

Friday, 20 March 2026

1
2 (1.58 pm)
3 **THE CHAIR:** Yes, Ms Langdale.
4 **MS LANGDALE:** Final document from me, please, NGPF0005502.
5 This is your decision on a misconduct hearing. If
6 you can explain how it is that a Chief Constable decides
7 misconduct hearings, for those that don't know.
8 **A.** So the Chief Constable only chairs what we call
9 accelerated misconduct hearings, and that's where there
10 is evidence, based on the balance of probabilities, that
11 misconduct has -- gross misconduct has been committed
12 and that it's thought in the public interest to expedite
13 officers out of the organisation where appropriate.
14 **Q.** Page 4, please, of the document. You set out:
15 "Assessment of the severity of the conduct
16 "Culpability"
17 Over to page 5, assessment of harm. You assess the
18 harm is high.
19 "Mitigating factors"; you don't find any.
20 Over the page, page 6, your decision on outcome.
21 Finally, at the last paragraph:
22 "... I find the only appropriate outcome is that the
23 former officer would have been dismissed without notice
24 [if he had] still been serving with Nottinghamshire
25 Police. The former officer will also be placed on the

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1 was: firstly, potentially it would not have been
2 progressed due to his mental health status at the time;
3 and secondly, in your experience, for that type of
4 offence he would have been bailed?
5 **A.** Yes.
6 **Q.** Those are the two primary reasons. I'll take both of
7 those in turn.
8 Potentially it would not have been progressed with
9 due to his mental health status at that time. When you
10 say "would not have been progressed with due to mental
11 health status", which time are you talking about, at the
12 time of the offence, or the time of the execution of the
13 warrant?
14 **A.** Sorry, I don't understand what you're saying.
15 **Q.** So you said, potentially it would not have been
16 progressed due to his mental health status at the time.
17 Which time? At the time of the offence, or at the time
18 of the execution of the warrant?
19 **A.** So his mental health state at the time of the offence.
20 **Q.** At the time of the offence. What is the test that the
21 CPS used to decide whether or not to charge?
22 **A.** I don't -- I can't give you that at this moment.
23 **Q.** Right. It's the Full Code Test; do you remember that?
24 **A.** I do remember it, but I can't go into detail about it.
25 **Q.** Well, I'll give you a bit of detail and see if you

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1 barred list."
2 What's the barred list?
3 **A.** I'm not sure of an accurate description, but it
4 basically prevents them from working in policing in the
5 future, is my understanding.
6 **MS LANGDALE:** Thank you. Those are my questions, Chief
7 Constable.
8 **THE CHAIR:** Yes, thank you.
9 Mr Moloney.
10 **Questioned by MR MOLONEY**
11 **MR MOLONEY:** Good afternoon, former Chief Constable. I've
12 only three matters to ask you about: firstly, the
13 execution of the warrant; secondly, your dealings with
14 Elaine Newton post-sentencing; and thirdly, the section
15 WhatsApp group, so if I could take you to each of those
16 in turn.
17 Firstly, the warrants. At 10.47 this morning, and
18 for reference it's page 26, line six of the transcript,
19 Ms Langdale King's Counsel suggested to you, that if
20 somebody said it would have made no difference if the
21 warrant had been executed, that wouldn't be right; but
22 you disagreed with her, yes?
23 **A.** I did, yes.
24 **Q.** I'm duty bound now to ask you about that. The two
25 reasons you gave why it would have made no difference

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1 disagree. Full Code Test is first: is there sufficient
2 evidence to charge, that's the evidential aspect of it,
3 and then is it in the public interest? So the CPS have
4 to make a decision at the time of charge whether or not
5 it's in the public interest. Do you know if the CPS
6 have made any enquiries about his mental state before
7 charge?
8 **A.** I don't know.
9 **Q.** No. Which would, of course, have been consideration of
10 the public interest?
11 **A.** (Witness nodded).
12 **Q.** Yes. So do you feel able, then, at this stage to say
13 that it may not have been progressed due to his mental
14 state at the time with any authority?
15 **A.** No.
16 **Q.** No. Thank you. Then the second issue is, in your
17 experience for that type of offence, he would have been
18 bailed, and but it's not just the type of offence that
19 you have to consider in circumstances like this, is it,
20 Chief Constable?
21 He had failed to surrender, hadn't he?
22 **A.** He had yes.
23 **Q.** That makes it more serious, doesn't it?
24 **A.** It does, yeah.
25 **Q.** If the warrant had been executed, might it have been

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1 seen on NICHE or the PNC that they were investigating
2 him in Leicestershire for an offence committed whilst
3 unlawfully at large?

4 **A.** Yes.

5 **Q.** Yeah, and that was an event of unprovoked and serious
6 violence on two people: one man and one woman.

7 **A.** That's right.

8 **Q.** So, he has committed a serious assault on a police
9 officer, he's then failed to attend court, and then,
10 having moved to a different county, he's committed
11 another offence, another offence of violence. Is it not
12 very serious to commit an offence of violence when
13 unlawfully at large, after committing an offence of
14 serious violence against a police officer?

15 **A.** It is.

16 **Q.** Yeah. Then if you factor in the mental health element,
17 the court would be told that this was a man with mental
18 health issues, yes?

19 **A.** *(Witness nodded).*

20 **Q.** He'd been the subject of four compulsory admissions to
21 hospital. He'd been sectioned four times.

22 **A.** *(Witness nodded).*

23 **Q.** He'd been very violent to a police officer when they
24 were executing a mental health assessment warrant --
25 Mental Health Act warrant in respect of one of those

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1 **A.** He could have been.

2 **Q.** Yeah. Or, alternatively, he might have been remanded to
3 secure accommodation given he was unlawfully at large
4 when he committed another offence and he'd disengaged
5 from mental health services.

6 **A.** Could have been, yes.

7 **Q.** But assuming you're right, and the court would want to
8 bail him, in your experience, would he be bailed with
9 conditions or on unconditional bail, after failing to
10 surrender?

11 **A.** I would guess with conditions.

12 **Q.** With conditions. And obviously, when somebody has
13 failed to surrender, if the court is to bail somebody,
14 then at the very least they need to know where that
15 person is going to be for the next court appearance,
16 don't they?

17 **A.** They do.

18 **Q.** So a court, a condition of residence follows as night
19 follows day in those circumstances, doesn't it?

20 **A.** I would expect so, yes.

21 **Q.** Absolutely. And we know that in the days before VC
22 committed these killings, he was of no fixed address,
23 don't we?

24 **A.** We do.

25 **Q.** Yeah, and if someone is of no fixed address, having

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1 four admissions.

2 **A.** *(Witness nodded).*

3 **Q.** Yep? And then he'd failed to turn up to court for that
4 offence, and he'd gone on to commit another violent
5 assault. In your experience, do you think the court
6 would want to know more about him?

7 **A.** Yes.

8 **Q.** They probably would, wouldn't they?

9 **A.** Yes.

10 **Q.** Yeah. And as night follows day the court would have
11 sought the assistance of mental health practitioners to
12 find out more about him, wouldn't they?

13 **A.** Probably, yes.

14 **Q.** Yes. Probably, yeah. And they would have found out
15 he'd been discharged to his GP for non-engagement with
16 mental health services the day after the warrant was
17 issued, wouldn't they?

18 **A.** Yeah.

19 **Q.** Yeah, and they'd have probably wanted to assess his
20 mental health state.

21 **A.** Yeah.

22 **Q.** Yeah. And assuming, for the purposes of this question,
23 that VC was unwell at the time of arrest, he probably
24 would have been the subject of a Mental Health Act
25 admission again, wouldn't he, in those circumstances?

6

1 failed to surrender, do they just get let out without
2 anywhere to live?

3 **A.** No.

4 **Q.** No. Could well have been remanded, couldn't he?

5 **A.** He could have, yes.

6 **Q.** Absolutely. So to be clear, are you, as the former
7 Chief Constable of Notts Police today saying to the
8 Chair that it would have made no difference if the
9 warrant was executed?

10 **A.** I don't know what difference it would have made.

11 **Q.** Precisely. Can I ask you about Elaine Newton
12 post-sentencing, please. Do you have a minute of your
13 meetings with Elaine Newton which occurred after the
14 sentencing?

15 **A.** Not that I can recall.

16 **Q.** No. In any of those meetings did you personally tell
17 Elaine about each of the 13 incidents which had been
18 scheduled in the evidence of Mr Griffin, covering the
19 contact between VC and the police?

20 **A.** I can't remember.

21 **Q.** No. Did you tell her -- and just one thing, did you
22 tell her about the severity of the injuries suffered by
23 Feven where she needed to have metal plates inserted
24 into her back to stabilise her injuries, and the fact
25 that no case for grievous bodily harm, really serious

8

1 harm, had been pursued?
 2 **A.** I can't remember.
 3 **Q.** I won't ask you about the other details. But Elaine was
 4 particularly concerned, after learning that a warrant
 5 had been outstanding for nine months, wasn't she?
 6 **A.** She was, yes.
 7 **Q.** Yeah. Did you tell her the police could only look for
 8 someone for a given amount of time before they move on?
 9 **A.** No.
 10 **Q.** Are you sure about that?
 11 **A.** I'm not sure, but I don't know why, if I did say that,
 12 I would have because it's not true.
 13 **Q.** See if you can recollect this. Did you, at any point,
 14 tell her that absolutely nothing had been done to
 15 enforce that warrant by Nottinghamshire Police Force?
 16 **A.** I can't remember.
 17 **Q.** You can't remember if you said nothing had been done by
 18 the police -- by Nottinghamshire Police?
 19 **A.** I can't remember the discussions we had in relation to
 20 that, but I can remember her being very disappointed
 21 about the fail to appear warrant, and I may not have
 22 said that. I'm not evading the question; I just can't
 23 remember what I said.
 24 **Q.** Right. Elaine Newton wrote to thank you for what you
 25 had done, didn't she?

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1 WhatsApp message?
 2 **A.** No.
 3 **MR MOLONEY:** Thank you very much.
 4 **THE CHAIR:** Yes. Ms Cartwright.
 5 **Questioned by MS CARTWRIGHT**
 6 **MS CARTWRIGHT:** Good afternoon, former Chief Constable.
 7 I ask questions on behalf of the Survivors.
 8 Can I first of all clarify the role of a chief
 9 constable, because I think these are standard principles
 10 that are contained with the College of Policing for
 11 a chief constable. It's right, is it, that they have
 12 overall responsible for leading the force?
 13 **A.** Yes.
 14 **Q.** That they set the direction and culture of the force?
 15 **A.** Yes.
 16 **Q.** They are responsible for building public and
 17 organisational confidence and trust?
 18 **A. (Witness nodded).** That's correct.
 19 **Q.** Also are there to do the delivery of a professional,
 20 effective and efficient policing service?
 21 **A.** That's right.
 22 **Q.** Now, can I start, please, with the document you've been
 23 taken to, which is the notes of the non-reportable
 24 briefing, please, which is NGPF0011160, please. Thank
 25 you.

11

1 **A.** She did.
 2 **Q.** Finally, the WhatsApp. Ms Langdale has asked you
 3 a number of questions. I won't repeat her excellent
 4 questions. Did you know that by the time the WhatsApp
 5 message was found on the phone of PC Gell, that no
 6 officer in that WhatsApp group had complained about that
 7 post?
 8 **A.** I didn't know anything about the WhatsApp until
 9 18 February.
 10 **Q.** Yeah. And are officers under a duty to report possible
 11 breaches of professional standards?
 12 **A.** They are, when it's misconduct -- it's assessed as
 13 misconduct. It breaches the professional standards of
 14 behaviour that would invoke misconduct proceedings or if
 15 it's criminal proceedings.
 16 **Q.** We know what was said in the hearings. It was -- the
 17 conduct of PC Gell in respect of that WhatsApp message
 18 was denounced by Professional Standards, wasn't it?
 19 **A.** It was.
 20 **Q.** No one in that group reported that message, did they?
 21 **A.** No.
 22 **Q.** No. Was that a cause of concern for you?
 23 **A.** I ... *(Pause)* Not at the time, no.
 24 **Q.** Did you ever tell the families that none of the officers
 25 had held their hands up, as it were, in respect of that

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1 We can see that we've got Mr Woods of the National
 2 Police Chief Constables NPCC there. What was the
 3 purpose of Mr Woods of the NPCC being there at that
 4 briefing also?
 5 **A.** Because they had advised and -- I had reached out for
 6 some advice around media and they had been advised to
 7 host a non-reportable briefing, so they hosted it for
 8 us.
 9 **Q.** Can I ask you, though, in terms of the content of what
 10 you gave by way of the briefing, had all of the relevant
 11 background and information been shared with Mr Woods?
 12 **A.** No.
 13 **Q.** We can see, then, that you referenced that you are going
 14 to be candid within this document; would you agree?
 15 **A.** Yes.
 16 **Q.** Can we move then, please, to page 4, which is where you
 17 began to set out the previous incidents, and you say
 18 this:
 19 "The first occasion that we had contact with him was
 20 in May 2020, when he had broken down the door to
 21 neighbour's flat, so in effect he had committed an
 22 offence of criminal damage. He was arrested and taken
 23 into police custody, where he was seen by the health
 24 practitioner.
 25 "He was taken to hospital for an assessment, sent

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1 back to us as being fit for interview - Sorry, fit to be
 2 detained.
 3 "And as a consequence of that, he was [released
 4 under investigation], so released under investigation
 5 while we progressed with some further investigations.
 6 On that same day following his release, he's damaged
 7 another door in the same complex, where he's been taken,
 8 brought back again into the police station, where as a
 9 result of which he is sectioned and taken into mental
 10 health care that's in a local hospital."
 11 Now you've already confirmed to Ms Langdale KC today
 12 that you knew about the details of the incident with
 13 Feven. Sorry, you need to say "yes" rather than just
 14 nod.
 15 **A.** Yes, I beg your pardon.
 16 **Q.** You knew she had fractured her spine as a result of that
 17 incident?
 18 **A.** That's correct.
 19 **Q.** But yet you failed, within that briefing, to give any
 20 details in respect of what is, on any view, a serious
 21 incident and the injuries to Feven; do you agree?
 22 **A.** I agree.
 23 **Q.** Now, this was supposed to be a candid briefing about
 24 what the police knew in February of 2024. So why was
 25 that information not shared with the press?

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1 **A.** For exactly the same reasons I've just outlined: I was
 2 summarising along the lines. I wouldn't have -- just
 3 didn't make that connection in terms of the timing.
 4 **Q.** Now, you plainly had identified that he was released
 5 under investigation. Had you therefore noted from the
 6 custody record that the custody sergeant had failed to
 7 record the detail of the Mental Health Act assessment
 8 that had been conducted with VC?
 9 **A.** No, so the notes that -- I don't know the exhibit, but
 10 the notes that I've used don't contain that detail as
 11 far as I can remember.
 12 **Q.** So had you personally researched this information as to
 13 previous incidents or had you received a briefing from
 14 somebody?
 15 **A.** I received a sheet with a summary on. I didn't get
 16 a personal briefing, no.
 17 **Q.** Do you know who prepared that note that was provided to
 18 you in respect of these previous incidents?
 19 **A.** I don't know who prepared it. It was handed to me by
 20 ACC Griffin.
 21 **Q.** Right. So can I ask you at this stage, when you were
 22 giving this information, did you have any information
 23 about failures of the Custody Sergeant Hennessy in
 24 respect of that first period of detention of VC in the
 25 police station?

15

1 **A.** As I explained in my statement, that was a mistake on my
 2 behalf. I've already acknowledged that I didn't prepare
 3 as best as I should have. I was reading from a summary
 4 of the offences. I was casting my eye along the line,
 5 summarising what happened, and I missed some details out
 6 which, as I say, I'd identified in my statement.
 7 I understand that that's not acceptable and I apologise
 8 for it.
 9 **Q.** Well, on one view, many would say, former Chief
 10 Constable, that you missed perhaps what is some of the
 11 most significant detail from that briefing to the press.
 12 I want to know how it was that you were not able to
 13 reveal the most significant information about the first
 14 contact that the police had with VC?
 15 **A.** As I've explained, I was trying to summarise it and I
 16 didn't cover all of the facts and I missed that.
 17 **Q.** Was it a mistake or was it a deliberate failure to
 18 provide relevant information that was in the public
 19 interest?
 20 **A.** It was a mistake.
 21 **Q.** Why did you fail to give the information that the gap
 22 between VC being released and the telephone call, only
 23 11 minutes, why was that not dealt with as part the
 24 briefing, by way of the significance of that second
 25 incident?

14

1 **A.** I didn't, no.
 2 **Q.** Can we move forward, please, within that document, to
 3 page 7. Because you indicate within that document as to
 4 contact with the families and surviving victims.
 5 Essentially, that passage there says essentially the
 6 information that you've just provided to the press has
 7 also been provided to the families and the survivors,
 8 and former Chief Constable would you agree that also was
 9 misleading because no such information as to previous
 10 incidents and the warrant had been shared with the
 11 survivors?
 12 **A.** I understand that to be the case now, yes.
 13 **Q.** Well, what I want to know is at this stage, you're
 14 telling, "candidly", to the press that all of the
 15 information you've shared with them has been shared with
 16 the survivors and the bereaved.
 17 **A.** That's what I believed at the time, which was incorrect.
 18 **Q.** Who had told you that that information had been shared
 19 with the survivors?
 20 **A.** I can't remember who told me that.
 21 **Q.** So are you now aware that it's been accepted in the
 22 submissions of Nottingham Police only for this Inquiry
 23 in opening, that in respect of the previous interactions
 24 between Nottingham Police and VC, none of those matters
 25 had been shared with the survivors?

16

1 A. I accept that now, yes.

2 Q. It's more than accept; it's a fundamental failure to
3 update victims of an attempted murder, isn't it?

4 A. It is, yes.

5 Q. It's worse still than that, Officer, because are you
6 aware that the FLO had in fact, in response to a direct
7 question from Tracey Hodgson about whether there had
8 been any previous involvement with VC, had been told
9 that Nottingham Police had had no previous involvement?

10 A. I've never heard that before, no.

11 Q. Perhaps can we go to another document, please, which
12 also gives the context to the failure over the years not
13 to update the family. NGPF0007144. I may have missed
14 a zero. Apologies.

15 Thank you. So this is an email sent from Tracey
16 Hodgson on behalf of Mr Birkett on 23 February 2024, and
17 this is in response to the update letter that had been
18 sent about the misconduct, and Tracey details:

19 "Thank you for your email yesterday, 22 February at
20 18.15."

21 Obviously it's to you, Ms Meynell:

22 "Unfortunately this information was old news.
23 Literally word for word had already been on social media
24 and this shouldn't be the way we find out.
25 "I would guess you have been made aware Wayne

17

1 discuss the case and the ongoing [Professional
2 Standards] ... investigations. During our conversation,
3 Wayne and Tracey shared the significant personal impact
4 these matters had had on [them] ... It became even more
5 clear to me how deeply this had affected them both,
6 though I had always realised that Wayne's injuries were
7 dreadful."

8 Now, it's the recollection of those at that meeting
9 that also they were asking for details of the previous
10 incidents and, again, no information was provided to
11 them in that meeting. So can I ask why, on 8 March,
12 having told the press in February that you had shared
13 all the previous details with VC, you did not share that
14 information at that meeting?

15 A. I can't see any reason why I wouldn't have done that.
16 I don't know.

17 Q. Then can we deal with the letter that was sent about the
18 Professional Standards matters, please. It's
19 NGPF0007233. If it's not capable of being displayed,
20 then I do apologise, but essentially gave a very basic
21 summary of the misconduct matters, would you agree? It
22 didn't go into a great amount of detail at all about, in
23 particular, the officers, Special Constable Skanderaj,
24 is it?

25 A. Skanderaj.

19

1 Birkett suffered Traumatic Brain Injury, but yet you
2 sent an email to him to correspond with you. Wayne's
3 Brain Injury means he is totally incapable of replying
4 to you. Also, do you or any of the force remember that
5 there are three other victims of the 13th June 2023
6 attacks? Wayne, Sharon & Marcin all seem to be
7 forgotten because they are survivors of this horrendous
8 crime that was committed by [VC] ... Please could you
9 respect and remember to keep us informed by POST and
10 more importantly before it reaches the media."

11 So would you agree that when that email landed on
12 your desk, that was clear that there had been
13 fundamental failures of communication with the
14 survivors?

15 A. Yeah, and that was in relation to the letter I'd sent,
16 yes.

17 Q. But more broadly, I think you've had a subsequent
18 meeting, and you had a meeting on 8 March 2024, and in
19 fact they travelled to see you at police headquarters,
20 I think, came to your office either with a solicitor,
21 and if we perhaps just display your WITN0371001; so your
22 witness statement, please, at page 179, paragraph 542.
23 Thank you. So you tell us then that:
24 "On 8 March 2024, [you] ... met with Wayne Birkett,
25 his partner Tracey Hodgson, and their solicitor to

18

1 Q. Skanderaj.

2 A. Sorry, I'm a bit confused. Are you referring to the
3 letter that I sent?

4 Q. Yes.

5 A. What are you asking me?

6 Q. What I'm going to suggest is you actually gave very
7 little information about the nature of the misconduct
8 and you suggested today, I think, particularly when you
9 were taken to emails from Mrs Webber from February 2024,
10 that that was all that was known at that time.

11 Can I ask to be displayed, please, NGPF0011091.
12 This a document that seems to suggest it was available
13 for what was going to be the accelerated misconduct
14 hearing, but ultimately the officer was dismissed or
15 resigned, but it was available for 11 December 2023.

16 If we could move through that document, please, and
17 go to the next page, please, we can see there in fact
18 there is a lot more detail about the nature of the
19 unauthorised accessing relating to what that officer had
20 done. If we go over the page, please, we can see that
21 that officer had searched for all camera footage between
22 11 o'clock on 12 June and 11 o'clock on 13 June, had
23 accessed 12 separate body-worn video footage, had also
24 accessed occurrence records for Sharon Miller and for
25 Wayne Birkett.

20

1 What I'm going to suggest is it was known far
 2 more -- and certainly the detail we see in this document
 3 -- and I apologise I've not been able to show the letter
 4 that was sent -- that the letters about the misconduct
 5 matters did not deal with the full detail that was
 6 available in this misconduct hearing information
 7 available in December 2023.

8 Would you agree that the fullest possible
 9 information about the illegal accessing of either
 10 footage or documents relevant to those individuals
 11 should have been shared with them in the letter that you
 12 sent to them in February 2024?

13 **A.** I think the details in relation to the individuals
 14 should have been shared, yes.

15 **Q.** Because, would you agree that rather than what you said
 16 earlier today about what was known, far more was known
 17 about what officers and Nottingham Police had been
 18 accessing?

19 **A.** I'm not quite sure what you mean by that.

20 **Q.** Well, I mean exactly what the true nature of what's set
 21 out there. Because it would have helped Mr Birkett and
 22 Sharon Miller in particular, bearing in mind much of
 23 that body-worn footage also captures them in the
 24 background, to have known specifically, and questions
 25 that they have asked as to who has accessed footage that

21

1 not just nod your head.

2 **A.** Oh sorry, I beg your pardon.

3 **THE CHAIR:** It's being recorded.

4 **A.** Sorry.

5 **MS CARTWRIGHT:** We know that the FIM, Officer Mather, did
 6 not contact the Gold Commander till after 5 o'clock in
 7 the morning. On any view, from what you've said,
 8 essentially this incident was perhaps the worst in your
 9 policing career, from what you know about what had
 10 occurred to Grace and Barney and Ian, and Wayne and
 11 Sharon and Marcin; would you agree?

12 **A.** I'm not going to say it's the worst because I've dealt
 13 with a lot of really serious incidents, but it was
 14 certainly extremely distressing and tragic.

15 **Q.** Sorry, I wasn't trying to misquote you; I thought that's
 16 what you said earlier this morning, so I am
 17 mis-summarising you.

18 But on any view, even just after the attack on Grace
 19 and Barney, this was a critical incident; would you
 20 agree?

21 **A.** Yes.

22 **Q.** So did you ask the question of Officer Mather why it was
 23 first of all he had not contacted Officer Griffin
 24 earlier, and why he had not contacted you, as the chief
 25 constable, bearing in mind that you were saying you'd

23

1 shows them when they were in the extremis that they were
 2 as a result of the attacks by VC?

3 **A.** So it's my understanding from reading this, and I would
 4 need to look into it further to be really sure, but that
 5 looks to me like he's accessed the occurrence record,
 6 which is the digital record on the system, that's not
 7 body-worn video.

8 **Q.** He's accessed 12M. He's accessed 12 separate body-worn
 9 video footage relating to the murder investigation.

10 **A.** So I would need to look into it further but it's my
 11 understanding, from what I know, is that that relates to
 12 the murders of Barnaby and Grace.

13 **Q.** Now can I briefly ask you, please, about matters
 14 relating to 13 June 2023. You -- there's detail that
 15 you were no longer an SSC from 13 June of 2023 in your
 16 statement. Had that occurred before this incident
 17 occurred or was it as a result of this incident?

18 **A.** No, I looked at that, reflected on that and I'm not
 19 quite sure. It wasn't that date, I can't remember the
 20 date it was, but it was very soon after I took up the
 21 role as chief constable.

22 **Q.** Right. Then you effectively say in your statement that
 23 if there's a critical incident you want to be made aware
 24 as the chief constable, as soon as possible.

25 I think -- sorry, you're going to have to say "yes",

22

1 wish to be notified of a critical incident as soon as
 2 it's known to be one?

3 **A.** No, I think it would be perhaps -- and it may be the way
 4 I've worded it, misunderstood what I've said -- I would
 5 expect the chief officer on call, that was ACC Griffin,
 6 I would expect him to notify me if there was a critical
 7 incident. I would expect it to go up the normal chain
 8 of command and for then, whoever the chief officer on
 9 call was, to notify me.

10 **Q.** So certainly you would have expected Officer Griffin to
 11 call you almost after the 5.00 call he'd received from
 12 Officer Mather?

13 **A.** I'd expect him to call me when he'd done what he needed
 14 to do when he had the first opportunity. But I do
 15 appreciate that there's a lot of things that the Gold
 16 would have to do before they called me.

17 **Q.** Then just finally, please, the Survivors are concerned
 18 about information that summarised the attacks on them.
 19 Can I ask you first of all to look at NGPF0004378. So
 20 NGPF0004378.

21 Thank you. So if we turn over the page of this
 22 document, and again, we can see that in the initial
 23 briefing that's being put out, it was referencing the
 24 incident having been on Milton Street where a van had
 25 attempted to run over three people. I think, Officer,

24

1 you'll be aware that the importance of M/ETHANE message
2 for exact location would be key. Do you know why it was
3 being said the incident had all occurred in Milton
4 Street when there had been a gap between the attack on
5 Wayne, and then the seven or so minutes as VC drove
6 around Nottingham, past the police station on two
7 occasions, and then drove into collision with Sharon at
8 a time when a police officer was behind the vehicle?

9 **A.** I don't know, no.
10 **Q.** Because would you agree that, again, from an issue of
11 openness and candidness again is not accurate about what
12 happened, and in particular what happened to the
13 survivors?

14 **A.** It's not accurate, and particularly around the injuries
15 that the survivors sustained, it's not accurate and that
16 is unacceptable.

17 However, in terms of the movements of the vehicle,
18 I think this is a media release, we're trying to
19 summarise and give some sort of overview about what had
20 happened.

21 **Q.** Then, if we can look, please, at the debrief report,
22 please, NGPF0007690, because, would you agree, Officer,
23 whilst that's being identified, by the time of the
24 debrief, it should have been absolutely accurate about
25 the chain of events of that morning; would you agree?

25

1 investigation, that's wholly inadequate that inaccurate
2 information has been factored into that post-incident
3 DSI investigation?

4 **A.** It shouldn't contain inaccurate information.

5 **Q.** Then finally, please, can we look, please, at
6 HMCP0000026.

7 Now, this is again email exchanges, but it's
8 particularly 16 June 2023, and if we go over the page,
9 please. Just to contextualise this, this is at a time
10 when Wayne Birkett was in a hospital in a coma where his
11 partner had been told it was questionable whether he
12 would live or die.

13 So do you know who gave the information that's being
14 approved for being sent out that a man previously in
15 a critical condition in hospital is currently in
16 a stable condition?

17 **A.** I don't know.

18 **Q.** Again, would you agree from the perspective of the
19 victim, that also is a wholly inadequate thing that was
20 being put in the public domain?

21 **A.** That's incorrect, yes.

22 **MS CARTWRIGHT:** Thank you.

23 **THE CHAIR:** Yes, Ms Heaven.

Questioned by MS HEAVEN

25 **MS HEAVEN:** Good afternoon. I ask questions on behalf of

27

1 **A.** Most definitely, yes.

2 **Q.** So if we can move through the Hendrix report, please, to
3 the timeline there, we can see that has 05:25, road
4 traffic collision Milton Street, then 05:36 Op Plato
5 declared, and then after that recording the homicide on
6 Mr Coates, all of which is not accurate. So can you
7 assist as to who put together the timeline of events for
8 the debrief?

9 **A.** I don't know.

10 **Q.** Additionally, then, can you assist as to do you know who
11 invited who to the debrief? Because certainly it seems,
12 from what we've heard, key individuals were not invited
13 to the debrief.

14 **A.** I don't know, no.

15 **Q.** Then, can I ask you an additional question, because
16 certainly as a police contact with what happened to
17 Sharon and Marcin, there was an IOPC investigation, and
18 information has been provided that suggested to that
19 investigation that Officer Reynolds had been given
20 permission and told to follow that vehicle, which is
21 inaccurate. Do you have any knowledge of that --

22 **A.** No.

23 **Q.** -- and know how that came about?

24 **A.** I don't, sorry, no.

25 **Q.** But would you agree, in terms of police contact

26

1 Celeste and Elias Calocane, okay?

2 I just want to explore with you the thinking that
3 went on in Nottinghamshire Police by you and others
4 about the wording you used in your first press release
5 on 13 June, okay? Then in a subsequent occasion on
6 15 June.

7 Now, you say in your witness statement that you
8 signed off press releases, as I think you were leading
9 on the media strategy; is that correct?

10 **A.** I wasn't leading on the media strategy, but I was
11 responsible for disseminating the media and approving
12 the media releases at that point, yes.

13 **Q.** You signed off the media press releases, didn't you?

14 **A.** I did, yes. Yes.

15 **Q.** Now, you say in your statement, it's paragraph 85, I'll
16 read it to you, I don't know if you've got it there, you
17 say:

18 "My focus for media releases was to keep the public
19 updated with what was happening regarding the incident
20 and to offer reassurance regarding the progress of the
21 investigation and, more latterly, that it was safe to be
22 in Nottingham."

23 Okay?

24 **A.** Yes.

25 **Q.** So it's fair to say, isn't it, that when the members of

28

1 the public woke up on that morning on 13 June, they were
 2 already met with extensive press reporting? I think the
 3 first was around about 6 am from the BBC; is that --
 4 **A.** I don't know what the time of the first reporting was.
 5 **Q.** Okay. But there was widespread speculation as to what
 6 had happened; is that fair?
 7 **A.** Yes.
 8 **Q.** Fair to say that the people of Nottingham, including the
 9 student community, they were very worried, they were
 10 very scared.
 11 **A.** Yes.
 12 **Q.** I'll come on in a moment to the black, Islamic and
 13 asylum seeking communities, but they were very worried
 14 and scared as well, weren't they?
 15 **A.** I think most people in Nottinghamshire.
 16 **Q.** Well, they particularly were worried, weren't they --
 17 **A.** Yes.
 18 **Q.** -- because they started to receive threats on social
 19 media very quickly on 13 June; that's correct, isn't it?
 20 **A.** It is, yes.
 21 **Q.** So I think you recognised that it was important for the
 22 police to provide reassurance and to calm tensions; is
 23 that fair --
 24 **A.** Yes.
 25 **Q.** -- so far as possible?

29

1 a briefing from Chief Superintendent Verma, Chief
 2 Inspector Pearson, and they were raising concerns about
 3 emergency -- emerging community tension and concerns
 4 from asylum seekers and the black communities who were
 5 already, as I've said, being targeted on social media.
 6 So if we could just have a look at those briefings
 7 please, it's NGPF0007796 and if we could go to internal
 8 page 5, please. NGPF0007796. Thank you. Internal
 9 page 5, please.
 10 So we just look -- can you see that there on your
 11 screen?
 12 **A.** I can, thank you.
 13 **Q.** So it's the top bullet point I'll ask you about first,
 14 three lines down:
 15 "A large amount of information is coming through
 16 around tensions in the community as this incident
 17 impacts a number of different areas, including the
 18 University, local communities ..."
 19 Then if we look at the second bullet point down,
 20 please, under "Action", I'm going to look around about
 21 seven lines down:
 22 "He confirmed that concerns had been received from
 23 the asylum seeker community that they may be targeted
 24 and also that the suspect involved may have been from
 25 that community."

31

1 **A.** Yes.
 2 **Q.** Now, you say in your statements, it's paragraph 67, that
 3 at 8.15 -- so very early on on 13 June -- you had a
 4 meeting with ACC Griffin, Lyn Heath and Matthew Jarram,
 5 who we understand were leading on the press, to discuss
 6 a proposed strategic communications approach.
 7 Can I ask, at this early meeting, were you given
 8 a press statement or was this just a preliminary
 9 discussion?
 10 **A.** Is that the one at 8.15 on the 13th?
 11 **Q.** Yes.
 12 **A.** It was just a preliminary discussion.
 13 **Q.** But the clear message at this stage was "We must
 14 reassure the public that it's safe to go back into the
 15 city"?
 16 **A.** That was one of the messages, yes.
 17 **Q.** Now, we know from your log that we looked at earlier
 18 that you met PC griffin at 1.00. Before then, ACC
 19 Griffin attended a gold meeting at 11.45 to 1.00; okay?
 20 **A.** Okay.
 21 **Q.** We can see those minutes. Perhaps if we have a look at
 22 them, but before we bring them up, he reiterates in that
 23 meeting, again your message, our priority is to reassure
 24 the public and to make sure that they know it's safe to
 25 come back in, in any media comms. But also, there was

30

1 Towards the end of that paragraph there is reference
 2 to needing to:
 3 "... come up with a strategy [to] work locally to
 4 engage with the CR team ... as there are some Asylum
 5 Seeker hotels in Mansfield."
 6 Then, if we go two bullet points down from that:
 7 "CP stated that there were black communities in the
 8 area as well, and there was a lot of commentary on
 9 social media which could possibly inflame tensions in
 10 the community."
 11 Then, if we go over to page 6, please. Sorry, the
 12 next page. Sorry, page 7. Thank you. Under "Comms
 13 Strategy" we have there the second bullet point:
 14 "Social media is being actively monitored and hate
 15 comments are being taken off - there have been quite
 16 a number of these."
 17 So that's the state of play just before lunchtime on
 18 the 13th. We know then you have your briefing from ACC
 19 Griffin at 1.00. Did you discuss with ACC Griffin and
 20 did he brief you about what had been discussed in the
 21 gold minutes, particularly in relation to community
 22 tensions?
 23 **A.** Not that I can remember.
 24 **Q.** Because there's no evidence on your log that he did. So
 25 is it your evidence that he, if he'd have told you about

32

1 this, you'd have put it on your log?
 2 **A.** I can't say that. I can't remember us having that
 3 conversation.
 4 **Q.** Now, on 13 June then you go to your press release,
 5 I think it was a press statement then you made a press
 6 release, 16:52. I'll just read the bit to you that
 7 I want to ask you about. You say this:
 8 "We're keeping an open mind as we investigate the
 9 circumstances surrounding these incidents and are
 10 working alongside Counter Terrorism Policing to
 11 establish the facts ..."
 12 You also say:
 13 "We have a man in custody who's been arrested on
 14 suspicion of murder. Currently, we do not believe
 15 there's anyone else involved in this incident. It is
 16 safe to go into the city centre ..."
 17 Okay. Now, no one is disputing that you were
 18 working alongside Counter Terrorism Police, because you
 19 clearly were. But it's obvious, isn't it, that using
 20 the word "terrorism", even in this context, would lead
 21 members of the public to think that this was a terrorist
 22 incident? It's obvious, isn't it?
 23 **A.** Well, I can't actually see what the media release says
 24 because I think it said -- could I have a look at it,
 25 please?

33

1 about five lines down, six lines down, from the
 2 photograph? Is that not the bit you were reading?
 3 **MS HEAVEN:** Yes, there we are thank you.
 4 **THE CHAIR:** Thank you.
 5 **MS HEAVEN:** Sorry, I think this is the clarification that
 6 you make earlier on in the day on 13 June. If we -- do
 7 this is the clarification that you make that you're
 8 still working alongside counterterrorism police. There
 9 is a later statement, which is the one that I've read
 10 out. Perhaps if we just go over the next page, please.
 11 No, it's not here. No, that's the 15th.
 12 **MS LANGDALE:** The bottom of page 3?
 13 **MS HEAVEN:** The bottom of page 3. Thank you. Yeah, okay.
 14 So this is the statement that I was taking you to,
 15 which is the 16:59; do you see that there at the top?
 16 **A.** I do, so this was the -- okay, yes, thank you, yeah.
 17 **Q.** Approved by you.
 18 **A.** Yeah.
 19 **Q.** So this is what I was asking you about, here, at the
 20 bottom, and I've read out: "We are keeping an open mind"
 21 down to "keeping a man in custody"; do you see that
 22 there?
 23 **A.** Yes, I do.
 24 **Q.** So as I said, no one was disputing that you're working
 25 alongside counterterrorism policing, but what I'm

35

1 **Q.** Yes, of course.
 2 Have we got the media press release?
 3 **THE CHAIR:** Do you have the reference for that?
 4 **MS HEAVEN:** Yes, sorry, it's in my old notes. In the
 5 briefing note or the press release?
 6 **THE CHAIR:** So it's 13 June, is it?
 7 **MS HEAVEN:** Yes.
 8 **THE CHAIR:** Have you got a reference for it?
 9 **MS HEAVEN:** If not, perhaps I can -- I mean, that section is
 10 as read from the press release.
 11 **THE CHAIR:** It's rather difficult for the officer to take it
 12 out of context, though, bearing in mind what you're
 13 putting to her.
 14 **MS HEAVEN:** Yes.
 15 **THE CHAIR:** So can we just -- have we got a reference for
 16 that?
 17 **MS LANGDALE:** There's a number of different references, it
 18 may be this NGPF0004527, page 7. That's the beginning
 19 of the series.
 20 **MS HEAVEN:** Yes, thank you very much.
 21 **MS LANGDALE:** Page 6 or 7.
 22 **MS HEAVEN:** Yeah, I think it's at the end, if we go to the
 23 next page. No, I think we need to go back one. Go
 24 forward one again.
 25 **THE CHAIR:** Are you not looking at the central bit on that,

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1 suggesting to you is that it's obvious, isn't it, that
 2 using even the word "terrorism" in this context could
 3 lead members of the public to think that this was
 4 a terrorist incident? That's what they could take away
 5 from this: not ruled out.
 6 **A.** Yeah, because that was the position at the time I made
 7 the statement.
 8 **Q.** If you want the public to think that it's safe to go
 9 back into the city, they're not going to take that from
 10 this, are they, even if you tell them that it is safe?
 11 **A.** I think it would be disingenuous of me not to say if
 12 that was the case. As I've said, in everything I've
 13 done, I've tried, notwithstanding the bits that have
 14 been pointed out to me, to be accurate. That was
 15 entirely accurate, what was happening. And to not say
 16 that -- and people have to make the decision whether
 17 they want to go into the city or not and I need to give
 18 them the information to make that decision themselves.
 19 **Q.** But one of the concerns that was also being raised --
 20 I appreciate you can't recollect if you knew about it --
 21 was in relation to community tensions. Do you know now,
 22 whether you gave any consideration before approving this
 23 press release, as to the impact on community tensions of
 24 making a statement like this, particularly referencing
 25 the word "terrorism"?

36

1 A. So I would consider it the other way round. I would
 2 make the statement, because that's what was happening,
 3 and then we would look at what the community tensions
 4 are as a result of that and try and do as much as we can
 5 to support communities and manage those tensions.
 6 Q. So is it your evidence that there was no consideration
 7 given by you to the impact on community tensions, the
 8 concerns that they were feeling from making a reference
 9 to counterterrorism and terrorism in a press statement?
 10 That wasn't considered by you in advance of making the
 11 statement.
 12 A. I'm sorry, you really are confusing me. I don't quite
 13 understand what you're trying to say to me.
 14 Q. I think what your evidence is is that the statement was
 15 drafted and put into the public domain before you gave
 16 consideration to the impact that that might have on
 17 things like community tensions.
 18 A. No, the --
 19 **THE CHAIR:** I think, to be fair, her evidence wasn't that.
 20 It was that she wasn't ruling it out at the time, was
 21 keeping the press informed, and then would deal with any
 22 issues which arose in relation to community tensions
 23 afterwards. That's what the witness said.
 24 **MS HEAVEN:** Okay.
 25 I want to move now to 14 June, just to clarify. The

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1 Q. Why not?
 2 A. I didn't think it was something that we'd need to put in
 3 at that point.
 4 Q. Okay. Moving down, then, we have reference to the
 5 incident on 24 May 2020 trying to kick in a door, mental
 6 health episode. We have reference to "3/9/21", that's
 7 the "assault PC when executing a section [136] ..."
 8 We have 23 September 2022:
 9 "Discharged from early intervention for psychosis
 10 team".
 11 We have three admissions to mental health; do you
 12 see that there?
 13 A. I do.
 14 Q. So by 15 June it was fairly clear to you, as well, was
 15 it not, that mental health seemed to be quite
 16 a significant feature of this case?
 17 A. Yes.
 18 Q. Okay. All the evidence was pointing one way at this
 19 stage; was that your understanding?
 20 A. No, I wouldn't say that. I was building a picture of
 21 what was happening and this is obviously a key part
 22 of it.
 23 Q. Okay. Now again, there's that press release that you
 24 gave again at 15:11 on 15 June. We can go to it if you
 25 want. It's in exactly the same terms as the one we've

39

1 Inquiry will hear that there was a briefing from Alan
 2 Murphy -- which Alan Murphy attended, it was SIO Sanders
 3 briefing, and it was indicated at that briefing that
 4 mental health was going to be a feature of the case,
 5 there was a briefing by Counter Terrorism Police and all
 6 indications were that it was not a terror-related
 7 incident. Did you attend this briefing, do you know?
 8 A. From my -- in my statement, I do say a brief and
 9 I attended. I can't remember if it was that one or not.
 10 Q. Okay. Now, certainly we can see from your log, by the
 11 15 June it seems that you have a much fuller awareness
 12 of the incidents involving VC and mental health. Shall
 13 we just have a look at that, please. It's NGPF0011120.
 14 It's page 7, please. Okay.
 15 So this is -- it's in blue at the top, that says
 16 15 June, I think. Can you see that there?
 17 A. It does, yes.
 18 Q. Here you say:
 19 "Not an asylum seeker.
 20 "Not an illegal immigrant".
 21 So you'd established that on 15 June in relation to
 22 VC; is that correct?
 23 A. Yes.
 24 Q. That wasn't put into the press, was it?
 25 A. No.

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1 already looked at. It also contains the words:
 2 "We're still working alongside Counter Terrorism
 3 Policing and keeping an open mind on the motives behind
 4 these attacks".
 5 So it's the same formulation that you used on the
 6 13th.
 7 Would you not accept, bearing in mind the evidence
 8 had moved on by this stage, that it was unnecessary and
 9 in fact positively dangerous, bearing in mind the
 10 community tensions that you knew about, to still be
 11 reinforcing the narrative of terrorism policing?
 12 A. So at that point we were still working with Counter
 13 Terrorism Police and we'd said it at the beginning: to
 14 just completely not mention it would, I think, have
 15 posed more questions. The decision as to whether it was
 16 a counterterrorism incident rests with the CT command
 17 and we were waiting for them to make their assessment.
 18 We'd reported on it, we needed to carry on that
 19 reporting.
 20 Q. Let me move on from that topic now very briefly to the
 21 issue of leaks. You say in your statement at
 22 paragraph 95 that you were aware in this case, and you
 23 had specific concerns about -- I'm just reading now for
 24 you:
 25 "... potential leaking of information from

40

1 N[ottinghamshire]P[olice]. The Communications team had
2 received a number of enquiries about police information
3 which should not have been in the public domain,
4 including VC's visit to MI5."

5 The Chair has heard in this Inquiry from SIO
6 Saunders that he had concerns across the piste about
7 leaks in your police force, and also the Chair has heard
8 and had evidence about concerns from my clients, who
9 I represent, about leaks in relation to their sensitive
10 personal data.

11 There also appears to be a lack of robust
12 investigation when concerns are raised, and again, that
13 particularly applies in respect of the clients
14 I represent who were making concerns at the time.

15 So can I ask you this: does it say something about
16 your leadership that the police force that you led
17 appears to have been totally incapable of keeping
18 sensitive information confidential?

19 **A.** Well, we don't know where the information is leaked
20 from. So I've done everything I can to identify if it
21 is from our organisation, but there are other police
22 forces working at the same time, other agencies, that
23 had access to the information.

24 **MS HEAVEN:** Okay. Thank you. Those are my questions, thank
25 you, Chair.

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1 but they would have primary decision-making in relation
2 to them.

3 My question: in relation to this briefing, they
4 weren't consulted about this or asked about it, were
5 they?

6 **A.** About the non-reportable briefing?

7 **Q.** Yes, the non-reportable briefing.

8 **A.** From my recollection, no.

9 **Q.** So they weren't prohibiting or hadn't expressed a view
10 because they hadn't been consulted about it.

11 **A.** That's right.

12 **MS LANGDALE:** Thank you.

13 **THE CHAIR:** Thank you.

14 Mr Beggs, how long are you going to be? Because I'm
15 concerned to give the witness a break if we need to.

16 **MR BEGGS:** Not long.

17 **THE CHAIR:** Do you want a break or --

18 **THE WITNESS:** I'll be okay.

19 **THE CHAIR:** Thank you.

20 **Questioned by MR BEGGS**

21 **MR BEGGS:** Could I ask for WITN0371001, please, page 290 and
22 page 291. At the bottom of that first page, Ms Meynell,
23 you reference the statutory duty since 2011 to conduct
24 a domestic homicide review following the death of
25 someone over 16 where it appears to have resulted from

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1 **THE CHAIR:** Thank you.

2 **MS LANGDALE:** Chair, may I ask one thing before Mr Beggs,
3 please?

4 **THE CHAIR:** Yes.

5 **Further questioned by MS LANGDALE**

6 **MS LANGDALE:** Can I ask, please, for witness statement --
7 the document is -- I'll just get the document reference.
8 WITN0339013.

9 It might be better to take a break, Chair, to make
10 sure we have it uploaded on the system. It's a short
11 document dealing with the IOPC and briefings. It may be
12 that it is there. Thank you. 4.1.

13 You gave evidence earlier about the non-reporting
14 briefing or non-disclosure briefing, and you said you
15 understood you were prohibited from giving further
16 information as a consequence of the IOPC investigation.

17 If we look at the relevant policy of IOPC
18 "Independent and managed investigations", we see at 4.1:

19 "Once an investigation has been designated as
20 'independent' or 'managed' the IOPC will take the media
21 lead, but only in relation to its investigation. It is
22 important that forces establish with the IOPC exactly
23 what is being investigated and by whom. This will
24 clarify who has what responsibility for communication."

25 So effectively the IOPC doesn't prohibit briefings

42

1 domestic abuse, violence or neglect, and then you speak
2 in the subsequent paragraphs of the multi-agency
3 approach that that encourages. You make the
4 recommendation for the Chair to consider that
5 a comparable process should be introduced for homicides
6 believed to have emerged or been caused by those
7 suffering from mental health. I'm sorry to have to give
8 that long introduction.

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

10 **Q.** Did you have experience, when you sat on the Homicide
11 Working Group of the benefits of the DHR?

12 **A.** I did, yes.

13 **Q.** Are you able to help the Chair with whether that new
14 process since 2011 was significantly beneficial to the
15 police service and other agencies?

16 **A.** Yes, so what we found in the work that we've done
17 around -- so my experience around domestic homicide
18 reviews is it gives us an understanding of where things
19 have gone wrong, it helps us establish some increased
20 risk factors, it helps develop relationships locally
21 between agencies, so we're able to share information,
22 and hopefully maintain a continuing learning around some
23 of the factors in relation to those types of offences.

24 **Q.** Your view, after 33 years in policing, would be that
25 a similar approach to mental health homicides would be

44

1 highly beneficial?

2 **A.** I think so, yes.

3 **Q.** Thank you. Second point, very briefly, you spoke to

4 Ms Langdale about, if I can summarise, the inhibiting

5 effects that GDPR, or data protection more generally,

6 has on police officers. You recall saying that?

7 **A.** I do, yes.

8 **Q.** Would you like to see a common platform between the

9 police and, to take but one agency, the National

10 Health Service?

11 **A.** I would, yes.

12 **Q.** Would you like to see explicit guidance encouraging

13 public services to share information where it is

14 obviously in the public interest?

15 **A.** Absolutely, yes.

16 **Q.** Where risk is involved?

17 **A.** Yes.

18 **Q.** Thirdly, you spoke of the deficient investigative

19 culture in the constabulary, and was that identified

20 expressly by His Majesty's Inspectorate of Constabulary

21 in February of 2024?

22 **A.** It was, yes.

23 **Q.** Is it as a result of the HMIC criticisms that Operation

24 Catalyst was put into motion?

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

45

1 **Q.** Fifthly, and again briefly, you have intimated in your

2 evidence that there are lots of policies, guidance, SOPs

3 and so forth, for response officers to deal with?

4 **A.** There are, yes.

5 **Q.** When you reflect on your 33 years of policing, which

6 finished a few days ago, do you think, on reflection,

7 there are perhaps far too many policies for response

8 officers?

9 **A.** Yes.

10 **Q.** Might one option for the Chair to consider be this: that

11 the College of Policing promotes the Authorised

12 Professional Practice, the national policy guidance

13 doctrine, and that the local forces instead produce very

14 short key summaries for frontline officers of the same?

15 **A.** Yes.

16 **Q.** Might that be a reconciliation between the need for

17 national policy, for obvious reasons of accountability

18 and consistency, but also the needs of frontline

19 officers to have ready reckoners?

20 **A.** It would be, yes.

21 **Q.** May I turn next to PC Gell's misconduct hearing which we

22 know was on 19 January 2024, four days before the

23 sentencing of VC started; yes?

24 **A.** Yes.

25 **Q.** First of all, there was a suggestion put by Ms Langdale,

47

1 **Q.** Just for the Chair's note, who was responsible for

2 implementing that at a chief officer level?

3 **A.** ACC Griffin.

4 **Q.** Turning, fourthly, to 3 September 2021 incident

5 involving the assault by VC upon PC Pritchard, you know

6 the assault to which I refer?

7 **A.** I do.

8 **Q.** You were asked whether you expected the police to share

9 that information with the University and you candidly

10 said yes. Would you give the same answer about the NHS

11 where VC spent some seven weeks following that incident?

12 **A.** I would, yes.

13 **Q.** You were also asked by Mr Moloney lots of questions

14 about what might have happened had the warrant, which

15 wasn't executed, been properly executed, yes?

16 **A.** I was, yes.

17 **Q.** I just want to ask you one subset about that. If it

18 transpired, and if the Chair were to find that it's

19 probably the case that VC didn't actually receive the

20 summons -- you understand what I'm saying?

21 **A.** I do, yes.

22 **Q.** Might that change the calculus of what might have

23 happened in respect of what the magistrates would have

24 made of the failure to appear?

25 **A.** It could have, yes.

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1 doubtless on behalf of others, that this was timed, it

2 was dated, it was scheduled, in order to conceal the

3 fact of that hearing?

4 **A.** Yes.

5 **Q.** You understood that?

6 **A.** I did understand that, yes.

7 **Q.** But it's a matter of public record, isn't it, that media

8 personnel were present at that hearing?

9 **A.** They were, yes.

10 **Q.** The final written warning, and the reason for the final

11 written warning was published in the media that very

12 day?

13 **A.** To the best of my knowledge, yes.

14 **Q.** Well, it's a matter of public record, including the BBC.

15 In fact, Nottinghamshire Police published the fact

16 of and the outcome of that hearing that very day?

17 **A.** Yes.

18 **Q.** So we know that the families were not told about that

19 hearing?

20 **A.** Yes.

21 **Q.** That was obviously a mistake, wasn't it?

22 **A.** It was, yes.

23 **Q.** It's perhaps obvious that it was a mistake because the

24 media were told and the media reported it and you

25 yourself reported it on your website?

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- 1 A. That's correct, yes.
- 2 Q. In relation to former Special Constable Skanderaj, there
3 was a comment made to you by Ms Langdale that he was
4 able to resign; do you recall that?
- 5 A. I do.
- 6 Q. But you can confirm, as a former Chief Constable, that
7 you do not have the power in law to prevent a police
8 officer resigning?
- 9 A. I don't, no.
- 10 Q. What you do have is the power to prosecute that police
11 officer as a former officer?
- 12 A. That's correct, yes.
- 13 Q. That's what your constabulary did, yes?
- 14 A. Yes.
- 15 Q. He appeared, or would have appeared, had he troubled to
16 turn up, in front of you?
- 17 A. That's right, yes.
- 18 Q. You found his culpability to be high?
- 19 A. **(The witness nodded).**
- 20 Q. His harm cause to have been high?
- 21 A. **(Witness nodded).**
- 22 Q. No mitigation and aggravating factors?
- 23 A. I did, yes.
- 24 Q. Which is why you ensured that he was placed on the
25 barred list?

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- 1 Q. Did you take advice prior to convening the
2 non-reportable briefing?
- 3 A. I did, from the National Police Chiefs Council.
- 4 Q. Is there any other body of that esteem from whom a chief
5 could take advice, other than the NPCC?
- 6 A. No.
- 7 Q. Perhaps also --
- 8 A. Maybe the college.
- 9 Q. The college, yes. Did they appear to have greater
10 expertise than you had locally with your staff?
- 11 A. Yeah, they regularly ran NRBs.
- 12 Q. I'm sorry?
- 13 A. They regularly ran NRBs.
- 14 Q. Did they advise you to undertake that course?
- 15 A. They did, yes.
- 16 Q. With hindsight, did you achieve what you wanted to
17 achieve at that briefing?
- 18 A. I didn't, no.
- 19 Q. Was it a mistake to have failed to have told the
20 families that you were convening it?
- 21 A. Most definitely, yes.
- 22 Q. Furthermore, do you think, with hindsight, that you were
23 properly prepared for that briefing?
- 24 A. No, I wasn't.
- 25 Q. Had you ever conducted such a briefing before?

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- 1 A. That's correct, yes.
- 2 Q. So that there is no confusion, what he did was
3 disgraceful?
- 4 A. It was, completely.
- 5 Q. So far as the third person from whom we've heard a lot,
6 the civilian who appeared at a misconduct hearing in
7 April of 2024, can you please confirm, to avoid
8 confusion, that civilian workers for the police service
9 never have their hearings in public?
- 10 A. That's correct, yes.
- 11 Q. Because they come under a different regime?
- 12 A. That's right.
- 13 Q. Yes, this is the final topic now, Ms Meynell, and it
14 relates to the non-reportable briefing.
- 15 First of all, in your experience as a Chief
16 Constable and all the other ranks before then, did you
17 find that the media always reported police matters
18 accurately and fairly?
- 19 A. No.
- 20 Q. Is it part of a chief constable's role to try to ensure
21 fairer or more accurate reporting?
- 22 A. It is, yes.
- 23 Q. Was it your intention, by the non-reportable briefing,
24 to achieve that?
- 25 A. That's what I was trying to achieve, yes.

50

- 1 A. No.
- 2 Q. Finally, in relation to the complaint that your
3 constabulary made to the Independent Press Standards
4 Organisation, did you make that complaint on advice?
- 5 A. Yes.
- 6 Q. From whom?
- 7 A. From the NPCC.
- 8 Q. But with -- on reflection, was that complaint itself
9 a mistake?
- 10 A. It was, yes.
- 11 **MR BEGGS:** Yes. Thank you very much.
- 12 **THE WITNESS:** Thank you.
- 13 **Questioned by THE CHAIR**
- 14 **THE CHAIR:** Yes, can I just ask you just a couple of
15 questions about the accuracy of information.
- 16 You've accepted, during the course of your evidence,
17 that a number of bits of information which were provided
18 to you for briefings and for press -- outward press
19 releases were now, in hindsight, not accurate?
- 20 We've also seen that, throughout some of the details
21 on NICHE entries, ENC entries are also not accurate?
- 22 A. **(The witness nodded)**
- 23 **THE CHAIR:** What steps were taken to really introduce
24 a culture and make sure of the culture of accurate and
25 detailed records within the police?

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1 A. From my memory -- and I can't be 100% sure around
 2 this -- but I'm pretty sure that we talk about the
 3 importance of accurate information in terms of NICHE and
 4 things going on there. Staff should be aware of how
 5 important that is about how you spell somebody's name,
 6 date of birth, and those sorts of things. But I think
 7 you're right, there is still a problem with it, people
 8 are careless with what they do at times and obviously
 9 can have the effect that it has.

10 THE CHAIR: Because what evidence we've had in this case is
 11 that there is a chain reaction, in effect, that if you
 12 have one piece of inaccurate information, it can have
 13 consequences afterwards which leads to further
 14 inaccurate information, affecting the outcomes.

15 A. That's why it's so important, yes.

16 THE CHAIR: Yes, and as far as the Police National Computer
 17 is concerned, is it right -- and we've heard evidence to
 18 this effect -- that once you've recorded a crime,
 19 a particular type of crime, you can't then change that
 20 on the Police National Computer? So, for example, here
 21 we had criminal damage, but subsequently, it was
 22 accepted that it maybe should have been grievous bodily
 23 harm. This the young woman jumping out of the window.

24 So it's crimed effectively as causing criminal
 25 damage to the door, but that the gravamen, if you like,

1 of the offence is actually in the jumping out of the
 2 window, so it comes across a much lower level of
 3 offence.

4 A. I beg your pardon. There are a lot of -- there's a lot
 5 of guidance around crime recording, but I'm not able to
 6 give you the details at this time, I'm sorry.

7 THE CHAIR: It's really just a question of whether
 8 physically you can change that, in your experience, on
 9 the PNC, or do you have to recharge something for it to
 10 appear as -- (*overspeaking*) --

11 A. I don't know.

12 THE CHAIR: You don't know?

13 A. I'm sorry.

14 THE CHAIR: Thank you.

15 I think those are all the questions that I have.
 16 Thank you.

17 THE WITNESS: Thank you.

18 THE CHAIR: Right, well, we'll finish there for today and
 19 we'll start again next week on Monday at 10.00. Thank
 20 you.

21 MS LANGDALE: Thank you.

22 (3.08 pm)

23 (The hearing adjourned until Monday, 23 March 2026
 24 At 10.00 am)

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[1] 51/22</p> <p>future [1] 2/5</p> <hr/> <p>G</p> <p>gap [2] 14/21 25/4</p> <p>gave [9] 2/25 12/10 19/20 20/6 27/13 36/22 37/15 39/24 42/13</p> <p>GDPR [1] 45/5</p> <p>Gell [2] 10/5 10/17</p> <p>Gell's [1] 47/21</p> <p>generally [1] 45/5</p> <p>get [3] 8/1 15/15 42/7</p> <p>give [10] 3/22 3/25 13/19 14/21 25/19 36/17 43/15 44/7 46/10 54/6</p> <p>given [5] 7/3 9/8 26/19 30/7 37/7</p> <p>gives [2] 17/12 44/18</p> <p>giving [2] 15/22 42/15</p> <p>go [20] 3/24 17/11 19/22 20/17 20/20 24/7 27/8 30/14 31/7 32/6 32/11 33/4 33/16 34/22 34/23 34/23 35/10 36/8 36/17 39/24</p> <p>going [12] 7/15 12/13 20/6 20/13 21/1 22/25 23/12 31/20 36/9 38/4 43/14 53/4</p> <p>gold [4] 23/6 24/15 30/19 32/21</p> <p>gone [2] 6/4 44/19</p> <p>Good [3] 2/11 11/6 27/25</p> <p>got [5] 12/1 28/16 34/2 34/8 34/15</p> <p>GP [1] 6/15</p> <p>Grace [3] 22/12 23/10 23/18</p> <p>gravamen [1] 53/25</p> <p>great [1] 19/22</p> <p>greater [1] 51/9</p> <p>grievous [2] 8/25 53/22</p> <p>griffin [11] 8/18 15/20 23/23 24/5 24/10 30/4 30/18 30/19 32/19 32/19 46/3</p> <p>gross [1] 1/11</p> <p>group [4] 2/15 10/6 10/20 44/11</p> <p>guess [2] 7/11 17/25</p> <p>guidance [4] 45/12 47/2 47/12 54/5</p>	<p>43/10</p> <p>handed [1] 15/19</p> <p>hands [1] 10/25</p> <p>happened [8] 14/5 25/12 25/12 25/20 26/16 29/6 46/14 46/23</p> <p>happening [4] 28/19 36/15 37/2 39/21</p> <p>harm [6] 1/17 1/18 8/25 9/1 49/20 53/23</p> <p>has [17] 1/11 1/11 5/8 7/12 10/2 16/6 16/15 21/25 26/3 26/18 27/2 41/5 41/7 42/19 42/24 45/6 53/9</p> <p>hate [1] 32/14</p> <p>have [100]</p> <p>having [5] 5/10 7/25 19/12 24/24 33/2</p> <p>he [42] 1/24 3/4 4/17 4/21 4/21 4/22 5/8 6/23 6/25 7/1 7/2 7/3 7/4 7/8 7/22 8/4 8/5 12/20 12/21 12/22 12/23 12/25 13/3 13/9 15/4 18/3 23/23 23/24 24/13 24/14 27/11 30/22 31/22 32/20 32/24 32/25 41/6 49/3 49/15 49/15 49/24 50/2</p> <p>he'd [10] 5/20 5/21 5/23 6/3 6/4 6/15 7/4 24/11 24/13 32/25</p> <p>he's [7] 5/9 5/10 13/6 13/7 22/5 22/8 22/8</p> <p>head [1] 23/1</p> <p>headquarters [1] 18/19</p> <p>health [25] 3/2 3/9 3/11 3/16 3/19 5/16 5/18 5/24 5/25 6/11 6/16 6/20 6/24 7/5 12/23 13/10 15/7 38/4 38/12 39/6 39/11 39/15 44/7 44/25 45/10</p> <p>Health Service [1] 45/10</p> <p>hear [1] 38/1</p> <p>heard [6] 17/10 26/12 41/5 41/7 50/5 53/17</p> <p>hearing [10] 1/5 20/14 21/6 47/21 48/3 48/8 48/16 48/19 50/6 54/23</p> <p>hearings [4] 1/7 1/9 10/16 50/9</p> <p>Heath [1] 30/4</p> <p>Heaven [3] 27/23 27/24 55/5</p> <p>held [1] 10/25</p> <p>help [1] 44/13</p> <p>helped [1] 21/21</p> <p>helps [2] 44/19 44/20</p>	<p>Hendrix [1] 26/2</p> <p>Hennessy [1] 15/23</p> <p>her [12] 2/22 8/21 8/22 8/24 8/24 9/7 9/14 9/20 10/3 13/16 34/13 37/19</p> <p>here [4] 35/11 35/19 38/18 53/20</p> <p>high [3] 1/18 49/18 49/20</p> <p>highly [1] 45/1</p> <p>him [8] 5/2 6/6 6/12 7/8 12/19 18/2 24/6 24/13</p> <p>hindsight [3] 51/16 51/22 52/19</p> <p>his [14] 3/2 3/9 3/16 3/19 4/6 4/13 6/15 6/19 13/6 18/25 27/10 45/20 49/18 49/20</p> <p>His Majesty's [1] 45/20</p> <p>HMCP000026 [1] 27/6</p> <p>HMIC [1] 45/23</p> <p>Hodgson [3] 17/7 17/16 18/25</p> <p>homicide [4] 26/5 43/24 44/10 44/17</p> <p>homicides [2] 44/5 44/25</p> <p>hopefully [1] 44/22</p> <p>horrendous [1] 18/7</p> <p>hospital [5] 5/21 12/25 13/10 27/10 27/15</p> <p>host [1] 12/7</p> <p>hosted [1] 12/7</p> <p>hotels [1] 32/5</p> <p>how [7] 1/6 14/12 19/5 26/23 43/14 53/4 53/5</p> <p>However [1] 25/17</p>				
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50/17</p> <p>finish [1] 54/18</p> <p>finished [1] 47/6</p> <p>first [15] 4/1 11/8 12/19 14/13 15/24 23/23 24/14 24/19 28/4 29/3 29/4 31/13 43/22 47/25 50/15</p> <p>firstly [3] 2/12 2/17 3/1</p> <p>fit [2] 13/1 13/1</p> <p>five [1] 35/1</p> <p>fixed [2] 7/22 7/25</p> <p>flat [1] 12/21</p> <p>FLO [1] 17/6</p> <p>focus [1] 28/18</p> <p>follow [1] 26/20</p> <p>following [3] 13/6 43/24 46/11</p> <p>follows [3] 6/10 7/18 7/19</p> <p>footage [6] 20/21 20/23 21/10 21/23 21/25 22/9</p> <p>force [6] 9/15 11/12 11/14 18/4 41/7 41/16</p> <p>forces [3] 41/22 42/22 47/13</p> <p>forgotten [1] 18/7</p> <p>former [10] 1/23 1/25 2/11 8/6 11/6 14/9 16/8 49/2 49/6 49/11</p> <p>formulation [1] 40/5</p> <p>forth [1] 47/3</p> <p>forward [2] 16/2 34/24</p> <p>found [4] 6/14 10/5 44/16 49/18</p> <p>four [4] 5/20 5/21 6/1 47/22</p> <p>fourthly [1] 46/4</p> <p>fractured [1] 13/16</p> <p>Friday [1] 1/1</p> <p>front [1] 49/16</p> <p>frontline [2] 47/14 47/18</p> <p>full [3] 3/23 4/1 21/5</p> <p>fuller [1] 38/11</p> <p>fullest [1] 21/8</p> <p>fundamental [2] 17/2 18/13</p> <p>further [7] 13/5 22/4 22/10 42/5 42/15</p>	<p>53/13 55/6</p> <p>Furthermore [1] 51/22</p> <p>future [1] 2/5</p> <hr/> <p>G</p> <p>gap [2] 14/21 25/4</p> <p>gave [9] 2/25 12/10 19/20 20/6 27/13 36/22 37/15 39/24 42/13</p> <p>GDPR [1] 45/5</p> <p>Gell [2] 10/5 10/17</p> <p>Gell's [1] 47/21</p> <p>generally [1] 45/5</p> <p>get [3] 8/1 15/15 42/7</p> <p>give [10] 3/22 3/25 13/19 14/21 25/19 36/17 43/15 44/7 46/10 54/6</p> <p>given [5] 7/3 9/8 26/19 30/7 37/7</p> <p>gives [2] 17/12 44/18</p> <p>giving [2] 15/22 42/15</p> <p>go [20] 3/24 17/11 19/22 20/17 20/20 24/7 27/8 30/14 31/7 32/6 32/11 33/4 33/16 34/22 34/23 34/23 35/10 36/8 36/17 39/24</p> <p>going [12] 7/15 12/13 20/6 20/13 21/1 22/25 23/12 31/20 36/9 38/4 43/14 53/4</p> <p>gold [4] 23/6 24/15 30/19 32/21</p> <p>gone [2] 6/4 44/19</p> <p>Good [3] 2/11 11/6 27/25</p> <p>got [5] 12/1 28/16 34/2 34/8 34/15</p> <p>GP [1] 6/15</p> <p>Grace [3] 22/12 23/10 23/18</p> <p>gravamen [1] 53/25</p> <p>great [1] 19/22</p> <p>greater [1] 51/9</p> <p>grievous [2] 8/25 53/22</p> <p>griffin [11] 8/18 15/20 23/23 24/5 24/10 30/4 30/18 30/19 32/19 32/19 46/3</p> <p>gross [1] 1/11</p> <p>group [4] 2/15 10/6 10/20 44/11</p> <p>guess [2] 7/11 17/25</p> <p>guidance [4] 45/12 47/2 47/12 54/5</p>	<p>43/10</p> <p>handed [1] 15/19</p> <p>hands [1] 10/25</p> <p>happened [8] 14/5 25/12 25/12 25/20 26/16 29/6 46/14 46/23</p> <p>happening [4] 28/19 36/15 37/2 39/21</p> <p>harm [6] 1/17 1/18 8/25 9/1 49/20 53/23</p> <p>has [17] 1/11 1/11 5/8 7/12 10/2 16/6 16/15 21/25 26/3 26/18 27/2 41/5 41/7 42/19 42/24 45/6 53/9</p> <p>hate [1] 32/14</p> <p>have [100]</p> <p>having [5] 5/10 7/25 19/12 24/24 33/2</p> <p>he [42] 1/24 3/4 4/17 4/21 4/21 4/22 5/8 6/23 6/25 7/1 7/2 7/3 7/4 7/8 7/22 8/4 8/5 12/20 12/21 12/22 12/23 12/25 13/3 13/9 15/4 18/3 23/23 23/24 24/13 24/14 27/11 30/22 31/22 32/20 32/24 32/25 41/6 49/3 49/15 49/15 49/24 50/2</p> <p>he'd [10] 5/20 5/21 5/23 6/3 6/4 6/15 7/4 24/11 24/13 32/25</p> <p>he's [7] 5/9 5/10 13/6 13/7 22/5 22/8 22/8</p> <p>head [1] 23/1</p> <p>headquarters [1] 18/19</p> <p>health [25] 3/2 3/9 3/11 3/16 3/19 5/16 5/18 5/24 5/25 6/11 6/16 6/20 6/24 7/5 12/23 13/10 15/7 38/4 38/12 39/6 39/11 39/15 44/7 44/25 45/10</p> <p>Health Service [1] 45/10</p> <p>hear [1] 38/1</p> <p>heard [6] 17/10 26/12 41/5 41/7 50/5 53/17</p> <p>hearing [10] 1/5 20/14 21/6 47/21 48/3 48/8 48/16 48/19 50/6 54/23</p> <p>hearings [4] 1/7 1/9 10/16 50/9</p> <p>Heath [1] 30/4</p> <p>Heaven [3] 27/23 27/24 55/5</p> <p>held [1] 10/25</p> <p>help [1] 44/13</p> <p>helped [1] 21/21</p> <p>helps [2] 44/19 44/20</p>	<p>Hendrix [1] 26/2</p> <p>Hennessy [1] 15/23</p> <p>her [12] 2/22 8/21 8/22 8/24 8/24 9/7 9/14 9/20 10/3 13/16 34/13 37/19</p> <p>here [4] 35/11 35/19 38/18 53/20</p> <p>high [3] 1/18 49/18 49/20</p> <p>highly [1] 45/1</p> <p>him [8] 5/2 6/6 6/12 7/8 12/19 18/2 24/6 24/13</p> <p>hindsight [3] 51/16 51/22 52/19</p> <p>his [14] 3/2 3/9 3/16 3/19 4/6 4/13 6/15 6/19 13/6 18/25 27/10 45/20 49/18 49/20</p> <p>His Majesty's [1] 45/20</p> <p>HMCP000026 [1] 27/6</p> <p>HMIC [1] 45/23</p> <p>Hodgson [3] 17/7 17/16 18/25</p> <p>homicide [4] 26/5 43/24 44/10 44/17</p> <p>homicides [2] 44/5 44/25</p> <p>hopefully [1] 44/22</p> <p>horrendous [1] 18/7</p> <p>hospital [5] 5/21 12/25 13/10 27/10 27/15</p> <p>host [1] 12/7</p> <p>hosted [1] 12/7</p> <p>hotels [1] 32/5</p> <p>how [7] 1/6 14/12 19/5 26/23 43/14 53/4 53/5</p> <p>However [1] 25/17</p> <hr/> <p>I</p> <p>I accept [1] 17/1</p> <p>I apologise [2] 14/7 21/3</p> <p>I appreciate [1] 36/20</p> <p>I ask [12] 8/11 11/7 12/9 15/21 19/11 20/11 24/19 30/7 41/15 42/2 42/6 43/21</p> <p>I attended [1] 38/9</p> <p>I beg [2] 23/2 54/4</p> <p>I believed [1] 16/17</p> <p>I briefly [1] 22/13</p> <p>I can [6] 9/20 15/11 31/12 34/9 41/20 45/4</p> <p>I can't [9] 3/22 3/24 9/19 16/20 19/15 33/2 33/2 33/23 53/1</p> <p>I could [1] 21/5</p> <p>I did [6] 9/11 28/14 44/12 48/6 49/23 51/3</p>
<p>F</p> <p>fact [8] 8/24 17/6 18/19 20/17 40/9 48/3 48/15 48/15</p> <p>factor [1] 5/16</p> <p>factored [1] 27/2</p> <p>factors [4] 1/19 44/20 44/23 49/22</p> <p>facts [2] 14/16 33/11</p> <p>fail [2] 9/21 14/21</p> <p>failed [8] 4/21 5/9 6/3 7/13 8/1 13/19 15/6 51/19</p> <p>failing [1] 7/9</p> <p>failure [4] 14/17 17/2 17/12 46/24</p> <p>failures [2] 15/23 18/13</p> <p>fair [5] 28/25 29/6 29/8 29/23 37/19</p> <p>fairer [1] 50/21</p> <p>fairly [2] 39/14 50/18</p> <p>families [5] 10/24 16/4 16/7 48/18 51/20</p> <p>family [1] 17/13</p> <p>far [7] 15/11 21/1 21/16 29/25 47/7 50/5 53/16</p> <p>feature [2] 38/4 39/16</p> <p>February [8] 10/9 13/24 17/16 17/19 19/12 20/9 21/12 45/21</p> <p>February 2024 [1] 20/9</p>	<p>feel [1] 4/12</p> <p>feeling [1] 37/8</p> <p>Feven [3] 8/23 13/13 13/21</p> <p>few [1] 47/6</p> <p>Fifthly [1] 47/1</p> <p>FIM [1] 23/5</p> <p>final [4] 1/4 48/10 48/10 50/13</p> <p>finally [5] 1/21 10/2 24/17 27/5 52/2</p> <p>find [6] 1/19 1/22 6/12 17/24 46/18 50/17</p> 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