

Tuesday, 10 March 2026

1
 2 (9.59 am)
 3 MR BLAKE: Good morning, Chair.
 4 THE CHAIR: Good morning.
 5 MR BLAKE: Can I please call Police Sergeant Neil Langham.
 6 THE CHAIR: Yes.
 7 PS NEIL LANGHAM (affirmed)
 8 Questioned by MR BLAKE
 9 Q. Thank you, PS Langham. You should have in front of you
 10 a witness statement dated 19 November 2025; is that
 11 right?
 12 A. Yes.
 13 Q. That has a unique reference number of WITN0029001. Can
 14 you please confirm that statement is true to the best of
 15 your knowledge and belief?
 16 A. It is, sir, with one small exception. On page 5, the
 17 last three lines of paragraph 16, which starts with the
 18 line "escalation with [VC] ... in the nine days from
 19 reporting", that should actually be the 13 days, not the
 20 nine. But other than that, it's correct.
 21 Q. Thank you very much.
 22 You joined Nottingham Police in 2002 as a police
 23 constable; is that right?
 24 A. Yes.
 25 Q. You were promoted to sergeant in 2005.

1

1 of the both combined.
 2 Q. Thank you. We're going to hear from an officer of the
 3 MIT Team. Can you assist us with what that is?
 4 A. Yeah, the Managed Incident Team is a team that deals
 5 with incidents that are slower paced. Would you like me
 6 to explain the Graded Incident Response policy, or ...?
 7 Q. We'll come to that actually, but just in summary terms,
 8 what is their relationship to your role?
 9 A. I didn't directly supervise the Managed Incident Team,
 10 they come under the umbrella of neighbourhood policing,
 11 or at least they did then, under the Neighbourhood
 12 Policing Inspector's remit. They were a team of
 13 officers, either police officers or police staff
 14 investigators, and that's police civilian staff, and
 15 their role was to deal with incidents which were lower
 16 risk but still needed some form of investigation which
 17 they were trained to do.
 18 Q. Thank you. Can we please turn to NGPF0000004, and this
 19 is the Incident Log for the incident that I'd like to
 20 talk to you today about, that's 26 April 2022. We see
 21 there on the left-hand side near the top, it has a code,
 22 opening code of "Stalking" and priority: "Grade 3 --
 23 scheduled". Can you assist us with what "Grade 3
 24 scheduled" means there?
 25 A. Yeah, "Grade 3 scheduled" is a Grade 3 incident. There

3

1 A. Yes.
 2 Q. At your time of involvement in these events you were
 3 a Neighbourhood Policing sergeant; is that right?
 4 A. That's correct, yes.
 5 Q. With approximately 20 years' of experience.
 6 A. Yes.
 7 Q. As part of your job, you've explained in your witness
 8 statement that you were trying to reduce the number of
 9 outstanding or unresourced incidents.
 10 A. Yes.
 11 Q. Is that part of the ordinary job of a police sergeant,
 12 or is that something unusual?
 13 A. Generally it is. There is pressure on the organisation
 14 to reduce outstanding demand. Every day incidents
 15 outstanding are reviewed and there was pressure that we
 16 need to keep this number down.
 17 Q. Can you give us an indication as to the number of
 18 outstanding or unresourced incidents around the time of
 19 this incident?
 20 A. I can't, I'm afraid. It was three and a half years.
 21 I can't say what the number outstanding is. The only
 22 thing I can think is that this incident at the time was
 23 12 days old, I believe, 12, 13 days old, and that is too
 24 long. So that would indicate to me that either demand
 25 was high, or staffing was low, or too low, or a mixture

2

1 are four types of incident. Grade 1 is a 999 incident
 2 happening there and then which we need to go to on blues
 3 and twos. A Grade 2 incident is an urgent incident with
 4 some element of risk which should be attended within the
 5 hour, but shouldn't require attendance on blue lights
 6 and sirens. Then Grade 3 should be dealt with within
 7 a 24-hour period.
 8 Q. Thank you. In fact, we can see that. If we turn to
 9 NGPF0007924, is this the policy you were referring to?
 10 A. It is, yes.
 11 Q. Thank you. If we could go over to page 6 of that
 12 policy, we see, if we scroll down to the bottom half of
 13 the page, Grade 1, "Immediate Emergency", so that is, as
 14 you say, blue lights on?
 15 A. Yes.
 16 Q. Over the page, please. Grade 2 is urgent, and below
 17 that at the bottom of the page, Grade 3 is a standard
 18 incident. So it's not a low priority incident, it's
 19 simply a standard incident --
 20 A. Yes.
 21 Q. -- is that right?
 22 Then if we go over the page, please, we can see as
 23 you said, the reference to 24 hours. It says:
 24 "Any 'Standard' incident involving an identified
 25 vulnerability must take precedence over other standard

4

1 incidents.

2 "We will aim to attend within 24 hours or by use of

3 Managed Incident Team appointment, but this may be

4 affect by the availability of the caller and resources

5 available."

6 Just looking at that top line reference to

7 vulnerability, are you able to assist us whether that

8 relates to the vulnerability of the victim or might it

9 also include the offender?

10 **A.** It could also involve the offender. Generally it would

11 be towards the victim.

12 **Q.** Thank you. As you've said, the aim is 24 hours. In

13 fact, in this case it was still outstanding 13 days

14 later?

15 **A.** Yes.

16 **Q.** So as a starting point, is it right to say that the

17 response to this particular incident was not in line

18 with this policy?

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

20 **Q.** Thank you. If we can go back, then, to the Incident

21 Log. When you first became involved in this incident,

22 is this something that you reviewed?

23 **A.** I reviewed the Incident Log, yes. I read through it, or

24 I believe I read through it. It's three and a half

25 years ago so any observations that I've made are based

5

1 just read to you what that said. That said:

2 "Two hours ago I came home to my student

3 accommodation and my flat mate came out of his room and

4 went towards the living room hesitating and mumbling

5 something on the lines of what he was going to do. He

6 then said I need to speak to you and then grabbed me and

7 pushed me against the wall saying people will be

8 contacting you and in case that happens then you should

9 tell these people that I will contact them. He was very

10 aggressive towards me. It looked like he was going to

11 harm me but then violently grabbing me by my shirt

12 sleeve and then pushed me against the wall. Flat mate

13 is still inside the building. I have no injuries."

14 Over the page there, it says on the fourth entry:

15 "[This is] the first time this has happened - caller

16 doesn't really speak much to him - he is sometimes very

17 friendly and on others very quiet."

18 A bit further down it says:

19 "Flat mate is sometimes visited by nurses and other

20 mental health professionals so could have mental health

21 problems."

22 So if you had reviewed this, you would have been on

23 notice that VC may have had mental health problems?

24 **A.** Had I reviewed it, yes.

25 **Q.** Yes. Can we then go back then to the Incident Log

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1 on what I've added on the log rather than through recall

2 because at the time this was a routine daily incident

3 and nothing about it at the time stood out in my mind.

4 **Q.** Is it likely, therefore, looking at it now, it's likely

5 that you would have read that through?

6 **A.** Yes, yes. I don't see why I wouldn't.

7 **Q.** We see there the incident description:

8 "Caller saying he made a past report that he was

9 assaulted by his old flat mate. [The] person has

10 followed the caller home today, caller has managed to

11 realise this before it happened to the end."

12 If we please could look further down the page, the

13 penultimate entry there, it gives a reference to, and

14 says, "The linked incident" being the incident, the past

15 report.

16 **A.** Yes.

17 **Q.** Is that something you would have looked at at the time?

18 **A.** I can't say with any certainty. I might or I might not

19 have. I suspect I might not have.

20 **Q.** Thank you. It wouldn't have been difficult to have

21 looked up that incident, would it?

22 **A.** No.

23 **Q.** If we could please now turn to NGPF0000044. This is the

24 Incident Report that's referred to there, the earlier

25 incident, and if we could please go over the page, I'll

6

1 NGPF0000004, and if we could look at the bottom of the

2 page. It says there:

3 "Sebastian has explained that [VC] has gone to the

4 same gym, not gone on the floor to exercise, and when

5 caller left [VC] has followed him."

6 Over the page, please.

7 There are a series of questions here can you assist

8 us with who would have taken the answers to those

9 questions?

10 **A.** These will all have been completed by the person working

11 on the front counter at Radford Road Police Station and

12 I think they're standard prompts that come up when the

13 incident is created.

14 **Q.** Now, the way that this log is presented in fact makes it

15 slightly difficult to read because it doesn't have the

16 "yes," or "no" ticked. So I have another version and

17 perhaps we could put it side by side. It's NGPF0000006.

18 You'll see that they are the same questions and answers,

19 and I'll just read those to you.

20 So the questions are as follows:

21 "Is the victim very frightened?"

22 And the box is ticked as "no".

23 "Has the suspect engaged in harassment or stalking

24 on previous occasions?"

25 The answer is "no".

8

1 "Has the suspect ever destroyed or vandalised the
 2 victim's property?"
 3 The answer given is "yes", then it gives the other
 4 Incident Report.
 5 "Was violence against person so possibly."
 6 "Does the suspect visit the victim at work, home, or
 7 any other location?"
 8 "Yes."
 9 It's "Where they go to the gym".
 10 "Has the suspect made any threats [either] physical
 11 or sexual in the current or stalking incident?"
 12 Then it says, "Not sure".
 13 "Has the suspect harassed any third parties since
 14 the harassment began?"
 15 "No."
 16 Then slightly further down it gives, again, the
 17 other incident linked in reference to whether there's
 18 been any violence in the past.
 19 If we could stick, then, on the right-hand side, the
 20 document on the left-hand side can come down, please,
 21 and go to page 5 of the log. This, on page 5, is your
 22 first involvement in the matter, so PS2581, is that
 23 yourself.
 24 **A.** It is, yeah.
 25 **Q.** Thank you. You've said in your statement that you

1 **Q.** I'm just going to read a little more:
 2 "I am not convinced this amount[s] to stalking".
 3 So that's after the short conversation that you
 4 had --
 5 **A.** Yes.
 6 **Q.** -- with Sebastian.
 7 "Suspect has bumped into caller walking to gym which
 8 could be coincidental. He states suspect... followed
 9 him part way home from the gym but caller turned off and
 10 lost him. Caller has spoken with the male and [has]
 11 accepted Facebook contact so cannot claim suspect knows
 12 contact is unwanted."
 13 I just want to focus on that last sentence there.
 14 Can you be stalked by somebody who is your Facebook
 15 contact?
 16 **A.** You can, yes, and each case is to be, I guess, decided
 17 upon the facts. However, refreshing my memory from the
 18 incident, it would appear that Sebastian has said to me
 19 that he's accepted Facebook contact. So it leads to the
 20 supposition that the contact wasn't unwanted. You can't
 21 guarantee it, but it just leads to that supposition.
 22 **Q.** Realistically, that's not the best point, is it?
 23 **A.** Sorry, just ...?
 24 **Q.** Well, the fact that he's accepted Facebook contact,
 25 you've said there "so cannot claim the suspect knows

1 wanted to ascertain whether it could be quickly
 2 resolved.
 3 **A.** Yes.
 4 **Q.** So was that part of the process that we've already
 5 talked about?
 6 **A.** Well, when I spoke earlier about outstanding demand,
 7 there are some incidents we get created and with
 8 experience, a phone call and a bit of advice can resolve
 9 them.
 10 So the context around this is, I didn't necessarily
 11 set out to deal with this incident because if I had then
 12 I would have done more research and gone through the
 13 previous incidents, if you will. On this occasion,
 14 I got a few facts from Sebastian. I've no free recall
 15 of those, only what I've added to the incident, and from
 16 speaking to him about what he told me and he didn't know
 17 what he wanted to do, I deemed that I couldn't close
 18 this incident with a quick phone call, and the incident
 19 would be better left open for a MIT officer to deal
 20 with it in its entirety.
 21 **Q.** Given, for example, an Officer in the Case.
 22 **A.** Yes, as I say, I didn't become the Officer in the Case.
 23 PC Beardsmore in due course did.
 24 **Q.** Did you supervise PC Beardsmore?
 25 **A.** I didn't, no.

1 contact is unwanted". I mean "might not be able to
 2 claim" may have been better wording for that.
 3 **A.** Yes. Again, this was just a very brief update on the
 4 incident. I wasn't seeking at this stage to finalise
 5 the incident or to conclude it. It was just sort of
 6 observations from a call, at which point, as I say,
 7 I decide that I couldn't deal with it on that call and
 8 it needed more in-depth investigation and attention from
 9 a MIT officer.
 10 **Q.** Looking back at that form of words used, do you think
 11 that was perhaps a little too definitive?
 12 **A.** Not necessarily. As I say, I'm not confirming anything
 13 there. It's almost my observations from that telephone
 14 call with Sebastian.
 15 **Q.** You've then gone on to say, "Low risk." I'd like you to
 16 assist us with the reference there to "Low risk". Can
 17 we please go back to the incident grading and resolution
 18 policy, so that's NGPF0007924, page 4.
 19 The bottom half of that page, please. We have --
 20 this is a formal threat assessment, the THRIVE threat
 21 assessment.
 22 **A.** Yes.
 23 **Q.** Where you assess, Threat, Harm, Risk, Investigation,
 24 Vulnerability, Engage. To what extent when you refer to
 25 that incident as "Low risk" were you considering the

1 THRIVE incident assessment process?
 2 **A.** I've not gone through the THRIVE point by point. The
 3 reason for my risk assessment in that case, and it's
 4 pretty much in line with any outstanding incident
 5 I assess, it's not the risk of perhaps VC to the wider
 6 world or -- it's essentially what is my immediate risk
 7 assessment to the caller? And do I need to carry out
 8 any intervention? Or am I -- for instance, I could have
 9 upgraded the incident to Grade 2 and said I'm not happy
 10 with this remaining at Grade 3, we need to get there
 11 sooner. But this was purely a risk assessment for it to
 12 remain at Grade 3 for a MIT officer to pick it up.
 13 **Q.** So am I right to say, you didn't really carry out the
 14 THRIVE assessment, because if we look at, for example,
 15 it says "Investigation", and it says there, for example,
 16 "Known offender"? That's not something you looked into.
 17 **A.** No, it wasn't a full THRIVE assessment; essentially it
 18 was: am I happy for this to remain as a Grade 3 incident
 19 for a MIT officer to pick this up within the next day or
 20 so.
 21 **Q.** When you are carrying out that assessment, am I right to
 22 say that you weren't aware that VC had any mental health
 23 issues?
 24 **A.** I don't believe I would have been.
 25 **Q.** I know we've discussed that earlier Incident Log, you

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1 **Q.** I thought you said you had looked at that, the Incident
 2 Log. That's NGPF0000004. If we go to page 1, the call,
 3 the incident description, the very beginning says,
 4 "Caller saying he made a past report that he was
 5 assaulted by his old flat mate".
 6 **A.** Yes, I'm aware of that but I don't think I looked at
 7 that previous incident. But had I looked at it, I don't
 8 think it would have changed my risk assessment because
 9 that incident was over 12 months old.
 10 **Q.** Had you looked at it, surely you also would have looked
 11 at other previous incidents that VC had been involved
 12 in?
 13 **A.** If I had have looked at it, I would have done, yes.
 14 **Q.** Yes. Let's just -- we went over it yesterday but let's
 15 bring on to screen some of those previous incidents. So
 16 let's look at NGPF0000071.
 17 Were you aware that he had done this damage to
 18 a previous neighbour's door in 2020?
 19 **A.** I wasn't when I dealt with the incident. As a result of
 20 the Inquiry, I am now, but I wasn't back then.
 21 **Q.** Yes, and NGPF0000090. Were you aware that he'd done
 22 this to another door in May 2020?
 23 **A.** Again, only as a result of the Inquiry.
 24 **Q.** NGPF0000093. Were you aware that a female victim had to
 25 jump from this window, fracturing her spine?

15

1 hadn't, by that stage, looked up the earlier incident or
 2 it's unlikely that you did.
 3 **A.** That's correct.
 4 **Q.** So you were unaware of his previous incidents that were
 5 recorded by the police.
 6 **A.** That's right. I think had I done so, I don't believe
 7 the risk assessment that I came out with here would be
 8 any different. The main -- I guess the main objectives
 9 behind the risk assessment or my main sort of thought
 10 process is that in this incident there was no violence
 11 offered or threatened to Sebastian. He'd merely seen
 12 VC. Arguably, had VC wanted to cause him harm, he could
 13 have done. He could have followed him home, he could
 14 have made a threat. He didn't.
 15 But by virtue of the incident being 13 days old,
 16 there had been no increase, or no apparent increase in
 17 the risk to Sebastian in those intervening 12 days. So
 18 there was nothing there which I immediately thought:
 19 I don't think this incident needs to be upgraded from
 20 its current status.
 21 **Q.** But Sebastian had, at that stage, told the police that
 22 he'd made a past report where he'd been assaulted by the
 23 same perpetrator, and you were aware of that.
 24 **A.** It was on the front of the incident. As I say, I don't
 25 believe I've looked at that. But had I looked --

14

1 **A.** Only as a result of the Inquiry.
 2 **Q.** NGPF0000027. We see there an entry on 3 September 2021:
 3 "Whilst detaining male under [the] mental health
 4 warrant PC Pritchard has been punched twice to the face
 5 and headbutted resulting in swelling and bruising to the
 6 face".
 7 Were you aware that VC had assaulted one of your
 8 fellow officers?
 9 **A.** Only as a result of the Inquiry.
 10 **Q.** And if we look at NGPF0000054, Incident Report of
 11 15 January 2022:
 12 "Caller reports has been assaulted by his flat
 13 mate."
 14 It says:
 15 "... he jumped on caller and had him in a head lock
 16 and punched him."
 17 Were you aware of that previous incident?
 18 **A.** Only as a result of the Inquiry.
 19 **Q.** If we go on to page 3, we see there, on the third entry,
 20 it has a reference to "Violent extremely violent officer
 21 assault without provocation ..."
 22 Were you aware of that previous incident and that
 23 marker?
 24 **A.** Again, only as a result of the Inquiry.
 25 **Q.** So looking at all of those, how is it that you say that

16

1 if you were to have carried that risk assessment out
 2 again, it would have been the same?
 3 **A.** Because I was merely assessing the immediate risk to
 4 Sebastian as a result of not attending that incident.
 5 The -- the -- I guess the stalking that he'd complained
 6 of wasn't violent in nature. There was no threats
 7 there. It was 13 days ago. There'd been no escalation.
 8 So my -- the low risk which I keep referring to was
 9 the -- what I perceived to be the immediate risk to
 10 Sebastian whilst that incident was being dealt with.
 11 I'm not saying that is the ongoing risk assessment to
 12 the community at large, and I would expect the OIC to
 13 have dealt with that. All I was saying was that my risk
 14 assessment in the immediate couple of days to Sebastian
 15 was low, so I was happy leaving that as a Grade 3
 16 incident and not escalating it for an officer to go
 17 round that day.
 18 **Q.** Sergeant Langham, one can understand, if you hadn't
 19 looked up any of the previous incidents, that you marked
 20 it as low, but now we've seen the previous incidents, if
 21 you had looked up those previous incidents can you
 22 really still say that you would have assessed it as low?
 23 **A.** Yes, based on the reasons that I've already submitted.
 24 **Q.** So despite all of the violence, despite the kicking down
 25 of doors, despite the fact that he had assaulted one of

17

1 **A.** I could have been clearer with what my risk assessment
 2 amounted to.
 3 **Q.** Looking at this now, do you think in fact it's not at
 4 all clear as to what your risk assessment amounted to?
 5 **A.** Had I put "Low risk, I believe this can remain as
 6 a Grade 3 incident until dealt with", then that would
 7 have clarified it perhaps, yes.
 8 **Q.** Can you see any risks to Sebastian during the interim
 9 period, 13 days having passed before you even looked at
 10 this, as leaving this as a scheduled Grade 3 level of
 11 risk?
 12 **A.** I think, in as much as the 13 days passing is poor
 13 service to Sebastian, and it's not something that we as
 14 a Force should be proud of, the fact that 13 days have
 15 elapsed and there's no escalation would lead to the
 16 supposition that there isn't an immediate risk, and
 17 that's what I base my risk assessment on.
 18 **Q.** Had you made any enquiries with mental health
 19 professionals? We saw at -- in one of the logs there
 20 that there was a reference to him having mental health
 21 issues.
 22 **A.** I hadn't, no, because I wasn't the Officer in the Case.
 23 As I've said all along, my intention was to, if you
 24 like, triage the incident, see if it was something
 25 that I could resolve and finalise with a phone call,

19

1 your fellow officers, despite that sequence of events,
 2 of previous events, you still today believe that the
 3 threat to Sebastian was low?
 4 **A.** At that point, between -- and as I've said, it was --
 5 the risk assessment: can this remain as a Grade 3
 6 incident? And I was happy that it could, and I was
 7 happy that that immediate risk was low, and, as I say,
 8 that risk assessment isn't about the ongoing risk to
 9 society or the disposal of the incident; it essentially
 10 means am I happy to leave this as Grade 3 incident, and
 11 maybe if I'd clarified that in the text of the incident
 12 and said what the risk assessment amounts -- because you
 13 risk assess different things for different reasons, and
 14 the risk assessment purely refers to: "Can I leave this
 15 incident as a Grade 3? What is my immediate perceived
 16 risk to Sebastian?"
 17 **Q.** So if we look at NGPF0000004, page 5. If we could
 18 highlight there where it refers to "Low risk". You were
 19 a police sergeant of 20 years' experience assessing risk
 20 at this stage, making a note for a future officer who
 21 would be a police constable in that MIT team. Do you
 22 think it was clear on the face of this that that was
 23 a very limited risk assessment, only addressing the
 24 priority as to whether it was, for example, Grade 1,
 25 Grade 2 or Grade 3?

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1 which I didn't believe I could, and that's why I left it
 2 open for the MIT officer to deal with and I would expect
 3 the MIT officer, when speaking to Sebastian, to get
 4 a full picture and at that point, at the point of
 5 finalisation or during that finalisation, then the
 6 Officer in the Case should deal with any concerns, and
 7 I guess distribution of information intelligence.
 8 **Q.** In June 2020, we know that VC had been detained under
 9 section 2 of the Mental Health Act. Are we to take it
 10 that was something you weren't aware of?
 11 **A.** Prior to this incident?
 12 **Q.** Yes, June 2020?
 13 **A.** From what we've spoken about, I wasn't aware of that.
 14 **Q.** September 2021, again he had been detained under the
 15 Mental Health Act. Are we to understand again that was
 16 something you weren't aware of?
 17 **A.** That's correct.
 18 **Q.** January 2022, he had been detained under the Mental
 19 Health Act. Again is that something you weren't aware
 20 of?
 21 **A.** Quite, because, as I said, I didn't go back and look at
 22 all the previous incidents.
 23 **Q.** Part of the assessment in relation to stalking is
 24 whether somebody is fixated; would you have considered
 25 those to have been relevant?

20

1 **A.** I would have. However, I wasn't or my call was to see
 2 if I could swiftly resolve this incident and deal
 3 with it on the day. As I determined I couldn't,
 4 I believe there was more investigation required to
 5 determine whether the conduct was fixated. But that was
 6 for the officer in charge to pick up. I was merely
 7 seeing if I could deal with it on the day by a phone
 8 call, and I determined that couldn't.

9 **Q.** But whether he was fixated would have affected your own
 10 risk assessment, wouldn't it?

11 **A.** Um --

12 **Q.** If you had reached a view that in fact VC was fixated
 13 and was prone to fixation, would that not have affected
 14 your view of the risk?

15 **A.** As I said, the risk was in isolation, just, I guess, am
 16 I happy for this to remain as a Grade 3? It wasn't the
 17 ongoing risk going forward, that may well have been
 18 different, or had I gone through in more detail with the
 19 caller about the incident. But that wasn't my intention
 20 on the day. I quickly deemed that, look, I can't deal
 21 with this on the day, I'm going to need to leave it open
 22 for the MIT officer to deal with it properly.

23 **Q.** Can we please turn to METF0000006. I won't spend time
 24 on this particular document. We've seen it in the
 25 Inquiry before. Page 3. This is a report that was sent

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1 **A.** Effectively, it's not something that I recall having any
 2 training on. But it's, if you like, almost a checklist
 3 to go through the offence, and determine whether it is
 4 an offence of stalking or not.

5 **Q.** We see there at the top it says:

6 "The stalking risk screening tool is mandatory and
 7 must be used in both domestic and non-domestic stalking
 8 case."

9 So if you were the Officer in the Case in this
 10 particular case and this had been in force at the time,
 11 am I right to understand that this is something that
 12 they would have had to have used?

13 **A.** Well, yes, it's mandatory, yes.

14 **Q.** Thank you. If we go over the page, please, we can see
 15 some of the questions, and I'll deal with this in more
 16 detail with the next witness, but there's a first stage,
 17 "Identifying Stalking Behaviour" and presumably they
 18 would have ticked "Yes" in relation to following,
 19 because that was the -- what had been reported in this
 20 particular case?

21 **A.** Presumably, but I wouldn't like to make that assumption
 22 because it would ultimately depend on exactly what
 23 Sebastian had told the officer.

24 **Q.** But from the conversation that you had with Sebastian
 25 and the report, as we've seen on the Incident Log, this

23

1 to Nottinghamshire Police by something called the
 2 Fixated Threat Assessment Centre. Were you aware that
 3 VC had attended Thames House and had been subject at
 4 least to some assessment by the Fixated Threat
 5 Assessment Centre?

6 **A.** Not at the time of dealing with this incident, no.

7 **Q.** Again, would that have been useful information in
 8 conducting your risk assessment?

9 **A.** It would have given me a greater picture into VC, but
 10 I don't think it would have altered my risk assessment,
 11 which was purely about that intervening time between me,
 12 if you like, reviewing the job and leaving it open for
 13 a MIT officer.

14 **Q.** Would you have expected the MIT officer then to have
 15 looked up all of those kinds of information that we've
 16 been looking at today, and to form their own risk
 17 assessment as to whether VC should be further
 18 investigated?

19 **A.** I would have expected PC Beardsmore to have got the
 20 entire background and read these incidents, yes.

21 **Q.** Thank you. Can we please turn to NGPF0000113. This is
 22 the Stalking Screening Tool. It wasn't in use at the
 23 time of this particular incident, it came into force
 24 slightly after. Can you assist us with how this tool is
 25 now used?

22

1 does seem to be a case of following, doesn't it?

2 **A.** It's difficult to say because from reading the incident
 3 and from what I've tried to recall from the conversation
 4 with Sebastian, it could have been coincidence. We
 5 don't know why VC was there. We don't know where VC was
 6 living at the time or certainly I don't recall I did.
 7 So I guess more investigation would be required to find
 8 out why was he in that area? Is it coincidence, or is
 9 there more to it?

10 **Q.** Could we just leave that up on screen but perhaps bring
 11 next to it NGPF0000004, page 1. We see there
 12 a description:

13 "Caller saying he made a past report that he was
 14 assaulted by his old flat mate. This person has
 15 followed the caller home today ..."

16 Are you saying that in those circumstances it's not
 17 necessarily the case that in carrying out this
 18 assessment, an officer would have ticked the first box
 19 that says, "Following"?

20 **A.** Well, I think the officer would complete the stalking
 21 tool whilst sat down with the victim, with the caller,
 22 and could expand upon that and say well, you know, why
 23 has this happened? Or, you know, "Can you give me some
 24 context to that?"

25 **Q.** Do you mean it's possible that it may have been more

24

1 boxes than just "following" but it would have been
 2 "following"?

3 **A.** There may have been more to it, but without sitting down
 4 with the victim and getting a full account.

5 **Q.** I mean you spoke to Sebastian?

6 **A.** I did.

7 **Q.** From your own account, from your own discussion and from
 8 the incident as he reported it, surely the first box
 9 should be ticked, shouldn't it?

10 **A.** I don't think I probed Sebastian enough. Yes,
 11 potentially, he could have been following him, and on
 12 the balance of probabilities, he perhaps was. But we
 13 don't know that until we've perhaps got some more,
 14 I guess, information or disclosure from Sebastian.

15 **Q.** If, on the balance of probabilities, somebody was
 16 following, do you tick that box or do you not tick that
 17 box?

18 **A.** If on the balance of probability, then yes.

19 **Q.** Looking at the Incident Log and looking at your
 20 conversation with Sebastian, do you think that first box
 21 is likely to have been ticked?

22 **A.** It's highly possible.

23 **Q.** Moving down, then, stage 2, we can take the document
 24 away on the left-hand side and just keep to the
 25 right-hand side. If we scroll down the page there we

25

1 deserved a thorough investigation?

2 **A.** Yes.

3 **Q.** The same for:

4 "Unwanted - Does the victim report to you that the
 5 behaviour is not wanted?"

6 That presumably would have been ticked?

7 **A.** Yes.

8 **Q.** Yes. So, and if we scroll down to "Repeated", it says:
 9 "Remember: the victim may only be aware of some of
 10 the behaviours - be professionally curious and proactive
 11 in following the evidence and identifying lines of
 12 enquiry to understand the full picture."
 13 So as I've said, would you have expected the Officer
 14 in the Case to be professionally curious and proactive,
 15 including looking into all of those previous incidents?

16 **A.** Most definitely.

17 **Q.** If this had reached the next stage, if we scroll down
 18 actually we can see there's a further stage, which is:
 19 "If you have not identified fixation or obsession
 20 with unwanted and repeated behaviour ..."
 21 It appears you need both unwanted and repeated
 22 behaviour in relation to stage 2:
 23 "... Consider other offences; harassment, malicious
 24 communications, etc."
 25 If he had been investigated for stalking or even

27

1 can see:

2 "Stage 2 - Think FOUR.
 3 "Fixated ...
 4 "Obsessed ...
 5 "Unwanted ...
 6 "Repeated ..."

7 Do you know how many of these need to be ticked in
 8 order to account to meet the test?

9 **A.** I don't, no.

10 **Q.** Fixated, now we saw, for example, that report from the
 11 Fixated Threat Assessment Centre.

12 **A.** Mm.

13 **Q.** We know that by this stage Sebastian had already called
 14 the police in relation to another incident. In fact,
 15 he'd texted a police officer, as well, in relation to VC
 16 trying to enter his door. Can you say, based on that
 17 information, and your own observations, whether it's
 18 possible that that may have been ticked?

19 **A.** It may. Again, I didn't, or I wasn't aware of the
 20 previous incidents at the time. Had I been, then there
 21 is almost a 10, 12-month gap between, I think, the
 22 report of the assault and when Sebastian reported. So
 23 with the gap in mind, that may negate the fixation, but
 24 again, I don't know because I didn't probe.

25 **Q.** Do you think that that's something that at least

26

1 harassment or something else, might officers, for
 2 example, have investigated his mobile phone?

3 **A.** They may well have done, yeah. I guess that decision
 4 would be for the officer on the facts.

5 **Q.** If we please could turn to NGPF0003744, there was some
 6 phone analysis that was carried out after the attacks in
 7 2023, and could we please turn to page 4. We see at the
 8 bottom of page 4, some analysis has been taken in
 9 respect of some of the material that VC has viewed.
 10 Here we have a video, three minutes, 36 seconds in
 11 length, believed to be of a terrorist shooting in
 12 Buffalo, shooting at a supermarket on 14 May 2022. So
 13 a similar kind of time to this particular case.
 14 If we go over the page, please, we see again
 15 references to the Buffalo shooting, Buffalo shooting
 16 again, Buffalo shooting again and then that bottom
 17 entry, and if we could scroll down slightly, we see
 18 April 2022, filmed from upstairs property looking down
 19 on a UK police officer on the street.
 20 Again, this was found on VC's phone after the
 21 attacks in this case.

22 **A.** Yes.

23 **Q.** Do you think that those kinds of things may be relevant
 24 to the ultimate assessment that an Officer in the Case
 25 could have carried out?

28

1 A. They may be. It would, I guess, be a decision for the
2 Officer in the Case to make that arrest. However,
3 reading from the incident that is forming the crux of
4 the discussion we're having, I don't believe that
5 Sebastian wanted to make a complaint. So potentially,
6 with no complaint being made, then the officer may have
7 chosen not to make the arrest, and then --

8 Q. Looking back at everything that we've discussed and all
9 those previous incidents, adding mobile phone
10 information, or not, looking at what ultimately
11 happened, do you think that the officer in this
12 particular case did not give the case the attention that
13 it deserved?

14 A. Reading the log, the update isn't especially thorough.
15 I didn't supervise the officer. I don't know what his
16 thought process was. I don't know what he asked of the
17 victim. But certainly, upon review, there may be more
18 that he could have done.

19 Q. Can we please turn to NGPF0000004, page 5, and this is
20 where PC Beardsmore becomes involved. I should make
21 clear that PC Beardsmore is living abroad and hasn't
22 responded to the Inquiry's requests.

23 It says there at the bottom of that page, please.

24 He appears to have become involved on 12 May:

25 "I have phoned the caller and have spoken to him

29

1 Q. Would you expect at least some sergeant input on the log
2 prior to closing the incident?

3 A. This incident is one which can be closed without
4 supervisor input. Had a crime number been generated,
5 then that is an entirely different thing and requires
6 completely different levels of supervision. But in this
7 incident PC Beardsmore has been able to, I guess, mark
8 the incident off as he's dealt with it and close it
9 without any supervised intervention.

10 Q. Looking at what he's written there, are you aware of any
11 checks that have been carried out of the kind that we've
12 talked about today in relation to the previous
13 incidents? There doesn't seem there to be any reference
14 to --

15 A. There is nothing on there and there is no ongoing risk
16 assessment.

17 Q. If an officer had carried out such checks prior to
18 closing an incident would you expect that to feature
19 somewhere in the log?

20 A. It may or may not. It's not a prerequisite on closing
21 an incident to say, "I have checked all systems" but
22 I would say it's a good thing to put down and it leads
23 to the supposition that, you know, a thorough inquiry
24 has been made.

25 Q. Looking at what we're looking at now in the context of

31

1 about his report. He describes the male as trying to be
2 his friend despite the fact he did assault him
3 previously."

4 Then it says:

5 "[No further action] was taken re the assault so
6 there is no intimidation because of that."

7 Do you understand what that might mean?

8 A. That isn't totally clear.

9 Q. It seems to be illogical, actually, doesn't it?

10 A. Mm.

11 Q. "The caller does not describe any offences in relation
12 to the males actions but he is wary of him. I have
13 offered advice on how to handle the circumstances should
14 therapy any further contact. The caller requests the
15 matter to be logged only and him not [to] be spoken to.
16 I have advised that he contact us should any offences be
17 committed and he requires our assistance. No Niche
18 Number allocated. Incident can be closed."

19 So are we to understand from that that no NICHE was
20 created in relation to this incident?

21 A. That's my understanding of it, yes.

22 Q. Do you know if PC Beardsmore was supervised at that
23 time?

24 A. He would have been supervised by another one of the
25 sergeants, but not by me.

30

1 all those previous offences, does it look to you as
2 though, in fact, PC Beardsmore did not carry out a
3 particularly thorough job?

4 A. I think a more thorough investigation or job could have
5 been carried out, yes, and should have been carried out.

6 Q. Thank you.

7 Just finally in relation to information sharing.
8 Would you, if you had been investigating this case, have
9 taken any steps to alert, for example, the University or
10 mental health authorities?

11 A. Well, we're generally bound by data protection. So the
12 University, unless there was an immediate threat to the
13 University, that sort of over-read or I guess
14 over-prioritised data protection, then I wouldn't expect
15 there and then a report to be made to the University.
16 However, given the background, had the officer done
17 a thorough job, I would expect either an intelligence
18 report to go on, and that is to say VC has done this,
19 that and the other, VC believed to have mental health
20 issues, et cetera, so we would have some sort of memory
21 on the system and then we would be able to use that as
22 part of further risk assessment, or a Public Protection
23 Notice could have been completed.

24 Now a Public Protection Notice is effectively,
25 I guess, an Intel report or a memo to share with

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1 partners.

2 **Q.** Are you aware of any specific policies or procedures
3 relating to either the University or the NHS Trust in
4 respect of the sharing of information?

5 **A.** We do have intelligence sharing agreements with the
6 University and with the NHS. I'm not sure the exact
7 detail of those, but if we'd completed a Public
8 Protection Notice and we'd do that based on VC being
9 a vulnerable person because he has mental health issues,
10 then the Public Protection Notice, as far as I'm aware,
11 would go into what we call the MASH, which is
12 a Multi-Agency Safeguarding Hub, that would be discussed
13 with professionals from social care, police, health
14 services. I'm not sure whether anybody from the
15 University sits in with the MASH, but then had we put
16 a PPN in, then there would be some update to mental
17 health services and health services about this incident.

18 **Q.** Stepping back, reflecting on this incident, do you think
19 that a Public Protection Notice would have been
20 appropriate in this case?

21 **A.** I see no reason why one shouldn't have been submitted.

22 **MR BLAKE:** Thank you. PS Langham, I don't have any further
23 questions. There are some further questions.

24 **THE CHAIR:** Yes, Mr Moloney.

Questioned by MR MOLONEY

33

1 **Q.** But Sebastian told you that he recognised the person
2 following him home in the dark and he made efforts to
3 lose him?

4 **A.** I think so, yes. And, as I say, I've no free recall,
5 it's purely what I wrote on the incident at the time.

6 **Q.** Can we please look at NGPF000004, and page 5, please,
7 which is the log. Page 5 of that if we can. It's in
8 the entry at 14:10, which is helpfully there and
9 underneath you see your conclusion two-thirds of the way
10 down that entry "Low risk"; yes?

11 **A.** Yes.

12 **Q.** You say:
13 "- if suspect wanted to follow caller home, he
14 doubtless could have."

15 **A.** Yes.

16 **Q.** Was that your considered view, even after Sebastian had
17 said that he'd made efforts to lose him?

18 **A.** Sebastian, I think, from the log, did say he'd made
19 efforts to lose him. However, I think that that
20 amounted to walking round the block, something like
21 that. I've no doubt that, or it's certainly
22 a supposition, that had VC really wanted to find out
23 where he lived and really wanted to follow him, he
24 probably could have done. It was perhaps my
25 understanding of reading it that perhaps VC has just

35

1 **MR MOLONEY:** Not many, PS Langham, thank you.

2 You told Mr Blake that you didn't research VC on the
3 NICHE or anything of that nature.

4 **A.** That's correct.

5 **Q.** Mr Blake went through with you each of the things you
6 might have seen if you had looked?

7 **A.** Yes.

8 **Q.** Yeah. You still maintain that, if you'd known all of
9 those things, your assessment would have been that the
10 risk was low?

11 **A.** Yes, based on the risk assessment of me leaving that as
12 a Grade 3, my thought process really was: do I need to
13 escalate this to be picked up today or immediately now?
14 And my -- as I said, my thought process was can this
15 remain as a Grade 3 until it's picked up within the next
16 day or so by a MIT officer?

17 **Q.** Yes. You were aware of the substance of what Sebastian
18 was saying, that he was followed home in the dark?

19 **A.** Well, that's what he said, yes. Without further
20 probing, which I didn't do as the OIC, it could have
21 been stalking. It could have been coincidence. I
22 really couldn't say. I couldn't say it wasn't,
23 I couldn't say it was. But that's what I would expect
24 to an OIC to probe and ask more detail about Sebastian's
25 movements.

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1 carried on walking.

2 I didn't know, as an OIC, one would expect further
3 probing into that or exactly how did you do that? But
4 as I said, the assessment, from my call, was: can I deal
5 with this over the phone? No, I can't.

6 **Q.** Do you think you might not have been so dismissive of
7 this following home if you knew everything you could and
8 should have known about VC?

9 **A.** I don't think I was dismissive of it. It was just my
10 rationale when reviewing the incident.

11 **Q.** Thank you very much, Sergeant.

12 **THE CHAIR:** Thank you. Ms Cartwright? No? Mr Beggs?

13 **Questioned by MR BEGGS**

14 **MR BEGGS:** Sergeant, you were a neighbourhood policing
15 sergeant at the time --

16 **A.** Yes.

17 **Q.** -- and this was really a matter for the Managed Incident
18 Team.

19 **A.** Yes.

20 **Q.** So just remind us why you picked it up on 9 May?

21 **A.** I picked it up because it was an outstanding demand.
22 There was pressure, as there still, is to keep
23 outstanding demand as low as possible. I picked it up
24 at that point to see if I could resolve it because the
25 incident was some 13 days old, which is poor service to

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1 the complainant. The reasons for it getting that old
 2 I recall were low staffing on the MIT team versus the
 3 amount of demand incoming.
 4 **Q.** Is low staffing within Nottinghamshire Police, in your
 5 experience, a regular problem?
 6 **A.** I think low staffing was a significant problem back
 7 then, and it remains a significant problem now. We have
 8 response teams that run permanently on minimum staffing,
 9 and the issue with that is that officers pick up work
 10 that they then don't have time to resolve before the
 11 next job comes in. So they are being allocated work
 12 faster than they can deal with it. That leads to them
 13 being under pressure and being stressed.
 14 The only way they can alleviate that stress is by
 15 booking annual leave. The problem is because we are
 16 permanently on minimum staffing, the annual leave is
 17 permanently declined, which is, I guess, adds to the
 18 officers' woes, to the point now where, on a Monday to
 19 Friday, we've reduced minimum staffing, and it's not
 20 because the demand isn't there; it's so that officers
 21 can be granted annual leave.
 22 **Q.** So you've reduced the minimum staffing purely for the
 23 collateral benefit of annual leave not to deal with
 24 demand.
 25 **A.** That's my understanding because otherwise officers just

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1 **A.** Yes.
 2 **Q.** You rapidly determined you couldn't quickly close it.
 3 **A.** Correct.
 4 **Q.** Therefore, it would go to an Officer in the Case. We
 5 know that to be Beardsmore?
 6 **A.** Yes.
 7 **Q.** You've accepted to Mr Blake that he doesn't appear to
 8 have devoted perhaps the energy that you might have
 9 wished to the job.
 10 **A.** That's correct.
 11 **Q.** But so far as your risk assessment was concerned, you
 12 were focusing, it seems, principally on the fact that
 13 since 26 April, to the extent that there'd been no
 14 further reports to Sebastian, that certainly didn't
 15 increase the risk to him.
 16 **A.** No, and, as I say, it was a very short-term risk
 17 assessment. Am I happy to leave this as a Grade 3? It
 18 wasn't a further wider risk assessment on VC's risk to
 19 the public at large or any other parties.
 20 **Q.** Yes, and forgive me for not asking this in a more
 21 sensible sequence a moment ago, but when you were
 22 speaking of rock bottom morale, I just wanted to ask
 23 you: does that have an effect -- in your experience of
 24 over 20 years, does that have an effect on the sickness
 25 rate of frontline officers?

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1 can't get annual leave.
 2 **Q.** And please tell the Chair what is the effect of this
 3 perpetual understaffing on the morale of Nottinghamshire
 4 officers, frontline?
 5 **A.** It forces morale to be rock bottom. As I've said, it's
 6 twofold: officers can't cope with the jobs coming in.
 7 You can go out on day 1, pick up one or two jobs, ask
 8 the sergeant on day 2, "Right I need to go out and make
 9 this arrest", "No, you can't because we're on minimum
 10 staffing, we need you to deal with this incoming
 11 demand." So you're picking up more jobs than you're
 12 actually able to resolve.
 13 As I said, that causes a great deal of stress on the
 14 officer because they're worried, am I going to get
 15 investigated because I don't deal with this fast enough?
 16 Officers are having to own more risk than they should,
 17 which is stressful, and they can't book the annual leave
 18 to escape the stress because of the staffing level.
 19 **Q.** Was morale, to use your words, rock bottom in April,
 20 May, June 2022, from your recollection?
 21 **A.** I can't recall it being much better than that. It's
 22 been like that for the last few years, within
 23 neighbourhoods and MITs, not just response.
 24 **Q.** At any rate, your intervention was simply to see, is
 25 this a job I can quickly close or not?

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1 **A.** Yes, it does. I think if officers are, I guess, feeling
 2 constantly under stress and they can't get annual leave,
 3 I think the only other option is to go sick, which then
 4 forces staffing levels even lower, which then
 5 perpetuates the circle.
 6 **Q.** So it becomes a vicious cycle.
 7 **A.** Yes.
 8 **Q.** Yes, and officer, thank you very much.
 9 **THE CHAIR:** Thank you.
 10 **Questioned by THE CHAIR**
 11 **THE CHAIR:** But you weren't off sick on this occasion, were
 12 you?
 13 **A.** No, Ma'am.
 14 **THE CHAIR:** You had to make a phone call to Sebastian, which
 15 you've recorded on the log, and if we can just turn to
 16 NGPF0000004 again. Firstly, you mention that if this
 17 had been given a crime number, it would have had to have
 18 been dealt with in a different way. Is that not the
 19 number at the incident at the top of the page, 0613?
 20 **A.** No, that's an incident number.
 21 **THE CHAIR:** So that's what was given to Sebastian.
 22 **A.** Yes.
 23 **THE CHAIR:** So what's the difference between that and
 24 a crime number?
 25 **A.** Essentially, probably in 99 per cent of the times, every

40

1 job that comes into the police is given an incident
 2 number, and then if it's deemed that a crime has been
 3 committed then a further crime number is generated, and
 4 that's on the NICHE system. That's our crime recording
 5 system. So, virtually every job will have an incident
 6 number, but only jobs that are deemed as crimes will
 7 have a crime number.

8 **THE CHAIR:** So the number, which we see on the first page of
 9 this, which is the linked incident, I think that's
 10 already up there, that's not a crime number; that's
 11 a linked incident, is it?

12 **A.** If that's -- yes, 581 of the fifth of the seventh.
 13 That's an incident number, not a crime number.

14 **THE CHAIR:** Right. But you could still have looked up that
 15 incident, couldn't you?

16 **A.** I could have done, yes.

17 **THE CHAIR:** When he says that it's an assault by his old
 18 flatmate, and then effectively he's then followed him
 19 home, would it not have been essential for you to look
 20 at that linked incident to find out what the
 21 relationship had been?

22 **A.** Certainly as the Officer in the Case, to build up the
 23 entire picture I would have looked at it. On this
 24 occasion I was merely trying to see whether I could
 25 resolve the, I guess the incident with a phone call, and

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1 **THE CHAIR:** If he'd told you that, you'd asked him and he'd
 2 told you that, would it have made any difference to what
 3 you wrote as "Low risk" on this day?

4 **A.** I don't believe it would have, because 12 days had
 5 elapsed, there'd been no violence offered or threatened
 6 when he'd seen him, and that hadn't escalated over the
 7 12 days. So I think I would be happy that that remained
 8 as low risk, pending a MIT officer doing a thorough job.

9 **THE CHAIR:** Or it could have happened the next day or the
 10 next day, couldn't it?

11 **A.** It could have, Ma'am, but that would be, I guess, it's
 12 something that you would never know. It's
 13 unforeseeable.

14 **THE CHAIR:** When did you expect that to be picked up by the
 15 MIT officer?

16 **A.** So given the age of the incident, that it had got to
 17 12 days, very imminently.

18 **THE CHAIR:** If Sebastian had told you that he had had to
 19 leave the property he was sharing at the time because he
 20 was so concerned about what had happened about the
 21 assault, would that have made any difference to you?

22 **A.** I don't think it would have made a difference in the
 23 immediate risk assessment, because that assessment
 24 was -- as I said my assessment, can I leave this as
 25 a Grade 3 or do I need to escalate it? And maybe if I'd

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1 I'd determined that I couldn't, it needed more than
 2 that.

3 **THE CHAIR:** You've referred, if we can just go to page 5 of
 4 that document, to the Facebook -- it says, "Caller
 5 spoken with the male and accepted Facebook contact so
 6 cannot claim the suspect knows contact is unwanted."
 7 Did you ask Sebastian why he'd accepted Facebook
 8 contact?

9 **A.** I don't believe I did. I've not put that on the
 10 incident. I've no free recall of it, but -- so I can
 11 only go by what I put on the incident. That would
 12 appear to be not.

13 **THE CHAIR:** Did you ask him what he'd done about the
 14 Facebook contact?

15 **A.** I didn't, I don't believe. As I say, I'm only going
 16 from what's on the incident so I can't recall the exact
 17 thing that Sebastian told me.

18 **THE CHAIR:** Because what he's told the Inquiry is that he
 19 felt that he had to take that contact --

20 **A.** Yes.

21 **THE CHAIR:** -- and also that it was in a false name, and
 22 he'd blocked it off.

23 **A.** Yes. I'm aware of that, Madam, having read the
 24 statement that was part of the bundle. But I can't
 25 recall the conversation that I had with him on the day.

42

1 spoken with Sebastian and the incident had been two days
 2 old, then the risk assessment might have been, I guess,
 3 greater. But the longer the time had elapsed between
 4 the contact with VC and my conversation, my supposition
 5 was that the risk was diminishing.

6 **THE CHAIR:** I think you know now that two months later,
 7 a similar thing happened.

8 **A.** I'm aware of that now, Ma'am, yes.

9 **THE CHAIR:** Just overall, I think what you've effectively
 10 told me is that despite all of the incidents, if you'd
 11 known about them, you would have made nothing -- it
 12 would have made no difference at all to what you wrote
 13 on this log; is that correct?

14 **A.** Only in the immediate risk assessment, but that risk
 15 assessment was: am I happy? I wasn't saying we're not
 16 going to deal with this job, or it's finished. It's
 17 merely am I happy for it to remain as a Grade 3 incident
 18 until it's picked up? And that's all the risk
 19 assessment refers to.

20 **THE CHAIR:** Do you think it would have been more clearer if,
 21 instead of writing "Low risk", you'd written "Grade 3 to
 22 be picked up by MIT"?

23 **A.** Yes, the incident always was that case but I accept that
 24 had I put "Low risk, I am happy for this to remain as
 25 grade 3" might have offered more clarity.

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1 **THE CHAIR:** Because "low risk" is perhaps misleading, isn't
 2 it?
 3 **A.** I didn't feel it was, but with great -- if I'd put "To
 4 remain as grade 3", or perhaps put some clarity as to
 5 what my risk referred to.
 6 **THE CHAIR:** Yes, thank you.
 7 **THE WITNESS:** Thank you.
 8 **THE CHAIR:** Right. We'll take the mid-morning break now so
 9 if we start again at 25 past. Thank you.
 10 (11.02 pm)
 11 (A short break)
 12 (11.24 am)
 13 **MR BLAKE:** Thank you, Chair. Can I please call PC Sarah
 14 Barnes.
 15 **PC SARAH BARNES (sworn)**
 16 **Questioned by MR BLAKE**
 17 **MR BLAKE:** Thank you, PC Barnes. You should have in front
 18 of you a witness statement dated 19 November 2025; is
 19 that right?
 20 **A.** Correct.
 21 **Q.** It has a URN of WITN0043001. Can you please confirm
 22 that that is true to the best of your knowledge and
 23 belief?
 24 **A.** It is, however there's just a minor typo on paragraph 21
 25 and 22. It should say 4 August 2022 and 11 August 2022.

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1 I don't recall I was there as an officer, the single
 2 officer on the team at that time, but I think it could
 3 have been around two months after there was some further
 4 staff investigators that had just been recruited and
 5 I was asked to also train them.
 6 **Q.** Did you have many cases on at this time?
 7 **A.** So there was a police officer on the team. I believe,
 8 PC Beardsmore was on the team, PC 1053. I believe he
 9 (... redacted ...). So I also had to take that
 10 officer's workload on at the time, as well as dealing
 11 with daily demand, and it could be between 20 and 30
 12 cases at the time.
 13 **Q.** Did PC Beardsmore leave the force soon thereafter, so
 14 far as you're aware?
 15 **A.** It wouldn't be information provided to me. I would not
 16 know.
 17 **Q.** You've said in your witness statement that at times
 18 there was no one to ask for support and for a second
 19 opinion. Can you just develop that a little bit,
 20 please?
 21 **A.** So to just add a little context to that. I don't
 22 believe my shift pattern aligned with any supervisor. I
 23 wasn't sure of whom my supervisor was at the time.
 24 I would look into the sergeant's office to see who was
 25 in there to ask for advice at the time and it wasn't

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1 **Q.** Thank you. You joined Nottingham Police in 2020; is
 2 that right?
 3 **A.** Yes.
 4 **Q.** You are based at Radford Neighbourhood Policing Team.
 5 **A.** Yes.
 6 **Q.** Your evidence today concerns an incident 28 July 2022,
 7 that's three months after the previous incident we've
 8 just been exploring. At that time presumably you were
 9 one of the more junior, possibly one of the most junior
 10 officers in the team; is that correct?
 11 **A.** Correct.
 12 **Q.** You were part of what we've heard, the MIT team; is that
 13 right?
 14 **A.** Correct.
 15 **Q.** You've said in your witness statement that you were the
 16 only officer in the MIT team covering the Radford area.
 17 Can you assist us with how long you were the only
 18 officer in that team for?
 19 **A.** So previously I was the response officer at Broxstowe,
 20 and I found myself pregnant. I was given two options:
 21 to go to PHT, which is a Prisoner Handling Team or the
 22 MIT team. I wasn't given an option as to station or
 23 anything like that, or when and where I would be going.
 24 One day I was told I was would be going to the MIT team
 25 at Radford, so I went there.

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1 consistent as to the same person, as in one person.
 2 **Q.** We'll hear the name PS Ashley Small, were they your
 3 supervisor or were they just supervising in relation to
 4 one particular case?
 5 **A.** So he was Acting Police Sergeant at the time. He wasn't
 6 attached to any team. He was just in and around the
 7 office at the time when I approached him for some
 8 guidance.
 9 **Q.** Did you have, for example, one-to-ones, feedback
 10 sessions and things like that?
 11 **A.** No.
 12 **Q.** Can we please bring onto screen NGPF0000004. This is
 13 the April incident that we've just been looking at with
 14 Police Sergeant Langham and, as you'll see there, the
 15 caller stated that there was a past report that he was
 16 assaulted by his old flatmate and that he has followed
 17 the caller home today and the caller managed to realise
 18 this before it happened to the end?
 19 Then further down the page we have another linked
 20 incident which is that past report.
 21 I'm going to now take you to the Incident Log for
 22 your incident and that is NGPF0000005, and we have there
 23 the Incident Reported on 28 July 2022, Grade 3
 24 scheduled, call source 101. So are we to understand
 25 that this was the result of a call to 101 by Sebastian?

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1 A. Yes.
 2 Q. We see if we could scroll down, please, it says there:
 3 "Former flatmate is [VC] approx[imately] 25 years
 4 old.
 5 "[VC] attacked caller when they used to live
 6 together so caller moved out.
 7 "Caller has noticed him at the gym often which could
 8 be coincidental caller admits.
 9 "Caller is always [wary] when he walks home from the
 10 gym.
 11 "Will always look over his shoulder.
 12 "Today he looked over his shoulder and someone hid
 13 behind a wall - he didn't see who it was as they were at
 14 a distance so cannot confirm if it was [VC].
 15 "Caller has multiple entrances to his flat complex.
 16 "Today he went to get his mail from one entrance,
 17 then came back around to get to the entrance for his
 18 flat.
 19 "When he came back around the male was walking past
 20 the caller."
 21 "The male's home is closer to the gym than the
 22 caller - he would have to go out of his way to be near
 23 caller's flat."
 24 Then below that we have the assessment. Is this
 25 again by 101 at this stage or --

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1 Slightly further down we see:
 2 "Is the suspect known to be abusing drugs and/or
 3 alcohol?"
 4 The answer is "Unsure but don't believe so."
 5 "Is the suspect known to have been violent in the
 6 past?"
 7 "Yes, he pushed caller up against a wall in the
 8 past."
 9 Thank you. That can come down.
 10 If we stick, then, with NGPF0000005, and we're now
 11 on to page 4. Back to the Incident Log now on page 4,
 12 please. Thank you. There's the entry at the bottom:
 13 "Caller sees the male at the gym once a week or once
 14 every two weeks.
 15 "Caller also mentioned after the assault when they
 16 lived together - the male did try entering caller's
 17 bedroom by trying his door handle without callers
 18 permission."
 19 I don't know if you've heard previous evidence
 20 that's been given to this Inquiry: the first was a phone
 21 call to the police in terms of the entrance into the
 22 caller's bedroom, Sebastian sent a text message to the
 23 Officer in the Case. Are you aware of that now?
 24 A. I am now, yes.
 25 Q. It says:

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1 A. The call handler -- (*overspeaking*) --
 2 Q. The caller handler. Thank you. Again, because we don't
 3 see whether the "yes" or "no" boxes are ticked here, I'm
 4 just going to bring onto the screen another document.
 5 We can keep this one on the screen, but if we could
 6 bring up NGPF0000006. Thank you. If we could go to
 7 page 2, please, this should be the same assessment. We
 8 can see there, I'll just read to you from the second
 9 page.
 10 So perhaps we could zoom the top half of the page on
 11 the left, thank you very much.
 12 It says there:
 13 "Is the victim very frightened?"
 14 And the answer there is "Yes".
 15 "Has the suspect engaged in harassment or stalking
 16 on previous occasions?"
 17 And "Yes," is ticked.
 18 "Caller believes he has been followed previously, as
 19 well."
 20 There's a "No" to damage to property.
 21 "Does the suspect visit the victim at ... home or
 22 any other location?"
 23 "Yes."
 24 "Caller sees the male near his house and near his
 25 gym."

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1 "NICHE for Sebastian, no warnings no flags ..."
 2 So that's the complainant has nothing, no criminal
 3 record, for example. We have below:
 4 "NICHE for [VC]."
 5 It says:
 6 "... no warnings no flags 1 involved occurrence,
 7 latest is suspect in assault ABH".
 8 We see there that the name Calocane is in fact spelt
 9 incorrectly, it's spelt "Calcocane" and we don't see
 10 there a date of birth. Can you assist us, is that why
 11 it says "no warnings no flags", because in fact the
 12 details provided for VC there are not accurate?
 13 A. The spelling is inaccurate.
 14 Q. The spelling is inaccurate. Would you ordinarily take
 15 or receive a date of birth, for example, in that kind of
 16 an entry?
 17 A. Sometimes, yes.
 18 Q. Yes. Can you assist us, do you think that that is why
 19 there is reference there to "No flags" and only
 20 a reference to that previous assault because in fact
 21 it's not VC's accurate details that have been taken?
 22 A. When you look at NICHE and you put in details, a few
 23 people can come up with similar spellings. There is the
 24 option to look at them, at that person, the other person
 25 if the spelling is similar, just to see if it does link

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1 or not.

2 **Q.** So you usually would -- is this a comment added by the
3 call handler?

4 **A.** Yes.

5 **Q.** Usually would you expect the call handler to, if they
6 see a number of different names, to have a number of
7 different entries there? If there was, say, a Valdo
8 Calcocane and also a Valdo Calocane, would you expect
9 there to be more detail in this entry?

10 **A.** Yes.

11 **Q.** Thank you. If we go over the page, please, to page 6,
12 we see there:

13 "1551 - will update shortly".

14 Is that your first entry in this Incident Log?

15 **A.** Correct.

16 **Q.** You are -- that's your badge number, effectively?

17 **A.** Correct.

18 **Q.** The entry below then has 1551 and a further number and
19 I don't know if you heard the questions from the Chair
20 earlier in relation to the difference between an
21 incident number and a crime number; is that now a crime
22 number that's been allocated to this particular
23 incident?

24 **A.** Yes, this is our crime number where our investigation
25 will now start.

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1 going about his usual routine, causing him distress and
2 anxiety. [VC] ... does not know exactly which flat is
3 his, and did not enter the block of flats. Log can be
4 closed."

5 Just going on to that previous page, please, going
6 back to that previous page, it says there:

7 "[VC] has followed IP home from the gym to his
8 flat."

9 So at this stage, am I right in understanding that
10 there was no question for you as to whether it was or
11 wasn't VC; the complainant Sebastian was making clear to
12 you that it was VC who had followed him home from the
13 gym?

14 **A.** Yes, so this just explains sort of like my
15 decision-making. The IP refers to a previous incident,
16 has obviously ID'd him as being VC, um ... so --

17 **Q.** Thank you, and looking at this entry as a whole, by this
18 stage, so 3.29 on 30 July, the Control Room had entered,
19 in that checklist that we saw, that the victim was
20 frightened, and you were aware of that at that stage.

21 **A.** *(Witness nodded)*.

22 **Q.** Is that right?

23 **A.** Yes.

24 **Q.** You've said here in this entry, if we look down over the
25 page, that Sebastian was distressed and anxious. So

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1 **Q.** It's been marked there with both the crime number and
2 "Stalking" so that is essentially the code, a relevant
3 code for this incident, is it?

4 **A.** Sorry, what's -- *(overspeaking)* --

5 **Q.** Is that a particular code, "stalking"? Is that
6 something that's in a dropdown box of some sort or is
7 that just your own words?

8 **A.** They are my own words.

9 **Q.** Thank you. "Pursue a course of conduct ..."
10 So at this stage it was your view there was
11 sufficient information to investigate stalking, a course
12 of conduct.

13 **A.** Yes.

14 **Q.** There it says:

15 "Sebastian states this is the second time this has
16 occurred, both parties attend the same gym, the previous
17 incident was back in April where [VC] ... followed him
18 home from the gym, Sebastian managed to lose him, this
19 incident which occurred two days ago [VC] ... has
20 followed IP home from his flat, Sebastian has entered
21 another entrance to his flats to check his mail and has
22 seen [VC] ... walking past.

23 "Sebastian has noticed [VC] ... walking by the
24 entrance.

25 "Sebastian is anxious about using the gym now and

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1 that was your understanding of Sebastian's state at that
2 time; is that right?

3 **A.** So I would have had a phone call with Sebastian prior to
4 me investigating this -- well, criming the matter,
5 putting a crime number on this incident. These may well
6 have been his words.

7 **Q.** Yes, so you understood from the complainant that the
8 complainant was distressed and anxious.

9 **A.** Yes.

10 **Q.** You were aware at this stage that it was repeated, in
11 the sense that there was more than one report to the
12 police.

13 **A.** Yes.

14 **Q.** Could we please turn to NGPF0000003, this is the
15 Occurrence Log. So in this case, because we have the
16 crime number, the Occurrence Log is formed and
17 completed.

18 **A.** Yes.

19 **Q.** If we stick on this page, the reference there, the
20 address is Madison Court. Can you assist us with what
21 kind of an address that is? Do you recall at all?

22 **A.** I don't recall, I'm afraid.

23 **Q.** Over the page, please, to page 2. It names the Officer
24 in the Case and there you're named as the officer in
25 this case; is that right?

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1 A. Yes.

2 Q. Yes, thank you, and then "*Modus operandi*". Would you
3 have completed this section, "*Modus operandi*: ...
4 Victim's relationship to offender: Acquaintance", and
5 then "former house mate has been seen following IP home,
6 this is not the first time this has happened"?

7 A. Sometimes it can be automated, so the call handler will
8 put a summary of the incident before adding the
9 information. Sometimes that can be automated and
10 dragged through on to the NICHE occurrence.

11 Q. We see there "Author", and it has your name. Does that
12 mean that you may have dragged it across or written it
13 yourself, one of the two?

14 A. It could have dragged it across or I could have edited
15 the summary.

16 Q. Thank you, and if we could please turn to page 5. I'm
17 just going to take you chronologically through your
18 involvement in this case.

19 On 30 July, it appears that you provided Sebastian
20 with the occurrence number and your own details. Do you
21 recall how that was provided?

22 A. It may well have been over the phone but I don't freely
23 recall that.

24 Q. If we could please turn over the page, then:
25 "[VC] ... former house mate has been seen following
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1 a supervisor and getting a second opinion", is that one
2 conversation or is that two different conversations?

3 A. That's one conversation.

4 Q. Can you recall who that was with?

5 A. I only believe it was PS Ashmore due to the review at
6 the bottom of the occurrence, the close of the
7 occurrence.

8 Q. And it says:
9 "And the offender and IP use the same gym and walk
10 home the same way.
11 "I have spoken to Sebastian and he is happy for
12 police to speak to the offender and about the complaint,
13 sebastian states he is happy with the course of action
14 at this time.
15 "Reassurance and advice given."
16 Were you aware at this time of the duties on
17 a supervisor to, for example, formally review
18 an investigation plan and assist you in planning how
19 you're going to go about the investigation as Officer in
20 the Case?

21 A. No.

22 Q. So you weren't aware that that was a supervisor's duty,
23 or that didn't happen, or both of those two?

24 A. I believe that there was some sort of quality control
25 type check but I didn't know at what point and in what
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1 IP home ..."

2 30 July, entry by yourself. A repetition,
3 effectively, of what we've already seen.

4 A. Yes.

5 Q. Further down, if we keep on scrolling, the "Web Form
6 Investigator OEL", that entry there again, it's much the
7 same information, I think, as we've already seen; is
8 that right?

9 A. Yes.

10 Q. We then get to the bottom of the page to 3 August,
11 another entry by yourself. Now by this stage we don't
12 see, and we've seen in some other Occurrence Logs
13 entries by supervisors, but it doesn't appear that any
14 entry has been made by a supervisor up until this point;
15 is that right?

16 A. Not at this point, no.

17 Q. Had you had any one-to-ones, any feedback at all from
18 any supervisor up until this point?

19 A. No.

20 Q. If we could go over the page, please, this is your entry
21 from 3 August.
22 "After speaking to a supervisor and getting a second
23 opinion, this incident would suggest this is
24 coincidental."
25 Just pausing there, when you say, "After speaking to
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1 sort of incident.

2 Q. You said, "speaking to a supervisor", was that some sort
3 of formal review so far as you were aware or was that
4 a chat or something else?

5 A. It would have been a non-formal conversation.

6 Q. An informal --

7 A. Informal, sorry.

8 Q. We saw on the April log that we looked at at the very
9 beginning that there was detail about the April
10 incident, but there was also the reference there to the
11 previous incident. By this stage, had you reviewed
12 those previous incidents?

13 A. The previous incident to the offender following
14 Sebastian, yes; the assault, I don't believe so, no.

15 Q. So is that the entry from the previous officer that we
16 spoke to today?
17 If we -- we can bring it on screen, NGPF0000004. So
18 is your evidence that it's likely that you would have
19 seen this incident, but not that one that's linked and
20 referred to in the second entry on this page?

21 A. So incident 613 of 26 April 2022, I did read that,
22 review it, and it was part of my decision-making to
23 criming my incident that I'm OIC for. However, incident
24 581 on 5 July 2021, I do not believe I reviewed it or
25 looked at it and it wasn't part of my decision-making.
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1 Q. Looking at that now, can you see an issue with that?
 2 A. I can see an issue with it.
 3 Q. Yes, I mean did you watch PS Langham's evidence this
 4 morning?
 5 A. Some, some of it, yes.
 6 Q. Were you aware, or are you now aware, of all of those
 7 previous incidents, the sequence of events that led up
 8 to this? The knocking down the doors at the flatmate's?
 9 A. I am now aware there was some past history. But at the
 10 time of me dealing and being OIC of my case I did not
 11 have time to look at other cases and take it into
 12 account.
 13 Q. Looking back at that now and having seen those previous
 14 incidents, do you think that that was a failing?
 15 A. Like I say, I could have looked at them but I did not
 16 have time.
 17 Q. Looking at it now, do you think that was a failing?
 18 A. A failing of myself?
 19 Q. A failing to properly investigate this incident.
 20 A. I believe I did investigate my incident, the victim was
 21 not supporting, and I still went to do a primary
 22 investigation although the victim was not supporting.
 23 Q. You looked at one Incident Log. You didn't look at an
 24 Incident Log that is referred to in that Incident Log
 25 for a more serious incident. There are multiple

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1 discussion about previous incidents, those previous
 2 incidents that we've just spoken about?
 3 A. We did speak about the previous incident which was 613
 4 on 26 April, I believe, but I don't recall.
 5 Q. So did the decision in that previous incident, was that
 6 quite significant in your decision making, the decision
 7 not to pursue that matter?
 8 A. No. It had no bearing on my decision making of my
 9 incident that I was OIC for.
 10 Q. It had no bearing? I mean, you had to assess whether
 11 somebody was fixated, whether somebody was obsessive.
 12 I mean, it was relevant, wasn't it?
 13 A. It was relevant. What I'm referring to is the outcome
 14 and the decision on the previous incident.
 15 Q. Can we please go back, then, to the incident details.
 16 Sorry, actually, if we could stick where we were with
 17 the Occurrence Log, so NGPF0000003, page 7, and your
 18 decision in respect of this matter. You say on page 7
 19 at the top, you say:
 20 "After speaking to a supervisor and getting a second
 21 opinion, this incident would suggest this is
 22 coincidental. And the offender and IP use the same gym
 23 and walk home the same way."
 24 Could we please go back to the Incident Log, and
 25 that is NGPF0000005, page 2. The information that

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1 previous incidents that involve the police, knocking
 2 down doors, a neighbour having to jump out of a window,
 3 having an operation on her spine; the grabbing of
 4 a flatmate by the neck and punching him. You hadn't
 5 looked into any of those incidents?
 6 A. I had not seen them.
 7 Q. No. Those would have been relevant to, for example,
 8 issues of propensity to violence, wouldn't they?
 9 A. Yes.
 10 Q. So bearing that in mind, do you think that there was
 11 a failure to properly investigate this case?
 12 A. I was investigating my case on its own remit.
 13 Q. But surely those are relevant to the case?
 14 A. They show a pattern of behaviour that I was dealing with
 15 my victim and my case on its own remit.
 16 Q. Surely stalking is very linked to patterns of behaviour,
 17 isn't it?
 18 A. Yes, it's linked patterns of behaviour.
 19 Q. So looking at that now, do you not think that looking at
 20 those previous incidents would have been relevant to
 21 your decision making?
 22 A. No.
 23 Q. You don't?
 24 A. No.
 25 Q. You spoke to the supervisor, I assume that there was no

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1 because provided in this Incident Log that you did read
 2 at the time says as follows, it says:
 3 "Today he looked over his shoulder and someone hid
 4 behind a wall - he didn't see who it was as they were at
 5 a distance so cannot confirm if it was [VC]."
 6 So somebody hid behind a wall, and then we see a few
 7 entries down, five entries down, it says:
 8 "The male's home is closer to the gym than [the]
 9 caller - he would have to go out of his way to be near
 10 callers flat."
 11 Bearing that in mind, how could you have come to the
 12 conclusion that it was coincidental and that they would
 13 walk the same way home? Isn't this the very opposite of
 14 walking the same way home?
 15 A. So when I've mentioned the word "coincidental", it was
 16 the word that the victim had used.
 17 Q. That was something else, wasn't it? Where do we see
 18 that?
 19 A. He's also mentioned it on a previous incident.
 20 Q. So on the previous incident, which had no bearing on
 21 your decision, he had managed that it may be
 22 coincidental. Where does he say here that this may be
 23 coincidental?
 24 A. When I was on the phone to him, he mentioned that word.
 25 Q. He mentioned that word?

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1 A. Yes.

2 Q. You can remember now that he was using it in the context
3 of this incident that he had described over the
4 telephone to the police as involving somebody hiding
5 behind a wall and somebody going out of their way away
6 from their home that was closer than to the gym?

7 A. I remember him specifically saying that, yes.

8 Q. Did you not think that would be a little odd, given his
9 report to the police as set out here?
10 Sebastian had given reasons why it wasn't
11 coincidental here, hadn't he?

12 A. Yes, he has, yes.

13 Q. Did you, for example, compare where Sebastian lived with
14 where VC lived and work out for yourself whether in fact
15 it was or was not coincidental?

16 A. I believe so because I attempted to find the offender's
17 address, so it is something that I would have looked at.

18 Q. So you attempted to find the offender's address, and you
19 would have looked for yourself as to where the
20 complainant lived and where VC lived, and assessed
21 whether it was likely to be coincidental or not?
22 Do we see that anywhere in any of the papers that
23 you've looked at in preparation for this Inquiry?

24 A. Sorry, can you repeat that, please?

25 Q. Your evidence has just been that you compared where VC's
65

1 where he was held against the wall. That's not an
2 incident that you had looked into; is that right?

3 A. I believe Sebastian may have mentioned it. I'm unsure.
4 I don't freely recall that.

5 Q. 12 July, he sent a text message to an officer about VC
6 trying to get into his room. We then have the incident
7 on -- in April 2022 which PS Langham has addressed this
8 morning and we're now in July 2022. Did you speak to
9 anybody, any supervisor, about the number of police
10 contacts and about how that might be inconsistent with
11 the finding that it was coincidental?

12 A. I don't recall doing that, no.

13 Q. I mean, looking at it now, it is less likely to be
14 coincidental if the complainant had raised issues with
15 the police over the course of 2021 and 2022, isn't it?

16 A. Yes.

17 Q. You had originally marked this incident as a course of
18 conduct. Do you think, in fact, that your original
19 instinct was right?

20 A. I do, yes.

21 Q. So looking back at this, where do you think things went
22 wrong? Do you think it was speaking to the supervisor?

23 A. No. I, when I have spoken to the informant Sebastian,
24 he wasn't sure on -- I recall him being unsure on the
25 telephone of how he wanted to proceed. I remember him
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1 address and where Sebastian's address were, and that you
2 reached the conclusion that it may have been
3 a coincidence. Where is that set out in the
4 Occurrence Log? Where is that even set out in your
5 statement for this Inquiry?

6 A. So I haven't documented it on the occurrence of the
7 actions that I had taken; I'm just trying to explain
8 that's something that I may have done.

9 Q. You may have done?

10 A. Yes.

11 Q. That wasn't your evidence before, was it? It was that
12 you had done it. So your recollection now is that you
13 may have assessed where the two addresses are?

14 A. Yes. I'm aware that I went to the address. I cannot
15 recall which address.

16 Q. Did you go to Sebastian's address?

17 A. I may have done. I don't recall. It was nearly
18 four years ago.

19 Q. If we look at the Occurrence Log, I think you've spoken
20 to Sebastian over the telephone. I don't think there's
21 any reference to having gone to Sebastian's address. Do
22 you think you went to Sebastian's address?

23 A. I'm not sure.

24 Q. By this time, Sebastian had called the police or made
25 contact with the police on four occasions, 5 July 2021,
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1 saying that he's unsure of what he wanted to do about
2 it, but he wanted police to speak to the male about it.

3 I did leave the station on two occasions, although
4 being a restricted police officer who was pregnant, to
5 find out where the offender's address was so I could
6 speak to him, so I could see if there was any underlying
7 issues.

8 I remember Sebastian mentioning he was -- he wanted
9 to know why VC, whether he was trying to speak to him or
10 what he wanted, really.

11 Q. That's set out in page 7 of the Occurrence Log,
12 NGPF0000003 at the top. You say:
13 "I have spoken to Sebastian ... he is happy for the
14 police to speak to the offender and about the
15 complaint[s], sebastian states he is happy with this
16 course of action at this time."
17 So following your conversation with Sebastian, it
18 appears that he wanted the police to speak with VC; is
19 that your recollection?

20 A. Yes.

21 Q. Yes. Then we go down, if we stick with this log,
22 please, and go down chronologically, we're there at
23 4 August at 4.19. This is an entry by yourself:
24 "knocked on the offenders address, no answer.
25 Contact card left."
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1 We saw there on page 1 the address there is
 2 Madison Court. Was that the address that you attended?
 3 **A.** I don't -- I don't remember, I'm afraid.
 4 **Q.** Do you recall what kind of accommodation it was that you
 5 attended?
 6 **A.** It -- I believe it was on Ilkeston Road I think, on the
 7 left-hand side if you're coming away from the city, and
 8 it seemed like a block of flats with two communal doors
 9 front and back, with some postboxes in the communal
 10 area.
 11 **Q.** Housing students?
 12 **A.** I'm not sure.
 13 **Q.** Were you aware at that stage that VC had seriously
 14 assaulted a police officer?
 15 **A.** I was not aware, no, else I wouldn't have gone to the
 16 address.
 17 **Q.** Were you aware that he had a warning marker for
 18 violence?
 19 **A.** No.
 20 **Q.** You were pregnant, and you attended alone; is that
 21 right?
 22 **A.** That's correct.
 23 **Q.** No taser?
 24 **A.** No PP at all.
 25 **Q.** Were you aware that previous officers had kept their

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1 have called, whether you called all of them, whether you
 2 called some of them?
 3 **A.** I may have called some of them. It's something that
 4 I would have done before going to the address, but
 5 I have not documented that.
 6 **Q.** No. If we go back, then, to page 7, you visited again,
 7 it's entry Number 10. On 11 August:
 8 "I visited [the] offender again yesterday, no reply
 9 to knocking, no reply to knocking ... at neighbours
 10 also. There is also no post in the letter box addressed
 11 to the offender."
 12 Now this was the height of summer holidays, it was
 13 August. VC was a student, had been a student. It's
 14 fairly likely that he wouldn't have been at that
 15 address, isn't it?
 16 **A.** I'm not sure.
 17 **Q.** Were there many people around at the flats at the time?
 18 **A.** It's a busy street.
 19 **Q.** In the building?
 20 **A.** I'm not sure.
 21 **Q.** It says below that:
 22 "IP is not supporting a prosecution towards the
 23 offence, to which the circumstances of the incident
 24 could ... quite possibly circumstantial anyway."
 25 Now if we zoom out slightly and take that entry and

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1 distance from VC because of that marker?
 2 **A.** I was not aware, no.
 3 **Q.** Looking at it now, do you think you were placing
 4 yourself at significant risk?
 5 **A.** Yes.
 6 **Q.** Is that as a result of not having looked at VC's
 7 previous offending history?
 8 **A.** When --
 9 **Q.** Previous incident history.
 10 **A.** When the SAFE incident was created it did say that he
 11 was negative PNC, so I didn't want to undermine that
 12 result, and I've taken that into account, and that was
 13 what formed part of my decision-making in visiting the
 14 address.
 15 **Q.** If you had looked into those previous incidents, there's
 16 no way you would have attended that address, is there?
 17 **A.** No.
 18 **Q.** Can you see an issue there?
 19 **A.** Yes.
 20 **Q.** Yes. On page 1 of this Occurrence Log there are
 21 multiple entries for VC's phone number. If you scroll
 22 down slightly. We don't have -- the actual numbers are
 23 redacted, but we can see there at least four different
 24 mobile phone numbers.
 25 Can you assist us with which phone number you may

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1 the top entry, if we could please highlight the second
 2 paragraph on that page, in addition to the current
 3 highlights. It says:
 4 "I have spoken to Sebastian ... he is happy for
 5 police to speak to the offender and about the complaint
 6 ..."
 7 In fact you hadn't spoken to VC, had you?
 8 **A.** No.
 9 **Q.** So in those circumstances, how did you know, as at
 10 11 August, that Sebastian didn't support action?
 11 **A.** He said on the phone he did not want to support a formal
 12 police prosecution and provide a statement.
 13 **Q.** You've written it there, though, haven't you? You've
 14 written down:
 15 "I have spoken to Sebastian and he is happy for
 16 police to speak to the offender and about the complaint,
 17 sebastian states he is happy with this course of action
 18 at this time."
 19 If he had known that VC hadn't been spoken to, that
 20 might have changed his mind, mightn't it?
 21 **A.** It might have done, yes.
 22 **Q.** There was no conversation between yourself and Sebastian
 23 on 11 August; is that right?
 24 **A.** I believe so, yes.
 25 **Q.** In those circumstances, do you accept that you hadn't

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1 properly updated Sebastian as to the state of things
 2 before closing down the case?
 3 **A.** Yes, that's correct.
 4 **Q.** We see there below how the case has closed. If we
 5 scroll down, it's number 12, entry 12. Thank you. It
 6 says there:
 7 "OIC investigation completed. No CCTV. IP does not
 8 support a prosecution and just wanted the offender
 9 speaking to."
 10 You hadn't spoken to VC?
 11 **A.** No.
 12 **Q.** "After speaking to a supervisor, they've advised the
 13 circumstances could possibly be purely a coincidence."
 14 Did the supervisor have any detail of all of those
 15 incidents that we've spoken about, the previous bashing
 16 down the doors, serious injuries to a neighbour, head
 17 lock incidents?
 18 **A.** No.
 19 **Q.** No?
 20 "I have attempted to contact the offender via phone
 21 and visited his address twice with no answer.
 22 "I do not believe using any further police time on
 23 this incident, it is not in the public's best interests.
 24 "Victim is not vulnerable."
 25 Over the page, please. We see there:

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1 case, but due to demand and the caseload that I had at
 2 the time, being very new, very young, in -- a police
 3 officer, I needed further guidance.
 4 **Q.** Do you think that you weren't properly supervised?
 5 **A.** Yes.
 6 **Q.** We've seen this morning the Stalking Screening Tool.
 7 Can we please bring that on to screen NGPF0000113. Now
 8 this was in force at the time that you were the Officer
 9 in the Case. Had you received any training on this?
 10 **A.** No.
 11 **Q.** Were you aware of its existence?
 12 **A.** I do not recall it at the time, but I know -- I'm aware
 13 of it now.
 14 **Q.** So is it likely that in fact, when this incident was
 15 closed, you weren't aware that that tool existed?
 16 **A.** That's correct.
 17 **Q.** It says that it's mandatory, it must be used for both
 18 domestic and non-domestic stalking cases.
 19 If we turn over the page, please, following and
 20 tracking stage 1, looking at that now, is that likely to
 21 have been ticked as "yes"?
 22 **A.** Yes.
 23 **Q.** Even possibly watching or spying on a person, which is
 24 a little further below, that may have resulted in
 25 a "yes"; would you agree with that?

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1 "Sebastian [is] aware [the] case is closed."
 2 At the bottom of the page 14, this appears to be the
 3 very first entry from Ash Small, Police Sergeant, on
 4 25 August; is that right?
 5 **A.** Yes.
 6 **Q.** If we scroll over the page, we can see it's been
 7 recorded by your supervisor as outcome 16:
 8 "Victim declines/withdraws support."
 9 Do you recall any kind of detailed conversation with
 10 PS Small on this occasion?
 11 **A.** We had a brief conversation.
 12 **Q.** A brief conversation, had, by this stage, PS Small
 13 assisted with you in respect to any lines of inquiry or
 14 anything along those lines?
 15 **A.** Yes.
 16 **Q.** And PS Small similarly says:
 17 "No this is not in the public's interests, the IP is
 18 not vulnerable whilst not supporting prosecution.
 19 "Not in the public's interest when the I is not
 20 supporting prosecution.
 21 "When first spoke[n] with the IP, stated do not wish
 22 to progress matters formally."
 23 Do you think sufficient scrutiny has been applied to
 24 this case by the time it's closed?
 25 **A.** I think there could have been more time put into the

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1 **A.** I do.
 2 **Q.** At stage 2, fixated. Looking back at it now, that may
 3 have been ticked; do you agree with that?
 4 **A.** *(No audible answer)*.
 5 **Q.** Perhaps it may assist you, if we bring on to screen
 6 NGPF0000112, page 3. There has been a subsequent
 7 investigation into this incident by Temporary Chief
 8 Inspector Goucher, and she's set out there a range of
 9 questions that she considers should have been asked at
 10 the time or would have assisted in determining whether
 11 this was a stalking offence:
 12 "How does the IP and suspect know [each other] ...?"
 13 Did they used to be flatmates?
 14 What were the accommodation arrangements?
 15 "[Does] ... anyone else have any issues/concerns
 16 with the suspect ...?"
 17 Et cetera.
 18 Looking at those now, do you think that those would
 19 have been useful questions to have asked at the time?
 20 **A.** Yes.
 21 **Q.** Looking back at the Stalking Screening Tool, so that's
 22 NGPF0000113, page 2. If we scroll down to Stage 2,
 23 we've agreed that Stage 1 is likely to have been met.
 24 Based on what I've shown you, do you think that it may
 25 well have been that some of these boxes would have been

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1 ticked as well?

2 **A.** On page 3 was that?

3 **Q.** At the bottom of the page 2, so "Fixated", and:

4 "Unwanted - Does the victim report to you that the

5 behaviour is not wanted?"

6 That's likely to have been ticked, isn't it?

7 **A.** Maybe "Unwanted".

8 **Q.** Yes, and that was Sebastian's account, wasn't it?

9 **A.** Yes, it was.

10 **Q.** The next entry, "Repeated". We've now seen a number of

11 different incidents, a number of calls by Sebastian. Do

12 you think that's likely to have been ticked?

13 **A.** Yes.

14 **Q.** Yes. Even if it hadn't been treated as stalking or

15 qualified under this assessment, we see there over the

16 page that you have to consider other offences,

17 harassment, malicious communications, et cetera. We've

18 also heard today about a Public Protection Notice.

19 Looking back at it, in your view is it likely that

20 there would have been a much more significant

21 investigation had those kinds of questions been asked?

22 **A.** With the victim not supporting, no.

23 **Q.** The victim said, and it's recorded in the

24 Occurrence Log, that he wanted VC to have been spoken

25 to. In circumstances where VC hadn't been spoken to,

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1 investigation workload. There is a lack of support

2 there, whether that's from supervisors or otherwise, and

3 at times when, let's say you have an investigation and

4 an offender needs arresting, a supervisor can approach

5 you and ask you to do something else: there's a prisoner

6 in custody to deal with, with 28 outstanding shoplifting

7 offences, for example, and you have to focus and put

8 your time into that, although you have your own workload

9 as well.

10 **Q.** And as Officer in the Case in this particular case, do

11 you accept some personal responsibility for the lack of

12 investigation that took place?

13 **A.** I do, I do, yes.

14 **Q.** Thank you.

15 Chair, I don't have any further questions. There

16 are no further questions. Yes, Ms Cartwright does.

17 **THE CHAIR:** Ms Cartwright.

18 **Questioned by MS CARTWRIGHT**

19 **MS CARTWRIGHT:** Good afternoon, PC Barnes.

20 PC Barnes, you on a number of occasions said you did

21 not have time to look at the previous incidents. You

22 told us you were based at Radford police station on

23 restricted duties; is that correct?

24 **A.** Yes.

25 **Q.** I just want to understand practically, you had no issue

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1 and in circumstances where we now know that there were

2 a number of other incidents that you hadn't looked into,

3 reflecting on all of that, do you think that you should

4 have carried out a more thorough investigation?

5 **A.** I could have, if I had more time.

6 **Q.** Do you think you should have?

7 **A.** (Pause) If I had more time, and more support.

8 **Q.** I want to move on, then, to your reflections. If you

9 knew then what you know now, would you have taken any

10 steps to alert, for example, any health authorities or

11 the University?

12 **A.** No.

13 **Q.** Are you aware of any policies that would have assisted

14 you in reaching that decision?

15 **A.** No.

16 **Q.** You were very junior at the time. Were you let down,

17 and if so, by who?

18 **A.** I did feel unmanaged. I felt like I had no one to refer

19 to for guidance.

20 **Q.** Do you think that that has now been addressed?

21 **A.** (Pause) In some ways.

22 **Q.** In what ways hasn't it been addressed now?

23 **A.** I feel like police officers are under a lot of stress,

24 like myself, all the time. There's an increasing amount

25 of demand; daily demand, as well as our current

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1 with access to police systems at the time; is that

2 correct?

3 **A.** Yeah, I had no issues. I didn't have access to PNC at

4 the time.

5 **Q.** No access to PNC, but you had no restriction on your

6 ability to place VC's date of birth and name in the

7 system to then link to the previous incidents, did you?

8 **A.** No, I'd no issue.

9 **Q.** So to just understand the context of you not having

10 time, if you had actually done that, the incidents would

11 have been there for you to access really quickly,

12 wouldn't they?

13 **A.** Yes, I could have looked at them, yes.

14 **Q.** So we're not talking something that would be

15 an intensive period of time; it just simply required you

16 to put his name and his date of birth in the system and

17 the incidents were there for you to click on.

18 So when you say you did not have time, you chose not

19 to make the time, didn't you?

20 **A.** I prioritised my time.

21 **Q.** Then can I ask you, in terms of the staffing issues

22 you've identified, are you still in the MIT now?

23 **A.** No, I'm on the Beat Team now at Radford.

24 **MS CARTWRIGHT:** Thank you.

25 **THE CHAIR:** Mr Beggs?

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Questioned by MR BEGGS

- 1
- 2 **MR BEGGS:** Officer, to Mr Blake, you said you accepted that
- 3 you had given insufficient scrutiny to the case in
- 4 August 2022, and you gave four reasons: you said demand,
- 5 caseload, you were very new, and you were very young.
- 6 May I just ask you first of all about being new.
- 7 When did you start with Nottinghamshire Police in 2020?
- 8 **A.** So I joined the end of February 2020.
- 9 **Q.** So do we understand from that that you concluded your
- 10 probation at the end of February of 2022?
- 11 **A.** Yes.
- 12 **Q.** So by August you'd been just under six months on, as it
- 13 were, independent patrol; is that right?
- 14 **A.** Yes.
- 15 **Q.** But you explained at the very beginning of your evidence
- 16 that you didn't actually have a supervisor in
- 17 July/August of that year?
- 18 **A.** I don't believe I did, no.
- 19 **Q.** Was that anything to do with your restricted duties or
- 20 was it for some other reason?
- 21 **A.** It could have been due to a lack of organisation,
- 22 potentially.
- 23 **Q.** On your part or on the part of Nottinghamshire Police?
- 24 **A.** Nottinghamshire Police.
- 25 **Q.** Was that satisfactory, that someone just out of

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- 1 less now?
- 2 **A.** No.
- 3 **Q.** Has it changed from 2022?
- 4 **A.** I wouldn't say it has changed. I think there's less
- 5 staff, there's less staff retention, and --
- 6 **Q.** Do you mean there are less staff now in 2026?
- 7 **A.** I don't know the full statistics, but I see staff
- 8 leaving a lot, yes.
- 9 **Q.** Why are staff leaving?
- 10 **A.** Staff are leaving due to low morale overall across all
- 11 departments. I speak to officers daily that are looking
- 12 at leaving the job and joining the private sector due to
- 13 the overwhelming stress daily.
- 14 **Q.** Is your morale good at the moment, officer?
- 15 **A.** No.
- 16 **Q.** Just in a sentence, why not?
- 17 **A.** I feel like I can't give 100 per cent to the job due to
- 18 other pressures, work pressures.
- 19 **Q.** Just one final matter. It was suggested to you by
- 20 Mr Blake that, when you attended on two occasions in
- 21 August at VC's flat, it was obvious that that was likely
- 22 to be a time when a student was on holiday; do you
- 23 remember that?
- 24 **A.** Yes.
- 25 **Q.** Do you remember that question? Does it also follow that

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- 1 probation didn't have a supervisor?
- 2 **A.** No.
- 3 **Q.** Did it put additional burdens on you?
- 4 **A.** Yes, a lot.
- 5 **Q.** Now can I also ask you about the four reasons for
- 6 insufficient scrutiny, which you accepted. One of the
- 7 reasons was demand, and then later, in answer to
- 8 Mr Blake, you seemed to concede that you could have done
- 9 things better "If I had more time"; yes?
- 10 **A.** Yes.
- 11 **Q.** What did you mean by that answer?
- 12 **A.** So due to just the heavy workload, taking on another
- 13 officer's case, as well, which I had to do service
- 14 recovery on, I had to go through all of their
- 15 investigations, and prioritise them as well as dealing
- 16 with my own investigations and dealing with daily demand
- 17 all by myself.
- 18 **Q.** Well, pause there a moment. Just explain what you mean
- 19 by service recovery?
- 20 **A.** So there was poor investigations on all of the officers'
- 21 cases, and the victims had not been spoken to in weeks.
- 22 **Q.** Was that around the same time as Mr Blake has been
- 23 talking about?
- 24 **A.** Yes.
- 25 **Q.** Just turning your attention to 2026, March; is demand

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- 1 if he was on holiday, then the risk, actually, to
- 2 Sebastian at the time would seem perhaps to be less
- 3 because he wasn't, in fact, living where he normally
- 4 lived?
- 5 **A.** Yeah, if it was out of term time, which I wasn't aware
- 6 of, and I wasn't aware it was a student accommodation,
- 7 then yes.
- 8 **MR BEGGS:** Yes, thank you very much.
- 9 Questioned by THE CHAIR
- 10 **THE CHAIR:** Yes, I was just going to ask you a couple of
- 11 questions.
- 12 You have said that you were very new and you've set
- 13 out your background. The extra workload, was that
- 14 because of Police Constable Beardsmore, you took over
- 15 his work; is that correct?
- 16 **A.** Yes.
- 17 **THE CHAIR:** It was not another officer, it was his.
- 18 **A.** It was his workload, yes.
- 19 **THE CHAIR:** As far as this incident is concerned, you said
- 20 you were looking at your case. That's this case, that
- 21 you were looking at, the incident of stalking, the
- 22 second incident of stalking.
- 23 Were you trained to look at only the incident, or to
- 24 look at the wider picture?
- 25 **A.** We were trained to look at the wider picture, yes.

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1 **THE CHAIR:** So in order to establish stalking, you have to
 2 have a course of conduct, don't you?
 3 **A.** Yes.
 4 **THE CHAIR:** So you have to have at least one previous
 5 incident?
 6 **A.** Yes.
 7 **THE CHAIR:** You were aware of one previous incident?
 8 **A.** Yes.
 9 **THE CHAIR:** Was it that you were aware of one which made you
 10 go no further?
 11 **A.** Possibly, yes.
 12 **THE CHAIR:** If you'd known about the fact that they had been
 13 flatmates and there had been an assault in the past,
 14 would that have influenced the final decision, do you
 15 think?
 16 **A.** Yes.
 17 **THE CHAIR:** Your first instinct was to treat this as
 18 stalking, wasn't it?
 19 **A.** Yes.
 20 **THE CHAIR:** Were you persuaded by the supervisor not to do
 21 that?
 22 **A.** No.
 23 **THE CHAIR:** Because you've said, on the documents that we've
 24 seen, having spoken to supervisor, and "advised by
 25 supervisor" were the words that you used, you decided it

1 could be coincidence?
 2 **A.** I don't fully remember the conversation that I had with
 3 the sergeant.
 4 **THE CHAIR:** Just as far as the PNC and your access to it,
 5 you've said you had no access to the Police National
 6 Computer to check; is that correct?
 7 **A.** Yes.
 8 **THE CHAIR:** Why was that?
 9 **A.** I believe my password had run out. You have to log in,
 10 I think, every six months for it to sort of refresh.
 11 **THE CHAIR:** Because, had you looked at the PNC, you would
 12 have seen the marker, wouldn't you --
 13 **A.** Yes.
 14 **THE CHAIR:** -- for extreme violence, it was put on the --
 15 against police officers. Do you now check the PNC?
 16 **A.** In hindsight, yes, I do.
 17 **THE CHAIR:** Because you put yourself at risk, didn't you?
 18 **A.** I did.
 19 **THE CHAIR:** Yes. Thank you.
 20 Right. Well, I think what we'll do now is take an
 21 early lunch.
 22 **MR BLAKE:** Thank you, Chair.
 23 **THE CHAIR:** We'll start again at 1.30 with the other
 24 witnesses. Thank you.
 25 **(12.24 pm)**

1 (The Short Adjournment)

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