

DPA

Officer 778731

15/04/17

Dear Mr Ashely Almanza

I wish to bring to your attention the incomprehensible levels of bullying that is going on at Brook House and the levels of corruption being used by all levels of staff including DCO right through to the Brook House Directors and the unhealthy connections used between these people and the in house Home Office.

This takes the form of, if we like you and your face fits you will be in our club, if we don't you will be sacked if you make a mistake or bullied until you reach a level where you can take no more and leave, the following list, gives the names of people involved, what they do, the cover up's placed to protect them and the laws and company policies broken to protect them.

On the 05/02/17 I inform H.R that I would be taking a grievance out on Mr Steve Skitt following a informal meeting in his office which was held on the 02/02/17, on the 13/02/07 I handed my grievance by hand to H.R Brook House, I will not go to much into this at this point as all documents relating to this are available from Brook House and myself and can be provided for reasons of investigation, but I will make a statement at the end of this letter.

I will now make the following statements which will include the names of people involved, what they have done and company policies and laws broken.

Ben Saunders, Brook House Director.

Covering up bullying

Telling people to watch what they say when making a complaint about bullying. i.e warning them off from making their complaint.

Changing statements of complaints made, to make it sound like the officer complaining is the one in the wrong for making a complaint. i.e you make a complaint and it is changed to you shouting your mouth off, being rude, " slagging off officers " and talking about other officers behind there backs.

Non compliance of company policies and procedures and employment laws.

Deliberately holding up company policy to allow more time, i.e stalling investigations to allow further bullying to take place.

Ignoring and covering up complaints made about officers that he wishes to protect.

Running a two tier system for different officers, people are held or not held responsible for there actions or non actions as the case maybe, or fits.

Covering up, ignoring clear bullying, known though out the centre.

Deliberate allowing bullying to carry on in Brook House when this is commonly know though out the centre.

Accepting bribes and inappropriate gifts.

Steve Skitt, Brook House Deputy Director .

Non compliance of company procures and employment laws.

Deliberate and purposeful bullying.

Twisting facts to protect himself and others.

Deliberate lying and falsifying evidence, Covering facts, figures to protect himself and others.

Use of threats to undermine employees of the company.

Non compliance of company procedures and working laws.

Deliberately holding up Procedures so to be able to make more time for bullying.

Making up policies, rules and procedures for his own purpose.

Colluding and setting up false statements to collude construtive dismissals.

Lying during meetings to twist the facts in to what he wants it to say.

Refusing persons in his office their working rights, i.e refusing them to give their side of a story, refusing them to see a complaint made against them and refusing to hold investigations in to complaints made, " if its in a complaint it must be true"

Holding a complaint meeting and refusing the other person to talk or say anything though out the whole meeting.

Bullying of witnesses.

Supplying no evidence to support any thing he is saying during meetings even when asked to do so.

Making speeches in the morning meeting which are clearly aimed a statements made in a grievance complaint.

Ignoring clear CCTV everdance.

Intimidation of officers.

Calling a officer disgusting whiles in the visits hall and standing in corridors using intimidating behavior to undermine officers.

Homophobe and deliberate acts of discrimination.

Refusal to take all accounts and facts into account i.e only using the ones he wants to hear to fit his purpose.

Handing out punishments in informal meeting

Non compliance of company disciplinary procedures.

Handing out non company punishments i.e his own made up punishments not within company policy,

Bringing up peoples home life and using it against them.

Using irrelevant comments to help fulfill his own wishes.

Taking inappropriate actions against officer to intimidate them.

Using threatening behaviour towards officers.

Receiving contraband and prohibited items.

Breaking company policy and working rights of employees.

Using unacceptable behavior in order to bully intimidate, humiliate, under mine fellow employees and their working rights.

Instructing with menace other officer to intimidate other in the company.

Accepting bribes and inappropriate gifts.

Loraine Higgins. Brook House P.a to Mr Steve Skitt.

Colluding and setting up false statements to collude constructive dismissals.

Non compliance of company policy.

Deliberately lying to help people make false statements.

Accepting bribes and inappropriate gifts.

Gayatrrí Meuraa. Brook House DCO

Asking home office officials to lie and cover up her mistakes and make false alibi's.

Having home office officials as personal friends in and out of work ie going to parties, drinks, dinners as their guests.

Falsifying documents with home office officials for her own purpose.

Working with and not disclosing personal levels of friendship with home office official with may interfere with work policies. ie vannessa smith being one of her best friends.

Threatening officers to do as she say or she will go to top management and have their jobs.

Talking in her native tongue with vanessa smith when they dont want people to know whats going on.

Using company time to do personal and home stuff at work i.e online shopping for food etc.

Asking other officers to lie for her to cover up.

Refusing to adhere to company policies.

Refusing to following instructions given by personal above her., I.e dcm smt's dcm's.

Refusing to work in roles given to her, i.e november one, wings, etc.

Falsifying documents, i.e daily visits sheets, SIR's, IR's statements,

Lying about what she has done and where she was at the time of a incident, as proven by cctv.

Claiming to have done stuff she has not and taking credit for such items.

Deliberately doing things to drop other officers in trouble.

Calling detainees druggies, rapists, racists, shouting and screaming at them daily.

Starting arguments on visits gate and then writing SIR reports blaming others for the actions taken.

Arguing with Solicitors, GWG, IMB officials, officers, detainees, ACO's, DCO's, managers and blaming others for her mistakes.

Calling and referring to detainees visitors as slags, prostitutes and their children as drug children.

Intermediating detainees and guests during their visits.

Removing toys from visits hall, against instructions for senior management and officers also against home office rules.

Misuse use of CCTV.

Interfering while other officers are trying to sort problems out, undermining them and starting arguments with the detainees etc.

Starting fights, arguments with other people and then walking away and leaving other officers to sort out the problems she has made.

Bringing on to the premises contraband, prohibited goods and passing them around with no security checks.

Using bribes to influence other upper management and home office officials.

Never being asked to go to the office to explain any complaint about her actions, ie no complaints made about her are ever investigated.

Laying down rules that she has made up which override home office and company procedures.

Using other friends and officers to intimidate humiliate and belittle others.

Refuse to work anywhere in the building apart for visits because she has upset so many people she is too scared to go through the building, (detainee side on her own). ie won't cover lunch breaks, locking up time cover, work on wings, medical officer. activities, november one or any part of the building that has detainees access.

Lies to officers when asked to do something and says the call has told her to tell them, ie can someone go and cover it for 5 mins she sends other people even though the caller has asked her to do it.

The levels of disruptive behavior, company non compliance are far to many to list but investigations would bring these all to light. but approximately 10 to 20 complaints a month are made.

Vanessa Smith. Home Office officer.

Lied to cover up bullying by Gayatrrri and falsifying a complaint. (proof can be provided)

Knowingly having a friendship with a Dco officer at brook house and using it to influence decisions.

Accepting bribes and inappropriate gifts.

Nas Chowduuary, Hafeez Akutar (both also know as gayatrrri's sons) and Steve Payne all officers at brook.

Deliberately bullying officers at Brook House under Gayatrrri's instruction, as reported to Anne Warrilow, Oscar two at the time.

G4s Whistle Blower Line

I tried to report this to them and was asked at the time who the complaint was about, I told them that it involved Ben Saunders, Steve Skitt and Gayatrrri, I was told they would get back to me within 5 days to date they have never tried to contact me ? so what is the point of this service, if you mention managment, it gets lost or forgot and never looked into this service is there to protect personnel and to report wrong doings.

As I stated earlier in my letter i would come back to the grievance that I have placed against Steve Skitt.

This was done on 13/02/17 which has been deliberately held up, stooled, interfered with and corrupted by the officers names above, I have proof that the original complaint was corrupted by vernessa smith who made the original complaint.

I have also had a construtive dismissal arranged by steve skitt and his p.a. Lorraine higgins, this was proved and the complaint has been dropped but there is still a copy of the complaint.

I believe that a second constructive dismissal has been arranged and that if the company fail to adhere to arrangements made there will shortly be a third.

As of to date the company has fail to meet five dates it has set to comply with my grievance, under company policy this should have been done in twenty one days, it now stand as of the 11/04/17 at fifty eight days, which is when I received a further letter telling me they where going to take more time with no ends dates mentioned, they are already 2.76 times over the company policy for which another four days can be added at this point, but by law as this is a bullying complaint it should have been done in seven days so makes it 9.14 times the legal time set.

All the time this has been going on I have worked every shift I have been given but have had to do this under enormous pressure and continued bullying form people mentioned above, but I'm not going to be pushed around by bullies, out of my job and have stood hard against this pressure and kept doing my job just to show that bullies cant win against the truth. I am more than willing for you to look at all my files that are held on record and to be able to look at a statement I gave to the company about problems that I had had at home, which I did not have to do, I though I would be honest and supply them with what has happened, I would never had done this if I knew Mr Skitt would throw it back in my face. I also asked Mr Tom Thorn to act for me and as to day all his letters have been ignored.

After what happened at Medway, the company asked people to report and act upon bullying which is what I have done and this is how I get treated for doing so

I have made a statement as to what happened up to my grievance was heard and am happy to make a further statement to the company about what has happened since that date to help any investigation that is carried out

I have a no time ever since working at brook house ever been taken into the office for any disciplinary action, and have never received any written letters or warnings about anything I have ever done, what so ever. yet I'm being told by Mr Skitt he's had loads?

I am willing to give you the company policy to get this matter back in hand which is fourteen days to investigate and seven to conclude which is the twenty one days allowed. and hope this matter can be dealt with in the correct fashion, inhouse by G4s, but I will not take responsibility if this is not dealt with and outside sources have to be informed.

I hope you are able to deal with this matter as I feel this situation has gone to far now, I have followed all the correct procedures to do with this matter, and have been as lenient as I can, but I will not allow this to just be brushed under the carpet and I am determined to make sure the people responsible for this are held to accountable for their actions.

Im sure I do not need to list all the laws, Company Policies that have been broken but these are just a few, Company Policy, British working rights. European working rights, Human Rights act article 3, Human rights act article 8, Union policy, basic laws including further laws around Discrimination, Humiliation Intimidation, Corruption and many rules and regulations laid down by Parliament and the Home Office.

Yours

D Waldock

P.S. Can I make you aware that Gayatri has had another complaint made against her by Mark Earl stating, she will take his job just like she did mine, this only goes to back up what I have said about her behavior.

This was reported to H.R Brook House at the time and was tagged to my complaint, this has now been dropped for Oscar One to deal with, as it was said to be not important in the case ? even thou I was mentioned, as of this date it has not been dealt with. which means it is over the 21 days allowed by company policy