days and just come back in, so I don't know what you are talking about". Every time I walked past him he was making racist comments to me.

MB – Did you report it?

BF – Yes I did an SIR before the incident. I wanted to know who told him I reported him. I treat him how I would treat my son. My son knew him from Harmondsworth. When he steps out of line, he knows when he can just manipulate people, like when he jumps the queue, and

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I tell him to go back but he tells me "fuck this I only wanted a sandwich anyway". It is a build-up of a lot of things.

MB – So there had been stuff a couple of days before and you submitted an SISR before?

BF – Yes

MB – But the SIR I have is for after the event. Did you submit a warning?

BF – No, it was busy and that was when I had the time to write it up.

MB – So it was about a false allegation from a member of staff, not saying he was being disrespectful. But you only did 1 even though you had had issues before?

BH – I was fuming when I wrote it, I wanted something done about it, but nothing was done, no-one even acknowledged the SIR.

MB – So before he was verbally abusive, but you did not issue a warning at the time?

BF – I can't remember.

MB - After the incident with D119 and Shayne?

BF – Who?

MB – D119, you know. So after the incident with D119 and Shayne Munroe, an SIR was submitted, but no warning was issued?

BF – Not being funny, but I have been here 8 years and all we get from management is did you issue a warning? But they count for nothing, there is no consequence. I'm not being disrespectful. They just rip it up though.

MB – Did you consider reporting it? It is just that the SIR we have is dated is after this altercation, not previously. The SIR is dated 22nd April and is about you stating that D119 had said to you that another member of staff had told him that you were the reason he had

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been put on closed visits. You were unhappy that a member of staff had gone behind your back but it is not about the language the detainee used previously, can you comment?

BF – Like I said, I cannot remember when I wrote the report, what time or what state of mind I was in when I wrote the report. Confidentially goes out the window. Even if I wrote a report about him, I don't expect my colleague to go tell him.

MB – You are telling me a detainee was being verbally abusive, but what did you do to tell people about that? There was nothing on [D119] record to say you submitted reports or comments about his racial abuse. Do you have any comments?

BF – *pause / silence*

MB – Can you comment Babs?

BF – No

MB – Ok, let's talk about the 21st of April – you said you were called to D wing at 9:15pm?

BF – Yes I believe it was 9:15pm.

MB – What is your finish time?

BF – 9:15pm

MB – So you went to D wing to assist colleagues to lock up. Detainees were still not locked up?

BF – About half of the doors were open.

MB – How many were open?

BF – Probably over 10

MB – Ok so can you talk me through what happened next, you went onto D wing?

BF – I went onto D wing, I saw a couple of detainees roaming about and told them to go to their room. Some of them obeyed and went to their rooms but 5 or 6 were looking at [D119] as

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their ring leader as to whether they would go or not, they went to their rooms and he went and stayed on the pool table.

MB – Looking at the CCTV, at 9.04pm everyone was locked behind their rooms, except [D119] and [D317] By 9.05pm all are locked up except [D119]

BF – I am 100% sure my timing was around 9.10pm – 9.15pm.

MB – Shall I show you the CCTV of the time?

BF – *pause / silence*

MB – Can you see the time from there?

BF – Yeh

MB – Are you sure, you can come in abit.

BF – Yep (*moved closer*)

MB - Look here. 9.04pm, I will play it forward. In interview everyone said the ground floor was locked up.

BF – There were still a couple not locked up.

MB – This was the last person to go to their room, that is why the officer came up to assist. There were 4 here.

CE – Someone runs up the stairs there.

MB - He is out of the shower, no-one is going into the showers. Did you see this man here? Did you say anything to this man?

BF – I am saying "what are you doing?"

MB - Did you report it?

BF – I spoke to him about it, I did not report it. That is exactly what I said "Why are you doing that?" He didn't say anything, he kept messing up. Whilst I was there there were still some

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people downstairs and we were asking them to come upstairs.... There you go (*looking at CCTV*).

MB – There is [D317] and there is [D119] – 2 who are out at 9.06pm.

CE – And a couple coming up the stairs....oh no they are officers.

MB - When you said [D119] told others not to go behind their doors, in what way?

BF – He said nothing, they were just looking to him to when they would go in.

MB – This is where you talk to [D119]. What did you say to him?

BF – To go to his room

MB – Did you swear at all Babs?

BF – No

MB – Are you clear about that?

BF – Yes

MB – Other people have said you said “go to your fucking room “

BF - Why would I say that?

MB – Others have said that.

BF - No way would I say that.

MB - Why do you think they would say that?

BF – I don't know, maybe they want brownie points, no way would I say that, it would destroy the whole situation and could make it go ugly. Yes, my voice might go up.

MB – More than one person in interview has said you said “go to your fucking room”.

BF – I can't remember, I would not use that kind of language though.

MB – Are you saying the other people in interview are lying?

BF – I did not say that.

MB – So are you saying they are lying?

BF – *pause / silence*

MB – Babs, are you saying they are lying?

BF – I am not saying that. There was a lot of noise that night though.

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MB – But independent witnesses said you said that.

BF – I did not say that.

MB – So are you saying the independent witnesses are lying, if you are saying you are not lying?

BF – Yes

CE – Can I ask a question?

MB – No, but you can adjourn if you want. Do you want to adjourn?

BF – No

MB – You are talking to [D119] here. This is [D317] What are you saying to [D119] here?

BF – Nothing

MB – Nothing at all?

BF – Nothing at all. He is the one shouting abuse at me.

MB – What was he shouting at you?

BF – “You are a dickhead, a sell-out, a coconut, what kind of black officers do they employ in this establishment?”

MB – Did you call him a dickhead?

BF – I might have.

MB – In interview others said they heard you call him a “fucking dickhead”

BF – I might have called him that, but not with the swearing.

MB – Why?

BF – Because of the things he was saying, I was like I haven't got time for this, it was the end of the shift.

MB – But it is 9.08pm so you do have time. But if you have time, you think it is ok to call him that?

BF – When is it ok to say “go suck your Mumma”? That's what he said to me. Now my Mum doesn't work here, or signed a contract to be here. He was telling me he hoped my son has a car accident and dies. I would not say I swore at him at all.

MB – Did you report it, that he called you a dickhead?

BF – When I wrote the report, I wrote stuff, but some things I wish I had put in.

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MB – Did you issue a warning?

BF – No

MB – You reference that he had made a reference about your family?

BF – Yes

MB – What about your son?

BF – “I hope your son dies in a car crash”.

MB – In interview we have at least 4 people who witnessed that, and when asked about Babs' son, 4 people said they did not hear anything about your son. Are you saying 4 independent people have got it wrong?

BF – *pause / silence*

MB – Are you saying they are lying?

BF – They are lying.

MB – Ok. The whole wing is locked down and I know you said you did not have time to talk to him but you are still on shift. What did you say to him here? (*Looking at CCTV*) Your gesture is (*shows a gesture*)...What are you saying here?

BF – “My family has nothing to do with this; you don't need to bring my family into this matter. You have brain cells, don't disrespect my family”

MB – In hindsight, should you have walked away from this situation?

BF - What is the point of helping out, only to walk away? But when it gets to him going in his room, I did not help.

MB - So you said “you don't need to involve my family”, was any swearing used?

BF – By me? No. There was a point where he touched me and I told him not to touch me.

MB – Are you saying you felt threatened?

BF – In a way. It was a controlled threat.

MB – Are you saying it was a controlled threat?

BF – Yes

MB – Independent witnesses found you to be aggressive, what are your comments on that?

BF – I would not say I was aggressive. If I had been, I would have been all over the place.

MB – Witnesses said your body language and tone seemed to be aggressive, but you maintain you were not aggressive?

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BF – No, I was not aggressive.

MB – In spite of there being a chance you called him a dickhead?

BF – Yes

MB – Do you think this was professional?

BF – No

MB – Was your interaction unprofessional?

BF – Yes, you could say that, everyone makes mistakes. I could have walked away from that situation, but what was the point in helping out if I was going to walk out?

MB – Do you think the language used inflamed the situation?

BF – No. You are not picking up on the language he used against me though.

MB – DC Rule 41 Subsection 2, "no officer shall act deliberately in a manner calculated to provoke a detained person". So by mirroring someone's behaviour it could be deemed as provocation and as an officer you are trained to deal with situations and not to do this.

BF – We are humans, we all make mistakes. If we had backing from management this may not happen, we have been asking for this for years. He thinks if he kicks off he will get what he wants. So they go ahead and do it, if they go upto a manager they will pick on the officer not on the detainee.

MB – So the purpose of this meeting is about your conduct. We are not here to comment on D119 conduct, you should know that. I am here to look at your behaviour towards a

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detainee. You are paid to be professional towards detainees. This is about your conduct, your professionalism.

BF – My professionalism has not come in to play for 8 years until that night.

MB – I disagree. There was a complaint about your conduct last May, you were interviewed. It was about **D4215**

BF – I recall be spoken to about it, but not interviewed.

MB – As result, you and another officer were split up, as a result.

BF – I asked to be split up, that was later on though.

MB – That was in May and you were moved in October. You say there were no other complaints about you, but there were 3 in 2015 and the one in 2016 which was upheld about your behaviour affecting a detainee.

BF – This is the first time I was called into a meeting like this and first time I have been suspended.

MB – On the 14th of June you were called into interview by James Begg for that complaint. So just to confirm where we are at - you denied saying "get in your fucking room"

BF – Yes

MB – You can't confirm if you called **D119** a dickhead or a fucking dickhead?

BF – Not a fucking dickhead

MB – Why would people in interview say they heard you say fucking dickhead? Are you saying they are lying?

BF - Yes they are lying. No I would not have said fucking.

MB – Do you know why they are saying that then?

BF – For promotion?

MB – As far as I know they have not applied for promotion, so why would they lie?

BF – *pause / silence*

MB – Babs, why do you think they would lie?

BF – This kind of thing happens in this environment, people may stab people in the back.

MB – You are saying people would lie in an investigation meeting against you, why would they lie?

BF – I don't know.

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MB – Ok, we will move on. *** continue with CCTV *** D119 stands up, what is being said?

BF – He touched me and I told him not to touch me.

MB – Show me where he touched you. If you come forward and we can go through it frame by frame to see where he touched you. What is said here? You appear quiet amused.

BF – Laughing at what he said, but instead of replying, I smiled.

MB – Do you think laughing at a detainee would be appropriate?

BF – I was not facing him, I would say “carry on, when you are ready to go in your room go on”.

MB – This (*footage*) suggests that you are laughing at him.

BF – I am not looking directly at him, so how can you say I am laughing at him?

MB - Let's go back. You are pointing at him there. So you don't think you are laughing at him there?

BF – *shook head*

MB – Ok, what happens here when he takes his jacket off? In interview it was report you said to him “if you don't go in your room I will take you to the block”.

BF – I do not have the power to take him to the block, if I put reports in nothing happens.

MB – So did you say that you would take him to the block?

BF – No

MB – I know you say there is no support from management and I am sorry if you feel that way, *but there was one occasion where you had issues and I helped*, but you should challenge that , when you have reported it has been managed according to your wishes.

BF – *pause / silence*

MB – Shall we continue?

BF – Yes

MB - Do you have any comments on that for the minutes?

BF – No

MB - *** CCTV continued ***

BF – If I was aggressive there, I am sure one of the 4 people standing there would have called a team leader to say that one of the officers is being unprofessional, but they didn't.

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MB – In interview independent witnesses said, "Babs just leave it alone, stop now", do you have any comments about that?

BF – No-one said that to me. It's all about what other people have said.

MB – I am here to say about the facts that I have been told.

BF – I don't know what I have done to people to cause them to say that about me,

MB – If you are saying to me that it does not seem like a team leader has been called, but offers said they told you to stop, that they are lying, why would they lie?

BF – I don't know why they would lie.

MB – Some said that due to the shouting between you and [D119] it was difficult to hear, you were fixated on [D119]. Do you have any comments on that?

BF – No comment.

MB – Let me be clear – if you are saying "No comment" then that could lead to a disciplinary.

BF – I have no comment about this.

MB – I am saying that the noise was so loud and detainees have heard it, behind doors.

BF – They would say that, detainees will back their own up, not an officer.

MB – That is what was on the reports, the volume was significant. Do you have anything to say to that? Is it a true reflection?

BF – No

MB - What I want to look at next is when [D119] returned back to his room – was anything said?

BF – No

MB – Nothing was said?

BF – No

MB - So not "get in your room. I want to go home, I am going home to see my family", did you say that?

BF – No

MB – Did you at all wave at him Bye-Bye?

BF – No

MB - Let's look at the footage, then you can talk me through your hand gestures. The time is 21:11:09, 21:11:13, 21:11:26, 21:11:29. To be clear - you said you haven't waved at him or

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said about being able to go home to see your family..... [D119] agrees to go in his room.
Witnesses say you were shouting at each other.

BF – He is still shouting abuse at me, I am standing there minding my own business.

MB – So your hand is not raised?

BF – I think I went like that “stop hand gesture” go with them.

MB – What about this, it is not a fixed stop. Stop would say stop but your hand has moved,

BF – I am just shooving them.

MB – You can see your palm.....There.

BF – That isn't a good bye.

MB - If your hand is in a stop, it would look like this, but your palm is facing up.

CE – But the hand is like this (*shows gesture*).

MB - You can adjourn if you like?

CE – No it's ok.

MB – Your hand shows the palm out and it is moving from side to side.

CE – Can you play it all together, to show the whole movement?

MB – Just to be clear for the time, it is 11, can you see from there? **** showed footage****

BF – You guys say you have zero tolerance against diversity written down.

MB - Let's just watch the footage, I want you to see it with your own eyes.

BF – It looks like I was talking to Sarah there.

MB – There are 4 gestures there.

BF – *pause / silence*

CE - Can we have 5 mins?

MB – Yes, sure.

Adjourned at 10:34 / Reconvened at 10:38

MB – Are we good to go again Babs & Conway?

BF – Yes

CE – Yes.

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MB – So looking at the hand gestures, we looked at 4 shots with your hand up in 4 positions, palm facing out. What did you say to him?

BF – “Enough of verbal go to your room”. He is the one shouting.

MB – They heard you saying “Bye-Bye get in your room”.

BF – The staff who reported this, where were they standing?

MB – The staff reported they said heard “Bye-Bye”.

BF - Put yourself in our place, guy does not want to go in his room we don't want to do C&R on him at 21:11.

MB – He is on his way to his room, is it antagonising him to wave and say “Bye-Bye”.

BF – If I was waving it would be higher.

MB – Independent people in interview say it was reported you said “Bye-Bye”

BF – Say what?

MB – “Bye-Bye”

BF – I never said that.

MB – Are you saying the others are lying as it was reported?

BF – Yes

MB – Why do you think they would lie?

BF – I don't know.

MB – You said you put your hand up to stay “stop”. It was reported that as he went to his room words were exchanged, but just D119 Is that a fair / accurate record?

BF – No

MB – You are saying you said nothing?

BF – Yes

MB - From the interviews and the CCTV I would suggest you are waving and saying “Bye-Bye”.

BF – That is your opinion, I know what I was doing, it was stop, I was saying “get in your room”.

MB – Stop is a one fixed palm, but no-one heard you say “stop”. The CCTV shows your palm in various positions in a waving motion, no-one heard you say “stop”. If you said “stop” why did you not say that at the start?

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BF – *pause / silence*

CE – Do you want to adjourn?

BF – Yes

Adjourned at 10:43 / Reconvened at 10:45

MB – Are you ok to go Conway and Babs?

BF – Yes

CE – Yes.

MB – Before we adjourned you said you told D119 to “stop”. I asked you why did you not tell him to stop beforehand?

BF – He ignored every attempt to tell him to stop when he was at the pool table, then he went to his room, I went like that and my body turned facing different way. If I had waved it would have looked differently.

MB – Shall we look, at it again?

BF – Yes

MB - Let's go through it again ****CCTV showed****. Your body is at the same stance,

BF – I went like that.

MB – Your angle of your hand is the same, no matter which way your body is facing /.your stance. In my view you said “Bye-Bye get in your room”.

BF – I disagree with that.

MB – You are saying to stop, but did you consider telling him to stop when he was closer to you?

BF – I told him to stop at that point, but he carried on.

MB – But you didn't tell him before?

BF – I told him to stop.

MB – If you told him to stop but he continued, did you not consider stepping away, if his behaviour was name-calling?

BF – Everyone is fairly new, I am the only experienced one.

MB – I disagree, there are people who have worked at Brook and Tinsley for a number of years, who are trained and have performed C&R.

BF – Which one?

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MB - Jordan Rowley – won team of the year and John Edon won team of the moth in March for being involved in a difficult removal of a detainee, which lasted 50mins, who was refusing to return to HMP Belmarsh. Sarah Williams has been with the company for a couple of years and mainly works on visits. There were all people in ear-shot of the incident and there are no performance concerns with any of them, they have all been recognised.

BF – If that was the case then why did they not step in? How? Why? We have seen the footage.

MB – It has been reported that because of the level and tone of voice, an argument was occurring. They said they said “Babs that is enough now”.

BF – What is the complaint about? It has all been about what the officers have said.

MB – It is about inappropriate conduct with a detainee and bullying a detainee on that night. I want to show you the Betari Box, are you aware of this?

BF – *pause / silence*

MB – Are you aware of the Betari Box?

BF – *pause / silence*

CE – Babs do you need 5mins?

BF – Yes, I think I need a smoke to be honest.

MB – You can go outside the office for 5 mins.

CE – Can I not take him outside?

MB – No, you can go outside the office here though.

Adjourned at 10:53 / Reconvened at 11:06

MB – Are we good to go?

BF – Yes

CE – Yes

MB - Beforehand, we talked about the Betari Box and I asked if you knew what it is.

BF – No I don't.

MB – The Betari Box is training package we use which is delivered in C&R refreshers. You attended the annual refresher on the 5th of April 2017.

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It says that my attitude affects my behaviour, which in turn affects your attitude, which affects your behaviour. So how you respond can drive **D119** behaviour. In your opinion do you think your actions and how you

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managed the situation, which you yourself said could be deemed as unprofessional, did you follow this concept?

BF – Yes

MB – You do? So by acting unprofessionally, did it antagonise or inflame the situation? Yours or **D119** behaviour was unprofessional, but by behaving the way you did, did it escalate the incident?

BF - *pause* what incident are we talking about?

MB – The one on the 21st of April.

BF – Can I see the complaint?

MB – If it goes to a disciplinary then you will get to see it in the pack. So how I react with you and you respond to me; do you think your behaviour escalated, inflamed his behaviour to you?

BF – I don't think it inflamed it, but you are only focusing on my behaviour, what about **D119** behaviour, what he was saying?

MB – I am not here to look at **D119**'s conduct, which you should know. By your own admission of unprofessional behaviour and independent witnesses, do you think your behaviour escalated **D119** behaviour?

BF – No

MB – If you were professional do you think **D119** would have responded differently?

BF – I doubt it very much.

MB – But by your own admission, you were unprofessional.

BF – No

MB – Do you think it is acceptable?

BF - *pause* No.

MB – Your behaviour and attitude reflected **D119** behaviour and attitude. As a paid officer you are trained not to conduct yourself by using discriminatory remarks and go about your duties not deliberately provoking a detained person.

BF – I would not go out of my way to deliberately provoke him.

MB – So by calling him a dickhead is not going out of your way to deliberately provoke a detainee?

BF – I disagree.

MB – So calling a person a dickhead is not provocation?

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BF – You are repeating it, that I called someone a dickhead. I said I do not recall calling him a dickhead, I can't say that I categorically went out there to piss him off and call him a

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Location: Michelle Brown's office
Interviewee: Babatunde Fagbo (BF)
Note Taker: Karen Goulder (KG)
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dickhead. You said it has become a trend but how can you use a complaint from a year ago, it seems like you are gunning for me.

MB - I'm not, but I have to look at other occasions to get a picture. What I wanted to talk about is provocation, in your opinion how were you unprofessional?

BF - I should have walked away but I was not going to walk away as I was asked to help, what good would that be, I should not be on the wings.

MB - You are a DCO, so it can be one of your roles.

BF - You said 3 complaints were put in over a year ago and you are saying I'm the most complained about officer.

MB - I did not say you were the most complained about officer. You said you entertained him, how did you entertain him?

BF - By standing there I was entertaining him, letting him be racial towards me, going on about my family. You are going to tell me about Diversity is on paper,

MB - I will summarise at the end. ***gave Babs Code of Conduct *** this is for staff and detainees. There are points on here that I want to ask you about, think about the 21st of April. Do you think that you challenge discriminatory remarks, comments and offensive behaviour?

BF - Yes

MB - Did you display discriminatory remarks, comment or behaviour?

BF - No

MB - Did you ensure that all language was appropriate and recognise that offensive language is never acceptable?

BF - Yes

MB - Talking appropriately to colleagues?

BF - Yes

MB - Were you talking in a polite and professional manner?

BF - Yes

MB - So summarising - you denied saying "fucking dickhead", but you may have said "dickhead", you are saying 4 people are lying as they said they heard you say it. Is that a true reflection?

BF - Yes

MB - The CCTV showed separate shots of hand gestures and witnesses said they heard you saying "Bye-Bye", but you say you said "Stop" but there is nothing to show that.

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BF - What fact is to prove that?

MB – The CCTV, hand gestures, interviewees saying you said "Bye-Bye".

BF – Right

MB – Witnesses said you were aggressive with your body language and saying "get in your room fucking dickhead". It was the language and the volume, do you deny you said that?

BF – Yes

MB – Making comments about going home to your family, do you deny it?

BF – Why would I say that?

MB – You confirm you did not submit any warnings, but you did submit an SIR about a colleague's behaviour, but not about his behaviour. Is that fair to say?

BF – Yes

MB – You said [D119] said about your son dying in a car crash, but no one heard that.

BF – I'm not surprised that no-one heard from the four people there.

MB – There were far more than four people there.

BF – Well there you go.

MB – You said you acted unprofessionally because you stood and let him talk to you. Were you aggressive?

BF – No

MB – Did you use abusive language?

BF – No, I might have said dickhead.

MB – You said you adhered to the Code of Conduct despite saying you acted unprofessionally?

BF – *pause / silence*

MB – Did you hear my question?

BF – No

MB – Do you think you adhered to the Code of Conduct even though you said you acted unprofessionally?

BF – Yes

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MB – It says we should all behave professionally but you admitted you acted unprofessionally.

BF – Yes and no

MB – In what way?

BF – I stood there entertaining him, I know for next time to walk away.

MB – So just to confirm, DC Rule 41 Subsection 2 – “No officer shall act deliberately in a manner calculated to provoke a detained person”. So in your opinion potentially calling someone a name would not be classed as provocation?

BF – No, him referring to my family who do not work here, I don't have to put up with that. I could have lashed out but nowhere in the footage does it show me being aggressive. I may

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have had hand gestures, but his voice may have been loud and I could have matched his level.

MB – No, an officer should not deliberately act to provoke a detained person; so by matching his behaviour you have deliberately provoked a detainee, is that a fair comment?

BF – Yes and no

MB – Can you explain further?

BF – I could sit here trying to justify myself, it was human error, I put my hands up. All I can say is sorry.

MB – That is fine.

BF – I am aware of my duty of care and I would not deliberately go out of my way to provoke a detainee.

MB – But by possibly calling a detainee a dickhead you have.

BF – If I am wrong, I would put my hands up.

MB – Your behaviour has matched his behaviour. Is there anything you would like to add Conway?

CE – We have not seen the complaint. All I am getting at the moment is that there are some questions about a complaint, one about bullying too.

BF – How am I bullying someone?

CE – Is it 2 complaints?

MB – It is 2 complaints being dealt with as one. It is my job to see if you have bullied or acted inappropriately.

CE – Why can I not see the complaint?

MB – If it goes to a disciplinary, then you would see it.

CE – If I was doing a complaint, I would be entitled to see it. I would show it to the person I was investigating.

MB – I have been given terms of reference and they are about inappropriate conduct towards a detainee. This is the purpose of the meeting; there have been complaints which had been submitted to be investigated.

CE – But under the policy, if a complaint is made I am allowed to see the complaint which has been made.

MB – If it was just one complaint, but it has been put into a wider investigation; it is not just about a detainee, G4S have decided to do a wider investigation. I will produce this if it goes

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to a disciplinary but this is about the conduct on the 21st of April. it is part of a wider investigation, I am not here just about the detainee complaint.

CE – Ok, it is just so he understands what is happening,

MB – It is as part of a terms of reference. My remit is to understand Babs' conduct. I have gone through his opinion but there is a wider complaint which is ongoing. I cannot pass it over at the moment. Can I get a copy? Yes I will ensure you get a copy of the information from it, but there are factors which I cannot go over. You also suggested that [B119] touched you on the 21st of April, but CCTV did not show this and you did not report it as an assault, or IR it or log it.

BF – I know when someone has touched me. The trend, what is your definition about a trend?

MB – There has been a previous occurrence about an incident where your conduct has been questioned. I looked back about your record and saw a complaint about you making a detainee stressed, which was upheld.

BF – Why was I not pulled in for that?

MB – I don't know why, but your record shows this. A copy of these notes will be sent to you. Please feel free to add any comments on the margin or on the reverse of the page. You have 7 days once you have received these notes and if they are not received back, the notes will be deemed as true. Please do not discuss this with anyone-else, because if you do discuss it, it could lead to a disciplinary of its own right. Ok?

BF – Yes

Meeting Closed at 11:37

Signed: _____ Date: _____

Member of Staff: Babatunde Fagbo

Signed: _____ Date: _____

Chair of Investigation Meeting Name: Michelle Brown

Signed: _____ Date: _____

Note Taker Name: Karen Goulder