

BF Babatunde Fagbo

GS Gary Siggins Workplace Representative

SS Stephen Skitt Chair

MF Michelle Fernandes HR Rep

Meeting Start 10.35am

Meeting End 11.50am

Meeting Reconvened: 10.05am

SS: This is a reconvened meeting

SS: It is still a formal process relating to the allegation of inappropriate conduct at or outside of work. I will also give consideration to the breakdown of trust and confidence. You are entitled to be accompanied and GS is here as?

GS: A workplace colleague

SS: Thank you. We adjourned so I could look at a number of other things. I have also sought advice from HR colleagues.

SS: Do you have anything to raise from last week?

BF: No

SS: There were three things I looked into, the DAT entry for **D119**. There was nothing in there put on or in relation to the incident.

SS: The closed visits, there was nothing to say you had involvement in it

BF: Thank you

SS: There was nothing reported on the SIR in the evening or on the day after

SS: Any further incident reports or SIRs relating to this incident other than the SIR report you submitted which made reference to the incident on Dove wing I cannot find no further incident or security information reports relating to this incident.

The investigation reports indicates that you attended a first response call for staff on dove wing on the evening of 21 April 2017 where a number of detainees were delaying the lock-up of the wing during this you engaged with **D119** a detainee who you inform me had had some previous concerns about within the centre.

I do accept that **D119** is a challenging individual and has been involved in a number of concerns within the centre statements from staff support that a verbal exchange took place reports indicated that it was aggressive and could be heard by staff on the landings. Statements support that inappropriate and offensive language was used by **D119** and yourself and shouting at each other.

It is also apparent that there were opportunities where you could have stepped back from this this incident and other staff on the wing deal with **D119**

Statements from an officer and CCTV evidence and detainee statement support you were patronising both verbally and physically towards **D119** by waving to him and stating words the effect about going home to see your kids. At this point you have stepped back

from the incident and other staff were securing **D119** into his room and action that was inappropriate and there was no need for given the fact you had moved yourself eventually away from this incident.

Given the fact as you highlighted there is previous history between you and **D119** should have given you more reason to step back from these incidents

The behaviour that you displayed on this evening goes against: conduct procedures and our values as an organisation in acting with integrity and care.

Your actions also put other colleagues at risk.

I have considered the evidence in this investigation and giving you the opportunity to elaborate any further on this investigation and I now have all the facts and no further investigation is required in considering the outcome of this disciplinary action threshold for me is the balance of probabilities as the minimum standard having considered all these facts and listen to what you are about to say I have reasonable belief that the allegation of inappropriate conduct towards a detainee is founded in line with our disciplinary rules.

I also have reasonable belief that you have breached Detention Centre Rules 41 Section 2:
No officer shall act deliberately in a manner calculated to provoke a detained person

Detention Centre Rule 45 Section 6: In managing detained persons all officers shall seek by their own example and leadership to enlist their willing cooperation

Detention Centre Rule 45 Section 6: At all times treatment of detained persons shall be such as to encourage respect a sense of personal response of ability and tolerance towards others

Under the disciplinary policy your actions resulted in you being that negligent in your actions towards a detained person and I have taken into account the numerous statements from staff who have reported inappropriate and offensive language you displayed towards a detained person. It is not the expected behaviour of a professional officer. It is my reasonable belief that these did occur and inappropriate threatening language and behaviour was used

I consider all of this to have taken place which constitutes gross misconduct under the G4 S disciplinary policy these actions have taken place and are in conflict with the code and conduct and company values and they are behaviours that are not accepted or tolerated within our organisation.

In finding this proved this constitutes gross misconduct under the G4S disciplinary policy and you are dismissed with effect from today. It is my discretion and we will pay you 7 weeks notice in lieu.

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 including

Disciplinary Hearing Minutes – Wednesday 16th August 2017

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your mitigating circumstances and taking into account your previous disciplinary record and service with.

You have the right of appeal with 7 days of receiving the outcome letter.

Meeting End 10.20am

Signed:_____ Date:_____

Employee Name

Signed:_____ Date:_____

Chair of Meeting Name

Signed:_____ Date:_____

HR Rep Name