



Immigration
Enforcement

Minutes

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| Title of meeting | Formal Disciplinary Hearing |
| Date | Tuesday 24 th April 2018 |
| Time | 10:53 |
| Venue | Ashdown House |
| Chair | Simon Levett (SL) - Decision Manager |
| Attendees | Vanessa Smith (VS) [REDACTED] [REDACTED] – Union Representative |
| Note Taker | Sacha Godfrey |

SL confirmed that all attendees had been introduced and explained that the purpose of the meeting was to conduct a formal disciplinary hearing in relation to events that took place during PST training on the 22nd February 2018, where members of Hibiscus staff had then sent emails raising their concerns, which included making allegations against **VS**.

SL advised that the investigation had been completed by Gary Norton and that he now wanted to clarify the facts. **SL** advised 4 witnesses had been interviewed 2 healthcare staff and 2 Hibiscus staff.

SL confirmed that there were two allegations against **VS**. The first allegation was that **VS** used the term "he deserved it" in response to an incident involving force being used against a detainee that had been described. The second allegation related to **VS** having a general negative attitude towards detainees.

SL advised that the investigation had found that there was a case to answer in relation to the first allegation, as **VS** had admitted to saying these words. **SL** summarised the evidence and that 2 witnesses had not heard or reported hearing any misuse of language. Hibiscus staff had reported the language had been used.

SL asked **VS** if she had been asked a direct question which led to her response. **VS** explained that the instructors were providing scenarios and asked what she thought. **VS** said that she was considering the dangers within that scenario and how the officers would have felt. **VS** advised the words that she should have used were that it was justified bearing in mind the situation and that the detainee had weapons.

SL asked if **VS** could explain why Healthcare did not hear her make those comments. **VS** said that everyone was just shouting out responses as to how they felt when they were asked the question by the instructors.

SL asked **VS** what tone she used when she said "He had it coming."
VS replied that she didn't mean it forcefully and that there was no malicious intent.

OFFICIAL - SENSITIVE