

Friday, 20 March 2026

1  
2 (10.00 am)  
3 **MR BLAKE:** Good morning, Chair. Can I please call  
4 Professor Wolff.  
5 **PROFESSOR KIM WOLFF (affirmed)**  
6 **THE CHAIR:** Do sit down. Thank you. Yes.  
7 **Questioned by MR BLAKE**  
8 **MR BLAKE:** Thank you. Professor Wolff, you have produced  
9 a covering witness statement, that's WITN0394001,  
10 dated 9 February 2026, and also a substantive report  
11 that we have as WITN0394002 dated 9 February 2026. Are  
12 those true to the best of your knowledge and belief?  
13 **A.** Good morning. Yes, they are.  
14 **Q.** Thank you. If the latter can please be brought up on to  
15 screen. That's your report. I'm just going to spend  
16 some time this morning taking you through the essential  
17 parts of your report and I'll ask you a few  
18 supplementary questions.  
19 On page 1, you set out your summary of your career  
20 and your expertise. You say there in the second  
21 substantive paragraph under that heading that your:  
22 "... main research focus and area of expertise is  
23 concerned with the detection of drugs, metabolites and  
24 other biomarkers in different biological matrices."  
25 Can you just assist us with the difference between

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1 **A.** Yes, so this was with reference to the agreed statement  
2 of law, intimate samples those including blood and urine  
3 that are collected from an individual, whereas  
4 non-intimate samples don't generally require informed  
5 consent and they are samples that can be collected more  
6 easily, such as hair sampling, for instance.  
7 **Q.** So the key difference between intimate samples and  
8 non-intimate samples, so far as we're concerned, is the  
9 issue of consent and whether consent is required?  
10 **A.** Yes, that's correct.  
11 **Q.** Thank you. Moving, then, over the page. That third  
12 paragraph. You say:  
13 "Although non-intimate samples (swabs of [VC's] ...  
14 hands and nail scrapings) were collected. These samples  
15 were presumably intended for DNA tests. Neither hand  
16 swabs nor nail clippings are suitable for drug or  
17 alcohol testing by Forensic [science] ... Provider  
18 laboratories."  
19 So sticking with swabs of his hands and nail  
20 scrapings, why are they not suitable for testing?  
21 **A.** Samples such as swabs for hand and nail scrapings aren't  
22 samples that have been used for drug testing. This  
23 means that the laboratory, the forensic provider  
24 laboratories, will not have the methodology in place in  
25 the laboratory to undertake drug testing on those types

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1 drugs, metabolites and other biomarkers, and what you  
2 mean by those three?  
3 **A.** Okay. So drugs are small metabolites that individuals  
4 may take, so they're known as the parent compound.  
5 I would say metabolites are the breakdown products of  
6 those drugs, and once they have been taken into the  
7 body, and other biomarkers may be different compounds  
8 that indicate indirectly what the impact of those drugs  
9 or metabolites might be. So an indirect way of looking  
10 at the effects of drugs and metabolites in the body.  
11 **Q.** While we're on definitions, we're going to come to the  
12 word cannabinoids. Is that just plant-based cannabis or  
13 is that a broader term?  
14 **A.** Cannabinoids are more generally related to plant-based  
15 cannabis-related products, but there are also synthetic  
16 cannabinoids which are made in the laboratory rather  
17 than produced by a plant.  
18 **Q.** If we could scroll down the page, over the page, and  
19 perhaps over to page 4. On page 4, you set out the  
20 difference between intimate and non-intimate samples,  
21 and you've set out that they're governed by the Police  
22 and Criminal Evidence Act together with the applicable  
23 Codes of Practice, and you set out in that same  
24 paragraph the difference between intimate samples and  
25 non-intimate samples. Can you assist us with that?

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1 of samples, which -- and to undertake drug testing one  
2 would need to have an accredited method and so those  
3 don't exist for drug testing in forensic provider  
4 laboratories.  
5 **Q.** Is that because they're not particularly reliable  
6 methods or for some other reason?  
7 **A.** Yes, I think the science hasn't been developed in terms  
8 of using swabs of hand and nail scrapings for drug  
9 testing.  
10 **Q.** How about nail clippings? You refer there to nail  
11 clippings; is that in fact meant to be a reference to  
12 nail scrapings or would you include nail clippings in  
13 respect of their unsuitability for drug or alcohol  
14 testing?  
15 **A.** Nail clippings have been used or developed  
16 scientifically in terms of being able to detect drugs  
17 from those samples, but they aren't part of the  
18 portfolio of tests that would be offered by forensic  
19 provider laboratories for routine drug testing.  
20 **Q.** Thank you. Then you go on to say:  
21 "It is not presently clear [at the time when you  
22 wrote this report] whether [VC] was asked to consent to  
23 provision of a urine sample. No hair or blood samples  
24 were taken."  
25 Ultimately, there was no urine sample, no hair

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1 sample and blood sample taken from VC?  
 2 **A.** Yes, that's my understanding.  
 3 **Q.** If we can move on, then, to the next page, page 6. The  
 4 third significant paragraph there, beginning with "All  
 5 urine and blood [samples]", you set out the laboratory  
 6 accreditations. You said:

7 "... if intimate samples (blood or urine) had been  
 8 collected from VC these would have gone to Abingdon  
 9 Laboratory whose scope of accreditation covers a wide  
 10 range of controlled medicinal and illicit drugs".

11 So essentially, had tests been taken you had  
 12 confidence in the processes available to -- in the lab  
 13 that is used by Nottinghamshire Police.

14 **A.** Yes, that's correct.

15 **Q.** And then if we go over the page and perhaps over the  
 16 page again, you then set out in a separate section what  
 17 you would expect to have seen in terms of a report that  
 18 would be produced by that laboratory; is that correct?

19 **A.** Yes, it is.

20 **Q.** Thank you. Then if we move on, please, to page 9, you  
 21 move on to the key questions for this Inquiry. The  
 22 first of those is 2b, so that's in the middle of the  
 23 current page, and that is:

24 "The length of time that controlled drugs and  
 25 alcohol use remains detectable by way of the various

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1 divide that up into different sections with the aim to  
 2 differentiate different time periods.

3 **Q.** "Nail sampling involves collecting fingernail or toenail  
 4 clippings and may detect drug use history over months  
 5 (fingernails about 6, toenails about 12). Nail sampling  
 6 potentially offers the broadest exposure period."

7 Why are blood and saliva -- sorry, and -- yes, and  
 8 saliva -- likely to be the most accurate measurements?

9 **A.** Well, blood, I would say, is the gold standard because  
 10 it is the concentration of the drug in blood which has  
 11 an influence on the effect of that drug. So a drug in  
 12 blood travels to its site of action, which is usually in  
 13 the brain, and therefore, if we're measuring samples,  
 14 drug concentrations in blood, we can estimate the impact  
 15 of that drug on the person.

16 **Q.** And then urine provides a longer detection period. In  
 17 respect of blood, then, what kind of detection period  
 18 are we talking about?

19 **A.** The detection period in blood tends to be shorter but it  
 20 depends on the type of drug that's being investigated.  
 21 Usually, though, one to two days for detection.

22 **Q.** And in respect of, say, blood, saliva, and urine, which  
 23 would be more reliable as time goes on to detect, for  
 24 example, cannabinoids?

25 **A.** I think blood is always the most accurate measurement

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1 methods available, such as blood, urine, hair, breath,  
 2 and nail sampling."

3 I'm just going to read to you that first substantive  
 4 paragraph. You say:

5 "It is widely accepted that blood and, to a lesser  
 6 degree, oral fluid (saliva) are likely to give the most  
 7 accurate measurement of drugs currently active in the  
 8 body and indicate more immediate information about drug  
 9 use."

10 Just pausing there, you've said "currently active".

11 Can you assist us with what you mean by that?

12 **A.** Currently active means that the drug is present in the  
 13 bloodstream and therefore having an impact on that  
 14 individual.

15 **Q.** You then say:

16 "Urine provides somewhat longer detection period  
 17 (drug use over the last 2-3 days), but with less  
 18 quantitative accuracy. Hair provides a substantially  
 19 longer detection window from 1 to 4 months depending on  
 20 the length of the hair sample collected and whether  
 21 segmentation is possible."

22 We'll come to the issue of segmentation. Briefly,  
 23 what is segmentation?

24 **A.** Segmentation is when you collect a sample of hair, and  
 25 because of the length of hair sample you are able to

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1 that we can take in terms of the current effect of the  
 2 drug in the body. So it gives the most accurate  
 3 indication of the drug effects on that person. I think  
 4 oral fluid is deemed to be useful because it is  
 5 collected from the mouth and there is a good blood  
 6 supply in the mouth. So therefore if we're collecting  
 7 and detecting drugs in oral fluid, then there is, or  
 8 thought to be, a reasonably good relationship between  
 9 oral fluid drug concentration and blood concentration.

10 Urine samples are products of -- or urine is  
 11 a product of elimination. So drug concentrations are  
 12 therefore related to the elimination, so the drug has  
 13 left the body by that time.

14 **Q.** If we turn over the page you've set out in table 1 the  
 15 approximate duration of detection in respect of urine.  
 16 And if we look at cannabinoids, in respect of single  
 17 use, that can be detected between two and three days; is  
 18 that right?

19 **A.** That's correct, yes.

20 **Q.** Moderate use, a period of four to five days, and heavy  
 21 use, slash persistent use, between five and ten days  
 22 after the event.

23 **A.** That's correct.

24 **Q.** So am I right to understand from that that compared to,  
 25 for example, blood you can detect cannabinoid use in

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1 urine for a longer period?  
 2 **A.** Yes, that's correct.  
 3 **Q.** If we go over the page, please, to page 11, I'll just  
 4 read to you that second paragraph. You say:  
 5 "The time lapse between urine formation and  
 6 urination makes it difficult to produce accurate  
 7 estimates of blood drug concentration from  
 8 concentrations of drugs and metabolites detected in  
 9 urine. Urinary drug concentrations determined using  
 10 laboratory testing does not offer a reliable indication  
 11 of the time of drug administration and therefore should  
 12 not be used to estimate the degree of intoxication.  
 13 Special facilities must be provided to be able to  
 14 observe the sample collection to avoid adulteration.  
 15 The consensus is that urine cannot be used to determine  
 16 current pharmacological drug activity in the body and  
 17 can only provide evidence that drug use has taken place  
 18 at some point in the past."  
 19 So we all know from, for example, drink driving,  
 20 that you can take a urine sample and you can conduct  
 21 back calculations. Am I to understand from that that in  
 22 respect of drugs, you can't carry out that sort of  
 23 a calculation?  
 24 **A.** Yes, that's correct.  
 25 **Q.** Is, therefore, that a reason why a blood test is more

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1 dependent upon the amount and length of hair that has  
 2 been collected. Hair treatments, including dyeing or  
 3 bleaching, can damage the structure of hair, can reduce  
 4 the concentration of drug traces in hair through the  
 5 loss of incorporated drugs."  
 6 So in respect of hair sampling, you cannot identify  
 7 whether drugs have been taken in the last seven to ten  
 8 days. This may sound like a silly question, but if you  
 9 waited until, say, the eleventh day, would you be able  
 10 to tell that somebody had been using drugs in the ten or  
 11 so days prior?  
 12 **A.** I think hair sampling isn't that accurate. So hair  
 13 grows at a rate of about 1 centimetre per month, so when  
 14 you collect a hair sample, if you collect about 1  
 15 centimetre then you can identify whether or not drugs  
 16 have been used by the presence of that drug in that  
 17 sample. But trying to differentiate in terms of days or  
 18 specific incidents of drug use, hair testing isn't able  
 19 to do that with any accuracy.  
 20 **Q.** Is hair testing, therefore, better at determining, say,  
 21 a "yes" or "no" question as to whether there has or  
 22 hasn't been recent drug use?  
 23 **A.** That's correct.  
 24 **Q.** In terms of a test further down the line, it's therefore  
 25 better at that simple question than blood or urine, for

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1 accurate, because you can carry out a greater level of  
 2 calculation as to, for example, when the drugs and the  
 3 concentrations, relevant concentrations?  
 4 **A.** Yes, that's correct.  
 5 **Q.** Are there any more significant distinctions between  
 6 blood and saliva and urine which makes one preferable to  
 7 the others?  
 8 **A.** I think urine sampling is often preferred because you  
 9 can collect more of that sample, and there are usually  
 10 both the drug, the drug of interest, the parent drug and  
 11 the metabolites present in the urine. So it gives you  
 12 a fuller picture of the drug use.  
 13 **Q.** Are you able to say -- and please do say if you're not  
 14 able to say -- whether, in your experience, urine  
 15 samples are less likely to be taken by the police in  
 16 cases where there's suspicion of drug use?  
 17 **A.** I don't think I'm able to say.  
 18 **Q.** Fine. If we stick then on this page and move on to  
 19 hair. You say on that first paragraph:  
 20 "... hair analysis is recognised as a retrospective  
 21 technique that permits the detection of drugs in the  
 22 past and is useful to help confirm chronic exposure to  
 23 drugs, or intake of drugs before sampling. Hair testing  
 24 cannot be used for the identification of current drug  
 25 use (within the last 7-10 days) and results are

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1 example, because those will have been -- left the body  
 2 by that stage?  
 3 **A.** Yes, hair gives you that longitudinal assessment.  
 4 **Q.** To what extent does it depend on the frequency of drug  
 5 use? Say, for example, if it's not frequent drug use,  
 6 if it's one-off or very occasional drug use, is it less  
 7 likely to be identified through hair?  
 8 **A.** Yes, I would say so.  
 9 **Q.** At the bottom of this page, you say:  
 10 "Hair samples cannot, therefore, detect drug recent  
 11 use and any attempt to correlate hair drug concentration  
 12 with current behaviour would be extremely difficult.  
 13 Hair testing provides a much longer window [for]  
 14 detection than either blood or urine and would enable  
 15 the determination of a history of past exposures to  
 16 illicit or medicinal controlled substances."  
 17 Then I think you've provided a table over the page  
 18 which looks at that in respect of various different  
 19 drugs.  
 20 Then you go on to address breath. You say at the  
 21 end of that first paragraph you say:  
 22 "Drug detection other than alcohol is not currently  
 23 carried out in breath in the UK."  
 24 I think that's where we began today. I think that's  
 25 something you mentioned. So essentially the

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1 laboratories are not set up for that even if it were  
 2 possible; is that right?  
 3 **A.** That's correct.  
 4 **Q.** Then could it be effective if the laboratories were set  
 5 up for it?  
 6 **A.** I think as yet the science isn't very well developed for  
 7 drug testing and the technology is not there to enable  
 8 that testing to take place.  
 9 **Q.** Then nails. You say:  
 10 "Nail samples are not routinely collected for drug  
 11 testing in forensic toxicology."  
 12 Is that the same answer in respect of the  
 13 reliability?  
 14 **A.** Yes, absolutely.  
 15 **Q.** Then you have a conclusion which says:  
 16 "Therefore, the length of time that controlled drugs  
 17 and alcohol remains detectable by way of the various  
 18 methods available, differ according to the type of  
 19 sample collected with blood and breath providing  
 20 evidence of recent use whilst urine provides evidence of  
 21 use in the last few days or for some drugs weeks ...  
 22 hair from 1 to several months and nail sampling  
 23 substantially longer six-months to a year."  
 24 You then go on to address another question on  
 25 page 13, and that's:

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1 to sample collection."  
 2 How would you obtain that information? You've  
 3 referred to detailed information about the timing of the  
 4 administration dose. Usually, how does one obtain that  
 5 kind of information?  
 6 **A.** Sorry, can you explain that a little bit more?  
 7 **Q.** Absolutely. So you've said here:  
 8 "However, retrospectively identifying drug use  
 9 within a specific ... period is not always possible and  
 10 ... require[s] [more] detailed information ..."  
 11 Now, is that information as to when drugs were  
 12 consumed, what quantity --  
 13 **A.** (*Witness nodded*).  
 14 **Q.** -- and information about, I think you've mentioned  
 15 somewhere in your report, paraphernalia and things like  
 16 that?  
 17 **A.** Yes, so in order to make sense of urine sample drug  
 18 concentrations, then you would need information about  
 19 the time of dosing and the amount, the concentration,  
 20 the dose of the drug, the formulation of the drug, in  
 21 relation to the sample collection time, and -- yeah.  
 22 **Q.** Is that because it may be that you have either taken  
 23 a very heavy dose, or that you are a heavy user over  
 24 a long period and it's very difficult to tell the  
 25 difference between the two without more information?

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1 "Whether it is possible to reliably determine  
 2 controlled drug use ... within the previous 24 or  
 3 48 hours ... within a specific 24/48-hour period which  
 4 occurred more than a week, 3 months, or 6 months prior  
 5 to testing ... [and finally] within the previous 1 or  
 6 2 years ..."

7 Then actually "over the long term" as well, and  
 8 I think the answer is essentially it depends on the type  
 9 of drug, and you've given, over the page, a table; is  
 10 that right?

11 **A.** That's correct.

12 **Q.** You've summarised your findings in respect of that  
 13 question on page 15.

14 Then to the bottom of the page in bold. I'll just  
 15 read to you a few passages from that final paragraph,  
 16 you say:

17 "Blood and urine will almost certainly enable the  
 18 detection of drugs and metabolites used within the  
 19 previous 24 or 48 hours. Estimates of the time of drug  
 20 consumption may be made using blood samples, and in some  
 21 cases from a single urine sample, based on the half-life  
 22 of the substance. However, retrospectively identifying  
 23 drug use within a specific 24-48-hour period is not  
 24 always possible and would require detailed information  
 25 about the timing of administration and dose in relation

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1 **A.** Yes, but it also relates to looking at the results of  
 2 the drug tests. So if you know when the individual has  
 3 taken the drug and how much they've taken, you can also  
 4 use that to help you interpret the findings of the drug  
 5 test.

6 **Q.** Thank you. Then in the final sentence on that page you  
 7 say:

8 "Detection of drug use within a defined 24-48-hour  
 9 period more than one week after ingestion would be  
 10 difficult based on a one-off sample unless some  
 11 knowledge of dosing was available. Identifying drug use  
 12 within a specific 24-48-hour window becomes unlikely  
 13 after three to six months, as matrices such as hair lack  
 14 sufficient discriminatory power."

15 So essentially, blood and urine can help detect drug  
 16 use within the previous 24 to 48 hours. Outside of  
 17 that, you're reliant on things like hair which isn't  
 18 that specific as to the question of when; is that right?

19 **A.** Correct, yes.

20 **Q.** Thank you.

21 Then you move on to the final question at 2d:

22 "Whether it is possible to accurately distinguish  
 23 between one-off and more regular use, and if so how."

24 You say in the paragraph below:

25 "... best achieved by clinical assessment and formal

16

1 diagnosis."

2 Can you assist us with what you mean by that?

3 **A.** Yes. Usually, if you're determining whether somebody is  
4 using a drug more regularly, they are chronically using  
5 the drug, then you can do that by a clinical assessment  
6 by a trained clinician and there are specific tools to  
7 enable you to do that, to judge whether a person is  
8 using a compound persistently and are therefore using  
9 harmfully or in a dependent way.

10 **Q.** How is that achieved? Are those questions that are put  
11 to somebody? Are they looking at things like teeth or  
12 something else?

13 **A.** Okay. So those are questions that are put to the  
14 individual. They're asked questions like: "Are you able  
15 to stop using drugs? Has it affected your family life  
16 or your working life? Do you have a need to continue to  
17 use drugs? Do you have any withdrawal symptoms if you  
18 try to stop using the drugs?"

19 So there are questions around the drug use behaviour  
20 that enable a clinician to be able to determine whether  
21 or not that person has chronic use or dependence on that  
22 drug.

23 **Q.** The third paragraph down you say:

24 "The use of drug testing alone to distinguish  
25 one-off from persistent use is more difficult."

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1 taken it to identify recent drug use?

2 **A.** I think hair sampling is not commonly used in that way.  
3 It's, for instance in family courts, a hair sample would  
4 be taken from a parent, for instance, to establish  
5 abstinence over a period of time, dependent on the  
6 length of hair that had been collected. So using a hair  
7 sample to determine a specific occasion of drug use for  
8 a specific event would be very difficult.

9 **Q.** Is there a point in time at which even that sample,  
10 a hair sample, would cease to be of any use whatsoever?

11 **A.** Sorry, I'm not quite sure what you mean.

12 **Q.** Is there a point -- does there come a point in time when  
13 even taking a hair sample doesn't provide you, really,  
14 with any useful information because such time has  
15 passed?

16 **A.** Yes, I would say that was the case.

17 **Q.** What kind of time might that be?

18 **A.** I think that's, again, quite difficult to be specific  
19 about. It's related to the amount of hair that could be  
20 collected at one time. So if you had collected the hair  
21 sample and it was 1 centimetre in length, you would be  
22 able to determine whether drug use had taken place in  
23 the last month. So it would therefore be in the last  
24 month if that was the amount of hair that you could  
25 collect.

19

1 Briefly, why is that?

2 **A.** Because it's an isolated incident. If you're trying to  
3 determine the type of drug use behaviour, then doing so  
4 from a one-off sample is -- would be quite difficult.

5 **Q.** And then the paragraph below, you say:

6 "Determining one-off use from more regular use with  
7 other matrices such as urine is again possible but only  
8 with knowledge of dosing."

9 Again, is that because you can't distinguish between  
10 a heavy dose and long-term use?

11 **A.** Yes.

12 **Q.** "In hair sampling, this may also be possible if  
13 segmented hair analysis was carried out and details of  
14 dosing were known (long-acting drugs may persist in  
15 segments after only one [or] ... two doses)."

16 Then you set out your final opinion on page 17,  
17 which is:

18 "To establish or discount recent drug use in VC  
19 prior to the run-up to the attacks on 13 June 2025  
20 a blood or urine [sample] was needed. Blood and urine  
21 are intimate samples and as such consent was required by  
22 VC."

23 I'd just like to ask you a couple more questions  
24 that are perhaps key. One is, if a hair sample had been  
25 taken from VC, when would have been a good time to have

18

1 **Q.** So essentially it would depend on how much hair was  
2 available?

3 **A.** That's correct.

4 **Q.** Thank you.

5 Thank you.

6 **MR BLAKE:** Chair, I don't have any further questions.

7 I think Ms Cartwright might. No? No further questions?

8 **THE CHAIR:** Any questions? No? All right. Thank you very  
9 much, Professor Wolff.

10 **THE WITNESS:** Thank you.

11 **THE CHAIR:** Thank you for your evidence. I think we'll take  
12 a short break now. If we only take ten minutes before  
13 we start and we may take a longer break later on. Thank  
14 you.

15 (10.29 am)

(A short break)

17 (10.40 am)

18 **MS LANGDALE:** Chair, may I call Chief Constable Kate  
19 Meynell, please.

**CHIEF CONSTABLE KATE MEYNELL (sworn)**

**Questioned by MS LANGDALE**

22 **MS LANGDALE:** You have prepared a statement for the Inquiry  
23 dated 16 March 2026. Can you confirm the contents are  
24 true and accurate as far as you're concerned?

25 **A.** That's correct, yes.

20

1 Q. You tell us, just before I begin, Chief Constable at  
 2 paragraph 4 that you had to step away from policing in  
 3 order to focus on treatment and recovery in respect of  
 4 cancer.  
 5 A. *(Witness nodded)*.  
 6 Q. After 60 minutes, I'm going to suggest we break. If you  
 7 need a break at any time before, then please indicate,  
 8 put your hand up or just say to me that you need  
 9 a break; okay?  
 10 A. Thank you.  
 11 Q. If we begin in this statement, please, at paragraph 23,  
 12 you don't need to turn it up, but you talk about being  
 13 part of the Strategic Leadership Team for the EMSOU  
 14 major crime unit, which is a regional response, isn't  
 15 it, so working across forces? Can I just ask you,  
 16 please, about the collaboration across forces and how  
 17 they're expected to work together?  
 18 A. Okay, so EMSOU is in relation to the five forces of the  
 19 East Midlands and it's around our major crime  
 20 investigations and enables forces to put staff into one  
 21 area so you're able to respond to the different demands  
 22 around homicides across the region.  
 23 Q. Assuming if you have other offences committed by people  
 24 who move across the regions, you also work together to  
 25 pick up those people and ensure effective enforcement?

21

1 the five forces of the East Midlands, so they deal with  
 2 the more specialist types of crime, so around serious  
 3 and organised crime and homicide investigations. That  
 4 is a function that sits with resource, additional  
 5 resource that sits in there.

6 In terms of this relationship between forces and  
 7 sharing of information, and that can be done across  
 8 intelligence units, but that's no different than you'd  
 9 share across the region and you'd share with other  
 10 forces across the United Kingdom.

11 Q. Generally, do you think there's good force liaison  
 12 across the United Kingdom?

13 A. My experience is that there is, but it could always be  
 14 improved.

15 Q. Can we have a look at, please, at a document that the  
 16 Inquiry has looked at with other witnesses; LEPF0000660.

17 You'll know what this relates to. So this is  
 18 obviously a view on NICHE, recreated subsequent to the  
 19 time it was viewed, but in any event, at the time this  
 20 was viewed in May, 24 May 2023, it demonstrated that  
 21 there was a warrant for arrest in respect of VC, can you  
 22 see there, in relation to an offence against an  
 23 emergency worker?

24 At the time, you will know now, that Leicestershire  
 25 officers were investigating an offence that he committed

23

1 A. No, EMSOU major crime is entirely around homicide  
 2 investigation.

3 Q. Sorry, the system is set up for working across the  
 4 forces can presumably apply in relation to other areas  
 5 of crime that need to be picked up across forces,  
 6 there's liaison.

7 A. There is liaison across the five forces, but EMSOU is  
 8 designed more around specific crime types and specific  
 9 types of police operations.

10 Q. So what is the other kind of liaison, not specific to  
 11 EMSOU, but that you'd expect where there are other  
 12 offences committed by somebody across the regions?

13 A. There's nothing formal, but you would expect that you  
 14 would be in contact with another -- if you knew somebody  
 15 else was committing offences in another force, you'd be  
 16 in contact with them.

17 Q. Who would be in contact; the person dealing with  
 18 a particular offender or offence in one region with the  
 19 person dealing with the same?

20 A. So at force level across the region it would be the  
 21 individual involved in the investigation at that point.

22 I think we're probably talking about two completely  
 23 different things and I'm not sure that I've been as  
 24 clear as I would like to be. So in relation to EMSOU,  
 25 EMSOU is a specific number of resources that sit above

22

1 at Arvato premises. When that was seen on NICHE, what  
 2 should have happened? Would you expect Nottingham to  
 3 have been contacted, for example? What would you say  
 4 should have happened?

5 A. So I would expect that if somebody had seen that on  
 6 NICHE and they were dealing with him, that he would be  
 7 arrested.

8 Q. Who should have conducted that arrest? Would it be  
 9 Leicester, who are picking him up in relation to the  
 10 offence just committed, or would it be Nottingham, where  
 11 one of their officers have been assaulted?

12 A. So at the time of the incident in Leicestershire,  
 13 I would expect it to be Leicestershire officers.

14 Q. Liaising with Nottingham?

15 A. Not at the point to make the arrest. There's sufficient  
 16 there to make the arrest.

17 Q. As soon as you see that, there was enough to arrest him?

18 A. I think so, yeah.

19 Q. He was living in Nottingham then, he had a Nottingham  
 20 address. What should have happened in terms of locating  
 21 him; finding out where he was and where to pick him up?

22 A. So Nottinghamshire Police should have made inquiries to  
 23 try and locate him in order to execute that warrant.

24 Q. So you'd expect communication between the forces, and it  
 25 should have happened, shouldn't it, he should have been

24

1 picked up?  
 2 **A.** Yeah, I accept on behalf of Nottinghamshire Police that  
 3 VC should have been arrested in relation to that fail to  
 4 appear warrant, yes.  
 5 **Q.** At that this point there can be no excuses  
 6 institutionally for that, can there, that this is  
 7 identified and he should have been picked up?  
 8 **A.** That's correct.  
 9 **Q.** When he was picked up, at that time, we know of course  
 10 he'd been unmedicated for some time, he would have been  
 11 brought before a Magistrates' Court, wouldn't he,  
 12 because he had to be produced before a court because  
 13 it's not backed for bail, this warrant?  
 14 **A.** That's correct.  
 15 **Q.** So he should have been in front of magistrates, and what  
 16 should have been the procedure if there were any  
 17 concerns about his mental health at that point? What  
 18 should have happened in terms of him being seen,  
 19 assessed, or considered at that point?  
 20 **A.** So there would be if -- once -- upon his arrest there  
 21 would be the considerations around his mental health and  
 22 fitness for detention. But once he gets to court I'm  
 23 not sure exactly what processes would take place then.  
 24 **Q.** But we know what happened just a few weeks later in  
 25 terms of him being seen and assessed. It's very likely  
 25

1 had the conversation with ACC Griffin around what the  
 2 different options were. My experience of the type of  
 3 assault that he was wanted for would be that he would  
 4 have been bailed from the Magistrates' Court and  
 5 potentially it wouldn't have been progressed with due to  
 6 his mental health status at that time.  
 7 **Q.** I think what Assistant Chief Constable Griffin said:  
 8 "We have seen from his previous accounts it seems  
 9 unlikely he would have engaged in this process." (As  
 10 read)  
 11 Engaged in the mental health process. Do you think  
 12 that was a reasonable thing for him to say?  
 13 **A.** I think that's ACC Griffin's opinion and I think that's  
 14 based on what he knows about VC's previous engagement  
 15 with mental health services. I don't have enough  
 16 information in relation to that to make a comment in  
 17 terms of what my opinion is.  
 18 **Q.** That document can go down, please. If we can have  
 19 NGPF0011132, page 4. We see a convenient summary here  
 20 about the details of the warrant. You see halfway down  
 21 23 September 2022:  
 22 "... details of the warrant were sent to  
 23 Nottinghamshire Police by means of an 'occurrence' on  
 24 the NICHE information management system. This  
 25 occurrence went into an 'inbox' on the NICHE system on  
 27

1 whatever was seen and assessed later should have  
 2 appeared then; would you agree? The weeks between?  
 3 **A.** Sorry, I just -- (*overspeaking*) --  
 4 **Q.** He was assessed later, wasn't he --  
 5 **A.** He was.  
 6 **Q.** -- in June through the court process. We know, the  
 7 defence psychiatrist, the prosecution psychiatrist,  
 8 there's no reason to think that those events of  
 9 assessment would not have taken place through a court  
 10 process, is there?  
 11 **A.** No.  
 12 **Q.** So if somebody was to say, and indeed your Assistant  
 13 Chief Constable did, that it wouldn't have made any  
 14 difference if this had been implemented, this arrest  
 15 warrant, that's just not right, is it?  
 16 **A.** No, I don't agree with what you say there.  
 17 **Q.** You don't agree?  
 18 **A.** No.  
 19 **Q.** Why not?  
 20 **A.** Because I think there was a number of different  
 21 scenarios that could have happened with the fail to  
 22 appear warrant, if it had been executed. Just to  
 23 reiterate, I fully accept that it should have been, we  
 24 should have arrested him. I can't talk through every  
 25 possible scenario in relation to the warrant. I have  
 26

1 23/09/22. It would appear that this inbox was not  
 2 checked regularly. There are no updates on the warrant  
 3 around any tasks completed in relation to executing the  
 4 warrant, and it appears that no action was taken before  
 5 the day of events in Nottingham city centre on 13/06  
 6 ..."  
 7 What do you say about that?  
 8 **A.** I say that that is unacceptable. Our processes around  
 9 warrants weren't adequate. As you can see there, we  
 10 weren't able to prioritise execution of warrants, and  
 11 something that, you know, I fully accept responsibility  
 12 for and have apologised in my statement. I want to  
 13 reiterate that apology. It was unacceptable and our  
 14 processes weren't as they should have been.  
 15 **Q.** Why was that? That can come down, thanks.  
 16 Why were the processes not as they should have been?  
 17 **A.** I think it's difficult for me to say exactly why that  
 18 was. I know we've done work on understanding what  
 19 actually was happening. I think we just were not using  
 20 the NICHE system properly.  
 21 **Q.** We've heard a lot about the NICHE system and people  
 22 either not accessing or using it properly. Was that  
 23 a culturally wide issue within Nottinghamshire Police  
 24 that that data wasn't being accessed or used properly --  
 25 processes that it encouraged weren't being used  
 28

1 properly?

2 **A.** It wasn't an issue that I was aware of at the time.

3 **Q.** Would you expect to be aware of it if officers were

4 having difficulty accessing NICHE or weren't looking at

5 NICHE to look at previous convictions, for example?

6 **A.** I would expect within the organisation that that would

7 be dealt with at a local level. If they weren't able to

8 solve that, it would graduate within the different

9 levels in the organisation, and ultimately I might be

10 made aware but I would expect that to be dealt with by

11 people within that area.

12 **Q.** There is a policy for what to do with warrants. If we

13 look at NGPF0011419. Page 2, and if we go, please, to

14 the "Issuing of a Warrant Process", page 6. It sets out

15 where, 2.1:

16 "... all cases where a warrant has been issued are

17 recorded on the Libra/Common Platform system within

18 30 minutes of the court hearing."

19 We see here at the bottom execution of the warrant,

20 what the police will do.

21 Look at 3.2:

22 "Warrants Admin -- will ensure that a warrant

23 detained marker has been placed upon PNC by the

24 arresting force, and that it has a deletion date."

25 What do you understand about the significance of

29

1 **Q.** Are there reviews to see the number that are outstanding

2 and the like?

3 **A.** They're reviewed on a daily basis.

4 **Q.** So we should be able to get an updated figure about

5 where those warrants sit now and the number, et cetera?

6 **A.** Yes.

7 **Q.** I'm not expecting you to have them now, but we should be

8 able to obtain that information.

9 Another policy, NGPF0006002, page 1. This is

10 a policy that the Inquiry has sent to many junior

11 officers who were dealing with VC, and the evidence

12 combined is to this effect:

13 "Inspector Eustace said she didn't receive training

14 on this, not when she was back in local policing or

15 while on (*unclear*) ...

16 "PC Marsden said he knew parts of the policy but not

17 in full.

18 "Inspector Power said she was not aware of the

19 policy prior to it being provided by the Inquiry, she

20 said there's just a lot of policies and procedures, you

21 don't know them all." (*As read*)

22 I'll come back to that point.

23 PC Johnson said he wasn't fully conversant with this

24 policy but he knew how to locate policies.

25 This policy, as it suggests, is designed

31

1 a deletion date?

2 **A.** I can't give you information about that. I don't know.

3 **Q.** If we go to page 10, it sets out reviews, how they're

4 supposed to be reviewed, and work with the court

5 service. So the policy is there but it appears not

6 implemented.

7 **A.** That's correct.

8 **Q.** Without giving details, did you have other cases where

9 you learnt that in reviews around the time of your being

10 Chief Constable where there had been arrest for warrants

11 that were outstanding and further offences were

12 committed by that person? Is that something you had

13 come across before?

14 **A.** I'm not aware of further offences being committed.

15 That's not to say they didn't. I am aware that there

16 was a number of outstanding warrants.

17 **Q.** What has Nottinghamshire done as of today in terms of

18 making sure that that isn't the case, or identifying

19 those where it really shouldn't be the case, if that's

20 not all of them, frankly?

21 **A.** So we've completely changed the way we manage our

22 warrants. We've now got new processes in place.

23 **Q.** Who takes responsibility for those processes?

24 **A.** That sits underneath the Assistant Chief Constable for

25 Crime.

30

1 specifically to address dealing with persons with mental

2 health. We see, if we go to page 19, please, it states

3 clearly:

4 "The fact that a suspect is believed to have mental

5 ill health ... must not preclude full investigation of

6 an offence and should only rarely prevent arrest and/or

7 interview of a suspect.

8 "A healthcare response to such suspects should not

9 be seen as an alternative to criminal investigation or

10 vice versa. In many cases there may be a need for both

11 responses to take place alongside each other.

12 "There is a misconception that arrest, interview and

13 prosecution of persons with mental disorder should not

14 be considered due to 'mental capacity' issues and/or the

15 public interest. In reality there is a presumption

16 that, unless the suspect is already detained as an

17 involuntary patient in a psychiatric facility, he/she

18 has the mental capacity to be detained, interviewed, and

19 prosecuted." (*As read*)

20 Highly pertinent to earlier dealings with VC by

21 officers. What do you say, first of all, the fact that

22 this policy was not understood on the ground for

23 officers?

24 **A.** It's difficult for me to -- so the policy should have

25 been understood by the people on the ground.

32

1 Q. Do you think -- one has some sympathy, perhaps, with the  
2 reference from one of the witnesses to there's just  
3 a lot of policies and procedures. They are quite  
4 lengthy, aren't they? Do you think there is something  
5 for distilling them for people who are on the ground  
6 investigating and highlighting key messages in simple  
7 bullet points?

8 A. I do, and when I've just said about the policies should  
9 be known by the people on the ground, as soon as I said  
10 it, upon reflection, what I'm saying, it doesn't mean  
11 it's their responsibility to, it's the organisation's  
12 responsibility to make sure that they do and that we  
13 make that as easy as possible for them.

14 Q. It is about making it as easy as possible, isn't it, for  
15 junior officers who are taking on roles, investigative  
16 roles, dealing with members of the public at pace. They  
17 need to know quickly what those policies say, don't  
18 they?

19 A. They do, yes.

20 Q. The culture is really important, isn't it? It's  
21 mentioned there investigations. Do you think there's  
22 a sufficiently investigative culture around policing in  
23 Nottinghamshire Police?

24 A. I think that now there is. I think at this time there  
25 wasn't. We have put a lot in place to improve our

33

1 judgement and also awareness of his environment and  
2 actions was impaired due to experiencing an acute  
3 psychotic breakdown which was likely to have been  
4 participated by a combination of stress, sleep  
5 deprivation and social isolation. It would be my view  
6 that it was more than likely that he did not have the  
7 capacity to be responsibility for his actions as this  
8 was not done in a clear, conscious state." (As read)

9 Can that stay on the screen as well, please. Thank  
10 you.

11 So that gets sent through to the officer, and this  
12 event is one of them involves a woman jumping out of  
13 a window. Were you told what the extent of her injuries  
14 were when she jumped out of that window?

15 A. At this time in May?

16 Q. No, not in May. Subsequently. At any time, when did  
17 you learn --

18 A. Yes, I was made aware of that.

19 Q. What did you understand the extent of her injuries were?

20 A. I understand -- it's understood that she'd got a broken  
21 back.

22 Q. So serious consequences for her, weren't they --

23 A. (The witness nodded).

24 Q. -- serious matters, and this is the end of that  
25 investigation, as far as the officer's concerned.

35

1 investigations, and they certainly are improved. But at  
2 the time, there were some shortcomings. That's why  
3 we've made the changes we have.

4 Q. What were the shortcomings?

5 A. It's difficult for me to go into those details because  
6 I can't recall exactly what they were and I don't want  
7 to not do them justice, but it was all covered under  
8 Operation Catalyst, an investigative plan that addressed  
9 those shortcomings.

10 Q. If we look at an example, NGPF0000068, page 20. This is  
11 an email to PC Marsden from Dr Seedat, a consultant  
12 psychiatrist who had seen VC around the May 2020  
13 episodes when he'd gone back twice to Brook Court on the  
14 same day.

15 PC Marsden contacts the consultant psychiatrist, who  
16 states this at the top:

17 "[He] can confirm that [VC] presented with clear  
18 symptoms and signs suggestive of an acute psychotic  
19 illness. He needed rapid tranquilisation at the very  
20 beginning of his stay, but is now settled and his mental  
21 health is somewhat improved. He had no recollection of  
22 the events prior to his admission. It would be my view  
23 that he was not in touch with reality around the time of  
24 his admission nor around the time of the incident of  
25 causing damage to someone's door. It was clear that his

34

1 If we look at the email below, another officer is --  
2 has offered a conditional caution, effectively, to VC in  
3 relation to kicking the flat door down and the  
4 allegation of criminal damage.

5 The response, when he refuses to accept that, is to  
6 write to the property owner and to say:

7 "You would probably need to attend if it was your  
8 property. I want to know if you still wish to pursue  
9 this matter." (As read)

10 So effectively, putting the responsibility on the  
11 property owner to see whether or not that case goes to  
12 court. What do you say about that, in terms of the  
13 approach to whether that matter should be pursued or  
14 not?

15 A. So if you can just bear with me, because I've not seen  
16 these before. So can I just take the opportunity to  
17 have a read of what this --

18 Q. Of course, yes?

19 A. -- says. So the first bit is the letter from the --

20 Q. The first bit is the consultant emailing in relation to  
21 VC's state of mind, as far as he's concerned, when he's  
22 gone to Brook Court, kicked in a door, and then back  
23 later, banged hard on a door and somebody's jumped out  
24 of the window and been seriously injured.

25 So the top email refers to that. The bottom email

36

1 refers to the question of him kicking in a door,  
 2 damaging a door, and one of your officers saying to the  
 3 owner of that property, "You would need to come to court  
 4 if you want to pursue the matter of the criminal damage  
 5 for the door."  
 6 **A.** Okay, just bear with me then. Thank you.  
 7 **Q.** Yeah.  
 8 **THE CHAIR:** Would you like that blown up a bit?  
 9 **A.** I think I'm okay. Thank you very much.  
 10 *(Pause)*  
 11 **MS LANGDALE:** Do you think, in essence, that it's  
 12 appropriate for the person whose door has been damaged  
 13 to be the person who's asked whether the police should  
 14 pursue this or not?  
 15 **A.** I don't by any means intend to be evasive at all but  
 16 there's two items in here and I think there's quite  
 17 a lot of other information that I'm not privy to, and  
 18 I find it very difficult to make an assessment of what  
 19 you're asking me, just based on those two things.  
 20 **Q.** Let's take that down.  
 21 Can I ask you about sharing arrangements between the  
 22 police and the NHS. You've seen there an email being  
 23 sent from the NHS to the police. The Inquiry has looked  
 24 at the sharing agreements that were in place at the time  
 25 and what's in place now in terms of sharing information

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1 **A.** Yes.  
 2 **Q.** So both the detention and the fact of the assault. The  
 3 University, at the time of those happening, was not  
 4 aware. Do you find that astonishing?  
 5 **A.** I would have expected that information to have been  
 6 shared.  
 7 **Q.** And would you have expected the police to share the  
 8 information that he'd attacked an officer?  
 9 **A.** Yes.  
 10 **Q.** If we look at the policy that was in place at the time,  
 11 if we go to page 6, paragraph 3 refers to:  
 12 "When the University is connected to a caution or  
 13 conviction they will be informed of this sanction no  
 14 more than 3 months from the caution or conviction date."  
 15 So it appears to rely on the need for a caution or  
 16 a conviction before being able to share information. Do  
 17 you think, irrespective of precisely what the agreement  
 18 says, the police should have shared that information  
 19 with the University about the assault?  
 20 **A.** I think that there are a lot of restrictions around what  
 21 information can be shared. I believe that it would be  
 22 preferable to be in a position where we can share as  
 23 much information as possible with the universities and  
 24 with other partners as well. I think at times, because  
 25 of legislation, it becomes very difficult. But in

39

1 with the police. So can we go to the agreement that was  
 2 in place at the time of events. UNIN0001829. If we can  
 3 go to page 6. So this is an agreement, this is actually  
 4 an agreement between the police and Nottingham  
 5 University. I'll go to the NHS later.  
 6 **A.** Okay.  
 7 **Q.** But how you as an organisation share information around  
 8 suspects or convicted offenders is obviously a matter of  
 9 interest to the Inquiry. So this agreement is something  
 10 that's in place between Nottinghamshire Police and  
 11 Nottingham University. The significance of this, if  
 12 I can say at the outset, we know in September, when  
 13 PC Pritchard was assaulted, that Nottingham University  
 14 were not informed about that attack, and at that time he  
 15 was going back to the University to continue his studies  
 16 and to be with other students and within the University.  
 17 It's a serious attack on a police officer, and then he's  
 18 obviously detained after it.  
 19 Would you agree with me that it's astonishing that  
 20 the University did not know of that event and his  
 21 detention at that time when he was about to come back to  
 22 the University and study?  
 23 **A.** When he assaulted the officer, he was detained under the  
 24 Mental Health Act, wasn't he?  
 25 **Q.** Yes.

38

1 principle, my position would be that I would like to be  
 2 able to share as much information as we can to help one  
 3 another in the different organisations.  
 4 **Q.** What are the barriers, do you think? For the officer  
 5 who is dealing with a particular offence, what's the  
 6 barrier stopping that officer thinking "I'll just give  
 7 the university a ring now and tell them, my special  
 8 point of contact there, what's just happened with this  
 9 student"?  
 10 **A.** So it's difficult for me to say what that individual  
 11 officer thought --  
 12 **Q.** I'm not asking for that, but more generally.  
 13 **A.** So from my perspective I think there's probably  
 14 a nervousness about sharing information because people  
 15 don't quite understand what they can share and what they  
 16 can't share. So there tends to be: err on the side of  
 17 caution and not share information would be generally  
 18 what I think.  
 19 **Q.** Do you think they think about GDPR and reasons for not  
 20 sharing?  
 21 **A.** I don't think they probably have an in-depth  
 22 understanding of GDPR but I think they know that, to put  
 23 it simply, you can get into trouble if you share  
 24 information you shouldn't share, so I think they get  
 25 quite nervous of it.

40

1 Q. And when you say get into trouble, what do you think  
2 they think will happen if they share information they  
3 shouldn't share?

4 A. Well, I would imagine that people have seen, you know,  
5 instances that have happen to -- with regard to  
6 misconduct about information that's been shared.

7 Q. If we can go to the agreement in place subsequently,  
8 UNIN0001807, page 17. So this is the agreement now  
9 between the University of Nottingham and the Chief  
10 Constable of Nottinghamshire Police and if we see on  
11 page 17, types of crimes covered by the agreement:

12 "Nottinghamshire Police will share:

13 "Information where a student is under investigation  
14 for one of these offences."

15 They'll share:

16 "The outcome of an investigation to one of these  
17 offences, including charge and where relevant, court  
18 outcome.

19 "Any other investigations where the safety or  
20 welfare of students might be currently at risk or likely  
21 to be put at future risk ...

22 "[The] University Nottingham will share:

23 "Personal details of students, where appropriate to  
24 include name, date of birth, next of kin details, where  
25 there are serious safeguarding concerns and/or risk of

41

1 A. Absolutely, yes.

2 Q. And a lot of it is about assessing risk, isn't it, and  
3 understanding where risk might fall, and even if, from  
4 the policing perspective, there isn't going to be  
5 a conviction for whatever reason, understanding  
6 preventing crime and public protection is an important  
7 facet of police work, isn't it?

8 A. Most definitely.

9 Q. So do you think more effort could be made for people on  
10 the ground to understand that? What might happen next,  
11 not just what's happened, what can we prove; what might  
12 happen next and what information should we be sharing,  
13 sharing the risk between organisations.

14 A. I do, yes.

15 Q. The NHS agreements, the relevant 2019 to 2021 sharing  
16 agreement, we have, please, at NGPF0010721.

17 It sets out at page 1:

18 "The police service and the health service exist to  
19 deliver distinct public service functions which  
20 occasionally overlap and require joint working. It is  
21 vital to patient, staff and public safety that  
22 individual professionals and organisations understand  
23 how these functions work when responsibilities overlap  
24 in difficult circumstances".

25 If we go over the page, please, page 2. At the top:

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1 crime and disorder."

2 Further down:

3 "Information, including complaints from neighbours  
4 or the public relating to criminal or anti-social  
5 behaviour ...

6 "Details of forwarding addresses of recent past  
7 Students, where the University deems it appropriate.

8 "Concerns raised by Students, complaints and  
9 intelligence, subject to the Students' consent and  
10 approval."

11 That's much wider, isn't it, in terms of information  
12 sharing?

13 A. It is, yes.

14 Q. Do you think that is understood culturally within the  
15 police now? What efforts have been made to make sure  
16 that people on the ground understand what they can share  
17 so that students are protected from each other,  
18 protected from other people where relevant?

19 A. I've not been involved in policing for a year so I can  
20 only speak about previous to that. But I would --  
21 I don't know what training they were given at the time,  
22 to be honest, around information sharing.

23 Q. But it's an important topic, isn't it, and probably  
24 worthy, do you think, of training at all levels that  
25 people really understand this?

42

1 "The overall aim is to ensure the health and safety  
2 of patients, professionals, and the public.

3 "The information sharing described in this document  
4 aims to improve patient and staff safety by ensuring the  
5 best response to patient safety incidents based on  
6 a clear and common understanding of roles and  
7 responsibilities and an assessment of risk and other  
8 factors."

9 Do you think -- up until the time you were working  
10 in Nottinghamshire, do you think, if officers were  
11 telephoned by professionals, by psychiatrists, and asked  
12 for information about any suspect, do you think they  
13 would have felt able to share that information?

14 It's not a trick question; it's a cultural question.

15 Do you think they would readily respond to requests from  
16 a medical professional about somebody that the police  
17 had had dealings with?

18 A. Probably not, no.

19 Q. Why is that?

20 A. As I said before, I think there's a nervousness around  
21 knowing what information can be shared. The reason  
22 I hesitated earlier was I was processing my thoughts and  
23 what I would expect is if they weren't sure, that they  
24 would ask somebody and try and facilitate that where  
25 possible.

44

1 Q. Do you think they're empowered to think about matters  
2 with common sense as well? Not just worry about  
3 a policy, but just think: well, you would want to know  
4 that, I can understand why they would want to know that.  
5 I will share this if I can; rather than thinking:  
6 policies tell me I can't do something or can do  
7 something.

8 A. I think, in relation to sharing information, it's not  
9 just simply about being empowered; I think the greater  
10 fear -- and this is only my perception -- is the fear,  
11 the restriction of being able to share information. So  
12 I think that's the overriding factor for people when  
13 they're considering whether they can share information  
14 or not.

15 Q. Going back now to previous incidents or sharing of  
16 information. Can we look at a dissemination report in  
17 relation to VC, please. METF0000006. This is  
18 a document that I hope you've seen before. It relates  
19 to the Met informing Nottinghamshire about his  
20 attendance at Thames House.

21 So this is something, if we go to page 3, the Met  
22 share this with Nottinghamshire:

23 "Police were called by a security officer on duty at  
24 Thames House, Millbank ... at 17:15... on [bank holiday,  
25 that's 31 May] ...

45

1 needed to do with that information in there.

2 Q. Do you think it's of concern, given the backdrop of the  
3 police's involvement with him by this time, that he's  
4 hanging around down there and is reported to have  
5 visited there and no reason given for that or no evident  
6 reason given for that?

7 A. I think it's part of the information that we need to  
8 gather regarding VC.

9 Q. So if that wasn't gathered and analysed, that's  
10 a failure, isn't it, as well: not to consider what that  
11 may or may not have represented at the time by  
12 Nottinghamshire?

13 A. I can't tell from there if it has been analysed or not,  
14 but if it hasn't, yes, it is.

15 Q. The assault on PC Pritchard, if we can go, please, to  
16 NGPF0011171, page 2. So this is a summary of the  
17 assault on PC Pritchard. We know Operation Hampshire at  
18 the time reflected that it was serious, isn't it? It is  
19 serious when there's assaults on emergency workers doing  
20 their job?

21 A. It is, yes.

22 Q. Do you think, when you have retrospectively looked at  
23 the facts of the police's involvement with VC, that this  
24 was adequately followed up and dealt with? He was  
25 assaulted, we know there's the warrant for the arrest

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1 "On police arrival the male ... was stood on  
2 Horseferry Road, next to Thames House ... was spoken to  
3 by police ... calm and compliant throughout. [VC]  
4 ...stated ... he had come from home to the location  
5 alone and was waiting for an Uber to leave the location.  
6 He did not want to disclose why he had attended Thames  
7 House, had not requested to speak to the police nor did  
8 he want to see the police. [He] ... stated that the  
9 person he wanted to speak to was not in and he was going  
10 to leave.

11 "[VC] ... was coherent and capable when spoken to,  
12 he did not display any unusual behaviour or make unusual  
13 comments to police and left the location prior to [the]  
14 police."

15 So the Met shared that with Nottinghamshire. We  
16 don't see that being picked up or readily referred to on  
17 his records at the time. What do you deduce reading  
18 that? What would you expect someone to make of that if  
19 they had looked at it at the time?

20 A. So I haven't seen this document before. I'm making the  
21 assumption based on some of the headings that it is an  
22 intelligence report --

23 Q. Yes.

24 A. -- and that that would be submitted to our intelligence  
25 unit. They would make an assessment of it and what they

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1 for the assault, and it's never prosecuted in the end,  
2 the events of 13 June overtake it.

3 Given the seriousness attached to Operation  
4 Hampshire and the offences against officers, do you  
5 think that matter should have been pursued more  
6 diligently at the time?

7 A. I haven't had, I've not had sight of the investigation  
8 around this incident, so I can't really comment about  
9 the diligence of the investigation.

10 Q. Well, there was video footage, there were statements  
11 available to be taken from officers, and the offence was  
12 evident from the footage. So taking that for a moment,  
13 do you think the fact that that wasn't pursued  
14 effectively, just looking at the dates, assuming that  
15 I'm right about the evidence, do you think that's  
16 a failure not to have done that?

17 A. Sorry, it's probably me. Are you saying that the length  
18 of time that it took was a failure?

19 Q. Yes, yes, and not to get it before the court.

20 A. So if I can take the last bit first, not to get it  
21 before the court, already accepted around the warrant  
22 and the warrant should have been executed.

23 In relation to the first part, I'm not aware of the  
24 investigation and what processes went on, what delays  
25 there were, and if they were valid delays or not. So

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1 it's quite difficult for me to make that assessment with  
 2 just what's in front of me.  
 3 **Q.** But do you agree it was a serious matter that deserved  
 4 effective attention?  
 5 **A.** It is a serious matter, yes.  
 6 **Q.** There were changes of officers in charge of the  
 7 investigation. Did that happen commonly, as far as you  
 8 were aware, that officers in charge of investigations  
 9 were changed during the course of the investigation?  
 10 **A.** There will be times when it necessitates for people to  
 11 change, but the ideal position would be that you'd  
 12 remain as the Officer in the Case, unless it requires  
 13 more specialist knowledge.  
 14 **Q.** That can come down. Thank you. The Inquiry heard  
 15 evidence from Temporary Chief Constable Sandall from  
 16 Leicestershire, who reflected on the age and experience  
 17 of the force in Leicestershire, and he said:  
 18 "In September 2019, the Government had launched  
 19 a national campaign to recruit 20,000 new police  
 20 officers backed by Central Government funding. This  
 21 involved a grant to police forces if they met police  
 22 officer headcount targets." *(As read)*  
 23 The effect in Leicestershire, the Chief Constable  
 24 said:  
 25 "We've got a very young, young in service. I want  
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1 done through the Police Chiefs Council, but I know it  
 2 was discussed frequently amongst chief constables, the  
 3 impact of it. What we were hopeful was, as time  
 4 progresses, it will become less noticeable, so it would  
 5 take a few years for actually you to realise the numbers  
 6 that you'd got.  
 7 **Q.** Could thought be given to double crews and making sure  
 8 there was a more experienced sergeant? Because we've  
 9 certainly seen samples of a double crew, both officers  
 10 being relatively inexperienced. But could you deal  
 11 with it by putting more senior officers on crews with  
 12 youngsters?  
 13 **A.** So that would be something that we would try to do, but  
 14 the reality was at times there wasn't that experience to  
 15 share out amongst all the new recruits and the  
 16 inexperienced.  
 17 **Q.** How should sergeants be trained in terms of supervising  
 18 constables and working with constables? What training  
 19 was Nottinghamshire -- broadly, I'm not expecting  
 20 chapter and verse -- but what were you giving the  
 21 sergeants on the ground?  
 22 **A.** So when I became Chief Constable, I introduced some new  
 23 first line leadership training, so we do train our  
 24 sergeants, they receive a course and I can't remember  
 25 the specifics around that, but I would expect them to be  
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1 to put that into context for you. I've got 2,242 police  
 2 officers at the moment, 800 brand new police officers  
 3 came in between 2021 and 2024 and I lost over 500  
 4 experienced officers. So within that around the 2023  
 5 period 40% of my workforce had less than 5 years  
 6 service. Now we're just at about 30%. It's not  
 7 improved that much." *(As read)*  
 8 Did you have a young service in your time as Chief  
 9 Constable? Young police force?  
 10 **A.** We did, yes.  
 11 **Q.** Did you notice impacts of lack of experience of junior  
 12 officers on response policing?  
 13 **A.** We did, yes.  
 14 **Q.** Do you want to elaborate on that in any way?  
 15 **A.** So I'm not able to give you the figures that Chief  
 16 Constable Sandall gave you, and if you need them I can  
 17 obviously make them available to you, but ours were very  
 18 similar, and by definition you've got young,  
 19 inexperienced officers who don't have colleagues who can  
 20 advise them, who maybe not have sergeants who have the  
 21 level of knowledge and experience that would be ideal,  
 22 and it was an issue with us.  
 23 **Q.** Did you as a Chief Constable, or other chief constables,  
 24 generally raise that at a Government level or not?  
 25 **A.** I didn't personally raise it. I'm not sure what was  
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1 looking at things like operational things that they need  
 2 to do, but equally around starts and culture and those  
 3 sort of things, and being a leader.  
 4 **Q.** I think it was Inspector Shaw who also said as an  
 5 inspector that they didn't have a lot of training around  
 6 major and critical incidents, how to respond to those.  
 7 Is that fair? Did more senior officers even get much  
 8 training around those issues?  
 9 **A.** I couldn't answer that at the moment, sorry.  
 10 **Q.** But you wouldn't contradict him on that?  
 11 **A.** I just can't answer.  
 12 **Q.** Can we go to the events of 13 June -- and again, I don't  
 13 need to take you to the detail of your statement -- but  
 14 when were you first informed, if you can remember now,  
 15 in your own words, tell us how you first became aware of  
 16 events on the 13th and where you come in on the scene,  
 17 as it were?  
 18 **A.** So I received a telephone call from ACC Griffin,  
 19 informing me that an incident had occurred. I was  
 20 actually not in force at the time I received the call.  
 21 **Q.** What did you do?  
 22 **A.** So I can't remember the time, so I'd have to refer to  
 23 my --  
 24 **Q.** Don't worry, we've all got your logs, we can see the  
 25 times if we want to.  
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- 1 A. So when he outlined to me what had happened, it was  
2 immediately apparent to me that it was an extremely  
3 serious incident. Something that -- well, probably one  
4 of the most serious incidents I've ever been involved  
5 in. I've been a police officer for 33 years. I knew at  
6 the time what he told me, and I wanted to go back to  
7 force because I felt that's the best place for me to be  
8 to support the delivery of our response.
- 9 Q. When you say "back to force", what do you mean?
- 10 A. So I was in Harrogate and I needed to travel back to  
11 Nottinghamshire.
- 12 Q. Who was in control, as far as you were concerned, back  
13 in Nottinghamshire while were you doing that?
- 14 A. ACC Griffin.
- 15 Q. Mm-hm. You also kept, didn't you, subsequently a major  
16 incident inquiry officer's workbook; what was the  
17 purpose of having that?
- 18 A. So I would use that to record any information that I was  
19 given as a bit of an aide memoire, really, around that  
20 specific incident.
- 21 Q. I'm going to take you to different entries. I don't  
22 know if this is a good time for a break for you? Would  
23 you rather stop or shall we go to these entries?
- 24 A. I'm okay for a bit, thank you.
- 25 Q. If we go, please, to NGPF0011120. If we see the front,

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- 1 a silver who works out how we're going to do it and then  
2 there's a number of different bronzes for different  
3 areas. So there's bronze investigation, bronze  
4 communities and all different things like that.
- 5 That was the structure and we dealt with it in  
6 Nottinghamshire under Operation Hendrix, so that was  
7 the structure that was dealing with the incident.
- 8 Q. Who decided that structure?
- 9 A. That structure exists anyway, that's an established  
10 structure, but ACC Griffin allocated names to each of  
11 the roles and we had a discussion as to whether that was  
12 the right thing, if any suggestions.
- 13 Because of the nature of this incident and the  
14 immediate and understandable media interest, we decided  
15 that it would be appropriate to have an additional role,  
16 which we called platinum. It sat aside from the command  
17 structure. That was my role, and that was around  
18 communications, making sure that we had a talking head,  
19 for want of a better word, that was consistent, that it  
20 was clear to members of the public in Nottinghamshire  
21 that there was senior leadership involved in this  
22 incident, and also I was responsible for any liaison  
23 with any external agencies that may be required.
- 24 Q. Did you have contact with the University of Nottingham  
25 in that position, to the Vice Chancellor or anyone like

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- 1 what's the purpose of this book for you? It's not the  
2 same as your log on the night when you're logging  
3 various events. What do you do this for?
- 4 A. So in the normal course of my duties, I have what  
5 I refer to as a daybook. So that's where I record  
6 everything I do. It's very similar to a pocket book  
7 that I sort of grew up with as a young officer. This is  
8 specifically around an incident. So when I got back to  
9 force, I knew what had happened. It just enables me to  
10 keep all the information in one place rather than it  
11 being interceded with other meetings and things that  
12 I'll be doing at the same time.
- 13 Q. What did you think your role as Chief Constable for this  
14 incident was?
- 15 A. Platinum.
- 16 Q. Not just what it's called. In practice, what you were  
17 going to do? You said ACC Griffin was in charge until  
18 you got there. Can you just give us a pen portrait of  
19 what each of you was responsible for and what you were  
20 doing?
- 21 A. I can. So this had been declared a critical incident.  
22 It was clear that it was a critical incident and as such  
23 we invoked what we call a gold, silver and bronze  
24 structure. ACC Griffin was gold, so he sets the  
25 strategy of what we're trying to achieve. There's then

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- 1 that?
- 2 A. I didn't -- I think, I didn't -- I think, but I don't  
3 know, that that would have probably occurred through the  
4 Strategic Coordination Group.
- 5 Q. If we go then, please, to page 3 of this incident  
6 inquiry officer's book. If it helps you, we can scroll  
7 through it from the beginning so you're reminded  
8 yourself.
- 9 A. Thank you.
- 10 Q. If we look at page 1, and other people can as well,  
11 page 2, because this is chronological, and I'm not going  
12 to ask you about something until page 3. But just  
13 scroll down, 2 first. So 10.20 on the left hand side,  
14 you had a Teams call with the Home Secretary, provided  
15 details of male in custody.
- 16 "Asked whether" -- well, you tell us. What does the  
17 entry below that say?
- 18 A. So I was asked whether it was CT related and I stated  
19 that I wasn't able to say, at that time.
- 20 Q. So that's counterterrorism related.
- 21 A. Yes.
- 22 Q. That was 10.20.
- 23 A. Yes.
- 24 Q. "... I wasn't able to say some history of [the] M[ental  
25 H[health] issues but the two aren't mutually exclusive".

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1 Is that what you said?

2 **A.** Yes. That's a summary of what I said to the Home  
3 Secretary, yes.

4 **Q.** So by 10.20 you knew that history of mental health  
5 issues?

6 **A.** So I had an indication there were some mental health  
7 issues, yes.

8 **Q.** Who gave you that indication?

9 **A.** That would have been from ACC Griffin.

10 **Q.** It appears at that point you're saying they're not  
11 mutually exclusive. What would you mean by that?

12 **A.** I was trying to say, whether I've got my -- the grammar  
13 wrong -- I was trying to say that if it's one it doesn't  
14 necessarily mean it's not the other. It could be both  
15 or it could be neither, or it could be one of each.

16 So I was trying to portray really that we were still  
17 keeping an open mind to understand what had happened.

18 **Q.** If you look at 11.10 am, "Tel[ephone] call with Tim  
19 Jacques".

20 Jacques. Well, you tell us, what does it say?  
21 What's that entry?

22 **A.** So that's the telephone call from Tim Jacques. The  
23 press were asking whether it was terror-related.  
24 Because of the nature of the incident, there was  
25 obviously a concern that it was a terrorist incident and

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1 "What are our restrictions re reporting".

2 So do you want to set out there what you're  
3 recording?

4 **A.** So I guess at that point I'm just putting down my  
5 reports, so considering what we're going to be able to  
6 report on, thinking out loud, really, thinking on the  
7 paper. Somebody -- I don't know what "something  
8 whatsapp text give it key groups" means.

9 I think probably what we were doing at that time was  
10 exploring ways of getting key messages out.

11 **Q.** "Head of local policing", what do you say there,  
12 "reassuring"? Or?

13 **A.** Yeah, so we would be looking to use local policing to  
14 provide reassuring messages to communities, as well.

15 **Q.** If we can go, please, to the next page. We see, this is  
16 5.15:

17 "Sky have video ...  
18 "Talking about release ..."

19 Can you remember now about that video? Was it about  
20 the Seely Hirst House entry or can you not remember what  
21 video that's referring to?

22 **A.** I would -- that will be about this, the Seely House  
23 I wouldn't have put that -- that wouldn't be there if it  
24 didn't relate to that.

25 **Q.** So what was your reflection upon that? They had the

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1 there was a lot of scrutiny around that, if that was  
2 going to be the case, and then there's then a background  
3 of aggression towards a police officer. I can't  
4 remember why I would have put that but I think the  
5 only -- why I put it, but the only reason I would have  
6 would because of the assault on PC Pritchard.

7 **Q.** Yeah, and then underneath you've referred to the Thames  
8 House --

9 **A.** Yeah.

10 **Q.** -- incident. So by 11.10 am that's been picked up  
11 internally.

12 **A.** Yes.

13 **Q.** "Trying to get in". And you've put there:  
14 "... deemed M[ental]H[health]  
15 "And sent on way".

16 **A.** Yeah.

17 **Q.** Where did you get that that was deemed mental health?

18 **A.** So any updates I would have had at this point would have  
19 been from ACC Griffin and he would have been providing  
20 me with a very high level summary of what he knew at the  
21 time.

22 **Q.** So if we scroll down to page 4, the page 5, please.  
23 Proactive media ... comms".

24 Can you just tell us about that entry at the bottom  
25 on page 5?

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1 video. Were you concerned about that, or what?

2 **A.** I was concerned about information being out in the  
3 public arena around an investigation for two reasons,  
4 really: the first one, I strongly believed that  
5 information that we have, we should be sharing with the  
6 families and we should be doing that as soon as we can  
7 and in an appropriate way. If things were being  
8 reported, it would be understandably very distressing  
9 for them to see that in the media. But also, for me,  
10 and experienced in investigations, I would also want to  
11 maintain any integrity of any coming criminal  
12 proceedings. So I'd be concerned about that as well.

13 **Q.** The communications with families we'll come on to later,  
14 but as far as these essential communications were, early  
15 on, notification of deaths, what do you say about how  
16 long it took the police to notify the families of the  
17 bereaved about the deaths?

18 **A.** So it's my understanding from what I've read that we  
19 notified them as soon as we possibly could.

20 **Q.** We know FLOs were -- well, tell us what a family liaison  
21 officer is?

22 **A.** So it stands for family liaison officer. It's a part of  
23 the investigation team, so they work on the  
24 investigation team. They also -- they spend time with  
25 the families, so if part of the role is around support

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1 but also part of the role is around being a member of  
2 the investigation, as well.  
3 **Q.** We know they were employed to the O'Malley-Kumars, the  
4 Webbers, Elaine Newton, Sharon Miller, Wayne Birkett on  
5 13 June, to the Coates brothers on 17 June, and only one  
6 family liaison officer deployed to the survivors  
7 altogether. Those are the driving -- the victims of the  
8 driving attacks, the attempt murders.

9 Was there a reason, as far as you're concerned, only  
10 one family liaison officer was allocated to all of the  
11 survivors?

12 **A.** I know the decision around who was allocated to what  
13 families was made by the family liaison advisor, so they  
14 sit above the FLOs, but I don't know in terms of what  
15 decision was made about putting who in what place. I'd  
16 be guessing if I tried to say any more in relation to  
17 that.

18 **Q.** Did you expect the family liaison officers to  
19 communicate all and everything about the investigation  
20 to the Families and the Survivors? What was your their  
21 overall task as far as you were concerned?

22 **A.** I didn't expect them to communicate all and everything,  
23 no.

24 **MS LANGDALE:** Chair, I wonder if that's a convenient moment  
25 for a short break.

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1 to go into the City and are there other suspects."

2 As far as comms were concerned, did you think there  
3 should be any communications at all from the police to  
4 the press or others until you had contacted the bereaved  
5 families? Which comes first?

6 **A.** So the families will always come first. I am aware that  
7 there was an initial media release made early on to  
8 explain why a lot of the city centre was under police  
9 scene preservation, but that didn't contain any details  
10 other than, from my memory, about road closures.

11 **Q.** There was also -- I don't need to put another document  
12 up, that can come down -- but there was also, within the  
13 comms strategy, the suggestion that:

14 "Post charge nothing is being said. Some partners  
15 are not happy about this, but it is for sound  
16 operational reasons."

17 So post charge, was that the decision, that nothing  
18 should be said? If people want the reference it's  
19 NGPF0004635, page 5. You don't need to look at that,  
20 it's post charge, nothing was being said. What was the  
21 purpose of that?

22 **A.** So it's my experience in Nottinghamshire Police that  
23 once we charge somebody, we don't make any further  
24 comment publicly, so erring on the side of caution that  
25 we don't do anything that may affect any criminal

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1 **THE CHAIR:** We'll take a break now. We'll take a break  
2 until 11.50. Thank you. We will take a number of short  
3 breaks, I think, in the morning.

4 So 11.50. Thank you.

5 **(11.37 am)**

**(A short break)**

6 **(11.50 am)**

7 **THE CHAIR:** Yes, Ms Langdale.

8 **MS LANGDALE:** I'm going to turn now, if I may, to the  
9 communication strategy for Operation Hendrix. So if we  
10 can go to NGPF0011115, page 1.

11 We see there a comms strategy was agreed. First of  
12 all, who decided what the comms strategy should be? Do  
13 you have advisors in relation to comms, or how does it  
14 come together?

15 **A.** So this was produced through the Gold Group, so under  
16 ACC Griffin, along with the bronze lead for  
17 communications, which was Lyn Heath.

18 **Q.** So it sets out a number of aspects of the strategy.,  
19 including:

20 "Consistent messaging will be maintained to deal  
21 with enquiries coming in ...

22 "A press release will be sent out as soon as  
23 families have been informed, including public  
24 reassurance to address questions of whether it is safe  
25

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1 proceedings.

2 **Q.** There must as well have been sensitivity in this case in  
3 particular that the police had had previous involvement,  
4 a lot of previous involvement, with VC himself. Was  
5 that a factor in not wanting to talk openly about the  
6 case as well?

7 **A.** Absolutely not.

8 **Q.** That the reputation of the force, effectively, was at  
9 stake in describing involvements with VC before these  
10 offences on 13 June?

11 **A.** It was purely down to not wanting to prejudice the  
12 criminal investigation.

13 **Q.** In the late afternoon, you release or approve  
14 a statement which is at NGPF0004527. Page 4. If we can  
15 go to page 4, please, and people can read that. You  
16 don't need me to read it. If we take some time on 4 and  
17 5.

18 We see there, as a result, four paragraphs up from  
19 the bottom:

20 "... one man is in hospital in a critical condition  
21 while two others are believed to have suffered minor  
22 injuries."

23 Is that how they were reported to you at the time,  
24 that the others had suffered minor injuries? Why did  
25 you say that about the other two victims of the driving

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1 attacks?

2 **A.** Because that will have been the information that was  
3 made available to -- so this will have been drawn up by  
4 the press officer, who will have spoken to the SIO about  
5 the investigation, got it checked for factual accuracy  
6 and that will have been the information that's been  
7 given.

8 **Q.** Then at page 5:  
9 "The families of all of the victims have been  
10 informed and are being supported by specially trained  
11 officers."  
12 If we go, please, to NGPF0004527, page 6, this is  
13 a further press release, and we see at the bottom of  
14 that:  
15 "A short while later, police managed to detain the  
16 suspect by using a taser when he abandoned the vehicle  
17 and approached officers with a knife."  
18 Again, you say that's information that would have  
19 filtered through about how he was arrested?

20 **A.** It wouldn't have filtered through; it would have been  
21 prepared and then checked by the SIO.

22 **Q.** Right. Page 7, the same reference number. It also says  
23 there:  
24 "There have been reports suggesting that police are  
25 no longer working with Counter Terrorism Policing.

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1 part that the public might have been interested in,  
2 which is: was it terrorist activity, the police knew, by  
3 the 15th, that that was not what they were looking at,  
4 didn't then?

5 **A.** You have read to me something that the SIO has put into  
6 his policy log. I'm not sure whether that is his  
7 opinion at the time or, because it's my understanding  
8 that CT was still working alongside us and was still  
9 trying to understand if there was any -- if it was  
10 CT-related.

11 **Q.** Well, certainly there was a lot of analysis that needed  
12 to be undertaken, wasn't there, of phones and devices?  
13 That can come down, thank you.  
14 At a high level, what did you think at this point,  
15 at the 15th, around then, the defendant, VC, was going  
16 to be charged with?

17 **A.** It's difficult to cast my mind back to that, but I would  
18 have expected him to be charged with three murders and  
19 three attempt murders.

20 **Q.** There's nothing you had heard or thought about at the  
21 time of the press releases that made you think  
22 otherwise?

23 **A.** Not that I can remember, no.

24 **Q.** Did you say to some of the bereaved families at some  
25 point that you'd got him for murder or you expected him

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1 "[That's] not the case, and Counter Terrorism  
2 Policing continues to work alongside Nottinghamshire  
3 Police."  
4 Before I ask you a question about that assertion, if  
5 we can go to another press release, NGPF0004527,  
6 page 11. This is on 15 June, published at 3.11,  
7 approved by yourself:  
8 "We are still working alongside Counter Terrorism  
9 Policing and keeping an 'open mind' on the motives  
10 behind [the] attacks."  
11 We know, having heard evidence from Detective  
12 Superintendent Lee Sanders, by 13 June at 12.15 his log  
13 records:  
14 "This is not an act of terrorism, rather, violent  
15 acts of criminality by an individual or group of  
16 individuals". (*As read*)  
17 Was there any reason, as far as you're concerned,  
18 why communications at this stage are keeping an open  
19 mind and referring to working with counterterrorism?

20 **A.** Because that was the information I'd been given at the  
21 time and it's my understanding that CT,  
22 counterterrorism, resources were still embedded within  
23 the investigation.

24 **Q.** We see certainly phone analysis and the like and the  
25 assistance in the investigation work, but as far as the

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1 to be charged for murder? It sounds like you did expect  
2 him to be charged for murder.

3 **A.** I can't remember exactly what I said. I'm pretty sure  
4 I would have said we have arrested him for murder  
5 because I knew that was the case. I may well have said  
6 that we would charge him with murder because  
7 I anticipated that would be the case too.

8 **Q.** On 14 June, were you aware that the CPS had approached  
9 Professor Blackwood, a psychiatrist, in the event that  
10 they needed a psychiatric opinion for criminal  
11 proceedings? Did you know that had happened?

12 **A.** No, I didn't.

13 **Q.** Would you have liked to have known that? Would that  
14 have influenced what you thought about the charges and  
15 what might happen subsequently?

16 **A.** I wouldn't expect to have been told that. That would  
17 have been managed within the investigation.

18 **Q.** But as far as you were concerned, the mental health  
19 issue wasn't something that was going to impact, as far  
20 as you were aware, at that point, on murder charges?

21 **A.** Not on the charges, no.

22 **Q.** On the pursuit of those charges, did you have anything  
23 that would make you wonder about whether it would affect  
24 the pursuit of those charges?

25 **A.** I just simply wasn't in possession of enough information

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1 to make any sort of assessment like that.

2 **Q.** In fairness, did you not really think about that at that  
3 point?

4 **A.** I think at that point my focus was around what we were  
5 doing there and then. So I probably didn't give it much  
6 thought, no.

7 **Q.** Did you think, from what you were getting from the  
8 investigating officer, you had the evidence, knew the  
9 evidence presumably that was being taken to link the  
10 defendant with all of the attacks? Did you feel  
11 appraised of the quality of the evidence around all of  
12 that? Or did you not ask for the details of that?

13 **A.** I was confident that we knew -- that we had the right  
14 person in custody, and I was confident in the structures  
15 that were in place to manage the investigation and in  
16 turn for Gold to oversee the investigation.

17 **Q.** We know if we go, please, to NGPF0011219 page 1, as do  
18 you, and now I'm going to take a selection of your  
19 letters, so they're your documents that are coming on  
20 the screen.

21 We know, and it was very clear at the time, there  
22 was immense dissatisfaction from the families about the  
23 nature of the hearing and what was happening. Yeah?

24 **A.** Yeah.

25 **Q.** You contact Emma and David Webber in this letter and you  
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1 out her concerns.  
2 *(Pause)*  
3 Paragraph 189, Dr Kumar:  
4 "Whilst we've never questioned this man's diagnosis  
5 ... lack of toxicology, contemporaneous mental health  
6 assessment, as well as missed opportunities to divert  
7 his lethal path will forever play on our minds."  
8 *(Pause)*  
9 And you say, if we go to paragraph 201:  
10 "My priority was to reach out ... in order to gain  
11 a full understanding of ... concerns ... I do now  
12 completely understand the families' frustration with my  
13 approach, as they had raised these issues over a period  
14 of time and ... believed they had not been addressed or  
15 escalated appropriately."  
16 Before I ask you about that further, can we just see  
17 on the screen, as well, please, take that document down,  
18 NGPF0007809, page 2.  
19 This a meeting of the Hendrix Gold Group. You're  
20 not present, Chief Constable, and it's a succinct  
21 summary of concerns. And I'm asking the question for  
22 you was whether this summary was sent to you after that  
23 meeting?  
24 Because we see at page 2, clear summary of concerns  
25 about the prosecution investigation.  
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1 also sent -- I'm not going to pull them all up,  
2 obviously -- the same to the O'Malley Kumars and to  
3 James Coates, a slightly different version to Elaine  
4 Newton and the survivors. But the effect was this. So  
5 please read the letter and tell us what you were  
6 communicating and what you thought. *(Pause)*

7 **A.** So, as I have explained in my statement, and there's  
8 obviously more detail in there, I was not aware of the  
9 strength of feeling of the families and the concerns  
10 they had until I heard what they said on the court steps  
11 on 25 January.

12 Upon hearing that, and the subsequent media  
13 reporting which expanded on that, I felt it important to  
14 reach out to them, to try to get a better understanding  
15 of what their concerns were, to understand how they felt  
16 we could have supported them better, and to see what we  
17 could do to prevent such a horrendous crime happening  
18 again. So it was an invite for -- hoping I could speak  
19 to them to get their perspective and their concerns.

20 **Q.** Just so that we can see what it was that was said, if we  
21 could put your statement on the screen. WITN0371001,  
22 page 60. You see:  
23 "Emma Webber specifically addressed  
24 N[ottinghamshire]P[olice], as follows ..."  
25 Give people time to read that, very clearly setting  
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1 Then if we look at page 3, concerns surrounding  
2 misconduct hearings and transparency of information  
3 surrounding these, and of the behaviour of people within  
4 the police.  
5 So two sets of concerns: prosecution case and  
6 misconduct issues.  
7 We know misconduct issues were referred, weren't  
8 they, to the IOPC. You're offering a meeting, you were  
9 suggesting a meeting. What were you -- or what were  
10 your thoughts about communicating with the family at  
11 this point?

12 **A.** So I offered a meeting on the 29th for the reasons  
13 I articulated. I was concerned to hear what they said  
14 in the media; concerned that the issues that they  
15 raised, they felt had not been addressed. And I wanted  
16 to understand it to try to progress and answer some of  
17 their concerns.

18 **Q.** Did the document I have just taken you to, the Hendrix  
19 Gold Group meeting, Tuesday, 20 January, that summary  
20 which sets a lot of it out, ever reach you? Did you see  
21 that document? See what the concerns were? The one  
22 that was just on the screen a moment ago, the list of  
23 concerns.

24 **A.** I beg your pardon, I thought that was 30 June, not the  
25 20th.  
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1 Q. 30 January.  
 2 A. 30 January, I beg your pardon.  
 3 Q. Yes.  
 4 A. So I was made aware of that when I returned back from  
 5 leave on the 5th of February.  
 6 Q. And did you read that, read what the summary --  
 7 A. I flicked through those, yes.  
 8 Q. There was a misconduct hearing, wasn't there? And there  
 9 are documents we can go to or we can do this from your  
 10 memory: PC Gell's misconduct hearing. That hearing, the  
 11 families were not notified about in advance, were they?  
 12 A. It's my understanding that they weren't, no.  
 13 Q. Why not?  
 14 A. That was managed through the Gold Group, and I'm unable  
 15 to say why it didn't happen.  
 16 Q. It also happened in incredibly close proximity to the  
 17 criminal trial, didn't it?  
 18 A. The misconduct hearing?  
 19 Q. Yes.  
 20 A. Yes.  
 21 Q. By holding it before the criminal trial, PC Gell's name  
 22 was not -- at some point there was discussion about  
 23 it -- not being publicly known because it was before the  
 24 criminal trial, yes?  
 25 A. Yes.

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1 Q. Could you have gone to the officers themselves and said,  
 2 "Do you have a difficulty if we share your names and  
 3 details? They want to know. These were messages about  
 4 their children that were offensive. You might want to  
 5 address that, think about that, tell them what you feel  
 6 about that, if you have remorse about that?"  
 7 That's another route, isn't it, as well as referral  
 8 to the IOPC?  
 9 A. So it was my expectation by referring it to the IOPC  
 10 that they would be wanting to speak to the officers and  
 11 get some testimony from them, and I didn't want to run  
 12 any risk of influencing that at all. Also whilst the  
 13 IOPC were investigating, they were under strict  
 14 instructions not to share information.  
 15 Q. So that prohibited, in parallel, you finding out for  
 16 yourselves what had happened, as far as you were  
 17 concerned? You as Nottinghamshire Police trying to  
 18 understand the extent of communication about it?  
 19 A. It's my understanding that we understood what had  
 20 happened.  
 21 Q. Can we have a look, please, at another press release,  
 22 NGPF0011151, page 1. This is a Daily Mail request  
 23 comment over the misconduct hearing. Paragraph 2:  
 24 "Following our thorough investigation, we narrowed  
 25 this number down to 11 members of staff who did not have

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1 Q. Was the reason for getting it in before then to try and  
 2 prevent his name being publicly known in relation to  
 3 that?  
 4 A. It was not, no.  
 5 Q. What was the reason for not telling the families about  
 6 that hearing?  
 7 A. My understanding, and I wasn't directly involved in  
 8 this, but my understanding is that the expectation was  
 9 that they were to be told, that the SIO was instructed  
 10 to do that by ACC Griffin. I think that he just never  
 11 found -- and I'm not excusing this, I'm just trying to  
 12 explain the reason -- he never found the right time to  
 13 share that information. But to be really clear, they  
 14 should have been informed of all of the PSD issues.  
 15 Q. Subsequently, when Dr Kumar and others asked for the  
 16 WhatsApp chat group, all of the people on the WhatsApp  
 17 chat that PC Gell had been on, they weren't given the  
 18 details then, were they, either, of who else was on the  
 19 WhatsApp group?  
 20 A. Not in relation to the members of the WhatsApp group,  
 21 no.  
 22 Q. Why not?  
 23 A. Because by that time it had been referred to the IOPC  
 24 who were going to conduct an investigation in relation  
 25 to that.

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1 a legitimate reason to view some of the material in this  
 2 case.  
 3 "Eight of these members of staff were handed  
 4 non-disciplinary performance interventions, which is  
 5 focused around learning, and three faced formal  
 6 discipline -- one member of staff has been sacked, one  
 7 handed a final written warning, and one is waiting for  
 8 their misconduct hearing to be heard."  
 9 Can I just ask, what did the police actually audit  
 10 in terms of access? We know you've audited VC's NICHE  
 11 and who had access to his records. You can see that,  
 12 and that was audited, wasn't it?  
 13 A. That -- I know that because of what you've just said, in  
 14 terms of what information we got. I don't know what  
 15 systems were audited.  
 16 Q. So you don't know, in fact, whether the body-worn video  
 17 footage was ever audited at the time to see how many  
 18 people had viewed that?  
 19 A. I don't know, no.  
 20 Q. The same for the distressing footage, video, CCTV, was  
 21 that ever actually audited? We're having someone,  
 22 Kathryn Craner from Professional Standards, she may be  
 23 better able to tell us, but there are audit processes  
 24 available to detect who has looked at what, haven't  
 25 they? But you wouldn't know, you didn't do that task

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1 yourself in relation to these issues?  
 2 **A.** I didn't do that task, nor did I oversee that piece of  
 3 work.  
 4 **Q.** Would you have suggested it needed to be done  
 5 comprehensively or not?  
 6 **A.** Yes, I would.  
 7 **Q.** So you would support proper distillation of who saw  
 8 what, when, in a case like this?  
 9 **A.** Yes.  
 10 **Q.** If we can see a letter, please, from Dr Kumar to  
 11 yourself, NGPF0011268, page 2. Here we see Dr Kumar  
 12 stating a number of things, including at paragraph 4:  
 13 "... we have serious concerns regarding reports of  
 14 the conduct of officers on the force looking into case  
 15 notes where apparently some 179 views were from officers  
 16 with no involvement in the case. We are aware of only  
 17 one suspension for misconduct."  
 18 You respond, if we go back to page 1, you say:  
 19 "... I need to make further enquiries ... I ... need  
 20 to speak with the Police and Crime Commissioner to  
 21 ensure I do not compromise the integrity of the  
 22 forthcoming review".  
 23 Which review were you referring to there?  
 24 **A.** So that was a review that had been commissioned by the  
 25 PCC on 13 January, by the College of Policing.

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1 **A.** So in relation to that, I sought guidance both from the  
 2 CPS and from legal advice, and I was told at this time  
 3 that I could not share it.  
 4 **Q.** Understood. So I'll pick that up with the CPS because  
 5 we see at NGPF0011281, page 1 to 2, your response. You  
 6 say:  
 7 "... I am truly sympathetic to your request ... duty  
 8 bound to ensure that I do not compromise any of the  
 9 ongoing proceedings and reviews."  
 10 Then you say over the page:  
 11 "For the same reasons we will be unable to release  
 12 a copy of Dr Blackwood's report to you. However, I am  
 13 confident ... it will be made available to appropriate  
 14 agencies in order that the ongoing proceedings and  
 15 reviews will be effective."  
 16 Dr Blackwood's report, did you have a view about  
 17 whether that could be shared then or not?  
 18 **A.** So, from memory, I think Dr Blackwood's report was  
 19 a document that the CPS owned, in effect, and that was  
 20 their decision. The timeline was a police document.  
 21 That's what I remember.  
 22 **Q.** James Coates evidence before the Inquiry will refer to  
 23 the fact that in his view:  
 24 "Throughout the investigation, before the conclusion  
 25 of the sentencing hearings, we had limited contact or

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1 **Q.** Would the same rules apply to that external review as  
 2 the IOPC, as far as you were concerned?  
 3 **A.** No.  
 4 **Q.** So could you have shared that information irrespective  
 5 of that review from the College of Policing?  
 6 **A.** I would have needed to understand more about the review.  
 7 I've actually written this when I've returned from being  
 8 away and I've written it to acknowledge receipt of the  
 9 letter to let Dr Kumar know that I am looking at it.  
 10 I would -- the IOPC are very clear about what we can and  
 11 can't do. The review would be around communications  
 12 with the College of Policing.  
 13 **Q.** Can we then, please, have an email NGPF0011274, page 1.  
 14 This is from DC Fiona McPhee. She's taken a call from  
 15 Dr Kumar, 10.32 "this morning", this is 6 February:  
 16 "He has requested a copy of the Mental Health  
 17 timeline he was provided verbally in meetings with the  
 18 SIO at Bristol and at subsequent team's meetings".  
 19 This is then provided verbally and it's a perfectly  
 20 reasonable request, isn't it, to just want it in  
 21 writing? The information hasn't been -- it's been  
 22 disclosed in a meeting. It's very difficult to consider  
 23 a document like that not having a hard copy to follow up  
 24 with afterwards, isn't it? What was the difficulty with  
 25 sharing this timeline then or subsequently?

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1 interaction with the Chief Constable. I seem to recall  
 2 that we were eventually given the opportunity to speak  
 3 to her. By this point, I considered if she'd wanted to  
 4 speak to us, she had my contact details and could have  
 5 contacted me. [She] wrote ... twice about the  
 6 complaints and Professional Standards departments  
 7 investigations, but I think it would have been better  
 8 for her to call me and speak to me rather than having to  
 9 go through Jo, or someone else having sent me an email."  
 10 *(As read)*  
 11 What do you say about that? There's force, isn't  
 12 there, about picking up a phone, connecting --  
 13 **A.** Can I just ask you to read that again, just the first  
 14 bit please.  
 15 **Q.** So:  
 16 "Throughout the investigation, before the conclusion  
 17 of the sentencing hearings, we had limited contact or  
 18 interaction with the Chief Constable. I seem to recall  
 19 that we were eventually given the opportunity to speak  
 20 to her. By this point, I considered that if she had  
 21 wanted to speak to us, she had my contact details and  
 22 could have contacted me.  
 23 "Chief Constable Meynell wrote to me twice about the  
 24 complaints and Professional Standards Department  
 25 investigations, but I think it would have been better

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- 1 for her just to call me and speak to me rather than go  
2 through Jo, or having someone else send me an email."  
3 **A.** Okay, so there's quite a lot to cover there, but if  
4 I just start off with I did offer to meet the Coates  
5 brothers early on --  
6 **Q.** That's what he says, yeah, that's -- (*overspeaking*) --  
7 **A.** That's something that they declined to do, which is  
8 understandable and entirely their prerogative.  
9 **Q.** Sorry, you said early on, when do you say you --  
10 **A.** So at a similar time that I met Barnaby's and Grace's  
11 parents, the same offer would have been extended to them  
12 as it was to Elaine Newton.

13 At that point then -- I'm not part of the  
14 investigation and I was clear when I met the families  
15 that I am not operationally involved in the  
16 investigation, and I would not expect to meet families  
17 in those circumstances. I've explained there is already  
18 the system in place, the structure of the investigation,  
19 and the gold, silver, bronze structure, so it just  
20 wouldn't be something that I did. And I wasn't aware  
21 that they'd asked to speak to me.

22 The family liaison officers -- and I know, I think,  
23 the reference is to the family liaison officer when he  
24 references Jo, part of their role is to provide that  
25 consistent communication. That is part of the structure

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- 1 soon as I knew that the families didn't know about the  
2 PSD investigations, that is -- when I understood the  
3 reasons why, that is why I then wrote to them. And  
4 I apologised. But I fully appreciate how that is seen  
5 as too little too late.  
6 **Q.** If we look at NGP, the document in front of you, the  
7 third paragraph, you tell the Webbers, you sent the  
8 letter to the bereaved and the Survivors:  
9 "The Police and Crime Commissioner for  
10 Nottinghamshire, Caroline Henry, has commissioned the  
11 College of Policing to undertake an independent review  
12 in relation to the investigation."  
13 You say to them:  
14 "I am aware that the Commissioner Henry has written  
15 to you with regards to defining the terms of reference  
16 and has received a list of concerns about  
17 Nottinghamshire Police which are being passed to the  
18 College."  
19 Did you meet regularly with Caroline Henry, who was  
20 the Police Crime Commissioner at the time, to discuss  
21 the case or what had gone on, or not?  
22 **A.** I met Caroline Henry regularly, and there would have  
23 been discussions around this as and when it was needed.  
24 **Q.** What kind of discussions would you have had with her  
25 about it?

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- 1 for the family liaison, the same people are delivering  
2 that information. So that's very much the approach  
3 that's taken around family liaison.  
4 Prior to sending the letter around professional  
5 standards, I did write, and offer to meet the bereaved  
6 families and the survivors because I would have  
7 preferred to have explained in person and had the  
8 opportunity to apologise in person, and again,  
9 understandably, certainly with Dr Kumar, I can't  
10 remember if it was Emma Webber as well, but they didn't  
11 want to meet me, and because they didn't want to meet me  
12 and I was going to write to them, I felt it was  
13 important that I wrote to everybody at the same time.  
14 **Q.** If we go, please, to NGPF0011241, page 1, and while we  
15 do, and just picking up in terms of Mrs Webber, whose  
16 counsel will ask questions themselves, but she was clear  
17 by then that there were investigations going into the  
18 force and what had happened, wasn't it? So when meeting  
19 you at the time of those investigations happened, was  
20 much more difficult at that point?  
21 **A.** Sorry, I don't understand.  
22 **Q.** While you were being investigated, the force and what  
23 had happened, at a later stage meeting you, was arguably  
24 too little too late?  
25 **A.** I understand exactly that's how it was perceived. As

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- 1 **A.** I can't remember the specific discussions, but I would  
2 certainly -- she would have been providing updates about  
3 when the College of Policing review is to commence,  
4 because I was really keen to get that going, wanted to  
5 make sure that we could identify what had gone wrong.  
6 So there would be conversations in relation to that.  
7 **Q.** If we can go, please, to NGPF0007813, page 1. We see at  
8 the bottom, you're not on copy, but it's what I referred  
9 to earlier about PC Gell, and it's reference to his  
10 misconduct hearing:  
11 "I'm happy with the form of words apart from at this  
12 stage I think we should just say 'an officer' rather  
13 than 'PC Matt Gell'. The reason for this that is we  
14 hope to hold the hearing before the criminal trial so it  
15 will be in private, and the officer's name would not be  
16 released to the public".  
17 Do you see that?  
18 **A.** I do see that.  
19 **Q.** Tactical that, isn't it?  
20 **A.** I wasn't -- that's not -- that's the first time I've  
21 seen that.  
22 **Q.** -- (*overspeaking*) -- what do you think of that when you  
23 see that?  
24 **A.** That was the -- obviously the superintendent on PSD  
25 explaining the reasons why she thought it should be held

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1 in private.

2 **Q.** If we go over the page, she says:

3 "Can we provide statements making it clear how we

4 feel about the officer looking at the material? ...

5 investigator chose NOT to approach the family for

6 statements prior to the determination. ... the matter

7 has already been found suitable for a [gross misconduct]

8 hearing even without these emotive statements ..."

9 That can go down, thank you.

10 What's your view, as a now former chief constable,

11 about transparency of misconduct hearings and the naming

12 of officers who are subject to misconduct hearings? Do

13 you think that should just be publicly available

14 information?

15 **A.** I think there are some circumstances where, for very,

16 very specific reasons it can't be, but I think the

17 general rule should be that it is.

18 **Q.** So for operational reasons for a particular officer, if

19 it would impact on a job they were doing or something.

20 What are the reasons where it might not be suitable, in

21 your view?

22 **A.** Just thinking now, there may be operational reasons,

23 there may be concerns about that individual officer's

24 mental ill health and, you know, concerns around their

25 safety. But I do think that, you know, the default

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1 top?

2 **A.** I accept full responsibility, as Chief Constable, for

3 the actions of staff within Nottinghamshire Police.

4 **Q.** In letter 11341, page 2, you refer to the disciplinary

5 points and say:

6 "In relation to the specific points you have raised

7 in your most recent e-mail, there has only been a single

8 message which involved the inappropriate sending of

9 social media messages".

10 Is it fair to say that's a single one that you know

11 about but it requires really rigorous scrutiny, doesn't

12 it, to know if there were others?

13 **A.** Sorry, say that again.

14 **Q.** Well, that's one message you happened to know about.

15 I think PC Gell sent a message to his wife. That was

16 readily -- it was possible to audit that. But when you

17 assert "there has only been a single message which

18 involved the inappropriate sending of social media

19 messages", any chief constable asserting that, it's

20 quite a confident assertion, isn't it? You never know.

21 You don't know what you don't know.

22 **A.** Exactly, yes.

23 **Q.** And we'll see the level of detail of investigation and

24 audit trails, but even if they look very effective at

25 the time in relation to the body-worn footage,

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1 position should be that that information is made

2 available publicly.

3 **Q.** Can we have a letter, please, NGPF0011341, page 1.

4 A letter to you from Dr Kumar on 20 February,

5 paragraph 4. Makes the point:

6 "Unfortunately as events have unfolded and as you

7 have not kept us informed of this investigation and not

8 supplied me with timelines as I had requested before

9 I met with HMCPSI & CQC, I have no confidence in your

10 leadership of the Nottinghamshire Police force, nor your

11 judgement."

12 At the top, he says:

13 "... appalled by the actions of your force and

14 ultimately your burden of responsibility for their

15 actions."

16 Just dealing first of all with the sharing of

17 information, the sharing of NHS involvement before

18 interview by the CQC was logical, wasn't it, to

19 understand when doctors had dealt with VC, from his

20 perspective? Did you feel it wasn't within your gift or

21 that you weren't able to --

22 **A.** I thought that there were other processes that that --

23 where that would happen.

24 **Q.** What do you say about "ultimately your burden of

25 responsibility" for "the actions of the force", at the

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1 et cetera, this is a matter that forces have to be on

2 top of, isn't it: actively seeking out information in

3 relation to when officers are messaging inappropriately

4 or groups. We've seen in a number of forces where this

5 has happened, haven't we?

6 **A.** Yes.

7 **Q.** So what steps, when you knew about even one, did you

8 take within Nottinghamshire to tighten up on this issue

9 of communications and social media that officers used

10 between each other and externally?

11 **A.** So as I've mentioned earlier, I'm unable to comment what

12 work went on within the Professional Standards

13 Department, but there was a lot of communications or

14 communication sent out to officers and staff around the

15 use of a messaging platform.

16 **Q.** Do you know what's on the police system as soon as you

17 try and access something that you shouldn't be looking

18 at? Is there a warning? Are warnings given, or you

19 wouldn't know?

20 **A.** I know there's some warnings on some systems, but

21 I couldn't be any more specific than that.

22 **Q.** We can ask Professional Standards about that. But

23 there's a real need, isn't there, to tighten up on

24 messaging between officers and the sense that some may

25 have that there is such a thing as private messaging

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1 between a group of officers performing a public duty?  
 2 **A.** Most definitely.  
 3 **Q.** Performing a public duty, it's not private messaging and  
 4 it should reflect the job that they're doing.  
 5 **A.** Yes.  
 6 **Q.** If we go, please, NGPF0011347, page 1, this is Emma  
 7 Webber to yourself.  
 8 "Thank you for the email.  
 9 "I've checked what the comment was and have been  
 10 advised it's 'push back' to my interview ...  
 11 "... 'the police are very strongly rejecting the  
 12 suggestion anyone viewed body cam footage'.  
 13 "It was a member of staff who I understand was  
 14 dismissed following the hearing. The email received  
 15 yesterday evening makes that clear.  
 16 "Just one part of the serious and very upsetting  
 17 breaches that we finally and belatedly know about."  
 18 She is having to catch up, isn't she, with  
 19 information that she ought to have known about?  
 20 **A.** Well, I'm -- that's on the 21st. She's actually had the  
 21 letter from me on the 20th, which I think covered what  
 22 we knew at that time.  
 23 **Q.** It was "the police are very strongly rejecting the  
 24 suggestion that anyone viewed body cam footage."  
 25 **A.** So -- I know what this relates to, it relates to and  
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1 for gross misconduct but the point is it is a different  
 2 message; that person's been able to resign. It's  
 3 different, isn't it?  
 4 **A.** It was a mistake on my behalf.  
 5 **Q.** If we can go then, final topic from me, to the  
 6 non-disclosure briefing, NGPF0011174. If we go to  
 7 page 2 of that, we see the heading "Media briefing".  
 8 First of all, non-disclosure briefing. What was that,  
 9 as far as you were aware? You tell us this is the only  
 10 one you've ever done in your career; is that right?  
 11 **A.** It is, yes.  
 12 **Q.** So what was your understanding about what they were,  
 13 what they were for, what they might achieve?  
 14 **A.** So I think it's really important to point out that's  
 15 actually the wrong wording there and that becomes  
 16 significant later on. It was a non-reportable  
 17 briefing --  
 18 **Q.** Right.  
 19 **A.** -- that was advised to me by the NPCC, the purpose of  
 20 which, what I was trying to achieve, was to provide  
 21 further information to the media to inform any future  
 22 reporting.  
 23 **Q.** And what's the benefit of that?  
 24 **A.** It helps the media understand -- so, as we've discussed  
 25 already, there were the IOPC referrals -- it helps them  
 91

1 I haven't got the detail with me, but it relates to  
 2 a query from a media outlet about comments that had been  
 3 made and seeking clarification about those comments.  
 4 So there's a three or four emails that -- a chain  
 5 that will make that more clear. We have not -- yeah,  
 6 that it -- it would make it more clear.  
 7 **Q.** She says:  
 8 "It was a member of staff who I understand who was  
 9 dismissed following the hearing."  
 10 This was the member of staff that in fact resigned;  
 11 is that right? And you said you would have dismissed  
 12 them.  
 13 **A.** That's correct, yes.  
 14 **Q.** So again, she, because she knows no other, is repeating  
 15 information that someone was dismissed when they're not  
 16 dismissed; they had resigned. Although you said if they  
 17 had stayed in service they would have been dismissed.  
 18 But there is a difference, isn't there?  
 19 **A.** There is, and that is a mistake on my behalf. I used  
 20 the wrong terminology, and I accept full responsibility  
 21 for that.  
 22 **Q.** Well, it gives a different impression, doesn't it.  
 23 Because you say you've dismissed someone, you've called  
 24 them out, you've dismissed them. We've seen your  
 25 decision. It was that they would have been dismissed  
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1 understand what else is happening in relation to  
 2 an investigation that isn't necessarily known publicly,  
 3 so can help inform the way they report a story.  
 4 **Q.** If we go to page 14 of this document. Actually, it's  
 5 a different NGP, NGPF0011162, page 14.  
 6 Internally, the terminology all the time is  
 7 non-disclosure briefing, isn't it? So why do you think  
 8 that was?  
 9 **A.** I don't know, because it was a non-reportable briefing.  
 10 I think people are conflating two terms, and  
 11 unfortunately didn't realise the significance of what  
 12 they were doing.  
 13 **Q.** I suppose from the press's point of view, who are the  
 14 eyes and ears of the public, if it's non-reportable, it  
 15 amounts to the same, doesn't it? It's non-disclosure  
 16 that they're being asked to comply with.  
 17 **A.** Well, it's my understanding, and I can't provide all of  
 18 the details because I've simply, you know, not longer  
 19 got that in my memory, but they are asked to do  
 20 a non-disclosure agreement, a non-disclosure briefing is  
 21 completely different to a non-reportable briefing.  
 22 **Q.** If we look at the topics, standing back now, is there  
 23 any reason why any of those topics couldn't have been  
 24 public at that time?  
 25 **A.** So my position at that time was that I couldn't share  
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1 those -- any of that information publicly due to the  
 2 ongoing IOPC investigations.

3 **Q.** So then why try and share it with them where they can't  
 4 report it? There's no reason to do that either, is  
 5 there?

6 **A.** It was the advice from the NPCC that it would help  
 7 inform them, knowing what else is happening, to -- in  
 8 relation to their reporting.

9 **Q.** Well, on the contrary; it would compromise them,  
 10 wouldn't it, being given information they couldn't use?  
 11 What would they want information that they can't use  
 12 for? I'm trying to understand the context where that  
 13 would ever happen.

14 **A.** So if we take the PSD issues as an example, there was  
 15 reporting that it was -- it wasn't clear, when you read  
 16 the reporting, exactly what had been shared and what  
 17 hadn't. And it would lead, when you read it, to  
 18 conflating some issues together.

19 So if they had the -- it was -- the advice to me and  
 20 advice that I took and I accept responsibility for  
 21 taking, was that actually by providing more information  
 22 about the PSD issues would help them report on the  
 23 information that was available.

24 **Q.** There's a transcript of it. If we go to NGPF0011160,  
 25 page 1. The bottom section is yourself.

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1 custody ...

2 "When the court hearing was finished and ended at  
 3 the end of January, there was a short period of time  
 4 where before the reviews were initiated, where I felt it  
 5 was appropriate to give the families the opportunity to  
 6 speak about the concerns that they'd got.

7 "They clearly wanted to speak to the media. They  
 8 wanted to express their concerns about what had  
 9 happened, the verdict and their interaction with other  
 10 agencies."

11 So they've spoken publicly about their concerns and  
 12 then you go privately what appears to respond to that.

13 **A.** In relation to the non-reportable briefing, I believed  
 14 at the time that I was doing the right thing in order to  
 15 address some of the reporting issues. I now fully  
 16 accept now that it was not the right thing to do.  
 17 I should have told the families, and it achieved exactly  
 18 the opposite of what I intended to and I understand why  
 19 that is the case, and I am really disappointed in myself  
 20 that this happened.

21 **Q.** If we see under "Misconduct Hearings", you refer to:  
 22 "The next incident relates to a officer whose name  
 23 is out in the public domain, a PC Gell who shared  
 24 a WhatsApp message with his wife and friend."  
 25 That of course was also on a group where your own

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1 You say:

2 "I'll today be speaking to you candidly ..."

3 Did you tell the families you were going to be doing  
 4 this and speaking to them candidly, the press?

5 **A.** I didn't, and I should have and I apologise for not  
 6 doing that.

7 **Q.** But why didn't you?

8 **A.** I was so focused at the time of trying to provide the  
 9 information to the media and focused on ensuring that  
 10 the families knew about the information I was going to  
 11 share, I didn't do it, and it's an oversight on my  
 12 behalf and one that shouldn't have happened.

13 **Q.** Because reading the transcript overall, it's a very  
 14 defensive position that you appear to be taking here  
 15 about what the police did or did not do. Do you agree  
 16 with that?

17 **A.** I haven't read it over at this time. That wasn't my  
 18 intention. If that's how it came across, that just  
 19 wasn't my intention.

20 **Q.** Well, you begin at the bottom:  
 21 "We just want to provide a little bit of context in  
 22 terms of information that's been coming from the force  
 23 in relation to this incident ... And you'll be aware  
 24 that very quickly after this incident occurred, we  
 25 actually arrested the offender and had somebody in

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1 son was in. Again, as you gave that information, did  
 2 that make that uncomfortable for you, just to stop there  
 3 and say he shared a WhatsApp message with his wife and  
 4 friend? Because he actually shared it with a group of  
 5 colleagues, response officers, team officers, whoever  
 6 they were, a group of colleagues including your son.  
 7 Was it right, do you think, that you should be  
 8 commenting on that or were placed to comment on that in  
 9 this situation?

10 **A.** So I was commenting when -- externally, I was making  
 11 a differentiation between what was shared externally.  
 12 I felt at that time I was able to comment on it.  
 13 However, I didn't get involved in any of the  
 14 investigations in relation to it.

15 **Q.** But to comment on the external sharing, and not the  
 16 internal, is the defensiveness that I have just  
 17 referred. Not referring to internally, when you're  
 18 looking at that group or group of messages, is  
 19 protective of the people on the group internally, isn't  
 20 it, in this context?

21 **A.** Well, I -- I'm sorry, if that's the way it came across,  
 22 and I can appreciate what you're saying now, I was going  
 23 through, at that point, the PSD investigations.

24 **Q.** Then you say on the next page 3, three paragraphs down:  
 25 "Our professional standards department haven't found

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1 any other concerns regarding any other members of that  
 2 WhatsApp group in terms of what was said ..."  
 3 Again, is your evidence you don't really know the  
 4 extent to which that was investigated? Because  
 5 sometimes people have disappearing messages enabled,  
 6 don't they?  
 7 **A.** *(Witness nodded).*  
 8 **Q.** They last for a period of time, do you? We can follow  
 9 it up, we will be, with Kathryn Craner, but you don't  
 10 know how long messages were visible for or could be  
 11 scrutinised, do you?  
 12 **A.** No.  
 13 **Q.** So it's a bold assertion, isn't it, to say, "Haven't  
 14 found any other concerns in relation to other members of  
 15 that WhatsApp group", and arguably a conflict when your  
 16 own child is one of the people on that group?  
 17 **A.** I don't know, I can't see, actually, which paragraph  
 18 you're at.  
 19 **Q.** It's page 3. The third paragraph?  
 20 **THE CHAIR:** The third paragraph down.  
 21 **A.** I beg your pardon, it's highlight.  
 22 So at that point I was saying that they hadn't found  
 23 any concerns, but again, if -- my whole motivation to do  
 24 this -- and was to try to provide more information, was  
 25 to try and be more transparent. I do accept now that

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1 What did you think the facts were?  
 2 **A.** That's how it was described to me, and if I have not  
 3 reflected how the -- the impact that that had on  
 4 Sebastian, then I apologise for that.  
 5 **Q.** It's not the impact; it's even the facts. The facts of  
 6 the recording on the log of what he said had happened to  
 7 him. So again, if you're going to go into this  
 8 situation, the preparation is key, isn't it? But that,  
 9 I suggest, minimises what had happened to Sebastian with  
 10 VC. To suggest he was in some way complicit in  
 11 a tussle. That's certainly not the evidence that we've  
 12 heard and it's a matter for the Chair to determine.  
 13 If -- if we then look further down, we then deal  
 14 with a man called Christopher and his flatmates where  
 15 you say:  
 16 "15 January 2022, there was an assault on one of his  
 17 flatmates where [VC] held a man in a headlock and there  
 18 was an argument between a group of individuals at the  
 19 address".  
 20 Again, were you relying on the information of others  
 21 to describe that event in those terms?  
 22 **A.** I was, yes.  
 23 **Q.** When you refer to the stalking reports, and say:  
 24 "That individual did not support a prosecution."  
 25 It's really nuanced, this, isn't it, who supports

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1 the areas that I've identified in my statement, and what  
 2 you're raising with me, they could be the perception  
 3 that it wasn't transparent. And I apologise for that.  
 4 It wasn't my intention. I was trying to do the right  
 5 thing and it went terribly wrong.  
 6 **MS LANGDALE:** You said you'd taken advice to do this in the  
 7 first place, but in the end, you were doing it in  
 8 a senior position. At the very least, wouldn't you want  
 9 to make sure that you absolutely knew the background and  
 10 the investigative background to the things that you were  
 11 saying? Such as who'd accessed what, how many people?  
 12 I mean, this has been an ever-emerging picture, and will  
 13 doubtless continue.  
 14 **A.** I should have made sure that I'd got all the accurate  
 15 information and, as I've said in my statement, I should  
 16 have prepared a script that I read. I should have  
 17 shared it with the families and I should have notified  
 18 them that it was happening.  
 19 **Q.** On page 5, you describe, it's a man called Sebastian who  
 20 we've heard from, four paragraphs down, that:  
 21 "[VC] had an argument with his flatmate, which  
 22 resulted in a tussle between the two of them."  
 23 We've had a young man described being grabbed and  
 24 pushed against the wall, really intimidated. Certainly  
 25 not a tussle. What made you describe that as a tussle?

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1 a prosecution and how? Forces variously use being  
 2 victim led, victim centred. Suspect focused is where  
 3 they should remain; would you agree? Identifying repeat  
 4 offenders? There's a general principle for officers.  
 5 **A.** Yeah.  
 6 **Q.** Suspect focus, listen to what officers say, but they  
 7 know how often a suspect appears on their radar.  
 8 **A.** I don't think it can be put as bluntly as that. I don't  
 9 think again that you can't do both. I think we need to  
 10 make sure that we understand the needs of the victim and  
 11 what the victim wants, but as you've identified, quite  
 12 rightly, we should be identifying suspects as well.  
 13 **Q.** You ought to be working with a third sector, shouldn't  
 14 you, and referral agencies to support victims? The  
 15 police aren't the best to offer a lot of practical  
 16 support to victims that's required. That's where  
 17 multi-agency working is necessary, isn't it?  
 18 **A.** It is, yes.  
 19 **Q.** Where the third support, you've got some fantastic third  
 20 support agencies who can help you with victims, they  
 21 don't have access to your systems, your intelligence,  
 22 your liaisons, and they can't tackle suspects. That's  
 23 the unique capacity of the police in any multi-agency  
 24 working; would you agree?  
 25 **A.** Yes.

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1 Q. So the effect of this, and you would say, have said it's  
2 because you didn't have the information, but the effect  
3 of this is minimisation of a series of events in this  
4 non-reportable briefing.

5 A. I hear what you're saying. It wasn't my intention, but  
6 I understand why it could be perceived that way.

7 Q. It's perceived quite quickly that way by some from the  
8 media, if we go to NGPF0011160.  
9 We see Tom Pettifar from The Mirror:  
10 "Hi there. Good afternoon. Thanks for this  
11 briefing. I think Vikram said on the chat that he  
12 doesn't hear anything that couldn't be made public. I'd  
13 like to know what you're going to tell the public about  
14 all of this ..."

15 **THE CHAIR:** Can we have that up?  
16 **MS LANGDALE:** Sorry.  
17 **THE CHAIR:** View got the --  
18 **MS LANGDALE:** Page 7, NGPF0011160, page 7. It's the same  
19 document. You can see there the third entry, have  
20 a look, under "Questions from the Media".  
21 So straightaway they're asking, as the eyes and ears  
22 of the public, why can't you tell the public about all  
23 of this stuff?  
24 Then if we go over the page to page 8, Ben Ellery  
25 asks questions about the special constable.

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1 I'm not aware of it, so I can't answer that."  
2 Did you follow that up and find out what had  
3 happened?  
4 A. I did, and I asked that that information was passed on,  
5 back onto here.  
6 Q. They also, over the page, at page 10, The Telegraph,  
7 Will Bolton:  
8 "Are you able to give us any more details about the  
9 efforts you made to locate VC..."  
10 Page 10, halfway down. You say:  
11 "I haven't got that information to hand ... wouldn't  
12 be able to give you that, effectively."  
13 The answer was there wasn't any; you didn't try and  
14 get him because you hadn't picked up the warrant.  
15 A. That's correct.  
16 Q. Did you know that when you were asked that question?  
17 A. No, I didn't. I knew that there had been some initial  
18 enquiries that were made. I knew it wasn't easy to tell  
19 what work we'd done and what we hadn't, and I hadn't got  
20 a definitive answer to give. I should have had that  
21 information available, because I should have been able  
22 to provide them the information, exactly the information  
23 that you've just said.  
24 Q. Following on from that -- that can come down, please and  
25 can we just have NGPF0011173. Just the heading:

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1 You say:  
2 "... he viewed the body-worn footage. Didn't share  
3 anything. He appeared before me at an accelerated  
4 misconduct hearing. And I made the decision that fell  
5 far below the standards I expect, significantly impact  
6 public confidence. And my decision was that he was  
7 dismissed."  
8 Then we have, at page 9 of the same document Hayley  
9 Compton from the BBC:  
10 "I just want to query [about] how the boys found out  
11 about their dad's death on the morning of the 13th,  
12 because they said they found out through social media  
13 that it was him and that they were trying to call the  
14 police.  
15 "They'd called the police several times to find out  
16 more information, and someone on the police kept  
17 saying ... someone on the police helpline kept on saying  
18 we'll call you back, we'll call you back, we'll call you  
19 back. And they never got a callback until 20 minutes  
20 before the rest of us knew that their dad had died. So  
21 even though that you'd been told by next of kin, surely  
22 someone should have called the Coates boys back when  
23 they were trying to call the police on that morning."  
24 You say:  
25 "I don't know, I'd have to go and look at that ..."

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1 "Nottinghamshire Live prevented from publishing  
2 details around Nottingham attacks by police."  
3 Subsequently, that was reported, wasn't it?  
4 A. It was.  
5 Q. Nottinghamshire Police does not want Nottingham Live --  
6 we can't get that on the screen but I'll tell you what  
7 that says:  
8 "Nottinghamshire Police does not want  
9 Nottinghamshire Live to publish details relating to  
10 police conduct around the Nottingham attacks.  
11 Journalists from Nottingham Live, and various other  
12 media outlets covering the horrific stabbings on June 13  
13 last year, were invited to an off-the-record media  
14 briefing with Nottinghamshire Police at 12.30pm on  
15 Thursday, February 22.  
16 "Before reporters were allowed into the call to hear  
17 from Chief Constable Kate Meynell, they were made to  
18 commit to this being a 'non-disclosure' meeting. We  
19 believe that some of the information disclosed at the  
20 meeting is of huge public interest and we believe this  
21 unprecedented step is an attempt to prevent reporting."  
22 Now, as we've said, all of the police documentation  
23 does refer to non-disclosure. So do you agree that's  
24 what they would have seen, joining, or not?  
25 A. They would have seen that. The invite they had said

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1 that, yes.

2 **Q.** In any event, non-disclosure for the police is the same

3 as -- sorry, for the press -- is the same as not

4 reportable. You're asking them not to report anything?

5 **A.** It's my understanding that the two -- the complete

6 non-disclosure agreement is a much higher level than

7 a non-reportable briefing. But I can't provide you with

8 any more detail.

9 **Q.** The police make a complaint, don't they, to IPSO about

10 that?

11 **A.** Yes.

12 **Q.** That complaint isn't upheld, is it?

13 **A.** No.

14 **Q.** Again, making a complaint about that in those

15 circumstances, do you think that was justified?

16 **A.** I think making that complaint was a mistake.

17 I shouldn't have done it.

18 **Q.** Sorry, I missed --

19 **A.** It was a mistake. I shouldn't have done it. It was ...

20 yeah.

21 **Q.** But when they made the points, at the meeting and

22 subsequently, that this could be shared, never mind

23 whether it was a mistake to make the complaint, did you

24 think they had a fair point? You'd been given some

25 advice to have this meeting, then you see how it

1 unfurls. They raise lots of good questions. If you'd

2 gone back and followed up on the questions, the answers

3 were clear -- for example not trying to pick him up.

4 Didn't you think it was fair? Fair what they were

5 saying, rather than complain about it?

6 **A.** It was my belief at the time that we couldn't share that

7 information publicly due to the ongoing

8 IOPC investigation.

9 **Q.** You went with wider than the IOPC stuff, didn't you, in

10 that briefing discussion? It was about the offender

11 himself, previous contact with him. They were really

12 interested in the warrant, weren't they? What had you

13 done about the warrant? How did you think that would be

14 impacted? The IOPC should comment first about that?

15 **A.** The IOPC had already received a referral on 30th January

16 to -- about Nottingham Police's previous contact with

17 VC, including the previous incidents on the warrants, so

18 I thought it directly related to it.

19 **Q.** We'll be hearing from a witness from the IOPC in due

20 course, but in your extensive police career, how timely

21 would you say their investigations are? How long do

22 they take to conduct investigations? Not just these

23 ones here, but generally, in your experience?

24 **A.** A very long time.

25 **Q.** So if the answer, when there's been a referral to the

1 IOPC, is "We can never discuss anything", it shuts down

2 a lot of matters that might be of public interest,

3 doesn't it, in a number of cases, presumably?

4 **A.** It does, and that's why I went to see the IOPC in May:

5 to ask them if they could expedite their investigation

6 so I could share more information publicly.

7 **Q.** There's only one document I wanted to take you to, and

8 I may have to do it after the break. It's just your

9 decision in relation to PC Gell. I can't find it right

10 now. Not PC Gell, sorry, the --

11 **A.** Skenderaj?

12 **MS LANGDALE:** Yeah. I'll take you to that and show you that

13 after the lunch break, but that's the last thing that I

14 wanted to take you to. Thank you.

15 **THE CHAIR:** Thank you.

16 Well, we'll take a break now and we'll start again

17 at 2.00. Thank you.

18 (12.57 pm)

19 (The short adjournment)

1 I N D E X

2 Page

3 PROFESSOR KIM WOLFF (affirmed) ..... 1

4 Questioned by MR BLAKE ..... 1

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6 CHIEF CONSTABLE KATE MEYNELL (sworn) ..... 20

7 Questioned by MS LANGDALE ..... 20

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<p><b>MR BLAKE: [3]</b> 1/3 1/8 20/6</p> <p><b>MS LANGDALE: [9]</b> 20/18 20/22 37/11 61/24 62/9 98/6 101/16 101/18 107/12</p> <p><b>THE CHAIR: [10]</b> 1/6 20/8 20/11 37/8 62/1 62/8 97/20 101/15 101/17 107/15</p> <p><b>THE WITNESS: [1]</b> 20/10</p> <hr/> <p>'</p> <p>'an [1] 84/12</p> <p>'Eight [1] 76/3</p> <p>'Following [1] 75/24</p> <p>'inbox' [1] 27/25</p> <p>'mental [1] 32/14</p> <p>'non [1] 104/18</p> <p>'occurrence' [1] 27/23</p> <p>'open [1] 66/9</p> <p>'PC [1] 84/13</p> <p>'PC Matt [1] 84/13</p> <p>'push [1] 89/10</p> <p>'the [1] 89/11</p> <hr/> <p>-</p> <p>-- and [1] 74/11</p> <hr/> <p>.</p> <p>...stated [1] 46/4</p> <hr/> <p><b>0</b></p> <p><b>06 [1]</b> 28/5</p> <hr/> <p><b>1</b></p> <p><b>10 [4]</b> 10/25 30/3 103/6 103/10</p> <p><b>10.00 am [1]</b> 1/2</p> <p><b>10.20 [3]</b> 56/13 56/22 57/4</p> <p><b>10.29 am [1]</b> 20/15</p> <p><b>10.32 [1]</b> 78/15</p> <p><b>10.40 am [1]</b> 20/17</p> <p><b>11 [3]</b> 9/3 66/6 75/25</p> <p><b>11.10 am [2]</b> 57/18 58/10</p> <p><b>11.37 [1]</b> 62/5</p> <p><b>11.50 [3]</b> 62/2 62/4 62/7</p> <p><b>11341 [1]</b> 87/4</p> <p><b>12 [1]</b> 7/5</p> <p><b>12.15 [1]</b> 66/12</p> <p><b>12.30pm [1]</b> 104/14</p> <p><b>12.57 [1]</b> 107/18</p> <p><b>13 [2]</b> 13/25 104/12</p> <p><b>13 January [1]</b> 77/25</p> <p><b>13 June [5]</b> 48/2 52/12 61/5 64/10 66/12</p> <p><b>13 June 2025 [1]</b> 18/19</p> <p><b>13/06 [1]</b> 28/5</p>	<p><b>13th [2]</b> 52/16 102/11</p> <p><b>14 [3]</b> 68/8 92/4 92/5</p> <p><b>15 [2]</b> 14/13 99/16</p> <p><b>15 June [1]</b> 66/6</p> <p><b>15th [2]</b> 67/3 67/15</p> <p><b>16 [1]</b> 20/23</p> <p><b>17 [3]</b> 18/16 41/8 41/11</p> <p><b>17 June [1]</b> 61/5</p> <p><b>179 [1]</b> 77/15</p> <p><b>17:15 [1]</b> 45/24</p> <p><b>189 [1]</b> 71/3</p> <p><b>19 [1]</b> 32/2</p> <hr/> <p><b>2</b></p> <p><b>2 years [1]</b> 14/6</p> <p><b>2,242 [1]</b> 50/1</p> <p><b>2-3 days [1]</b> 6/17</p> <p><b>2.00 [1]</b> 107/17</p> <p><b>2.1 [1]</b> 29/15</p> <p><b>20 [3]</b> 34/10 72/19 102/19</p> <p><b>20 February [1]</b> 86/4</p> <p><b>20 March 2026 [1]</b> 1/1</p> <p><b>20,000 [1]</b> 49/19</p> <p><b>201 [1]</b> 71/9</p> <p><b>2019 [2]</b> 43/15 49/18</p> <p><b>2020 [1]</b> 34/12</p> <p><b>2021 [2]</b> 43/15 50/3</p> <p><b>2022 [2]</b> 27/21 99/16</p> <p><b>2023 [2]</b> 23/20 50/4</p> <p><b>2024 [1]</b> 50/3</p> <p><b>2025 [1]</b> 18/19</p> <p><b>2026 [4]</b> 1/1 1/10 1/11 20/23</p> <p><b>20th [2]</b> 72/25 89/21</p> <p><b>21st [1]</b> 89/20</p> <p><b>22 [2]</b> 28/1 104/15</p> <p><b>23 [1]</b> 21/11</p> <p><b>23 September 2022</b> [1] 27/21</p> <p><b>23/09/22 [1]</b> 28/1</p> <p><b>24 [3]</b> 14/2 14/19 16/16</p> <p><b>24 May 2023 [1]</b> 23/20</p> <p><b>24-48-hour [3]</b> 14/23 16/8 16/12</p> <p><b>24/48-hour [1]</b> 14/3</p> <p><b>25 January [1]</b> 70/11</p> <p><b>29th [1]</b> 72/12</p> <p><b>2b [1]</b> 5/22</p> <p><b>2d [1]</b> 16/21</p> <hr/> <p><b>3</b></p> <p><b>3 months [1]</b> 39/14</p> <p><b>3.11 [1]</b> 66/6</p> <p><b>3.2 [1]</b> 29/21</p> <p><b>30 [2]</b> 50/6 72/24</p> <p><b>30 January [2]</b> 73/1 73/2</p> <p><b>30 minutes [1]</b> 29/18</p> <p><b>30th [1]</b> 106/15</p> <p><b>31 [1]</b> 45/25</p> <p><b>33 years [1]</b> 53/5</p>	<p><b>4</b></p> <p><b>4 months [1]</b> 6/19</p> <p><b>40 [1]</b> 50/5</p> <p><b>48 hours [3]</b> 14/3 14/19 16/16</p> <hr/> <p><b>5</b></p> <p><b>5 years [1]</b> 50/5</p> <p><b>5.15 [1]</b> 59/16</p> <p><b>500 [1]</b> 50/3</p> <p><b>5th of [1]</b> 73/5</p> <hr/> <p><b>6</b></p> <p><b>60 [1]</b> 70/22</p> <p><b>60 minutes [1]</b> 21/6</p> <hr/> <p><b>7</b></p> <p><b>7-10 [1]</b> 10/25</p> <hr/> <p><b>8</b></p> <p><b>800 [1]</b> 50/2</p> <hr/> <p><b>9</b></p> <p><b>9 February 2026 [1]</b> 1/11</p> <hr/> <p><b>A</b></p> <p><b>abandoned [1]</b> 65/16</p> <p><b>Abingdon [1]</b> 5/8</p> <p><b>able [31]</b> 4/16 6/25 9/13 10/13 10/14 10/17 11/9 11/18 17/14 17/20 19/22 21/21 28/10 29/7 31/4 31/8 39/16 40/2 44/13 45/11 50/15 56/19 56/24 59/5 76/23 86/21 91/2 96/12 103/8 103/12 103/21</p> <p><b>about [124]</b></p> <p><b>above 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<p><b>W</b></p> <p><b>whether... [1]</b> 105/23</p> <p><b>which [33]</b> 2/16 4/1 7/10 7/12 7/22 10/6 12/18 13/15 14/3 16/17 18/17 19/9 21/14 35/3 43/19 55/16 62/18 63/5 64/14 67/2 70/13 72/20 76/4 77/23 81/7 83/17 87/8 87/17 89/21 91/20 97/4 97/17 98/21</p> <p><b>while [7]</b> 2/11 31/15 53/13 64/21 65/15 82/14 82/22</p> <p><b>whilst [3]</b> 13/20 71/4 75/12</p> <p><b>who [41]</b> 21/24 22/17 24/8 24/9 30/23 31/11 33/5 33/15 34/12 34/15 40/5 49/16 50/19 50/19 50/20 50/20 52/4 53/12 55/1 55/8 57/8 61/12 61/15 62/13 65/4 74/18 74/24 75/25 76/11 76/24 77/7 83/19 85/12 89/13 90/8 90/8 92/13 95/23 98/19 99/25 100/20</p> <p><b>who'd [1]</b> 98/11</p> <p><b>who's [1]</b> 37/13</p> <p><b>whoever [1]</b> 96/5</p> <p><b>whole [1]</b> 97/23</p> <p><b>whose [4]</b> 5/9 37/12 82/15 95/22</p> <p><b>why [31]</b> 3/20 7/7 9/25 18/1 26/19 28/15 28/16 28/17 34/2 44/19 45/4 46/6 58/4 58/5 63/8 64/24 66/18 73/13 73/15 74/22 83/3 83/3 84/25 92/7 92/23 93/3 94/7 95/18 101/6 101/22 107/4</p> <p><b>wide [2]</b> 5/9 28/23</p> <p><b>widely [1]</b> 6/5</p> <p><b>wider [2]</b> 42/11 106/9</p> <p><b>wife [3]</b> 87/15 95/24 96/3</p> <p><b>will [33]</b> 3/24 12/1 14/17 23/24 29/20 29/22 39/13 41/2 41/12 41/22 45/5 49/10 51/4 59/22 62/2 62/21 62/23 63/6 65/2 65/3 65/4 65/6 71/7 79/11 79/13 79/15 79/22 82/16 84/15 90/5 97/9 98/12 103/7</p> <p><b>window [6]</b> 6/19 12/13 16/12 35/13 35/14 36/24</p> <p><b>wish [1]</b> 36/8</p>	<p><b>withdrawal [1]</b> 17/17</p> <p><b>within [26]</b> 10/25 14/2 14/3 14/5 14/18 14/23 15/9 16/8 16/12 16/16 28/23 29/6 29/8 29/11 29/17 38/16 42/14 50/4 63/12 66/22 68/17 72/3 86/20 87/3 88/8 88/12</p> <p><b>without [3]</b> 15/25 30/8 85/8</p> <p><b>WITN0371001 [1]</b> 70/21</p> <p><b>WITN0394001 [1]</b> 1/9</p> <p><b>WITN0394002 [1]</b> 1/11</p> <p><b>witness [6]</b> 1/9 15/13 21/5 35/23 97/7 106/19</p> <p><b>witnesses [2]</b> 23/16 33/2</p> <p><b>Wolff [5]</b> 1/4 1/5 1/8 20/9 108/3</p> <p><b>woman [1]</b> 35/12</p> <p><b>wonder [2]</b> 61/24 68/23</p> <p><b>word [2]</b> 2/12 55/19</p> <p><b>wording [1]</b> 91/15</p> <p><b>words [2]</b> 52/15 84/11</p> <p><b>work [12]</b> 21/17 21/24 28/18 30/4 43/7 43/23 60/23 66/2 66/25 77/3 88/12 103/19</p> <p><b>workbook [1]</b> 53/16</p> <p><b>worker [1]</b> 23/23</p> <p><b>workers [1]</b> 47/19</p> <p><b>workforce [1]</b> 50/5</p> <p><b>working [13]</b> 17/16 21/15 22/3 43/20 44/9 51/18 65/25 66/8 66/19 67/8 100/13 100/17 100/24</p> <p><b>works [1]</b> 55/1</p> <p><b>worn [3]</b> 76/16 87/25 102/2</p> <p><b>worry [2]</b> 45/2 52/24</p> <p><b>worthy [1]</b> 42/24</p> <p><b>would [147]</b></p> <p><b>wouldn't [14]</b> 25/11 26/13 27/5 52/10 59/23 59/23 65/20 68/16 76/25 81/20 88/19 93/10 98/8 103/11</p> <p><b>write [3]</b> 36/6 82/5 82/12</p> <p><b>writing [1]</b> 78/21</p> <p><b>written [4]</b> 76/7 78/7 78/8 83/14</p> <p><b>wrong [5]</b> 57/13 84/5 90/20 91/15 98/5</p> <p><b>wrote [5]</b> 4/22 80/5 80/23 82/13 83/3</p>	<p><b>Y</b></p> <p><b>yeah [15]</b> 15/21 24/18 25/2 37/7 58/7 58/9 58/16 59/13 69/23 69/24 81/6 90/5 100/5 105/20 107/12</p> <p><b>year [3]</b> 13/23 42/19 104/13</p> <p><b>years [4]</b> 14/6 50/5 51/5 53/5</p> <p><b>yes [68]</b> 1/6 1/13 3/1 3/10 4/7 5/2 5/14 5/19 7/7 8/19 9/2 9/24 10/4 11/21 12/3 12/8 13/14 15/17 16/1 16/19 17/3 18/11 19/16 20/25 25/4 31/6 33/19 35/18 36/18 38/25 39/1 39/9 42/13 43/1 43/14 46/23 47/14 47/21 48/19 48/19 49/5 50/10 50/13 56/21 56/23 57/2 57/3 57/7 58/12 62/8 73/3 73/7 73/19 73/20 73/24 73/25 77/6 77/9 87/22 88/6 89/5 90/13 91/11 99/22 100/18 100/25 105/1 105/11</p> <p><b>yesterday [1]</b> 89/15</p> <p><b>yet [1]</b> 13/6</p> <p><b>you [447]</b></p> <p><b>you'd [12]</b> 22/11 22/15 23/8 23/9 24/24 49/11 51/6 67/25 98/6 102/21 105/24 106/1</p> <p><b>you'll [2]</b> 23/17 94/23</p> <p><b>you're [24]</b> 10/13 16/17 17/3 18/2 20/24 21/21 37/19 54/2 56/7 57/10 59/2 61/9 66/17 71/19 72/8 84/8 96/17 96/22 97/18 98/2 99/7 101/5 101/13 105/4</p> <p><b>you've [23]</b> 2/21 6/10 8/14 12/17 14/9 14/12 15/2 15/7 15/14 37/22 45/18 50/18 58/7 58/13 76/10 76/13 90/23 90/23 90/24 91/10 100/11 100/19 103/23</p> <p><b>young [7]</b> 49/25 49/25 50/8 50/9 50/18 54/7 98/23</p> <p><b>youngsters [1]</b> 51/12</p> <p><b>your [61]</b> 1/12 1/15 1/17 1/19 1/19 1/20 1/21 10/14 14/12 15/15 17/15 17/16 18/16 20/11 21/8 26/12 30/9 36/7 37/2 50/8 52/13 52/15 52/24 53/13 54/2 54/13 59/25 61/20</p>	<p>69/18 69/19 70/21 72/10 72/24 73/2 73/9 75/2 79/5 79/7 85/10 85/21 86/9 86/10 86/13 86/14 86/20 86/24 87/7 90/24 91/10 91/12 95/25 96/6 97/3 97/15 97/21 100/21 100/21 100/22 106/20 106/23 107/8</p> <p><b>yourself [6]</b> 56/8 66/7 77/1 77/11 89/7 93/25</p> <p><b>yourselves [1]</b> 75/16</p>	
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