

### **Observations from Personal Protection Training (22/02/18)**

Hibiscus staff attending the training: Ella Wooster, Kerry Smith, Tesni Woodfall

Trainers: Jason Riggs (external trainer), Dave Webb (G4S trainer)

Also present at the training: Maria, Laurel, Stanislava and Shaun? (Healthcare staff) and Vanessa (Home Office)

- 1) "I'm going to fucking destroy you" (said multiple times by Dave and Jason). Jason also said at one point during the practical training when referring to reacting to a detainee attaching you "To use Dave's favourite line, "I'll fucking destroy you" ".
- 2) "If it was down to me, give them one more punch for luck" (Jason).
- 3) In reference to an incident on Monday night where an officer had punched a detainee in the face (several detainees had barricaded themselves in their room and had weapons and had made the floor wet and soapy. An officer was apparently the last one standing and punched one of them), Vanessa from the Home Office said he deserved it and "had it coming". Dave then said "We don't say that Vanessa".
- 4) Dave and Jason said the punches taught in the syllabus are never used because they don't do anything. They said they would just punch in the face (Dave and Jason).
- 5) The duty of care part of the legislation was just added in to "fluff it up" (Dave).
- 6) In reference to a story told by Dave about a female officer swearing at a detainee when he put his hand on her shoulder, Kerry asked whether she couldn't just ask politely first without swearing. Dave said no because they are prisoners. Maria from healthcare said they were murderers, paedophiles etc. and couldn't be communicated with normally. Encouragement given by Laurel and the others in the room.
- 7) The presentation was geared towards prison staff. Jason said that the training is in the process of being changed.
- 8) Frequently referring to them as prisoners rather than detainees and calling the centre a prison (Dave and Jason).
- 9) Dave mentioned that due to his great report writing skills he was the only suspended staff member that was allowed back to work after the Panorama documentary. He also said that he got "cruise out of it" during his time being suspended.
- 10) All members of staff joined in with Dave commenting on how Tinsley staff can't deal with working at Brook and alluded to them being weaker than Brook staff.
- 11) Jason was teaching the basic phrase of "Fuck off" from the beginning of the training, as a way of defending yourself. There was swearing used throughout the training which was in our view unnecessary, however, Dave did say at the beginning of the training that there

would be swearing and that we should speak to him if we don't like the use of swearing. Nobody raised concerns with him about the swearing but we felt the level of swearing unnecessary and we don't feel it added to the effectiveness of the training

- 12) Vanessa from the Home Office, seemed to have a very negative attitude towards detainees. This was shown through laughter at comments made, comments she made herself and her general attitude to violence e.g. "I'd go to town on them".
- 13) Dave said that the reason they respond aggressively with swearing, when a detainee touches them in a friendly manner, is because other staff members are lenient and this leads to detainees thinking that they can touch staff e.g. putting their hand on their shoulder. However, as Dave and Jason are training new staff to say "fuck off" they are adding to the negative approach.
- 14) A lot of the training was geared towards working in Brook. There should probably be a different version geared to those in the PDA/Tinsley.
- 15) Regarding the Right to Life article in the Human Rights Act, Dave alluded to our lives being worth more than a detainee's life. He gave a hypothetical example about smashing a fax machine over a detainee's head if they were attacking him or the other staff. He said "it's me myself and I".
- 16) In the presentation slideshow there was a line about how to deescalate a situation by using a calm/soft voice and Dave said that we could ignore that as it doesn't work.
- 17) After a discussion about the D3489 case where he died after being restrained on a plane during his removal, Laurel said that sometimes mistakes have to be made in order for you to learn from them.