



PRIVATE AND CONFIDENTIAL

David Webb

DPA

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13 March 2018

Dear David

Disciplinary Outcome

I write to confirm the decision taken at the disciplinary hearing, which took place on Monday 05 March 2018. This hearing was conducted by myself, also in attendance was Michelle Fernandes, HR Advisor, as HR Representative and note taker. You were accompanied Andy Vaughan as your Staff Association Representative at this hearing.

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

- An allegation of inappropriate conduct and language during Personal Protection Training.

Taking into consideration the contents of the Investigation report including witness statements and your co-tutor comments, and the 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 mention that none of the allegations concerning your use of terminology in reference to the phrase 'I'm going to fucking destroy you' was true. However I can find no reason for three separate witnesses to conspire to invent such a serious allegation against you. In addition your colleague who was co-tutoring has admitted that he heard you use this phrase in the fashion alleged.

You have admitted to hearing your colleague using the phrase 'fuck off' to describe language being used to detainees in training sessions, yet you failed to challenge this or take any other appropriate action. This means that you are complicit with these actions.

Given the fact that I do not believe your account about the use of your language given that three witnesses and your co-tutor are clear that you did use these words as alleged, I have no confidence in what you say to me in relation to the other charges that relate to you.

I can find no reason for these witnesses to invent such serious allegations against you. You have admitted to:

- Witnessing inappropriate and unacceptable language and failing to take action
- Using inappropriate language when describing how to instruct detainees

On the basis of the information above I have to tell you that based on the balance of probability I believe the account of the three witnesses.

Securing Your World



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G4S have clear values. Your actions are entirely at odds with those values and are incompatible with your employment. The definition of an act of gross misconduct is one that is so serious or so fundamentally damage the relationship between employer and employee and make any future relationship impossible.

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

Your last day of employment was 5th March 2018. 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 John McLaughlin Director at HMP Oakwood Oaks Drive Featherstone Wolverhampton WV10 7QD 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

Peter Small
Director
HMP Rye Hill