

**PRIVATE AND CONFIDENTIAL**

Charlie Francis

**DPA**

09 October 2017

Dear Charlie

**Disciplinary Outcome**

I write to confirm the decision taken at the disciplinary hearing, which took place on Monday 2<sup>nd</sup> October 2017. This hearing was conducted by myself, also in attendance was Sarah Grady, HR Business Partner, as HR Representative and note taker. You choose to be unaccompanied at this hearing.

The reason for this Disciplinary hearing was to consider appropriate action following an investigation into the allegations of gross misconduct:

- Failing to follow the correct procedures following a use of force incident on 25<sup>th</sup> April 2017
- Inappropriate comments towards a detainee on the 25<sup>th</sup> April 2017 and 06<sup>th</sup> July 2017

Taking into consideration the contents of the Investigation report, footage from the panorama documentary, CCTV footage and the additional evidence put forward by you at the hearing in response to the allegations against you. I found that the allegations against you were proven.

You were present during restraint of **D1527** and you failed to submit any Use of Force paperwork following this incident. You were aware at the time that another officer was acting inappropriately, by putting pressure on a detainee's throat you stated that you "nudged" the officer because you felt that "he had gone too far". You should have directly challenged these actions and by not doing so you potentially placed the detainee's life at risk. I feel that you took advantage of the incident taking place in the detainee's room not to report it or complete the necessary paperwork in the hope that it would never come to light.

You made inappropriate comments to **D1527** after he had been choked by an officer who he should reasonably have assumed was there to look after him. Therefore I find that you have failed in your duty to care for **D1527** in your duty to report a Use of Force incident and question the integrity of decision to not report DCO Paschali's behaviour. As such you have knowingly put other detainees at risk

Therefore, I considered that there was no alternative but to summarily dismiss you from employment with immediate effect.

Your last day of employment was 2<sup>nd</sup> October 2017. All monies owed with respect to annual leave and TOIL accrued and not taken will be paid to you, please ensure that you return all G4S property, including your uniform, to the Human Resources Department at Gatwick IRCs.

You have the right to appeal against this decision by writing to the HR department at Brook House IRC within 7 working days of receiving this letter outlining the grounds of your appeal. Full details of the appeal procedure are set out in the Company's Disciplinary Policy and Procedures previously provided to you.

Yours sincerely,

**Signature**

**Sarah Newland**  
**Head of Tinsley, Borders and PDA**  
**Gatwick IRCs**