

PRIVATE AND CONFIDENTIAL

David Webb



12th October 2017

Dear Dave

Disciplinary Outcome

I write to confirm the decision taken at the disciplinary hearing, which took place on 28 September 2017. This hearing was conducted by me; also in attendance was Sarah Grady, HR Business Partner, as HR Representative and note taker. You choose to be accompanied by DCO Andy Jennings, workplace colleague, at this hearing.

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

- **On the 27th May you made inappropriate comments relating to the use of force on detainee**

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

- The Panorama footage shows you instructing inexperienced staff in how to use a shield as part of a planned control and restraint
- You used the phrase “hit him (the detainee) with the shield”
- You admitted that this was not the correct way to describe the use of a shield
- You denied swearing, stating that it is someone else’s voice
- You stated that you had been asked a direct question by DCO Tulley, who you felt had goaded you in to talking about use of force for the purposes of the documentary
- You qualified as a UOF instructor two months later and stated that you now know to use the terminology “make contact with the shield”
- You understood the expectations of your role and the requirements of being and fit and proper person
- You showed openness and honesty at this disciplinary hearing

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 verbal warning which will stay on your file for 6 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