

Private and Confidential

Callan Campbell



28 June 2016

Dear Callan

Disciplinary Hearing

I write to confirm the decision taken at the reconvened disciplinary hearing, which took place on Tuesday 14 June 2016. The hearing was conducted by me and also in attendance was Michelle Fernandes, as Company Representative.

You chose to attend this meeting accompanied by Charlie Smith as your Trade Union representative.

The reason for this disciplinary hearing was to consider the question of disciplinary action against you, in accordance with the Company's disciplinary policy with regard to:

The allegation of inappropriate conduct towards a detainee

At the hearing I concluded the following in relation to the allegation (s) detailed above:-

This occurred on 1 February 2016 where you were supervising the relocation of I [D5089] from Beck wing to the Care & Separation Unit; this was a planned removal and as all planned removals was subject to CCTV monitoring. When this reviewed at our use of force committee a number of concerns were raised which resulted in an investigation being carried out which in turn raised a number of recommendations; one of which was for me to hear as part of a disciplinary hearing.

I have read the investigation report, reviewed all CCTV available and gave you an opportunity to put across any information and any new evidence in mitigation that you deemed necessary.

Before I continued I made the following statement which can be found in Prison Service Order 1600 Use of Force *'The control and restraint planned removals are used by a team of three officers with the option of adding another person involved to control the legs in order to manage a violent or refractory prisoner.'*

The deployment of a three opposite team is the approved method of dealing with a violent or difficult detainee and it must only be used as a last resort after all other means of de-escalation have been exhausted for example persuasion or negotiation with the detainee.

The use of force is only lawful if its use is reasonable, proportionate, and necessary and no more force is necessary in the circumstances.