

## Brook House Inquiry

### Annex 5 to Duncan Lewis Closing Submissions

#### Instances of racist language in disclosure<sup>1</sup>

Document ID	Comment
<b>Contained in the NW Annex</b>	
KENCOV1007, V2017042500002	Callum Tulley: "Good for you, man. Too right. No, I'll be doing the same, don't worry. They're not allowed on Facebook, so they're not going on Facebook. Simples." Ed Fiddy: "They're basically like, 'your mum's going to die of cancer' and all this shit." Joe Marshall: <b>"Albanians?"</b> Ed Fiddy: <b>"No Moroccans."</b> Unknown: <b>"Ugh."</b> Ed Fiddy: <b>"Absolute cunts."</b>
KENCOV1009, V2017042900006 clip 2	Male Officer 2: "I can see why you'd lose your rag, I lost my rag once." Callum Tulley: "Did you?" Male Officer 2: "For an Indian bloke." Callum Tulley: "Really?" Male Officer 2: <b>"Speaking in a different language, swearing at me."</b> Callum Tulley: <b>"Oh, was he?"</b> Male Officer 2: <b>"Because he didn't speak English. I was like, you're in fucking England, speak English."</b>
KENCOV1009, V2017042900007	Callum Tulley: "I wonder what they did." Ryan Bromley: "Thinking about it, it must be something them three have done - " Callum Tulley: "Yeah." Ryan Bromley: "Together." Callum Tulley: "Yeah." Ryan Bromley: "Cause I don't ever work with [inaudible]" Callum Tulley: "No." Ryan Bromley: <b>"She works in B-wing, but, it's a bit racist though, isn't it?"</b> Callum Tulley: <b>"It doesn't look good really."</b> Ryan Bromley: <b>"No, sacking the only three black officers we've got."</b> Callum Tulley: <b>"I know."</b>
KENCOV1020, V2017051800023	: Female Officer: [Playing pool] "It's like, what the fuck." Callum Tulley: "What's wrong with him?" Female Officer: "Just being a prick." Callum Tulley: "What about?" Female Officer: "It wasn't all about he said something, and I didn't understand [sic]." [Shrugs] Callum Tulley: "Yeah [inaudible]." Female Speaker: <b>"And I ask him what? He was like shouting all over again. I'm like what [imitating] '[inaudible] fucking English'."</b> [Makes incredulous face]
KENCOV1027, V2017053100008	<b>Dan Small: "Am not going to black central."</b> Dan Lake: <b>"Why?"</b> Dan Small: <b>"[Inaudible]. Too many blacks, its eighty percent black."</b> [...] Callum Tulley: "Why don't you like black? Hey Dan why don't you like black people?" Dan Small: "I do like them." Dan Lake: "[Inaudible]." Callum Tulley: "Who was that? Who was that?" Dan Lake: "He's was like the Head of the security at one point." Callum Tulley: "No, who was that? No he wasn't." Dan Lake: "Yeah, he was, he used to work with security." Callum Tulley: "I swear that was Mark Francis [?]." Dan Lake: "Mark Francis? He used to work – security." Callum Tulley: "Who was it? What did he look like? that person." Dan Lake: "Bald [Inaudible]." Callum Tulley: "Really? You reckon he heard that? Well, that was Dan anyway. [Inaudible] that's good." <b>Dan Lake: "[Inaudible]. He couldn't have said that at a worst time, the only black worker in here walk</b>

<sup>1</sup> Comments in yellow highlight = overt racism; comments in blue highlight = stereotyping / other forms of racism

Methodology: the first section of this table lists the instances of racist language contained in the Annex to Rev. Nathan Ward's first witness statement produced to the Inquiry. The second section of this table lists the instances of racist language unearthed in the documents disclosed to the Inquiry. Key word searches were conducted across the entire document set. Further, the Verita interviews disclosed on Relativity were reviewed in detail. The third section of this table records discussion of racism as part of live evidence provided to the Inquiry.

Document ID	Comment
	<u>past.</u> Callum Tulley: "Is he black? Swear he wasn't black." Dan Lake: "[Inaudible]. He is half caste ain't he?" Callum Tulley: "Is he?" Dan Lake: "He is half caste."
KENCOV1030, V201706050003	Darren Thomsett: "Well fucking do it on your own then. I don't want to do it, stop whining." Unknown Detainee: "Well if you don't like it, don't come here, innit." Darren Thomsett: "Well I don't – you're whining like a fucking girl." Unknown Detainee: "I can't hear you." Darren Thomsett: "It's dumb, innit? Moaning. Man up." Unknown Detainee: "Well it's all you all do. You chat to me all shit, bro, you get me?" Darren Thomsett: "Well, you are the one that is doing it." Unknown Detainee: "[Inaudible]. I don't get into arguments. It's you lot that's doing it – "Darren Thomsett: "That is because I don't listen to your fucking bollocks." Unknown Detainee: <b>"Prick. Fucking racist prick. Look at you, you look like some EDL guy. Fucking dickhead. Racist prick. Shut up man. You get me? Fucking prick."</b> Male Officer 1: "Where is the racism coming in?" Unknown Detainee: "He is. He is a fucking [inaudible] prick. It is not just me that argues with him, you know. <b>You know how many black people I see argue with this bald prick? You get me? Man's with the fucking KKK, brother. Fucking prick. I come in here trying to have a normal conversation and you lot just like to – I don't know man, just like to... Any time the other officers are on, do you ever see me argue?"</b>
KENCOV1030, V201706050011 clip 2	Television: "But it was the conflict in Syria that just massively wrapped up the terrorist plan. Hundreds of British Jihadists had gone to join the ranks to assemble the Islamic state." <b>Derek Murphy: "They shouldn't be allowed back in the country, mate." Callum Tulley: "Where are they from?" Derek Murphy: "And if they come back, put them in internment camps."</b> Male Officer: "They're from Britain, mate. [Inaudible]" Callum Tulley: "Oh, born in Britain?" <b>Derek Murphy: "Yeah, generation [inaudible]. They're all second generation." Male Officer: "[Inaudible] in Russia." Derek Murphy: "Put them in internment camps."</b> Television: "The government's preventive program is to steer people away from extremism before it's too late." Callum Tulley: "What do you think the best way to deal with them is?" Derek Murphy: "Huh?" Callum Tulley: "What do you think the best way to deal with them, is?" Derek Murphy: "[Inaudible]." Callum Tulley: "Well, they just said he was known to the security services." <b>Derek Murphy: "Lock them up or fucking deport them, one of the two. And no - "</b> Male Officer: "Yeah but they are going to get back, won't they?" [Crosstalk] <b>Derek Murphy: "Well, what is the solution?" Male Officer: "Try bullets [inaudible]" Derek Murphy: "Oh, well that'd be an ideal solution [inaudible]."</b> Callum Tulley: "Yeah, reality is, they are not going to allow that." Male Officer: "[Inaudible] let them go to Syria. <b>Get one of them [inaudible] locate their little chip, send a drone in. Delightful [?]. Job done. [Inaudible] British soil."</b> Derek Murphy: "Think about this. In 2009, ISIS broadcast to the world saying that we are going to kill you with our soldiers disguised as refugees, and they done it and the whole fucking – Europe, sat back and let it happen." <b>Male Officer: "Yeah, look what Germany did, let them all in [inaudible]." Derek Murphy: "[Inaudible]. Opened the floodgates to them. And refugees [inaudible] there were soldiers."</b>
KENCOV1034, V2017061100006	Male Manager 2: "And believe it or not that came from <span style="border: 1px dashed black; padding: 0 2px;">D824</span> of all people". Callum Tulley: "Really?" <b>Male Officer 1: "I bet thought he was a monkey in Aladdin"</b>
KENCOV1037, V2017061900007	Darren Thomsett: "It's all games anyway. Normally it's not – you know, it's all games." Callum Tulley: "What do you mean?" <b>Darren Thomsett: "Well, it's just a game to them, isn't it?" Callum Tulley: "What? Who? The - " Darren Thomsett: "They come to – they</b>



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	<p><u>come – they come to whatever country – they go to whatever country. It doesn't matter where. They go to whatever country. They don't want to come here legally; they want to do it illegally under a lorry, back of a bus, whatever. And they arrive here, they get away with doing work, getting paid cash, paying no taxes, mate. You know, all this sort of stuff.</u>" Callum Tulley: "Yeah."</p> <p>Darren Thomsett: "It's just a game. They get caught, they come in here. They get sent back, they come back again. Why? Because everything's here. They don't have this sort of shit going on over there in Albania or Poland or - " Callum Tulley: "Yeah." Darren Thomsett: "They don't have this great, amazing benefits system." Callum Tulley: "Yeah." Darren Thomsett: "So they come over here. It's incredible. You know, the day when – you know, when you were worried more about your, you know, young family or your young girl over there with her young kid out of work and all that, sort them out with a little flat somewhere, a little maisonette, whatever, just give them a few digs to get the baby sorted out. I wouldn't fucking give it to someone else that's not fucking done anything, you know, comes over. You know what I mean, it's – these [inaudible] gits." Callum Tulley: "Yeah, I know".</p>
KENCOV1044	<p>DCM Steve Webb to D720: "Dick us about and we'll make your life a living fucking misery." <b>D720: "I'm a Muslim yeah, you keep me in a room with no bed."</b> Steve Webb: "OH". D720: "I want to have a shower and I want to pray... 6 o'clock, 8 o'clock in the day, 6 in the morning." Steve Webb: "Well perhaps you should think about these things. You're responsible for your own actions mate, alright?... Fucking twat, he is" [10:08mins]</p>
Footage from Panorama (28:40 minutes)	<p>"Say, <u>'Listen here, nigger. Listen to me...</u> If he fucks about, we need to get him in here. Fuck him up around the corner. If he refuses, shove him in here... These stairs. That's our justification for fucking throwing him in that corner. And fucking dealing with him in that corner, yeah... Can't be fighting on top of the stairs" [After being told by another officer there is a camera in the stairwell] "I'll scrub the [cunt]. No fucking problem. Can't fuck about with him. Had his fucking chance." (28:40mins)</p>
<b>Other</b>	
SER000459 (statement of Conway Edwards)	<p><b><u>"75. I have also experienced discrimination because of my race from staff members. For example, during my first six months of working on the RFA/TC, DCO Paul Cowhig and DCM Ian McDonald, participated in creating a picture of the RFA/TC Team which showed all other staff members in blue and me in black.</u></b></p> <p>76. I also remember that in the first two months of acting as Diversity Manager, I was moved from the Office that was used by the previous Manager and placed in another with the residential DCMs. I was given a desk and the choice of space in this office. <b><u>However, after a few days, I started having a number of issues happening with things going missing to coming into the office in the morning and there being rubbish all over my desk.</u></b> It was apparent that someone had emptied a bin onto my desk.</p> <p>77. <b><u>I can also recall a time when I questioned how a random staff search that had been carried out because two BAME staff members had informed me that the Security Manager Caz Daz-Jones who was responsible for conducting the search had only waved white officers through without searching them. All I said was that some staff had felt picked on because only BAME staff</u></b></p>

Document ID	Comment
	<p><u>had been searched and it would be beneficial for future searches to have a system of it being random in everyone's eyes and/or you search everyone on the day.</u></p> <p>78. I do feel as if I was partially supported through some of these previous incidents I have mentioned. For example, I especially recall that I reported the issue with the rubbish being emptied onto my desk to Michelle Brown who was at Tinsley House at the time. In response, Michelle asked me to come to Tinsley before the end of my shift that day. I recall that I had a meeting with Michelle and Nathan Ward to explain what was going on. The next morning when I came into my office, the other desks had been removed from the room leaving just my desk on its own. I am not aware of what was said to the other Managers who were moved.</p> <p><u>79. However, with regards to the searching incident, I was made to look like a trouble maker. I was subsequently told by my Line Manager to "stick to Diversity".</u> I recall that I was surprised and shocked by this response.</p> <p>80. Another issue I have faced is where I was told to issue a staff member with a written warning by the then HR Manager, Shaun Collins, prior to holding a sickness meeting with the staff member in question. I knew that this was wrong and against policy. So, instead, during the meeting with the staff member, I listened to them during the meeting and considered the evidence available. Following this meeting, I actually made a decision not to issue a warning based on the evidence. As a result of my decision, I felt that Shaun tried to bully me by sending a number of emails to me regarding my decision taken with almost all of the SMT group in copy. <u>I do not know whether this was because I was black, but I do not feel as if he treated other managers in the same way.</u> Ultimately, as Shaun had instructed me to issue a warning in contradiction to the policy that was in Serco Business place at that time, I was able to quote the policy in a response email and he backed down."</p>
KENCOV1019, V2017051700015 clip 4	<p>"1474 John Connolly: Just say listen here nigger. Listen to me. [Laughter from one of the other 1475 officers]. <u>Do what you are told, nigger.</u></p> <p>1476 Male Staff 2: Now you've got nigger in your head, you'll probably say it.</p> <p>1477 Callum Tulley: I fucking guarantee you, I won't be.</p> <p>1478 Male Staff 4: Maybe you can weigh in with all that spray and everything -</p> <p>1479 John Connolly: You'll see -</p> <p>1480 Male Staff 2: Right.</p> <p>1481 John Connolly: - he will piss himself.</p> <p><u>1482 Male Staff 3: Yeah. Say 'listen here bitch'. Do anything stupid and I'll slap you in the</u></p> <p><u>1483 slammer. [Inaudible]. Half 3. Half 4. Yeah, if he won't fight, easy peasy.</u></p> <p>1484 Male Staff 2: Yeah.</p> <p>1485 Callum Tulley: If they are already here, then.</p>



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	<p>1486 John Connolly: [Inaudible] it goes very well.  1487 Male Staff 3: Probably am. But probably they'll - you know, they'll try to corner him off in  1488 [inaudible]. Yeah. If you ever go, just grab a kit bag before you go.  1489 Callum Tulley: Shield?  1490 John Connolly: <b>Put them along the shield.</b>  1491 Callum Tulley: Cheers, mate. Dream team.  1492 Male Staff 3: Wa'gwan.  1493 Male Staff 2: <b>Wa'gwan.</b>  1494 Callum Tulley: <b>Wa'gwan, my G. [Laughter]</b> [Loud banging becomes audible]"</p> <p>[Discussing 2009 riot]  "852 John Connolly: <b>Yeah, fucking brutal. Funny as fuck. I got right down the [inaudible] with</b>  <b>853 some fucking Jamaicans</b> [Inaudible]. So I went, 'Are you coming down?' [Covers his mouth  854 with his hand to muffle his speech. Unclear whether indicating muffled speech because of riot  855 gear or intentionally muffling voice to justify use of force] What? No. What? Send the dogs  856 in. Fucking dogs in. Fucking chewed him. Call the dogs out. He was like moaning and  857 groaning, I go like 'are you coming out?' [Again covers his mouth to muffle his speech].  858 'What?' Send the dogs in again. Got him out. [Inaudible] central staircase, across the top,  859 down the central staircase. Happy days, eh? That was sick. Dog handlers were fucking  860 whipping dogs and fucking getting them mad."</p>
CJS000651	<p>D1349 made a complaint against Gayatri Mehraa – "His complaint relates to officer Gayatri Mehraa - <b>he says she makes his kids feel uncomfortable during visits as she shouts at them &amp; treats them like 2nd class citizens, which he believes is discrimination against only Black people as she treats Asian visitors &amp; detainees differently.</b> On one occasion she would not let him go to the loo which led to him defecating on himself. He says she is very disrespectful &amp; makes the kids reluctant to visit &amp; has made the experience more traumatic for them".</p> <p>D3286 complained that DCO Leslie called him a "<b>fucking Paki</b>". "In light of his denial coupled with the evidence of two witnesses based on a balance of probabilities, it is not accepted that DCO Leslie used racist language".</p> <p>D3570 complained <b>that Rajneet Dosanjh was racist, refusing to assist Asian detained people.</b></p>

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	<p>"[REDACTION - D1394] Racism / Unfair Treatment Group complaint - lead by J Singh. He wrote that they have noticed new staff lately, of which most are nice, but they have issues with one DCO - "Mohammed Sharir". <b>They said he lacks manners &amp; is rude to everyone; he is Asian but they said he despises Asians - he talks to them like they are slaves &amp; gives them dirty looks; he keeps staring at them &amp; being hostile.</b> They said he is egotistical &amp; seems full of anger, he never smiles &amp; lacks a sense of humour; he is highly provocative &amp; keeps chatting to the women officers; he is not just lazy but unprofessional too."</p> <p>Note that HOM005399 investigation concludes unsubstantiated.</p>
TRN0000021. KENCOV1009, V2017042900007	<p>"Callum Tulley: The workforce in this place isn't diverse enough.  Ryan Bromley: No, that's what I'm saying. It's not that, it's just the fact that when Tinsy goes there's gonna be literally [inaudible]  <b>Callum Tulley: Yeah, nah, but it doesn't look good when everyone's a white male.</b>  <b>Ryan Bromley: No, exactly.</b>  <b>Callum Tulley: and like we're banging up like a load of black dudes, do you know what I mean?</b>  Ryan Bromley: Yeah, yeah. That's what I'm saying. I think – I don't know, I think it was to do with something that Babs' done. <b>DX</b>  you all right man?"</p>
TRN0000029	<p>"Male manager 1: [on phone] Hello mate, who are we missing? Who is he? What's his name? Room 17.  Callum Tulley: What does he look like mate? Just so I know what I'm looking for.  <b>Unknown male staff member 1: [inaudible] black. [inaudible] Asian.</b>  <b>Callum Tulley: He looks Albanian to me.</b>  Unknown male staff member 1: [inaudible]  Callum Tulley: [laughs]"</p>
TRN0000076, KENCOV1012, V2917959400027	<p>"Male Officer 2: He's white, Polish or Lithuanian.  Callum Tulley: Oh.  <b>Male Officer 1: No, I thought he was like – he's very black.</b>  Male Officer 2: Is he? Oh, is it him, is it? I thought maybe –  Male Officer 1: Do you know the one I'm on about? He's got a bit of a fluffy beard, and...  Male Officer 2: Has he got a cock-eye?"</p>
TRN0000085, KENCOV1019, V2017051700014 clip 6	<p>"1203 Male Staff 1: What's happening, mate?  1204 Callum Tulley: I can hear <b>D687</b> [?].  1205 John Connolly: Hmm?  1206 Callum Tulley: No, I was listening to <b>D687</b>. I can hear his voice.  1207 John Connolly: It's a scandal [?].  1208 Male Staff 1: We have got a real knob head who is in at the moment.</p>



Document ID	Comment
	<p>1209 John Connolly: Especially the mate that didn't turn up [?].</p> <p>1210 Callum Tulley: By who?</p> <p><b>1211 John Connolly: Black fellas. They think they are 'it'.</b></p> <p><b>1212 Callum Tulley: There are a few - there are a few boys in here that think they are it at the minute."</b></p>
TRN0000016, KENCOV1035, V2017061400016	<p>"Callum Tulley: Where's he from?</p> <p>Hayley: I don't know.</p> <p>Callum Tulley: [inaudible] Iran.</p> <p>Hayley: Is he?</p> <p>[D1275] [Inaudible]</p> <p><b>Nathan Ring: Like the, like the terrorist from back to the future. Knowledge. Iranians with Iranians."</b></p>
TRN0000095. KENCOV1016. V2017051300005 clip 4	<p>"97 Callum Tulley: Andy's losing his rag.</p> <p>98 Andy Jennings: But not coming.</p> <p><b>99 Andy Jennings: I lose my rag with that cunt. Fucking Portuguese prick. [Inaudible]. Fucking</b></p> <p><b>100 angry."</b></p>
TRN0000084, KENCOV1038, V2017062000009 clip 1	<p>"Callum Tulley: Did you take your creatine before or did you take it afterwards?</p> <p>[D226] Umm, no – during, man.</p> <p>Callum Tulley: Oh, during.</p> <p>[D226]: Yeah, muscles absorb creatine better.</p> <p>Male officer 1: You know [inaudible] for you.</p> <p>[D226]: Yeah, I know, but normally, this is what I'm trying to say -</p> <p>Male officer 1: You're going to have to sit in the waiting room, yeah?</p> <p>[D226]: Yeah, I don't mind, yeah. Just to avoid confrontation, innit. [Inaudible]. Sorry, hopefully they get deported soon anyway.</p> <p>Male officer 1: Who?</p> <p>[D226] <b>Um, just this fucking Portuguese twat.</b> Ask these lot [referring to staff in the office], yeah. They brought him down yesterday, he was off his face on spice, yeah. I could've gone in the cell and nearly killed him, boss. He wouldn't even know I beat him up, man. <b>He was a number 2 [inaudible] Portuguese guy called [D612]. Light skin and dreads. He's on A – on – on A113. Remember you brought him down yesterday, govenor? Portuguese fella with dreadlocks – you put him in 2?</b></p> <p>Male officer 1: Yes. [Inaudible].</p> <p>[D226]: Oh, that's the geezer [inaudible]. And when he came, he's asked me what would I do - I just banged up. Fuck, I'm too old for this shit.</p> <p>[Break in conversation]</p>

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	<p><b>D226</b> : Yeah, Portuguese guy <b>D612</b> man. Yeah that twat.</p> <p>Male officer 1: Him?</p> <p><b>D226</b> : Yeah, man. He was fucked off his face, boss, on spice.</p> <p>Male officer 1: Yeah, the other day –</p> <p><b>Callum Tulley: He's from Angola.</b></p> <p><b>D226</b> <b>Well he speaks Portuguese [inaudible].</b></p> <p>Callum Tulley: Oh right.</p>
TRN0000029, KENCOV1022, v2017052300019 clip 1	<p>Callum Tulley: Who?</p> <p>George [surname unknown]: <b>Some fucking Serbian cunt."</b></p>
TRN0000092, KENCOV1035, V2017061400017 clip 2	<p>"1597 Callum Tulley: Apparently there is over 20 dead in this attack. Or no, is it not attack, 12 1598 dead I think.</p> <p><b>1599 Dan Small: Yeah. 12 foreigners.</b></p> <p><b>1600 Callum Tulley: Eh?</b></p> <p><b>1601 Dan Small: [Laughs] 12 foreigners, man.</b></p> <p>1602 Dan Small: Look at the Internet, on the [inaudible]</p> <p>1603 Callum Tulley: Yeah, but Dan, it doesn't mean it's a good thing.</p> <p>1604 Dan Small: Well, no, no, I'm not saying it's a good thing.</p> <p>1605 Callum Tulley: Exactly what you said.</p> <p>1606 Dan Small: It's just, have a look. Thank you.</p> <p>1607 Callum Tulley: Depends what you class as a foreigner.</p> <p><b>1608 Dan Small: Everyone that is not English. Including myself.</b></p> <p>1609 Callum Tulley: Exactly, you are not English. Should the country be better off without them, 1610 then, do you?</p> <p><b>1611 Dan Small: Yeah. I certainly do that.</b></p> <p>...</p> <p><b>1614 Dan Small: This job has made me racist.</b></p> <p>1615 Callum Tulley: Do you think?</p> <p><b>1616 Dan Small: Yeah. I can't bear them. Get <b>D197</b> earlier. 'I come from Jamaica and I'm 1617 gonna fucking kill you, any English person' [said in a Jamaican accent]. I said well why are 1618 you here then? Why are you in Britain? Fuck off back. Cunt. No wonder if you're in shithole</b></p>



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	<p><b>1619 Jamaica, you want to come to our plate of heaven.</b></p> <p>1620 Callum Tulley: Bliss is it?</p> <p>1621 Dan Small: [Inaudible] bliss."</p>
TRN0000083, V201706190008 clip 1	<p>"Adel Hinder: I'm fucking losing it.</p> <p>Callum Tulley: Yeah, I don't know – I like – I find it hard to understand how he's managed to stay for so long.</p> <p><b>Adel Hinder: So I mean, how did he even – like for me, anyone who commits a crime over here should be instantly deported. Why do they get the luxury of coming here and fighting their fucking case? If we did that in any other country, they'd send us straight – do you know what I mean? We don't get the luxury of [inaudible].</b></p> <p>Callum Tulley: I've got very little sympathy for the people here that have committed crimes.</p> <p><b>Adel Hinder: Well, I've got no sympathy for people that have committed crimes here.</b></p> <p>Callum Tulley: No.</p> <p>Male Officer: What's that?</p> <p><b>Adel Hinder: We were saying like we've got little sympathy for people who – people that have committed crimes here. And they get all this stuff for them, and they don't give a fuck about anybody else – tellies, fucking X-Box. They were talking about getting X-Boxes, weren't they?</b></p> <p>Callum Tulley: I think it's set up. I think it's set up downstairs in the reading room."</p>
TRN0000085, V2017051600016, clip 3, KENC0V1019	<p>"2136 Callum Tulley: See such a job? Oh. What is his job?</p> <p>2137 John Connolly: It doesn't say on his badge.</p> <p>2138 Callum Tulley: Well, what's he manage - what's his - what's his [inaudible] job guy? I</p> <p>2139 [have seen him about, but I don't actually know what he does.</p> <p>2140 John Connolly: What did it say on his badge?</p> <p>2141 Male Staff 1: He [inaudible].</p> <p>2142 Callum Tulley: Chaplaincy affairs or something</p> <p>2143 John Connolly: Yeah. But he's the -</p> <p>2144 Callum Tulley: Oh, yeah.</p> <p>2145 John Connolly: - manager.</p> <p>2146 Callum Tulley: Oh, right.</p> <p>2147 John Connolly: He's the manager [inaudible].</p> <p>2148 Male Staff 1: He's the one to [inaudible] show.</p> <p><b>2149 John Connolly: Christian country run by Muslim manager. You see?</b></p> <p>2150 Callum Tulley: Yeah.</p> <p>2151 John Connolly: Christian affairs.</p>

Document ID	Comment
	<p>2152 Male Staff 1: Been right there to see the proof [inaudible]. I mean -</p> <p>2153 John Connolly: Wa'gwan."</p>
KENCOV1016, V2017051300005 clip 3	<p>"73 Derek Murphy: What's up, man?</p> <p>74 [REDACTED] D1978 I don't give a shit because you guys fucked me, fuck me up.</p> <p>75 Derek Murphy: Well, I'll fuck you up in a minute.</p> <p>76 [REDACTED] D1978 You are a good guy, yeh. But I am a different kind of</p> <p>77 "building". Understand?</p> <p>78 Derek Murphy: Yeh.</p> <p>79 [REDACTED] D1978 Don't go to my country man. I swear down. I put your brush</p> <p>80 in your ass.</p> <p><b>81 Derek Murphy: I'm gonna go to Portugal, and I'm gonna shag all [inaudible] Portuguese</b></p> <p><b>82 women and make them become half-Irish."</b></p>
VER000060 - BiD interviews	<p>"Detainee: A3 ...</p> <p><b>What was your experience of the culture and environment at Brook House and the care and treatment you received from G4S. ... Some officers there are really racist.</b> That officer, when he knew he was in the wrong, still called the police, and it harmed my case. He got me more in trouble so that it would harm my case if I go for bail or if I have a case with the judge. G4S staff, I can't describe it any other way, they're very bad people. <b>Because some of the people there don't speak English, they think 'oh, it's an illegal immigrant' and they don't give a shit. 90% of them were racist.</b></p> <p>When you get to the block, it's only English officers. <b>And if you don't speak English, you're fucked. They're just going to abuse you in there. They pick their targets. If you're not good in English, you're a target.</b> Not everyone in Brook House is criminals, some are just overstayers. And they're not used to this environment that they're in, and the staff know they can get away with murder. <b>The kinds of abuse is racist: `pakicor they call you curry, If you're African they call you ABC which stands for African Bar Cleaner. When you get in the block, you've got to do what they tell you to do. They will strip you, make you stand there with no clothes on. Sometimes they will use so much force that you will shit yourself, and then they'll laugh at you after that, in front of the other detainees...The wing I was on, the officers were majority black and white, not Asian. And they were bullying the Asian detainees, especially when they don't speak English"</b></p>
INN000007 – Syred witness statement	<p>"125.<b>On one occasion I witnessed a colleague making a racist comment and I was interviewed as part of a disciplinary investigation into this incident by Conway Edwards (Race and Diversity Manager and DCM).</b> I exhibit the transcript of that interview to this statement, as exhibit OS1. The incident concerned my DCO colleague, Sam Gurney. I had completed my initial training with Sam, and he</p>



Document ID	Comment
	<p>seemed like a nice guy. However, when I returned in 2014 there had been a big change in him, and <b>he openly stated that he was racist. Some of the detainees were being quite demanding and he commented, "I bloody hate this lot, no wonder I'm racist".</b> This took me by surprise because when I had known him before he was a sensible person. I said to him, "that's not you" and he responded, "it makes you feel like that", and I just left it there. A couple of weeks later, he was in the Wing Office on C-Wing, using the computer, and another DCO colleague, Liam Sharkey, was eating a packet of plantain crisps. I asked Liam what they were, and Sam interjected and said, <b>"they are crisps for niggers"</b>. I couldn't believe what he had said. I knew that I had to challenge the comment, but I didn't want to do it in front of the detainees because this could have caused disruption. A detainee was stood nearby and I wasn't sure if he had heard everything that had been said. The detainee said to me, "did I hear what I thought I heard?". I told the detainee that I would deal with it and the detainee said, "I trust you to deal with it".</p> <p>126.1 reported the incident to Conway Edwards and the exhibited transcript of my interview, OS1, records the details of the complaint. <b>As a result, Sam was taken off detainee contact and put on duties in the control room. Through the investigation process I found out that Liam had not confirmed what Sam had said, which I assume was because of a concern about what others would think about reporting another colleague.</b></p> <p><b>127. Following my report of this incident I started to receive post-it notes stuck on my locker that said, "nigger lover" and "grass",</b> and for about a year afterwards, friends of Sam in the control room would follow me around by camera and raise bogus reports to try and get me into trouble, for example a complaint that I had shaved in the barbers while on duty (which was false). I was also told by a colleague to watch my back and that people had it in for me because I had reported Sam. I reported this behaviour to the Director, Ben Saunders, and recommended that future recruitment should focus on more mature candidates.</p> <p><b>228. The way in which Sam Gurney and others appear to have become radicalised with racist and negative views about detainees while working within immigration detention is a big cause for concern."</b></p>

Document ID	Comment
VER000252 – Interview with Owen Syred	<p>“219. A. I don't know. I know for a fact, I started in 2009 and had a guy working with me and when I left to come back he changed. He, apparently, belonged to some sort of right wing Nordic sort of thing <b>and I heard him make a racist comment in the wing office and I reported it. I had about a year of post-its, calling me a 'grass' and whatever.</b></p> <p>215. <b>I had an issue with one guy who was just anti-Muslim about them and I thought 'is this because you've worked here it's made you —' because when you work here you see people from all over the world. You see mainly the same sort of nationalities. From a national point you don't always see the best of those people, or that country. You see a snapshot of those people and you may think 'they're all like that' and you're stereotyping the whole nation's population on a group of people that you've had issues with.”</b></p>
VER000224 – Interview with Conway Edwards	<p>“143. Ms Lampard: Conway, racial tension within the centre, how much of a problem is that? I mean amongst detainees, obviously.”</p>
VER000230 – Interview with Zeeshan Qayyum	<p>“94. Q. It's an invidious question, but do you find any national group that are less good at settling and less good at being good neighbours with others?</p> <p>95. A. <b>Yes. Albanians. We have had a lot of issues recently within the Albanian community.</b></p> <p>96. Q. Do they also go in for dealing with each other?”</p>
VER000248 – Interview with Steve Skitt	<p><b>“We can probably track our different populations, so we know exactly what the Albanians are like. They come from Albania and if you get 50 or 60 Albanians in the centre the dynamics will change. We got ready for a Jamaican charter.</b></p> <p>174. Mr Marsden: In what way with the Albanians?</p> <p>175. A. They have no respect, the way culturally they are. In their own country they work in clans, depending on which family you're from, etc. <b>If you take one Albanian on you take them all on, very similar to my experiences from Vietnamese in prisons, a population like that. Then you get the Nigerian Ghanaians who, in my opinion, are historically quite litigate. They've probably been here in the country quite a number of years, will fight every avenue not to go, will be difficult on charters, etc. The Jamaican population is another difficult population. If you look at the Jamaican population, if they've come in here for charter removes, you find a lot of Jamaicans haven't lived in Jamaica perhaps since they were a child or, in some cases, have never lived in Jamaica. It's just that the parents didn't get a British passport when they were younger, etc. There are those dynamics. Eastern Europeans will throw in a different mix to that.”</b></p> <p>“262. A. No. Debbie's been here a long time. Debbie's very good. If you meet Debbie you'll understand what I'm saying. We used to then walk round the wings and take lots of applications on books and then she'd go back to the detainees and give them answers. It</p>



Document ID	Comment
	works quite well, so we do those every week. A lot of it is people would get a monthly review letter, which probably tells them the same thing they were told the month before. <u>Going back, there's such a churn that things can change. At the moment I'm finding more of the difficult nationalities are the Congolese, Somalians, particularly young Somalians who've lived here quite a bit, they have a gun culture, certainly in London and areas, and they bring a whole different dynamic because of the way they operate. They can be quite loud, quite challenging to detainees as well, not just to staff."</u>
VER000264 – Interview with Clare Checksfield	<p>"Ms Checksfield: Yes, it is. There is a slightly mixed economy. <u>It is true that there are people who have not committed any criminal offence; it is not true to say they have not committed no offence, because all of them are there because they have reached the end of the road and have no right to remain in this country. There is no-one in there who has not had a large number of goes at trying to establish their right to remain.</u> You have to start this narrative in 2010, because from that point there are no families detained, except in wholly exceptional circumstances in a tiny bit of the estate."</p> <p>"234. Certainly, we knew that the figures, the crude rule figures, showed an increase in violence. Brook House did not show anything, I would say, that was wildly out of kilter with the spikes that they might have seen at other centres on different occasions. <u>Sometimes they can correlate with a grouping of individual nationalities, so you can end up with what I would call a troublesome group.</u></p> <p><u>235. Mr Marsden: A group of Albanians.</u></p> <p><u>236. Ms Checksfield: A group of Albanians - certainly, I had clocked it,</u> but I hadn't clocked it and moved closer to it. I had clocked it in the same way that three months before there appeared to be something going on at Heathrow and it went up and dropped almost as quickly."</p>
VER000257 – Interview with Dominic Aitken	<p>"56. A. Yes, there definitely was a sense that it takes different types to work here, because they had people who were very good at listening, who were very, very patient, very calm, very good communicators, and these people tended to be a little bit older, quite often they were women; and then unsurprisingly they had the big blokes who did the C&amp;R, did the removals, although I was told that that varied according to the nationality or ethnicity of detainees. <u>There was a belief that Jamaican men are very chivalrous and therefore they would have women do removals, or they would try to have that, whereas Muslim men were believed to be very disrespectful of women, therefore they would have men doing that kind of work. There were some informal stereotypes about the different nationalities, religions or ethnicities of men in Brook House that I heard about, which I should say, I have heard replicated in other IRCs"</u></p>
VER000232 – Interview with Juls Williams	<p>"64. A. <u>Also, depending on the nationality, it depends how you are seen around the centre. Albanians, you always see them as a group, never, rarely individuals.</u> Other nationalities are quite happy mixing, share and all the rest of it, whereas Albanians tend to stick together quite a lot."</p>

Document ID	Comment
VER000277 – Dan Houghton	<p>“312. A. I don't know if it would have met the full 60, but it would have been an option that would have been operationally more manageable, more beneficial to the detainees, it would have had less of an impact on them. <u>Not to typecast or stereotype, but there are a number of different nationalities that are quite happy to stay in a three-person room, they like being together.</u></p> <p><u>313. Q. The Chinese —</u></p> <p>314. A. Yes, the Chinese, Vietnamese, a lot of the more Asian guys, some of the Albanians and the Eastern European guys are quite happy to be in a group.”</p>
KENCOV , V2017061400013 clip 2	<p>“892 Unknown Detainee: [Inaudible].</p> <p>893 Derek Murphy: Huh?</p> <p>894 Unknown Detainee: [Inaudible].</p> <p><u>895 Derek Murphy: Speak English. I don't understand what you are saying.”</u></p>
CJS001443 – response to complaint	<p>“Secondly you felt unhappy because officer "Derren discriminate against detainees and behaves arrogant in an aggressive manner. Fail to carry code of conduct." You went on to explain, "On 3/3/2017 Darren was angry towards I D381 : a n d 5 more detainees because in his eyes (Darren) it was too early for detainees as new arrival should not be in the office so early in the morning 08:10am. <u>I have notice Mr. Darren attitude towards most detainees, especially towards Black Caribbean/Black Africans.</u>" And that, "Darren gets very aggressive and behave like he owns brook House, Darren conduct appears as if he wants to fight detainees and he is never in the wrong.””</p>
CJS0073014	<p>Shayne Munroe DCO alleges colleague Bonnie Spark called him a “<u>fucking black cunt</u>”. Internal investigation found this allegation was unsubstantiated.</p>
HOM002748 – PSU report re D668 complaint	<p><u>“ There was a complaint from a detainee, signed by seven other detainees, referring to DCM Tomsett as being 'aggressive' and 'discriminating against Black Africans and Afro-Caribbean' detainees. This was investigated by Brook House Race Relations and Diversity Manager (RRDM) Conway Edwards on 01 July 2017. He spoke to three of the seven detainees remaining in Brook House IRC and said 'one of whom stated that he had not really had any issues with the officer in question.</u></p> <p>...</p> <p>6.5.13 His conclusion was <u>'having carefully considered your statement, the officer's statement and those from other detainees, I have been unable to find sufficient evidence to support your claim regarding the officer's conduct.</u> The officer was asked questions on each point raised in your complaint and answered all, with good reasoning, which appeared to be very logical. As before, unless you are able</p>



Document ID	Comment
	<p>to provide me with actual evidence that the officer's conduct was as you had stated, then I am unable to uphold this final aspect of your complaint.'</p> <p>6.5.14 Checks with Detainee Escorting and Population Management Unit (DEPMU) showed that since September 2017 and the earliest records held, there had been one complaint about DCM Tomsett. This had been investigated by PSU and the complaint unsubstantiated.</p> <p>6.5.15 Checks with G4S, showed that between October 2015 and December 2017 there had been <b>16 complaints. Of these, nine had been regarding his conduct.</b> These had been investigated by G4S (seven) and PSU (2). All had been found unsubstantiated.</p> <p>...</p> <p><b>There had been a detainee complaint in June 2017 alleging DCM Tomsett was aggressive and discriminated against Black African and Afro-Caribbean's. It was referred back to Brook House IRC by PSU as it had not met the threshold. RRDM Edwards investigated fully, speaking to the available detainees, DCM Tomsett and reviewing documents, of which there were none. He concluded there was insufficient evidence of such behaviour. The other six detainee complaints were of a similar nature, 'not friendly...aggressive...racist...unfair' and G4S investigated and found these unsubstantiated."</b></p>
INQ0000023 – Questionnaire by Carly Hooper DCO	<p>"Babatunde Fagbo – officer – worked on the same unit for years. Got on well as colleagues, <b>was given a lot of stick by other detainees due to being a black officer. Always supportive and kind. Babatunde Fagbo was referred to as a 'bounty' black on the outside and white on the inside on a number of occasions by detainees.</b></p>
HOM002656 – summary of interview with Jonathan Martin re complaint by D687	<p><b>Of the verbal abuse on A and C Wing by officers and saying get out of the country, Mr Martin said "it probably would have happened. Not directly to the detainee. In the office, if something has happened and a detainee had pissed an officer off. Mr Martin probably would have heard this happen. There was a lot of pressure on staff. It would be an off the cuff comment.</b> Letting things out. I've never heard anyone being racist. <b>There are a lot of different cultures, officers as well, Jamaican, Polish they are not all British people saying get out of the country.</b>" He said it was never direct. It is in officers' interest to keep the detainees happy as they are outnumbered 140 to 2/3. It is because of their "goodness, good nature they stick within the rules and not rioting and harming us." The officers would not provoke detainees. He said that D687 was the type of detainee that if he was in segregation officers might say Why are you down here? What have you been doing? [REDACTED] was cheeky and the officers might have a bit of banter with him."</p>

Document ID	Comment
HOM002725 – PSU investigation	<p>D687 also provided descriptions of three other allegedly racist DCOs. <b><u>DCOs Luke Instone-Brewer and Babatunde Fagbo have left. The female could not be identified from the vague description provided.</u></b></p> <p>“6.1.1 In [REDACTED] initial witness statement, he said that he suffered verbal abuse from white male detention officers who made racist comments such as <b><u>'get out the fucking country.'</u></b> In his interview, he was unable to provide details of the male detention officers and said that it was the DCOs who wore the blue uniforms on C and then A Wings and it was the majority of officers. He said that the officers called all the detainees and not just him, they were all treated in the same way and things had worsened since Brexit. He said he believed he was treated this way "because of what had happened in society...it's not my fault some fucking terrorist has gone and blew people up...it's a foreign national that done it." Specific to Brook House IRC he said "because I've got a criminal record. I've committed crimes...they've got access to my file...I went to jail for burglaries, robberies things like that...I wasn't born in the UK...I came over here as a refugee."</p> <p>“6.1.2 <b><u>He said an officer had said "you've got given opportunities. You've gone and done that...you're taking the piss out of our country. Fuck off back to your country." He could not provide details of this officer. D687 laid that officers would "provoke you to get to...so they can restrain you and take you to the block."</u></b> He said of these comments that he felt "he was not a human being and was a tenth class citizen. He said he wished he had not been brought to the UK. He felt worthless." This treatment had played a part in his decision to take his own life and his mental health decline. On 20 February 2018, D687 was able to provide officer descriptions that he had been unable to provide in two witness statements and his interview. <b><u>Two of these have been identified as DCOs Instone-Brewer and Babatunde Fagbo, both of whom have left Brook House IRC.</u></b> The female officer has not been identified.”</p>
SXP000064	Lists various mistreatment including incident on 15 May 2017 – <b><u>"detainee reports to BBC he tried to kill himself on or around 15/05/2017 as officer shouted racist abuse at him"</u></b>
HOM001603	Emails alleging that DCO Slim Bessaoud joked during a night shift that he would use the PC on a night shift to book a flight to Tunisia and join ISIS.
HOM001920	Letter from Slim Bessaoud appealing his work suspension – <b><u>"As I have a double nationality, Tunisia and British, and I am a Muslim, one of my conversations with one of my colleagues had been interpreted on the basis of my religious belief and my cultural heritage"</u></b> .
TRN0000019, KENCOV1007, V2017042500002	<p>“Joe Marshall: <b><u>I do actually think quite a lot of them are alright to be fair. For detainees...</u></b></p> <p>Ed Fiddy: Yeah, some of them...</p> <p>Joe Marshall: <b><u>I'm not fucking someone who is going to sit there and think I want dinner with them</u></b>, I'm just talking about in this planet. You know what I mean? I'm not Marina, I'm not [inaudible], they're just humans, like?”</p>



Document ID	Comment
KENCOV1034, V2017061100004	Officers discuss why detainees <b>"do Ramadan here"..."I don't get it Bob, do you? ...eat as much fucking food as you can"</b>
KENCOV1037, V2017061900003 clip 1	Officers discuss criminal record of [REDACTED] in C-block. "Dan Small: Bit of training in Somalia. <b>Darren Thomsett: Horrible bastard.</b> <b>Dan Small: Come back and kill all the British"</b>
KENCOV1037, V2017061900010 clip 1	"Sean Sayers: Fucking two detainees have just thrown one out on the roof... <b>You know! DX2! the stinking Spanish one...</b> because he smells and he's fucking not tidying the room and that, they've thrown him out. I don't blame them... <b>he's a fucking dirty cunt...</b> Aaron Stokes: Yeah, he is going to get the shit kicked out of him for it...Mate, he stinks. I tell you what, if he comes on, if you want to, stand next to him and smell. You can smell it from here.... <b>Sean Sayers: It's vile, it's fucking horrible"</b>
TRN0000068, BBC000626, KENCOV3055 – CT Video Diary	"But I can live with people hating me knowing that what I'm doing is for the greater good. And I certainly couldn't live with covering peoples' backs who are racist, <b>covering peoples' backs who are abusive, just because they treated me with the respect that they wouldn't treat black people, that they wouldn't treat other detainees with.</b> "
CJS000893 – G4S spreadsheet re security issues	"[NAME REDACTED D87] stated that the DD is pre judging him based on what others have said and denied doing anything wrong, saying that he has been wrongfully held for the last seven days. It was explained to [NAME REDACTED D87] the reasons why which has been done on numerous occasions. [NAME REDACTED D87] <b>went onto to say that the DD is not thinking of himself and "Is it because of the colour of my skin" and is it because the DD doesnt like black people.</b> DD refused to engage and steered the conversation back to the reason for the visit Detainee was on a 4 man unlock. Since the incident he has left the centre on transfer to HMP.  RO witnessed another officer who was searching [NAME REDACTED D202] ask him to take off his shoes. [NAME REDACTED D202] was verbally abusive and said "fuck you im not taking my shoes off, <b>you only take black peoples shoes for searching.</b> [NAME REDACTED D202] refused the search. OSCAR called. [NAME REDACTED D202] said "Your fucking job will be gone give me your name i want to complain." A wing manager to challenge behavior."
DPG000002 – GDWG statement	"When we contacted former clients by telephone in April 2020, it was reported to us that some had witnessed verbal abuse from detention staff either directed at themselves, or at other detained people. <b>They told us that detention staff called detained people names such as 'monkey' and 'blacky'. Several former clients told us that people who did not speak English were more frequently the target of verbal, often racist, abuse and our former clients thought officers targeted non-English speakers because they were less likely to understand the racist content and therefore less likely to make a complaint."</b>

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TRN0000032, KENCOV1039, V2017070300018	<p>“Darren Thomsett: Yeah. Well, I do empathise with him.  Callum Tulley: Why isn’t the doctor giving him pills? Because he thinks it unnecessary?  Darren Thomsett: Because he’s struggling to sleep he said. And he does look a bit fucking knackered.  Chris Donnelly: Yeah.  Darren Thomsett: And then he weren’t eating.  Chris Donnelly: Yeah.  Darren Thomsett: So I just gave him someone’s sandwich and a couple of donuts. I said as long as you have got something in you, that is what I am bothered about. I just want you to sleep. I just want you to eat something, it doesn’t have to be a great big plated meal, mate, just have a sandwich and a couple of donuts for me. But the other guy – he isn’t eating full stop. He said – this is literally what he says – he said ‘I have not eaten since I come into Brook House and I am not eating’. [Inaudible] <u>appears to be an impression of a detainee with a foreign accent</u> and all this sort of stuff, so I went yeah whatever.”</p>
INQ000094 / PHD thesis (LK requested that this be adduced on 2 December 2021)	<p>At paragraph 44 he states that he was told by some members of staff that <u>certain nationalities or ethnic/religious groups were more or less responsive to instructions depending on who was giving them</u>. In his PHD thesis at pages 161-162, he set out quotes from two healthcare team members – “Michael” and “Judy” who laugh and joke and stereotype mental health issues based on each nationality: <u>“Poland is substance misuse. And Alcohol. And anger problems [Laughs]... Afghanistan is argumentative... Yeah and self-harm... The Asian Indian, Pakistan and Bangladesh, they’ve just got low coping, they need a lot of reassurance and comforting and that... With Sikhs you get a lot of alcohol problems, with the Sikhs... And the Jamaicans...well it’s just the Jamaicans! [Laughs.] Obviously they have a bit of drug...drug-related”</u></p>
TRN0000084, KENCOV1038, V201706200008 clip 3	<p><u>Nathan Harris: I reckon they should do what they do on Con Air masking tape, bag ‘em, job done.</u>  Sean Sayers: Aw that is such a sick film.  Derek Murphy: [Inaudible].  Nathan Harris: Just tape over the mouth, bag over the head [inaudible].  Callum Tulley: What films -  Sean Sayers: [Inaudible] build a plane like that, just for [inaudible].  Callum Tulley: - what films that?  Sean Sayers: Con Air.  Nathan Harris: Don’t tell me you haven’t -  Sean Sayers: Don’t tell me you haven’t seen that?  Unknown male staff member 1: Fuck off Callum.  Unknown male staff member 2: You haven’t seen Con Air?  Nathan Harris: I’ve got the DVD at home, I’ll bring it in.  Callum Tulley: No</p>



Document ID	Comment
	<p>[End of relevant conversation]</p> <p><b>Nathan Harris: I was just saying to these guys do what they do in Con Air, just fucking tape 'em and bag 'em.</b></p> <p><b>Derek Murphy: [Inaudible] in America.</b></p> <p><b>Callum Tulley: Yeah I'll watch it.</b></p> <p><b>Derek Murphy: [Inaudible] in America. put them in the chair, facing the wall. [Inaudible] they can't fucking move.</b></p> <p><b>Nathan Harris: They've got cuffs on the arms and that, haven't they.</b></p> <p><b>Derek Murphy: When it comes to taking them out, can't even walk and they're crying. [Inaudible] put them in a chair.</b></p> <p><b>Derek Murphy: Andrew, Andy, Jesus Andy that's vile.</b></p> <p><b>Nathan Harris: We should – We should just go, we should just go back to putting them to sleep mate really. [Mimics injecting himself] put em all to sleep.</b></p> <p><b>Derek Murphy: [Inaudible].</b></p> <p><b>Male Office 1: [Inaudible] that's all they'll do, [inaudible].</b></p> <p><b>Derek Murphy: [Inaudible].</b></p> <p><b>Nathan Harris: Get the gas, chuck it in there, they're all knocked out [inaudible] needle in, he wakes up in fucking wherever. [Inaudible] ain't it.</b></p> <p>Derek Murphy: [Inaudible]</p>
BBC000060	<p><b>"In the B wing office at approximately 18:00, Dan Small and another male officer and I were talking about a block of flats in London that set fire, which killed many. Small said "oh well that's a few less foreigners".</b> I was not filming when this was said and I could not anticipate such a comment ...</p>
VER000228	<p>Sebastian Gange Valle (teacher) says that Connolly was racist to him, and also homophobic to another officer:</p> <p><b>"A. No. I saw this before. I knew the way John Connolly for example talked to people. He told me "bloody day" in front of 30/40 persons there. He told me "You bloody Spanish come here". ...</b></p> <p>131. I remember a person that was openly gay living in Brighton, he has left now, and <b>he was calling "Gay, you are gay!" How can you speak like that? You are the team leader, and you worked as a trainer."</b></p>
VER000223	<p>Sarah Newland (Head of Tinsley House) discusses the culture amongst staff – <b>"That was very similar in terms of trying to change a culture, so a lot of ex-military, ex-police, racist employees to be frank.</b> It was just a case of trying to catch them".</p>
GDW000010	<p>GDWG records interview with detainee who said that detention officers were <b>"really racist, particular to those who couldn't speak English because they could get away with it", for example using words such as "monkey" and "blacky"</b> to people who couldn't understand. Another interviewee says the GP asked <b>"why don't you go back to your own country?"</b></p>
INQ0000076	<p>During an interview, Sarah Walpole (art teacher) described the characteristics of a bad member of staff – <b>"Racist e.g. officers call someone 'Paki' or be derogatory to colour. Heard through detainees. I bet it does happen."</b></p>

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INQ0000078	During an interview, Sarah Newland was asked about staff working in escorts – “ <u>Macho, x-military or ex-police, suggestions about racism and xenophobia</u> ”. We did a bit to change that, recruit more diversely and governed more closely”. When discussing the death of D3489, she mentions that they found “ <u>racist texts</u> ” on one of the officer’s phones, “ <u>and there was an insinuation that there was a bit of a culture, but I think – as I kind of alluded to earlier – we tried to eradicate that culture but arguably you can only deal with an issue when an issue comes to light</u> ”
INN000002	Grievance letter from DCO Shayne Munroe alleging DCO Bonnie Spark called her a “black cunt”.
INN000003	Grievance letter from DCO Shayne Munroe – “I see no reference to the conversation that was overheard in the car park by another member of staff <u>whereby Bonnie was hear crying, stating that I use the race card to get away with everything</u> ”
INQ000009	Email making several allegations about staff, including Bonnie Spark – “ <u>Am aware of managers who have lied to cover up racist bullying of member of staff of this individual</u> ”, and Dave Roffer – “ <u>was reported for racism</u> ”, he accused the member of staff of bringing drugs into the centre so she was suspected of that and they eventually found a reason to get rid of her as a result of this”
<b>Comments on racism in the hearings</b>	
Professor Bosworth live evidence 29/03/2022	<p>p.6: “And then it seems fairly clear that there was considerable staff behaviour that had gone unchecked and that was particularly evident in the footage that I saw from E wing, <u>but that seemed to be distributed around the detention centre, which led to various forms of racist behaviours and also a lot of sexism and misogyny and, at the very sort of basic level, extremely aggressive language and mannerisms towards the detained population</u>”</p> <p>p.35: “A. So here I'm talking about how -- I mean, I suppose I'm 8 basically talking about racism, but it's -- I think -- 9 I mean, I've certainly seen this in my research and it 10 was evident in the material that I read and watched for 11 the inquiry that, you know, <u>in a circumstance where the 12 officers find it very hard to actually have a meaningful 13 interaction with people, then what they often rely on 14 are just views that they would already have about the 15 national group, and so you sort of see this in, you 16 know, generalised comments about particular 17 nationalities, which I think -- so -- and I think that's 18 the predominant form that racism takes in IRCs. It's 19 not that often -- at least, in my experience, it hasn't 20 been that often that people will necessarily use 21 a racial epithet in a discussion with a detained person 22 because, you know, most people know that that's, you 23 know, not on. 24 But what they will do is they will kind of 25 generalise about all -- you know, "All Albanians are like this, all Jamaicans are like that". That view is 2 racist, but, also, that view makes it very hard for them 3 to actually deal with the person in front of them as an 4 individual. 5 I think that that is an inevitable part of an 6 immigration removal centre. So you can and, you know, 7 we should hold individuals to account, but if we have an 8 institution that is designed to hold foreign nationals 9 for the purpose of removing them, what we are doing as 10 a society is, we are saying, "These nationalities are 11 people we don't want", and, you know, you put them in 12 a prison, a place that looks like a prison, you're 13 saying, "These nationalities are dangerous. These 14 nationalities are criminal". So I think that officers, 15 you know, are, in a way, just responding to the</u></p>



Document ID	Comment
	<p><u>prompts 16 that the institution is giving them, and then they use 17 that to -- they kind of rely on that to try and make 18 sense of their job and also to manage the people in 19 their care"</u></p> <p>p.37: <u>"I think the use of counter-terrorism language around 23 "conditioning" or even, you know, the terminology of 24 "security incident reports", I think that is also 25 present in prisons. I think that -- I think, in a removal centre, that sort of language does quite a lot 2 of damage because it elides populations that are 3 actually really distinct but which are easy to push 4 together because of, you know, nationality, actually, 5 and also sometimes because of racism."</u></p> <p>p.91: <u>"A. So I was very struck by the fact that Dan Small said 6 that he'd become racist from working in Brook House, 7 because I have published an article where the title of 8 the article is a quote from a detention officer in 9 a different institution saying, "Working in this place 10 has made me racist". So I think that's actually 11 something that people say. 12 I think that -- I think that we can interpret that 13 in ways that don't relieve them of their moral 14 responsibility for expressing racist views. So I think 15 that it seems to me that there's a lot of evidence that, 16 you know, certain ways of talking and -- talking about 17 detained people and acting towards detained people were 18 clearly encouraged by a group of officers in Brook House 19 at the time, and that those ways of talking and acting 20 were derogatory, and often racist. 21 But I think the fact that -- but I think that these 22 are structural things that spring from the institution 23 itself. So it's not -- so it's both a kind of question 24 of attitude and belief, but it also speaks to the 25 purpose of the institution, and that's why, you know, you have the Stephen Shaw report from Oakington written 2 in 2005, or whenever, which finds very, very similar 3 issues, and that's the real challenge about trying to 4 prevent it from happening again."</u></p> <p>p.97: <u>"I think it seems to me that, you know, partly what we 11 are talking about in the inquiry is a form of 12 institutionalised racism. So, you know, I think there 13 is lots of contributing factors to it...Well, I think the purpose of it. I think the purpose of 20 it -- this is also what Stephen Shaw said in his report 21 on Oakington, is that if you make these institutions 22 which are designed to expel foreigners, then -- and you 23 do it in a kind of legal and social environment where 24 there's a lot of talk about how foreigners are a big 25 problem, then I think that you run the risk of creating an institutionally-racist institution, no matter the 2 fact that, you know, many people who work in it would 3 not espouse racist views and would not be -- you know, not be motivated by that, and we always have to remember those people. I think the very purpose of creating prison-like institutions to remove foreigners raises that risk"</u></p> <p>p.102: <u>"Yeah. I mean, it was an extremely violent way of 22 thinking about his job and the man in question, and it 23 definitely, I think, shows entirely inappropriate views 24 and suggests that there was a potential for, you know, 2entirely inappropriate practices and that it -- and it does show the connection between racism and violence."</u></p>

Document ID	Comment
D180 – 23/03/2022	<p>p.168: <u>“I also experienced a lot of verbal and racist abuse 13 from Brook House officers during the time I was detained 14 there. One incident of racist abuse I can remember 15 clearly is that officers at Brook House would regularly 16 call me the name of a famous black African footballer 17 who has a similar name to me. I do not bear any 18 resemblance to this footballer, other than that we are 19 both black Africans. I believe I was identified in that 20 way on account of my race and I found it insulting and 21 dehumanising.”</u></p> <p>p.182: <u>“There was a big problem with the staff in 9 Brook House and the way they treated the people in 10 detention. I witnessed them mistreating detainees -- 11 being aggressive, hostile or racist towards individuals. 12 I found this really distressing because everyone in 13 detention is really vulnerable. 14 'I would not say that all of the officers were 15 racists, but some of them were. It wasn't only racism 16 towards black people, as some of the officers also had 17 serious prejudices towards other detainees. There were 18 people of so many different nationalities in 19 Brook House. There was a lot of discrimination towards 20 people who were from Iraq, Iran and other places. The 21 kind of abuse officers would give to individuals 22 included slurs like, 'Fuck off back to your own 23 country', 'Why do you come to this country?' and 'Why 24 don't you go back to your own country? You're wasting 25 taxpayers' money'.”</u></p>
D1867 – 23/03/2022	<p>p.204: <u>“The healthcare was awful in Brook House. There was 2 no mental health support and interpreters were rarely 3 used, making it very hard for me to explain any physical 4 or mental health problems that I was experiencing.” 5 D1876 describes making a complaint to the IMB on 6 14 January 2017. He felt that the treatment he received 7 from a doctor, who did not provide adequate pain relief, 8 was racist, as he had not been listened to or taken 9 seriously”</u></p>
Sarah Newland – 21/03/2022	<p>p.169: <u>“10 Q. So did you accept that this was evidence of pervasive 11 racism? 12 A. In the coroner's inquest, yeah, I'm not going to dispute 13 that.”</u></p>
Theresa Schleicher – 14/03/2022	<p>p.98: <u>“A. Exactly. I guess the other thing that comes into it 25 there is the racism that's been revealed both in Panorama and in multiple other situations before, in 2 dealing with Mubenga's case, who died while being forced 3 onto a plane, in the undercover filming at Oakington and 4 at Yarl's Wood and, as Stephen Shaw said after 5 Oakington, being a detention custody officer is not 6 a job just like any other. I think it does have an 7 impact on people working in that environment to see the 8 sort of disturbed behaviour, to see people routinely 9 being subjected to the use of force, and of course 10 detained people being people that their job is to manage 11 out of the country, so the message is that they don't 12 belong here. I think it is quite easy to slip into that 13 these are people who don't have the same kind of worth. 14 I'm not in any way an expert in organisational culture 15 but I think it is unsurprising that this is an issue 16 that has come up again and again.”</u></p>
Shayne Munroe – 04/03/2022	<p>p.29: <u>“I want to come on to the issue, or the issues, of racism 8 and sexism and relationships with other staff members. 9 You say, Ms Munroe, at paragraph 50, that you 10 experienced a lot of racist behaviours and attitudes 11 from staff, both overtly and covertly, and you say that 12 racism was present from DCO level right up to senior 13 management level; is that right? 14 A. Correct. 15 Q. We will come on to the DCO level in a minute, but in 16 terms of it going right up to senior management level, 17</u></p>



Document ID	Comment
	<p>what examples or impressions did you have of racism at 18 senior management level? 19 A. <u>There was no representation. There was hardly any black 20 or Asian or nonwhite management in that building. The 21 one black manager that was there was the race and 22 diversity manager. 23 Q. Is that Conway Edwards? 24 A. Yeah, which wasn't surprising to me, that that was his 25 role. DCOs had gone for higher roles and just never got them, and it did feel like a "face fits" type of 2 environment.</u> 3 Q. We will come on to the sort of broader issue of 4 disciplinary action later, but one of the things you 5 have said in paragraph 50 of your statement is that the 6 disciplinary process and outcomes for black staff seemed 7 to be more severe to you than it was for white staff; is 8 that right? 9 A. Absolutely. 10 Q. Do you have any feeling about why that was? 11 A. I don't know. But we can just see from the outcomes 12 here, as we have seen on the Panorama show, quite a lot 13 of foul language being used there. I've been relieved 14 of my job because of use of foul language. An officer 15 that used quite foul language towards me still works 16 there and is a manager now. So ... 17 Q. The difference of outcomes -- 18 A. Correct. 19 Q. I think you describe that in your statement as sort of 20 covert racism? 21 A. Correct. 22 Q. So not explicit, but something that was in the 23 background? 24 A. Yes"</p> <p>p50: "Q. <u>One of the things you say, talking about 10 Henry Hutton-Maudsley's account of the incident, is that 11 you believed there were undertones of racist 12 stereotyping in his description of the incident. Why do 13 you say that? 14 A. We were screaming and yelling, it was loud. He didn't 15 want to back up somebody who behaved like that. There 16 was a lot of typical language that I've heard used to 17 describe black females over the years, and it's a loud, 18 angry black female. That's what came out to me from 19 Henry's statement"</u></p>
Babatunde Fagbo - 04/03/2022	<p>"Q. Coming on to the issue of the culture within Brook House 4 and the issue of racism at Brook House, you say in your 5 statement that <u>your experience of working at Brook House 6 was overshadowed by institutionalised racism at the 7 mercy of management and a handful of detained 8 individuals. Can you explain a little bit more what you 9 mean by institutionalised racism? 10 A. What I meant by that was the day-to-day dealing with 11 officers from my ethnicity.</u> I've had loads of 12 experiences that I can relate to you right now, but I'm 13 clouded in my thinking, so I can't really specify, you 14 know, which</p>
Owen Syred	<p>p.113: "Q. <u>I want to move on to the incident with Sam Gurney. You describe in your witness statement, the first one, at paragraphs 125 to 130, two incidents from 2014 where you hear a DCO colleague, Sam Gurney, making racist remarks. He said, "I bloody hate this lot. No wonder I'm racist",</u> which was in front of other staff as well as detainees? 15 A. Sorry, can I correct you on that one? 16 Q. Yes. 17 A. That comment was made to me on my own. That wasn't in 18 front of other staff, that one. The other comment was 19 made in front of other staff. 20 Q. Forgive me. <u>The second comment was where another member of staff was eating plantain crisps and he said, "They are crisps for ..." the N word? A. Yes.</u> 24 Q. You reported this to Conway Edwards who was a DCM and 25 race and diversity manager. I won't bring this up on the screen because we don't have time, but you explain 2 this in your -- you had an interview in terms of that 3 complaint. You describe in your Verita interview, so an 4 interview to another independent report -- for another 5 independent report, that he may be a member of a Nordic 6 group; is that right? 7 A. Yes. 8 Q. What did you mean by "a Nordic group"? 9 A. <u>There was talk about the -- it's almost like 10 a Harley Davidson motorcycle Nordic --</u></p>

Document ID	Comment
	<p><u>what's it called, 11 white supremacist group. I had worked with Sam Gurney. 12 I did my training with him originally. And I saw the 13 change in him when I went back, I left and went back. 14 His whole attitude was, "Actually, I don't care, I'm racist". I thought, "Well, that's not you". 16 Q. Why do you think there was a change between when you 17 first trained with him and when you came back in 2014? 18 A. When I first trained with him, he came across as quite 19 polite, got on well with everyone. When I went back, it 20 was a completely different person I saw or heard. It 21 was like a different person. So -- and I -- when he 22 first made that statement to me, I thought it was a bit 23 of a throw-away comment. I went, "Sam, that's not you". 24 But then, when he made that other comment, I thought, 25 wow, how could you -- that's almost like confirmation then of what his attitude is. I wasn't going to accept 2 it. 3 Q. Why did you think that attitude had changed during that period from when he first started to after he'd been there a few years? 6 A. There was talk about staff being conditioned by -- 7 pertaining to staff, yeah. Some staff get conditioned, 8 almost like radicalised, into stereotyping 9 nationalities, stereotyping where someone is from, the 10 colour of their skin and they perceive the people of 11 Brook House -- they would use those as a complete litmus 12 paper for every person in that country. They would say, 13 "Okay, you lot are here misbehaving, that whole culture 14 is like that, every black person is like that, every 15 Chinese person is like that". So stereotyping was 16 massive like that. So I see that some staff, they just 17 didn't get -- they got a snapshot of what they were 18 working with, and it -- yeah, it made people more -- 19 either racist or more racist. You know, I've seen 20 people, when they've left, put on their Facebook they 21 belong to Britain First and Knights Templars and things 22 like that. I thought, "Wow, that wasn't you when 23 I worked with you. But now you're not there, you're 24 free to say what you like". So I do believe that there 25 are certain people, staff, who were radicalised into becoming racist...</u></p> <p>A. I felt supported by Conway Edwards, who was a race and 22 diversity manager. I spoke to Ben Saunders because 23 I was having issues with colleagues who supported 24 Sam Gurney, whereby I had Post-its left on my locker 25 with racist comments and comments calling me a grass"</p>
Nathan Ward – 07/12/2021	<p>p.177: "Moving on, then, you have mentioned in your statement, at paragraph 147 onwards, <u>that there was, in your view, a culture of institutionalised racism at Brook House.</u> Firstly, what do you understand the term "institutionalised racism" to mean? What do you mean by that term? A. <u>So institutional racism, from my perspective, is where you have engrained in the DNA, the fabric of the institution, the overarching culture of separation of racism as well, and when we study racism and the sociology behind it, the new forms of institutional racism as well, where we refer to groups based on nationality and kind of conflate that down, is how I would describe it,</u> and I think in my statement as well I give a more in-depth explanation of my understanding, which refers to the Macpherson Report and the definitions which were brought around that inquiry.</p>
Dan Small	<p>p.147: "Q. <u>Where you're talking about the fact that Brook House had made you racist, and then it records you as saying, "This job has made me racist"? A. Yeah, yeah, yes.</u> Q. And you say in that statement that, if you'd said that, you'd have been referring to the fact that you'd never made any racist remarks until you became a DCO -- A. Yes. Q. -- and witnessed the casual use of racist language around you. <u>Is that your evidence, that you would never have said something like this before you were in Brook House? A. No, not at all. Q. And you say that that's because -- A. The environment there moulded you. It changes a person working in</u></p>



Document ID	Comment
	<p><u>that environment, it makes you angry working there. You don't understand the relief I got when I left that place. I was thrilled that I'd finally left. Q. You refer to the casual use of racist language from others. Were you then using racist language because you felt like it was fine or because you had to or both? A. Both.</u></p> <p>...</p> <p><u>That's a difficult one to answer because you're not directing it at anyone. I'm not directing it at anyone. You're in private rooms, let's say, with no-one about, roughly, but you're not specifically being racist to a person. You're just making inappropriate -- the terminology was used full banter within that facility, it was rife. But I've not directed that at anybody and I didn't see any officer direct that at anybody. Q. Regardless of whether they directed it at anyone, do you think that they held racist views? A. I can see how someone would be upset and how they would be offended by such terminology, yes. Q. That's not what I'm asking, sorry. I will rephrase it. Language like this, which you say was used by other people as well, do you think that that reflected racist views held by staff at Brook House? A. I don't know. Q. But you say you didn't hold any racist views, even though -- A. Even though I'm making comments for a joke, for the banter in an environment like that, I didn't hold any racist views. Q. But you even say, "This job has made me racist"? A. Yeah, but the terminology that I'm using for the jokes has made me worse."</u></p>
D687 – 22/02/2022	<p>p.115: <u>"On an almost daily basis I was verbally abused by detention officers who made racist comments such as 'Get out the fucking country'. They would boss us around, just to feel powerful. A lot of the officers would also be sarcastic and take the 'mick' out of me. They knew I couldn't do anything about it. They were provoking me to try to get a reaction. If I did react, they would laugh at me. It was humiliating, but it was all so common that it became normalised"</u></p> <p>p.119: "Verbal and racist abuse. "I remember staff would swear a lot at me and other detained people. Even though they are only words, over time they started to wear me down. Especially when it combines with everything else, like the conditions at Brook House, the uncertainty around my immigration situation and length of detention. <u>I found abusive comments about my British identity especially difficult to hear. I remember an officer saying things like, 'You've come to this country and been given opportunities, but you're taking the piss out of it. Fuck off back to your own country. Go back to fucking Somalia. You're not from this country. You're not one of us'. I found this humiliating. I felt and feel as British as them, but they're telling me I'm not. Where do I belong then? It made me feel worthless, like I wasn't a human being."</u></p> <p>p.137: "Summarising paragraphs 183 to 196, in these paragraphs, <u>D687 sets out what he has seen and experienced concerning the use of force in Brook House. He says it was regularly excessive and he gives examples. He describes the abusive, racist and sometimes goading language which often accompanied it"</u></p>
D668 – 06/12/2021	<p>p.92 (re Tomsett): "A. <u>Personally, yes, because people in detention, I'm afraid to say that, in the white colour never complained about 13 him. But it's only the black colour. Q. So that's what makes you say he was racist? A. Yes, so why he don't behave the same way with the other 16 colour, only with the black people."</u></p>

Document ID	Comment
Callum Tulley – 02/12/2021	<p>p.46: “The N word wasn't a word that was used typically. A - No, 22 that wasn't commonplace, sir. <b><u>Anti-immigration rhetoric was commonplace, but such racist language wasn't.</u></b>”</p> <p>p.56: “Q. You say that that kind of racism was not typical of many 23 members of staff, although anti-immigrant rhetoric was? 24 A. <b><u>I said the N word wasn't typical. Q. Was racism generally, then? A. It was certainly there, sir, yes.</u></b> 2 Q. Was John Connolly one of those who would typically use 3 this kind of language? 4 A. I'd never heard him use the N word before, sir. 5 Q. But he had on this occasion? 6 A. Yes, sir. 7 Q. Are we to understand it was limited to him or -- 8 A. No, sir. 9 Q. -- would others use similar language, even if they 10 didn't use the N word? 11 <b><u>A. Language which wasn't as bad as that, but had racist undertones, nonetheless</u></b>”</p>

### BHI

#### Officer presence at racist comments

This table sets out the officers present at instances of racist language, and whether those officers still work at Brook House (where known).

Officer	Comment	Others present	Fired?
Ed Fiddy	<p>Callum Tulley: “Good for you, man. Too right. No, I’ll be doing the same, don’t worry. They’re not allowed on Facebook, so they’re not going on Facebook. Simples.” Ed Fiddy: “They’re basically like, ‘your mum’s going to die of cancer’ and all this shit.” Joe Marshall: <b><u>“Albanians?”</u></b> <b><u>Ed Fiddy: “No Moroccans.” Unknown: “Ugh.” Ed Fiddy: “Absolute cunts.”</u></b></p> <p>KENCOV1007</p>	<p>Joe Marshall Ramon Giraldo-Arbelaes</p>	<p>Fiddy – left 10/12/2017 for job closer to home (CJS000599)</p> <p>Marshall - ?</p> <p>Arbelaes – moved to TH in</p>



Officer	Comment	Others present	Fired?
			December 2017
Steve Loughton	"21 Steve Loughton: [Inaudible] can fight. He looks like a urn traveller, you seen like 22 travelling circus like a, bare knuckle, he looks like one of them." (KENCOV1032)	Derek Murphy Ryan Bromley	Loughton is a Serco Assistant Director  Bromley – resigned 26/11/2017 but returned after travelling
Joe Marshall	"Joe Marshall: I <u>do actually think quite a lot of them are alright to be fair. For detainees...</u> Ed Fiddy: Yeah, some of them... Joe Marshall: <u>I'm not fucking someone who is going to sit there and think I want dinner with them</u> , I'm just talking about in this planet. You know what I mean? I'm not Marina, I'm not [inaudible], they're just humans, like?" TRN0000019	Ed Fiddy	Fiddy – left 10/12/2017 for job closer to home (CJS000599)
Dan Small	<u>Dan Small: "Am not going to black central." Dan Lake: "Why?" Dan Small: "[Inaudible]. Too many blacks, its eighty percent black."</u> KENCOV1027  <u>In the B wing office at approximately 18:00, Dan Small and another male officer and I were talking about a block of flats in London that set fire, which killed many. Small said "oh well that's a few less foreigners"</u> KENCOV3055	Dan Lake  Unknown	Small – written warning issued then he resigned 4/12/2017 (CJS000599)  Lake – written warning issued then he

Officer	Comment	Others present	Fired?
			resigned 26/12/2017
Dan Lake	<p>Callum Tulley: "Why don't you like black? Hey Dan why don't you like black people?" Dan Small: "I do like them." Dan Lake: "[Inaudible]." Callum Tulley: "Who was that? Who was that?" Dan Lake: "He's was like the Head of the security at one point." Callum Tulley: "No, who was that? No he wasn't." Dan Lake: "Yeah, he was, he used to work with security." Callum Tulley: "I swear that was Mark Francis [?]." Dan Lake: "Mark Francis? He used to work – security." Callum Tulley: "Who was it? What did he look like? that person." Dan Lake: "Bald [Inaudible]." Callum Tulley: "Really? You reckon he heard that? Well, that was Dan anyway. [Inaudible] that's good." <b><u>Dan Lake: "[Inaudible]. He couldn't have said that at a worst time, the only black worker in here walk past."</u></b> Callum Tulley: "Is he black? Swear he wasn't black." Dan Lake: "[Inaudible]. He is half caste ain't he?" Callum Tulley: "Is he?" Dan Lake: "He is half caste." KENCOV1027</p>	Dan Small	<p>Lake – written warning issued then he resigned 26/12/2017</p> <p>Small – written warning issued then he left 4/12/2017 (CJS000599)</p>
Derek Murphy	<p><b><u>Derek Murphy: "They shouldn't be allowed back in the country, mate." Callum Tulley: "Where are they from?" Derek Murphy: "And if they come back, put them in internment camps."</u></b> Male Officer: "They're from Britain, mate. [Inaudible]" Callum Tulley: "Oh, born in Britain?" <b><u>Derek Murphy: "Yeah, generation [inaudible]. They're all second generation."</u></b> Male Officer: <b><u>"[Inaudible] in Russia."</u></b> Derek Murphy: <b><u>"Put them in internment camps."</u></b> Television: "The government's preventive program is to steer people away from extremism before it's too late." Callum Tulley: "What do you think the best way to deal with them is?" Derek Murphy: "Huh?" Callum Tulley: "What do you think the best way to deal with them, is?" Derek Murphy: "[Inaudible]." Callum Tulley: "Well, they just said he was known to the security services." <b><u>Derek Murphy: "Lock them up or fucking deport them, one of the two. And no - "</u></b> Male Officer: "Yeah but they are going to get back, won't they?" [Crosstalk] <b><u>Derek Murphy: "Well, what is the solution?" Male Officer: "Try bullets [inaudible]" Derek Murphy: "Oh, well that'd be an ideal solution [inaudible]."</u></b> Callum Tulley: "Yeah, reality is, they are not going to allow that." Male Officer: "[Inaudible] let them go to Syria. <b><u>Get one of them [inaudible] locate their little chip, send a drone in. Delightful [?]. Job done. [Inaudible] British soil."</u></b> Derek Murphy: "Think about this. In 2009, ISIS broadcast to the world saying that we are going to kill you with our soldiers disguised as refugees, and they done it and the whole fucking – Europe, sat back and let it happen." <b><u>Male Officer: "Yeah, look what Germany did, let them all in [inaudible]."</u></b> Derek</p>	Unknown male officer	<p>Murphy – accreditation revoked and dismissed 09/11/2017 (CJS000632)</p> <p>Croucher - No further action (CJS000632). Appears he transferred to Serco with contract, unknown if still there (CJS005655)</p>



Officer	Comment	Others present	Fired?
	<p><u><b>Murphy: "[Inaudible]. Opened the floodgates to them. And refugees [inaudible] there were soldiers."</b></u> KENCOV1030</p> <p><u><b>895 Derek Murphy: Speak English. I don't understand what you are saying."</b></u> KENCOV1035</p> <p><u><b>Nathan Harris: I reckon they should do what they do on Con Air masking tape, bag 'em, job done.</b></u></p> <p>Sean Sayers: Aw that is such a sick film.</p> <p>Derek Murphy: [Inaudible].</p> <p>Nathan Harris: Just tape over the mouth, bag over the head [inaudible].</p> <p>Callum Tulley: What films -</p> <p>Sean Sayers: [Inaudible] build a plane like that, just for [inaudible].</p> <p>Callum Tulley: - what films that?</p> <p>Sean Sayers: Con Air.</p> <p>Nathan Harris: Don't tell me you haven't -</p> <p>Sean Sayers: Don't tell me you haven't seen that?</p> <p>Unknown male staff member 1: Fuck off Callum.</p> <p>Unknown male staff member 2: You haven't seen Con Air?</p> <p>Nathan Harris: I've got the DVD at home, I'll bring it in.</p> <p>Callum Tulley: No</p> <p>[End of relevant conversation]</p> <p><u><b>Nathan Harris: I was just saying to these guys do what they do in Con Air, just fucking tape 'em and bag 'em.</b></u></p> <p><u><b>Derek Murphy: [Inaudible] in America.</b></u></p> <p><u><b>Callum Tulley: Yeah I'll watch it.</b></u></p> <p><u><b>Derek Murphy: [Inaudible] in America. put them in the chair, facing the wall. [Inaudible] they can't fucking move.</b></u></p> <p><u><b>Nathan Harris: They've got cuffs on the arms and that, haven't they.</b></u></p> <p><u><b>Derek Murphy: When it comes to taking them out, can't even walk and they're crying. [Inaudible] put them in a chair.</b></u></p> <p><u><b>Derek Murphy: Andrew, Andy, Jesus Andy that's vile.</b></u></p>	<p>Gary [Croucher?]</p> <p>Nathan Harris</p> <p>Sean Sayers</p>	<p>Harris – still works with Serco (CJS005655)</p> <p>Sayers – accreditation revoked and he was dismissed 09/11/2017 (CJS000599)</p>

Officer	Comment	Others present	Fired?
	<p><u>Nathan Harris: We should – We should just go, we should just go back to putting them to sleep mate really. [Mimics injecting himself] put em all to sleep.</u></p> <p><u>Derek Murphy: [Inaudible].</u></p> <p><u>Male Office 1: [Inaudible] that's all they'll do, [inaudible].</u></p> <p><u>Derek Murphy: [Inaudible].</u></p> <p><u>Nathan Harris: Get the gas, chuck it in there, they're all knocked out [inaudible] needle in, he wakes up in fucking wherever. [Inaudible] ain't it.</u></p> <p>Derek Murphy: [Inaudible] KENCOV1038</p>		
Darren Thomsett	<p>Darren Thomsett: "It's all games anyway. Normally it's not – you know, it's all games." Callum Tulley: "What do you mean?" <u>Darren Thomsett: "Well, it's just a game to them, isn't it?"</u></p> <p><u>Callum Tulley: "What? Who? The - " Darren Thomsett: "They come to – they come – they come to whatever country – they go to whatever country. It doesn't matter where. They go to whatever country. They don't want to come here legally; they want to do it illegally under a lorry, back of a bus, whatever. And they arrive here, they get away with doing work, getting paid cash, paying no taxes, mate. You know, all this sort of stuff."</u> KENCOV1037</p> <p>"Dan Small: Bit of training in Somalia.</p> <p><u>Darren Thomsett: Horrible bastard.</u></p> <p><u>Dan Small: Come back and kill all the British"</u> KENCOV1037</p> <p>Darren Thomsett: So I just gave him someone's sandwich and a couple of donuts. I said as long as you have got something in you, that is what I am bothered about. I just want you to sleep. I just want you to eat something, it doesn't have to be a great big plated meal, mate, just have a sandwich and a couple of donuts for me. But the other guy – he isn't eating full stop. He said – this is literally what he says – he said 'I have not eaten since I come into Brook House and I am not eating'. [Inaudible] <u>[appears to be an impression of a detainee with a foreign accent]</u> and all this sort of stuff, so I went yeah whatever." KENCOV1039</p>	<p>Dan Small</p> <p>Chris Donnelly</p>	<p>Thomsett – left 7/01/2017 to pursue a different career</p> <p>Small – see above</p> <p>Donnelly - Issued with written warning (CJS000632). Still works for Serco (CJS005655)</p>
John Connolly	<p>1474 John Connolly: Just say listen here nigger. Listen to me. [Laughter from one of the other 1475 officers]. <u>Do what you are told, nigger.</u> KENCOV1019</p>	<p>Unknown – other staff were present but not identified in transcript</p>	<p>Connolly – dismissed (CJS000813)</p>



Officer	Comment	Others present	Fired?
	<p><b><u>2149 John Connolly: Christian country run by Muslim manager. You see?</u></b> KENCOV1019</p> <p>Sebastian Gange Valle (teacher) says that Connolly was racist to him, and also homophobic to another officer:</p> <p>"A. No. I saw this before. <b><u>I knew the way John Connolly for example talked to people. He told me "bloody day" in front of 30/40 persons there. He told me "You bloody Spanish come here". ...</u></b></p> <p>131. I remember a person that was openly gay living in Brighton, he has left now, and <b><u>he was calling "Gay, you are gay!" How can you speak like that? You are the team leader, and you worked as a trainer."</u></b> VER000228</p>	<p>Unidentified in transcript</p> <p>N/A</p>	
DCO Leslie	<p>D3286 complained that DCO Leslie called him a "<b><u>fucking Paki</u></b>". "In light of his denial coupled with the evidence of two witnesses based on a balance of probabilities, it is not accepted that DCO Leslie used racist language". INQ0000076</p>	N/A	<p>Leslie – appears he transferred to Serco when contract changed, unknown if still there (CJS0005655)</p>
Adel Hinder	<p>"Adel Hinder: I'm fucking losing it.</p> <p>Callum Tulley: Yeah, I don't know – I like – I find it hard to understand how he's managed to stay for so long.</p> <p><b><u>Adel Hinder: So I mean, how did he even – like for me, anyone who commits a crime over here should be instantly deported. Why do they get the luxury of coming here and fighting their fucking case? If we did that in any other country, they'd send us straight – do you know what I mean? We don't get the luxury of [inaudible].</u></b></p> <p>Callum Tulley: I've got very little sympathy for the people here that have committed crimes.</p> <p><b><u>Adel Hinder: Well, I've got no sympathy for people that have committed crimes here.</u></b></p> <p>Callum Tulley: No.</p>	Unknown male officer	Hinder – left in 2020

Officer	Comment	Others present	Fired?
	<p>Male Officer: What's that?</p> <p><b><u>Adel Hinder: We were saying like we've got little sympathy for people who – people that have committed crimes here. And they get all this stuff for them, and they don't give a fuck about anybody else – tellies, fucking X-Box. They were talking about getting X-Boxes, weren't they?</u></b></p> <p>Callum Tulley: I think it's set up. I think it's set up downstairs in the reading room."</p>		
Unknown	<p>Callum Tulley: Oh, is it the guy who's got – kind of half blind?</p> <p>Male Officer 1: No, he just looks he's half blind [makes the same face again]</p> <p>Male Officer 2: He's white, Polish or Lithuanian.</p> <p>Callum Tulley: Oh.</p> <p><b><u>Male Officer 1: No, I thought he was like – he's very black.</u></b></p> <p><b><u>Male Officer 2: Is he? Oh, is it him, is it? I thought maybe –</u></b></p> <p><b><u>Male Officer 1: Do you know the one I'm on about? He's got a bit of a fluffy beard, and...</u></b></p> <p><b><u>Male Officer 2: Has he got a cock-eye?</u></b></p> <p><b><u>Male Officer 1: I don't know, his eyes are always like that. [makes the same face again]</u></b></p> <p>Male Officer 2: Maybe I got it wrong. I thought it was –</p> <p>Callum Tulley: Umm Dixie, who's his roommate?</p> <p>Steve Dix: [D1978] bald-headed Portuguese, bi-polar nutter.</p> <p>Male Officer 2: Wait, the lunatic?</p> <p>Steve Dix: Yeah, it's funny stuff.</p>	Steve Dix	Dix – still works for Serco (CJS0005655)
Nathan Ring	<p>Callum Tulley: Where's he from?</p> <p>Hayley: I don't know.</p> <p>Callum Tulley: [inaudible] Iran.</p> <p>Hayley: Is he?</p> <p>[D1275] [Inaudible]</p> <p><b><u>Nathan Ring: Like the, like the terrorist from back to the future. Knowledge. Iranians with Iranians</u></b></p>	Hayley [?] Unidentified officer Unidentified nurse	<p>Ring – dismissed (CJS000813)</p> <p>Hayley – if Attwater, still at BH (INQ000053) – if Kavanagh, she left (CJS005653)</p>
Andy Jennings	<p>97 Callum Tulley: Andy's losing his rag.</p> <p>98 Andy Jennings: But not coming.</p>	2 unidentified speakers	Jennings – appears from



Officer	Comment	Others present	Fired?
	<b>99 Andy Jennings: I lose my rag with that cunt. Fucking Portuguese prick. [Inaudible]. Fucking 100 angry.</b> "KENCOV1016		LinkedIn that he is still a DCO
<b>D226</b>	<p><b>D226</b> : <b>Um, just this fucking Portuguese twat.</b> Ask these lot [referring to staff in the office], yeah. They brought him down yesterday, he was off his face on spice, yeah. I could've gone in the cell and nearly killed him, boss. He wouldn't even know I beat him up, man. <b>He was a number 2 [inaudible] Portuguese guy called 'D612'. Light skin and dreads. He's on A – on – on A113. Remember you brought him down yesterday, govenor? Portuguese fella with dreadlocks – you put him in 2?</b></p> <p>Male officer 1: Yes. [Inaudible].</p> <p><b>D226</b> : Oh, that's the geezer [inaudible]. And when he came, he's asked me what would I do - I just banged up. Fuck, I'm too old for this shit.</p> <p>[Break in conversation]</p> <p><b>D226</b> : <b>Yeah, Portuguese guy 'D612' man. Yeah that twat.</b></p> <p>Male officer 1: Him?</p> <p><b>D226</b> : Yeah, man. He was fucked off his face, boss, on spice.</p> <p>Male officer 1: Yeah, the other day –</p> <p><b>Callum Tulley: He's from Angola.</b></p> <p><b>D226</b> : <b>Well he speaks Portuguese [inaudible]."</b> KENCOV1038</p>	Unidentified officer	Sixto -?
Sean Sayers	<p>Sean Sayers: Fucking two detainees have just thrown one out on the roof....<b>You know! DX2, the stinking Spanish one</b>...because he smells and he's fucking not tidying the room and that, they've thrown him out. I don't blame them...<b>he's a fucking dirty cunt...</b></p> <p>Aaron Stokes: Yeah, he is going to get the shit kicked out of him for it...Mate, he stinks. I tell you what, if he comes on, if you want to, stand next to him and smell. You can smell it from here....</p> <p><b>Sean Sayers: It's vile, it's fucking horrible"</b> KENCOV1037</p>	Aaron Stokes Steve Dix Unidentified officer	<p>Stokes – resigned before broadcast, 21/08/2017 (CJS000599) to return to previous role</p> <p>Sayers – dismissed (CJS000599)</p>

