

Panorama Investigation – Hearing Summary

Name	Allegation	Outcome	Comments
1. Charlie Francis	<p>Failing to follow the correct procedures following a use of force incident on 25th April 201</p> <p>Inappropriate comments towards a detainee on the 25th April 2017 and 06th July 2017</p>	Dismissed	<p>CF present during the restraint of Mr [D1527]</p> <p>CF failed to submit any Use of Force paperwork following this incident.</p> <p>CF aware at the time that another officer was acting inappropriately, by putting pressure on a detainee's throat</p> <p>CF stated that he "nudged" the officer because he felt that "he had gone too far".</p> <p>CF should have directly challenged these actions and by not doing so it is my view that he potentially placed the detainee's life at risk.</p> <p>CF took advantage of the incident taking place in the detainee's room, where there is no CCTV coverage, to not to report the restraint or complete the necessary paperwork in the hope that it would never come to light.</p> <p>CF made inappropriate comments to Mr [D1527] after he had been choked by an officer who he could reasonably have assumed was there to look after him.</p> <p>CF failed in his duty to care for Mr [D1527] in his duty to report a Use of Force incident and the integrity of his decision to not report DCO Paschali's behaviour. As such he knowingly put other detainees at risk</p>
2. Clayton Fraser	<p>Failing to follow the correct procedures following a use of force incident on 25 April 2017</p>	Dismissed	<p>CF acknowledged that he undertook Use of Force to make Mr [D1527] safe</p> <p>CF failed to submit any paperwork for this incident.</p> <p>During the incident in the room where another officer attempted to choke</p>

	Inappropriate comment relating to a DCO		<p>D1527 he was the DCO responsible for D1527 constant observation and he failed to make any reference to this incident in the ACDT paperwork leaving a gap of 40 minutes unaccounted for. CF have acknowledged that the comment you made to DCO Tulley on the 4th May was inappropriate, the actions of DCO Paschali are indefensible and his failure to report this behaviour allowed for the potential for other detainees to be put at risk.</p> <p>CF as a fully trained and accredited DCO has a Duty of Care for the individuals within Gatwick IRCs and he failed in this duty.</p>
3. Nathan Ring	<ul style="list-style-type: none"> 25/04/17 making a comment about a Detainee bouncing around like a Duracell Bunny, in response to a Detainee attempting to self-strangulate 31/05/17 telling a Detainee "fuck you, and instructed another Officer to write down that the Detainee had eaten, when he had refused food 01/06/17 making comment that there was no need to check whether a number of Detainees had eaten or not and that they should be ticked off a meal list without knowing whether they had in fact eaten. 	Dismissed	<p>NR actions to be unprofessional and negligent towards the management and care of detainees.</p> <p>NR wilfully disregarded the correct procedure for recording meals being taken, which is a key element of local safeguarding arrangements and have instructed a DCO not to record accurately.</p> <p>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.</p>

	<ul style="list-style-type: none"> 14/06/17 making comments to a Detainee 'keep still you div,' 'scrotum, 'leave him,' 'bucket of cold water should sort out his heart rate, that would do him the world of good,' and mocked him for his singing. 		
4. John Connolly	<ul style="list-style-type: none"> The allegation of unprofessional conduct 	Dismissed	<p>JC actions to be unprofessional and negligent towards the management and care of detainees.</p> <p>JC is an experienced C&R Instructor and DCOs will look to him for guidance and role modelling in situations like this.</p> <p>JC has encouraged other DCOs, knowing the influence he has as a C&R Instructor, to use inappropriate force when dealing with a detainee in order to cause violence.</p> <p>JC has used racist language and encouraged other DCOs to use this when referring to a detainee. This is unacceptable.</p> <p>JC actions at work, has affected your integrity with the Company and undermined the trust relationship between the employer and employee beyond repair.</p>
5. Calvin Sanders	<ul style="list-style-type: none"> 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 	Dismissed	<p>KS did make the comments that have been alleged, but states did not actually carry out the actions stated.</p> <p>KS reason provided for this was that it was said to colleagues to better fit in with the staff team and help make friends at work.</p> <p>KS provided a further example of when he has lied to colleagues relating to lifting weights in order to make friends</p>

	head against a table.		<p>Two pieces of evidence in the footage showing KS claiming to have assaulted the detainee. This was done in front of different staff on different dates. There are two versions of events from KS and no evidence to prove or disprove whether this occurred.</p> <p>BS view is not to 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.</p> <p>KS employment as a DCO is conditional on the Company and the Home Office considering that he is a fit and proper person to hold DCO accreditation. His actions contradict this and his honesty and integrity have been brought into question.</p>
6. David Webb	<ul style="list-style-type: none"> On the 27th May you made inappropriate comments relating to the use of force on a detainee 	Verbal Warning	<ul style="list-style-type: none"> 3 years' service – no disciplinary record Only comment substantiated: 'hit with the edge anywhere between the knee and the throat and keep going' this was in response to a direct question of how to use a shield whilst in a staff changing area. Admits that the terminology used was not correct as per the Use of Force guidelines, which states 'make contact' not 'hit' Verbal warning issued
7. Ben Opoku	<ul style="list-style-type: none"> Failing to follow the correct procedures relating to a detainee who attempted to self-harm which occurred on 04 July 2017 	Written Warning	<ul style="list-style-type: none"> 9 years' service – no disciplinary record 1" on scene, called alarm detainee conscious and talking to roommate. BO did not detainee as he thought he was ok. Warning for failure to check detainee was ok given that TV bracket was away from the wall which would indicate possible ligature being used.
8. Daniel Small	<ul style="list-style-type: none"> Your actions during an incident on 17th May 2017, 	Written Warning	<ul style="list-style-type: none"> 1 years' service - no disciplinary record Part of team in stairwell, pointed out camera to indicate that actions being

	<p>including pointing out a camera to DCO Connolly when discussing assaulting a detainee if he was brought into the stairwell</p> <ul style="list-style-type: none"> ▪ Not reporting the wrong doing of DCO Connolly discussing assaulting a detainee if he was brought into the stairwell 		<p>discussed shouldn't take place</p> <ul style="list-style-type: none"> ▪ Young DCO, subject to peer pressure admits failure to report inappropriate comments
9. Daniel Lake	<ul style="list-style-type: none"> ▪ Failing to follow correct reporting procedures following a use of force incident on 15 June 2017 	Written Warning	<ul style="list-style-type: none"> ▪ 1 years' service - no disciplinary record ▪ Cannot remember incident ▪ Warning for failure to complete incident report
10. Steve Webb	<ul style="list-style-type: none"> ▪ On the 6th July you made inappropriate comments and threats of a violent nature towards a detainee 	Final Written Warning	<ul style="list-style-type: none"> ▪ 6 years' service - no disciplinary record ▪ Inappropriate comment in private to colleague following frustration from difficult detainee (Remorseful) ▪ Admitted comment was not appropriate
11. Derek Murphy	<ul style="list-style-type: none"> ▪ On the 14th June you made inappropriate comments towards detainee 	Final Written Warning	<ul style="list-style-type: none"> ▪ 1 years' service - no disciplinary record ▪ Inappropriate comment in private to colleague following being spat on by a detainee. Remorseful
12. Sean Sayers	<ul style="list-style-type: none"> ▪ On the 15th June you carried out an inappropriate and unapproved restraint on a detainee ▪ On the 15th June you failed to follow the correct reporting procedures relating to the use of force on a detainee 	Final Written Warning	<ul style="list-style-type: none"> ▪ 10 months service - no disciplinary record ▪ Believed he was under threat of attack from aggressive detainee recovering from the effects of SPICE ▪ Admitted that he used personal protection skills didn't use approved C&R techniques and that 2 other DCO were available ▪ Admitted failure to complete paperwork – mitigation busy 13 ½ shift on Eden unit dealing with a number of detainees on SPICE