

DISCIPLINARY MEETING – 6TH SEPTEMBER 2017

Issues and inconsistencies with investigation

D720

- Complaint says witnessed Munroe antagonising [D119] about something from the night before (I was not on shift – has Kronos been checked).
- Was not present at the time (CCTV confirms).
- Minutes from meeting openly states did not see anything. Room is on first floor.
- Box ticked on front sheet to say contents of complaint has not been discussed – Lie, he came to visits that afternoon and was discussing it.
- Solicitor seen and both statements have same handwriting.
- Why is this being considered as suitable evidence if he evidently was not there?

Henry Hutton-Mawdsley

- First instance states that I was the one to refuse [D119] the mops – Lie, he addressed Henry first who refused and I did the same so as not to undermine him in presence of detainee.
- “Was not wanting to back somebody up who acts like that” – Fails to mention that my “screaming” was in my defence because of things that he had said about [D119]. Had he backed me up in the first place I would not have needed to be yelling back at him.
- “Was not wanting to back somebody up who acts like that” to Michelle but to Phil Page “thought the situation was volatile” and “did not feel that Will and I would back it up if it got violent” – Why did he feel the situation would turn violent by telling the truth? By not doing anything that most likely would have diffused situation, he left it open for unnecessary verbal abuse to continue.
- Is so hazy but can remember so much – Is he reliable?
- He first mentions about the suck your mum comment and when asked about it later on states that he “just switched off” – Which is it?
- Failed to mention the threat [D119] made to knock an officer out regardless if they are male or female.
- Henry states to Phil Page that we could not work together – Why? 3rd shift with him and all seemed to had been going well up until that point so where did this come from?

Will states that Henry did not go to speak to [D119] about it being him who was speaking about him.

Will also states that term suck your mum was not used by either [D119] or myself.

Will said it started quiet and got loud when [D119] made comment regarding my child – Coherent with my lack of acknowledgment for Betari Box.

D2557 – “fuck off you pussy” – Not true. Neither Henry nor Will were asked to confirm this, neither did any of them state that I said this

Areas for concern – Bias

Focus on the level of noise “screaming” rather than the reason behind why the volume was louder than need be or why there was a need for there to be any volume in the first place – Perception. Different people describe things in different ways. Screaming, shouting, yelling.

Did feel a potential threat of violence because of waving hands (as did Henry) – Did not feel the need to call for first response for a detainee who was mainly shouting. Had he started banging about then maybe I would have felt a first response was necessary – Also 3 officers in office and more than enough for a spontaneous C&R had it got to that (although Henry did not think so).

No breach of Rule 41: No officer shall act deliberately in a manner calculated to provoke a detained person – I used No force. **D119** said what he said about my child and was pushed out of the office by a different officer. Nobody provoked him to say what he said.

No breach of Rule 45: In managing detained persons, all officers shall seek by their own example and leadership to enlist their willing co-operation – Attempted to deflect **D119** angry questions away from me to person who was speaking about him.

No breach of Rule 45: At all times treatment of detained persons shall be such as to encourage respect, a sense of personal responsibility and tolerance towards others – Not sure how this is relevant however I did diffuse **D119** initial outburst when he came into the office. By stating that it was a new day and that we should let it go and not dwell on a previous issue which was enough to stop his rant and for him to walk away. No acknowledgment of this.

Gatwick IRCs code of conduct – Generally I do adhere to them on a daily basis but did not on this occasion.

Henry is thanked for his honesty at the end of the meeting; nobody else was thanked for their honesty – automatic assumption that Henry is the only person telling the truth?

Live written warning for inappropriate language – Both occasions were reactions to direct verbal abuse. Both of which made reference to the colour of my skin. Other officers were present on both occasions but offered no support against the person who was verbally attacking me.

Racism

Being called coconut, black bitch and suck your mum comment – Both things I did not hear myself but others allegedly did. How can I possibly be reacting to something that I was unaware was said?

Previous issues at work, advised by Lee Hanford to make a work diary – Other individuals do it so why is it only an issue for me to do it?

Suspended for defending myself from verbal abuse on two occasions. White counterparts have done worse and nothing been done e.g. Complaint by detainee about the way Bonnie had spoken to him (came to me for help about it). [Name Irrelevant] taking items from the shop – theft = criminal offence.

Constructive dismissal - Purposely being put in situations to cause a negative and stereotypical reaction:

- December – April working on B-Wing and constantly having to liase with Bonnie Spark.
- First few shifts on a new wing – Issues with a detainee who I had no previous issues with as a result of backing up my colleague who is openly telling people that he does not like me (discuss Gayatrri's conversation with Babs) – What reason does he have to not like me? Minimal communication up until 17th April 2017 however always prepared to help or answer his questions at times where he has required it so what have I done to warrant this dislike?
- Since coming back from previous suspension heard rumours about myself from both staff I have good relationships with and detainees (old and new) regarding alleged drugs and relationship with detainee when he was released. For that reason I no longer bring my bag or even food into the centre, everything left in the car to safeguard myself.
- Penalised for not reporting [D119] on 18th April – Henry was present and also felt it appropriate to bring it up in his meeting so why was his lack of reporting not queried?