

Enness Rob

From: Gasson Paul
Sent: 14 November 2017 13:40
To: Enness Rob
Subject: RE: Panorama- Disciplinary Hearing Outcome Summary

Rob,

Based on the content of the Disciplinary Outcome letters as I have not had sight of the Investigation Reports, I make the below recommendations:

Charlie Francis – revoke based on the proven allegations of not following policy following a use of force incident putting the detainee at substantial risk and inappropriate comments made to the same detainee following the proven, inappropriate, unreported use of force incident.

Clayton Fraser - revoke based on the proven allegations of not following policy following a use of force incident and not following ACDT policy being the officer responsible for ACDT constant watch observations, putting the detainee at substantial risk; and inappropriate comments made to another DCO in relation to the actions of the officer involved in the inappropriate use of force.

Regards

Paul Gasson
Immigration Manager - Brook House IRC

Home Office
Immigration Enforcement
Brook House IRC, Perimeter Road South, Gatwick RH6 0PE
T: [REDACTED]
F: [REDACTED]
M: [REDACTED]
Immigration Main Office: 01293 566575 or email the team [here](#)

www.homeoffice.gov.uk

From: Enness Rob
Sent: 14 November 2017 13:07
To: Gasson Paul
Subject: FW: Panorama- Disciplinary Hearing Outcome Summary

Hi Paul

Please can I have your view on reinstatement or revocation for Clayton Frasier and Charlie Francis.

Thank you

Rob

From: Michelle Fernandes [mailto:[REDACTED]@DPA]
Sent: 06 November 2017 09:07
To: Enness Rob
Subject: FW: Panorama- Disciplinary Hearing Outcome Summary

Hi Rob

I understand you had a conversation with Emma.

Please see attached as requested – sent to you previously.

Did you get my email on Friday?

Kind Regards
Michelle

Michelle Fernandes
HR Advisor
Gatwick IRCs
Custodial & Detention Services
G4S Care & Justice Services (UK) Limited

Phone: [REDACTED]
Mobile: [REDACTED]

Email: [REDACTED] or [REDACTED]
www.g4s.com/uk

If sending an email containing OFFICIAL / OFFICIAL SENSITIVE information, please use the secure email account listed above

OUR
VALUES

INTEGRITY AND
RESPECT

We are passionate about
SAFETY, SECURITY AND
SERVICE EXCELLENCE

We achieve this through
INNOVATION AND
TEAMWORK

From: Michelle Fernandes
Sent: 12 October 2017 13:01
To: 'Hughes Debbie'
Cc: 'Enness Rob'
Subject: RE: Panorama- Disciplinary Hearing Outcome Summary

Hi Debbie

Please see the attached disciplinary outcomes for staff listed below who were suspended and have left or still here (in bold):

1. Connolly - Dismissed
2. Ring - Dismissed
3. Sanders - Dismissed
4. Francis - Dismissed
5. Fraser – Dismissed
6. **Stephen Webb – Final Written Warning**
7. **Derek Murphy – Final Written Warning**
8. **Sean Sayers – Final Written Warning**
9. **David Webb – Verbal Warning**