

Monday 6<sup>th</sup> February 2017

To whom it may concern,

**RE: FORMAL GRIEVANCE DAVE KILICK – BULLYING, PROFESSIONALISM AND INTEGRITY**

In line with the company grievance procedure, I submit this formal complaint regarding the behaviour of Dave Killick. This complaint will address a number of issues that have arisen between Dave and me during my time at Brook House. The main issues will revolve around bullying, lack of professionalism and his non-existent integrity. I feel that recent events in particular have given me no choice but to raise these issues formally.

### August 2015

In August 2015 an incident occurred between a former colleague and I. Dave was called to the Satellite Gate. Upon arriving it was clear that I was upset and he asked a colleague to leave the room. He sat with me for some time and asked if there was anyone I felt comfortable talking to. This was because I told him I did not want to tell him what was wrong. Some names were suggested and he contacted them. I assume this was done with the aim that I would eventually trust him. Unfortunately his later actions have completely contradicted the words he spoke that day.

A few weeks later I was working alone in the Satellite Gate; I rang Dave and asked him to get me someone. In what could be described as a 'sneering' tone he said he would get someone. I knew instantly he had no intention of getting anybody. As a result the visitors were left waiting for some time, until someone eventually asked if I needed any help. It may only seem like a little thing but for someone who had indicated he wished to help me it did make me feel incredibly disheartened.

I think it is now reasonable to suggest that his actions were insincere. I find it incredibly difficult to comprehend why someone would pretend they wanted to help me. What if I had told him what was really wrong that day? Would he have used it against me? Would it have been spread round the centre? The point is he should not have attempted to build my trust unless he meant it.

### February 2016

On 8th February 2016 Dave along with Dean Brackenbridge were asked under the instructions of Steve Skitt to conduct a 'pre investigation', this revolved around money that had went missing whilst I was on shift. I have no doubt that the instructions given to him by Steve were to try and find out what had happened, not to accuse me.

However this is exactly what he did. He started the meeting with a bizarre rant about how he knows I don't like talking to him but he had done more than others for me. He also made snide comments such as 'do you know what a receipt is?' I actually felt the whole meeting was pointless. His lack of professionalism clearly showed, he made it about personal issues rather than trying find out what had happened.

The following weekend I was working in internal. I requested that he brought up the sandwich float. There was a piece of artwork that blocked the camera. Dave Killick and Dave Aldis came up together; Killick removed the piece of artwork before handing me the float. "Why did you move it for?" Dave Aldis said smirking. "Don't like it it's blocking the camera I noticed that earlier". They both went out giggling and whispering like a pair of little girls. When I returned the float in the evening Dave Aldis was there. "Is it all there?" He smirked. I suspect this was Killick's influence.

I would like Dave Killick to explain why he felt it was necessary to encourage one of his peers to bully me. All this did was add to the stress I was under at the time. There was absolutely no need for nasty comments whilst the matter was being resolved.

#### May 2016

On the 6th May 2016, I received a phone call from Dave informing me to go down to the Satellite Gate. It emerged that one of my colleagues was due to be leaving early and Dave had failed do his job by not making sure the area was staffed. They had refused to let visitors in when it came for their time to leave. As Satellite Gate is a dangerous and isolated area to be searching alone, I requested someone else be brought to the area. Dave ignored my request. As a result a visitor became very aggressive and started banging on the glass. It was then requested that I called a manager because visitors had been waiting so long. It later transpired during a discussion with a colleague who used to work near the admin area, that Dave had allegedly spent an hour chatting in admin in the morning. It was clear to them this was not a work related conversation. So apparently he did have enough time to do his job, he just chose not to. I feel like he arrogantly assumes that staffing ACO areas in particular is not important.

On the 7th May 2016, there was an external protest at Brook House. As a result visits had been called off for the day. I started the day in the control room with Alex Parpworth and two other colleagues. One colleague asked me if I wouldn't mind doing a perimeter check, I said that would be fine but if he could show me. Maybe an hour or so later Alex Parpworth left the room, he returned around ten or fifteen minutes later. About ten minutes after that Dave Killick came up. Within a couple of minutes he was asking me and another colleague what we had learnt in the control room. He had never shown any interest before. It was clear however that most of the questions were being directed at me. This made me feel very uncomfortable. He then yelled across the room and said '██████ I HAVE NOT SEEN YOU DO ANYTHING'. This was less then five minutes after he had arrived. 'WHY DON'T YOU JUST ASK WHAT TO DO?' I looked across the

control room Alex Parpworth was grinning. I had been told previously that Alex had made comments like this before. So I suspect these comments were Alex's influence. Ironically though Alex had earlier made the statement "I have no interest in showing ACO's what to do". I am therefore confused as to why Dave would send me to him, perhaps though it would have helped if he had 'got his facts straight'. Dave then demanded I go and sit next to Alex and learn the radio. Humiliated I didn't move, '████████ IF YOU DON'T MOVE I'LL FIND SOMETHING ELSE FOR YOU TO DO' he said. '████████ GO TO RECEPTION AND HELP DINESH'. I left the room. He also threatened to report me to Sara Edwards, who was the Duty Director that day as I did not go straight to reception. I was discussing the way he had just behaved towards me with a colleague.

Throughout the day he repeatedly 'picked on me'. One such occurrence was he singled me out in reception as not listening several times. Again this was done in front of several colleagues. An ACO commented and said his behaviour was 'bang out of order' and 'I couldn't believe the way he spoke to you'. That day in particular it seemed I could not even walk past him without him belittling me in some way.

The most puzzling part of this day however was the fact that Dave seemed totally oblivious to what he had done wrong. It was clear he was perplexed as to why I was annoyed with him. How on earth can someone publicly humiliate someone, on two occasions in the same day and then be completely clueless as to the reasons they may be angry with them?

I also suspect Alex used Dave to bully me. I believe Dave should be the one preventing bullying, not actively involving himself and enabling such conduct. I always presumed part of the role of a manager was to seek to resolve and de-escalate issues, perhaps I presumed wrong. I have found aspects of his general behaviour are often similar to that of a 'playground bully'. He targets individuals who he perceives to be weaker than him. I suspect my more introverted personality makes me an easy target. Maybe it makes him feel better about his own insecurities.

Another question I have is has he managed to master the *monumental skill and precision* required to open an electronic door? After all he is a 'manager' and he did appear struggle with this 'task' on that very same day. Considering this is the most basic task required in the control room, I would suggest he learns before he publicly humiliates me in the future. That way at least he would kind of know what he was talking about.

I am also interested to know what's so 'big and clever' about being manipulated into doing someone's 'dirty work' for them? How often does he let staff tell him who to tell off? Surely as a manager you should be able to think independently and without influence. Furthermore his ability to stay impartial appears to not exist.

As well as that I am curious to know why it is OK for him to not do his work, yet for him to berate me for **allegedly** doing no work. I have lost count of how many times I have asked him to do something, he hasn't and then I've seen him in admin or outside smoking.

### January 2017

On the 24<sup>th</sup> January 2017 I was working in the control room. I received a phone call from the Gatehouse asking me to put a call out as a car was double parked. They gave me the registration detail and the car make. I put it in a radio all call. Shortly after a colleague I was working with received a phone call, the phone call was from Dave Killick. He has told my colleague to not put people's registration out on the radio for 'security reasons'. Personally I wouldn't mind this being the case, however a number of people have done this and Dave is fully aware of this. Therefore I am confused as to we he has never said anything to them. Did he only comment as it was me making the call out? I am interested to know why he does not see it as a 'security issue' when he parks his own car in the car park. After all in part of the car park not only can the detainee see his vehicle registration, they can see him physically coming out of the car. Would this not be a greater cause for concern? Why has he not said anything to anyone before? Also is it a security concern our full name is on our name badge or spoken across the radio? After all, if you know someone's full name you can often easily find their address online. I have no problem complying too rules regarding 'security', however I believe they should be consistent and logical.

Shortly after the above incident I received a phone call again it was from Dave. He asked for Gary who I was working with, I replied he was not there and put the phone down. I was not aware he was then going to decide to ask me the question he called Gary for. He rang straight back and accused me of deliberately ending the conversation. His whole tone was incredibly aggressive he was virtually shouting at me one point. Saying "ARE YOU JUST GOING TO SIT THERE AND BE ALL QUIET?" he also said "THIS IS UNACCEPTABLE" and 'I HAVE THINGS TO DO. I found him to be very confrontational, this was not necessary. I have since discussed this issue with a member of the reception staff, (where he made the phone call) the reception member was shocked the way he spoke to me. They also mentioned that he had repeatedly **banged the phone on the table in anger**, during the above incident. I am also led to believe there were detainee's present during this incident. Is this considered an acceptable standard of behaviour from a 'manager' within this company? Does he seriously lack the temperament and the professionalism to not make **every** issue personal?

### In conclusion

These incidents have led me to believe that not only Dave Killick a pathological liar, but also a complete degenerate. Why is necessary to routinely tell such needless lies? What sort person sits with someone and promises to help them when they are upset, then instead bullies them? Perhaps more of a concern though is the fact he appears to see no wrong in what he has done. I have in the past tried to 'forgive and forget' much of his behaviour towards me. However it is at the point now it is impossible to ignore. I also feel that almost every interaction between us now results in some form of conflict.

When he speaks to me he will either mock me or become incredibly aggressive. I have refused to engage in conversation with him at times; this is because I object to being ridiculed and do not see the purpose in having a heated argument. I would therefore I argue I am well within my rights to do so. I also do not appreciate the fact he takes pleasure in finding fault in everything I do. I can't think of a time when he has actually commended me for doing something right, yet when I make a mistake he is the first to highlight it.

I already know was Dave's response will be everything's my fault because I don't talk to him. Perhaps if he understood the concept of professionalism it may be a little bit easier. Although given the 'high school popularity contest' that manifest itself within this workplace I do feel it is in my best interests to 'keep myself to myself'. Furthermore I'd say the majority of 'DCMs' would say I do not really speak to them. However there have never been issues with other DCM's to the scale there is with Dave.

Dave also appears to be easily manipulated by staff; this is incredibly concerning considering his position. He forms his decisions and opinions on the basis of how 'friendly' he is with staff, not whether they are right or wrong. What is the point of talking to a manager who displays no ability to remain impartial? There is nothing to be gained is there?

Dave operates on a level of hypocrisy I have never seen before. He appears to think when he makes mistakes and acts immoral it is justifiable. Yet if anyone else does he is quick to judge. In his 'world' he is allowed to do as he wishes but *don't you dare* do that same thing to him. He appears to think he is entitled to my respect due to him being a 'DCM', he is not. As far as I am concerned a DCM has to earn my respect the same way an ACO or DCO would. He also often speaks to me in an incredibly condescending tone; does he think that being a DCM carries some sort of implied intelligence? I assure him it doesn't. I have a degree and do not appreciate the fact that I am spoken to as if I am 'slow' just because I am an ACO. I also find he has an immense arrogance because of his position which makes him further dislikable. Moreover considering the magnitude of 'workplace politics' that surrounds 'certain' appointments in this establishment, I am further confused as to why he thinks so much of himself.

I feel like now the SMT need to be aware of the extent of issues between us. This is in part due to his lack of professionalism affecting his judgment. As well as that I believe it is impossible to establish respect for an individual you work with if they lack integrity. This is unfortunately the case with Dave. I also don't think it is reasonable for me to be answerable to an individual that clearly bullies me. I am at the point where I am 'mentally exhausted' with him as a person and as a 'manager'.

I have submitted this complaint with the main objective of me not feeling 'targeted' or bullied when I come to work. It is also my expectation that in future Dave acts towards me in a professional manner at all times; in particular I would like him to stop being so confrontational and aggressive towards me. Finally I hope that when Dave says he will do something, he does it.

I anticipate your response in dealing with the above issues.

Yours sincerely,

  
**Signature**

12<sup>th</sup> February 2017

Dear Michelle,

Further to the grievance I submitted on 6<sup>th</sup> February 2017 I have decided to amend page five. I feel that in retrospect parts of this page of the grievance should be worded differently. I also feel that I missed out one important point. I have enclosed the amended page, I wish for you to discard of the original page five.

Regards,

[Redacted]

**Signature**

### In conclusion

These incidents have led me to question Dave's integrity and professionalism. Why is necessary to routinely tell such needless lies? What sort of person sits with someone and promises to help them when they are upset, then instead bullies them? Perhaps more of a concern though is the fact he appears to see no wrong in what he has done. I have in the past tried to 'forgive and forget' much of his behaviour towards me. However it is at the point now it is impossible to ignore. I also feel that almost every interaction between us now results in some form of conflict. When he speaks to me he will either mock me or become incredibly aggressive. I have refused to engage in conversation with him at times, this is because I object to being ridiculed and do not see the purpose in having a heated argument. I would therefore argue I am well within my rights to do so. As well as that he makes me feel very anxious and for someone who is not confident in the first place this is particularly unhelpful. I also do not appreciate the fact he takes pleasure in finding fault in everything I do. I can't think of a time when he has actually commended me for doing something right, yet when I make a mistake he is the first to highlight it.

I already know what Dave's response will be everything's my fault because I don't talk to him. Perhaps if he understood the concept of professionalism it may be a little bit easier. Although given the 'high school popularity contest' that manifest itself within this workplace I do feel it is in my best interests to 'keep myself to myself'. Furthermore I'd say the majority of 'DCMs' would say I do not really speak to them. However I'd say there appears to be the most frequent and significant issues with Dave.

Dave also appears to be easily manipulated by staff; this is incredibly concerning considering his position. He forms his decisions and opinions on the basis of how 'friendly' he is with staff, not whether they are right or wrong. What is the point of talking to a manager who displays no ability to remain impartial? There is nothing to be gained is there?

Dave operates on a level of hypocrisy I have never seen before. He appears to think when he makes mistakes and acts immoral it is justifiable, yet if anyone else does he is quick to judge. In his 'world' he is allowed to do as he wishes but *don't you dare* do that same thing to him. He appears to think he is entitled to my respect due to him being a 'DCM', he is not. As far as I am concerned a DCM has to earn my respect the same way an ACO or DCO would. He also often speaks to me in an incredibly condescending tone; does he think that being a DCM carries some sort of implied intelligence? I assure him it doesn't. I have a degree and do not appreciate the fact that I am spoken to as if I am 'slow' just because I am an ACO.