



C & R
TRAINING LOG

PSO 1600 - USE OF FORCE

1.1.1. References to 'prison' should be taken to include 'young offender institution' except where a distinction is made in the text.

1.1.2. The use of force by a prison officer is authorised under Prison Rule 47 and YOI Rule 47 which states:

'An officer in dealing with a prisoner shall not use force unnecessarily and, when the application of force is necessary, no more force than is necessary shall be used.'

Similar powers are conferred upon prison custody officers by the Criminal Justice Act 1991.

1.1.3. All reasonable efforts must be made to manage violent, refractory or disturbed behaviour by persuasion or other means which do not entail the use of force. The use of force must always be regarded as a matter of last resort.

1.1.4. Where the use of force is necessary, only approved control and restraint techniques should be employed unless this is impractical.

P.S.O. 1600
USE OF FORCE

QB005

Irrelevant/DPA

SURNAME PASHALI

FORENAMES IOANNIS

D.P.S. No

ESTABLISHMENT GATWICK IRC

THIS IS TO CERTIFY THAT THE ABOVE NAMED
IS TRAINED IN BASIC CONTROL AND
RESTRAINT TECH

Signature **Signature**
Course Tutor

Signature
Head of C.&R. Training

Name IOANNIS PASALI

C & R ADVANCED

Course Date:

From 23rd MAY 2016

From.....

TO 27TH MAY 2016

To _____

Venue CRAWLEY TA CNT

Venue_____

Course Tutor J. Connolly

Course Tutor.....

Signature.....

Signature.....
Course Tutor

[illegible]



C&R Annual Refresher

Forename YAN.

Surname PASCHALI

Declaration of injuries

Due to The physical nature of Control & Restraint training it is essential for delegates to make instructors aware of past or recent injuries/conditions and to confirm you are physically capable to fully participate in all aspects of the course. The purpose of this questionnaire is to ensure that your health is not placed at risk during this training session. It is extremely important that you are open and honest with the information that you provide. **All information will be treated in the strictest confidence.**

Please sign below to confirm that you have reported to your instructor any injuries/conditions that may be aggravated by the training and that you are **physically able to complete the course**. At the end of the training session you will be asked to sign this form again to confirm that you have not sustained any injuries as a result. If injuries are sustained, this must be reported **immediately** in accordance with company accident reporting procedures. Please be advised that failure to inform the instructors of any injuries is considered a breach of company policy and disciplinary action may be taken.

| | | |
|------------|---|---|
| Pre course | I declare I am physically fit and able to fully participate in all aspects of the course <input checked="" type="radio"/> YES <input type="radio"/> NO* (delete) | If you have a pre-existing injury or condition, that might prohibit you from participating in all aspects of the course. Either enter it in the box, or speak to your Instructor in private. Either enter details or speak to the instructors in private |
| | <div>Signature</div> Date <u>5. April. 17</u> | <div>Signature</div> Date |

| | | |
|-------------|---|--|
| Post course | Details of any injuries sustained during training (If injury an occurred the Accident grab pack must be completed and the instructor informed at once) <u>NO INJURIES</u> | |
| | <div>Signature</div> Date <u>5. April. 17</u> | |

| | |
|--|--|
| For Instructor use only: Competence level achieved? <input checked="" type="radio"/> YES <input type="radio"/> NO If No, there must be documented evidence of concerns during training and all steps offered /taken to rectify | |
| Instructor Name <u>S. Webb</u> | <div>Signature</div> <div>Signature</div> |
| Instructor Name <u>J. Connolly</u> | <div>Signature</div> <div>Signature</div> |



Course Title: Initial Control & Restraint five day course 23rd 27th May 2016

Name: YAN PASCUAL

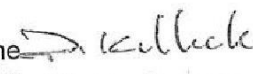
Declaration of injuries

The purpose of this form is to ensure that your health is not placed at risk during training. It is extremely important that you are open and honest with the information that you provide. **All information will be treated in the strictest confidence.**

At the end of the training session you will be asked to sign this form again to confirm that you have not sustained any injuries. If injuries are sustained, this must be reported **immediately** in accordance with company accident reporting procedures. Please be advised that failure to inform the instructors of any injuries is considered a breach of company policy and disciplinary action may be taken.

| | |
|------------|---|
| Pre course | I declare I am physically fit and able to fully participate in all aspects of the course YES */ NO (delete) Signature Signature |
| | Signature |
| | Date 23 rd May 2016 |

| | |
|-------------|--|
| Post course | Details of any injuries sustained during training (If injury an occurred the Accident grab pack must be completed and the instructor informed at once) YES */ NO* (delete) Signature |
| | Signature |
| | Date 27 th May 2016 |

| | |
|--|----------------------------|
| For Instructor use only: | |
| Competence level achieved? * YES/ NO * delete as applicable | |
| If No, there must be documented evidence of concerns during training and all steps offered /taken to rectify | |
| Instructor Name  | Signature Signature |
| Instructor Name S. Webb | Signature |



Record of Instruction

Initial Control & Restraint five day course 23rd 27th May 2016

| SUBJECT | YES | NO | DATE | SUBJECT | YES | NO | DATE |
|--|-----|----|---------|--|-----|----|---------|
| Registration | ✓ | | 23.5.16 | Detainee To The Ground (Prone) | ✓ | | 24.5.16 |
| Injury Declaration | ✓ | | 23.5.16 | Medical Advice (DVD) | ✓ | | 20.5.16 |
| Use of Force Presentation (Principles) | ✓ | | 20.5.16 | Application Of Handcuffs Prone | ✓ | | 24.5.16 |
| Handling Confrontational Situations | ✓ | | — — — | Detainee To The Ground - Supine | ✓ | | — — — |
| Use of Report Writing | ✓ | | — — — | Control Techniques | ✓ | | 28.5.16 |
| CONTROL & RESTRAINT BASIC | | | | Armed Detainee - Removal | ✓ | | — — — |
| SSOW/Health & Safety & Warm Up | ✓ | | 20.5.16 | Armed Detainee - Open Area | | ✓ | — — — |
| Introduction to C&R, Planned Removal | ✓ | | 23.5.16 | Unplanned C&R | ✓ | | 26.5.16 |
| Role of the C&R Supervisor | ✓ | | — — — | Moving A Detainee | ✓ | | — — — |
| De-Escalation | ✓ | | — — — | Doorway Negotiation | ✓ | | — — — |
| Formation of a Three Officer Team | ✓ | | — — — | Stairway Negotiation | ✓ | | 27.5.16 |
| Responsibilities of the Number 1 | ✓ | | — — — | Moving A Detainee Against Their Will | ✓ | | 26.5.16 |
| Responsibilities of the Number 2 & 3 | ✓ | | — — — | Relocation option one (side) | ✓ | | — — — |
| Parallel Arm Lock | ✓ | | — — — | Relocation option two (figure of four) | ✓ | | — — — |
| Upper Body Grab Arm Lock | ✓ | | — — — | RDS/ Full Search Under Restraint | ✓ | | — — — |
| Final Lock | ✓ | | — — — | Cellular Vehicles | ✓ | | 27.5.16 |
| Application of Handcuffs (Standing) | ✓ | | — — — | Scenario Based Training | ✓ | | — — — |

Instructor: *[Signature]*
 Instructor: *S. W. B. B.*
 Student: *YAN PASCHALE*

Signature
 Signature
 Signature

Signature



Course Title: Personnel Safety Training (ITC)

Name: Yan Paschali

Declaration of injuries

The purpose of this form is to ensure that your health is not placed at risk during training. It is extremely important that you are open and honest with the information that you provide. **All information will be treated in the strictest confidence.**

At the end of the training session you will be asked to sign this form again to confirm that you have not sustained any injuries. If injuries are sustained, this must be reported **immediately** in accordance with company accident reporting procedures. Please be advised that failure to inform the instructors of any injuries is considered a breach of company policy and disciplinary action may be taken.

| | | |
|------------|--|---|
| Pre course | I declare I am physically fit and able to fully participate in all aspects of the course | |
| | <input checked="" type="radio"/> YES * / <input type="radio"/> NO * (delete) | <div style="border: 1px dashed black; padding: 5px; display: inline-block;">Signature</div> |
| | Signature | |
| | Date 20 th May 2016 | |

| | | |
|-------------|---|---|
| Post course | Details of any injuries sustained during training (If injury an occurred the Accident grab pack must be completed and the instructor informed at once) | |
| | <input checked="" type="radio"/> YES * / <input type="radio"/> NO * (delete) | <div style="border: 1px dashed black; padding: 5px; display: inline-block;">Signature</div> |
| | Signature | |
| | Date 20 th May 2016 | |

For Instructor use only:
Competence level achieved? * YES/NO * delete as applicable
If No, there must be documented evidence of concerns during training and all steps offered /taken to rectify

Instructor Name *D. Deluche*
Instructor Name

Signature

Signature

Signature



Record of Instruction

Personnel Safety Training

20th May 2016

| SUBJECT | YES | NO | DATE |
|---|-----|----|------------|
| Registration | / | | 20/05/2016 |
| Injury Declaration | / | | 20/05/2016 |
| Use of Force Presentation (Principles) | / | | 20/05/2016 |
| Handling Confrontational Situations | / | | 20/05/2016 |
| Use of Report Writing | | | 20/05/2016 |
| CONTROL & RESTRAINT BASIC | | | |
| SSOW/Health & Safety & Warm Up | ✓ | | 20/05/2016 |
| Reaction Distances | ✓ | | 20/05/2016 |
| Communication: Long Range Intermediate Range Close range | ✓ | | 20/05/2016 |
| Contact Ground Protective Stance Movement | ✓ | | 20/05/2016 |
| Vulnerable Body Areas | ✓ | | 20/05/2016 |
| Defensive Techniques | | | 20/05/2016 |
| Simple Breakaways | | | |
| Defensive Strikes | ✓ | | |
| Defense against kicks | | | |
| Ground | | | |
| Attacks from the rear | | | |
| Disarming techniques | ✓ | | 20/05/2016 |
| Defense against improvised weapons | | | 20/05/2016 |
| Edged Weapons | ✓ | | |
| Defense against Firearms | | | |
| Scenario based Training | | | 20/05/2016 |

Instructor: S. Webb
Student:

Signature **Signature**
Signature



This is to certify that

YAN PASCHALI

has successfully completed the following course of
instruction and the skills associated therewith

FIRST AID AT WORK

This course was held in
BROOK HOUSE, GATWICK

5 May 2016

Certificate Valid for 3 Years

Signed:

Signature

Heather Noble
HR Operations Director
G4S Central Government Services

Certificate Number: 0275639

Signed:

Signature

Paul Hosking – Managing Director

Aid Training & Operations Ltd



In accordance with the Health and Safety (First Aid) Regulations 1981.
Teaching has been delivered in accordance with currently accepted first aid practice.

Under the current guidelines it is "strongly recommended" that first aid trained staff
attend a half-day update every twelve months.

**DETAINEE CUSTODY OFFICERS
INITIAL TRAINING COURSE**

END OF COURSE EXAM

| | | |
|---------------------|----------------------|------|
| NAME (Print) | YAN PASCHAL | |
| DATE | 3 rd June | 2016 |

Gatwick IRCs

DO NOT TURN TO THE NEXT PAGE UNTIL INSTRUCTED TO DO SO

Test time: Up to 1 hour.

| | | |
|-----------|--|---|
| 1. | IPS | |
| | List 4 of the 6 methods of 'Non-Verbal Communications'? | |
| 1 | Facial Expressions | ✓ |
| 2 | Body language | ✓ |
| 3 | Gestures | ✓ |
| 4 | Touch, Space. | ✓ |

| | | |
|-----------|---|---|
| | IPS | |
| 2. | What are the 4 methods that detainees may use to psychologically manipulate staff? | |
| 1 | Misdirection | ✓ |
| 2 | Intimidation | ✓ |
| 3 | Conditioning | ✓ |
| 4 | Exploitation. | ✓ |

| | | |
|-----------|--|---|
| 3. | Security Awareness | |
| | Excluding weapons and recreational drugs, name 5 prohibited items that are not allowed in the Centre? | |
| 1 | Food | ✓ |
| 2 | Cameras | ✓ |
| 3 | Mobile phones (Internet phones) | ✓ |
| 4 | Alcohol | ✓ |
| 5 | Aerosol spray cans (deodorant sprays) | ✓ |

| | | |
|----|--|---|
| 4. | Acting Inclusively | |
| | Give a definition for both Diversity and Equality? | |
| 1. | Diversity is recognizing that people are unique. Not to treat people differently because of their differences. | ✓ |
| 2. | Equality → to treat people equal, ensure everyone has the same opportunity. | ✓ |

| | | |
|----|--|---|
| 5. | Radio Training | |
| | When operating a radio in a 'black spot', what 2 things should the user do? | |
| 1 | Move to another area to get better signal | ✓ |
| 2 | Test call. | ✓ |

| | | |
|----|---|---|
| 6. | Control and Restraint | |
| | Name 3 indicators of restraint asphyxiation? | |
| 1 | Going Blue, | ✓ |
| 2 | Loss of Consciousness | ✓ |
| 3 | Detainee tells you 'can't breathe' | ✓ |

| | | |
|----|--|---|
| 7. | Personal Protection | |
| | What is the strategy to take when dealing with a confrontational situation? | |
| 1 | Avoid | ✓ |
| 2 | Defuse | ✓ |
| 3 | Control. | ✓ |

| | | |
|-----------|---|---|
| 8. | Radio Training | |
| | Give the phonetic alphabet for the following letters (e.g. A-Alpha)? | |
| T | TANbo | ✓ |
| M | MIKE | ✓ |
| O | Oscar | ✓ |
| I | India | ✓ |
| V | vicktor | ✓ |
| L | Lena | ✓ |
| F | Fox trot. | ✓ |

| | | |
|-----------|--|---|
| 9. | First on Scene/Hostage | |
| | List three things, from the classroom training, to try and remember if taken hostage? | |
| 1 | Stay Calm | ✓ |
| 2 | Comply | ✓ |
| 3 | Build a relationship. | ✓ |

| | | |
|------------|--|---|
| 10. | Stress Management | |
| | List the 3 different stress levels? | |
| 1 | Under | ✓ |
| 2 | Over | ✓ |
| 3 | Optimum. | ✓ |

| | | |
|------------|---|---|
| 11. | Health & Safety | |
| | Whose responsibility is Health & Safety? | |
| 1 | Everyones. | ✓ |

| | | |
|-----|--|---|
| 12. | Report Writing | |
| | What are the 6 general rules associated with Incident Report writing? | |
| 1 | Use Black Ink | ✓ |
| 2 | Factual | ✓ |
| 3 | No Jargon | ✓ |
| 4 | Put line through mistake | ✓ |
| 5 | Reader knows Nothing. | ✓ |
| 6 | write it immediately. | ✓ |

| | | |
|-----|---|---|
| 13. | Escort | |
| | Name 5 of the items that must be carried when undertaking an escort? | |
| 1 | Per | ✓ |
| 2 | IS91 | ✓ |
| 3 | Escape Pack | ✓ |
| 4 | Cuffs + keys | ✓ |
| 5 | Mobile phone. | ✓ |

| | | |
|-----|---|---|
| 14. | Safer Custody | |
| | What does ACDT stand for? | |
| 1 | Assessment, Care, detention, Team (team work) | ✓ |

| | | |
|-----|----------------------------------|---|
| 15. | Safer Custody | |
| | Who may initiate an ACDT? | |
| 1 | Anyone. | ✓ |

| | | |
|-----|---|---|
| 16. | Safer Custody | |
| | Explain in detail what is an ACDT? | |
| 1 | An ACDT is a document you open when you have concerns about a detainee who is suicidal, selfharm, low-mood, feeling depressed. So we can monitor them more closely and look after them. | ✓ |

| | | |
|-----|--|---|
| 17. | IPS | |
| | In the 'problem solving' process there are 7 steps involved - State the 7 steps? | |
| 1 | Identify | ✓ |
| 2 | Explore | ✓ |
| 3 | Set Goals | ✓ |
| 4 | Select method | ✓ |
| 5 | Implement | ✓ |
| 6 | Evaluate | ✓ |
| 7 | Alternative. | ✓ |

| | | |
|-----|--|---|
| 18. | Safer Custody | |
| | What should your initial 2 actions be on finding a detainee hanging? | |
| 1 | Raise the Alarm | ✓ |
| 2 | Hold them up, if you cant cut them down. | ✓ |

| | | |
|-----|-----------------------------------|---|
| 19. | First on Scene | |
| | What does STORM stand for? | |
| S | Stop | ✓ |
| T | Think | ✓ |
| O | Observe | ✓ |
| R | Report | ✓ |
| M | Manage. | ✓ |

| | | |
|-----|--|---|
| 20. | ACDT | |
| | Once an ACDT has been opened, how long has a manager got to get the 'Initial Action Plan' complete? | |
| 1 | 1 hour. | ✓ |

| | | |
|-----|---|---|
| 21. | Searching | |
| | List 3 occasions when detainees <u>will</u> be subject to a rub down search? | |
| 1 | Entering the Center | ✓ |
| 2 | Going on an Escort | ✓ |
| 3 | Going to visits. | ✓ |

| | | |
|-----|--|---|
| 22. | Health and Safety | |
| | Whilst working in the centre, you trip over a loose carpet and injure your knee. What are your actions? | |
| 1 | Secure the scene, Contact Manager Accident Grap pack, Contact facilities, Healthcare. Tell your Manager your hurt. | ✓ |

| | | |
|-----|---|---|
| 23. | Acting Inclusively | |
| | The statement "All politicians are dishonest" is an example of what? | |
| 1 | Stereotyping. | ✓ |

| | | |
|-----|--|---|
| 24. | Religious Awareness | |
| | 1. During a routine room search, there is a Koran placed on the desk. In terms of searching it, state your actions? 2. What DCO Rule refers to religious books? | |
| 1 | Ask detainee if you can search it, if no get him to search it. Be respectful. | ✓ |
| 2 | Dc rule 25 | ✓ |

| | | |
|-----|--|---|
| 25. | Searching | |
| | In terms of legislation, where do we get the authorisation to search a Detainee? | |
| 1 | Immigration and Asylum act 1999, schedule 11 paragraph 2 | ✓ |
| 2 | Dc rule 7. | ✓ |

| | | |
|-----|--|---|
| 26. | Detention Centre Rules | |
| | Every Detainee shall be given time in the open air. What is the minimum period over a 24hour period? | |
| 1 | Dc rule 18. 4 hour. | ✓ |

| | | |
|-----|---|---|
| 27. | Detention Centre Rules | |
| | Every detained person shall be given a physical and mental examination on arrival at the centre. Within how many hours of arrival must this be given? | |
| 1 | 4 hours | ✓ |

| | | |
|-----|--|---|
| 28. | Customer Service | |
| | You are on duty on the switchboard and receive a call from a member of the press asking for information regarding the whereabouts of a detainee. State your actions? | |
| 1 | Get Time and Date, ask their name, direct them to 645 press office. Do <u>not</u> make a comment. Do <u>not</u> say no comment. | ✓ |

| | | |
|-----|---|---|
| 29. | Independent Monitoring Board | |
| | A member of the Independent Monitoring Board asks you to allow him/her a private interview with a detainee detained in a room in CSU /Room 12. The member asks that the interview be out of your view and hearing. State your actions? | |
| 1 | Say no, explain you need to be in line of sight for their safety and yours. Explain rules of that area. | ✓ |

| | | |
|-----|--|---|
| 30. | Contract with The Home Office | |
| | How long do we have to get a Detainee that is resident in the centre to his legal visit before we incur penalty points from The Home Office? | |
| 1 | 15 mins | ✓ |

| | | |
|-----|---|---|
| 31. | Reception | |
| | On receiving a new Detainee into the Centre, name the 4 items required at Detainee Reception from the Escort Officers | |
| 1 | Per | ✓ |
| 2 | ISQT | ✓ |
| 3 | Movement Order | ✓ |
| 4 | The right detainee. | ✓ |

| | | |
|-----|--|---|
| 32. | Safeguarding | |
| | If you have a concern about a child visiting the centre who you believe to be at immediate risk of harm, who do you contact? | |
| 1 | <u>Oscar</u> 4 → who will contact police. | ✓ |

| | | |
|-----|--|---|
| 33. | Security Awareness | |
| | You are approached by a Detainee who is resident at the Centre. He would like you to purchase a CD for him from a local shop. State your action? | |
| 1 | Tell him NO, thats never happening. | ✓ |
| 2 | Complete an SIR, tell your Manager | ✓ |

| | | |
|-----|-----------------------------------|---|
| 34. | Human Rights Act | |
| | Name 6 of the Human Rights? | |
| 1 | Right to life. | ✓ |
| 2 | Right to private and family life. | ✓ |
| 3 | Right to Education | ✓ |
| 4 | Right to liberty and Security | ✓ |
| 5 | Prohibition of Discrimination | ✓ |
| 6 | Prohibition of Torture. | ✓ |

| | | |
|-----|---|---|
| 35. | Acting Inclusively | |
| | Name 5 of the Protected Characteristics/Strands of Diversity? | |
| 1 | AGE | ✓ |
| 2 | Religion | ✓ |
| 3 | Disability | ✓ |
| 4 | Sexual Orientation. | ✓ |
| 5 | Race. | ✓ |

| | | |
|-----|--|---|
| 36. | ACDT | |
| | When opening an ACDT on which page number do you write your concerns about the person? | |
| 1 | Page 3, (concerns and keep safe) | ✓ |

| | | |
|------------|--|---|
| 37. | Searching | |
| | Although vehicle searching should concentrate on finding all prohibited or unauthorized items, list 3 items that are considered a priority? | |
| 1 | Escape tools | ✓ |
| 2 | People | ✓ |
| 3 | Weapons. | ✓ |

| | | |
|------------|---|---|
| 38. | Control and Restraint | |
| | What are the 4 principles of the Use of Force? | |
| 1 | Reasonable | ✓ |
| 2 | Proportionate | ✓ |
| 3 | Necessary | ✓ |
| 4 | No more force than necessary. | ✓ |

| | | |
|------------|--|---|
| 39. | Security Awareness | |
| | What are the 3 principles of preserving evidence? | |
| 1 | Preservation of evidence | ✓ |
| 2 | Continuity of evidence | ✓ |
| 3 | Avoid contamination of evidence. | ✓ |

| | | |
|------------|---|---|
| 40. | Health & Safety | |
| | What is the purpose of a 'near miss report'? | |
| 1 | To avoid accidents in the future. | ✓ |

OFFICIAL USE ONLY

| Page | Marks / Marks Actual |
|-----------------|-----------------------------|
| 2 | (13) |
| 3 | (10) |
| 4 | (14) |
| 5 | (13) |
| 6 | (9) |
| 7 | (11) |
| 8 | (7) |
| 9 | (7) |
| 10 | (14) |
| 11 | (11) |
| Total | (109) |
| 80% - 87 | |

Training Officers comments/concerns -



X-Ray Training Assessment Paper

Student Name... Ioannis Paschali (YAN)
Date... 2/5/2016

Please read all the questions before you write your answers. Please remember
To sign the last page.

1 Please list five safety checks that should be carried out prior to a x-ray machine being used.

- 1 Check X-ray belt
- 2 Check chambers for items in tunnel
- 3 Check 3 emergency stop buttons
- 4 Check safety interlock switches
- 5 Conveyor shrouds

2 What does the CC icon mean on an x-ray machine

Crystal Clear

3 How many zoom buttons are there on a x-ray machine.

9.

4 What kind of material shows as orange on a conventional x-ray machine.

Organic

5 How much space should be left between objects placed on the belt prior to Screening.

18 inches

6 What kind of material shows as blue on a conventional x-ray machine

In-Organic Glasses, salt, metal

7 What does INV icon mean on an x-ray machine.

Inverse - reverse B+W

8 What does IM icon mean on an x-ray machine.

Inorganic Material

9 What kind of material shows green on a conventional x-ray machine.

Mixed

10 Why is it important to know at what angle the x-ray beam is generated

When loading objects to be screened on the loading belt

Different angles will show different images,
Stop you missing things

11 What does the red warning light on the x-ray unit and control

Indicate In USE.

12 Who has the responsibility to decide what objects to be searched.

Officer using it - who is ~~trained~~.
Operator.

13 What colour on the x-ray machine is shown when dense objects are seen

And what action should be taken to resolve the scenario.

Black - change it to crystal clear

14 What does the BW icon mean on an x-ray machine.

Black and white images.

15 Please look at the following list of objects and state whether they will be organic, inorganic or dense and what colour you would expect to see on The monitor screen.

Drugs Organic X Battery In-organic - blue ✓
Book Organic - orange ✓ Explosives Organic - orange ✓
Knife Blue - In-organic ✓

Student sign

Signature

 Date... 2/5/2016

Trainers Name... M. R. B. R. A. E. Date... 2/5/16

Trainers signature,

Signature

 Pass/Fail... PASS



POLICY/PROCEDURES/ACT - RECEIPT

I have read and understood the documents listed below, and retained a copy:-

- Business Ethics Policy Version 3.00 11 April 2013
- The Bribery Act (Copy of Presentation)
- Acceptable Use Policy – Email & Internet Version 1.0 March 2009
- Care & Justice Services Communications Incident Reporting Procedures 01/03/09
- Data Protection Policy Version Feb 2010

Name of person completing form..... YAN PASCHALI

Posi.....

Sign.....

Signature

Date.....

25/4/2016.



Gatwick IRCs

This is to certify that

Ioannis Pashali

of

G4S Custodial & Detention Services (UK) Ltd

Has completed the

Detainee Custody Officer Initial Training Course

Signature

Signature **Steve Skitt**

Deputy Director

3rd June 2016



Gatwick IRCs

This is to certify that

Derek Murphy

of

G4S Custodial & Detention Services (UK) Ltd

Has completed the

Detainee Custody Officer Initial Training Course

Signature

Steve Skitt

Deputy Director

3rd June 2016

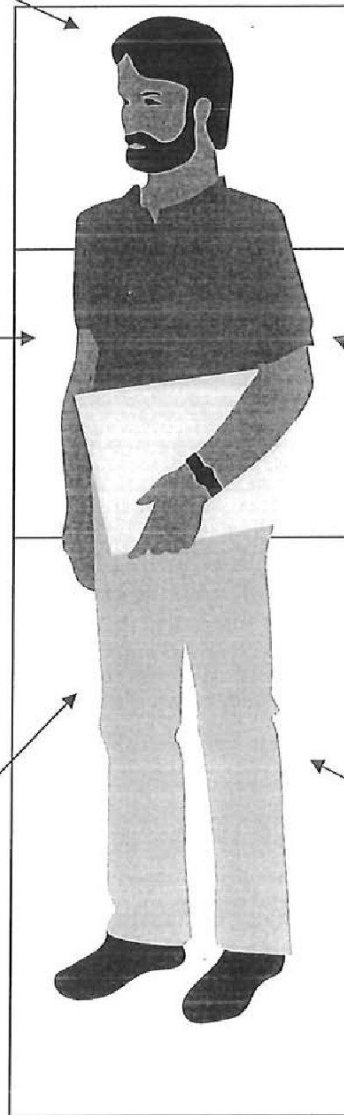
Name: **IOANNIS PASCHALI**

Date: **13.05-16**

Rub Down Search Assessment

| | |
|-------|---|
| Hair | ✓ |
| Mouth | ✓ |
| Nose | ✓ |
| Ears | ✓ |
| Head | ✓ |

| | |
|-------------------|---|
| Pockets | ✓ |
| Collar | ✓ |
| Sleeves | ✓ |
| Cuffs | ✓ |
| Armpits | ✓ |
| Chest or bust | ✓ |
| Beneath jewellery | ✓ |



| | |
|-----------|---|
| Shoulders | ✓ |
| Back | ✓ |
| Waistband | ✓ |

| | |
|--------------------|---|
| Remove belt/Braces | ✓ |
| Waistband | ✓ |
| | |
| Leg | ✓ |
| Pockets | ✓ |
| Turn-up | ✓ |
| Sock | ✓ |
| Shoe | ✓ |

| | |
|----------|---|
| Buttocks | ✓ |
| Pockets | ✓ |
| Shoes | ✓ |

Comments

LEVEL A completed.
LEVEL B Completed



Level 2 Award in Health and Safety in the Workplace

*and has been awarded credits for the following unit
Health and Safety in the Workplace, H/601/9699, 1 credit*

This is to certify that
Yan Paschali

has achieved this nationally-recognised qualification. Qualification accreditation
number 601/2044/7.

Signature

Lynda Armstrong OBE
Chair of The Board of Trustees

Signature

Mike Robinson
Chief Executive

Regulated by



For more information see <http://register.ofqual.gov.uk>



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Wales No. 4618713, Registered Charity No. 1097271 and OSCR No. SC037998.

Certificate number
2119523L2HSW_Paper

Issue date
11 May 2016

1:1 Feedback Sheet

This feedback sheet should be completed by the Coach/Line Manager in conjunction with the Trainee as part of the weekly 1:1 process. This meeting should take approximately 15 minutes. It provides all parties with the opportunity to have a focused discussion on the Trainee's current performance with the aim of giving the Trainee positive feedback on what they are doing well, along with constructive feedback on areas requiring improvement, supported by an action plan.

It is important for the feedback sheet to be completed at the time of the meeting and that all parties receive a copy. A copy of this should also be kept in the Trainee's Training and Development File.

Name of Trainee: YAN Name of Coach: UNUTAN
PASAL
Name of Line Manager: UNUTAN Date: 19/5/16

Actions carried forward from previous 1:1 (if applicable)

N/A

Signature

What is going well? (Identify an exceptional area of performance)

YAN HAS PASSED HIS TEST + RDS
ASSESSMENT,
YAN HAS BEEN USING HIS EXPERIENCE
TO HELP THE OTHER STUDENTS

What needs improving? (Identify an area that requires the most improvement)

YAN NEEDS TO TAKE
YAN NEEDS TO FOCUS ON CTR
NEXT WEEK + WILL BE ABLE
TO HELP THE OTHER MEMBERS OF
THE GROUP.

1:1 Feedback Sheet Continuation Sheet

Action Plan (If improvement required)

| What | How | When | Review Date | Achieved (Y/N) |
|-----------------------------|----------------------|-----------------------|---------------|----------------|
| CTR FINISH COURSE | COURSE COURSE | 23/5/16 ONLINE | END COURSE | |

Questions or concerns raised by the Trainee:

★ CAR SHARE ONLY & CLOTHES / SUIT

Comments from the Trainer:

Signature

Signature

Signed by Trainee:

Signed by Trainer:

Signature

1:1 Feedback Sheet

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Name of Trainee: YAN PASCHALI Name of Coach: WOTTON

Name of Line Manager: WOTTON Date: 2/6/16

Actions carried forward from previous 1:1 (if applicable)

YAN HAS PASSED CTR
TEST 100%.

What is going well? (Identify an exceptional area of performance)

YAN HAS BEEN REALLY HELPFUL
IN THE CTR HELPING THE OTHER
STUDENTS.

What needs improving? (Identify an area that requires the most improvement)

TEST FRIDAY.
YAN HAS TO FOCUS ON SHADOWING NEXT
WEEK TO LEARN BA ROUTINE / LAYOUT,
POLICIES AND NEEDS TO ADAPT TO
WORKING IN A DETENTION CENTRE + NOT
A PRISON.

1:1 Feedback Sheet Continuation Sheet

Action Plan (If improvement required)

| What | How | When | Review Date | Achieved (Y/N) |
|---|-----------|--------|------------------|----------------|
| TEST | TEST | 3/6/16 | 3/6/16 | |
| FAMILIARISH BA ROUTINE PROCEDURES | SHADOWING | 6/6/16 | END SHADOWING | |

Questions or concerns raised by the Trainee:

UNIFORM TRAVERS

Comments from the Trainer:

Signature

Signed by Trainee: _____

Signature

Signed by Trainer: _____