

11. Investigation Report

Detainee Custody Manager
Steve Webb

Sensitive/Irrelevant

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Investigator Dan Tomkins / Chris McGuire Authorised by Paul Kempster

Section 1: Matter to be investigated

BBC raised allegations which may constitute misconduct in a letter on 24th August 2017 to G4s about DCM Webb's alleged involvement in the following incident:
(Allegation below as per letter)

1. On the 6th of July you shouted at a detainee on E-Wing, "if I have to come back here again, you will not be going anywhere – you will be staying here permanently, do you understand?" About the same detainee you later said you wanted to "punch the cunt".

Date due for completion 15/09/2017

Section 2: Scope of Investigation

To investigate the allegations made by the BBC against G4S staff working at Gatwick Immigration Removal Centre, Brook House.

Interview individual members of staff where allegations have been made

Interview witnesses

Review local documentary evidence and other records

Examine CCTV and Body Worn Video Camera footage

Review Panorama footage

To report findings and conclusions to the Commissioning Authority

Section 3: Summary of interview with the alleged wrong doer (where applicable)

Allegation 1:

1. ***On the 6th of July you shouted at a detainee on E-Wing, "if I have to come back here again, you will not be going anywhere – you will be staying here permanently, do you understand?" About the same detainee you later said you wanted to "punch the cunt".***

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DCM Webb stated he has been employed by G4S for 6-7 years and he has been at Brook House as the residential manager of A and E Wings for 1 year.

DCM Webb confirmed he successfully completed his ITC in 2009, he is a C&R instructor, and up to date with his First Aid.

DCM Webb confirmed he was on duty on 6th July 2017.

DCM Webb was asked about this allegation and stated that he remembered the incident.

DCM Webb recalled that he was working on E-Wing and it was busy. He explained that **D728** was moved from the CSU to E-Wing to reintegrate him ready to return to normal location but the detainee was being awkward as he did not want to be in the same area as people who were detoxing.

DCM Webb stated as the manager of E-Wing he would complete an Eden wing reintegration package for **D728** to reintegrate him back into normal regime; however this was dependent on **D728** behaviour.

DCM Webb stated he spoke to **D728** before the incident and that he would work with him to give him an opportunity to associate off of the wing but he would need to behave and be polite to staff.

DCM Webb explained **D728** continued to be abusive to him and other staff leading up to the incident for over an hour.

DCM Webb stated he was frustrated and whilst outside the room of **D728** said "If I have to come back here again, you will not be going anywhere – you will be staying here permanently, do you understand?"

DCM Webb stated that these comments were meant to inform **D728** to behave as without this he would not be relocated from the wing.

DCM Webb acknowledged that the comments to **D728** were inappropriate and could be perceived as a threat.

DCM Webb admitted that following the altercation with **D728** he walked into the office and "vented" to a colleague that he wanted to "punch the cunt" as he was disappointed he was making no progress with **D728**.

DCM Webb acknowledged that these comments were inappropriate.

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DCM Webb stated that he also had said later on in the day to a detainee, “if you piss us about we will piss you about, you will get no shower or anything.” This was in response to milk being thrown at DCO Tulley/DCO Francis.

DCM Webb stated that his comment was “heat of the moment” as the detainee was throwing items and the detainee’s unlock status would have to be converted to a 3-person unlock which would be a logistical problem.

DCM Webb acknowledged he should not have made these comments.

DCM Webb stated that in mitigation “Brook House were up against it staffing wise”, not able to have lunch breaks, doing 60 hours a week – especially if the roll is not correct, “can’t let colleagues down and go sick as pressure is immense.”

Section 4: Summary of any third party interviews

DCO Francis: When interviewed stated that he did not make the comment about “you will get no shower or anything.” DCO Francis stated that DCM Webb made the comments to the detainee.

Section 5: Relevant evidence examined

Panorama programme 4/9/17
Incident report – BH486/17 - **D728**

Section 6: Findings

Allegation 1 **Substantiated**

DCM Webb stated he made the comment, “if I have to come back here again, you will not be going anywhere – you will be staying here permanently, do you understand?” to the detainee **D728**

DCM Webb stated he made the comment, “wanted to punch the cunt,” (meaning **D728**) to a work place colleague in the office.

An additional allegation was made in relation to DCO Francis concerning a comment to a detainee, “if you piss us about we will piss you about, you will get no shower or

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anything.” DCO Francis stated that this was DCM Webb. Upon interview DCM Webb admitted making the comment.

Section 7: Conclusions

DCM Webb was the subject of one allegation made by the BBC. There was supporting evidence from the Panorama programme in relation to this.

In relation to allegations made by the BBC there is sufficient evidence to substantiate all or some of these concerns which are therefore a matter for the Commissioning Authority to consider.

Completed by _____

Signature _____

Date _____

11/9/17

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