

Private and Confidential
Kalvin Sanders

DPA

14th September 2017

Dear Kalvin

Disciplinary Hearing Outcome

I write to confirm the decision taken at our meeting, which took place on Thursday 7th September 2017. The hearing was conducted by me and also in attendance was Michelle Fernandes as Company Representative.

You were offered the right to be accompanied and Joe Marshall attended as your work place colleague.

The reason for this disciplinary hearing was to consider the question of disciplinary action against you, in accordance with the Company's disciplinary policy with regard the conduct (including words, actions and omissions) shown by you in that television programme, and in particular (but not limited to):

- 04/05/17 & 08/05/17 you said in front of other officers, that while on constant supervision on 24.04.17, you twisted the hand of a Detainee name **D1527** and then slammed his head against a table.

This alleged behaviour and comments will be considered under the company's disciplinary policy with regards to gross misconduct given the seriousness of the conduct alleged.

I have considered all the information in the Panorama programme footage into the allegations made by the BBC concerning inappropriate conduct in your position as a Detention Custody Officer and what I heard at the disciplinary meeting, including your version of events and your acknowledgement of the incidents.

In the meeting you informed me that you did make the comments that have been alleged, but that you did not actually carry out the actions you stated. The reason you provided for this was that you said this to colleagues to better fit in with the staff team and help yourself make friends at work. You also gave a further example of when you have lied to colleagues relating to lifting weights in order to make friends

You talked about a number of positive actions you had done with the detainee that day to support him.

- I have considered the evidence in the footage and your feedback to the meeting.

There are two pieces of evidence in the footage showing you claiming to have assaulted the detainee. From what I can see this was done in front of different staff on different dates. While you have since informed me that you did not actually carry out the actions, I have two versions of events from you and no evidence to prove or disprove whether this occurred.

Whether you have carried out the assaults or not I do not expect any member of staff to behave in this way, which is to glorify violence to colleagues and brag about assaulting a detainee.

This to me constitutes actions at work, which could bring the Company into disrepute, affects the reputation of the Company and undermines the trust relationship between the employer and employee.

Your employment as a DCO is conditional on the Company and the Home Office considering that you are a fit and proper person to hold DCO accreditation. Your actions contradict this and your honesty and integrity have been brought into question.

I consider these to be matters of gross misconduct under the G4S Disciplinary Policy and you are summarily dismissed with immediate effect.

You will receive payment for any outstanding leave or TOIL.

You have the right to appeal this decision within 7 days of receiving the letter outlining your grounds of appeal to Paul Kempster, Chief Operating Office, Custodial and Detention Services.

I have enclosed a copy of the notes taken at the hearing for your records.

Yours sincerely

Ben Saunders
Centre Director
G4S Care & Justice Services (UK) Ltd
