

Private and Confidential

John Connolly

DPA

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14th September 2017

Dear John

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 Andrew Lyden 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 to:

- The allegation of unprofessional conduct

At the hearing I concluded the following in relation to the allegation (s) detailed above:-

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.

I have also taken into account that you suggested this footage could have been drawn from a period of three hours when you were in the stairwell and that you suggested the footage had been edited to demonstrate you had said these things.

My response to the allegations put to you is as follows.

17.5.17

In response to the allegations in the incident of 17.5.17 we have viewed footage from the Panorama programme several times and in detail, which indicates you saying the follow.

At 28:42 "Listen here nigger, listen here". You stated in the meeting that you were saying "listen here", but that you did not use the word "nigger" and that this was not your speech and you would not have said this word.

Having reviewed the footage several times in the meeting with you I can hear in that passage of the programme uninterrupted audio and it is my belief that it is your voice stating these words, including the word "nigger".

At 28:57 you say "If he fucks about get him in there" and "Fuck him up around the corner". You acknowledged saying the bad language. I believe you made these comments and you were unable to provide me with a satisfactory explanation, other than the footage with doctored to present you in a negative way. These particular comments appear to be in a single take.

29:08 You say, "if he refuses, shove him in here"

29:17 You say "These stairs, that's our justification fucking throwing him in the corner and fucking dealing with him in that corner here".

29:27 A colleague says "Camera there boss", you then state "I'll scrub the cxxt, no fucking problem". This appears to be consistent with the allegation and I believe this to be your voice and referring to camera footage. Although I am not certain how you would tamper with camera footage, I do believe you to have said this and given your colleagues the impression that you were able to do this.

29:33 You said "can't fuck about, had his fucking chance".

The other allegation dated 17.5.17 concerning you referring to using dogs during riots in 2009 as "happy days" is refuted by you. We do not have any evidence to prove or disprove this allegation. We have approached Panorama for footage relating to this allegation.

In conclusion, having taken into account the Panorama footage reviewed and your comments in response to the allegations into the meeting I consider your actions to be unprofessional and negligent towards the management and care of detainees. You are an experienced C&R Instructor and DCOs will look to you for guidance and role modelling in situations like this. You have encouraged other DCOs, knowing the influence you have as a C&R Instructor, to use inappropriate force when dealing with a detainee in order to cause violence.

In my opinion you have used racist language and encouraged other DCOs to use this when referring to a detainee. This is unacceptable.

I consider that in light of all the above points concerning your actions at work, this has affected your integrity with the Company and undermined the trust relationship between the employer and employee beyond repair.

I have taken into account that you have submitted a letter of resignation and while we have accepted this with notice we have continued with our meeting.

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