



5<sup>th</sup> November 2016

Dear Dan,

Thank you for your letter. I have had a read through your findings and am happy to accept most of what has been addressed, however I do feel as though there were some fundamental elements that have been missed.

As expected, there is an explanation for the presence of two DCMs in my meeting with Sara Edwards. It is stated that DCM Dave Roffey was asked to be present as my line manager and DCM Jack Bannister as a witness to the conversation. Understandably a witness for the conversation was undoubtedly required but at no point was it explained to me the need for two DCMs to be present, neither was I given the opportunity to request a witness of my own as I am aware I am allowed to do. Although the feedback confirms that the meeting was conducted correctly and was in line with common practice; the meeting was impromptu and informal which raises a question that seeing as a witness was required, could my line manager, DCM Dave Roffey, not have posed as a witness for both myself and Sara Edwards?

With regards to the incident between DCO Bonnie Spark and myself, I still feel that there is a lot missing from the findings of your investigation. I am happy to accept that I heard incorrectly what was said in C-Wing office and no racist language was used. This has clearly been investigated as best you can to draw this conclusion, however, I see no reference to the conversation that was overheard in the car park by another member of staff whereby Bonnie was heard crying, stating that I use the race card to get away with everything. Has this incident been investigated also? If so, what was the findings of this and what did Bonnie mean by this? If not, is this something I should ask her myself in the proposed mediation meeting?

I am more than happy for a mediation meeting to take place. I believe it is a much needed repair mechanism for both DCO Bonnie Spark and myself to be able to move forward positively from this whole incident.

Kind Regards,

Shayne Munroe