

Private and Confidential
Daniel Small

DPA

03 October 2017

Dear Daniel

Disciplinary Hearing Outcome

I write to confirm the decision taken at the disciplinary hearing, which took place on 27 September 2017. The hearing was conducted by me and also in attendance was Michelle Fernandes, as Company Representative.

You chose to attend this meeting with Joe Marshall as your workplace colleague.

At this disciplinary hearing, the question of disciplinary action against you, in accordance with the Company's disciplinary policy will be considered with regards to your conduct (including words, actions and omissions) in particular (but not limited to):

- Your actions during an incident on 17th May 2017, including pointing out a camera to DCO Connolly when discussing assaulting a detainee if he was brought into the stairwell
- Not reporting the wrong doing of DCO Connolly discussing assaulting a detainee if he was brought into the stairwell

At the hearing I concluded the following in relation to the allegation (s) detailed above:-

- The CCTV shows you were part of the incident in the stairwell and pointed to a camera
- You confirmed you were aware it was inappropriate for your colleague to talk of assaulting the detainee
- You were not active in discussing assaulting a detainee
- You were aware of the camera and challenged your colleague by pointing this out
- You genuinely forgot to report the incident
- You have acknowledged that you should have reported this incident
- It was a lengthy process from start to finish with the detainee
- You knew the expectations of your role and the requirements of being a fit and proper person
- You showed openness and honesty to this Disciplinary Hearing
- You have 2 years service as a DCO with no previous record

In making my decision today, I took into account the information contained within the investigation report and the information you provided at the Disciplinary Hearing.

Based on the above, I took the decision to issue you with a written warning which will stay on your file for 12 months. You are advised that in the event of any repetition of this misconduct further disciplinary action may be taken against you up to and including dismissal. For the period that the warning is current, this warning will be taken into account at any disciplinary hearing arising from such circumstances.

You have the right to appeal this decision, which must be made in writing to Lee Hanford Centre Director at the address above, within 7 days of receipt of this letter.

I have enclosed a copy of the notes taken at the hearing for your records.

Yours sincerely

Signature

Sarah Newland

Head of Tinsley House, Borders & PDA
Gatwick IRCs

Disciplinary Hearing Minutes
SN Sarah Newland Chair
DS Daniel Small
JM Joe Marshall Workplace colleague
MF Michelle Fernandes HR Rep

Meeting Start 1.50pm

SN: Thank you for coming. We are here for a disciplinary hearing relating to the Panorama footage. Do you understand why you are here?

DS: Yes, I have not had much time to go through it

SN: Are you fit and well?

DS: Yes

SN: JM are you here as representative?

JM: Yes workplace

SN: If we look at the investigation report to be clear there are a number of allegations from the report but specifically today we are looking at the incident in the stairwell. The UOF incident on E wing, you were not there but you were on B wing?

DS: Yes

DS: I am not happy about how Pete Small went about this. It felt like an interrogation. I perceived one of the comments as an indirect threat about my employment at G4S.

MF: What was it?

DS: 'I am going to make a judgement call as this is not making sense.'

I couldn't remember as I wasn't there, I had to do the investigation on my own which should have been done prior to my meeting.

SN: I understand there was third officer present and they thought it was you but it wasn't. You were seen on CCTV on B wing.

DS: Only from what I told him to look at

SN: The incident on the netting was a lengthy period till the Nationals arrived. Can you talk me through it?

DS: I must have had a call from Control.

SN: You are detailed in Activities?

DS: Yes, I was taken to the stairwell and we were to wait until the Nationals arrived

SN: Who else? John Connolly?

Disciplinary Hearing Minutes
SN Sarah Newland Chair
DS Daniel Small
JM Joe Marshall Workplace colleague
MF Michelle Fernandes HR Rep

DS: Callum Tulley and Patrick Minter

SN: Approximately what time did it start?

DS: Mid-morning

SN: Yes I recall it was an early flight

DS: Where it says I was pointing at the camera in the letter I wasn't discussing assaulting a detainee. That was me challenging. I can't have a row with teammates.

SN: We will get into that. There were 4 of you; did anyone do a welfare check?

DS: Yes with refreshments

SN: Did you understand why you were there?

DS: Yes, Dave Aldis popped into let us know what was occurring once

SN: So you understood that the Nationals were on route and that you would be deployed if you surrendered.

SN: The four of you were generally chatting?

DS: Yes

DS: I was munching on crisps

SN: How about toilet breaks?

DS: I didn't have keys

SN: At what point did JC start making comments about how D275 might be treated?

DS: Closer to the end

SN: How did it come about? Was JC the lead?

DS: Yes in charge

SN: It was almost a briefing? Is that how it came about?

DS: It just came about

SN: At what point did you become aware JC was saying inappropriate things?

Disciplinary Hearing Minutes
SN Sarah Newland Chair
DS Daniel Small
JM Joe Marshall Workplace colleague
MF Michelle Fernandes HR Rep

DS: When he said start bringing him round the corner. I wasn't happy and I politely challenged him

SN: By referring to a fixed camera in the stairwell?

SN: Was anyone wearing a body worn camera?

DS: I can't remember

SN: Your comment to JC about the camera- was the purpose to prompt John into stopping what he was saying

DS: Yes

SN: JC refers to D275 as a nigger?

DS: I couldn't believe he said it when I was watching the TV

SN: So you don't recall him using this term when he was in the stairwell?

DS: I don't remember no

SN: If you look at page 5 'pipe down'. You state you said the camera was there to get JC to pipe down

DS: Yes

SN: You have said you were sorry but just now you said you were not aware of it until you saw it on TV

DS: I apologise for not reporting it

SN: To be clear you were unaware at the time in the stairwell so what was the purpose of the apology

DS: For not reporting it, I didn't report it and apologised as I didn't remember. There's a lot of operational stress the adrenaline is going.

SN: So you were not aware of what's going on?

DS: I forgot that's what I apologised for

SN: Did you hear JC say it and not report it at the time of the incident? Or did you not hear it?

DS: I must have heard it as I saw it on TV and it shows me standing next to him. I was shocked.

Disciplinary Hearing Minutes
SN Sarah Newland Chair
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JM Joe Marshall Workplace colleague
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SN: The lack of action is not good at all. Just to be clear you are not condoning the behaviour

DS: Absolutely not. I have lived in a [REDACTED] country for [REDACTED] years and I have a lot of [REDACTED] friends

SN: Would you have felt comfortable challenging JC?

DS: Yes, C&R is part of a team and he's more senior in charge. I should have said it a bit harder.

SN: I empathise but it should have been reported after, especially if you knew the comments were not right

DS: That's why I said sorry as I genuinely did forget

SN: If JC is genuine in giving someone a dig, it should be reported as he may do this another time

DS: This is the second job in my life. I made a mistake. It was the first time the nationals were in, they have to give 30 minutes of fresh air to the eyes and escort [REDACTED] to E wing, give him some fresh clothes, after all that length of time, I went off and had a smoke.

SN: Your DCO accreditation relates to being a fit and proper person and reporting the misconduct of colleagues. There is a confidential whistle blowing or within the Centre. The danger with this is someone ends up getting hurt and had that gone ahead it would have been an assault on a detainee. Can you see this?

DS: I wouldn't do that to anyone

SN: If JC assaults him, it's too late, your part of it. This is why reporting may sound like grassing or snitching however the incident could have been different. You are fortunate it is not one where C&R was used; I am trying to keep this in balance with the stress you are under.

DS: They were more worried about me working for the BBC. The BBC put me as a witness. Everything G4S has asked I have done it. 91 hours I worked in that week. It put me under stress. I am sorry for not reporting it.

JM: He is a good officer and he made a mistake

SN: How long have you worked here?

DS: 2 years

SN asked anyone else if they have a question/comment

Disciplinary Hearing Minutes
SN Sarah Newland Chair
DS Daniel Small
JM Joe Marshall Workplace colleague
MF Michelle Fernandes HR Rep

All parties decline

Meeting Adjourned 1.15pm

Meeting Reconvened 2.32pm

SN: I appreciate your recognition of not reporting the incident. If it had ended up happening it may be different. We do work as a team and you knew it was wrong, racially abusive language and assaulting a detainee. There was clearly a need to report it and we wouldn't have seen it if it hadn't been reported. I have taken into account your length of service and mitigating circumstances. I am therefore issuing a written warning for 12 months. You have been honest and said you should have reported it. If there are any further incidents this may be taken into account

You will have the right of appeal and the details of how to do this will be outlined in the letter, ok?

DS: Yes it won't happen again

SN: Thank you for coming.

JM: Can I add how DS was treated, it proved to be false and he was not actually at this incident like the BBC made out. On the 7, 8 and 9 staff was phoned on duty and it was unknown what situation they were entering into

Meeting Close 2.35pm

Signed: _____ Date: _____

Employee Name

Signed: Signature _____ Date: 06.10.2017 _____

Chair of Meeting Name

Signed: _____ Date: _____

HR Rep Name

18. Investigation Report

Detainee Custody Officer Daniel Small

Version number	1	Document type	Standard
Version date	14.09.2017	Document ID number	BH 014
Version expiry		Document classification	Official-Sensitive
Version status		Uncontrolled if printed or downloaded	



*- camera
- not
reporting*

Handling Notice: This document contains details of an investigation conducted in response to a company internal concern and is therefore considered Official-Sensitive in nature. Do not copy or distribute this document without express permission.

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Investigator: Tony Hayes / Chris McGuire Authorised by Paul Kempster
6/9/17
Pete Small / Dan Tomkins
7/9/17
Dan Tomkins / John Howgate
8/9/17

Section 1: Matter to be Investigated

The BBC has raised allegations which may constitute misconduct in a letter dated the 24th August 2017 to G4S about Brook House Immigration Removal Centre.

On the 4th September 2017 at 21.00hrs Panorama aired a documentary on BBC1

Whilst the BBC did not write individually to DCO Daniel Small he was named by them in a document which described him as a witness to an alleged assault. As such, it was necessary to interview DCO Small in order for him to be able to explain his understanding and involvement in any of the allegations.

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

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

DCO Small was interviewed on three occasions:

6th September 10.09hrs-10.25hrs

7th September 14.50hrs-16.20hrs

8th September 09.05hrs-09.55hrs

At Brook House Immigration Centre Gatwick.

DCO Small declined to have Union representation or a work place colleague present in interviews 1 & 3, DCO Crepin workplace colleague attended part way through interview 2

DCO Small stated that he has been employed at Brook House approximately 2 years working as an Activities officer engaging with detainees in social games, IT and assisting with paperwork.

**As per the Annex A from the BBC page 13 lines 35-38 it references that;
On the 15th June DCO Sean Sayers picked up a detainee named [D313]
[D313] DCO Sean Sayers lifted him and put him in his room and later stated that he "accidentally" used the detainees face to get up off the bed. According to witness DCO Daniel Small, DCO Sean Sayers struck the detainee with the back of his hand.**

Interview 1

DCO Small acknowledged knowing DCO Sayers and described him as the "big fella" but doesn't know him that well. He could not recall working with DCO Sayers or a "Spice" incident occurring on the 15th June 2017 in which he was involved.

DCO Small denied ever speaking with the BBC and is unsure as to how his name has been mentioned.

He stated that he and DCO Tulley were friends at the time but not now and DCO Tulley may have given his name to the BBC.

DCO Small could not recall being on duty this day or any incident involving DCO Sayers.

DCO Small then left the interview.

DCO Small returned approximately twenty minutes later and asked to speak further to the investigating officers.

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At this time DCO Small stated that he recalled he was on duty and that he remembered an incident where a detainee was escorted to Echo-wing following a 'spice' attack. However, DCO Small maintained that he had not witnessed any act of assault.

Interview 2

DCO Small stated that he didn't remember the incident 15th June 2017 involving DCO Sayers but could recall two incidents where detainees had taken "Spice", the one he mentioned and escorted to room 1 Eden wing and another who was "ready to fight" as he recalled.

He went on to say he can barely remember what happened last week let alone 15th June.

Throughout the interview DCO Small presented as nervous.

DCO Small denied knowing anyone at the BBC or having any contact with them. He did say that he had an uncle who worked for the Daily Mail newspaper.

When pressed on how the BBC got to know of incidents occurring and naming him he said that it must have been "Callum" (DCO Tulley) as they worked the same shift pattern.

DCO Small stated he and DCO Tulley were close and were planning a holiday together to America this year and because of this the plans had changed, "all done because of his five minutes of fame and to make money".

DCO Small could not remember anything to do with DCO Sayers or the incident where a detainee was grabbed and put in his room. When pressed again on how the BBC may know this he asked "do I need a Trade union Rep?"

Following a 15 minute adjournment he returned with DCO Crepin a workplace colleague.

DCO Small stated he could now recall the incident after looking at the detainee on the DAT system and speaking with Loraine (Director's Secretary) who informed him of the incident that day.

He stated he found it strange and had no idea why the BBC had named him or how they had obtained information on dates or specific incidents only that it must have been "Callum".

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He denied speaking to "Callum" about the incident and states he wasn't there.

Adjourned 15.35hrs-15.51hrs

DCO Small was asked if he had any other involvement in the Panorama programme or had any other knowledge that would be relevant to this investigation.

DCO Small admitted to being present in the stair well with DCO Connolly as part of the C&R team and admits to hearing what was said by DCO Connolly. DCO Small said he was the voice that could be heard saying "there's a camera there boss" but stated that he never reported it as the incident went on for several hours and he had forgotten about it when it had finished.

He described his lack of action as "Not amazing, not good at all" and acknowledged that how his comments are made it may look like he was condoning this, but he wasn't he didn't want it to happen.

He stated that he would not get in to an argument with DCO Connolly and when he did mention the camera he was told to just "pipe down"

When pressed about the allegation regarding DCO Connolly and the "N" word (nigger) being used he again apologised for not reporting it acknowledging it looked bad and that he was sorry.

He denied working with or assisting "Callum" for the BBC but admitted that "Callum" had discussed his frustrations with him.

He states he did not know that "Callum" was filming but had noticed recently that DCO Tulley was attending more C&R incidents than before. He stated this was odd to him as "Callum" was known for not being involved and walking away. Unfortunately this was "for the wrong reasons".

DCO Small admitted to being as shocked as anyone when he saw the incident dated 25th April 2017.

When told that CCTV footage of the incident on 15th June 2017 was being reviewed DCO Small stated that he could not recall whether he was present or not and did not want to say that he was not there in case the CCTV evidence demonstrated otherwise. DCO Small was advised to take time to reflect in order to be clear about his whereabouts at this time.

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**Interview 3**

DCO Small was interviewed in order to clarify his whereabouts on 15th June 2017.

DCO Small was shown CCTV footage of the incident involving DCO Sayers.

He was able to identify both DCO Sayers and a DCO Gary Croucher.

He could not identify the third person as being him.

As there is no other footage available for this camera due to system retention this is the only footage available.

DCO Small stated that it wouldn't have been him as he always takes the 1st break goes to his car and comes back in at a quarter to the hour.

After viewing CCTV on the 15th June 2017 on Bravo wing DCO Small can be clearly seen at the servery at 17.42hrs.

DCO Small could not have been present during the incident involving DCO Sayers given that he was on B-Wing at this time.

Section 4: Summary of any third party interviews**Section 5: Relevant evidence examined**

CCTV Footage B-Wing Servery 15th June 2017
CCTV Footage E-Wing 15th June 2017
Staff roster

Section 6: Findings

During each interview DCO Small presented as being nervous.

DCO Small stated throughout that he didn't remember the incident or whether he was there

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DCO Small denied working in an undercover fashion with DCO Tulley

DCO Small denied having any contact with the BBC.

DCO Small admitted not reporting wrongdoing by DCO Connolly in the stairwell.

DCO Small admitted to pointing out to DCO Connolly that a camera was present in the stairwell when DCO Connolly was describing his intentions towards planning to assault a detainee in an area that he believed had no CCTV.

Section 7: Conclusions

We are unable to ascertain the reasons surrounding DCO Small being named as a witness by the BBC.

DCO Small admitted to failing to report wrongdoing and pointing out the location of a camera during that wrongdoing.

We are not satisfied with DCO Small's explanation surrounding his actions during this incident, nor his reasons for failing to report wrongdoing afterwards.

There is sufficient evidence for this matter to be considered by the Commissioning Authority.

Completed by

Signature

Date

11/9/17

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Date: 6/9/17.
Meeting Commenced: 10:09.
Meeting Concluded: 10:25
Location:

Employee: DANIEL SMITH DCO
Representative:
Interviewers: TONY HAYES / CHRIS MCQUIZE
HR Representative:

TH ^{interview on} *Terms of Reference shown and acknowledged*
JUST focus on people other people, ^{looking at other things} offer
representative.
DS no issues, not needed.
TH How long work here?
DS 2 years in activities, lived abroad 6 years,
play games with detainees.
TH what does this look like?
DS Playing games sport officer getting them
engaged, IT, helping to get paperwork
TH do you respond?
DS if they call all officers.
TH can you remember 15/6/17? DCO Sayers.
DS Yes big fella.
TH do you remember what happened about an incident.
DS no. can't remember.
TH incident with D313 attack mamba
DS No.
TH looking at Annex A. had a mamba / spice attack.
DS No recollection of incident.
TH BBC give us information about witness?
DS ~~witnessed~~ did not do this, do not know about it.

By signing you are confirming these notes are a true and accurate reflection of the meeting. These notes are not verbatim and are not intended to be taken as such.

Signed:

Date:

DS Do not recall any incident - where Sean Sayers strikes,
no recollection of spice attack. No recollection
of conversation, with BBC. was friends of mine but
not now.

TH Named you as key witness?

DS not spoken to BBC member or anyone else or
Sean Sayers striking someone.

TH Anything else?

DS No, I don't attend to many 1st response.

TS Definitely would like to see it? The footage or
references.

DS - Reconvene. ID

TH

DS - went to look at detainee, spice incident
escorted to E wing, not a witness to that.
remember the escort.

TH Part of first response.

DS It is library - do not what I was doing on the
day - remember E wing escort to obs room
Room 1, ~~what staff~~ Sports officer.
TS what staff were there?

DS not sure, I did not see anything happen.

By signing you are confirming these notes are a true and accurate reflection of the meeting. These notes are not
verbatim and are not intended to be taken as such.

Signed:

Date:

Page



Date: 7th September 2017
Meeting Commenced: 14:50
Meeting Concluded: 16:20
Location: Bloch House
Employee: DANIEL SMALL
Representative: TONISHA CHAPIN. (JOHNJO INTERVIEWED @ 15:20/15)
Interviewers: PETER SMALL DAN TONISHA
HR Representative:

Terms of Reference shown and acknowledged

PS. Can you tell me about yesterday interview

DS. Apparently there is a statement room the B2 where I interviewed a DCS S. ~~Serge~~ ^{Serge} back and a detainee. I didn't remember the incident. I went back through oils and records.

I remember two detainees being in a room and taking one back to E wing. I remember taking him to room one.

So I remember right there was one in room one and another one was "ready to fight" the other was on the bed.

PS. The detainee was brought down to E wing what happened

DS. This took some body to E wing room one. I can barely remember the thing I did last week let alone 15th June.

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Signed:

Signature

Date:

08-09-17

DS I am nervous about this process and don't want to lose my job. I don't know how the BBC can put me as a witness

PS Do you remember anything else about the seeing

DS I don't. I didn't do any paper work or nothing. I was not in responding office and didn't do any paper work

PS Is that what first response do?

DS Yes depending on the incident.

PS Is that what they do.

DS Well yes to cover yourself

PS Do the BBC know you.

DS No. I have a uncle who is at the Daily Mail.

PS The problem is the BBC don't know you, you have never had contact

DS No they have no idea.

PS They don't know your name but place you

DS Yes Callan is. He was my close friend here. I worked as long as him because we did 13 hour shifts together very close. I was going to America with him. I have had to change all my plans and now go to Cyprus. What Callan has done is for his five minutes of fame to make money.

PS How would they have known?

DS I said Callan was in? I worked the same roster line as him. He must of told the BBC.

PS. Seen Sergeant Radnik to grabbing a Detainee picking him up putting him in a room.
Can you tell me anything about it

DS No I don't remember anything like that all.

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Signed:

Signature

Date: 08-09-17

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PS The BBC knew on 15/6 Sean Sayes picked up and moved a detainee to his room which is correct. How do the BBC know about that

DS Do I need a trade union rep.

PS - we will adjourn for you to seek a rep.

Interview adjourned at 15:05HRS.

TERISHA CLEGG - CASE OFFICER. WORK PLACE CALLER HAS ADVISED THE INCIDENT

Resumed at 15:24HRS

PS You were asked about an incident to which you were moving and could remember.

DS Yes

PS The thing that jogged your memory was looking at a system.

DS I remember the detainee ~~to~~ Dor and Lorraine told me of the incident on that day.

PS You describe taking him off a courtyard and into a room.

DS Yes into room one and another into room 2. I don't say the BBC would put me as a witness

PS You can't explain why the BBC knew about a date and specific incident

DS Other than the fact Callum worked with the BBC, whether he wrote anything down or what.

PS Is it strange that the BBC have knowledge of an incident with Mr. **D313** on Sean Sayes

DS Absolutely strange

PS You mentioned Callum Tully and that you were close. May Callum have asked you about this and you may have told him

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Signed:

Signature

Date: 08-09-17

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DS I didn't speak to Callum about it and I was
at that incident

PS Did you speak to Callum about any incidents

DS I may have spoke about things but not that
incident because I didn't witness the incident
with Sean.

PS The incident took place and the BBC stated that
was witnessed by DCO Daniel Small.

DS But surely there could be a witness statement

PS If you witness an incident it is correct
to report. If you didn't report it then it's
not recorded.

DS But I didn't speak to the BBC about it.

PS Can you recall anything with Sean Sayes
picking up a detainee.
Are you a 100% you weren't there.

DS I can't remember that.

PS This is not when he has come off a
court yard. This is at ten time when they
come out of their room and Sean Sayes
picks up a detainee and places him in his
room.

DS So it's not the same incident.

PS No it's the same detainee

DS I don't know

PS If you were there and saw it tell me

DS I don't know if I was there so can't answer
it.

PS Is it routine to be having a detainee. If not will
it stick in your mind.
Did you see it. If so tell me

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Signed:

Signature

Date: 08-09-17

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DS I want to answer it but I don't remember

PS We will take a adjournment for 5 minutes
to gather your thoughts

Interview adjourned at 15:35.

Interview resumed at 15:51.

DS I am going to answer but I generally can't remember.
Even if I am there.

PS Let me tell you what I think. Based on and of this
I want to make recommendations and whether
it is likely you can recall an incident.
You are adamant you can't remember that on the
basis of the balance of probability if you recall and
tell the truth.
I can recall things from months and years
ago.
If you were there you will recall it.

DS ~~DS~~ I'm being as honest as I can, I honestly
don't know and don't remember.
I remember the incident with spice but really
don't know.

PS amongst the most serious is to withhold something
you know.
From Paramara is there anything I should know

DS Yes the John Connolly incident in the car stairwell
I was in the team.

PS Why did you not report that

DS It was me who said there is a man there
boss.
Cork is scary thing for me, to suggest I won't
be doing what you wanted me to do.

PS why did you not report it.

DS We were in the corridor for 3/4 hours.
The nationals sprayed him. We took him
outside.
By the time it all finished 5 hours later, I
forgot to report what you said.

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Signed

Signature

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Date: 08-09-17

PS. Somebody who led the incident and was telling you that was going to happen and what he was saying was very serious and you forgot to tell anybody. How does that sound?

DS. Not a very good at all.

PS. The incident took place on the 17th May
BBC Area A read relating to DCS John Connolly
Did anything else happen on 17th May.

DS. Not what I am aware of.
When I saw the TV I don't remember him saying the 'N' word.
I'm sorry but I forgot to report it. It looks bad and I should of reported it and I am sorry.

PS. Second statement from Area A read relating to John Connolly.
What you think.

DS. Is it was in the staircase then yes I was there. I don't remember it.

PS. Is there anything else from Panorama that you need to tell me about. Is so tell me now?

DS. I don't think so. Can I get back to you and re-watch the footage tonight.

PS. You inform Connolly that was a camera?

DS. No I told him

PS. How else can that be read?

DS. Is it not going to happen.

PS. Why did you allow it to bring you without challenge

DS. I wouldn't get in an argument with John Connolly
I mention the camera to basically say
pipe down.

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Signed:

Signature

Date: 08-09-17

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PS Are there any other incidents I need to know about your involvement.

DS. I don't think so. I didn't watch it again tonight

PS Calling Tulley deliberately heard conversations and
gained information.
Do you think you spoke to Callum about Sean.

DS No, I don't know.

PS Did Callum ask you to assist him?

DS, No he hasn't.

PS You were friends with Callum and were going to go on holiday with him

DS Yes I was going to meet him in America until this all went on with Callum.

PS The BBC says you witness Sean Savage slap a detainee.

DS That is 100% false. I have never witnessed Sean slap any body.

PS. Did Callum ever talk about frustrations?

DS Yes - with detainees

PS Did Callum ever talk about exposing issues?

DS ~~Yes~~ No never.

PS Last time you spoke to him

DS The last night he did it was strange how he was. I messaged him and he replied I have had enough. Then he deleted us all of facebook.

PS Did you have any idea Callum was filming

DS I thought it was strange he went to work more. He was known for walking a day from it. I thought he was getting involved more. But it was all for the wrong reasons.

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Signed:

Signature

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PS: Were you on Duty on 25th April?

DS I don't know, more than likely.

PS Do you remember the incident

DS No

PS Any talk after wards

DS. No I was so shocked as you were.

Signature

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8.



Date: 8/9/17.
 Meeting Commenced: 09:05h.
 Meeting Concluded: 09:55hr.
 Location: Boardroom
 Employee: Daniel Rhys Small.
 Representative: Declines to have Union Rep or Works Place
 Interviewers: Dan Tomkins John Howgate
 HR Representative: N/A.

DS Announces Board Room to speak to DT.
 Terms of Reference shown and acknowledged
 DT Refreshed DS By going over the interview
 from 7/9/17. + expressing a wish to discuss
 the matter. Dates 15/6/17 on Echo wing
 We will require you to recall this
 Day.
 DS. I understand, can I see the footage
 of this Day to see if this helps
 Prompt my memory
 CCTV videos in Control Room
 DT Can you identify those on CCTV 15/6/17
 on Echo wing 17:42hr.
 DS I can see Sean Sayon + Gary Croucher
 and one other staff member who I can't
 identify. Do you have me outside the unit
 as I can't believe that other person to be me
 DT No, the CCTV footage has exceeded its
 Retention Date.
 DS I always come out the unit at a
 Gunton to as I take the first Break.
 and always go to my car.
 We Return to the interview Room where

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John Haggate + DS Rommario while DT viewed CCTV again to Ascertain if there is CCTV evidence to show DS entering the greenhouse from his car at the same time.

DT Returns from viewing CCTV. CCTV does not show you in the greenhouse at this time but does show at meal time 17:42h with DS supposedly meal time on Bravo wing. Therefore I can negate that you were not on Bravo wing at the time the BSC there you down as a witness.

With walking the activities ground on the same line as you?

DS: Yes, there are Miguel (OS), Callum Tony Daniel Luke + Kevyn Copping we are all DCO's.

DT: Is there or are there any incidents which have occurred at Breachwood IRC involving use of force or self harm. When you have discussed the incident further.

DS: That's difficult but I would say yes possibly especially if the job was difficult at the time.

DT: Have you discussed with Callum Tony any incident which may stick out in your mind regarding Dominics taking illicit items involving "Pace" (NPS).

DS: Possibly but nothing sticks out as being unusual.

DT: The BSC may have what is best referred to as a "curtain room floor" clips that were not audio during the documentary 4/9/17. We ask if you recall anything that may implicate you in the future that you tell us now. Where in the future more extracts come to light.

DS: No, I don't recall anything else.

DT: Thank you for coming back to see me is there anything else.

DS: No.

DT: I will issue a Best Dr letter as part of the GHS Care System. Shows you want to access the Agencies services.

As this is a live investigation I must caution you not to discuss this with any other persons.

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With exception of your union concern.
As this may jeopardize the investigation.
and leads to Disciplinary Action Being
taken.

DS

I understand

Signature

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verbatim and are not intended to be taken as such.

Signed

Signature

Date: 08-09-17

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