

PRIVATE AND CONFIDENTIAL

Clayton Fraser

DPA

04 October 2017

Dear Clayton,

Disciplinary Outcome

I write to confirm the decision taken at the disciplinary hearing, which took place on Monday 2nd October 2017. This hearing was conducted by myself, also in attendance was Sarah Grady, HR Business Partner, as HR Representative and note taker. You were accompanied Michelle Heslip as your 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:

- Failing to follow the correct procedures following a use of force incident on 25 April 2017
- Inappropriate comment relating to a DCO

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.

The incidents that took place on the 25th April were extremely serious. You acknowledged that you undertook Use of Force to make Mr [D1527] safe and that you failed to submit any paperwork for this incident. During the incident in the room where another officer attempted to choke Mr [D1527] you were the DCO responsible for Mr [D1527]'s constant observation and you failed to make any reference to this incident in the ACDT paperwork leaving a gap of 40 minutes unaccounted for. You have acknowledged that the comment you made to DCO Tulley on the 4th May was inappropriate, the actions of DCO Paschali are indefensible and your failure to report this behaviour allowed for the potential for other detainees to be put at risk. As a fully trained and accredited DCO you have a Duty of Care for the individuals within Gatwick IRCs and you failed in this duty.

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

Your last day of employment was 2nd 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,

Michelle Price
Deputy Director
HMP Rye Hill